

Director of Security and Safety opts for an 'early retirement'

By PAULETTE PEIROL

Today is Jack Santarelli's final day as Director of York's Security and Safety Services department, as he has opted for an "early retirement."

"Santarelli and I have been discussing early retirement for some time now," Farr said, "and have agreed to step it up." Starting this Friday, Farr said, "the (Security and Safety) department will be reporting to Peter Struk, the Assistant Vice-President of Physical Resources."

Concern about York security management began last summer following a rash of break-ins on campus. Since September, employee morale within the department plummeted "to an all time low," according to Chief Steward Claude Williams, and officers have complained of strained management/employee relations.

Over 50 grievances have been filed against the department in the past six months, and twice, an entire security squad has taken their optional day off (sacrificing \$125 of their pay), in protest of their work schedule. Since security officers learned of Santarelli's retirement, "morale has gone up 10 degrees," according to security officer Terry Wright.

In last week's interview, Santarelli said he was opposed to officers being armed with night-sticks because "... we have officers here who come from different social cultures who don't think the way you and I might do as North Americans." He also said that because "some of my officers don't speak English as well as you or I... their thinking isn't quite the same." Santarelli suggested that these officers might get "so emotionally involved" in a situation that they would use the weapon when they shouldn't.

Last Friday, Farr sent a memorandum to all Security and Safety Service personnel stating that although he personally is opposed to the use of night-sticks, "Mr. Santarelli's apparent opinion that some members of Security would be culturally less able to handle the responsibilities involved in being armed with night-sticks is one which I do not share."

Farr also wrote "... the remark in no way represents an attitude of the University; I believe that it displays bad judgement and represents a disservice to all of the members of the Department of Security and Safety." Santarelli was on vacation

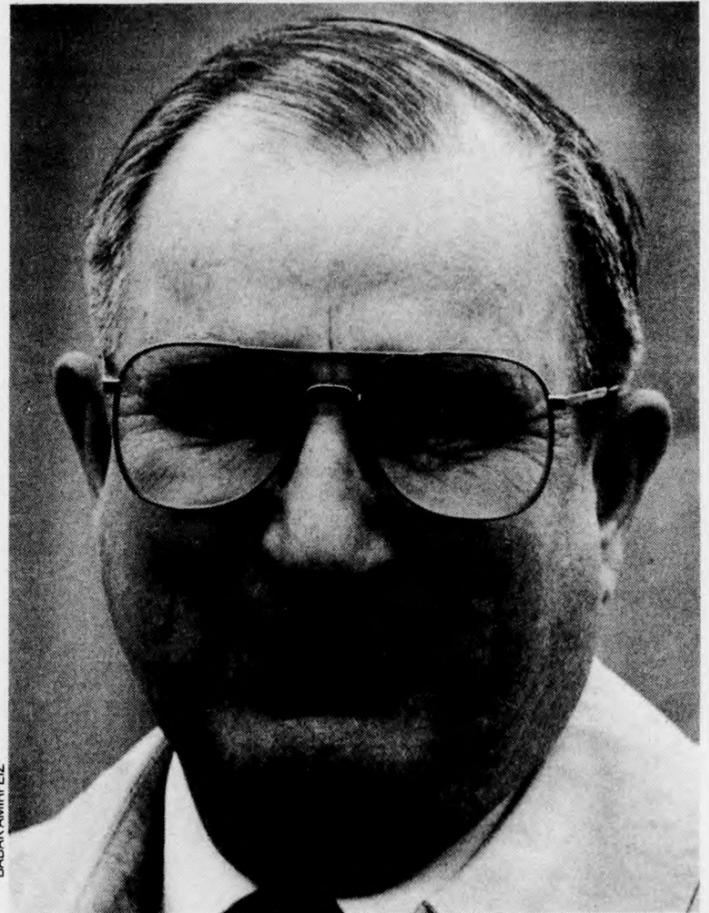
at the time that the memo was distributed.

When asked if there was a direct correlation between Santarelli's "early retirement" and *Excalibur's* interview plus Farr's letter of apology, Farr said "I have no other comment than to draw your own conclusions." Santarelli was unavailable for comment at presstime.

The selection process to hire a new Director for Security and Safety Services "will be started immediately," Farr noted. As well, the question of whether security and safety should be separate departments (since the safety section has greatly expanded in the past year), is "on the table, but in a routine way," Farr said.

Regarding his new post, Struk said "I welcome the opportunity... and will be meeting with staff soon. I am open to opinions and suggestions from them." Struk has already met with department supervisors and has discussed with them posting advertisements for the position of Director of Security and Safety Services.

"A new Director will be sought and appointed as soon as possible," Struk said, adding that "we have a lot of competent people in this department."



UNDER FIRE HE RETIRES: Jack Santarelli, ex-Director of Security and Safety took his early retirement this week.

Osgoode students sued for copying Beaver Canoe logo

By JAMES FLAGAL

Osgoode Hall law students faced a lawsuit of trademark infringement after selling sweatshirts which were similar in design to the Beaver Canoe Corporation logo. The defending students, however, were forced to establish an early settlement with the plaintiff in order to avoid a court hearing because of financial restraints.

The lawsuit was initiated on Wednesday November 19 when Beaver Canoe served a statement of claim to the Legal and Literary Society (Legal and Lit), Osgoode's student union. The statement concerned sweatshirts being sold by Osgoode Athletic Committee bearing a similar logo to Beaver Canoe's, which read "Osgoode Hall—built on tradition." The committee was selling the shirts to raise enough money to send its athletic group to the Canada-wide Law Games in early February.

On November 21, Atul Tiwari, president of Legal and Lit, and a representative from the Athletics Committee visited Ian Tod, Beaver Canoe's lawyer, in an attempt to establish an early settlement and avoid a court hearing. After a three-hour meeting in Tod's office a settlement was reached which basically consisted of the demands within the statement of claim. Legal and Lit have agreed to the following conditions:

□ The Athletics Committee must stop selling the sweatshirts immediately.

□ The Athletics Committee must hand over all existing inventory of sweatshirts to Beaver Canoe.

□ The Athletics Committee must disclose to Beaver Canoe the manufacturer where the sweatshirts were produced.

□ The Athletics Committee will be forced to turn over all profits made from sweatshirt sales (approximately \$800) to Beaver Canoe. In the case of dispute over this matter, the Master of the Supreme Court will determine a sum to be awarded to Beaver Canoe.

□ Legal and Lit will be forced to pay for all legal fees incurred by Beaver Canoe. Any disputes over this sum will once again be resolved by the Master of the Supreme Court.

On Monday, November 24, Mr. Justice Hollingworth of the Supreme Court of Ontario brought these conditions under final judgement status, binding Legal and Lit to the stipulations within the settlement.

According to Tod, there is no explicit legislation which specifies when trademark infringement occurs. In most cases, it is a matter of first glance, said Tod. If the person has to look twice to see the distinction between the two logos, then

grounds for infringement exist. Tod says that the two logos are definitely confusing and that replications cannot be tolerated by his client. "Whenever you (a designer) become popular certain people want a free ride. Our client invested a lot of time and money in creating this design," Tod added.

Tiwari claims that even though Legal and Lit had to opt for an early settlement, they had a good defense and possibly could have won in a trial situation. "Many professors told me that I had a reasonable defense," said Tiwari, "but even with a 10 percent chance of winning, legal costs would have been too great

for our union if we happen to lose."

According to Tiwari, the entire sweatshirt ordeal began back in September when the Athletics Committee decided to sell sweatshirts as part of a plan to subsidize their lost revenue from last year. "Since we had less money to operate with this year than last year," said Tiwari, "our contribution to the clubs was reduced. So we encouraged clubs to go out and make up this lost money in order to keep up the standard of activities."

Tiwari explained that the Athletics Committee produced the symbols and acquired the sweatshirts "on their own wisdom. They printed

without prior consent from Legal and Lit and they're allowed to. We as council found out about the shirts as they were being distributed," he added.

Tiwari pointed out that council did have concern about the sweatshirts after finding out about their distribution. "Two weeks ago," said Tiwari, "a council member did bring up the fact that Western University had just settled a similar case." Western's Saugeen-Maitland residence was copying the same Beaver Canoe logo for last year's residence sweatshirts and was also forced to

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Student centre financially feasible: Study

By LAURA LUSH

The proposed York student centre could be financially self-sufficient, according to the preliminary findings of an MBA feasibility study released last Wednesday.

"I believe we can get this student centre built," said Council of York Student Federation (CYSF) President Gerard Blink after hearing the results of the eight week study which was initiated by five students of Professor Tillo Kuhn's Microeconomics for Management course. "I'm glad the figures from the study show that the student centre can be self-sufficient."

The MBA consulting group, consisting of Wendy Lau, Wayne Shantz, Peter VanderVelden, Michael West and Mark Willis, reported their findings to clients Blink and Rob Castle, executive assistant for the student centre initiative, in an extensive 90 minute presentation in the Senate Chamber.

While the study concentrated on the feasibility of a student centre rather than the need for one, Lau pointed out in her analysis of York's current situation that York is the only major university in Canada without a student centre. Lau also

added that York's high population of 40,000 full and part-time students coupled with the chronic space shortage meant that the majority of students' needs at York, especially commuter students who comprise 80 percent of the total population, weren't being met.

In order to meet these needs, VanderVelden said that the proposed centre should create greater student interaction and a homogeneous feeling at York, offer a good location and facilities, and be financially viable. "As long as the centre provides revenue generating operating facilities, then it's feasible."

In his site location analysis, Willis said that the factors that he looked for when choosing the optimum site were: a link-up with central square to deviate the heavy traffic flow; a central location; a geologically sound site; accessibility for service and emergency vehicles; easy access to parking; the potential for expansion; an aesthetically pleasing location, and cost factors.

Considering the above factors, Willis said the best site location would be between the Steacie Science Library and the Farquharson Life Sciences building with a direct

link-up to the north end of the Ross building.

West, who addressed financing, said the most important criterion of the student financed centre is that it must be self-sufficient. Out of the five possible funding options consisting of the Administration, alumni, the corporate sector, provincial government, and students, West said that only student funding could be arranged by February, 1987.

Although West said that the Administration is expected to provide the initial \$8,000,000 capital for the centre, they are not in a financially viable position to commit any extra funds at this time. West said that because York is only 26 years old, the University alumni is too young to be counted as a core funding source. Corporate sponsorship was ruled out at this time because West said he felt it was a threat to student integrity.

Using a financing option matrix, West deduced that the most reasonable student levy fee would be \$7.00 per course credit or \$35.00 for a full course load. While West pointed out that a \$6.00 levy fee was more financially favourable to the student, it would bring down the allowable net

attainable square footage (NASF) of the centre from 57,800 to 49,000. (NASF is the actual usable square footage of a building after footage for common space like washrooms and elevators has been subtracted.) West also suggested that the amorti-

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INSIDE NEWS

NICARAGUA NOW: Pastor Valle-Garay, Consul-General of Nicaragua, spoke last week about his country's struggle to forge its own future. Page 5

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THE RAINMAKER COMETH: Interviewing a politician is never an easy task; interviewing Keith Davey during a book-signing is even harder. Page 5

SPORTS

'NOTHING SHORT OF EXCEPTIONAL' says Excal's Mel Broitman about our hockey team's defensive corps. Page 22

International Affairs organization starting a chapter at York University

By ZENA McBRIDE

The Canadian Institute of International Affairs (CIIA) is opening a new chapter at York. According to Kathryn Seymour, coordinator of the project, the York branch of the Institute should be in operation before the end of the school year.

The CIIA is a non-partisan organization, "dedicated to stimulating a greater interest among all Canadians in their country's role in world affairs," according to the group's literature. Founded in 1928, the Toronto-based institute has fostered study and discussion about world affairs for many years, and now boasts over 2,500 members in 25 branches across Canada.

The idea for a York chapter began when Seymour met with the president of the society, Alan Hockin, to see what was available here in terms of the CIIA. When she found no such group in existence at York, she set out immediately to establish one.

Seymour had no problem attaining club status for the group from the Council of York Students' Federation (CYSF). "They unanimously supported the whole venture," she said. The faculty at York has also expressed enthusiasm for the project. "They are excited about students working in that capacity, and are willing to help," she said, adding, "All systems are go from here."

The first CIIA meeting at York drew 12 people, according to Seymour, and as students become more aware of the group, more people will become involved. "The interest is definitely there," said Seymour. In addition, since the institute is just new at York, it is flexible. "(We can) mold it into whatever we want," Seymour explained. "Students don't often get the chance to be involved in something totally new. They always enter into established clubs. That is the challenge of this club," she added.

The next step, according to Seymour, is to form an interim executive, and to ratify a constitution. A committee structure must also be set up, to take care of the various concerns of the group, such as the membership, academic affairs, media and publicity, and special events. Seymour hopes to lay the ground work for these areas at the next meeting, tomorrow.

The ultimate objective of the new organization is to foster discussion groups, seminars, and guest speakers to examine the role of Canada in international affairs. In addition, research projects will be identified which the students can undertake on an individual basis. All individual work will contribute to expanding the society's resources, said Seymour.



GETTING STUDENTS AWARE OF WORLD AFFAIRS: Kathryn Seymour, co-ordinator of the new CIIA chapter at York says that now is the time for students to get involved.

The main idea is to educate the students, Seymour explained. "(On a national level), the CIIA consists of largely professional membership," she said. "Student input is needed to propitiate the group."

The CIIA does not set policy goals, or take an active role in lobbying. Its object is to share information and perspectives, according to Seymour. "That's the charm of it," she said, "all sides are represented equally, and no effort is made to present one

viewpoint." For this reason, Seymour feels that students will benefit from this kind of forum.

Seymour hopes to have the framework for the York chapter established by the end of this term, to clear the way for the open house which is being planned for January. John Holmes, past president of the CIIA and founder of the institute's library, will address the role of students and youth in the future of Canada.

The idea is to attract new members to the institute, by providing an occasion for them to meet with existing members. "(It will be) an excellent opportunity for students to make contacts, and to impress them with their abilities as students," said Seymour.

The next meeting of the York chapter will be held on Friday, November 28, from 12:00-1:00 p.m., in Curtis 110. All interested parties are welcome to attend.

York's retirement policy confuses faculty union

By JEFF SHINDER

Despite the October, 1985 signing of a memorandum of understanding between the York University Faculty Association (YUFA) and York's Administration, little progress has been made toward the resolution of the mandatory retirement issue.

The memorandum designated a joint committee to examine a broad range of issues related to mandatory retirement. Among the topics to be discussed were steps to allow retired faculty members to maintain their affiliation with the University, possible changes to York's pension plan, a new salary structure for long-time faculty who continue to teach on a reduced load, and a new formula that would give the University a flexible retirement policy.

The committee was to conclude its deliberations by January 1986 in the hopes that an agreement could be reached by that time. When the memo was written, York President Harry Arthurs reassured YUFA that the time schedule to reach an agree-

ment could be "easily" met.

Despite the attempts of the joint committee, the faculty association still awaits the Administration's proposals. According to YUFA President, Hollis Rinehart, the faculty association is disappointed and confused by the Administration's delay in tabling their proposals. "The main thing that puzzles us is that they made this agreement that said this committee would complete its deliberations by January 15, 1986 at which time mandatory retirement will end," Rinehart said, "and we're still waiting to hear from them."

Rinehart also complained about the arbitrary nature of the present mandatory retirement system, which he claims infringes on the individual's human rights. Presently each faculty member is required to meet the dean of his faculty 14 months prior to his retirement date in order to register his decision about whether or not he intends to retire. The dean, however, must concur with the faculty member's decision in order

for the professor to remain with the University. If the dean does not concur, the faculty member is forced to retire.

Paula O'Reilly, Legal and Employee Relations Officer, defends this practice in order to prevent an individual faculty member from prejudicing the needs of the entire faculty. "If YUFA's position is that a faculty member has the unqualified right to continue regardless of whether he or she is contributing satisfactorily to the department, then the Administration would have no way of severing its relationship with that individual, save and except commencing an ugly dismissal procedure," she said. "The Administration doesn't believe that dismissal is not a reasonable or desirable way of terminating a long service faculty member's relationship with the University."

O'Reilly played down the arbitrary nature of the present system. According to her, most faculty members are responsible for their personal evaluations prior to their

normal retirement date, therefore precluding many possible conflicts.

Rinehart, however, cited a number of controversial cases where, he claims, valuable faculty members were prevented from continuing.

He also criticized the Administration for acting strictly to defend the Administrative convenience that compulsory retirement affords them. In his viewpoint, "the real teeth behind their position is that as long as compulsory retirement exists, there is no need to pay an adequate pension. We believe if an adequate pension is paid most people will want to retire at 65." Rinehart supports his contention by pointing to the high rate of early retirement in the Ontario secondary school system that is a direct result of the new pension plan that was recently introduced.

O'Reilly stressed that budgetary concerns are in part responsible for the present impasse. According to O'Reilly, "the Administration is willing to negotiate anything that

will make the agreement reasonable for people who want to retire and are concerned about the financial aspects of retirement—but these issues must be examined within the guidelines of our budgetary concerns."

When asked about the Administration's delay in putting proposals forward, O'Reilly said that the Administration is now in the process of formulating its position. Part of the problem, she said, was the ongoing court case against mandatory retirement at universities. The suit was launched by the Canadian Association for University Teachers (CAUT) in conjunction with several faculty associations and the employees involved, which contended that mandatory retirement contradicted the section of the Charter of Rights which prohibits discrimination on the grounds of race, religion, marital status or age. The verdict went against the CAUT, as Mr. Justice Gibson Gray of the Supreme Court of Ontario ruled that mandatory retirement is in fact legal.


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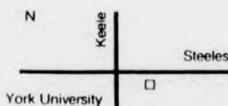
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SOME PEOPLE NEVER TAKE THE TTC: In the winter, the bike is still some cyclists' best friend, even if it includes rock solid seats, biting cold handlebars and treacherous routes.

Recycled documents now toilet paper

By NICK LORUSSO

Two York students are proposing to expand the Faculty of Environmental Studies' (FES) recycling program to include all of the York campus.

Gaynette Friesen and Rita Cerutti are coordinating the project as part of a Resource Management course at FES.

Friesen and Cerutti's plan is to examine the problems of the previously failed campus recycling program which ran from 1972-75 to find out why it did not work. They will then present their proposal to every faculty and college on campus in an attempt to persuade these parties to join the campus-wide recycling program.

"The recycling program from 1972-75 was not economical," Friesen said. "York was paying to have their paper taken away, but now the recycling company pays York for their paper. If the program was made efficient, York could even make money."

The biggest problem Friesen and Cerutti face is finding the labour necessary to implement the program.

"People in every department are worried about who is going to empty the containers," Cerutti said. "Here at FES, a graduate student empties the containers, but for the whole university it must be decided who will do it. If the caretakers could col-

lect the paper, that would solve most of the problem."

According to Cerutti and Friesen, York's proposed program depends on two basic components being successfully implemented. Firstly, a recycling coordinator must be hired whose job responsibilities will include: ordering all necessary materials, informing all departments of paper pick ups, and organizing labour. Secondly, York would need a storage facility for the paper until it is picked up. This, according to Friesen, does not have to be expensive. "Just a shell of a building to keep the paper dry."

Friesen and Cerutti are not organizing this project just because it's a part of their regular school commitments; they are interested in informing everyone about the ecological benefits of recycling paper.

"Recycling paper is very important," Friesen said. "A lot of energy goes into making paper and recycling is a way of saving energy. Land-fill sites will be less full and less trees would have to be cut down."

Recycled paper has many uses. "The high grade paper goes into making paper towels, computer paper, disposable diapers, and tampons," Friesen said. "It becomes the most amazing things and people don't realize it. The important documents of today are tomorrow's toilet paper," she added.

Friesen and Cerutti feel that mass

support is key for the success of the program. "We want to know if students care," Friesen said. "If students do have any input they can get a hold of us through the FES. If we can get enough people interested, the University can't say no."

Davey claims party most important

By PAULETTE PEIROL

While on a cross-Canada tour to promote his autobiography *The Rainmaker*, Liberal Senator Keith Davey stopped to address over 150 students in Osgoode Hall's Moot Court last Wednesday. Yet rather than discuss the book itself, Davey instead chose to deny the "excessive rhetoric" surrounding the book's publication.

Davey, an "old guard" Liberal who was the strategist for the past seven national Liberal campaigns (for Lester Pearson and Pierre Trudeau), said that he decided to write *The Rainmaker* the day Pierre Trudeau resigned as Prime Minister (February 27, 1984). Davey claims that the book is in no way an attempt to unseat Liberal leader John Turner. The Senator still maintains, however, that "the ultimate loyalty is to the Liberal party, not the leader."

Davey would not specify whether he is for or against a leadership

Centre's square footage breakdown

cont'd from p. 1

zation period to accommodate the \$7.00 levy fee would be 25 years, with a floating interest rate of about 10 percent.

The most desirable ownership agreement for the centre, West said, would be a centre jointly owned by the University and the students. Although the exact terms of reference covering this agreement are still to be negotiated with the Administration, Castle said he envisions that students would have the majority of seats on the Management Board of the student centre.

Shantz, who studied the proposed facilities for the new centre, said that based on a 1984 space facilities comparison with the University of Toronto and the University of Western Ontario, York lagged behind in existing space and facilities for all areas except for food services and merchant stores.

In making his recommendation for the proposed centre, Shantz said that the new facilities should enhance existing ones, be able to serve the 80 percent of commuter students and be multipurposed, doubling as both study and relaxation areas.

Out of the 85,000 gross square feet available in the proposed centre, Shantz said that approximately 30 percent or 26,000 square feet would be allocated to non-revenue generating facilities such as halls, washrooms and elevators, and 1,200 square feet to the centre's management office space, leaving 57,000 NASF.

Approximately 36,500 square feet would be designated to student facilities, such as lounge and pub areas, conference rooms, club office and the CYSF office. A further 5,800 square feet would be divided between revenue generating space, with 2,800 square feet allocated to a food court consisting of six fast food outlets, and the remaining 3,000 square feet allocated to student run services such as a word processing and photocopying outlets.

Shantz said the estimated annual revenues from the food court and student operated services would be \$252,000 and \$100,000 respectively, bringing the centre's total yearly revenue to \$352,000. After subtracting an operating cost of \$4.50/-square foot, Shantz said the centre would make almost a \$100,000 profit annually. Castle said that these profits could either go back into the centre for renovations or go towards reducing the levy fee to pay off the mortgage.

"I think the feasibility study is a fantastic report," Castle concluded. "These MBA students deserve a lot of credit for demonstrating to the University that York students working together and drawing on their expertise can put together a student centre package which is financially self-sufficient." Castle said that the MBA figures are the ones he and Blink will use in their upcoming negotiations with the Administration. "We will also be using figures from our architects and the figures the University has given us," he added.

review at this weekend's Liberal Party convention in Ottawa. A number of students, however, were skeptical about his decision. Davey has since publically called for a leadership review.

"The case of John Turner rests almost totally on personal loyalty to the leader," he said. Davey also noted that recent calls for leadership review "are a healthy, happy sign that the Liberals have shaken off some of their lethargy since 1985." Although Davey said that he does not work in concert with Marc Lalonde (a former Minister in Trudeau's government), he said "I admire (Lalonde) for going public (in calling for a review)."

In his speech, Davey denied that he was conspiring to bring Trudeau back into the party. "I had never thought of bringing Trudeau back," he said, adding that "all these rumours are made out of old cloth, and cheesecloth at that."

When asked why he has chosen to

come out of the backroom at this time, Davey replied, "I'm concerned about the future. To have said nothing would have been a complete cop-out." According to Davey, the Liberal party "is in trouble," being "mired in a three way fight with the worst government in Tory history."

Davey said he was concerned that Prime Minister Brian Mulroney's old supporters might turn to the New Democratic Party (NDP), and reminded the audience that Turner was elected by only "a small coalition." Davey noted, for example, that in this fall's by-election in Alberta, the Liberals fell behind even the NDP in the voting. The Albertan Liberals, he said, "are not Liberal enough." Mean while in Quebec, "the NDP are breathing down our neck," Davey said.

Davey said that if there was a review, he would not give the Liberal party alternative leaders. "I have none in mind," he concluded.

See interview on page 5.

The first night of Atkinson classes in the Winter term is Monday, January 5, 1987. Classes scheduled for Saturdays will commence Saturday, January 10, 1987, NOT January 3, 1987.



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KAMPUS KRONIKLES

By ZENA
 McBRIDE

Dexter's last stand

Remember Dexter the Dinosaur, the University of Calgary's aging mascot? It seems that the prehistoric reptile, recently slated for retirement, decided to have one last jaunt before rigour-mortis set in.

According to the *Gauntlet*, he had been admitted to mascot hospital Scheme A Dream for "minor surgery," and was supposed to have been released in time for a social engagement the following Friday. But Scheme A Dream called Scott Gertsma, VP communications for U of C's Student Union, on Saturday morning to inform him that they had lost Dexter. As a result, Dexter missed two important events that weekend.

However, Scheme A Dream called again on Monday, saying that Dexter had turned up in a bus station in Edmonton. Gertsma told the Students' Legislative Council at their meeting. "Was he drunk?" inquired one councillor.

In the light of Dexter's truancy, the Students' Union is considering a break with Dream A Scheme, and will possibly seek out a different company to design the new Dexter.

It's raining men!

Short-distance sky diving seems to be the new fad these days. Two University of Calgary students were hospitalized on November 1, when a man "fell from the third floor of MacEwan Hall and landing on a woman on the ground floor" during a Hallowe'en party, according to the *Gauntlet*.

Around 12:30 a.m., "a costumed man climbed over the third floor railing and attempted to do chin-ups," an eyewitness told the *Gauntlet*. However, he lost his grip and fell, landing on a woman who was sitting on the counter of the Coffee Company, two stories below.

Both were rushed to hospital, but, having sustained only cuts and bruises, were released later that morning.

Acronyms accrue

Acronyms today have given new meaning to the term "grammatical contortion." First there was SCUBA, and NATO—nice little neologisms without a whole lot of double meaning, then came RIDE and MADD, each with its own poignant pun. And now, for the intellectual and esoteric, there's BACCHUS.

In an attempt to encourage responsible drinking among young people, students at Wilfred Laurier University founded a new program: "Boost the Alcohol Consciousness Concerning the Health of University Students" (BACCHUS). I wonder how long it took them to make that one fit.

The program seems to be effective, though, as it has been adopted by

several other Canadian universities. It just goes to show you how ingenious students can be when someone threatens to raise the drinking age.

Kissinger cashes in

Guess who's coming to Western? That's right, folks. Former American Secretary of State Henry Kissinger will be speaking at the University of Western Ontario on January 25, for a fee of \$27,000 (Canadian).

However, this fee will not cover the rental of Western's Alumni House (which is \$1200), or hotel rooms, meals, and transportation for Kissinger and his two aides. According to the *Gazette*, Kissinger's agency estimated that an extra \$3,000 (US) would cover these costs. Part of the cost (\$12,000-\$15,000) will be covered by the University Students' Council speakers' budget, while the balance will come from ticket sales. Ticket prices will range from six to nine dollars for students, and \$10-\$12 for faculty and the public.

USC speakers' commissioner Mark McQueen told the *Gazette* that "people from David Letterman to Jean Chretien were approached (in his quest for an appropriate speaker), and Kissinger was the best that fits his criteria." He said also that he had succeeded in his goal to provide "the most interesting, most diverse, and most accessible speakers program possible."

Not to mention expensive. Now if I had \$30,000 to waste . . .

Ticket or leave it

The entrepreneurial spirit has run amuck at the University of Western Ontario. Last month, counterfeit tickets were presented at two University Students' Council events.

According to the *Gazette*, "about 200 people attempted to pass fake tickets at a Homecoming in Thompson Arena on October 18," while 100 counterfeit tickets were presented at a Hallowe'en party at Wonderland Gardens.

"This activity is clearly wrong," said Loron Orris, president of the University Students' Council. "We want to send people a clear message that counterfeiting our tickets won't be tolerated."

Five different types of counterfeit tickets surfaced at the Thompson Arena party, with quality ranging from "simple photocopies to professional jobs," according to the *Gazette*. Only one type of forgery was discovered at the Hallowe'en party. Fortunately, the organizers of both events were informed of the imposters beforehand, and were able to alert door staff.

Orris told the *Gazette* that the ticket styles for all USC events will soon be changed to make counterfeiting more difficult.

Amateur counterfeiters will have to be extra careful at the upcoming Kissinger engagement.

EXAMINATION SCHEDULE

FACULTIES OF ARTS, EDUCATION
 FINE ARTS AND SCIENCE

Please note the following changes to the Examination Schedule Dated: October 23, 1986.

CHANGE TO READ

SOCIOLOGY

AS 2110.06C Wednesday, Dec. 17 8:30am - 10:30am Curtis D

MATHEMATICS

AS 1510.06 Tuesday, Dec. 16 12noon - 2:00pm Curtis F, L

AS 2580.06 Friday, Dec. 12 8:30am - 10:30am Curtis F, I, L
 A, B, C, D, E + Stedman D
 A, B, C, D, E, G, H, K

ECONOMICS

AS 2100.03B(F) Wednesday, Dec. 10 12noon - 3:00pm Stedman D

BIOLOGY

SC 2030.05 LABS Thursday, Dec. 18 10:00am - 12noon Lumbers 128, 131
 Thursday, Dec. 18 12noon - 2:00pm Lumbers 128, 131
 Thursday, Dec. 18 2:00pm - 4:00pm Lumbers 128, 131

APPLIED COMPUTATIONAL/MATHEMATICAL SCIENCE

SC 4010.06 Monday, Dec. 15 10:00am - 1:00pm Petrie 312

VISUAL ARTS

FA 2540.03(F) Friday, Dec. 19 8:30am - 10:30am Fine Arts 322
 FA 2680.03(F) Thursday, Dec. 18 8:30am - 11:00am Fine Arts 312
 FA 3560.03(F) Thursday, Dec. 18 8:30am - 10:30am Fine Arts 322

INTERDISCIPLINARY STUDIES—FINE ARTS

FA 1900.06 IN CLASS

ADD

GEOGRAPHY

AS 4170.03A(F) Wednesday, Dec. 10 8:30am - 10:30am Curtis M

SOCIAL SCIENCE

AS 4990C.06 Thursday, Dec. 11 6:00pm - 9:00pm Stedman B

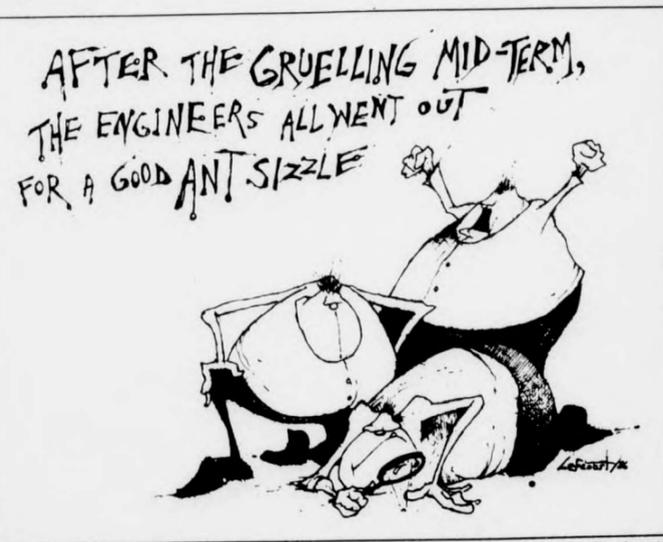
DELETE

POLITICAL SCIENCE

AS 3600.06A Tuesday, Dec. 9 3:30pm - 5:30pm
 AS 4600.06C Wednesday, Dec. 10 3:30pm - 5:30pm

PHILOSOPHY

AS 1010.06A Thursday, Dec. 18 12noon - 2:00pm



Reprinted from *The Imprint*,
 Univ. of Waterloo, November 14, 1986

Senator Keith Davey divulges innermost political secrets

Senator Keith Davey attentively tries to answer *Excalibur* reporter Tim O'Riordan queries while in the midst of signing copies of his recent book, *The Rainmaker*. Through constant interruptions, Davey still manages to produce some very articulate responses.

19.Nov.86.- (2:25 pm)

EXCAL: Senator Davey, is there any connection between the Liberal leadership convention and the publication of your book, *The Rainmaker* ... [interrupted] ...

KEITH DAVEY: None at all!

EXCAL: ... at this time ... ?

DAVEY: None at all—we published the book in time for Christmas and uh, when the book was at the printers I suddenly realized it [the book] would be around the same time as the, uh, leadership review. But there is no, uh, no uh, ... nothing intentionally ... [pause] ... [another, longer pause] ...

EXCAL: How do you feel about the current controversy that seems to be raging in the press about the Liberal leadership?

DAVEY: The controversy's going to die in about 10 days in Ottawa—whether or not John Turner will be our leader will be explained and we'll all work behind him or we'll have a convention in the first part of the year—so 10 days from now we'll know.

EXCAL: You've been a long-time Liberal Party worker and supporter, how

do you feel the party's chances are, given the existing situation, in terms of a majority?

DAVEY: Well, you know, the party was in this kind of shape in 1958 and, uh, we came back in '62 and forced them [the Progressive Conservatives] into a minority, and in '63 we became the government—I don't see why we couldn't do that again—I think it's quite possible.

EXCAL: How are your duties as Senator working out?

DAVEY: Well, I haven't been a particularly active Senator. I've uh, perhaps after the first of the year when I get through this book tour I'll be able to spend more time in the Senate, and be a better Senator—I'm hoping to.

EXCAL: How has your book tour been going?

DAVEY: I'm enjoying it very much—I've been in every corner of Canada, and I've had a particularly good reception everywhere, and I've particularly enjoyed working with student audiences as much as any because they're better-informed, and they're more switched on, and they're more into politics.

EXCAL: What has the student reaction to your book been like?



DON'T BOTHER ME NOW, PLEASE: Senator Keith Davey proudly parades his recent manifesto entitled *The Rainmaker* while avoiding interruptions so he can truly admire his great literary work

DAVEY: I think students are quite interested in the book and I think the response has been quite positive as a matter of fact ...

EXCAL: How would you rate the capability of John Turner in relation to other Liberal leaders you have worked with?

DAVEY: I think that Turner is a capable man, uh ... perhaps not as capable of leadership as certain other leaders—Mike Pearson was an outstanding leader ... [pause; replies to passerby] Hi, how are you? Good. I'm fine. Oh, I don't know, I think

they'll trust you—who do I sign it for? Merry Christmas. [then back to interviewer] Now, anything else?

EXCAL: Yes. What about Liberal funding to universities? Any promises?

DAVEY: That's the kind of thing that will await the uh, ... that's the kind of stuff we'll get into after the first of the year I think—not at the convention.

EXCAL: Switching quickly to the Provincial Liberals, and the Peterson government ... [interrupted again]

DAVEY: Yep!?

EXCAL: ... how do you feel about the conduct of the government thus far?

DAVEY: Well, I think it's a good government and I think that they'll go sometime soon and get their majority. I think Peterson is doing a fine job as Premier, and I expect he'll get a majority.

EXCAL: Uh-huh ... ? And?

DAVEY: O.K.?!? [rising from his seat]

EXCAL: Uh, O.K. Good stuff, sir ... I won't keep you any longer ...

DAVEY: [smiling] Thank-you.

'Nicaraguan revolution will work despite US intervention'

By STUART ROSS

"What kind of progress is it to watch *Bonanza* reruns on American colour TVs that cost poor families the equivalent of \$5,000?" asked Pastor Valle-Garay, Consul-General of Nicaragua. Valle-Garay, speaking to an audience of 80 at Stedman last Wednesday, was citing an example of what he feels the US government saw as "progress" prior to the 1979 Sandinista revolution in Nicaragua.

The talk, presented by the Third World Forum, was followed by a lengthy question and answer period, and covered topics ranging from the revolution's history to press censorship and the Hasenfus affair. Valle-Garay, a member of York's department of Languages, Literatures and Linguistics, described Nicaragua's plight as that of an extremely poor nation of three million which decides to respond to "decades of neglect by leaders and foreign powers" and in doing so incurs the anger of the US, "which is not difficult to do."

Calling the Nicaraguan revolution "a living experiment in development," Valle-Garay said the revolution is "the last hope" for the "300-500 million Latin Americans living in despair." According to Valle-Garay, the United States is "worried that this small country may be able to manage successfully on its own, without help from 'big daddy,' and maybe influence other countries, such as Canada, to follow the same pattern." This, Valle-Garay said, would hurt the American economy.

The self-described "shit-disturbing Nicaraguan diplomat" also discussed the recent World Court ruling that the US government must cease its illegal war against

to stop mining Nicaraguan ports and to cease funding and encouraging acts of terrorism against Nicaraguan civilians and civilian targets. Valle-Garay said the US government's refusal to abide by what it calls "political decisions" by the World Court is inconsistent, in that the United States does accept other World Court rulings, such as matters of Canada-US fishing rights. The US itself charges people such as peace activists with "political crimes," Valle-Garay added.

The US has also put Contadora "on its deathbed," said Valle-Garay, referring to the peace proposal put forth by a group of Latin American countries. The US has "interfered in and sabotaged every effort toward peace." Valle-Garay said that Nicaragua has proved it can get along with its neighbours when the US doesn't interfere. "We object to situations occurring in El Salvador and Honduras—a country that is occupied and doesn't even realize it yet—but these are problems we can work out among ourselves," he added. Valle-Garay called the contras (CIA-supported anti-Sandinista guerrillas) a "creation of the Reagan administration ... We have no intention of talking to them—they are bound and determined to destroy our nation."

"If tomorrow the United States invades us," said Valle-Garay, "the message will be very clear to other Latin American countries what will happen to anyone" who challenges the US will. "We have the right to have relations with any country we want," Valle-Garay said. "We will go to hell if we have to get weapons."

weapons.

In response to a question from the audience, Valle-Garay discussed the difficulties the Sandinista government has in getting coverage in the US media: "The only way for us to get press coverage would be to hire some more Hasenfuses to drop out of the sky." (Eugene Hasenfus, an American mercenary who was captured while attempting to deliver arms to the contras, was recently convicted by a Nicaraguan tribunal.)

Speaking about the government-church conflict, Valle-Garay said the hierarchy of the Catholic church in Nicaragua "has always been very arrogant—thinking it's above the law." He said that the church would never again remain complacent about starving Nicaraguan children as it did in the Somoza era (the dictatorship the Sandinistas overthrew). However, said Valle-Garay, the government and the church hierarchy have begun talks.

Valle-Garay said that the controversy exists within the church itself. He cited that a large representation of the church has worked—since before the revolution—integrally with the poor people, and that this contingent was one stimulus for the revolution.

In response to a question about the Sandinista government's closing down of the main opposition newspaper, *La Prensa*, Valle-Garay said this paper was "nothing but a propaganda organ for the church and the wealthy," which systematically tried to undermine the economy. According to Valle-Garay, *La Prensa* is the only newspaper in the world that has never acknowledged that Nicaraguans have died as a result of

contra attacks, and has admitted receiving funding from pro-Reagan groups such as the Heritage Foundation. "Freedom of the press is a privilege that must be earned," he said.

Valle-Garay also spoke of American support of President Reagan's Central American policies. "If someone is called 'un-American' in the US," he said, "it is the kiss of death. There is a paranoia about being labelled a Communist sympathizer, so politicians support Reagan ... The Americans back their president whenever he sends troops anywhere, whether he's right or wrong—even though he's a jackass."

Valle-Garay lauded what he called Canada's "enormous support for Nicaragua. We have a knowledge of what Canada can do as a people and as a mediatory power." However, he added, "we would like to see the Canadian government go a little further" than just making statements. "The government of Canada is in a difficult position because of its proximity to, and economic ties with, the US. But we wish to hell that

precisely because of these ties with the US, the PM should speak up directly in support of Nicaragua. It'll be too late to protest once the US has invaded—we need the protest now."

Asked what Nicaragua could achieve if it didn't have to spend half of its Gross National Product on the war effort, Garay cited many of the achievements of the revolutionary government, including the eradication of polio, the immensely successful Literacy Crusade, and the self-sufficiency in basic goods reached within two years of the revolution. "We would be, perhaps, the most developed country in this hemisphere—bar none."

Throughout his talk, Valle-Garay stressed the importance of retaining Nicaragua's independence. "We're going to make damn sure that whatever mistakes we make or whatever we do right, we'll do it on our own ... We have a commitment that this revolution is going to work, whether the US wants it or not. We are not an appendage of the United States."

Lawsuit to attract media

cont'd from p. 1
settle out of court. "We were just in the process of telling (the Athletics Committee) to stop selling the shirts," explained Tiwari. "As it turned out, we got served with a statement of claim."

Tiwari feels that Beaver Canoe's lawsuit against Osgoode was strictly for media attention. "They recognized the glamour and publicity involved in suing a law school. They're more concerned in warning the underground producers."

Tod agreed, explaining that Osgoode is just one of Beaver Canoe's first targets in clamping down on copiers. "It's an award-winning logo, and it's our client's intention to put a stop to all this copying," he said.

According to Tiwari, unless the council and the Athletics Committee find a way to raise the required funds before the first week of February, perspective law athletes will have to pay more if they want to attend the Law Games.

Editorial

York's student centre: the benefits of past failure

Perhaps it's beneficial to fail once in a while. A case in point is this year's campaign to build a student centre at York. A year and a half ago, a referendum to construct such a building was greeted by the student population with a resounding no.

Sixty-two percent of the 2,158 students who cast ballots voted against the proposal of the Student Centre Steering Committee (SCSC), despite the fact that most students liked the idea in principle. And this failure was the best thing that could have happened to ensure the success of this year's initiative.

The last campaign was far too premature as it lacked the research and consultation phases such an undertaking requires. A well-organized 'No' side attacked the gaping holes in the SCSC's proposal: It dealt in generalities with regard to the size and cost of the centre; there were no guarantees regarding existing student space; no other sources of funding were pursued; and there was a minimal amount of consultation with the students.

The referendum loss forced this year's student centre initiators (CYSF President Gerard Blink and summer researcher Rob Castle) to analyze the defects of the last campaign in order to avoid these pitfalls again. As a result, this year's strategy is markedly different.

Student centres across Canada were examined to see how they were paid for, what they contained, and who owned and managed the facility. With this background information compiled, the groundwork was laid so the planning of York's student centre could begin. The student centre committee has made sure it has an "open door policy" to gain student input into the initiative, something the last campaign sorely lacked.

Last week a feasibility study, conducted by five MBA students concluded that the proposed centre could be financially self-sufficient. Questions of location, ownership, space and funding were tackled in the report. The study even included exact breakdowns of the available square footage as well as annual revenues the centre could generate. These are the specifics which students need in order to make an intelligent choice in the February referendum. Their absence in last year's campaign doomed the proposal.

Learning from the mistakes of the '85 referendum and of problems other student centres across Canada have faced can only help this initiative succeed. And York *is* in need of a student centre. Student space is extremely limited—space originally intended for one person is now shared by three. One only has to look at Central Square and the Scott library to see how cramped York is. More study space, club space and food services are desperately needed.

The research and organization exhibited so far by the student centre committee bodes well for a successful referendum. After the upcoming meeting with the Administration, the committee will hopefully have written agreements guaranteeing a student controlled management board, no loss in total student space, a commitment to co-sign a mortgage and a capital contribution.

In this campaign the research and organization is there. Now the final decision rests with the students who will have to determine whether a few dollars added on to registration fees is worth the immense advantages a student centre will bring.



OUR LEGAL FUTURE IS LOOKING GREAT IN THE NEW "MACOSGOODE" SWEATSHIRT!

Letters

Santarelli lacks racial understanding: Reader

Editor:

It is obvious from last week's "feature" (Santarelli Speaks on Security) that the recently released Report of the Committee on Race and Ethnic Relations has arrived just in time. The Director of Security and Safety Services has, by his remarks, made some of us quite concerned about our safety.

In particular, Mr. Santarelli has made distinctly racist remarks, in my opinion. He seems to feel that people "from different social cultures" are in some way less able to respect the law of the land, the regulations of the University and commonsense.

People who speak native languages other than English or who do not speak English as well (*like Santarelli*) think in different ways, according to Mr. Santarelli.

Mr. Santarelli would benefit from a better understanding of, and respect for, the many people who have made Canada their home. These people are just as capable of following the appropriate procedures as anyone else. Rather than add more officers, perhaps that department needs better, less bigoted leadership.

—Wayne Burnett

Santarelli compromises Safety and Security

Editor:

I must confess to being a little dismayed after reading the interview conducted by Lorne Manly and Paulette Peiril in the November 20 issue of *Excalibur* "Santarelli Speaks on Security." Santarelli's overt racial slurs are not only counterproductive in the creation of a harmonious environment on campus but they also show an incredible amount of stupidity on his behalf. His ability to perform in the capacity of Director of Safety and Services has been seriously compromised.

The answer to low staff morale is obviously attributable to Santarelli's opinion of his staff. "Now we have

officers here who come from different social cultures who don't think the way you or I do as North Americans." As a North American I cannot condone the sentiments expressed by Jack Santarelli nor do I believe can the members of the York community.

Mr. Santarelli you owe your staff and the York community an explanation and apology, let's have them both soon.

Matthew Rotenberg

PS No wonder Santarelli is opposed to the issuing of night sticks to the security officers, he may well find himself being a victim of their use.

'Santarelli unleashes verbal night-stick'

Editor:

Re: Santarelli Speaks on Security. I must express my shock and amazement at statements made by Mr. Jack Santarelli, Director of Safety and Security Services in last week's interview with *Excalibur*. I will concentrate specifically on answers to questions on special constable status and the use of weapons for protection.

Mr. Santarelli says, "Now we have officers here who come from different social cultures who don't think the way you and I might do as North Americans . . . etc."

While Mr. Santarelli mentions (twice) that his remarks are not meant to be disparaging, why make reference to his officers' cultural backgrounds? If the officers are not properly trained, then say so! Do not imply that "North Americans" (?) are superior in their thinking or interpretation of the law. The law's the law! If someone is going to be hired, then make sure she/he learns and knows the rules first. But, don't imply an inferiority on the part of some cultures.

And, finally, in York's multicultural context, which the university and so many of us are proud of, did North American Jack Santarelli think before unleashing his verbal nightstick?

—Michael Latchana
Director of Social & Cultural Affairs
York Student Federation

York requires Western's luxurious atmosphere

Editor:

I am absolutely appalled at the treatment of students at the York University Coffee Shop!

This morning I entered this "establishment" and purchased my lunch. The cashier told me that I did not give her any money when I had just placed a two dollar bill in her hand. I argued with her and she rudely conceded her mistake.

I proceeded to sit down and eat the sordid fare they call food here, and opened a book to keep me company as I detest eating alone. The manager whisked by my table, telling me that there was "no studying in the cafeteria." I ignored her, thinking she was merely experiencing momentary madness. She returned 20 minutes later telling me to put my books away. I looked around me and saw many people with open books in front of them. Hence I disputed the point with her but when she threatened to take my student number I gave up. I cannot see having severe repercussions for reading a book.

I cannot understand how one may not read, study or otherwise while taking nourishment in a "university." I put no blame upon this woman as she has rules to follow from her employer. But really, is it necessary to make such a rule in a university?

From all I have seen at this university, I have observed that there is a severe travesty of justice and comfort. The profit made by this university each year is too much to excuse its scanty operation. The university should take some lessons from the University of Western Ontario, where the comfort of its students is foremost in its mind. The cafeteria, consisting of long tables upon which one can spread one's books, is surrounded by carpeting and comfortable chairs where the weary student may take a snooze or curl up with a required textbook; this is their Community Centre.

However, here at York we have cold, uncomfortable wooden

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PERSPECTIVE

BY ROBERT CASTLE

'Twas the time for retirement

Thankfully Jack Santarelli decided to take early retirement. For the past two and a half years Santarelli has been York's Director of Safety and Security. During that time and in particular more recently, morale in the Security Department sank to an all-time low as grievances by security officers soared to an all-time high—over 50 in the last six months alone. Santarelli's action was long overdue.

In an interview published last week in *Excalibur*, Santarelli demonstrated an insensitivity to the people of this university which was inexcusable and made one question the competency and the suitability of the man responsible for our safety on campus. On subjects ranging from morale of his officers to security in the pubs, Santarelli proved he was not the person we wanted protecting our community.

Just what did he say, you ask? More accurately, you should ask what foolish things didn't he say? Let's first look at the issue of morale. "Morale," said our man Jack, "is never 100 percent." Brilliant observation. But he still maintained that his "gut feeling" was that morale was "relatively good." Come now, Mr. Santarelli, were we to believe that after 50 grievances by your staff in six months things were as they should be? When morale was so low that it drove your employees to run to *Excal* to tell their tales, then I suggest to you there was a slight management problem.

And what of the security of the humble socializer in one of many friendly pubs on campus. To these people Santarelli posed a question: "Is it really our job to dash in there (pubs for example) to arrest people?" Of course not. But one would like to think that were there a problem in a pub, security would be on the scene quickly. Apparently, we should not expect such a response. Rather, to quote Santarelli if I may, "... you know what alcohol does to some people, what do you expect to happen? ... By and large it's just overexuberance. ... Overexuberance on the part of some drinkers is no excuse for security failing to perform its function quickly and efficiently to ensure the protection of our students.

A few weeks ago a serious security problem arose. A woman approached a man for a light and instead of producing a lighter, he brandished a revolver and threatened to kill someone. Security was called. The attending officers were not informed that they were walking into a potentially dangerous, if not life-threatening situation.

What did Santarelli have to say about this? "... I could have just cried when I saw that ... but there wasn't a policy on the situation." NO POLICY?! Are we to understand that our security chief had no policy on how his department would

deal with situations involving weapons? Where, I ask you, was the credibility of this man? How could there be no policy on situations that are life-threatening to his officers? Surely, he had a duty not only to protect the students, staff, and faculty of the university, but also his staff.

There are many more points open for discussion and criticism, but what concerned me most was Santarelli's blatant racist comments regarding members of his force. When asked by *Excalibur* if he thought York security officers should carry weapons, Santarelli voiced his concern. He feared that since some of his officers "come from different social cultures" they might get so "emotionally involved that the [night]stick might come out when it shouldn't." But, of course, he was "not making any disparaging remarks about them." How comforted his staff must have felt with that reassurance!

Besides, some of his officers "don't speak English as well as you or I" and "their thinking isn't quite the same." Well, I see it all now. It's merely a language barrier that was at the root of all his problems. Mr. Santarelli, your English is obviously very good, very North American, but I fear it was *your* thinking that was different from the community around you.

Walk through the hallways of this university, Jack. Tell me what you see. Allow me to help. You see an incredibly vibrant multicultural community. A community whose very strength is its diversity. A community that brings people from around the world together in a process of intellectual and social interaction.

This university has built a reputation of being open to all people, not just proper English speaking North Americans. Our security force, in order to be sensitive to the community it serves, should reflect the community. Santarelli's comments were outdated and reflected a time and attitude long since inappropriate in this country. The furor over his comments completely destroyed his credibility. He's gone now and we as a community must direct our energies to repairing the damage Jack Santarelli caused.

Rob Castle, last year's CYSF Academic Affairs Director, is a first-year Osgoode student and coordinator of the student centre initiative.

cont'd from p. 6

benches and a cafeteria in which you may not even open a book. I know there are common rooms in each college but oftentimes these are not convenient. I know we have a massive library, but is a non-smoking one which leaves little room for comfort in carrels.

Perhaps I've been spoiled by Western but then again, we pay for our future, we work hard in order to later contribute to society; should we not be allowed a little cushioning from this institution?

—Debbie Draper

Don't spend funds on York student centre

Editor:

We must congratulate ourselves, after a long hard fight, since York has succeeded in wresting funding from the clutches of the government, the possibilities are endless. Bravo.

Now, we can allot funds within the institution to build new and sorely needed residences and apartments, endow the libraries pay and adequately train YUSA etc. Right???

WRONG!!! I swear, if I hear another mention of this wretched student centre nonsense, I'll scream!!!

We don't need a student centre. What we do need is the Scott library to be extended to its originally planned capacity—ten floors instead of only five—to get the estimated three quarters of a million books out of the warehouse in which they are no doubt mildewing, for starters. Let's also not forget to do something about the lack of student housing, the overcrowded classrooms and the underpaid professorial and support staff—Wasn't that what the STOP THE GAP rally was all about?

By implementing the student centre, we will not only fulfill the Gilmour Report's Prophecy and lose our colleges to CYSF's desire for centralized power, we will also lose our individuality as members of these colleges.

How sad that it has come to this, now that we've got the money and the ability to reach our potential as a fully loaded academic institution, we choose to waste it on such a triviality.

When you cast your vote, think carefully of all the departments that could be benefitting from the funds including your own. Should we choose not to have the student centre, we could rest comfortably with the knowledge that the funds we worked so hard to obtain would go towards equipment and instruments, enlarging our overcrowded classrooms—underlining the real reasons we protested in the first place. The most important aspect of this is knowing we have both a choice and a voice in deciding the future of not only our university, but our degrees as well.

By rejecting this blatant waste of precious funds, we will also be able to maintain the individuality of its college system.

Let's not let our wishes fall upon deaf ears, we did it at the rally and we can do it again, let's speak up for York and our futures. Once we real-

Letters Cont'd

ize that we govern our own fate and we do have the power to enhance our learning opportunities, I believe we will make the right decision. All we have to do is say so.

Moira H. Scott

Student centre strictly ploy to strengthen CYSF

Editor:

Once again the ambitious student politicians of CYSF are struggling with a massive problem: How to get their own building? CYSF has always been convinced that it should be the voice of the York student body, and every once in a while, Administration officers can be found who agree with this theory. The problem with theories, of course, is how to put them into practice. Well, after much hard thought, the amalgamated genius of the University has come up with a wonderful new idea—build a Student Centre, and get the students to pay for it!

Wonderful. The argument seems foolproof—an opportunity for the administration to do away with the college system and its embarrassingly individualistic masters, and an opportunity for CYSF to eliminate the bothersome College Councils who are constantly undermining student solidarity.

The problems which remain are only minor by comparison. As a student, it seems that I'm to ignore the fact that four out of my five courses are booked into classrooms that are too small for the number of students registered in the courses. I'm also supposed to forget that the York library system is hopelessly underfunded and undersized, or that there is insufficient study space for those of us who are trying to work. Of course, faculty members are no better off, as underfunding has virtually eliminated their opportunities for fellowships which would allow them to research and publish.

I really wish that *Excalibur* would spend some serious time and effort trying to get the facts and figures behind these serious shortcomings, rather than just report the self-serving mouth-mush of a pack of opportunistic student hacks. I know that such responsible journalism would be mightily appreciated.

Thanking you for your help in advance.

David E. Armstrong

JSF trivializes Christian symbol in anti-JFJ drive

Editor:

On November 18 the Jewish Student Federation sponsored Larry Levy of Jews for Judaism to speak about his reasons for leaving the Jews for Jesus organization. In their publicity they trivialized a Christian symbol, the cross, and this action has offended many Christians. Let us start with the premise that it is the wish of all religious groups to co-exist and relate to one another in harmony. We believe that the JSF is made up of peace loving and tolerant people on the whole. Thus it has been with sadness that we have

watched some people within the JSF community take a sacred Christian symbol and publicly demean it. We feel offended, and this does not help good relations. We simply ask the JSF to respect our faith and its expression in our symbols. A gesture of good will would be welcome, but we will forgive and forget and get on with the business of being good friends.

Ian James, Chairman of the Inter-faith Council; York InterVarsity Christian Fellowship, York Catholic Community, York Chinese Christian Fellowship, York Lutheran Student Movement, York Navigators, Glendon Christian Fellowship

In response to JFJ, Levy shows great hypocrisy

Editor:

Concerning your November 20 cover article on the ex-Jews for Jesus members Larry Levy: He seems to be against the missionary organizations because they target a specific group for conversion. So what? There are all sorts of missionary groups around the world who concentrate on specific cultures and peoples. So what's the big deal if there's one more targeting Jews. If Jews truly believe in their religion, what have they to fear? The irony of the whole situation is that Levy, who claims to be against the targeting for conversion of one group, is now the director of an organization trying to convert Christians back to Judaism. I know hypocrisy is a big word, ... but there certainly seems to be a contradiction somewhere. Of course, totalitarian wimps were never known for their brilliant use of reasoning.

—Daniel Silver

Council member clarifies CUEW delayed cheques

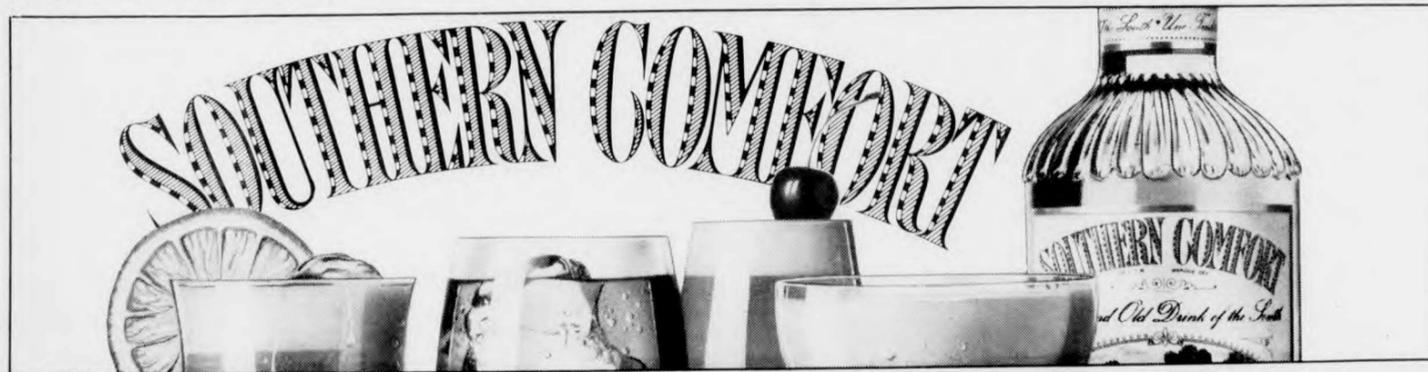
Editor:

I was pleased to see Steve Isenberg's front page article in the *Excalibur* on November 13, "CUEW compensated for delayed pay cheques." However, there were a few errors of fact that I would like to correct.

First, it is not clear to CUEW that 800 members were paid late in September. We have no way of knowing the exact proportions of the problem, but our efforts to locate those affected put the number somewhere between 100 and 200, still a sizeable group.

Second, the \$25 nuisance fee and reimbursement for bank and other charges were not conceded by the university administration after CUEW "circulated posters." If only life were so simple! Rather, we won this settlement at Step 4 of the grievance procedure on October 23. The union's position was that it is completely unacceptable for our members to wait six or more weeks, without any warning, to receive their first pay cheque. In making this argument, I was backed up by seven CUEW members attending the meeting who had their own stories to tell. The posters which advised "Paid

cont'd on p. 8



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Letters Cont'd

cont'd from p. 7

Late? Retaliate!" were intended merely to publicize the settlement and redress we had won.

Finally, Larry Lyons is officially the Chairperson, not Chairman, of Local 3.

Margaret J. Watson
Chief Steward (Council)

Soviet objections to Star Wars are valid

Editor:

As the question of SDI of 'Star Wars' appears to be the chief obstacle to a far-reaching Disarmament agreement, we would do well to consider whether the strong Soviet objections to it have any validity.

In theory SDI is regarded as a Defensive system (the D stands for Defence), yet for several reasons it will not work in this sense. Firstly, the cost of providing against an enemy first strike would be totally prohibitive, or the order of 1000 billion dollars, whereas to defend against a retaliatory second strike (by missiles which escape 'our' first strike) would be at least 10 times easier.

Secondly, if the 'other side' decides to strike first, they can very easily destroy the highly sensitive sensors which must be placed in space to detect their missiles (and without these sensors SDI would be totally useless). This could be done, for example, by exploding a bomb containing small pellets, previously placed in the same orbit as the sensor, but rotating in the opposite direction.

Thus the only way SDI will be useful to us, if at all, would be if we strike first, destroying the Soviet SDI sensors as an initial step. The Soviets are well aware of this, and are quite

reasonably reluctant to reduce their strategic weapons while SDI goes ahead . . . for the fewer weapons they have the easier it will be for the US to make SDI work as a component of an offensive first strike.

Of course this works both ways, so that a soviet SDI deployment makes a first strike on their part much more plausible. The only way we can avoid that is an agreement that both sides should forego SDI development. The Soviets are extremely willing to conclude such an agreement as part of general disarmament and we should take up their offer without further delay.

—J.M. McNamee

Part time student wants different swim hours

Editor:

On behalf of the thousands of part-time evening students and faculty I am compelled to write to you.

It seems that Recreation York does not much care for the convenience and participation of many part-timers. My particular beef is with the times allotted for Recreation Swim.

You can swim between (12 and 2 p.m.) and (9 and 11 p.m.). What we need is some hours around 6 p.m.; say 5 to 7 p.m. Needless to say 12 to 2 is too early for all the evening faculty and students and 9 to 11 is too late.

Can the York's Recreation Department give priority to thousands of students over a few physical education coaches and their upcoming stars. I invite them to prove their professional commitment and enthusiasm between 10 and 12 midnight.

Chris Kalevar
P.T. Faculty, Atkinson

EXCALIBURATS!

If you value what's left of your social life, **ATTEND** your one big chance to party at patty's next Saturday (December 6th), following our final bizarre issue for '86. More details at **TODAY's** staff meeting, 3 p.m. in the ionized cave.

OMBUDSMAN REPORT

(Yearend 1985-86)

During my year as Food Services Ombudsman I have received numerous complaints. These complaints covered a wide spectrum of Food Services at York. They ranged from cold food, to cockroaches to low levels of service. Some of these complaints were received by phone but the vast majority of complaints (or compliments) were derived from personal contact with Users. But however the complaints were received or whatever the complaints were about the important thing was that a line of communication was open.

I feel that these lines of communication could be strengthened and built upon though. One way of accomplishing this is through greater involvement and discussion with the Users Committees' Chair people since it is next to impossible for the Ombudsman to be in all places at once (and during hectic weeks, very difficult to eat in every cafeteria during the course of the week), it is important that the Ombudsman be able to rely on these people as his "second set" of eyes and ears. Since the Ombudsman is equipped with an answering machine he can, figuratively, be reached at all times. Perhaps the chairpeople should be required to "check in" with the Ombudsman on a regular basis so that if a situation does develop the Ombudsman will not be caught unaware.

One thing the chairpeople would be very helpful in reporting is the service at their respective outlets. More than anything else I have encountered this year, service seems to be a major problem, this is especially true at Marky's and the Rill Food outlets. I cannot truly believe that this level of service would be tolerated in the "outside world". At the Rill outlets it would certainly seem as though some of the younger employees have something against the students for being in university (I must also say that there are also some excellent employees at these outlets but as they say "one rotten apple spoils the bunch"). At Marky's I heard numerous times from students who have taken a valid complaint to the manager only to have her try to place the blame back on the user, they do not seem to be willing to accept responsibility for their own mistakes.

The students' attitudes seem to have been exemplified during the last

few weeks of school. The Complex I cafeteria is almost empty but the pizza men are busier than ever and I would expect that Harvey's and Wendy's are doing pretty good business. The reason? Most students have run out of scrip and their opinion is that if (and I quote) "we are going to be spending 'REAL' money, we want real food and real service. not Rill food and Rill service." I have heard the above comment from more than enough people to warrant its inclusion in this report.

Which brings us to another point, why are there so many people running out of scrip so early on in the year? The blame cannot simply be put on the student's mismanagement of funds. Much of the blame belongs on the amount of scrip allocated and the pricing of the food. For the latter point I do not mean merely the price of the food but also the fact there seems to be something wrong with a system in which people who are dependant on the service are charged the same as day students (excuse me, we are not charged tax). The system, suggested by the pretending committee, of meal plan outlets and cash outlets would be an ideal, and its within our grasp so "let's go for it".

Such a meal plan/cash outlet system might also cut down on dish loss. The meal plan outlets would out of necessity have to be more secure areas, food and dishes would not be allowed out of the cafeteria. Cash outlets on the other hand could make more use of disposable dishes.

Overall I feel that is important to stress to any caterer that both services and quality of the food are of the utmost importance and management should always be on top of both. This should also be a major consideration in tendering the contracts, both the quality of the food and the level of service should be of the highest standards.

In closing, I would simply like to thank you, for giving me the opportunity to be of service to the York Community.

D.W. Bennett

This summary is intended to provide all members of the community with an outline of the Report of the Committee on Race and Ethnic Relations. The full 106 page Report is available through the Office of the Provost (S920 Ross Building, Keele Campus) and the Office of the Dean of Students (241 York Hall, Glendon Campus).

Summary of the Report Committee on Race and Ethnic Relations York University May 1986

Recommendations of the Committee

1. The re-articulation of a human rights policy for the York University community;
2. A Centre for Race and Ethnic Relations be established at York University;
3. All hiring, recruitment, and promotion policies for faculty, staff, library and service personnel be reviewed for possible sources of systemic discrimination against members of racial and ethnic minorities;
4. More effective outreach programmes be designed to foster relations between York and the large numbers of ethnocultural and advocacy groups which have been formed so that the University can better serve the needs of the changing population of the city.

"[The Laskin Committee] wishes merely to emphasize the full acceptance by the University of the public policy of the Province which prohibits discrimination on the basis of such criteria as race, creed, colour, sex, nationality, ancestry or place of origin, as expressed in the Ontario Human Rights Code."

p. 13, Freedom and Responsibility in the University: Report of the Presidential Committee on Rights and Responsibilities of Members of York University (November, 1969).

MESSAGE FROM THE PROVOST

Dear Member of the York Community,

In the spring of 1984, I was fortunate to find a number of colleagues willing and able to help formulate some guidance for all of us on the very important issues of race and ethnic relations. The findings and recommendations of this advisory group are now being shared with all members of the community, so as to benefit from their comments and suggestions. I very much hope you will pass on your views by writing me at S920 Ross or by calling at -5275. Your response will assist in the formal policy consideration to be given to the report.

For now, please let me offer public thanks to the members of the Committee and those who assisted their careful study of complex issues. The work of the Committee provides us all with important and useful advice for creating the best possible climate for mutual respect and tolerance, and the fullest possible opportunity for the pursuit of social justice as a continuing priority of York University.

T.A. Meininger
Provost

Background

In 1969, a Presidential Committee on Rights and Responsibilities of Members of York University, chaired by the Honourable Mr. Justice Bora Laskin, presented its Report. This Report included reference to human rights policy in the province and its application to York. Although the Report itself did not become official University policy, it did influence subsequent policies and regulations with regard to student conduct.

In November, 1982, then President H. Ian Macdonald convened a meeting with members of the community to discuss the incidence of anti-semitism on the York campus. In a subsequent address, President Macdonald offered a more general articulation of the responsibilities of the University in this area of increasing concern. There followed a Presidential Statement dated 2 December, 1982, enunciating a policy of tolerance within the community.

In April, 1983, President Macdonald established a Special Review Committee, mandated initially to review a racial incident in the York apartments. The Commit-

tee was also to report on the state of race relations at York and mechanisms to handle problems. After a preliminary Report dated 28 April, 1983, the work of the Special Review Committee led to the appearance of two later reports, both of which the administration of the University, on the receipt of legal advice, deemed unsuitable for general publication and dissemination.

The responsibility for continuing discussion of the issues and for development of general policy was assigned, in February, 1984, to the newly appointed Provost of the University. In March, 1984, Professor T.A. Meininger established the Committee on Race and Ethnic Relations whose terms of reference were to find ways "to increase the sensitivity to, and appreciation for, social and ethnic harmony," and "to promote tolerance among people of differing racial and ethnic backgrounds within the University community." This Committee, after 20 months of hearings, interviews, a survey, considerable research and much discussion, has now issued its report.

Membership of the Committee

The following people have served as members of the Committee on Race and Ethnic Relations: Peter A. Cumming (Chairperson), Irv Cooper, George Eaton, Harry Glasbeek, Munyonzwe Hamalengwa, Brenda Hanning, Frances Henry, Elspeth Heyworth, Louise Jacobs,

Clifford J. Jansen, Billie Mullick, Carole Yawney, and Andrew Zarnett. The Committee was aided by the following researchers: Hugh Ashford, Effie Ginzburg, Howard Pfafsky, Lyal Sunga, and Mary Ellen Turpel.

Submissions

The Committee received written submissions from the following: W. Burnett (Glendon College, Faculty of Education), G. Doxey (McLaughlin College), D. Hobson (Vanier College), D. Lumsden (Norman Bethune College), C.E. Rathé (Founders College), the E.S.L. Coordinating Committee, and the Federation of Indian Students. Oral presentations were made by: M. Elliott (Winters College), L. Lawrence (Fine Arts),

D. Moore (SHEACC), I. Pengelly (Jane-Finch community), O. Quamina (Personnel Services), L. Sanders (E.S.L. Coordinating Committee), E. Scarponi (COSTI-IIAS), A. Shefman (League for Human Rights), T. Trantor and C. Oliver (Ethnic Relations Unit, Metro Toronto Police), Caribbean Students Association, Federation of Indian Students, and Security and Safety Services.

TERMS

Racism — a term which denotes discrimination on the basis of race, ancestry, national or ethnic origin, or colour.

Racial Incidents — they may be defined for the purposes of this report as verbal or physical interaction among any member of the institution that expresses a negative attitude, derogation or hatred for a person based on race, ancestry, national or ethnic origin, or colour. These incidents may take the form of racial slurs, threats, discriminatory evaluations and placement decisions, insults, verbal abuse, name-calling, jokes, racist graffiti, intimidation and physical assault. Although the number and extent of incidents are not in themselves deterministic, the factors of frequency and repetition must be taken into account. A minor incident causing annoyance when repeated frequently may escalate to constitute major harassment.

Apprehended Violence — a term used to describe an element inherent in many racial incidents. It may be used in one sense to describe fear on the part of a victim of potential physical violence resulting from harassment. It can also be used to describe violence inherent in non-physical aggression such as that felt in continuing verbal harassment.

—from the Committee's Report

Report of the Committee on Race and Ethnic Relations

[Note: What follows is a condensation of the Committee's lengthy report. The condensation seeks to provide all members of the community with a convenient published version of the report that conveys the salient findings and recommendations. Responsibility for the condensation rests not with the Committee itself, but with the Provost of the University.]

[The body of the report is organized as follows: 1) Introduction; 2) The University and the General Law; 3) Perceptions of Racism on Campus; 4) Existing and Possible Methods of Redress for Human Rights Complaints at York; and, 5) Recommendations. This condensation will follow the organization of the report.]

1. Introduction

[In this section of the Report, the Committee discusses its mandate, describes the methods it developed to study the question, relates in the abstract the presence of occasional racist incidents and their implications, and raises the issues that face the University, concentrating in particular on freedom of expression.]

The Committee on Race and Ethnic Relations at York University was struck as an advisory body to the Provost. By its terms of reference, the purpose of the Committee is to increase the sensitivity to, and appreciation for, race and ethnic harmony, and to promote tolerance among people of differing racial and ethnic backgrounds within the University community.

York University, reflecting the composition of Metropolitan Toronto, has a rich and varied ethnic makeup. Indeed, this is one of York's significant advantages. However, as much as York reflects the population of the city, it is also a microcosm of the larger society and is unable to escape manifestations of racism among members of the community. Although enjoying a relative peace on campus, incidents of intolerance occurring at York over the past few years have demonstrated that an undercurrent of racism exists among a few members of the York community. This challenge emphasizes the need for an official institutional response.

As well as being obligated to deal with the problems on campus, the University also has an educational role in providing an example of commitment and leadership in the area of human rights to the larger community.

The Committee, in the hope of grounding the recommendations in the reality of facts, carried out a survey of the nature and extent of racial incidents on campus. The Committee reviewed the experience of other universities. Oral and written submissions from students, student groups, faculty members and various groups from on and off-campus were received. The Committee also developed a legal framework through which complaints of racial and ethnic harassment could be resolved in an expeditious, consistent, fair and effective manner. Finally, the Committee has recommended certain educational and preventative initiatives to alleviate sources of potential misunderstandings and conflicts.

The Committee found that members of

the community have been victims of name-calling and racist and ethnic insults. Such insults have been sometimes made by students to students directly or indirectly (e.g. through graffiti on washroom walls). Some students have also reported discriminatory attitudes against certain racial and ethnic minorities on the part of professors and teaching assistants. For example, some students have felt that foreign students are assumed to be academically inferior and that some minority groups are viewed as stereotypes by some professors and teaching assistants.

Students also reported that racism is experienced not only in the classrooms, but also in administrative offices, residence, libraries, and campus cafeterias. Moreover, staff and faculty who are members of minority groups can also be subject to similar harassment.

That there is racism at York is no surprise despite the fact that York is an academic community. The people who make up the University community are as exposed to cultural biases and stereotypes as anyone. An institution within society, York can expect some degree of intolerance but it also has a role to play in dealing with difficult problems that arise in the conflict between the freedom of individuals and groups to act as they please on the one hand, and the requirement of basic respect for individuals and their human rights, on the other.

The pursuit of justice and fair play ought never to be neglected or forgotten. The protection and promotion of the human rights of individuals and of groups is today considered a cornerstone of the social foundations of democracy. Careful attention must be paid to the dignity of individuals, minority groups, the poor, the disadvantaged and the powerless. Similarly, people must be able to express dissenting opinions and different perspectives. Young people whose talents and contributions are yet to be recognized would be discouraged, or find their initiative smothered completely, by forced conformity or outright intolerance.

Dealing with racial and ethnic discrimination can raise concerns about freedom of expression of opinion. The free exchange of ideas and opinions is a critical necessity to society and its universities. Freedom of speech is highly valued in Canada. Indeed, it might be considered the most essential human right.

Some kinds of conduct, however, obviously do not advance understanding, the goal of freedom of expression. If we assume as a general moral principle that individuals *prima facie* ought to be accorded an equal and basic measure of respect, then conduct which denies respect to an individual is not morally permissible. Insofar as racial jokes and slurs infringe this principle, they ought not to be permitted in the university.

[The Committee goes on to discuss the grey areas that arise in putting such principles to work in a university, attempting to create an intellectual context for establishing a balance among freedom of expression, bona fide academic inquiry and respect for human dignity.]

In the university community, it is difficult and impractical to prohibit the use of specific language. A better solution might be to establish mechanisms to deal with concerns that arise among members of the university community. These mechanisms would provide students with a means of airing grievances they might have vis-a-vis instructors. Such a mechanism is more difficult in the case of student-to-student conflicts, and it could be argued that this area should be left to the law of the land.

More generally, and as another kind of example of the issues, a speaker who argues that apartheid is a justifiable political system ought to be allowed to offer his or her opinions free of disciplinary action from the university. But so should others be allowed to protest the speaker's opinions. And if the speaker is not a student, but a speaker from off-campus, students ought to have their right preserved to protest peacefully the speaker's very presence on campus. Such is the right of free speech. The offering of unpopular opinions should be allowed, but so should objections, peaceful protest and demonstration also be allowed. This approach to the right of free speech means that sometimes a speaker may not be heard. This implies a balance must be struck. What speaker ought to be heard regardless of strong objections to his or her presence or opinions? No speaker enjoys, or ought to enjoy, an absolute right to inflict his or her opinions on the public. Allowing both speaker and audience rights elevates the freedom to speak to the political level.

2. The University and the General Law

[In this part of the Report, the Committee engages in an extensive review of how external law and legislation bear on the University and members of its community. The Report discusses the applicability and actionability of Human Rights legislation in the context of the University.]

The University does not confer any special legal privileges on its members. This means that all federal, provincial and municipal laws apply equally on campus as off. However, the University may decide to establish certain regulations and procedures designed to govern behaviour or resolve disputes on campus. Nevertheless, a person always retains his or her right to have legal cause of action decided by a court of law.

Canada is a signatory to the *Universal Declaration of Human Rights* and a party to the *International Covenant on Civil and Political Rights* and its Protocol. While there is some difficulty in enforcing these international obligations due to the division of powers between the federal and provincial levels, international law has been cited in Canadian cases. It remains a useful standard and guide to interpreting and adopting principles of human rights.

As to internal legislation, in contrast to the American Constitution, the *Constitution Act, 1867*, did not initially include a Bill of Rights. Civil rights cases were therefore decided on the grounds that civil liberties are almost exclusively under provincial jurisdiction. It was generally accepted that Parliament and the provincial legislatures were supreme within their respective spheres of jurisdiction. In 1960, the *Canadian Bill of Rights* was passed as a law by Parliament. While this provided a measure of protection, the fact that it is a law and not a constitutional amendment meant that it applied only to the federal sphere, that it could be repealed at any time, and that it did not clearly override other federal laws.

Meanwhile, and as it pertains to Ontario, the law emerging from court decisions is that no tort of racial discrimination exists. Instead, protection is provided through the Ontario and the Canadian Human Rights Commissions, depending on which body has jurisdiction. Other decisions have concluded, under the *Ontario Human Rights Code* as it existed prior to 1981, that racial harassment is contrary to the code and that victims can be compensated for pain and suffering.

The *Ontario Human Rights Code, 1981*, includes the guarantee that all individuals have the right to be free from discrimination

on the basis of race, ancestry, colour, nationality, and place of origin with respect to services, goods, facilities, and accommodation, in employment, in respect of the capacity to enter into contracts, and to become a member of a vocational association such as a trade union.

The *Code* now specifically protects individuals from racial harassment, whether in the workplace or the residence. Employers and landlords are responsible for the conduct of other employees and other residents if these individuals racially harass another employee or resident.

"Harassment" is defined in paragraph 9(f) of the *Code* as "engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome." This definition of harassment guarantees individuals the right not to be the subject of racial slurs, through name-calling, posters, signs or racist graffiti. As well, under the *Code*, it is not necessary for the person responsible for the harassment to know that the vexatious comments or conduct were unwelcome. If the person should reasonably have known the activity was unwelcome, he or she may be liable for it. Everyone must use common sense and cannot excuse their own racist behaviour by pleading insensitivity or ignorance.

The *Ontario Human Rights Code, 1981* applies to students of York University, and indeed, to all members of the York community. Any racial name-calling by a representative of the University as landlord, or by other tenants in residence, in circumstances where a University official should reasonably have known about and put an end to the name-calling, would be covered by the *Code*. Similarly, the conduct of University officers towards its employees is covered. It is not entirely certain if racial harassment between students or between faculty members and students in situations which do not involve housing, employment or services or facilities, are affected by the *Code*. However, it seems probable that if any harassment took place in such circumstances and was known, or should reasonably have been known, to university officials who did nothing about it, there would be a breach of the *Code*, inasmuch as there was discrimination because of a prohibited ground in the provision of educational services.

Racial harassment by one student towards another, by a faculty member towards a student, between staff and faculty or between staff and students tends to lower the self-esteem of the victim and once that happens, an injury has been done which involves a cost both to society and to the

"York University's position with respect to the on-campus behaviour of its members has been characterized by a relative absence of regulations and by the guiding principle that citizens of the York community should be free to speak, write, publish, create, study, teach, learn, engage in research, and associate as they see fit. These freedoms are limited at York only by the law of the land and by the requirement that all persons have a sufficient sense of responsibility to respect the exercise of those same freedoms by others. Inherent in this attitude of York University is a rejection of intolerance of the views, religion, colour, or nationality of others. We consider it a wrong to engage in such intolerance, in a university community above all others, and will continue to firmly proclaim against wrongs and to correct or discipline them when it is in our power to do so."

(From University Statement, 15 April 1983)

particular individual at hand. While some individuals are less sensitive to racial insults than others, most people depend in part upon the opinions of other people for self-appraisal. Persons humiliated because of some arbitrary judgment made by others about them on the basis of a prohibited ground may suffer from feelings of self-doubt, resentment, injustice, mistrust and cynicism. A once productive student who might otherwise have made a valuable contribution to society may be psychologically disabled by these feelings. The *Code* seeks to

enhance every individual's feeling of self-worth and provide him or her with respect for his or her inherent dignity. As well, the *Code* strives to assure that everyone will have equality of opportunity within society, by precluding a person being judged on the irrelevant criterion of race, place of origin, colour, or ancestry. Every individual should be able to realize self-fulfilment on his or her merits.

The *Canadian Charter of Rights and Freedoms*, which became part of the Constitution of 1982, provides individuals with constitutional guarantees or rights, regardless of jurisdiction. The courts may now invalidate laws at any level which encroach upon these rights.

Section 15 of the *Charter* prohibits discrimination against individuals on the grounds of race, religion, colour, national or ethnic origin, sex, age and mental or physical disability. Every individual is proclaimed equal before and under the law and has the right to the equal protection and equal benefit of the law. This protection is in respect of both intentional discrimination and systemic or institutional discrimination.

Apart from the actual entrenchment of human rights in the Canadian Constitution, the *Charter* provides a symbolic value to inspire greater respect amongst individuals for the dignity of the individual. Furthermore, the *Charter* brings Canada's Constitution into greater accord with international human rights instruments. The similarity in wording between the *Charter* provisions and those of international human rights documents makes it all the more likely that human rights standards recognized the world over are truly realized in Canada. As we have emphasized, York University (and all universities) should serve as a model institution for society in giving effect to the realization and enhancement of human rights, including equality rights.



"It is the responsibility of our institutions of higher learning to combat the fear or the absence of conscience that allows atrocities to occur, and prejudice to live on and flare up. We must ensure that our students develop the capacity to be social critics so that, for example, they know the difference between political or ideological literature and hate literature. We must teach them to think carefully about the highly complicated issues that often surround or obscure prejudice . . . We must make them aware that the fight for human rights is never-ending, and that in aspiring to all kinds of justice and freedom in their lives they are fulfilling their duty to humanity in the noblest way."

H. Ian Macdonald,
President's Introduction, The
Harry S. Crowe Memorial
Lectures, "Anti-Semitism: A
Historical and Contemporary
Perspective"
(13 November 1982)

3. Perceptions of Racism on Campus: A York University Survey

[This part of the Report describes how the Committee sought to inform itself on the nature and extent of racial incidents and racist attitudes on campus, and of the perceptions of the student community on the subject. The Report describes and evaluates data collected through a survey of students and from the observance of graffiti.]

As part of its mandate, the Committee undertook to investigate if and how racism occurs on campus and the problems resulting from its manifestation.

Little information could be gathered from existing sources as to the extent, nature and perceptions of racism as it relates to students—the main constituency of the University. In view of the lack of data, the Committee decided to sponsor a study to be conducted among the students themselves to determine if and how racism affected their lives on campus. This survey is the first on the subject of racism ever undertaken in a Canadian university.

The survey encompassed 900 third- and fourth-year students in the Faculty of Arts and another 401 students in Atkinson courses at the same level of study. The survey was conducted at the time of registration in September, 1984.

It was determined that the sample was fairly representative of the overall student populations in the respective Faculties. Of the students responding, two-thirds of the sample were 23 years of age and younger while 55% were women. 80.8% were born in Canada, with the majority of the rest being born in East Asia, Europe and the Caribbean.

Table 1 illustrates the distribution of groups within the sample surveyed. These figures show that approximately one in four of the respondents was non-White.

Table 2 illustrates the distribution of ethno-cultural backgrounds of Canadian-born students.

Both sets of figures were utilized to compare the perception and experience of racism among different groups.

As the characteristics of the sample approximate those of the total student population at York, the Committee believes that these results reflect the experiences, opinions and perceptions of the students of York University.

About 3% (or 39) of the students indicated that they had been the object of a racial incident at York. Some of the 39 reported more than one experience, and therefore 63 incidents were recorded.

Of the 39 students who reported experiencing racism, the majority (28) were non-White. East Indians and Blacks, the two largest non-White groups on campus, experience racism more than do other non-Whites. Not one of the 12 Canadian Native students indicated an experience of a racist incident. Eleven White students (five Jewish and six European) reported racial harassment.

By and large, the allegations of racism of students centre about verbal insults and name-calling by other students and derogatory statements with a racial or ethnic connotation made by members of the teaching staff. A few professors and teaching assistants are specifically accused of making racist and irrelevant statements about those groups who can be considered minority groups (Third World and other foreign students, non-Whites and Jews) within the context of the University. Of the twenty-five incidents involving teaching staff, eight specifically alleged that professors do not grade non-White students in the same way as White Canadian students.

Locations of racist incidents were classrooms, administrative offices, and residences, with the library and cafeterias also mentioned. Students were most often mentioned (24 situations) as the perpetrators, followed by professors (17), tutorial leaders (8), and administrative staff (8). Other members of the York staff—library, main-

tenance and security personnel—were referred to in very few instances.

While the overall figure of 39 or 3% might be thought to be a relatively small number as compared to the total numbers of students surveyed, the complaining students have been subjected to painful and embarrassing encounters which have no place in a university.

As to perceptions, fully 79% of the sample were not aware of racist incidents on campus. Even students who are themselves of ethnic, particularly European background, cannot cite examples of racism at York. Yet, 78% of these same students believe racism to exist at York. Therefore, a large number of students believe that racism takes place at York, but cannot cite examples.

Most of the roughly 20% who can cite examples are non-Whites. Two out of every three Black students, one out of every three East Indians and one out of every four East Asians are aware of racist incidents. The most frequently cited example was a specific incident relating to the harassment of a Black graduate student in the York apartments. Other examples included the incidents named by the 39 students above and incidents involving their friends.

The survey found that in general students have not thought a great deal about race and ethnic relations. 60.2% of the respondents gave "no opinion" to the statement that the University has not done enough to eradicate racism on campus. One-third expressed no opinion about whether non-White students exaggerate the issue of racism or carry a "chip on their shoulders." This may mean either that many students really have no views about such statements or that they are expressing caution in not wanting to criticize the non-Whites on campus.

TABLE 1
White and Non-White
Students in Sample

	#	%
White	960	73.8
Black	82	6.3
East Indian/ South Asian	75	5.8
East Asian	157	12.1
Canadian Native	12	.9
(Others, No Response)	15	1.2
Total	1301	100

TABLE 2
Ethno-Cultural
Backgrounds of
Canadian-Born Students

	#	%
British	314	44.6
Italian	144	20.5
Jewish	84	11.9
Chinese	15	2.1
Other European	104	14.7
Other	43	6.1
Total	704	100

Only two statements elicited relatively low "no opinion" responses. One was the statement which asserted that the University should take steps to relieve racism (18% had no opinion). The second statement suggested that racism would not exist were it not for "troublemakers" (16% had no opinion).

The questionnaire also asked if there was more, less or about the same level of racism at York as elsewhere and 34% gave no opinion. 39% claimed that racism was about the same, 19% said less and 7% thought more.

Generally speaking, the survey results suggest that few students are really aware of racism, being unable to cite examples. In addition, their level of perception of issues related to racism is not very high. This holds for a considerable number of non-Whites as well.

Three questions borrowed from another earlier survey in Toronto were used to attempt to measure the degree of prejudicial attitudes on the part of respondents. The survey suggested that approximately 10% of the student body exhibit some degree of racism in their attitudes towards non-Whites. The overwhelming majority of this 10% group are White students, but a few non-White students also exhibited racist sentiments.

While about 10% of the student body are considered to exhibit some degree of racist sentiment, almost twice that many express tolerant views. In analyzing the responses to questions phrased in a manner to elicit potentially prejudicial views, fully 19% of the sample take a strong position against racism. The majority of this group is White.

Overall, the survey suggests that most racism on campus consists of verbal harassment. No reports of physical assault were received. Generally, racial incidents involve other students and members of the teaching staff.

Most students have no views on or experience with racism. About 10% have themselves racist attitudes while 19% are extremely tolerant in their views. In comparison with studies in the general population, the percentage of students with racist attitudes is 5 to 9 percent less. More generally, the issue of racism is of some importance to only about one-third of the sample.

Suggestions from students as to how to eradicate racism include the establishment of a human rights centre, better screening before staff is hired, and a University-wide sensitization and education programme.

In February and March 1986, a survey of graffiti in many areas of the University was undertaken. In all, 250 items of racially motivated graffiti were found over a two-month period of time. The graffiti can be categorized into the following themes:

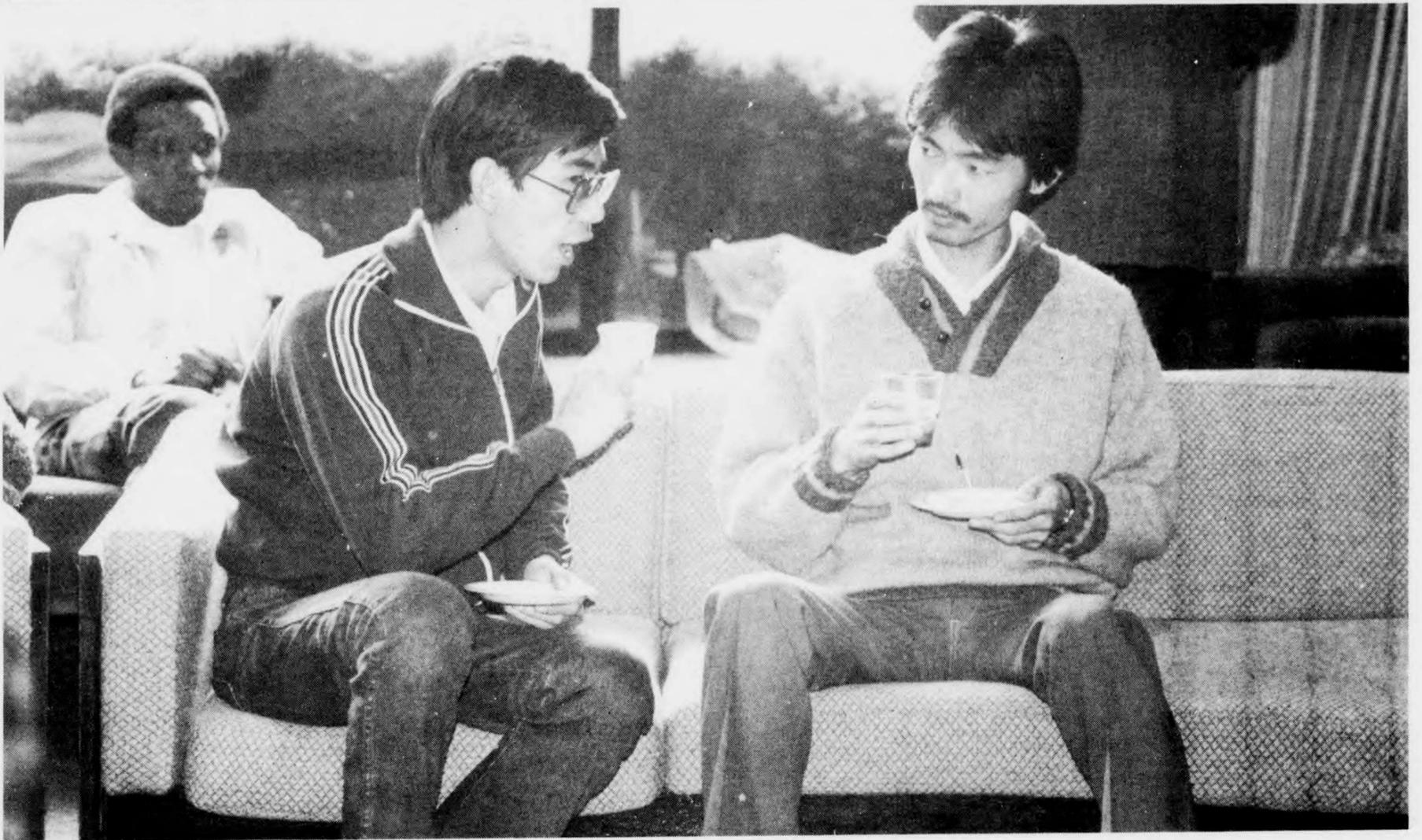
- race and sexuality
- race and violence
- race and economic status
- race and stupidity and other negative stereotypical views of groups

Examples in the first category included references to race and sex, for example or the size of sexual organs. Such examples occurred 40 times. Violence against identifiable groups included "Kill all Pakis, Chinks, Italians, Niggers and Jews before they take away our jobs." Such examples occurred 50 times. There were 23 Nazi swastikas.

Economic status and race are also related as in the message "Ethnic groups take our jobs and the welfare line is getting whiter." Twenty three such cases were found. In 70 examples, various negative traits, such as stupidity, were attributed to specific groups. These included items such as "Jews are not in Fine Arts because there is no money in it" and "Blacks never wash."

All of these and other examples suggest a strong racial bias on the part of the writers. The potential for psychological harm to the minority groups who use the hallways and washrooms is significant.

What is clear is that in all cases, racial insults and racial denigration are the aim of the graffiti writer. Underlying this form of racial harassment are strong attitudes of racial prejudice. People who go to the extent of writing on washroom walls are very committed to their bigotry. One social scientist in trying to analyze the motivations of graffiti writers comes to the conclusion that ". . . writing on walls is at bottom the expression of aggressive and destructive wishes . . ." (Harvey D. Lomas, "Graffiti: Some Observations and Speculations," *Psychoanalytic Review*, Vol. 60, No. 1, 1973, p. 85).



4. Existing and Possible Methods of Redress for Human Rights Complaints at York

[After defining terms, the Committee discusses the need for a general procedure, reviews the existing statement of University expectations, and discusses the procedures currently in place for students when there is an infringement of the University's standard of conduct. The report then seeks to define when an incident of racial intolerance can become a University offence, and it goes on to propose various informal and formal modes of dispute resolution.]

Racism is a significant problem in Canadian society. The Special Parliamentary Committee on Visible Minorities (*Equality Now!*) observed that "as many as 15 per cent of the population exhibit blatantly racist attitudes, while another 20-25 per cent have some racist tendencies." Racism may range from crude name calling to institutional or systemic racism which reduces an individual's or group's life chances. This report focusses upon the more blatant, or intentional, forms of racism such as verbal abuse or harassment.

Clearly not every racial incident should be resolved by recourse to formal procedures, as this would be unnecessary and impractical. In any dispute resolution arrangement the emphasis should be placed on resolving most incidents long before they reach the formal hearing stage, presumably by some form of mediation.

It is expected that generally only the most serious incident, those for example which include elements of apprehended violence, or those which result from a misuse of academic power and cannot be resolved by other means, will require redress through formal mechanisms.

The official University policy towards racial discrimination has been expressed in various statements issued over the years, broadly endorsing the principle of racial equality [see insert]. Unfortunately, deeds have perhaps not always matched the words that express this long-standing concern for the protection of human rights. There has been a marked absence of clear guidelines and procedures to which members of the York community could turn when faced with difficulty. (This became apparent during a 1983 episode where the lack of guidelines and procedures exacerbated an already difficult situation and tended to elevate a

relatively minor case of racial harassment into an explosive confrontation.)

Unlike the area of sexual harassment, currently there are no specific procedures for dealing with allegations of racial harassment at York. Such allegations would be dealt with under the usual non-academic disciplinary procedures.

Under the *York University Act (1965)* section 13(2) (c), the President is accorded the right to regulate non-academic aspects of student life. In practice, the President has delegated his authority to York College Masters, to Deans and to the Provost. Decisions imposed by Masters and Deans are appealable to the Provost, and those of the Provost can be appealed to the President.

[The Report proceeds to review in detail the University's procedures in cases of non-academic discipline, and the procedures that would be employed in cases of alleged human rights offences among and between students. Illustrations are drawn from the 1983 case which involved racial harassment in the York apartments.]

One apparent problem is the diversity of responsibility in cases of discipline. It is often not clear to students to which office complaints should be made. In the 1983 incident, the Special Review Committee found that "access to assistance was not apparent, not utilized or not available . . . because various departments involved did not communicate with one another effectively." In response to this problem, the Committee submits that the lead in the area of sexual harassment should be followed. Investigative and disciplinary power should be centralized, not delegated and diffused, to better ensure an expeditious, fair and efficient process.

Another concern of the Committee is the vagueness of current standards of conduct. The current system has the advantage of flexibility. However, this can lead to confusion and ambiguity, as well as inconsistency. It would be helpful to formulate at least in a broad way the threshold at which racial intolerance becomes a University offence.

A third area in which the Committee found some cause for concern was the fact that investigative and judicial mechanisms are combined in the same officers. This

raises questions as to whether procedures to date are susceptible to complaints of a reasonable apprehension of bias. There is not any evidence or suggestion of actual bias in past decisions; but the nature of the institutional framework at York has left it open to accusations of a reasonable apprehension of bias. With regard to disciplinary decisions, the investigative and decision-making functions should be separated. A consideration of this recommendation is a useful starting-point for any further discussions of reforms to the system. It is submitted that the separation of functions in the process would remove any perception of potential arbitrariness.

Another aspect of the current process meriting discussion is the composition of the disciplinary tribunal. In the past at the level of the University this responsibility has been handled by one person (now usually the Provost). Consideration will be given below as to whether a more representative body is appropriate in the context of issues of racial intolerance.

The need for formulating a broad threshold beyond which racial intolerance becomes a University offence stems primarily from (1) the need for a measure of clarity so as to be fair to those involved, and (2) the need to set guidelines which advisors, investigators and adjudicators may use when involved in a case. The term "University offence" is used in this report to signify a breach of University policy serious enough for the University to investigate and, if necessary, punish. This breach is usually manifested in conduct or acts which have been expressly forbidden by the University and which have a significant connection to it in that they have taken place on University property and have been perpetrated by members of the University community (including students, faculty, administrators and support staff).

The decision to instigate formal procedures over allegations of racial harassment rests with the individual affected. In the future, this individual should have access to a centralized authority similar to the Sexual Harassment Education and Complaint Centre. Part of the proposed authority's duties would consist of advising alleged victims of discrimination of their rights and options. In doing so they should have recourse to a

set of guidelines which describes the type of incident more likely to require adjudication through formal procedures (i.e., a full disciplinary hearing).

In assessing the seriousness of a particular case the coordinator at the centre should have regard to such factors as the duration of the alleged incident (whether the incident is composed of one event or a whole series of events connected over time) as well as the type of incident reported.

Obviously, there are different classes of incidents which merit different responses. Where either physical violence, apprehended violence or discriminatory marking is a major element of a particular complaint, it is more likely that recourse would be made forthwith to formal adjudication. This is especially true where the alleged conduct has been of a persistent nature, recurring often over a relatively short period of time.

If such guidelines are adopted, they should be included as part of a new more comprehensive statement concerning race relations on campus. This statement should state forcefully and clearly that racial intolerance of any kind is not to be tolerated on campus and that those who engage in this kind of activity may well be subject to disciplinary procedures. Efforts should be made so that the information included in the statement accurately reflects any changes in policy and procedures.

In sum, when racist acts or conduct have sufficient connection to the University (in that they take place on campus and are perpetrated by members of the University community) they may be considered university offences. By this it is meant that the University has the right and the responsibility to investigate these incidents, hold hearings, and where necessary, appropriately punish the offenders. This is particularly so when the act or behaviour in question surpasses the thresholds of seriousness described above.

Let us now discuss the forms of dispute resolution most appropriate for dealing with racial incidents at York.

First, as recommended by the Special Review Committee and as earlier incorporated in the University's procedures for sexual harassment, centralized procedures are recommended. As put in the report on sexual harassment, with such an approach,

"uniformity and fairness in the treatment of complaints would be more easily ensured, confidentiality would be less imperilled, and the imposition of sanctions would be more easily achieved."

Thus, the creation of a "Centre for Race and Ethnic Relations" should be considered. It could exist either as an entity independent from the Sexual Harassment Education and Complaint Centre or in combination with it to form a comprehensive body designed to protect all human rights. At first glance, the latter option might be thought to be preferable in that resources may be concentrated on one operation and the duplication of functions avoided. However, there is a significant concern expressed that a generalized Human Rights Centre might tend to concentrate on gender discrimination issues at the expense of race relations issues. On balance, it is thought best by the Committee that a "Centre for Race and Ethnic Relations" be separate and apart from the existing Sexual Harassment Education and Complaint Centre. Both have important but distinctive functions in furthering human rights within the University community.

A main aim of creating a high-profile Centre is to encourage individuals who feel they have been victimized to step forward.

[The Report now discusses the kind of investigative and disciplinary procedures—from least formal to most formal—that could be employed in dealing with alleged violations of human rights in a university setting.]

We do not attempt to design a comprehensive system of non-academic discipline at York, as we are primarily concerned with the issue of human rights disputes. Moreover, the Review Committee on Non-Academic Discipline has submitted to the President a Report dated March 31, 1986, which comprehensively reviews the subject of "non-academic discipline."

In respect of human rights disputes, it seems desirable to design procedures which take some of the benefits offered by a more formal system such as that in place at other universities and combine them with the positive aspects of York's present system.

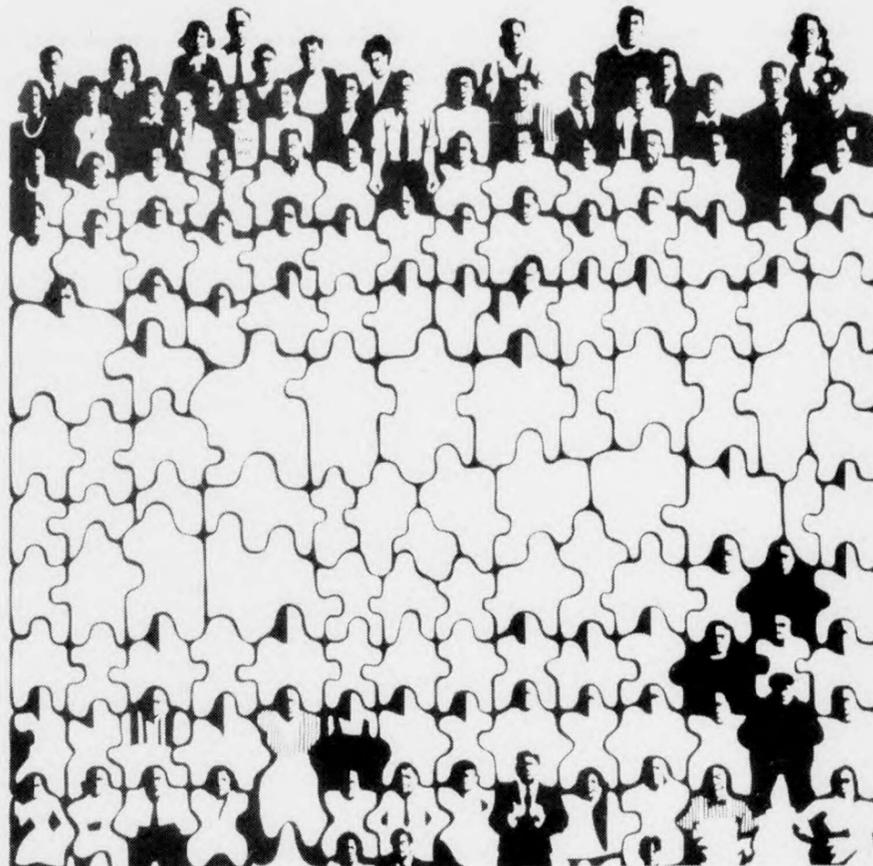
This part has sought ways of establishing dispute resolution procedures at York as one way of alleviating the problems resulting from intolerance. It is hoped that these will have the effect of encouraging victims

of intolerance to step forward, while affording a measure of protection in terms of procedures and process to the alleged victimizer.

The hopes and expectations accompanying these proposals are tempered by the recognition that real change takes time. Changes in deeply ingrained attitudes come about slowly if at all, but the increased awareness brought about by the implementation of these procedures should contribute to that change.

While we are concerned primarily with the reform of procedures for human rights disputes, these have implications for other areas of non-academic discipline. The past perhaps has evidenced an inclination to reform non-academic disciplinary matters in a piecemeal rather than in a comprehensive fashion. At the date of this report, a report by the Review Committee on Non-Academic Discipline has just been finalized. Although there are some differences in the proposed dispute resolution system in our report, as opposed to that suggested by the Review Committee on Non-Academic Discipline, the differences generally do not seem to be significant. The proposals of the two committees could be reconciled to provide a single, unified system, although we are of the view that given our focus upon the creation of a specialized "Centre for Race and Ethnic Relations," the Resolution of human rights complaints through its procedures can and should stand as a separate system. That is, it is not essential that our proposed dispute resolution system for human rights complaints be part of the proposed dispute resolution system of the Review Committee on Non-Academic Discipline.

However, we must mention that we do take strong exception to the Review Committee's recommendation that a tribunal require a burden greater than the balance of probabilities standard but less than the reasonable doubt standard, suggesting a "middle ground." We believe this approach would be inappropriate. The standard of proof should not be higher than the law requires in civil actions generally or before administrative tribunals such as provincial and federal human rights boards of inquiry, that is, the standard of proof on the basis of a balance of probabilities. To attempt to employ a novel, "middle ground" standard, as the Review Committee suggests, would introduce vagueness and confusion in standards, and tend to deprive complainants of redress for their injuries.



5. Recommendations

[In this section of the Report, the Committee summarizes and augments earlier findings in support of its four recommendations.]

We believe that it would be useful for the University to re-articulate its continuing support for human rights. Thus, the University should state that it subscribes to the preamble of the *Ontario Human Rights Code*, and states expressly that it seeks to do everything possible within the University community to enhance that policy [see insert].

To this end, the University should confirm in particular that every member of the community has a right to equal treatment without discrimination because of those grounds prohibited by the Code, including race, ancestry, place of origin, colour, ethnic origin, citizenship or creed, including a right to equal treatment with respect to services, goods, and facilities; a right to equal treatment with respect to the occupancy of accommodation; a right to equal treatment with respect to employment; a right to contract on equal terms; and every person who is an employee or student has a right to freedom from harassment in the community, including such places as the classroom and the residences.

"Equal" means subject to all requirements, qualifications and considerations that are not a prohibited ground of discrimination. "Harassment" means engaging in a course of vexatious comment or conduct that is known or might reasonably be known to be unwelcome. "Members of the community" include students, staff, management and faculty.

A right is also infringed by a person who publishes or displays before the community or causes the publication or display before the community of any notice, sign, symbol, emblem, or other similar representation that indicates the intention of the person to infringe a protected right or that is intended by the person to invite the infringement of a protected right. Provided however, this protection shall not interfere with freedom of expression of opinion. Provided further, all of the several exceptions set forth in the *Human Rights Code, 1981* would apply as well to the University community.

Anyone in the community who intentionally infringes or does, directly or indirectly, anything that infringes a right that is protected should be subject to the complaint procedures, sanctions and remedies set forth in this report.

(The Committee has not dealt with sex, age, marital status and handicap. These areas are outside the mandate of this Committee. There are separate mechanisms within York to deal with gender and age discrimination, and the Committee is concentrating on intentional discrimination [handicap is almost invariably a matter of systemic discrimination].)

A further word must be said about freedom of expression of opinion. It goes without saying that within a democratic society, and in particular, within a university community, free speech is a central and fundamental value, and that any restrictions upon it must be supported by the best of reasons. Protecting freedom of expression while preserving respect and recognition for the basic human rights of individuals and groups can suggest difficult problems.

Respect for human rights is an inherent value to our society, consistent with and supportive of the value of freedom of speech. Moreover, a democracy faces an invidious danger and insidious form of subversion when human rights are compromised. Freedom of expression need not include the violation of human rights to find fulfillment. Indeed, it is only through respect for human rights that the freedom of expression of all members can be truly achieved. We emphasize that our proposed complaint and disciplinary hearing procedures apply to intentional discrimination. Every person within York University can enjoy full freedom of expression of opinion without intentionally discriminating against an individual or group. Our proposals do not in any sense compromise lawful freedom of expression presently enjoyed within the York community.

Accordingly, the first recommendation is

THE RE-ARTICULATION OF A HUMAN RIGHTS POLICY FOR THE YORK UNIVERSITY COMMUNITY.

Despite the fact that the University has a long-standing concern for the protection of human rights in its community, there has been a marked absence of clear guidelines and procedures which members of the University could turn to in times of difficulty. In the event of racial incidents, the aggrieved persons, particularly students, do not know where in the complex structure of the University to file a complaint. There is also a common perception that nothing much would be done anyway and that formal charges against perpetrators of racism lack substance or teeth.

In order therefore to formalize and centralize policies, guidelines and methods of dispute settlement as well as to establish sanctions with respect to the problem of race discrimination on campus, this Committee recommends:

THAT A "CENTRE FOR RACE AND ETHNIC RELATIONS" BE ESTABLISHED AT YORK UNIVERSITY.

The proposed Centre should have three major functions. It should be empowered to hear and act upon complaints from any



member of the University community with respect to harassment or discrimination based upon the following prohibited grounds of discrimination: race, ancestry, place of origin, colour, ethnic origin, citizenship and creed. (As we noted, sex discrimination and age discrimination are dealt with elsewhere at York. To repeat, we believe that this Centre should be separate from the Sexual Harassment Education and Complaint Centre.) Secondly, the Centre should have an educational and consciousness-raising function. Thirdly, the Centre should have a research and monitoring function on matters relating to race and ethnicity.

The Centre's high profile will encourage alleged victims to come forward and lay complaints, and the Centre should take a strong proactive position in this regard. Having said this, we emphasize that we do not foresee many complaints in any given year. However, it is very important that a proper and adequate procedure be established, and be known by the University community to exist, so that those few complaints that do come forward are dealt with expeditiously and fairly, and justice is both done and seen to be done.

Given some of the power relationships that exist in a university (as for example between professors and students), the Centre should provide sufficient confidentiality and assurances of protection so that victims feel secure in pursuing their rights. The very fact of the Centre's existence will make it easier for those who have been aggrieved to seek redress while also acting as a deterrent to those who might otherwise have indulged in acts of racial harassment.

After a written complaint has been filed, and the respondent afforded an opportunity to respond in writing, an initial investigation would then be carried out to determine whether the complaint warrants further action or is frivolous, malicious or patently untrue. If the complaint is found to warrant further action, two further steps are available: mediation and then a tribunal hearing.

Mediation is an informal and non-adversarial technique of dispute resolution which in recent years has been gaining in popularity as an alternative to formal judicial proceedings. The process is voluntary. Where mediation is attempted, judicial charges are suspended pending the outcome. Mediators would be selected by the Co-ordinator of the Centre and its Advisory Committee, subject to agreement with the parties involved. The mediator meets with the parties together, and then with each party in private, to determine if there are differences in each party's public and private positions. The task of the mediator is to point out areas of agreement between the parties and discuss possible compromise solutions. In many instances, mediation offers a flexible, expeditious and efficient

alternative to a judicial hearing. The very informality and confidentiality of the mediation process allow for a speedier resolution of the problem (less preparation is involved, no need for counsel, etc.). Moreover, since compromise is emphasized rather than adversariness, reconciliation of the parties is more likely.

Judicial proceedings would be used where mediation has failed, or the dispute is too serious for mediation. Precedents over time will provide guidelines for defining serious cases. In general, when the conduct complained of has been persistent and when elements of violence, apprehended violence or misuse of academic power are apparent in the incident, the coordinator or the Centre should recommend that the parties initiate formal proceedings.

Formal charges would be heard by a three-person tribunal appointed as follows: one from a list presented by the complainant, one from a list submitted by the respondent, and the third member, the chairperson, would be appointed by the President of the University. The civil standard of proof, a balance of probabilities, would be followed by the tribunal.

Sanctions open to the tribunal would include rustication (for students), deferment of rustication on promise of good behaviour, apology, private or public reprimand, and dismissal, depending on the nature of the offence and the position of the wrongdoer.

In some cases, it may be appropriate to grant a remedy to the complainant as well as impose a penalty on the respondent, where charges are substantiated. As well, where a complaint is found to be unjustified, it may be appropriate to grant a remedy to the respondent. Possible remedies include a written or oral apology, an independent re-assessment of an essay or final grade, or a transfer out of a particular class or location. The tribunal might also order a person to cease and desist from having contact either directly or indirectly with the other person.

Appeals would be heard by the Provost. An appeal would only be allowed if the Provost finds that the tribunal had not followed the fundamental principles of justice in its procedures or that the tribunal had not interpreted or applied University policy correctly. As well, the respondent has the option of bringing an action to Divisional Court if the tribunal has not met the requirements of fairness or due process.

In the present scheme discipline is imposed on employees working under collective agreements through the "management rights" clause in these agreements. This permits the University administration to impose discipline including discharge for just cause.

Our proposal should not alter significantly this state of affairs. The proposed Tribunal would act under the same grant of

authority as the Provost currently has. The President would simply be delegating his or her disciplinary authority. An employee covered by a collective agreement who wishes to appeal a tribunal decision can invoke grievance and arbitration procedures (unless the collective agreement is amended over time to accept as final the process set forth herein).

Another important function of the Centre will be to act as an educational and consciousness-raising resource for the University. We emphasize that we view this function as the most important one for the long run. The Centre would disseminate information both as to its existence and functions as well as convey pertinent information from external sources. The Centre must take broad positive initiatives (e.g., lectures, other public functions, liaison with other groups and programs, etc.) to achieve greater understanding and tolerance among the diverse ethnic and racial groups within the University community. The Centre should also have links with organizations and communities outside of the University.

The Centre should be responsible for organizing sensitivity-training programmes for staff. In addition, it might seek to assist minority students integrate more fully into campus life.

The Centre's research function can include studies of systemic sources of discrimination in areas such as student recruitment, student services, curricular inflexibility and on the representation of minority groups as members of the faculty and support staff. One of the obvious facts on campus is the relatively few numbers of non-White faculty compared with the numbers of non-White students the University currently attracts. Non-White students are fairly consistently taught by White faculty members and the problems that result from this have to do not only with the lack of role models in authority positions but, perhaps more importantly in the University context, with the implications for curriculum and course content.

The Centre should be prominently located and contain sufficient space for operations. It should have a co-ordinator who is academically qualified and familiar with the area. The position should be full-time for the first year, with a possible reduction to two-thirds or one-half after that first year. The term of office should be two years. The search committee should consist of two members from the Committee on Race and Ethnic Relations and the Provost. The co-ordinator should be responsible to and report to the President.

The budget of the Centre should be sufficient for remuneration for the co-ordinator (or release time), a full-time secretary and additional part-time staff as required, office expenses, the sensitivity-training programmes, liaison, and research.

There should be a ten-member Advisory Committee, including representation from faculty at both campuses, at least two students, representatives from support staff, campus unions and York College Masters.

Although an audit of staff and faculty has yet to be done, impressionistic observation, as noted above, suggests that the staff, library personnel and faculty as presently constituted do not seem to adequately reflect the multiracial and multicultural nature of our changing Canadian society. Several reasons are probably responsible for this apparent imbalance, not the least of which is the institutional racism in society which has prevented the entry of non-White and other minorities in the university labour market. Further, since faculty appointments are normally evaluated with respect to a candidate's publishing and research record, minority people with their relatively more recent entry into this labour market are less able to demonstrate such merit. Moreover, given the general financial constraints in hiring new

faculty over the past decade, the problem is compounded for minority people. Thus, they are not hired and therefore do not get the opportunity to demonstrate merit. Women and racial minorities occupy more part-time teaching positions than do White males as several American studies show and such positions do not readily allow for research and publication activity. Thus, the ability to demonstrate merit as defined in University circles can remain an elusive goal for members of disadvantaged groups. However, much greater effort can be made to recruit from minority group candidates who demonstrate future potential by the completion of a Ph.D. or who show promise in other ways.

Another way in which the system apparently discriminates is by using word-of-mouth and other informal ways of disseminating knowledge about vacancies. Such information is contained within the already existing networks and tends to keep newcomers out. Despite the fact faculty positions must be advertised publicly, behind-the-scenes networking still takes place and this seems particularly to be the situation when the appointment procedure is exceedingly constrained by the economy and the consequential underfunding of the University.

At the staff level, appointments are often filled by using an internal labour market, through the transfer or promotion of current employees. As a result of this procedure, most jobs are shielded from external labour market demands and forces for change. Only a limited number of new entry positions become vacant and are thus potentially available to minorities and other disadvantaged groups, many of whom are just beginning to seek careers. Internal labour markets are cost effective for the University but re-evaluation of such techniques should be undertaken in order to make the University more responsive, as well as more representative, of changing social circumstances.

Accordingly,

THE COMMITTEE RECOMMENDS TO THE UNIVERSITY THAT ALL HIRING, RECRUITMENT, AND PROMOTION POLICIES FOR FACULTY, STAFF, LIBRARY AND SERVICE PERSONNEL BE REVIEWED FOR POSSIBLE SOURCES OF SYSTEMIC DISCRIMINATION AGAINST MEMBERS OF RACIAL AND ETHNIC MINORITIES.

The Committee does not recommend the establishment of a formal employment equity or affirmative action program at this time, but suggests that they be considered upon the recommended review and personnel audit being completed. The results of this review and audit should then be examined by the staff of the newly created Centre for Race and Ethnic Relations. In the event that a lack of representativeness among employees of the University is indicated, the Centre in consultation with relevant administrators, including the President of the University, might develop an employment equity scheme suitable for the University.

The Committee was concerned by the traditional perception of the University as isolated from the mainstream of society. While the University has made notable strides in the area of community outreach, much more remains to be done. In particular, the Committee feels that greater liaison with ethnocultural communities and use of the ethnic press would be advantageous. In this context:

THE COMMITTEE RECOMMENDS TO THE UNIVERSITY THAT MORE EFFECTIVE OUTREACH PROGRAMS BE DESIGNED TO FOSTER RELATIONS BETWEEN IT AND THE LARGE NUMBER OF ETHNO-CULTURAL AND ADVOCACY GROUPS WHICH HAVE BEEN FORMED IN METROPOLITAN TORONTO, SO THAT THE UNIVERSITY CAN BETTER SERVE THE NEEDS OF THE CHANGING POPULATION OF THE CITY.

"Whereas recognition of the inherent dignity and the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world and is in accord with the Universal Declaration of Human Rights as proclaimed by the United Nations;

And Whereas it is public policy in Ontario to recognize the dignity and worth of every person and to provide for equal rights and opportunities without discrimination that is contrary to law, and having as its aim the creation of a climate of understanding and mutual respect for the dignity and worth of each person so that each person feels a part of the community and able to contribute fully to the development and well-being of the community and the Province;"

preamble, Ontario Human Rights Code, 1981

.....
"15. Equality Rights

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(2) Subsection (1) does not preclude any law, program or activity that has as its object the amelioration of conditions of disadvantaged individuals or groups including those that are disadvantaged because of race, national or ethnic origin, colour, religion, sex, age or mental or physical disability."

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ENTRANCE

MURALS



GARY BLAKELEY

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For further details, please contact the Office of Student Affairs.

Application deadline:
Friday, December 12, 1986

A report on the 1986 Competition:

Pictured here are the winners of York University's first Murals Competition held last February to select three student entrants to create murals for a variety of sites on the Keele campus. Thirty entries were received, judged by a jury of on- and off-campus art critics, and a show of all submissions was open to the York Community for ten days following the competition. Wayne Emery, Scott Farndon, and Barbara Joyette's murals were completed by the end of June and mounted on site by August, 1986. As a result of the show, two more student entrants were commissioned to prepare murals by local sponsors (Peter Fyfe, for Vanier College, and Carl Tacon, for the Faculty Club); these murals were completed over the summer and are now also in place. Congratulations to all five of these creative York students.

Take a tour of the sites: (from North to South)

- Founders Junior Common Room
Scott Farndon*
- Vanier College West Stairwell
Peter Fyfe
- Steacie Science Building, Wall opposite 110
Wayne Emery*
- Curtis Lecture Hall, opposite Credit Union
Barbara Joyette*
- Ross Building, south of Faculty Club
Carl Tacon
* winner of 1986 Murals Competition

AND NOW IS YOUR CHANCE!

The 1987 Murals Competition is being sponsored by CYSF, the Office of Student Affairs, the Faculty of Fine Arts, the Creative Arts Board and the Department of Physical Plant. All students are eligible to make submissions as specified on the entry forms. Start thinking now about entering.

ALL DETAILS WILL BE PUBLISHED IN EXCALIBUR ON DECEMBER 3, 1986

Watch for the advertisement giving full details: how to enter, submission dates, form of submission, judging, information session.

YORK PROFILES

What Does Physical Plant Have to Do With YOUR Education?

Spread over a space of 4 1/2 million square feet, the size of York's Keele campus equals of a small city. Peter Struk, the new Assistant Vice-President (Physical Plant) is now overseeing the large task of maintaining and developing York's extensive physical environment.

"We clean, we maintain, we operate and we give support to the ambiance and environment for learning and teaching to take place," says Mr. Struk. Developing a positive frame of mind to support the academic process is the attitude that Mr. Struk wants to instill in the staff and management people in the Department of Physical Plant.

Mr. Struk brings to his position 17 years of experience at Seneca College, with a background as a member of an academic unit, both as a teacher and an academic administrator. He believes this experience allows him to be especially effective in the role of accommodator. His hope is to add a new dimension to service that will enhance and improve York's situation in a way that is consistent with the academic plan of the University.

Leadership of the Department of Physical Plant means being accountable for various divisions responsible for maintenance of the University's

physical facilities, housekeeping, groundskeeping, the plant operation (heating and cooling), the post office, the inter-campus courier service, renovations and construction of new facilities. Some recently-completed projects in which his divisions were involved include the installation of flashing lights at campus crosswalks, alterations in the Counselling and Development Centre to accommodate the Learning Disabilities Programme, kiosks for parking attendants, and alterations to the Samuel Beckett Theatre.

As in many other areas of the University, the short-fall of funding and staffing hinders Physical Plant from totally responding to needs of the community to the degree that its members expect. "Often we have to work with departments to modify their plans to fit the available resources," he says. He also adds that the budget with which his Department works has not changed significantly in recent years in response to the shrinking dollar.

Mr. Struk's only request to you as students is that you recognize that York University is **your** university. There is a large workforce of people who are supporting you by maintaining an acceptable physical environment. Working with



these people, rather than against them, by respecting the campus facilities benefits you. "We are all a part of making this University a place we are proud of, one that is attractive, inviting and safe for us all," says Peter Struk.

Joan Adetuyi

By KEN KEOBKE

York theatre grad solves "mysteries"

James Roy graduated from the York University theatre department a dozen years ago and speaking to a hundred theatre students last week, he likened his move into the director's chair to a "first visit to a brothel—very exciting, but the ins and outs were still a mystery." Looking back at his career, these mysteries seem to have been solved.

Roy left York to seek fame and fortune, but noted that "to be famous in Canada is probably a contradiction in terms." Nevertheless, Roy has since become a popular director. He is currently on his way to the University of Guelph to work on a student production of *What the Butler Saw*, but he is first stopping in Newfoundland to direct a new production of *Romeo and Juliet*.

One of Roy's early accomplishments was the establishment of the Blythe Theatre Festival, which he ran for many years before going on to become the Artistic Director of the Belfry Theatre in Victoria, home of the "newlywed and the nearly dead."

In Victoria, he headed several suc-

cessful theatre seasons, building up the confidence of the mostly elderly patrons until he felt they could trust him enough to sit through productions such as the controversial Canadian play *Ashes*, which deals with a couple's inability to have children.

In his talk with York students last Friday, Roy chose to discuss production, rather than directing. When he graduated, Roy faced the inevitable Catch-22 of not being given directing jobs because he hadn't had directing experience. He found that rather than "become bitter and marry into money" he could become a producer and, in essence, become self-employed. He said that there are several opportunities to do this, from organizing an afternoon reading of a play among friends to creating a new theatre company. The problem is the grander the proposal, the more money is required.

If the young producer hasn't married into money by this point, Roy says he is then faced with three legal forms of begging: government grants, help from the public sector or fundraising. Once the money is in hand, the producer becomes a new

kind of director, with a theatre season paralleling the play. Roy draws an important distinction between this kind of director and the modern trend to do away with Artistic Directors, replacing them with accountants.

"Just because theatre has business aspects doesn't mean it is business," Roy said. He explained that in business, if you make a popular hamburger, you churn out more and more hamburgers. In theatre, if the product works, you can't continue to produce it for years on end.

What kind of product does Roy think Canadians need? "Something that will shake them up." He said that a good season of theatre should reflect the middle class system in which we live. This means showing the good and the bad, and that can mean an ugly and nasty portrayal. Roy says that, unlike in business, in theatre it is necessary to "bite the hand that feeds you."

Roy's presence and inspiration as a "York boy who made good" seemed to make many of the theatre students eager to start sharpening their teeth.

President's Prize

Candidates must be full-time or part-time York University undergraduates. Submission will be received in the following categories: poetry, prose fiction, screen-play, stage-play. There is no minimum or maximum length requirement in any category but **NO CONTESTANT MAY SUBMIT MORE THAN ONE ENTRY IN EACH CATEGORY.** MSS. must be typed, double spaced, original, unpublished. Entries should be submitted in an envelope addressed to 'The President's Prizes,' Creative Writing Programme, 236 Vanier College, York University; the name of the author should not be typed or otherwise written on any page of the MS, but should be typed on a separate page paper-clipped to the MS, with the title of the entry (poem, story, etc.) following the author's name.

The deadline for all submissions is Friday 19 December, 1986: entries received at the Programme Office after that date will on no account be accepted. A prize of \$250.00 will be awarded for the best entry in each category, although no prize will be awarded in any category where the judges feel entries are of insufficient merit. **NO ENTRIES WILL BE RETURNED.** The results of the competition will be announced at the end of February.

Crow's dangerously experimental *Dali* bio mixes dramatization and surrealism on stage



HOME ON THE RANGE: *Dali* performers (left to right) Tom McCamus, Julian Richings, Oliver Dennis, Ellen Ray Hennessy, Banuta Rubess and Martha Ross pucker in unison in Crow's Theatre production.

By DARREN ALEXANDER

Crow's Theatre is currently presenting a revised rendition of *Dali*, the winner of last year's Dora Mavor Moore Award for Innovative and Artistic Excellence. And it seems as though writer/director Jim Millan was rightfully acclaimed for his work, which runs until Nov. 30 at the cramped (but cozy) Theatre Centre.

Dali is a comical account of the life of Salvador Dali, presented in much the same way that the controversial, surrealist artist might have envisioned his own life. As a result, the play is a dangerously experimental attempt to combine dramatization

and surrealism on stage. But, thanks to the fine script and first-class acting, it works.

The play takes us chronologically through Dali's life by a series of fast-paced individual scenes. From his childhood days and the infantile beatings of his baby sister (he kicks her in the teeth), to his years as a critically acclaimed artist, every scene is unique.

One memorable moment is a depiction of Dali's own thoughts as he envisions such scenarios as "Cannibalized in Autumn" and "Electrocuted by Telephone." Much of the script revolves around sex and vulgarity, as does much of the artist's work. There are such visual scenes as

vomiting and masturbation, as well as expressive moments in the dialogue: "Let me ejaculate on your shirt, sir. Tomorrow it will be worth thousands," says Dali.

Tom McCamus plays the role of Salvador Dali with a terrific sense of eccentricity. "The only difference between a madman and I is that I am not mad," says his character. McCamus stops at nothing short of having us believe that at one moment he's on a murder spree and the next, he's talking to a lobster. His intensity can actually shock the audience into believing what they are seeing.

The supporting cast of five other actors do a fine job at keeping the energy flowing and between them

they cover 14 roles. Julian Richings stands out as a wonderfully versatile and comic actor, taking on the roles of both Dali's father and his furious critic.

The set is simple—a Dali-style seascape on three backdrops. And the props, many of them cardboard cut-outs, are minimalist yet effective. They include items right out of the artist's paintings, including his infamous crutches, a coffin (Dali's trunk), and a melting watch.

Dali is definitely not a play for the conservative, but then neither is the artist's work. Crow's Theatre is devoted to "exploring new directions and alternatives in theatre," and *Dali* is a successful exploration.

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or Jenny.

CALENDAR

solist performances
Fri. Dec. 5, 12:00 p.m., McLaughlin Hall

THEATRE

THE CRUCIBLE, a play by Arthur Miller, performed by the 3rd year students and directed by graduate student Gaye Burgess
Dec. 2-6, 7:00 p.m.; Dec. 3, 2:00 p.m., Atkinson Theatre

DANCE

STUDENT DANCE PERFORMANCES
Thurs. and Fri. Dec. 4-5, 8:00 p.m., Burton Aud.

CALENDAR

MUSIC
JAZZ ORCHESTRA CONCERT, under the direction of Professor David Mott
Tues. Dec. 2, 8:00 p.m., Winters Senior Common Room

JAZZ BASH, an evening of jazz presented by student ensembles
Wed. Dec. 3, 5:00 p.m., Winters Senior Common Room

WIND SYMPHONY CONCERT, directed by James Macdonald
Thurs. Dec. 4, 7:00 p.m., McLaughlin Hall
STUDENT CHAMBER CONCERT, various student ensemble and

CALENDAR

the renowned Canadian illustrator
Nov. 20-Dec. 19, Glendon Gallery

DOCUMENTARY AND DOCUMENTARY, photography by Peter Barass and Jane Wilson
Nov. 20-Dec. 19, 123 Winters College

RECENT PAINTINGS AND NON-SILVER PHOTOGRAPHY OF STASH
Nov. 24-Dec. 2, Founders Gallery

READING THE LINES, Paintings and Boxes by Ruth Frankel
Graber
Nov. 24-Dec. 5, Calumet College Common Room

CALENDAR

GALLERIES
ANCIENT CULTURES OF PERU, an exhibition of Indian ceramics from 1300 BC-1400 AD
Nov. 10-Dec. 20, AGYU, Ross N145

ANGELA LEIGH—COLOR WORK ON SILK AND TEXTILES
Nov. 24-Dec. 5, Zacks Gallery, 109 Strong College

LARRY STREICHER, SANDRA ROBERTSON, drawings by York students
Dec. 1-5, IDA Gallery, 202 Fine Arts Bldg.

JERZY KOLACZ: THE MIND'S EYE, paintings and drawings by





WOULD YOU BUY A USED CAR FROM THESE MEN? Gasmoney and Cigarettes is comprised of Pat Axe (left) and Tony Orsi. Honestly.

Local blues band abhors rock clones

By ADAM KARDASH

What do you get when you take four blues musicians, the music of Thorogood, the Rolling Stones, and Van Morrison, and some very loud amps? A tight Toronto band called Gasmoney and Cigarettes.

The brash rock and roll blues band, Gasmoney and Cigarettes, met a sparse but receptive crowd at the Vanier Junior Common Room last Thursday. Although the lack of a sound and light person created a deficit, the band compensated for this with their energy and sincere attempt to provide a professional show.

"We're just doin' what feels right," said bassist/vocalist Toni Orsi. The 36-year-old Orsi, who also manages the band, has charismatic appeal which never stops radiating. He also gives the band a strong "down and dirty" image—

just what Orsi likes.

The rest of the group feeds off of Orsi's style. Harmonica player Rob "the Butcher" harped the blues to his heart's content. He was especially effective when he played off of Pat Axe's (is that really his name?) raunchy blues guitar.

Providing the backbeat for Gasmoney and Cigarettes is 18-year veteran of the blues circuit Kelly Irwin. Drumming presently in three blues bands his resume includes recordings with Lighthouse and sitting in with the Downchild and Cameo Blues Bands.

During the interview, band members continually alluded to their discontent with the Toronto and Canadian music scene. Although they acknowledged that blues musicians rarely see fame and fortune and that lately the Toronto blues scene is flourishing, they still feel

discouraged.

Summing up the band's feelings Orsi cited the Juno award to Long John Baldry, a veteran of the blues scene since the mid-'60s, for most promising Canadian artist. Orsi referred to this choice as a "complete farce."

"We're just trying to prove you don't have to be a clone, you don't have to bastardize, and that you can create your own style, especially from the roots," Orsi explained.

According to Gasmoney and Cigarettes, clone bands such as the Blushing Brides and Tres Hombres make between \$2,500 and \$10,000 a night. This is gold compared to the average pay for a blues band. "We get free beer, gas money and cigarettes," said Orsi, laughing.

The band can be heard at one of the half dozen or so blues venues in town.

Waddington, Munro capture the imagination of Atkinson audience

By WENDY QUINTON

Canadian poets Miriam Waddington and Jane Munro were guests of Atkinson College last week for what is best described as an exploration of the senses. The event was a York sponsored presentation of "Readings by Canadian Women Writers."

Waddington, a part-time professor at York, read from her recently published book, *Collected Poems*. A collection of past and present writings, her book touches on a variety of issues that have affected her life.

Pieces such as "In The Big City" and "Who will Build Jerusalem" convey a sense of isolation and emptiness. Both poems reflect the writer's early fears of loneliness and her awakening in an unknown world. "Someone Who Used To Have Someone" and "Running Up and Down Mountains At Changing Speeds" explore the inevitable aging process. Waddington stated "getting old is lousy," and her feelings toward aging are clearly conveyed in her writing.

Yet her poems are not without a humorous edge which is apparent in poems about the everyday problems of life. "Husbands" is a comical look at the many roles a woman plays in her life, those of wife, mother, lover and friend. This approach illuminates her outlook on the world. Life, according to Waddington, is full of many causes, but one can only change the world a little and the rest of the time should be spent enjoying life. Waddington's work touches on a variety of subjects that span her many "thought provoking" years as a poet.

Poet Jane Munro, daughter of author Alice Munro, read from her books, *Daughters* and *The Trees Just Moved Into a Season of Other*. In her poem, "Creek Bed," Munro explores two issues that she confronted at the time of writing. She was walking along a creek bed and was faced with unanswered questions concerning her childhood and her recent divorce. The walk illuminated a series of conflicts between remembrance of her mother and the power of Mother Nature. The creek bed was a path which she followed to liberation from past conflicts. "I am entering middle age, all out of place /- partly wading is to measure the illusion of shallowness with my body." The end of the poem possesses a glimmer of hope, "creek, changing its course creekbed."

"Mary /Marina" is based on a myth about an island named Marina which is referred to as Mary. The poem speculates about the lives of the two women, Marina, the island mistress, and the Virgin Mary. Munro's use of metaphoric comparisons allows her to shade the poem with humorous elements.

At the centre of Munro's work can always be found a tale of an adventurous quest. Munro combines imaginative words to produce prose that is thought-provoking and exciting as the writer explores herself and the world around her.

Waddington and Munro captured the attention of the audience by filling their minds with a variety of subjects. The subjective nature of their writings was the key to the audience's attentiveness as one was able to directly identify with the poems.

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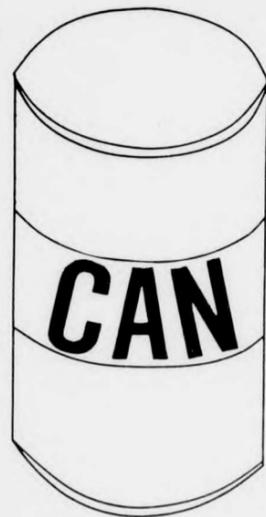
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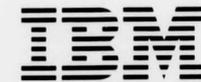
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Sisterhood and suicide make for clever *Crimes*

By KEN KEOBKE

Last week, many students on campus noticed pictures of a cat hanging in a noose. The poster for Beth Henley's play *Crimes of the Heart* may have seemed vulgar and sensational, but after seeing the play, the image is given a bittersweet interpretation. The Pulitzer-winning comedy, performed in the Samuel Beckett Theatre, was a great success, if not always great theatre.

It was a great success in that it gave a group of undergraduate theatre students a chance to practice their craft—design, lighting, sound, acting, producing and directing—in front of a real audience. What made this performance of *Crimes of the Heart* work so well was that the reason and motivation for the performance came from third year director Shyam Salvadori and the other students involved, on top of their regular assignments.

Technically good shows are relatively easy to come by and, thanks to a generous budget from the Samuel Beckett Theatre and the support of the Theatre Department, the play's set in a midwest kitchen with a gas

range (for sticking one's head in), was realistically depicted. It's harder, however, to expect award-winning acting.

Inexperience is one reason for this, but age is another; kindergarten students who are multilingual mathematical wizards can be found but it's almost impossible for that same brat to pull off a convincing Hamlet. Makeup can only go so far in making an actor seem older and more mature.

The two males in the production, Glen Blair and Ewan McLaren will benefit from the natural aging process. Despite high energy, their work was wooden and stilted. Nicole Arends, playing an elderly mother of two, was also difficult to believe at times, and the choice of having her as the sole person speaking in a Southern dialect often made her role a caricature.

Much of the praise for the success of the production goes to the three Magrath sisters played by Suzanne Belanger (as Meg, the failed singer), Marjorie Lecker (Lenny, the lonely heart who has deprived herself in order to take care of their grandfather)

and Michelle Martin. The characters have been brought together because the youngest sister Babe, played by a wonderfully bubbly Martin, has shot her husband.

The sisters' three hours on stage together is spent exposing their frustrations and differing attitudes toward life. As with most families, these frustrations revert back to childhood rivalries such as "Why did Granny always let you wear dozens of bells on your coat and we only got three apiece?" and other events. Most importantly, the sisters discuss the suicide of their mother.

When Babe attempts suicide, first by rope (it breaks), then by the oven, she is suddenly hit with the realization that their mother was afraid of the dying alone. This realization, that death is lonely and her mother was not crazy, allows Babe and the other characters to gain a new perspective on themselves.

The three hour production was very ambitious and although at times it didn't work, the audience was left looking a cast and crew who will certainly be worth watching in years to come.

Ford's performance admirable but just too much of a good thing



JUST ONE BIG HAPPY FAMILY: *The Mosquito Coast* stars Harrison Ford (bespectacled), River Phoenix (!), and Hilary Gordon (cowering).

By KEVIN PASQUINO

Getting away from it all means heading up to the cottage for most people. But for Allie Fox and his family, getting away from it all means leaving the not-so-good U.S.A. and moving to Central America to build a new corruption free civilization.

Harrison Ford and director Peter Weir, who together made *Witness*, have again teamed up for an adaptation of Paul Theroux's best-selling novel, *The Mosquito Coast*. For Ford, gone is the adventurous and sexy hero Indiana Jones and the strong detective of *Witness*. In *Mosquito Coast*, Ford is Allie Fox, a slightly crazy inventor and a family man. Frustrated with the way American culture has degenerated, Allie packs up his family and heads south to build his vision of paradise.

Ford is the star of this film in more ways than one. In addition to his top

billing, he is also responsible for carrying the whole movie. Allie's wife (Helen Mirren) is only generically referred to as "Mother" and their children function as a cute backdrop for their father's eccentricity.

River Phoenix, the handsome young actor from *Stand By Me*, gives a good portrayal of son Charlie. He is the only other character in the film who is even slightly developed. Through Charlie's eyes we see Allie deteriorate from a loving father to obsessed, uncaring visionary. Director Weir never delves deep enough into the other characters for us to understand why they keep following their crazed father and husband. One expects Allie's wife or children to rebel at some point, but they never do.

Perhaps the film's greatest weakness is its length. With only one character in control of the whole film, one begins to wish that the

movie was either shorter or had instead been made into a TV mini-series.

In spite of this, Harrison Ford's performance as Allie Fox will probably earn him an Academy Award nomination (the Academy loves leading men who take eccentric, dramatic roles), but *The Mosquito Coast* is an ambitious film that never fulfills its potential.

While *The Mosquito Coast* as a book could afford to have one central character, the film suffers because of it. Ford gives an excellent performance, but it's too much of a good thing. Some variety would have been appreciated, and more character development would have also helped, but unfortunately none of this is presented. *The Mosquito Coast* is at best an interesting study of the extremes a man will go in order to fulfil his dreams, but as a likeable film it's a disappointment.



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S P O R T S

Yeomen take second spot without their best

By CHRISTINE GOMES

The Yeomen wrestling team finished second at the prestigious Toronto International tournament held Saturday at York. The event, organized by York coach John Park, brought together teams and clubs from Ontario, Manitoba, Quebec and New York state.

The Yeomen captured second place in the nine team competition despite a couple of disadvantages. The insufficient funding and unsatisfactory training facility problem hampered York's performance. According to Park, there is "no doubt they (the Yeomen) could be training better, and if they train better they could perform better."

Injuries also were a factor as two of the Yeomen's top wrestlers didn't compete. Both Paul Hughes, Commonwealth gold medalist in the 136 pound division, and Steve Sammons, last year's OUAA 114 pound champ, didn't participate in the tournament.

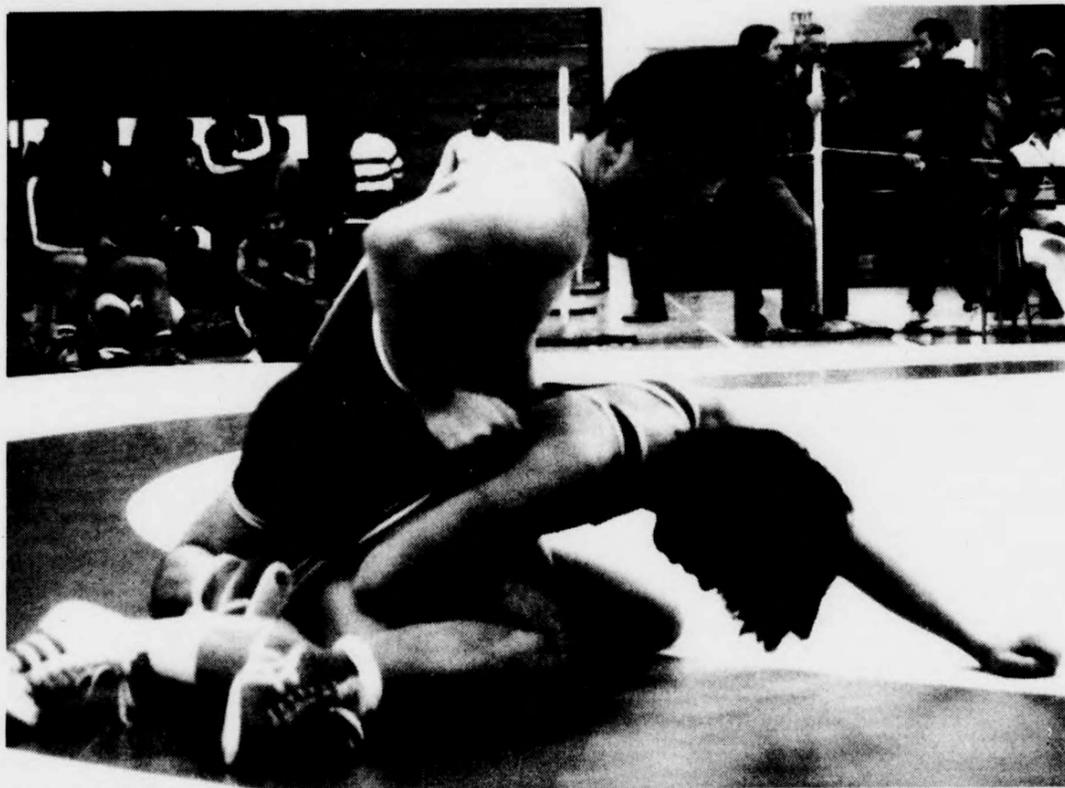
In the face of these setbacks York pulled in three second and six third

place finishes out of the 12 weight classes. Pat Findlay, a second year arts student, was the only Yeoman to win in his division (192 lbs). Findlay was plagued by a back injury last year after winning the national juniors and placing third in the Commonwealth trials the year before.

Park was "satisfied" by the outcome of the day's events though he admitted that he "would have liked to have had two or three more firsts."

York finished with a total of 41 points, nearly doubly that of the third place team McMaster (22 points), but falling 11 points short of an outstanding Montreal Wrestling club (MWC). Coached by Russian Victor Zilberman, MWC were exceptional by figuring in 11 of the 12 classes and furthermore winning nine of them. Park mentioned that the MWC team were "substantially older" than the Yeomen team, adding that he still thinks that "we're capable of beating them."

The Yeomen's next competition will be against McMaster this weekend in Hamilton.



WRESTLEMANIA: Last weekend, an impressive York squad hosted the Toronto International Wrestling Tournament and took second place. Here, York's Richie Hart tries to pin down his opponent. Hart finished second in his 114 lbs weight class.

JAMES HOGGETT

Lady Blues sweep squash tournament

By LINDA FOGAZZI

Last weekend the York Yeowomen squash team took fourth spot in the seventh annual Can-Am tournament.

The final standings of the six team round robin tournament hosted by York saw the University of Toronto grabbing top spot. U of T won all their matches with a perfect score of 25 match points. Second place went to Queen's with a total of 16 points,

followed by Dartmouth College who acquired 15 points.

York finished fourth with 12 points, ahead of Williams University with seven points in total. The other American team was Vassar University which had a dismal day, losing all their matches and finishing last.

Bob Cluett, coach of the Yeowomen and organizer of the Can-Am was pleased with the tournament and the performance of the team.

"Overall I felt the tournament went well," Cluett said. "I was very pleased with our team's performance and the way we're coming along, despite the fact that we're a very inexperienced team."

The difference between second, third and fourth place was very close as the outcome hinged on four crucial rallies between York, Dartmouth and Queen's.

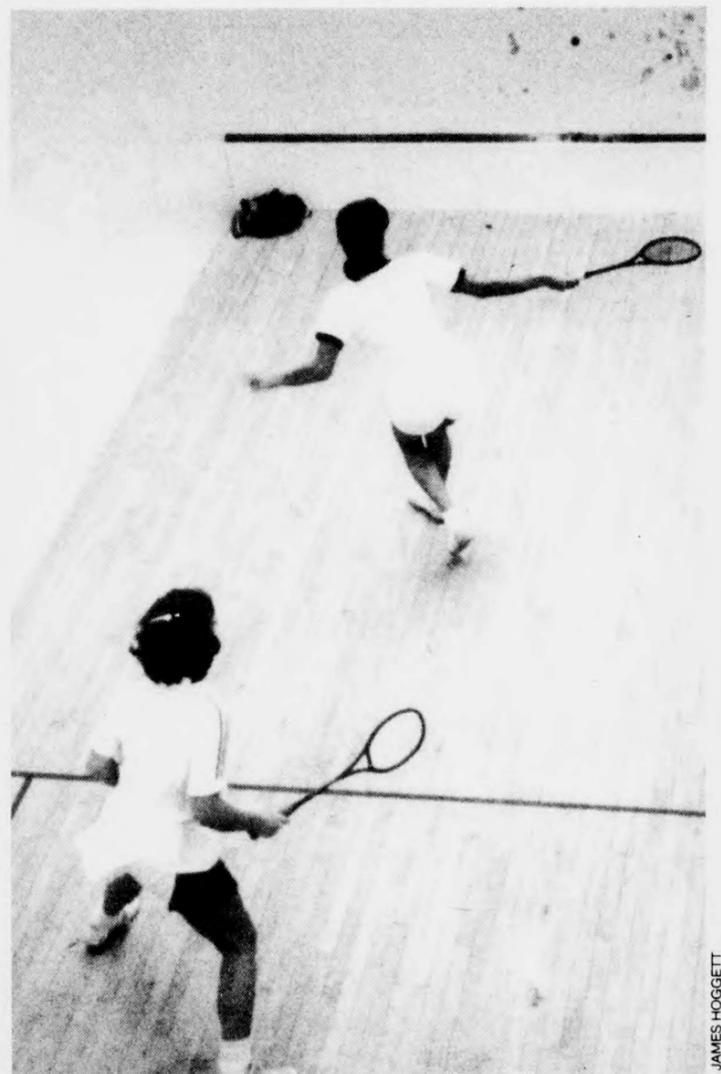
York's number one ranked squash

player Cheryl Miller finished with a record of three and two. Her biggest victory in the tournament came against Dartmouth's number one ranked player Chris Sutz. Miller defeated Sutz for the first time in five meetings.

Michele Ramsey, number three ranked for York, had the most impressive record with four wins and only one loss. Ramsey, a second year general arts major, was not disappointed with the fourth place finish. "The results were very close for all the teams except for University of Toronto whose perfect score was significantly higher than the rest," Ramsey said.

A few weeks prior to York's Can-Am tournament, Yeowomen Michele Ramsey and Rachel Devitt, a second year Phys. Ed major, competed in the Ontario Novice Competition. Ramsey and Devitt finished first and second respectively competing against each other in the final.

With the players' performances improving the Yeowomen hope to soon be a force to be reckoned with on the squash circuit. "Right now all we can do is grit our teeth," Cluett said, "and look towards our next tournament. We're just a young team and it will take time for us to mature."



TOP YEOWOMAN: Michel Ramsey (top) had the most impressive record in the tournament for the Yeowomen with a record of 4-1.

JAMES HOGGETT

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Yeowomen keep pace



THE BIG SAVE: Yeowoman netminder Connie Wrightsell deflects a shot wide of the goal. Wrightsell made key saves throughout the game and helped lift the Yeowomen to a 5-1 victory over Guelph, keeping their unbeaten streak alive.

By JAMES HOGGETT

Better move aside, York hockey Yeomen, because there may be another championship team sharing the spotlight at the Ice Palace this year. That other team is none other than the hockey Yeowomen.

The Yeowomen are now undefeated in three starts. Last Tuesday night, despite outplaying the Guelph Gryphons, the Yeowomen could only muster a 2-2 tie. York trailed the Gryphons 2-0 throughout the game and it was not until the last two minutes of the third period that York exploded with two quick goals from Debbie Mayberry and Judi Gilbert.

York coach Sue Gaston was not impressed with the tie. "I was rather disappointed in the score," Gaston said. "We outplayed Guelph and outshot them. We could have won

except we came up against a hot goalie."

On Saturday the Yeowomen dumped the Queen's Golden Gaels by a score of 5-1. "It was a nice win," coach Gaston said, "but we still didn't play as well as we're capable of."

Queen's opened the score early in the first period. York countered later with two goals of their own, both by Judi Gilbert who earned a hat-trick on the day.

York's Kelly Vandenthillart scored the only goal in the second period, with teammate Liana Preston in the penalty box for tripping and unsportsmanlike conduct.

York added two more goals in the third to make the final 5-1. "We played better in the third period," Gaston said, "but (on the whole) we

did not play all that good."

Judi Gilbert, a third-year Mass Communication major, who earned star of the game with her hat-trick, felt good about the win. "The team came out well," Gilbert said. "We tried to execute the plays that we learned in practice and I think we did that well which showed in the scoring, especially in the third period."

The Yeowomen's record is now 2-0-1 and they are the only undefeated team in the OWIAA. This year they hope to better their second place finish last year by winning the OWIAA title. "I think we have the team to do it this year," Gaston said. "We are much stronger and better balanced than last year." Gilbert agrees with coach Gaston, saying, "We have lots of talent, it's just a matter of being able to put the puck in the net more."

JAMES HOGGETT

INTRAMURAL ROUND-UP

TORCH HOCKEY STANDINGS

	GP	W	L	T	F	A	Pts.
Founders	12	10	1	1	63	29	21
Bethune	11	9	1	1	49	24	19
Calumet	12	7	5	0	41	40	14
Glendon	10	5	4	1	40	35	11
Vanier	12	4	7	1	46	54	9
Mac	11	4	6	1	40	45	9
Osgoode	11	3	7	1	33	50	7
Winters	11	0	11	0	27	63	0

GAMES THIS WEEK

MEN'S:

Glendon 6 Vanier 1
Bethune 4 Calumet 2
Calumet 2 Winters 0
Founders 4 Vanier 2
Mac 8 Winters 0
Founders 6 Glendon 4
Bethune 4 Vanier 1

WOMEN'S:

Stong 7 Osgoode 1
Alumni 5 Mac 1

ORL HOCKEY RESULTS

Founders 1 Sockets 1
Scorpions 9 Vanier 3
Terminators 4 Oldies 1
Alumni 4 Grads 3
Osgoode 8 Winters 2
Grads 4 Calumet 1
Mac 10 Vanier 0
Bethune 5 Winters 2

BASKETBALL RESULTS

MEN'S:

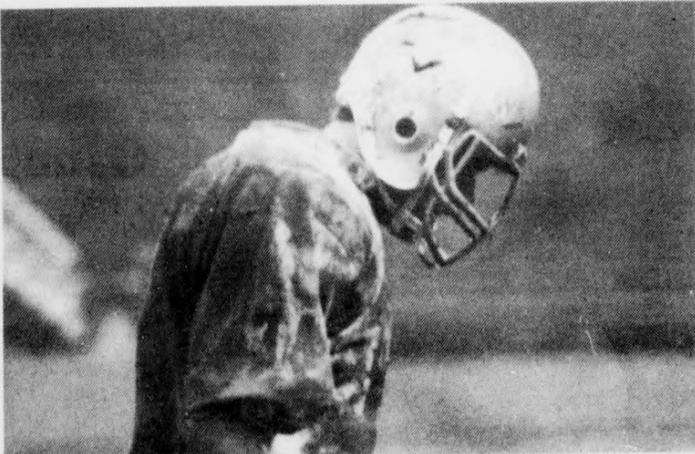
Stong 53 Founders 34
Osgoode 62 Winters 44
Bethune 60 Vanier 20
Mac 81 Grads 38
Osgoode 34 Founders 32
Vanier 40 Glendon 30
Mac 50 Vanier 42

WOMEN'S:

Founders 37 Stong 22
Bethune 54 Vanier 8
Founders 32 Osgoode 18
Mac 24 YBS 12

ORL:

BBA 24 Bethune 23
MBA 47 Vanier 16
Mac 38 Osgoode 37



ROBERTA DI MAIO

Sports writing can be a dirty job.

What question could you ask this distraught athlete without having him turn on you like an angry bear? "How do you feel right now?" is the wrong question. If you'd like to discover the definitive approach then be sure to attend an important meeting for all Excalibur sports writers and photographers, 3:00 p.m. on Thursday, Nov. 27.

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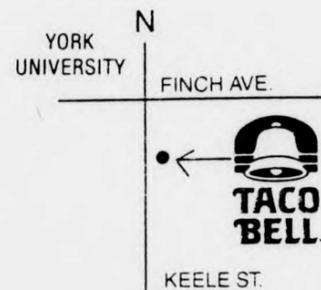


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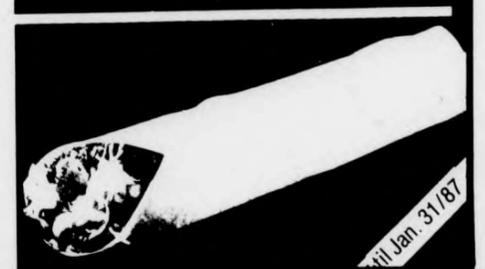
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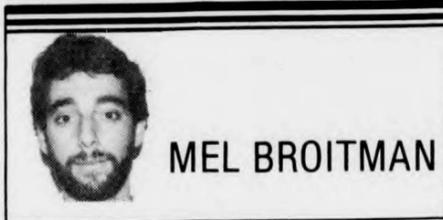
"Next year they'll be unbelievable. Nobody will touch'em." Those were the words of Edo Van Belkom, last year's *Excal* sports editor—intimated to me while we shivered in the press box at a Yeomen game last winter. And sure enough, Mr. Van Belkom's prediction is ringing true, as this year's hockey Yeomen have been awesome.

Heading into tonight's game against the Western Ontario Mustangs, the Yeomen are almost perfect. Only a tie against Windsor has deprived York a sparkling 10-0 record.

Certainly the Yeomen have been good the last two years. Good enough and fortunate (at times) to twice partake in the national championship final round. On those occasions, York teams caught a few people by surprise. This year, however, their superb play may catapult them onto a pedestal reserved for only truly great teams.

"We planned it as a three year deal," said head coach Dave Chambers of his rebuilding program upon his return to York in 1984. "We thought in our third year (1986) we would have enough experience to make a run as a serious contender." Yet while rebuilding, the Yeomen haven't exactly been mediocre. Two Ontario titles and a Canadian championship attest to that. But frightening as it may seem (for the competition), "we have to get better," Chambers claims.

Championship hockey is almost always a product of excellent defensive play. And in the third year of his rebuilding program, Chambers has



MEL BROITMAN

assembled an incredible backline. "This is the best defense for sure," Chambers says when comparing this team to both recent and earlier (mid 1970s) York clubs and his teams of the late 70s at Ohio State University.

Rob Crocock, Mike James, Darren Gani, Bill McGuire, Dirk Reuter and Bob Nicholson are among the finest collection of defensemen ever to play Canadian university hockey. All of them possess above-average offensive and defensive skills.

Their list of credentials is impressive. Crocock, injured all of last year, was a defensive stalwart on the 1984 championship team. Mike James also a member of the '84 champions, played on Brian Kilrea's 1983 Memorial Cup champion Ottawa 67s. Newcomer Darren Gani previously signed a contract with the Edmonton Oilers and Bill McGuire and Dirk Reuter both have plenty of minor professional experience in the American Hockey League. As well, Bob Nicholson, who at times struggled last year, has as Chambers says,

"been playing superb hockey this season and has a good chance to play on the OUAA all-star team.

If you think that's impressive, wait—it going to get even better. Lou Kiriakou, another veteran of the AHL, joins the already talent-laden defense in January. Chambers describes Kiriakou as an outstanding skater and offensive player.

Sometimes, strong defenses are forced to compensate for weaker netminding. But even York's goaltending is outstanding. There is likely not another team in the country with a tandem as solid as Scott Mosey and Mark Applewhaite. And so far in this unbeaten campaign, Applewhaite is yet to start as he is patiently waiting for a groin injury to heal. All things considered, from the blueline back, the Yeomen are nothing short of exceptional.

With so much talent is Chambers afraid of overconfidence creeping in and spoiling their chances? "I get concerned, especially about the weaker teams," Chambers says. "But there is enough pride and character that the players want to play well in every game."

As a rule, Dave Chambers plays it very low-key when talking about his club's chances of a national title. He is constantly reminding his players, the fans and the press of the old adage that "anything can happen in sport." Chambers is right of course. Anything will and usually does happen in sports. But with that defense, it's hard not to already make plans for a March weekend in Edmonton.

Sports Briefs

By NICK LAPICCIARELLA

VANIER CUP

University of British Columbia Thunderbirds defeated the Western Mustangs 25-23 in one of the most exciting Canadian College football finals in years. The game was the culmination of an exciting football season watched by more than 17,000 fans at Varsity Stadium.

The Thunderbirds scored a dramatic touchdown with less than 10 seconds remaining. It was a Hollywood finish in more ways than one.

Apparently the producers of Police Academy 4 needed a football game as a backdrop, but had to have the fans in short sleeves. It was quite impossible, however, with snow in the stands.

YEOWOMEN VOLLEYBALL

The Yeowomen battled through snowstorms just to get to their weekend games, but when they arrived they posted four straight wins.

On Friday York played a well disciplined Ottawa Gee Gees squad in what coach Merv Mosher described as a "real barn burner."

At stake was sole possession of first place and York defeated Ottawa 3-2 with the scores, 15-12, 10-15, 15-6, 11-15 and 16-14. Mosher described the win as a good team effort with York actually trailing Ottawa 14-12 in the final game, before rallying with four straight points.

On Saturday morning York travelled to Carlton and handily defeated the Ravens 3-0. The game scores were 15-2, 15-5, and 15-5.

Saturday evening York defeated the Queen's squad 3-1. The game scoring was 15-8, 14-16, 15-13, and 15-9. "The score probably indicated that the girls were a bit tired, not winning as handily," Mosher said.

On Sunday York played Royal Military College and easily handled them in three games straight: 15-1, 15-4 and 15-3. York is now in first place in the Eastern division with a perfect 6-0 record after playing each team in that division.

MEN'S BASKETBALL

Last weekend, the Yeomen basketball team took part in an exhibition tournament at Siena Hts. College in Michigan. The team dropped both their games, losing 83-71 versus Hillsdale College and 87-75 against Tiffin College.

The games afforded coach Bob Bain an opportunity to judge York's strengths and weaknesses. "The team's weaknesses were revealed to us," Bain said. "We got hurt badly on the boards." York's leading scorer against Hillsdale was Mike Sherwood with 24 points. Stu Levinsky led the team in scoring against Tiffin with 21 points.

York's next game in London against Western on Saturday (November 29) and is part of the regular season schedule.

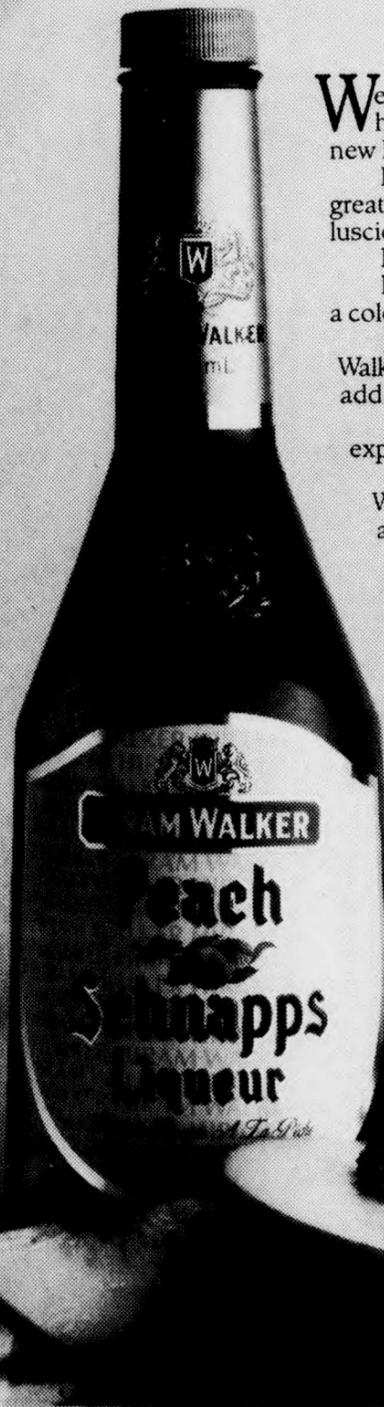
STREAKING YEOMEN

The men's hockey team are making believers out of those who had any doubts about their strength. Victories against Brock and Waterloo extended York's unbeaten streak to 10 games, giving them an unblemished 9-0-1 record.

On Friday, the Yeomen travelled to Brock and thoroughly outplayed the Brock team, badgering them by a score of 6-2. Four players had three points on the night. Greg Rolston and Ben Daniccia had two goals and an assist while Rick Moracco had one goal and two assists and Brian Gray had three assists.

On Sunday, York played a stronger Waterloo team but was still able to beat them handily 4-1. Brian Gray, Darren Gani, Duane Smith (with his first in OUAA competition) and Brian MacDonald each collected a goal for the Yeomen.

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Sat	Oct 25	WINDSOR	7:30 p.m.
Thurs	Nov 13	TORONTO	7:30 p.m.
Sat	Nov 15	BROCK	7:30 p.m.
Thurs	Nov 27	WESTERN	7:30 p.m.
Thurs	Dec 4	CONCORDIA (Exhibition)	7:30 p.m.
Thurs	Jan 15	GUELPH	7:30 p.m.
Fri	Jan 23	QUEENS	7:30 p.m.
Fri	Jan 30	LAURIER	7:30 p.m.
Thurs	Feb 5	MCMASTER	7:30 p.m.
Sat	Feb 7	R.M.C.	7:30 p.m.
Thurs	Feb 19	WATERLOO	7:30 p.m.

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- LAVAL
- TORONTO
- WATERLOO
- WINNIPEG
- YORK

Schedule

Friday, November 28		
Toronto vs. Guelph	2:00 P.M.	
Bishop's vs. Brock	4:00 P.M.	
Winnipeg vs. Laval	6:00 P.M.	
York vs. Waterloo	8:00 P.M.	

Saturday, November 29		
Playdown Games	2:00 P.M.	6:00 P.M.
	4:00 P.M.	8:00 P.M.

Sunday, November 30		
Playdown Games	9:00 A.M.	11:00 A.M.
Bronze Championship	1:00 P.M.	3:00 P.M.

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YUSA MINI SERIES—Tips on Holiday food preparation and entertaining with speaker Doreen Wood, Consumer Relations adviser with Miracle Food Mart. Thursday, December 4, 12-1 p.m. and 1-2 p.m. S915 Ross, Senate Chamber. Everyone welcome. Refreshments

THE WOMEN'S CENTRE invites all women to read their poetry, 11-1 p.m. Tuesday, December 2nd, S156 Ross. OPEN HOUSE to follow at 1 p.m.

FACULTY OF ARTS STUDENT CAUCUS MEETING—Tuesday, January 6, 1987. It will be held in the Senate Chamber on 9th floor Ross South at 5 p.m.

PEACE MOVIES—"If You Love this Planet" and others. Wednesday, December 3, 4 p.m., S173 Ross. York Association for Peace -5232.

WOMEN IN ITALIAN STUDIES—Papers are invited on the roles and contributions of Italian and Italo-Canadian women in such areas as: Poetry, Drama, Narrative, Critical Thought, Women's Studies, etc. Please send title and a one page abstract by December 1, 1986, to Prof. Ada Testaferri, Department of Languages, Literatures and Linguistics, S531 Ross.

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SUMMER EMPLOYMENT at Richmond Hills Day Camp. Now hiring for staff positions. Daily transportation & lunch provided. Call 731-9377.

CBC FILMING "SKATE"—Need volunteers for crowd scenes. Lunch provided. Door prizes. 7:00 a.m. to late afternoon. December 1 and 2. Markham Centennial Arena. Dress warmly.

DESPERATE!! For someone to program a set of "Esper" Electronic Cash Registers at Komrads, 1 Isabella Street, ask for Ron or Paul. 924-7853.

VIDEO PRODUCTION COMPANY offers volunteer opportunities in production assisting, storyboard drawing and graphics and still photography. 665-4711.

WANTED—Part-time help in popular poster/fine art store. Mostly evenings and some days. Flexible hours. Great atmosphere. Call Wayne at 484-4132.

LOST AND FOUND

LOST—10K 20" Rope Necklace. Lost on Wednesday, November 19th. Great sentimental value. If found please contact Jacqueline Hudson, 247-3995. Reward offered.

LOST—A large blue Icelandic Wool Sweater—of great emotional significance! If found please call 739-0289 (large reward offered—no questions asked!!)

PERSONALS

UNIVERSITY FAMILY CONSULTANTS & MEDIATORS—Members of Mediation Canada. Mediation Staff: Dominic D'Urzo, M.A. and Pasquale Bettrano, M.S.W. 4699 Keele St., Ste. 201, Downsview, Ontario M3J 2N8 (416) 663-9242.

MALE, oriental student, 27, into physical fitness, movies and intellectual conversations, seeks female companion, 20-30 (does not have to be oriental). Photo appreciated. P.O. Box 246, Woodbridge, Ontario L4L 1B1.

THE MONKEES MADNESS FAN CLUB—The greatest performers ever! Write Rick: 15-55 Pebble Byway 055, Toronto, Ontario M2H 3J5. Buttons/sweatshirts available!

THANK GOD FOR K, otherwise no darts would be played, no water fights created, no piggy backs given! Luv U.

HAPPY BIRTHDAY MUNCHKIN!! May all your days be filled with happiness, good cheer and sagebrush. Dave/Dean

FREE TRIP TO MONTREAL (food and accommodation included) plus FREE DENTAL TREATMENT for the right cavity. Person needed from December 16 or 17 to December 20. For particulars and screening, please call Helen at 445-9495 till 10:00 p.m. Only serious inquiries, please call.

LOVING, CARING COUPLE wish to adopt. Ontario Home Study completed call Social Worker Frank 236-3379.

RIDES NEEDED

DRIVING TO WINNIPEG—Mid-December. Room for one. Share driving and expenses. Call Bill 519-855-4208, evenings only.

REGULAR RIDE WANTED for student. Mississauga (Bloor/Dixie) to York University morning and evening. TTC is time

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HERE'S YOUR CHANCE FOR FAME! Wanted: an artist to paint portrait. Any style except abstract and modern. Like to remain recognizable. Fee: materials, plus \$40. Sittings in Winter Term call John 862-0683.

WANTED: Babysitter to look after sociable 2 1/2 year old boy occasionally for a few hours in daytime or evening. Phone 663-9232 after 5 p.m.

ANYONE HAVING ARTICLES in the storage room, 4th/5th McLaughlin Residence please remove them by November 30th, or they will be thrown out.

WANTED: Songs for local band. Call 221-8832 and ask for Nad.

LET'S GET HUGGED, NOT MUGGED! Hug Week is coming. Watch for us!

GRAD'S BOOKS FOR SALE—Humanities, English, Canadian Studies; novels, texts and coles notes. Good condition... half price. 699-5064.

TRAVEL

TRAVEL FIELD POSITION immediately available. Good commissions, valuable work experience, travel, and other benefits. Call Brad Nelson (toll free) 1-800-433-7707 for a complete information mailer.

SKI MT. STE. ANNE—December 27 to January 1. Only \$289 triple occupancy. Hurry—only two trips left. Christy 739-0930, Melani 221-0325.

EMPLOYMENT/TRAVEL OPPORTUNITY—Campus Representatives needed to promote Spring Break Florida Trips. Write Box 110, McMaster University, Hamilton, Ontario L8S 1C0. Call D'Arcy afternoons at (416) 545-2696.

TUTORING

TUTOR WITH GREAT EXPERIENCE in math and computers can help with theses and exams. Will act as research consultant. Call 661-5670 after 8 p.m.

TUTORING—Taught Statistics, Economics and Mathematics at Harvard, 15 years university teaching experience, very patient, convenient hours. \$25/hour. Call Dr. Hersh (between 7 and 8 p.m.). Keep trying, difficult to reach. 633-6499.

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essay, report or thesis earns a top mark. For as little as \$2 a page or \$10/hr an experienced freelance writer-editor and Social Sciences graduate will proofread and copyedit your work. Tutoring and style-counseling also available. Call Your Writer 927-7673.

TUTORING—Recent M.A. (Psychology), scholarship winner, no charge. Call Pete 458-6044.

YORK CLUBS

PSYCHOLOGY STUDENTS' ASSOCIATION second meeting to be held Tuesday, December 2 at 4 p.m. in S201 Ross. All welcome. Agenda—election and career information.

POETRY, PROSE & VISUALS We want 'em. Yakk magazine, 610 Vanier Residence. Send through campus mail, but remember your SASE!! Deadline Dec. 4.

LESBIAN & GAY ALLIANCE AT YORK—Come to our collective meetings, Thursday evenings, 5 p.m. in the Purple Lounge (2nd floor, Fine Arts Building).

PHILOSOPHY STUDENTS' ASSOCIATION will be holding its executive elections followed by an end of term reception on Thursday, December 4th at 4:30 p.m. Festive refreshments will be served. All welcome!

HISPANIC STUDENT ASSOCIATION presents its first film "The Mothers of the Plaza de Mayo". This film was screened at Toronto's acclaimed Festival of Festivals. Stedman Lecture Hall D, December 3, 4 p.m. Admission \$2.00.

CONFUSED? NEED TO TALK ABOUT IT? Members of the Lesbian and Gay Alliance Collective will hold an informal DISCUSSION/COUNSELLING GROUP starting the third or fourth week in November. If interested, watch for future ads in *Excalibur*. Do it for yourself!

R U A VEGIE? We are looking for fellow York vegetarians to help start a club. Call Martin 635-6341, 10 a.m.-10 p.m. Leave message.

UKRAINIAN FILMS: "Zakhar Berkut" and "Return of the Butterfly" presented by York Ukrainian Students' Association, Wednesday, December 3, 7:30 p.m. and Saturday, December 6, 2:30 p.m. at CLH 'L' (English subtitles). York Ukrainian Students' Association general meeting, Tuesday, December 2, 12:00 noon.

HISTORY STUDENTS ASSOCIATION will be holding its annual Christmas Reception on Wednesday, December 3 at 5:00 to 7:00 p.m. in Vanier's Senior Common Room. All History Students welcome!

THE CANADIAN-SCANDINAVIAN FOUNDATION—Scholarships and Grants for Studies and Research in Scandinavia, deadline for applications is January 31, 1987. For further information and application forms please contact: Secretary, c/o Dr. Jan Lundgren, Department of Geography, McGill University, 805 Sherbrooke Street West, Montreal, Quebec H3A 2K6. Tel: (514) 392-4718.

TWO ENGLISH MAJORS lost in cultural desert (Newmarket) seek others in similar situation for alternative dining, witty repartee, and general debauchery to prove there is strength in numbers. Call 853-3757.

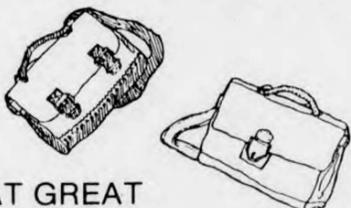
INTER-VARSITY CHRISTIAN FELLOWSHIP and the JEWISH STUDENT FEDERATION present: "Hope for the Messiah: Christian-Jewish Dialogue between Rabbi Rosenzweig and Dr. Clark Pinnock, Thursday, November 27, 4-6 p.m., Stedman Lecture Hall D.

THE THIRD ANNUAL PRE-CHRISTMAS BOOK SALE—Friday November 28—10 a.m.-8 p.m., Saturday, November 29—9 a.m.-4 p.m. The Toronto Elizabeth Fry Society of Toronto, 215 Wellesley St. E., Downstairs lounge.

If you can't always be by her/his side give him/her something that will. (Bugging devices and radar installed at an additional price.)

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Mon. Dec. 1 - 11 am-8 pm
Tues. Dec. 2 - 10 am-8 pm
Wed. Dec. 3 - 10 am-5 pm