

Notes from the archivist to researchers

*This document consists of various information compiled by Valerie Overend. She provided these documents to the archivists when she donated the second part of her records in October 2021. **An archivist is currently working on processing the new donation and putting its description online. To have an overview of the donation content, the researcher can consult Valerie Overend's descriptions.***

The second donation consists of records directly related to Valerie Overend's works and achievements in the promotion of science, technology and trades for girls and women. Valerie Overend's descriptions include 7 sections: 1. Youth (K-12) projects and programs, 2. Adult projects and programs, 3. Presentations and workshops, 4. Conferences, roundtables, and summits, 5. Briefs, articles, and opinion pieces, 6. Products, 7. Media. For each section, the information is compiled chronologically in a table and presents the context of each project, program, conference, product, and other intervention in which Valerie Overend has been involved (date, location, involved organization, Valerie Overend's responsibility, audience, expected results, etc.). The document includes a legend for the acronyms used in the records and descriptions, and an index of SaskWITT resources housed in Saskatchewan Provincial Archives Collection in Regina.

This document can be used as complementary documentation to the descriptions of series 12 to 17 of the Valerie Overend fonds, descriptions which will soon be accessible in the Atom database: <https://biblio.uottawa.ca/atom/index.php/valerie-overend-collection> .

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1. YOUTH (K-12) PROJECTS and PROGRAMS

PROJECTS and PROGRAMS – YOUTH K-12

These are projects and programs that I initiated, developed or co-developed, coordinated and/or delivered. These were primarily Career Awareness and Exploration Programs incorporating female role models and instructors, hands-on skills development, and links to predominantly male careers in Trades, Technology, Operations and Blue Collar Work (TTO-BCW). Some programs continue to operate. *s.a. other locations for supporting documents

PROGRAM TITLE DATES DOCUMENTS	DELIVERY AGENT and TARGET AUDIENCE / REACH / Partners & Supporters	DESCRIPTION NB. These descriptions are aligned with the titles on the left-hand columns and specifically describe each document. I developed several of these programs in my capacity as WITT Facilitator for SIAST (always part-time). However, I was hired at SIAST because of my role as Executive Director for SaskWITT. I often piggybacked funding from both organizations to maximize the breadth and reach of a program. Essentially, for 20 years, SaskWITT operated as a labour pool for SIAST WITT programs, and SIAST provided admin and support services. Ultimately, I arranged for a formal Joint Venture Agreement between SaskWITT and SIAST near the end of my term to protect the relationship that had been built over the years.
<p>SPEAKER'S BUREAU Workshop #1 <i>"Socialization and You"</i> October 15 - 24, 1991</p> <p><i>*She's Got Her Ticket</i> VIDEO ACTIVITY BOOKLET – 1991 *s.a. PRODUCTS</p> <p><i>*She's Making Choices</i> VIDEO EDUCATOR'S KIT *s.a. PRODUCTS</p>	<p>SaskWITT-Regina in partnership with SK Women's Secretariat</p> <p>Audience: 1000+ middle years students</p> <p>Audience: All Saskatchewan schools with grades 7-9 classes received a copy – approx. 900 schools. We also sold copies to dozens of organizations and WITT</p>	<p>A few tradeswomen in Regina, myself included, established SaskWITT-Regina, and created our first venture in 1991. We applied for funding to organize a series of one-hour presentations for middle years' classrooms. We trained a handful of tradeswomen in age- appropriate presentation skills and sent them in their work boots as role models to talk about their satisfaction with their jobs, outline their career paths, and to lead the class through a group activity. The presentation was designed to showcase and promote TTO occupations to girls.</p> <p>We partnered with a SaskWITT member who owned and operated Live Wire Video Productions to produce a video <i>"*She's Got Her Ticket"</i>. The video featured local women working and discussing various components of being female in trades and technology occupations. Using the video as a conversation starter, we delivered presentations to 50 classrooms in a 2-week period. The workshop provided some basic information about trades jobs and encouraged critical thinking around social myths related to women's skills and abilities in trades occupations. We left a booklet of activity-based handouts to assist teachers with further investigation.</p> <p>The activity booklet contains a few activities such as matching tools and terminology, a career crossword puzzle and career exploration activity, and short bios of the speakers. Each student received a copy of the booklet when we left.</p> <p>Following the success of our first Speaker's Bureau, SaskWITT produced another video with Live Wire Video Productions as well as a full Educators Kit, <i>"She's Making Choices"</i>, for use in Saskatchewan schools and shared with WITT groups across Canada.</p> <p>Concurrently, we were developing curriculum resources to align with requirements of SaskEducation. We produced 8 Lesson Plans that were inclusive of women and focused on skills and abilities required in various TTO occupations. We packaged the lesson plans in an attractive Educator's Kit and included a poster along with a VCR tape including both video productions. This Educator's Kit was subsequently sent to all Saskatchewan Schools with grades 7 – 9 classrooms.</p>

<p>Workshop #2 <i>"The Choice is Yours"</i></p> <p>*<i>SPEAK IT Kit – How to form your own Speakers Bureau</i> 1994</p> <p>*s.a. PRODUCTS</p>	<p>groups across Canada.</p> <p>WITT NN funded this SaskWITT venture</p>	<p>As a further strategy to expand our reach, we developed a second workshop and trained another batch of women to deliver a second series of workshops to middle years students in Regina.</p> <p>Using the SaskWITT Speakers Bureau project as a foundation, the Speak-It-Kit provides background and history, a timeline for organizing, outlines and information for 2 speaker's training sessions, and templates for 2 different workshops. I hired an unemployed SaskWITT member and mentored her to organize and write this document. Another SaskWITT member, an Industrial Designer organized it with us.</p>
<p>GETT CAMPS Girls Exploring Technology / Girls Exploring Trades & Technology</p> <p>1991 – 2009</p> <p>**continue to operate</p> <p><i>FINAL REPORT of Pilot Delivery</i> December 1991</p>	<p>SaskWITT/SIAST</p> <p>Partners & Supporters Sask Construction Association; Local School Boards; Status of Women Office; Building Trades Unions; Local Employers; Local Building Suppliers Government Ministries, various Crown Corps.</p> <p>Grades 7 and 8 girls Approx 600 personally ... thousands provincially</p> <p>GETT Steering Committee</p>	<p>Girls Exploring Technology Camps were first developed and delivered at Fanshawe College in London, ON in 1990. The camps were adopted by a Provincial Steering Committee in Saskatchewan and were delivered at SIAST the following year. Camps continue to operate at what is now called SaskPolytech. The name changed at SIAST to Girls Exploring Trades and Technology (GETT). SIAST became known for its leadership in working with middle years girls and I facilitated mentoring and training for dozens of Instructors and Coordinators from across Canada over the next 19 years. The camps continue to operate as of 2019 across Saskatchewan campuses.</p> <p>The one- week summer camps provide an opportunity for grade 7 & 8 girls to explore industrial and technical occupations in a supportive environment. Girls work in pairs to build a go-cart in a shop setting for 5 half days and spend the rest of the time immersed in activities such as a relay race emphasizing large motor skills (pushing wheelbarrows and rolling tires), tools and trades terminology, games designed to inform them about paths to apprenticeship, and performing tasks with a wide variety of role models. On Fridays, parents and siblings are invited for a barbecue windup where the girls race their go-carts and receive awards and promotional items from various industry partners.</p> <p>I delivered 3 - 4 camps per year at Wascana Campus in Regina with 10 girls each week. Each year for 19 years, I continued to develop and deliver GETT Camps across 4 SIAST Campuses in Saskatchewan. I facilitated camps at the other 3 campuses which initially ran sporadically at Woodland Campus in Prince Albert, in a revised manner at Kelsey Campus in Saskatoon and once per year at Palliser Campus in Moose Jaw. The original Steering Committee wound down within a few years and various cities formed various partnership arrangements. SaskWITT and SIAST remained the driving forces behind the camps. The camps continue to run as of 2019 across Saskatchewan campuses.</p> <p>Following a 10-year survey, all campuses delivered a standard program each summer. In the early years, I coordinated and taught a few camps at Palliser Campus.</p> <p>The final report of the first GET (subsequently GETT) Camp held at SIAST Wascana Campus in Regina provides a clear outline of composition and logistics of delivery of the camps. There is a good description of the rationale for involving parents and schools.</p>

<p><i>1992 GETT SUMMER CAMP - INSTRUCTOR OBSERVATIONS</i></p>		<p>Instructors Observations and a Participants survey and comments make up a large component of the report. Appendices provide templates for activities and promotional aspects.</p>
<p><i>1993 GETT SPEND-A-DAY – INSTRUCTOR REPORT</i></p>	<p>Grade 7 girls. 15 camps for a total of 170 girls</p>	<p>This is a short evaluation and like what I completed each year as an addendum to the major report in 1991. Essentially it was used to make changes as needed as the years progressed.</p>
<p><i>1993 GETT TRAIN-THE-TRAINER PROGRAM</i></p>	<p>SIAST 6 tradeswomen from various locations in Saskatchewan</p>	<p>In 1993, I developed and delivered one-day camps for grade seven girls during the school year at Wascana Campus in Regina. I pressed female students in the trades shops into service after providing them with some basic instructional skills and working with them to develop an appropriate activity in their specific shop.</p>
<p>GETT Alumnae 1994 – 2008 *s.a.further info in GETT How-to Manual, July 2002 and Kindergarten Project 1997-2007</p>	<p>WITT NN / SIAST Partners & Supporters Local schools and employers</p>	<p>I received funding from the Equity Committee at SIAST to provide Instructor Training to transplant the program to other Campuses. Six women participated, initially in a one-day orientation prior to the Spend-a- Day Camps and then each worked as an assistant for one or more of the camps. After this induction, I set up a 3-day training session for these 6 women to orient them to the week-long camps. Over the years, I mentored several other women to take over delivery at the other 3 campuses.</p> <p>Throughout the 1990’s, I used the camps at SIAST Wascana Campus as a training ground for GETT Instructors from across Canada. They would find support from their local communities for transportation and expenses, and SaskWITT would often billet and feed them when they arrived. We did not pay them, nor did we charge them. These women worked as assistants at the camp, and I spent time with them before and after classes to ensure they were ready to go back and set up their own camps. On more than one occasion, I fielded calls from women running a camp in another province or territory asking me to talk them through next steps in the construction process! Besides mentoring/training women on-site, I was contracted to travel to NWT and Labrador to provide training sessions for camp coordinators and instructors. At one point in time, GETT Camps were running in 8 provinces and territories.</p>
<p><i>ASSESSMENT of 10 years of programs at 4 SIAST campuses</i></p>	<p>SaskWITT funded by SIAST Education Equity Committee. Laura</p>	<p>A few years after founding the GETT Camps at SIAST, I began to work with Alumnae for 1 day per year during the school year. We designed 4 distinct one-day workshops for each of grades 9, 10, 11 and 12 students. As with the camps, role models led the activities and each year, the career exploration became more sophisticated and targeted. Participation dwindled as girls reached the higher grades but those who attended were more focused and likely to choose TTO occupations. These girls eventually became the Role Model pool for the Kindergarten Project. I ran the kindergarten project in May or early June because many of the girls were out of school (post-secondary courses) and able to work for the project.</p> <p>After 10 years of delivery with variances at 4 different SIAST Campuses, we conducted a broad survey to determine the effectiveness of the various models across the province. Hundreds of camp alumnae were surveyed about their attitudes towards careers, effectiveness of career exploration in the camps, and current occupations. Survey results led to a consistent model at all campuses.</p>

<p>February 2001</p> <p><i>GETT CAMPS AT SIAST – A HOW-TO MANUAL FOR DEVELOPMENT OF GETT CAMPS, IMGETT CAMPS, AND GETT ALUMNAE PROGRAMS</i> July, 2002</p>	<p>Burkhart carried out the study and I was an advisor for the project with Lee Rejc and Paulette Traynor.</p> <p>Written by Valerie Overend, WITT Facilitator for SIAST</p>	<p>The model that prevailed is the one first piloted at Wascana Campus.</p> <p>This manual was collated from program delivery over a 10-year period and printed for the purpose of providing manuals to WITT staff at 4 campuses. After the 10-year survey was analyzed, the GETT Steering Committee determined that the Wascana model (used at Palliser as well) would be transplanted to all campuses for routine delivery.</p> <p>The Manual provides complete rationale, history, lesson plans and instructions for coordinating and teaching GETT Camps, IMGETT Camps and Alumnae Programming for each of 4 high school grades. It includes diagrams and plans for all activities.</p>
<p>IMGETT Camps</p> <p>3 Occasions 1994 – 2002</p>	<p>SIAST / IMGETT STEERING COMMITTEE Partners & Supporters</p> <p>Various Crown Corporations; Assorted Government Ministries; Local Elementary and High Schools.</p>	<p>In 1994, I was asked by a group of dynamic First Nations and Métis women from Regina to work as an advisor to a newly formed Indian Métis Girls Exploring Trades & Technology (IMGETT) Committee. After delivering GETT Camps for a couple of years, it became evident that we were not having good success in reaching Aboriginal girls. These women, who represented the private and public sectors, and educational institutions including SIAST, had followed our progress working with middle-years girls and wanted to adapt our model to their communities. Using existing principles and incorporating cultural differences, we reworked the basics of the camps and developed a unique program that proved to be successful. IMGETT Camps were re-designed to introduce 13- and 14-year-old First Nations and Métis girls to a variety of possible career futures while attending an enjoyable weeklong day camp. Instead of go-carts, the girls-built scooters. We had difficulty finding aboriginal instructors so initially, we hired an apprentice, and I was her “assistant”. Soon, we had a couple of well-trained aboriginal women who ran the camps as well as worked on our regular programs with us. We also maximized guest appearances by Aboriginal role models from various occupations.</p>
<p><i>IMGETT Camps – A HOW-TO MANUAL FOR DEVELOPMENT OF IMGETT CAMPS</i> January 2003</p> <p>*s.a. PRODUCTS</p>	<p>SIAST Education Equity Committee, SIAST WITT Program, SaskWITT and IMGETT Committee</p> <p>For Organizations who wish to deliver exploratory TTO career education camps to middle years First Nations/Métis girls</p>	<p>The IMGETT Committee adjusted the timelines to incorporate more formal classroom activities and less shop time. Before delivery of the first camp, the committee contracted an educator to write 7 lesson plans and packaged them in an Educator’s Kit like SaskWITT’s earlier initiative. This package * “<i>Choosing the Beat of Her Own Drum</i>” included a video, lessons plans and a poster and was sent to all schools in Saskatchewan with grades 7 – 10 students. Several of the lessons were incorporated into the Camp. As well, each camp had an elder participating in the delivery to assist with exploration of cultural elements of the lessons.</p> <p>A stand-alone manual was developed for the project. The material in the manual is identical to the one incorporated in the How-to Manual for GETT Camps at SIAST.</p>

<p>KINDERGARTEN PROJECT</p> <p>1997 - 2007</p>	<p>SIAST/SaskWITT/ WITTNN</p> <p>Partners & Supporters Local School Boards</p> <p>800+ kids per year for 6 years Regina, SK</p>	<p>In 1996, WITT NN sent SaskWITT two plastic trunks containing hard hats and safety equipment, children’s book, and plastic tools to active WITT organizations across the country. They provided an outline for Role Models who would take these to kindergarten classrooms and talk to the kids about trades. We revised the WITT NN tool trunk model. We were unwilling to use plastic tools, gagging at the concept of women modelling “plastic toy tools” while men used “real tools”. So, several of us had a work bee and designed 16 tool stations that would be user friendly to 4 – 6 year olds. We tested the project during the annual summer SIAST GETT Camp and revised the activities.</p> <p>From there, I organized a group of six young women, all of them Alumnae of Wascana GETT Camps years earlier. We used the format developed for the SaskWITT Speaker’s Bureau and delivered 1-hour workshops to 38 classrooms. Subsequently, I organized this program for Regina Schools for 6 years, reaching 40 – 60 classrooms each year. I assembled a quick and dirty manual using background information, a timeline for organizing, outlines and information for 2 speaker’s training sessions and templates for the workshop. Templates for all aspects of planning and delivery are included in the kit.</p> <p>Following a training session for SaskWITT members at one of our AGMs, a few of our members also borrowed the trunks and delivered sessions in Moose Jaw, Prince Albert, and Coronach before we eventually sent the trunks to be used by one of our members in Nipawin, SK.</p>
<p>CAREER FAIRS</p> <p>1996 – 2009</p> <p>s.a. WORKSHOPS ’91 –’00</p>	<p>SaskWITT/ SIAST/IMGETT</p>	<p>From the mid-nineties until 2013, I was involved in various capacities with several dozen Career Fairs, mostly in the Province of Saskatchewan. These involved interactive displays, career information panels, and keynote presentations. I organized duties and prepared other WITT women for these events. Some examples:</p> <ul style="list-style-type: none"> • <i>Careers Unlimited</i>- An annual career fair for high school girls in Southern Saskatchewan sponsored by the Regina Business and Professional Women’s Network (2000 – 2013 ... possibly started in the late 90’s but I have no documentation) • <i>STARS Unlimited</i> – An annual career fair focusing on Science and Technology Adventures for Regina Students. This was organized by the Regina Public School Board for grades 11 and 12 girls interested in maths and sciences. • High School and Elementary Career Fairs in various locations – Regina, Fort Qu’Appelle, Swift Current, Moose Jaw, Saskatoon, etc. • Various Aboriginal career events: Steppingstones, Planning Tomorrow’s Success Today – Aboriginal Careers ’98 and ’99
<p>CONSTRUCTION TECHNOLOGY FOR WOMEN</p> <p>1997 – 2005</p> <p>**Supporting documents for this program are housed in the Saskatchewan</p>	<p>WITT National Network/SaskWITT/SIAST WITT Program</p> <p>Partners & Supporters Local School Boards and Schools; numerous Crown Corporations; Local</p>	<p>In the mid-nineties I sat on a National Steering Committee for WITT NN to develop and guide an ambitious, pan-Canadian program called Construction Technology for Women. This was a three-year pilot project designed to encourage young women to enter careers in construction. 125 young women participated in credit courses at six high schools (5 provinces) across Canada. The program included paid summer internships.</p> <p>One of the pilot sites was in Balgonie SK, beginning in 1997. I was chair of local organizing committee and helped to hire and manage staff who ran the project on-site. Over the next several years, I worked with schools, school boards and Crown Corporations to establish other sites with solid partnerships. In addition to Greenall school delivery, the courses ran several times at Scott Collegiate and Miller Collegiate in Regina as well as Vanier Collegiate in Moose Jaw up until 2005.</p>

Archives in Regina with the SaskWITT Collection	Employers; Local Building Suppliers	<p>In 1997, the program at Greenall School won an award for Promotion of Equity Participation at the annual Training for Excellence Awards Event sponsored by the Saskatchewan Labour Force Development Board (SLFDB).</p>
<p>SKILLS WORK! Young Women's Conference</p> <p>2000 – approx 2015</p> <p>*s.a. PRODUCTS *s.a. BRIEFS, ARTICLES and OPINION PIECES</p>	<p>Skills Canada Sask/SaskWITT/SIAS</p> <p>Partners & Supporters Provincial School Boards and Schools; SaskPower; SK Homebuilder's Associations; Assorted Building Trades Unions; Employers; Suppliers of Building Products and Safety Equipment</p>	<p>In 1997, WITT NN partnered with Skills Canada to host an interactive display at one of the first Canadian competitions held in Red Deer Alberta. Because of our proximity to Red Deer and because SaskWITT was such an active WITT organization, we sent two of our established members to coordinate the event. Armed with a van full of tools and materials, they managed to involve passersby in the display to assemble and test-drive a go cart in one day.</p> <p>Over the next 2 years, Saskatchewan mobilized partnerships and began a Skills Canada chapter of their own. I sat on the original steering committee in Regina, and this led to delivery of annual Young Women's conferences for grades 11 and 12 girls in conjunction with Saskatchewan's annual competitions.</p> <p>For approximately the next 15 years (not sure of end date), we delivered conferences in Moose Jaw, Saskatoon, and Regina, including a National conference in Saskatoon in 2009. We were able to reach high school girls from across the province on an occasional basis. We typically prepared for up to 100 girls but, with conferences held in March, often fell short because of Saskatchewan weather.</p> <p>In 2009, I applied for SaskWITT funding to produce a Poster Series <i>*Not Your Average Girl, Give Skilled Trades a Whirl!</i> We hired a photojournalist/member, Barb Parchman to interview and photograph 15 of our members who worked or trained in various TTO occupations around the Province. These posters were set up on easels for the National Young Women's Conference and used at subsequent conferences as well as other career events throughout the years.</p> <p>The event built strong partnerships in each community and often led to support with other initiatives. We were able to train and groom tradeswomen/technicians and technologists from all over the province to work in career exploration initiatives for girls and women into TTO. Notably, we built substantial relationships with the Saskatoon and Regina area Homebuilders Associations, Building Trades Unions, and Northern partnerships that soon led us to a travelling outreach initiative – Northern Tours.</p> <p>In 2003, I applied for funding from the Women's Program, Status of Women Canada to support SaskWITT initiative to hold focus group meetings with the participants in the annual conference in Regina. Subsequently, I compiled a report <i>*"Recommendations for Systemic Changes in Programming for Young Women into Skilled Trades"</i>. This contributed to a foundation to enhance future deliveries across Canada, not only for Young Women's conferences and increase participation of young women in the competitions but also, for career exploration in high schools.</p>
KIDS IN THE SHOP	SIAS /Skills Canada Sask	<p>After several years of discussion, we finally agreed to develop a new program with Skills Canada Saskatchewan that was a major departure from our regular programming. We included boys and girls in the mix. This was a one-day Saturday workshop for grades 8 and 9 students that focussed on metal-working trades. The instructors were primarily women with some assistance from regular</p>

2006 - ?		program instructors. We ran this program at all 4 campuses over the course of a few years.
SKILLS WORK! NORTHERN TOUR 2012 <i>PROGRAM EVALUATION REPORT</i> 2012 - 2013	SaskWITT / SIAST /Skills Canada Sask With assistance from: Sask Status of Women Office, Ministry of Social Services,	This report outlines development and delivery of a series of 1-day career development workshops directed at high school girls in Northern Saskatchewan. The program included a touring group of role models – women who work in trades occupations –who went to 5 different communities. We delivered hands-on activities and provided career information to assist girls in the North to include skilled trades occupations in their decision-making. In total, 168 young women between the ages of 13 and 23 participated in the workshops. The report includes information on partnerships, activities, role model selection, and community linkages. Young women representing nineteen high schools were transported by chaperones to and from three sites where the workshops were held. A total of nine tradeswomen, SaskWITT members from various locations in Saskatchewan, were responsible for delivering the workshops.
GIRLS IN TRADES <ul style="list-style-type: none"> • <i>FINAL REPORT FOR 3 PILOT SITES</i> • <i>FINAL REPORT FOR LAST 2 SITES</i> • <i>Notes from My Arctic Adventure</i> 2007	V Overend Consulting contracted to: NWT Department of Education, Training and Employment and the Inuvik Youth Centre	In the summer of 2006, I was contacted by a representative of the Northwest Territories Apprenticeship Office to consider assisting with development and delivery of a program for career exploration for girls in trades occupations in the Territories. After many phone calls we decided on a course of action, whereby I would design a one-week course for delivery in 8 communities. I insisted on mentoring a Northern woman to deliver the program and we agreed that I would train her while co-delivering the first three sessions. There were other partners involved in the program and we ended up with 5 communities due to partnership dynamics. The next 2 months were a whirlwind of action while I planned a timetable with dozens of activities, made lists and purchased materials and tools, packaged and shipped crates to Tuktoyaktuk in order to be transported to Inuvik on the ice road before January 2007. I completed formal lesson plans and handouts over the course of the fall and, in early January, set off for Inuvik with another crate of supplies to begin delivery. The day before our flight to the first delivery site, Paulatuk, our supplies finally arrived. This was the first glimpse of many stressful days waiting for OR delivering without supplies. Details of adventures and misadventures are outlined in the attached literature.

2. ADULT PROJECTS and PROGRAMS

PROJECTS and PROGRAMS - ADULT

These are programs/projects that I initiated, developed or co-developed, coordinated and/or delivered. The work was multi-pronged including themes such as Career Awareness, Bridging to Training and Employment, and Promotion of Employment and Education Equity. Some programs continue to operate. ***s.a. other locations for supporting documents**

PROGRAM TITLE DATES DOCUMENTS	DELIVERY AGENT and TARGET AUDIENCE / REACH / Partners & Supporters	DESCRIPTION
<p>LEVEL 1 CARPENTRY TRAINING PROGRAM FOR WOMEN</p> <p><i>Training Project Funding Proposal May 18, 1990</i></p> <p><i>Final report on Extended Level 1 Carpenter Apprenticeship for Women</i></p> <p align="right">1990 -92</p>	<p>WOMEN'S RENOVATION COMPANY LTD. Denise Needham and Valerie Overend – contracted by local 1985 SK Carpenter's Union</p> <p>Adult women – level 1 carpentry Apprenticeship</p> <ul style="list-style-type: none"> - 2 classes of 16 women each - 1991 -92 	<p>NB. These descriptions are aligned with the titles on the left-hand columns and specifically describe each document. I developed several of these programs in my capacity as WITT Facilitator for SIAST (always part-time). However, I was hired at SIAST because of my role as Executive Director for SaskWITT. I often piggybacked funding from both organizations in order to maximize the breadth and reach of a program. Essentially, for 20 years, SaskWITT operated as a labour pool for SIAST WITT programs, and SIAST provided admin and support services. Ultimately, I arranged for a formal Joint Venture Agreement between SaskWITT and SIAST near the end of my term to protect the relationship that had been built over the years.</p> <p>In 1990, Denise Needham and I met and began a 10-year partnership with a mission to assist women to gain employment in the carpentry industry. This was our first venture. We approached a federal employment department with our idea and convinced them to fund us to produce a 32-week extended level 1 apprenticeship program. We used our own personal experiences and a few meager resources on the topic of community trades training and pulled together this funding request – planning to run the course soon. We basically expanded on content from a pre-employment model common to many post-Secondary institutions at the time. We intended to shake up the methodology significantly and to add a huge Lifeskills component to prepare women for working in an unwelcoming environment.</p> <p>Our proposal was readily accepted, but not for the dates we chose. Fiscal restraints meant we had to adapt our timelines for graduation, and we turned down the offer. We didn't want women to graduate in the winter because we knew they would not have a seamless transition to work. Shortly afterward, the Provincial Carpenters Union applied for the same pot of money and contacted me to teach the program, albeit reduced to 16 weeks, eliminating the workplace portion. I agreed to do it if Denise was also hired. We struggled with the compromise but concluded that they would run "our" course with or without us and we were convinced that our involvement would make it work. Reinforcing our reason for existence, the Union resisted all effort to induct students after the course. They locked us out within minutes of our graduation ceremony and immediately set up a full-time training center using the tools and equipment purchased by our program. For nearly a decade, I remained the only woman in the SK Carpenters Union.</p>
<p>BASIC HOME REPAIR CLINICS FOR WOMEN</p>	<p>SaskWITT Regina</p> <p>Usually delivered at capacity of 30 women per workshop. Continuous</p>	<p>In the mid-nineties, SaskWITT - Regina organized a series of Basic Home Repair Clinics for women in the Regina area for fundraising purposes. The funds were used to pay our entry fee in the Annual Dragon Boat Races and for other social events and activities for our local members. In later years, we split the proceeds and the tradeswomen shared 50% for their time. Besides the money, the Basic Home Repair Clinics provided an opportunity for WITT women to meet others, cross-train their shared trades skills and increase the profile of in the local women's community. Each Clinic cleared over \$1200, no small change in the 90's.</p> <p>We cut off enrollment at 30 women from the community and set up 16 task stations. Women would work in groups of 3 and rotate every 20 minutes (some stations were 40 or 60 minutes). A tradeswoman would provide a quick overview of the task and tool names and functions. The participants would then proceed to perform each task, asking questions as they went. Denise and I provided</p>

<p style="text-align: right;">1995–2010</p> <p>*s.a. PRODUCTS</p>	<p>waitlist.</p> <p>Dozens of deliveries YWCA WWTP Training Centre SIAST McNab Community Association U of R Continuing Education Centre</p>	<p>guidance on instructional skills and over time, I wrote up various guidelines for guest instructors.</p> <p>Of course, delivery of the clinics had a huge spinoff effect for our members— everyone involved bonded for a common cause. Delivering these workshops was a key component in the chemistry that held us together. The success of the clinics didn't diminish the other very strong elements: our local Dragon Boat team and the myriad opportunities working as role models and instructors for all of the SIAST WITT programs across the province.</p> <p>The Clinics were initially held on an as-needed basis depending on our need for funds. In later years, we held them twice a year for 4 years at the SaskWITT WWTP training centre. This provided some extra cash as well as reinforced learning for our apprentices. We sporadically held Clinics at the YWCA and at SIAST. In 2012 we adapted these for delivery for a local Community Association and held several clinics in their venue. Following up on publicity for this project, we agreed to run a modified version on occasional weekend for the University of Regina extension program.</p> <p>A template for delivery of Basic Home Repair Clinics is included in a SaskWITT manual *Care and Maintenance of Your Local WITT Group. This is a short step-by-step guide to be used by local WITT Groups for setting up a one-day basic home repair clinic for women at large. This includes all of the templates for promotion, preparation and delivery of a clinic.</p>
<p>WOMEN IN TRADES (WIT) EXPLORATORY DAY 3 – 6 ½ hour sessions</p> <p style="text-align: right;">1993-2005</p>	<p>SIAST SPONSORED 1300 – 1500 women</p> <p>Some samples of delivery sites include:</p> <p>Contemporary Women's Program – SK Career Services Agency Feb 8, 1993 17 women Off-site delivery</p> <p>Atira Consulting Mar 19, 1993 8 women at SIAST</p> <p>Dozens of other deliveries over 12 years</p>	<p>A Woman's Exploratory Day was the first of dozens of sessions that evolved over time from 1993 throughout the 1990's. I worked with various Community Career Programs – through both private and government agencies - and with a Women's Career Bridging Program that ran out of SIAST in Regina.</p> <p>After basic introductions, I talked about myself and my career path, emphasizing a late start in the carpentry trade. I provided some background on skills transference to reinforce participants' choice to investigate. Subsequently, I led a transferable tool exercise and talked about skills transference. Many sessions took place at community career centres.</p> <p>When the activity took place at Wascana Campus, as was frequently the case, it included a tour of the industrial shops. I divided participants into groups of 3 or 4 and each chose to go to 1 shop and perform a hands-on task, with a female student if one was enrolled. In another version, I led a 1 ½ -hour tour through Industrial shops. Participants then selected 2 shops that most interested them and, in small groups of 2 or 3, spent an hour in each, performing one or two small tasks on the shop equipment.</p> <p>In all cases, we closed with a video and discussion about socialization and debunking social myths.</p> <p>One of the desired outcomes of the Introductory self-assessment workshop was to put women on the path to further career exploration or training. Often women signed up for the 6-week evening WIT Exploratory Course (see March 1994) in order to fine tune their choice of a trades occupation. Some were ready to enrol right away in a program. NB. Thanks to Employment Equity policies at SIAST, we were able to fast-track women to the top of the waitlist in predominantly male trades programs.</p>

<p>ARE YOU THE RIGHT WOMAN FOR THE JOB?</p> <p><i>PROGRAM EVALUATION REPORT - 1998</i></p> <p>1998-2009</p>	<p>SIAST WITT Program</p> <p>SIAST - Wascana Campus Education Equity Committee June 1998</p> <p>Can-Sask Career Centres throughout Saskatchewan</p>	<p>In 1998, I was approached by Instructors in the Career Enhancement Program at SIAST to work with them to develop a course that would benefit their female students to explore training options in Industrial and Technical occupations. To that end, I developed an Orientation Program for Women and piloted it twice – day and evening. I used elements of the Exploratory Day workshops that I had been running for years. An evaluation report is attached: <i>Final Report on Orientation Program for Women Project '98.</i></p> <p>The report includes a complete outline of the program including instructors' notes and student handouts. Subsequently, I began delivery of public evening exploratory "teaser" courses. Sessions were well-attended and became a routine program each spring and fall. I often delivered these in a downtown extension site in the early days. Once our campus consolidated all sites, I delivered these at the main campus.</p> <p>This is a 3-hour workshop designed to assist women to explore their suitability for entering training or working in TTO occupations. It is completely interactive and involves self-assessment of physical, mental, economic and emotional suitability. It debunks common misconceptions and guides participants to make links between current skills and interests and possible occupations. Those who self-identify as interested are booked into a follow-up individual counselling session where they will be provided with avenues for investigating further training or work opportunities.</p> <p>In addition to SIAST deliveries, I formalized a partnership with Can-Sask Career Centres and travelled to various locations in Southern Saskatchewan conducting workshops. At one point, I conducted a workshop for all Sask Can-Sask counsellors in Regina, to enable them to facilitate their own sessions using local tradeswomen as resources.</p>
<p>WOMEN IN TRADES (WIT) EXPLORATORY COURSE</p> <p><i>Student/Instructor Learning Guide</i></p> <ul style="list-style-type: none"> • March 1994 • October 1995 with several revisions <p><i>Women in Trades</i></p>	<p>SIAST WITT Program</p> <p>Approx 350 women took this course over 16 years. 1-2 classes per year in Regina. As of 2020, this program continues to run albeit on weekends. In the early part of 2000, campuses in Moose Jaw and Saskatoon also delivered this course.</p> <p>For Adult Women x 12</p> <p>SIAST Education Equity</p>	<p>One of my first contracts at SIAST, following the integration of GETT Camps and women spend-a-days into routine programming, was to set up a career exploration program for women. I visited Vancouver to pick brains of more experienced women at Kwantlen College and BCIT. In 1994, I ran the first SIAST WIT Exploratory program, two evenings a week for 6 weeks. The course was hands-on in 5 different shops - 2 nights per shop. It provides a forum for adult women to explore physical, mental, and emotional requirements of trades jobs and training opportunities. Students practise basic skills in a shop setting in a variety of trades and gain knowledge about the range of possible career choices. Tasks for each shop were geared towards basic home and vehicle maintenance, providing students with useful skills to apply to their own situations.</p> <p>The supportive setting enhances self-esteem, self-confidence, and self-motivation. Each week there was a different instructor – a woman who was a graduate of that program or otherwise credentialed in her trade. I was the Head Instructor overall and Assistant Instructor in the Shop activities. Interacting and receiving feedback from several tradeswomen involved in the delivery helps students to realistically assess their own ability to work successfully in a trades environment and make informed occupational choices. This course provided mentoring opportunities for new WITT Instructors training and led to a group training program in 2004. The program was an immediate success and continues to run routinely. (NB. SIAST is now SASKPOLYTECH)</p> <p>This comprehensive report was written after piloting the WIT Exploratory Course at SIAST Wascana Campus. It includes commentary</p>

<p><i>Exploratory Course – Evaluation Report</i></p> <p><i>WIT EXPLORATORY – INSTRUCTOR TRAINING</i></p> <p>1993 – present</p>	<p>Committee submission June 1994</p> <p>6 tradeswomen 6 women from community</p>	<p>on all aspects of rationale, development, purpose, scope, methodology, selection of instructors, and in-depth formative and summative evaluations from students and instructors.</p> <p>When I developed the WIT course in 1993-94, I involved several tradeswomen to assist with task selection and providing me with correct terminology in writing the learning guide. Each was a specialist in her own trade. These same women taught the sections that we had developed, and others were integrated over time. Many of them expressed interest in taking the course themselves. Eventually, I decided that we could make that work by piggybacking a train-the-trainer element into one of the regular deliveries. I signed up 6 instructors to take the course along with 6 women students from the community at large. At the end of the first evening orientation, I sent the students home early and worked with the instructors, focussing on instructional skills. For the next 5 weeks, instructors participated in the program as students. When it was time for shop in their specialty, they taught that week. As well, they were given a short reading assignment each week. After the course, we held a final session to debrief and evaluate.</p>
<p>DEMYSTIFYING TRADES FOR WOMEN</p> <p>1995 March revised – Oct 1995</p>	<p>SaskEnergy V Overend Consulting</p> <p>For Female employees from SaskEnergy clerical union</p> <p>2 deliveries</p>	<p>I was contracted by SaskEnergy, a Provincial Crown Corporation, to design and deliver a workshop to assist women in assessing their interest and aptitude for a possible career change into a trade. I worked with Jan Durston, an “equity” advisor from HR, who assisted me in navigating the internal systems and took charge of promotion and selection of participants. My own orientation was fast-tracked because I had previously spent time auditing various induction sessions for SaskEnergy and was familiar with skills and tasks commonly used in the company trades positions, common and specialty tools and common working situations. In fact, my previous audits had been from a contract to identify bias towards women in their induction programs. It was easy enough to spot some issues, but the underlying thread was that there were no women in their induction programs, so I recommended implementation of some recruitment initiatives such as this.</p> <p>Women from all over the province came to Regina to participate. The workshop was 2½ days long and heavily focussed on safety, transferable skills, and tool use. I hired other tradeswomen to assist for portions of the training and act as role models. Using activity stations, one day each for large and small motor skills, participants used tools to perform tasks from climbing ladders, bending pipe, and using a cutting torch to repairing chain to remove and repair gas fittings and testing for air leaks. After participating in the program, these women were then eligible to apply for entry-level trades positions that became available. Special provisions had to be made between the Admin. Support Union and Trades Union within the company for a “bid window” to open and for the women to retain their seniority and other benefits.</p>
<p>WOMEN’S WORK TRAINING PROGRAM (WWTP) / REGINA WOMEN’S CONSTRUCTION COOPERATIVE (RWCC) 1995-2000</p>	<p>SaskWITT With Denise Needham Program location – Regina</p> <p>Partners, supporters and stakeholders too numerous to mention here. Funding structure is</p>	<p>In 1995, in response to an invitation by a visionary at a Crown Corporation in Saskatchewan - New Careers - Denise Needham and I submitted a 2-page concept paper outlining a sustainable training program for women in construction trades. This became the foundation for the largest and most complicated program that I (we) ever developed or managed – the Women’s Work Training Program. Over the course of 5 years, we conducted 3 intakes of 16 women on social assistance or from low-income backgrounds and provided a supportive training atmosphere for them to complete 4 levels of Apprenticeship as well as establish a worker’s co-operative – the Regina Women’s Construction Cooperative (RWCC). Specifically, I was the Organizational Consultant and responsible for writing copious funding proposals and reports, designing systems, policies and procedures, and working with partners and funders to massage status quo practices and ensure adherence to both our objectives and theirs. I also taught. The massive project</p>

<p><i>Funding Proposal</i> October 1995</p> <p><i>Foundation for Success – The Story of the Women’s Work Training Program in Saskatchewan: A community model for capacity building through the carpentry trade</i> FINAL PROGRAM REPORT 2001</p> <p>*s.a. SK Provincial Archives SaskWITT – Valerie Overend Collection</p>	<p>detailed in the attached report.</p> <p>The report was funded by the Women and Economic Development Consortium</p>	<p>required 1 ½ million dollars over 5 years, hundreds of meetings and interviews, and customization in all aspects of training principals.</p> <p>The funding proposal is a complete outline of the program that ran from February 1996 – December 2000. It provides a solid overview of a 5-year women’s carpentry apprenticeship program. Our 2-page pitch led to funding for a fully developed vision that addressed issues of continuity in training programs as well as supported workplace attachments. New Careers arranged for a few meetings with key players in the training/labour market in Saskatchewan to come together and brainstorm strategies that they could commit to that would lead to success of this 5 year program. It was not without bumps and major hurdles, but we did it! The report “Foundation for Success” (below) provides for a final narrative on the program.</p> <p>At the end of 5 years, I wrote a 140-page comprehensive report that provides a template for women’s trades training programs in Canada. It includes detailed descriptions of inputs, activities, monitoring and evaluation, outputs, outcomes, and impacts of the program. It traces the birth of the Regina women’s Construction Cooperative which evolved with the senior women in the program under our stewardship. Appendices include outlines of the application process, academic timetables, shop tasks and projects, LifeSkills components, and evaluation questionnaires. A complicated funding model is simplified through a coloured Venn Diagram and timelines of six phases of training are similarly illustrated.</p> <p>In the first few months of operation, we were fortunate to catch the attention of a professor from Queen’s University, Margaret Hillyard Little, who wanted to study a retraining program in Canada that successfully boosted women off welfare. She selected WWTP and spent the next few years visiting often and interviewing the women in the program. In 2005, UBC Press published her book “If I Had a Hammer, retraining that Really Works”. These profiles the lives of the students and instructors and identifies successes and shortcomings of the program as seen through the eyes of the women involved.</p> <p>*With a 5-year life, the program generated dozens of reports: monthly, quarterly, annual, summative, formative, financial ... all of these are housed with the Saskatchewan Provincial Archives in Regina under the SaskWITT – Valerie Overend Collection.</p>
<p>EMPLOYMENT EQUITY IN CANADA</p> <p><i>Employment Equity in Canada: A Workshop designed for WITT Women</i> 1996</p> <p>*s.a. PRESENTATIONS and WORKSHOPS</p>	<p>WITT NN</p> <p>Women who are working or training in TTO occupations</p>	<p>This workshop was designed and developed for WITT NN by the Gayle Quirie Standing Committee on Employment Equity. Brenda Grzetic, Valerie Overend, Anabelle Paxton, and Sandra Steinhouse collaborated to package this 1-day workshop. It informs WITT women of some of the impacts of Employment Equity on education, training, and employment. The workshop uses Popular Education delivery methods - participatory and interactive – to inform participants and subsequently to provide them with resources so they can carry on the work in their local regions.</p> <p>The large, color booklet includes: an agenda, step-by-step guidelines for delivering activities, Facilitator notes, handouts for copying, numerous overhead transparencies, and informational brochures from the Government of Canada Employment Equity Division.</p>

<p>ORIENTATION TO TRADES AND TECHNOLOGY – A Curriculum Guide and Resource Book with Special Emphasis on the Needs of Women.</p> <p>1997</p>	<p>WITT NN <i>Written by Marcia Braundy, Journeywomen Ventures Ltd.</i> Province of BC, Ministry of Education, Skills and Training and the Centre for Curriculum, Transfer and Technology</p>	<p>The OTT Manual was originally developed in 1986 based on recommendations by Instructors who attended a WITT conference in Prince George, BC. In 1996, WITT NN organized an expert group of WITT trainers and instructors to develop National Standards and Guidelines for Exploratory WITT Courses. I was part of this committee. Marcia Braundy was contracted by the Government of BC update and expand the OTT Manual to reflect these revisions.</p> <p>While the Province of BC has ownership of the OTT Manual in BC, WITT NN invested funds and personnel via a national advisory committee to oversee the revisions in the context of National Standards and Guidelines for WITT Programs. I was one of 4 advisors on this committee. We also provided additional resource materials. WITT NN had ownership rights for all other Provinces and Territories. When WITT NN folded in 2002, their products became the property of SaskWITT.</p>
<p>WOMEN IN MINING EXPLORATORY PROGRAM</p> <p>DRAFT</p> <p>1999</p>	<p>WITT NN WITT WORKS! Contract</p> <p>For Adult women exploring TTO occupations in the mining industry</p>	<p>In 1999, I was hired as a consultant to WITT NN to travel to Labrador to design some recruitment tools for women into mining occupations by Iron Ore Canada and Wabush Mines. After meeting with several people and touring both processing plants with a local WITT NN consultant, my work culminated in development of a six-week day program for delivery at the College of the North Atlantic (CNA) in Labrador City. Morning sessions included basic life skills development geared towards self-assurance and confidence building to assist with adapting to a predominantly male work environment. As well, the academic portion of the program was designed with an aim to increase knowledge and confidence in core math skills and mechanical aptitude and understanding of basic tools and their uses. Afternoon shop sessions would build on application of transferable skills and body mechanics; basics of metalworking, small engine maintenance, electrical and electronics, rigging and knots; operating forklifts and backhoes; and tours of the pellet processing plant. I don't think this program was delivered but the "visit" resulted in CNA taking some intentional steps to recruit women into positions in the plants at Wabush and IOC.</p>
<p>EMPLOYMENT RETENTION CONSULTING PROJECT</p> <p>SIAST ESR</p> <p>SaskPOWER ESR</p> <p>1999–2003</p>	<p>WITT NN Train the Trainer Session for Consultants: Toronto, ON April 7 – 9, 1999</p> <p>Saskatchewan Institute of Applied Science & Technology (SIAST) 2000 – 2001</p> <p>Collective Wisdom SaskPower August – December, 2003</p>	<p>In 1997, WITT NN hired a consultant, Kathryn Running to develop a model for conducting Employment Systems Reviews in a context that could be applied to Women in TTO occupations. This built on the work of the organization to date with our Employment Equity focus. I attended the first Train-the Trainer session for the Employment Retention Project and was subsequently assigned to the Prairie Team to conduct Employment Systems Reviews for companies in the Prairie Region. My first assignment was working on a project with SIAST in Saskatchewan with Kathryn Running and Roberta Hewson, a Winnipeg consultant. Kathryn was the senior member of the team, having conceptualized and developed the actual process and training program.</p> <p>SIAST was the first training institution "customer" and as such, we gave them a half-price discount as a pilot site. Although I was employed at SIAST, it was only a part-time position and I worked on this project as an "outside" consultant. In 2002, WITT NN dissolved after their funding was discontinued.</p> <p>Although WITT NN dissolved, Kathryn was approached in 2003 to conduct an Employment Systems Review for SaskPower in Regina. She consulted with Roberta and me and determined that we were interested in continuing the work of the Retention Project. We bid on an RFP from SaskPower and were awarded the contract under Kathryn's company "Collective Wisdom". The process followed the same template as the WITT NN Employment Retention Project.</p>

<p>WOMEN BUILDING FUTURES LACE CAMP</p> <p>JOURNEYWOMAN START</p>	<p>V Overend Consulting Edmonton, AB 1999 – 2001</p> <p>2001 - 2002</p>	<p>In the late 90's, SaskWITT – WWTP was approached by the Women and Economic Development Consortium (WEDC) to assist with a proposed project in Edmonton. Women Building Futures (WBF) had applied to WEDC for funding for a women's introductory trades program and WEDC recommended they contact us to model certain aspects of their program after ours. Upon compliance, WEDC would consider funding their project. We had several conference calls and visits from various members of their steering committee and Board. Subsequently, they hired an instructor and asked me to work with her to design a course for them. When the time came to deliver, I was hired to teach and mentor the instructor for the first 2 deliveries. For my part, I facilitated the LifeSkills portion of each delivery and assisted with the classroom/ technical skills.</p> <p>WBF underwent some major changes in management soon afterwards, rejigged their content significantly, and hired a new Instructor. I was hired again for 2 deliveries to mentor the new Instructor on delivery methodology and work on a reduced LifeSkills component in 2001 – 02.</p>
<p>WITT GENDER AWARENESS IN MALAWI (Africa) 2002 – 2003</p> <p><i>Activity Report for the Malawi Technical Education Reform Project</i></p> <p>WORKSHOP #1 – <i>Retention of Women in Industrial and Technical Training Programs</i></p> <p>WORKSHOP #2 – <i>Promotion of Industrial and Technical Occupations to Girls</i></p> <p>WITT – TEVETA PROJECT</p>	<p>SIAST International Services</p> <p>August 12, 2002</p> <p>For Technical teachers (post-secondary / tertiary) at Blantyre Polytechnic May 7, 2002</p> <p>Teachers, Administrators and Guidance Counsellors (elementary / secondary) At TEVET Training Centre in Lilongwe - May 9, 2002</p> <p>Power Point Presentation to SIAST staff and students (Regina)</p>	<p>I participated in several aspects of a CIDA/ACCC Technical Education Reform project to address gender imbalance in Malawi. In addition to the reports and workshops below, I travelled in Malawi with a production crew conducting interviews and worked as a consultant on post-production services. We produced a video *A World of Choices that was shown several times a day over the next year on the single television station that existed in Malawi.</p> <p>This report discusses my day-to-day activities for the period from April 28 to May 12, 2002. The first week was spent with a video production crew from Canada and we travelled to various locations near Blantyre. The second week, I was on my own working with local educators to present 2 workshops, the first in Blantyre and the second in Lilongwe.</p> <p>I prepared in advance and delivered a 3-hour workshop. The objectives were to assist participants to identify factors related to the retention of women in industrial and technical training programs and to link Malawi gender policy to strategies for change. I designed this workshop for technical teachers, as requested, but participants included 12 personnel from Technical schools including management, program heads, instructors and counsellors.</p> <p>I prepared and delivered a 6-hour workshop. The objectives were to assist the participants to identify factors contribute to low participation rates of girls in industrial and technical occupations and to link Malawi gender policy to direct intervention strategies for change aimed at girls in late primary and early secondary school settings.</p> <p>I did not prepare this presentation but included it here for informational purposes. I attended and responded to audience questions.</p>

<p><i>WITT GENDER AWARENESS IN MALAWI - TRAINING MANUAL (DRAFT) 2003</i></p> <p>*s.a. PRODUCTS</p>		<p>Drawing on the 2 pilot workshops in Malawi in May, I proceeded to develop a training program with more depth to assist teacher trainers with a tool to influence teachers in Malawi. By then, I had a better sense of the basic knowledge and scope of the audiences. The draft manual is broken down into 2 sections. One covers a 10-hour training program for Teacher Instructors. The other is a 6-hour workshop for teachers themselves and includes activity outlines and handouts. I have no information about follow-up activities with this project.</p>
<p>WOMEN IN TECHNOLOGY EXPLORATORY EVENING COURSE</p> <p>2003–2008</p> <p>*s.a. SK Provincial Archives SaskWITT-Valerie Overend Collection</p>	<p>SIAST PALLISER CAMPUS Moose Jaw, SK</p>	<p>I designed this program with the assistance of Doreen Gurnsey, a drafting technician, and a WITT Coordinator at Palliser Campus. This program was modelled after the Women in Trades Exploratory Course and was customized to profile the technology programs offered at SIAST Palliser Campus in Moose Jaw. As with the WIT Exploratory, the WiTECH Exploratory Course was meant to provide a template for a similar course at the other 3 Campuses. The 36-hour evening exploratory course focussed on shop/laboratory time in several different programs.</p> <p>Selection of tasks was challenging because, unlike trades tasks, very few could be applied to a home situation. While the WIT course drew women who both wanted to work or train in trades, it also attracted women who simply wanted some basic home repair skills and knowledge. The WiTECH course did not have the same attraction and the audience was limited to women who wanted to enter a technical occupation but needed assistance in determining a good fit. Our biggest challenge was finding students to fill the seats. We targeted our focus on current students in high schools and in SIAST Adult Education programs. This was a good fit. We also were able to get seats sponsored by local corporations who were interested in attracting students. While I am not certain, I think we ran 4-5 deliveries, including one that was contracted exclusively by an Aboriginal high school in Regina who travelled in a van to Moose Jaw for 2 evenings per week. Ultimately, we finally settled on a successful model whereby various Crown Corporations sponsored individual high school girls to participate as a recruitment initiative. On a sad note, the deliveries were discontinued upon the death of Doreen Gurnsey in 2008. Possibly the program was picked up again in later years.</p> <p>NB. Very limited information is available on this program because most of the documentation was sent to the Saskatchewan Provincial Archives in Regina*. This includes the Student/Instructor Guide with Lesson Plans.</p>
<p>SKILLED TRADES – A CAREER YOU CAN BUILD ON CAMPAIGN</p> <p><i>FINAL REPORT & BACKGROUNDER</i></p> <p>2006</p>	<p>Canadian Apprenticeship Forum, Skills Canada funded by the Government of Canada's Sector Council Program</p>	<p>I sat on the steering committee for this project on behalf of the Canadian Apprenticeship Forum. I jointly represented SIAST and SaskWITT as the Women's Equity Representative.</p> <p>This massive social media CAMPAIGN ran for a 3-year period across Canada with a reach to millions of individuals, schools, communities, parents, counsellors, employers and all stakeholders in the apprenticeship system. More than 1 million copies of the program's resources were distributed to regional partners and more than 340 advertising impressions on young people were made using ads in print media from teen magazines to trade publications; video promos on TV, radio, web and movie theatres; and role models in a National Champions program. The report tells the story of the campaign chronologically and highlights the successes of the program, the tools developed for partnerships and lesson learned.</p>

<p>CONSTRUCTION PREPARATION FOR WOMEN 2006 *s.a. SK Provincial Archives SaskWITT – Valerie Overend Collection</p>	<p>SIAST WITT , SCA, Various Government Ministries</p>	<p>I have very little information about this program. I remember partnering and various meetings with Sask Construction Association and some of the students. I believe the records are at the SK Provincial Archives.</p>
<p>CHECKLIST OF STRATEGIES Welcoming Women into Science, Engineering, Trades and Technology Workplaces</p> <p><i>Facilitator's Orientation Package</i> *s.a. PRESENTATIONS & WORKSHOPS</p>	<p>WinSETT Centre SK Construction Ass'n Nfld Building Trades Ass'n Nfld Women in Resource Development Committee SK Ministry of Gov't Services Georgian College Barrie, ON – 3 workshops CCWESTT Halifax, NS CAF Regina, SK</p>	<p>While a large focus of my work with SaskWITT and SIAST involved development and delivery of resources directed at career exploration and employment for girls and women, I also worked directly with initiatives directed at employers. One major thrust was as a Trades Consultant with a project of the WinSETT Centre / CCWESTT. The Checklist of Strategies itself is a booklet that I assisted in updating and redeveloping from a booklet with the same name developed in the late 80's(?) by Mary Ferguson and Janet Murray for WITTNN. WinSETT Centre hired Mary Ferguson to work with us on this project. The booklet provides, as it says, a checklist format addressing various aspects of a workplace through a self-auditing process.</p> <p>Once updated, I worked with other WinSETT members to design a workshop where we introduced the resource to company owners, HR personnel and senior management in various settings, and with organizations working with WITT women so they could also offer the workshops in their regions. We focussed on construction, resource and manufacturing employers, unions and training centres. Over 6 years, I assisted in delivery of *9 workshops and several presentations at conferences that highlighted the initiative.</p> <p>We partnered with CAF to deliver workshops in Barrie ON which also included promotion of their resource "The CAF-FCA Employer Toolkit with an emphasis on Return on Training Investment (ROTI) and Hiring Female Apprentices.</p> <p>In 2011, I finalized the DRAFT for a Facilitator's Orientation Program for WinSETT Trainers. This was not finalized. The materials that were included were founded on work I had done mentoring other facilitators and outlines from former training sessions with WITT NN that had a pan-Canadian team approach.</p>
<p>APPRENTICESHIP – BUILDING A SKILLED WORKFORCE FOR A STRONG BOTTOM LINE: RETURN ON APPRENTICESHIP TRAINING INVESTMENT FOR EMPLOYERS (ROTI)– A STUDY OF 15 TRADES FINAL REPORT EXECUTIVE SUMMARY</p>	<p>Canadian Apprenticeship Forum funded by the Government of Canada's Sector Council Program</p>	<p>I sat on several working committees for the Canadian Apprenticeship Forum including the "Return on Training Investment (ROTI) Committee". I jointly represented SIAST and SaskWITT as the Women's Equity Representative.</p> <p>Long-standing perceived high costs of apprenticeship and the lack of research on the benefits of apprentices were catalysts for the study, which examines both the costs and benefits of apprenticeship training across a range of service, construction and industrial trades. Results were positive for apprenticeship as a cost-effective training method and were still being cited in references in 2018.</p>

June, 2006 EMPLOYER TOOLKIT 2008		In 2008, CAF developed an Employer's toolkit for use across Canada based on finding from the project and, as a committee member. The toolkit is a quick guide for rationale and benefits of hiring apprentices and dispels myths about using the apprenticeship system. I am proud to say there is a large section on hiring female apprentices.
ABORIGINAL WOMEN IN TRADES EXPLORATORY PROGRAM <i>AWIT EXPLORATORY AT SIAST – FINAL REPORT</i> May 15 – June 20, 2009	SIAST CEP Humanities Fund/ Sask Construction Association/SaskWITT / The Circle Project / Indian Métis Christian Fellowship 13 First nations and Métis women; 9 completions	I designed this 6-week program to bridge women of aboriginal ancestry into the local construction workforce. The course included 60 hours of instruction and a 36-hour work placement in the final week. The students attended Friday afternoons for orientation and training related to safety, rights and responsibilities, and general preparation for workplace culture. Saturdays included basic hands-on tasks in a variety of construction trades. This familiarized students with tools, terminology, and development of basic skills. Each trade included a guest instructor, most often aboriginal and always women. The Shop Instructor was an experienced Métis construction worker with extensive instructional experience in SaskWITT and SIAST WITT programs. The final report provides a complete overview of the content, agenda, and evaluation.
SASK PROVINCIAL BUILDING TRADES INDUCTION PROGRAM 2012 – 13	SaskWITT / WinSETT WinSETT/Provincial Building Trades (Sask) Women exploring unionized trades options	I developed a model for use across Canada to integrate women into the unionized construction sector. The pilot was developed and tested with the Sheet Metal trade and a core template designed for easy adaptation to other building trades. Initial meetings were held with the Construction Labour Relations Association (CLR) which represents the employers and the SK Provincial Building Trades Association (SPBTA) which represents the employees via unions. Subsequently, development meetings were held to consult with owners through CLR and with representatives from individual building trades. Finally, 2 sessions were held with small groups of women interested in entering a specific trade – ie. Sheetmetal.
NIPAWIN OASIS BUILDING WOMEN PROJECT 2012 - 13	SaskWITT Nipawin Oasis Community Centre	Alongstanding and active member of SaskWITT, Joy Hanson, retired from her work as an Operating Engineer at SaskPOWER and moved to Nipawin, SK. She began working with a community centre and focussing on the needs of women and girls. In 2012, she acquired funding for several initiatives and asked me to share in the visioning and guidance to operationalize several of these. I engaged Pat Fayant, a Métis woman, another longstanding member and one of my apprentice carpenters. We often worked on telephone meetings and developed several plans and proposals. We received support from the Status of Women office in Saskatchewan and consulted often with WinSETT on possible collaborations. Pat and I made a trip to Nipawin to initiate the Building Women Project in 2012. During this visit, Pat led a crew of women to build a deck at a Habitat for Humanity home under construction. Pat returned a few weeks later to build a fence with the same women. We addressed students in a general assembly at a local school to promote women in trades occupations. I spent the bulk of my time working with Joy to plan upcoming deliveries of the Kindergarten Project, summer IMGETT Camp (which Pat taught) and other introductory activities for adult women. Pat and Joy continued to work together for several years.

3. PRESENTATIONS & WORKSHOPS

PRESENTATIONS and WORKSHOPS

* s.a. other locations for supporting documents ** indicates stand-alone resource – ie. not in binders

PROGRAM TITLE Host	LOCATION / DATES / representing	TARGET AUDIENCE and # of PARTICIPANTS	DESCRIPTION
WOMEN TEACHING WOMEN TRADES (1/2 day) BREAKING THE BARRIERS Conference SIAST / SALL / CAEE	Regina, SK June 17-20, 1992 SaskWITT	Adult Educators and Counsellors	Presented with Denise Needham. In 1990–91, we taught a level 1 apprenticeship carpentry program that we had developed for women with funding from the Federal Government. We were contracted by the SK Carpenters Union to teach 2 intakes. We presented our reflections on the most effective methods of instruction that we co-developed with our 19 women students. We also discussed the merits of the journey/apprenticeship system.
PROVINCIAL GOVERNMENT EQUITY WORKSHOP (2 hours) Saskatchewan Employment Equity Practitioners Association	Regina, SK Dec 2, 1992 SaskWITT	Reps from Provincial Crowns etc. (20+)	Co-Facilitated with Denise Needham. This was a presentation and workshop incorporating biases about women in trades based on pre-conceptions and myths. We focussed on our work with the Women’s Work Training Program to debunk common social myths.
GENDER AWARENESS PRESENTATION FOR TUTORS (1 hr) SIAST Palliser Campus	Moose Jaw, SK Jan 23, 1993 SIAST WITT	Approx 15 tutors of Industrial & Technical Students	Presented from my own experiences as a trade’s student AND as an instructor of women in Carpentry training programs. I focussed primarily on entry-level female apprentices and trades students who are in a clear minority in usually all-male settings. Once they learn the social norms and expectations, their road is easier. I placed emphasis on male/female learning styles, m/f motivation, m/f technical background— theory and practical, and m/f communication styles. Provided several specific techniques and messages to assist students.
PROMOTING CAREERS IN TRADES AND TECHNOLOGIES FOR YOUNG WOMEN (1 hr) Saskatchewan Teachers Federation– Annual conference	Saskatoon, SK Feb 15–19, 1993 SIAST WITT	40 – 50 Saskatchewan teachers	Co-presented with Kathy Hamre – Gov’t of Canada An interactive workshop overviewing various programs and discussing ways to implement them in home communities. Common elements need to include provision of foundations for technical skills and tool use; breaking down patterns of socialization through role models, and gender-neutral career information; and creating a broad attitude of social acceptance for bold choices.
SHE’S MAKING CHOICES LAUNCH (10 minutes) *s.a. Products	Regina, SK Nov 22, 1993 SaskWITT	Educators, Employers, WITT Women, (60 –80)	Introduction of the “She’s Making Choices” Video and Educator’s package designed to introduce grades 7 – 9 students to careers in TTO occupations. All examples in the video incorporate women/girls and all lesson plans are gender neutral. Every school in Saskatchewan with grades 7 – 9 students received a copy – distributed by SaskEducation.

EQUITY IN APPRENTICESHIP – WOMEN’S ISSUES SK Provincial Apprenticeship Board	Regina, SK April 25, 1995 SIAST WITT	Apprenticeship Board Members (12 – 15)	As a Board Member representing Women, I coordinated a panel and designed and arranged for the delivery. Entitled “Removing Barriers”, the panel presentation included representatives from the other three designated equity groups, as well as myself.
**EMPLOYMENT EQUITY FOR WITT WOMEN (1 hour) BC WITT Conference **Stand-alone 2 duotangs *s.a. Conferences *s.a. Projects and Programs (Employment Equity in Canada)	Kamloops, BC Jan 14, 1996 Regina, SK Mar 22, 1997 WITT NN	?80 – 100 WITT Women 20+ WITT NN Board and Staff	I delivered this presentation to the women attending the BC WITT conference. Using overhead projections, I basically outlined a manual that was developed by a core group of WITT NN educators, myself included. I emphasized the need for WITT women to abandon their resistance and buy into equity programs. Employment Equity programs were not the problem; the ways in which they were administered/monitored had been sorely mismanaged. Our hope was to educate ourselves as end users and demand more, better and effective programs. The workshop ended with an Employment Equity quiz with audience call-out. Presentation notes not available.
CONSTRUCTION TECHNOLOGY FOR WOMEN PROJECT (CTW) LAUNCH WITT NN *s.a. Saskatchewan Provincial Archives (SaskWITT Collection)	Ottawa, ON Oct 7, 1996 WITT NN Sector Council	70 invited stakeholders: educators, employers, gov’t reps, WITT reps	I spoke about my personal involvement with the CTW project as a WITT NN member, site contact, and acting site coordinator. I profiled my own route into trades and shared some of my experiences. I provided an overview of social issues and opportunities for women in trades and linked it all to the opportunities this project would provide for young women. The program was developed as a high-school credit course that provided summer internships in the construction industry. It was rolled out in several sites across Canada and continued to run for several years in some of those sites, including Saskatchewan.
TRANSPLANTING WITT PROGRAMS TO YOUR COMMUNITY (3 hrs) NWT Status of Women	Yellowknife, NWT Mar 25, 1997 WITT NN	50+ people from all walks of life: gov’t, ministers and bureaucrats, youth, parents, community orgs, educators,	This was the first forum ever for the community to discuss the possibilities for recruiting girls and women into TTO positions. I overviewed every initiative from across Canada and discussion was rich and full. Communities were very interested in contracting, purchasing, adapting programs for youth and adults alike. I followed up this workshop with a 3-day train-the-trainer session for tradeswomen to enable them to run GETT Camps. This was pre-arranged with North of 60 WITT.
PROMOTING INDUSTRIAL AND TECHNICAL PROGRAMS FOR GIRLS/YOUNG WOMEN/	Regina, SK Dec 15, 1998	SIAST Wascana Campus WITT Students	One of my roles at SIAST was to work with female students who were enrolled in predominantly male trades or technical programs, primarily as a retention/support person. I held routine lunch meetings

<p>WOMEN (1 hour)</p> <p>SIAST</p>	<p>SIAST WITT</p>		<p>with a meet-and-greet atmosphere and once or twice during the school year, I had a guest speaker or panel presentation. The presentation attached here is one that I delivered upon request to familiarize the students with context of WITT work and options for their future involvement.</p>
<p>CONSTRUCTING A MENTORING MODEL (5 hours with lunch)</p> <p>SaskPOWER</p>	<p>Regina, SK March 9, 1999</p> <p>V Overend - Consulting</p>	<p>Women's Resource Group SaskPOWER (15?)</p>	<p>I was invited by Joy Hanson on behalf of the women in trades occupations at SaskPOWER who met routinely as a support measure. They travelled from across the province on a routine basis. Although a few of them had been involved with Regina WITT activities, others wanted ways to engage in their own communities. The workshop was designed to provide enough background for participants to be comfortable in a mentoring role working with high school students and job shadowing situations.</p>
<p>**FROM KINDERGARTEN UNTIL CERTIFICATION – Sparking Girls' and Womens' Interest in Trade & Technology Careers (1 ½ hrs)</p> <p>National Apprenticeship Conference CCDA/CLFDB **Stand-alone Binder * s.a. Conferences (CAF)</p>	<p>Hotel Fort Garry Winnipeg, MB June 11, 1999</p> <p>WITT NN/ SIAST</p>	<p>Members of the Canadian Apprenticeship Community</p>	<p>Workshop presenter with: Brenda Daniels – WITT NS; Leslee Nicholson - NS Education and Culture; Karen Wallace – NS Community College</p> <p>We used a “show-and-tell” approach with photos, brochures, booklets, and posters to involve the participants in the presentation. We provided multiple handouts.</p> <p>We provided a short introduction to the rationale for stand-alone girls programming and pointed to 3 key principles for WITT training programs: participation of role models in all aspects, skills exploration and development, and career information linked to social context. We took turns profiling programs and initiatives that use this foundation from kindergarten, through elementary and high school, to post-secondary, to work-based programs that support girls and women in TTO career choices.</p>
<p>GETT READY – LEARNING TOOLS FOR SELF-DISCOVERY (1 hour)</p> <p>Early Childhood Education Council Conference – Galaxy of Talents</p>	<p>Regina, SK Oct 16, 1999 Oct 14, 2000</p> <p>SIAST</p>	<p>Early Childhood Teachers</p>	<p>Co-facilitated with Becka Risk (GETT Alumnae and a past coordinator of kindergarten project). This workshop was designed to provide ideas to early childhood educators, with an emphasis on “special measures” for the classroom re: sex stereotyping and countering traditional social choices. We discussed socialization and career choices providing information on programs from kindergarten to grade 8.</p> <p>I delivered this same basic workshop in 2000, again at the annual conference. I do not have notes and don't know who co-facilitated.</p>

<p>WOMEN IN TRADES & TECHNOLOGY – INFORMATIONAL CAREER SESSION FOR YOUNG WOMEN (1/2 hr x 3 sessions) South West Youth Transition Partnership</p>	<p>Swift Current, SK Oct 21, 1999</p> <p>SIAST CVA Regional Director</p>	<p>Grades 11 and 12 girls</p>	<p>This session was coordinated as an accompanying activity for the CVA conference that followed. I delivered 3 - ½ hour sessions for small groups of girls providing guidance on further investigation for training or education in TTO careers in Saskatchewan. I gave them information about some opportunities at SIAST, personal steps they could investigate and some good websites.</p>
<p>**POST-SECONDARY INDUSTRIAL TRAINING OPPORTUNITIES FOR WOMEN (1 ½ hrs)</p> <p>Canadian Vocational Association Conference *s.a. Programs **Stand-alone binder</p>	<p>Swift Current, SK Oct 22, 1999</p> <p>SIAST CVA Regional Director</p>	<p>Practitioners and decision-makers in the Vocational Counselling field</p>	<p>This was a 90-minute presentation in a Round Table setting using a “show-and-tell” format to present print and video resources. The goals of the presentation are to provide ideas for recruiting women into Industrial occupation and training, and to profile a successful community training model for women in construction – Women’s Work Training Program. (WWTP was a 5-year SaskWITT project.)</p>
<p>**PROMOTING TRADES & TECHNOLOGY OCCUPATIONS FOR YOUNG WOMEN 2 deliveries – 2 audiences</p> <p>Canadian Vocational Ass’n (CVA) *s.a. Articles & Opinion Pieces **Stand-alone binder</p>	<p>Swift Current, SK Oct 23, 1999</p> <p>SIAST -CVA Regional Director</p>	<p>Adult delegates: Practitioners and decision-makers in the Vocational Counselling field (1 ½ hrs)</p> <p>Young Women delegates (1 hour)</p>	<p>This was a presentation in a Round Table setting using a “show-and-tell” format to present print and video resources. I first introduced SaskWITT – Regina’s brief <i>Recommendations for Education and Training Requirements for Girls and Women in Trades and Technology</i> and explained some themes common to all the programs and initiatives. I then profiled several of these programs from kindergarten, through elementary and finally high schools. I provided multiple handouts and references and suggestions for adaptation to local communities.</p> <p>Basically, I modified the informational presentation and omitted information about K-12 programming except that it existed. I added a few interactive activities using a 1-hour format, to personalize the information and point delegates to their own possible skills and interests. Most of the information I provided was specific to next steps for them if they wanted to take steps to further pursue opportunities for themselves.</p>
<p>CONSTRUCTION TECHNOLOGY SECTOR Construction Technology for</p>	<p>Moose Jaw, SK Jan 12, 2000</p>	<p>20 girls in grades 11 and 12</p>	<p>Using a Lesson Plan from the CTW Program developed by WITT NN, I presented an introduction to the Construction Sector to a new intake of Young Women in the CTW Class. I talked about Construction</p>

Women Class (CTW) Vanier Collegiate *s.a. Projects & Programs *s.a. SK Provincial Archives	SIAST		occupations, the apprenticeship process, and women's participation in construction. We discussed an upcoming building project that they would be taking on.
STRATEGIES FOR COUNSELLING WOMEN IN (AND INTO) INDUSTRIAL AND TECHNICAL PROGRAMS (45 minutes)	Regina, SK Feb 22, 2000 SIAST	40 counsellors from 4 campuses	Provided some history and rationale for the need to run separate WITT programs and workshops when preparing women for TTO careers. Provided information on social dynamics of women and career choices and a profile of a "typical WITT woman". I outlined some specific exploratory programs for women and gave some tools for individual counselling sessions
TRADE BOARD MEMBER ORIENTATION (6 ½ hrs including lunch)	Regina, SK Mar 18, 2000 SaskWITT	New women appointed to Sask Trade Boards (8 – 10)	In the mid-nineties, I developed a 1-day orientation workshop for women who were appointed by a Minister to Trade Boards in Saskatchewan. There had been only a handful in the past and I was one of them. I sat on the Carpenter's Trade Board for more than a decade, as well as the Provincial Apprenticeship Board. It took me a while to find my feet but eventually lobbied for SaskWITT to gain status as a nominator to these Boards. Once appointed, these women needed tools, knowledge, and support in order to be effective voices for women apprentices. We held orientation sessions in conjunction with our Annual Gathering in Regina each year.
SKILLS WORK! YOUNG WOMEN'S CONFERENCES: ORIENTATION FOR ROLE MODELS (1 hour)	Regina, SK Saskatoon, SK Moose Jaw, SK 2000 – ongoing *s.a. Projects & Programs	8 – 12 tradeswomen annually	Concurrent to Provincial and/or National Skills Canada competitions, I developed this workshop to deliver on-site to prepare Role Models for working in a group conference setting with grades 11 and 12 girls. In 2009, an additional conference was added for grades 9 and 10 girls each year in Saskatoon. Up to 90 girls were in attendance and Role Models were assigned to guide small groups of attendees through a series of activities during the day. Activities were interactive and most took place in a plenary setting.
WITT TRAINING IN SOUTHERN SASKATCHEWAN (2 hours)	Regina, SK May 9, 2000 Saskatchewan Action Committee on the Status of Women	Forum on Women's Education and Training Initiatives (20 women)	I presented in-depth information about SaskWITT history, objectives, and programs with an emphasis on funding and partners in training. This session was designed to assist women from community NGO's in finding strategies to increase their own organizational capacity and reach. SaskWITT was viewed as an effective and progressive NGO in the women's community and therefore a good Role Model.
WOMEN IN TRADES AND TECHNOLOGY PROGRAMS IN	Regina, SK Jun 20, 2000	SEEPA members Approx. 20 Sask	I provided an overview of all Saskatchewan programs that promote TTO occupations to girls and women. I included everything from

SASKATCHEWAN Sask Women's Secretariat	SIAST	Employment Equity Practitioners	Kindergarten Project to GETT camps and variations, Exploratory Trades and Technology programs for women, to SaskWITT Women's Work Training Program.
WHY NOT ME? STEREOTYPES, MYTHS AND OTHER EXTERNAL BARRIERS TO WOMEN WORKING IN TRADES Sask. Government Insurance	Regina, SK Oct 25, 2000 VOverend - Consulting	Staff of SGI Equity Committee	This was lunchtime presentation outlining my career path including strengths, decision-making, non-support, etc. to illustrate stereotyping and de-selection practised by women and men in career selection. Discussion and questions followed. The audience was very lively, and discussion included many personal examples and asking for advice for daughters!
MY MOTHER WEARS ARMY BOOTS! Canadian Federation of University Women	Regina, SK Nov 6, 2000	Members of CFUW	This was an evening presentation to a supper club presented in a very personal manner. I described my background, skills and interests, and career path outlining several jobs and focussing on overcoming stereotyping. (The title came from a story I told about my 9-year-old son buying me army boots for Christmas one year.)
STRATEGIES FOR COUNSELLING WOMEN IN (AND INTO) INDUSTRIAL AND TECHNICAL PROGRAMS SIAST – in house	Regina, SK Feb 22, 2001 April 9, 2001 SIAST	SIAST Career Counsellors: 8 from Wascana Campus 24 from all 4 Campuses	Information session designed to assist counsellors to work more effectively with women in industrial & trades programs. The first session uncovered some biases and identified some issues that were blocking a specific gender-based approach. The second workshop provided a more thorough background about women's barriers to participation and led to better efforts to improve counselling services. Perceptions shifted and so did the effectiveness!
STRATEGIES FOR PROVIDING WITT INFORMATION TO ABE STUDENTS SIAST – in house	Regina, SK Mar 19, 2001 SIAST	20 Adult Basic Education Instructors	I presented basic information about women's participation in TTO occupations to a group of ABE Instructors. I overviewed ways that Instructors can guide women to self-assess – what to look for and what to encourage. I provided them with information about programs and services where they could refer students for further exploration.
RESTOCKING THE BASE CAMP (1 ½ hours) WITT NN Conference	Banff, AB Mar 23, 2001 Sector Council Education Rep		Moderated by Kathryn Running, I was among several panelists from staff, board, and sector council as well as HRDC. This was essentially a visioning session to tease out ideas for future project development of WITT NN projects.
WITT NN's EMPLOYMENT RETENTION MODEL & CONSULTING SERVICE (1 ½ hours) WITT NN Conference	Banff, AB Mar 24, 2001 SIAST		Moderated by Kathryn Running. Panelists: Brenda Daniels, Roberta Hewson, Ingrid Bron and Valerie Overend – organizational development consultants for WITT NN. Discussed the dimension of organizational culture and lessons learned from working with a variety of companies.

Helping Women Get Into Apprenticeships: What Works Best? (1 ½ hours)	Banff, AB Mar 25, 2001		Developed and moderated a session with 5 panelists involved in Apprenticeship administration and delivery across Canada. Panelist compared and contrasted access issues and specific support measures, if they existed, for women.
WITT NN Conference	SIAST		
CLIMBING TOGETHER: CREATING SYNERGY IN SECTOR COUNCIL INITIATIVES	Banff, AB Mar 25, 2001		Sector Council Round Table Presentation: discussed keys for viability and success as a Sector Council. My role was to address models of cooperation that would work best for addressing women's employment issues, and how sector councils can work most effectively with post-secondary training institutions, being mindful of effective practises.
Roundtable session (1 ½ hrs)			
WITT NN Conference	SIAST		
GETT Camps -10 years of GETTING Together	Banff, AB Mar 26, 2001		Co-presented with Paulette Traynor (SIAST). After 10 years of GETT Camp deliveries, SaskWITT/SIAST conducted a study on the impact of the camps on girls' choices of course selection in high school and subsequent occupational selection. We presented results of this survey, focus group meetings and individual interviews.
WITT NN Conference	SIAST		
WITT WOMEN IN THE WORKPLACE	Regina, SK April 12, 2001	Approx 20 Council members	I told my story, talked about recruitment practises highlighting role modelling in the schools by their own employees, overviewed ongoing training and development opportunities, equity education for both (all?) sexes, and information about specific effective programs that they could tap into.
Employment Equity Council Sask Public Service Commission	SIAST		
COUNSELLING WOMEN CLIENTS INTERESTED IN TTO OCCUPATIONS	Saskatoon, SK May 8, 2001	12 Career Counsellors	This workshop was developed in consultation with Can-Sask to build capacity for their counsellors. The goal for the workshop was for the counsellors to be able to generate enough interest among their clients to go to the next level - routine delivery of "Are You the Right Woman for the Job?" workshops for clients. One option for moving forward was train-the-trainer sessions for in-house delivery but that was rejected in favour of referrals to existing SIAST deliveries.
Can-Sask Career Centre	SIAST		
FINDINGS OF GETT SURVEY	Regina, SK May 16, 2001	15 members of provincial EE steering committee	I reported on the findings of a survey and focus group report on the impact of "Girls Exploring Trades and Technology Camps" after 10 years of operation. This survey was co-commissioned by SIEEC and SaskWITT. The findings led to standardization of GETT Camps at all SIAST Campuses.
SIAST Education Equity Committee (SIEEC) *s.a. Projects and Programs	SIAST		
CANADIAN WOMEN IN TRADES	Toronto, ON June, 2001	Approx 150 women – members of 2	I was a Keynote Speaker addressing a plenary session of women union members from 2 unions from across Canada. My role was to outline the history and rationale behind the WITT movement in Canada. I
Bargaining Equality Conference			

United Steelworkers & International Association of Machinists Women's Conference	WITT NN	International unions	provided examples of various career exploration programs and described the benefits to participants and to the role models/tradeswomen who worked in the programs. I made suggestions for workplace programs and supports that work.
AN OVERVIEW OF THE CURRENT STATUS OF WOMEN IN TECHNOLOGY OCCUPATIONS SIAST – PALLISER CAMPUS	Moose Jaw, SK Jan 16, 2002 SIAST	30 students in Architectural and Building Technologies Program	This was an information session incorporating facts and figures about women's participation in construction technology occupations with an emphasis on interior design technology vs. civil engineering technology. We discussed aspects of socialization vs. skills and abilities as an emphasis in decision-making. I presented information about pros and cons of Employment Equity programs.
CARE AND MAINTENANCE OF YOUR LOCAL WITT GROUP (6 ½ hours) WITT NN *s.a PRODUCTS	Ottawa, ON April 13, 2002 WITT NN / SaskWITT	Training workshop for WITT NN Board members	I conducted an all-day interactive workshop with assistance from Janet Adams and Sharon Margison, staff of WITT NN. In small groups using the manual <i>Care and Maintenance of your local WITT Group</i> , participants eventually developed do-able action plans. The workshop was designed to build capacity for participants to increase reach in their own local groups.
WOMEN'S PARTICIPATION IN APPRENTICEABLE OCCUPATIONS (1 ¼ hrs) Apprenticeship is the Future Canadian Apprenticeship Forum – CAF Conference	Vancouver, BC June 3, 2002 WITT NN		I can't locate the notes or other resources for this presentation. I presented with Brenda Daniels from WITT NN (Nova Scotia) and Sue Langton, SPR Associates Inc. Sue was part of a team contracted by WITT NN to conduct a pan-Canadian survey for WITT NN – their last contract and it was never released. However, we presented data from their study that shed a light on women's participation in apprenticeship across Canada. Presentation notes not available.
STRATEGIES FOR PROMOTING INDUSTRIAL AND TECHNICAL OPPORTUNITIES FOR GIRLS AND YOUNG WOMEN SIAST Palliser Campus	Moose Jaw, SK Dec 11, 2002 SIAST	Career Counsellors from High School, CBOs and SIAST	I co-facilitated this session with Doreen Gurnsey, Palliser WITT Coordinator. This workshop focussed on information about women's participation in Engineering Technology programs. Using interactive activities, counsellors explored and assessed some their own qualities as they relate to aptitude in technical occupations. Ultimately, we provided information on a newly developed program we were offering at Palliser Campus, Women in Technology (WiTECH). We wanted them to be educated about the program and be better able to direct women to it.
DO IT YOURSELF HOME REPAIRS SIAST Wascana Campus	Regina, SK Feb 10, 2003 SIAST	32 Staff PD Day All staff were eligible to attend. ie. m/f	Co-facilitated with Robin Stuart, Plumber. We set up stations in the shops and guided participants through some basic sink and toilet maintenance activities, and drywall repair and installation of hollow wall anchors and fasteners.

STRATEGIES FOR PROMOTING INDUSTRIAL AND TECHNICAL OCCUPATIONS TO GIRLS AND WOMEN (1 ½ hours) SIAST	Regina, SK Feb 11, 2003 SIAST	Information session for an education delegation from India (CIILP)	This was one of several informational workshops that I did for the SIAST International office over the years. A group, usually CIDA sponsored, would work with SIAST for 3 – 5 years and adapt and implement relevant programs and techniques across the board in their institutes.
CARE AND MAINTENANCE OF YOUR LOCAL WITT GROUP (3 hours) SASKWITT ANNUAL GATHERING SaskWITT	Regina, SK April 5, 2003 SaskWITT	16 SaskWITT members	This was a PD session presented at an annual gathering of TTO women from across Saskatchewan. I guided participants through the manual that we had produced for WITT NN: <i>“Care and Maintenance of your Local WITT Group”</i> . Working in small geographic groups, participants mapped a process for returning to their communities and implementing initiatives they had established in the session. Women who were from small communities worked in one group to support each other in setting achievable goals.
INCREASING WOMEN’S PARTICIPATION IN BRICKLAYING/MASONRY TRADES (1 hour) Canadian Masonry Human Resources Committee (CMHRC)	Saskatoon, SK April 14, 2003 SaskWITT	Presentation for Saskatchewan employers and National members of CMHRC	I was invited to address this audience who were interested in possibly recruiting women into their trade. I provided an outline of initiatives and best practices promoting entry level preparation for girls and women into industrial trades, and bridges to employment. I overviewed some long- and short-term measures including early exposure and trade specific training and support.
WOMEN IN TRADES & TECHNOLOGIES (1 hour) Moose Jaw School Boards (x3) Livin’ Life Large Conference	Moose Jaw, SK Oct 29, 2003 SIAST	26 – gr 11 and 12 girls (4, 5, 11, 6 per session)	With co-facilitator, Doreen Gurnsey from SIAST Palliser Campus in Moose Jaw, we presented a series of 4 small group presentations providing information to help young women with pending career choices. The focus was on transferable skills and qualities that provide a good foundation for TTO occupations. We guided the participants to self-assess and provided information about next steps in exploring further information/preparation.
STRATEGIES FOR ACHIEVING SOCIAL JUSTICE – Employment Equity Initiatives for WITT Women (1 hour)	Regina, SK May 10, 2004	20 students	In 2004, Josephine Savarese, a Professor in the School of Human Justice asked SaskWITT to develop a workshop for a class of her students. I took on the task. I overviewed the participation of women in the workforce in general and contrasted the rise of women in professional and TTO occupations. I used examples of policies and processes from local institutions, and highlighted the benefits of education and employment equity

School of Human Justice U of Regina – Jo Savarese	SaskWITT V Overend - Consulting		recruitment measures. I emphasized the importance of effective investigation related to developing activities and programs specific to each environment, and the necessity of monitoring progress to ensure success.
ACCESSING AND COMPLETING APPRENTICESHIP TRAINING IN CANADA – Perception of Barriers Experienced by Women	Halifax, NS June 6 -8,2004 CAF Director	Bi-annual conference for Canadian Apprenticeship stakeholders	In 2004, the Canadian Apprenticeship Forum released a report the focused on barriers to completion of apprenticeship in Canada. (s.a. copy of report in front sleeve of binder.) Further to the study, a brief report was generated titled <i>Perceptions of Barriers Experienced by Women</i> . I presented findings from this report at 2 conferences in June 2004. I don't have all the paperwork but believe that the first few slides were adapted to the different audiences. I was both a Director for CAF and wore that hat at the CAF conference; and a consultant for WinSETT and wore that hat at the CCWESTT conference.
Building on Commitments Apprenticeship Summit CAF Let's Get Growing Conference CCWESTT	St. Catharine's ON June 12, 2004 WinSETT Cons.	Biannual conf. for women in science, engineering, trades & tech.	
MY TRAVELS IN THE WORLD OF TRADES (1 hour)	St. John's, Nfld July, 2004	Plenary : approx. 100 tradeswomen	This was a very challenging assignment for me. I was asked to be the opening Keynote Speaker at the first conference for tradeswomen sponsored by the Women in Resource Development Committee. They pulled out all the stops for this well-presented, well-attended conference. I was very concerned about keeping the audience attentive for so long and went into costume and performed several quick skits throughout, interspersed with my monologue. Though certainly not perfect, I think it worked.
Tradeswomen are Caregivers Conference Women in Resource Development Cttee - WRDC	V Overend, Consulting		
APPRENTICESHIP: WHAT'S HAPPENING AND HOW TO GET INVOLVED (1 ½ hours)	Edmonton, AB Nov 26, 2004	Alberta WITT Women	Along with two senior managers in Alberta Apprenticeship and Industry Training, we discussed what is happening in apprenticeship in Alberta and across Canada; and how women can get involved. Using power point, I presented information from the "women's section" of the Perceptions of Barriers report published by the Canadian Apprenticeship Forum. I overviewed the report and consultation process. I then asked each of two managers to respond to select barriers that were identified, asking them to speak about what measures Alberta Apprenticeship has taken to minimize each issue. From there, we opened the floor to discussion on each issue. (This was not a successful workshop. One of the managers derailed every step of the presentation, saying that Alberta didn't have issues with women and the report was pretty much a fabrication!!!!)
She Works - Conference Women Building Futures	I designed and moderated this on behalf of the CAF Board.		

<p>FROM COAST TO COAST: WOMEN IN TRADES AND TECHNOLOGY INITIATIVES (1 ½ hours)</p> <p>She Works - Conference Women Building Futures</p>	<p>Edmonton, AB Nov 26, 2004</p> <p>SIAST</p>		<p>I was one of panel of 6 WITT women who profiled numerous programs being run across the country to introduce girls and women to TTO occupations. The core message of the session was to present opportunities for the women in the room to get and stay involved in their own occupations by recruiting and supporting others through role modelling and supportive programming.</p> <p>Workshop notes not available</p>
<p>Presentation and TOUR of Wascana Campus</p> <p>SIAST *s.a. PROGRAMS/PROJECTS</p>	<p>Regina, SK Jan 10, 2005</p> <p>SIAST</p>	<p>20 Students from a high school CTW - CONSTRUCTION TECHNOLOGY FOR WOMEN Course (WITTNN)</p>	<p>This was one of several similar events that I hosted at SIAST for various CTW classes over the course of 7 or 8 years. The course relied heavily on Role Models since most of the teachers were neither tradeswoman or technician/technologists. Besides my story, I summarized the history of CTW, SaskWITT and the work that SIAST does to support women in Industrial and Technical programs. I also provided an in-depth introductory tour of the Carpentry and Electrical shops that they would later be using for project work.</p>
<p>WHY I CHOSE A TRADE?</p> <p>SIAST Woodland Campus</p>	<p>Prince Albert, SK Mar 9, 2005 SIAST</p>	<p>80 people at an Equity luncheon</p>	<p>This was a keynote presentation where I was asked to use my own experiences to address prepared questions about my career path, how it feels to be a woman in a male-dominated setting and how did I use it to my advantage.</p>
<p>WOMEN IN TRADES & TECHNOLOGY</p> <p>Sask Government Insurance Employment Equity Committee</p>	<p>Regina, SK Mar 21, 2005</p> <p>SIAST</p>	<p>Open to all SGI employees – past and present (20 or so?)</p>	<p>LUNCHANDLEARNSESSION. I overviewed programs, initiatives and projects aimed at increasing women's participation in TTO, the importance of supporting an equitable workplace, and the future of women in trades and technology. I referred to several current National reports to address projections about the future trends.</p>
<p>**MOTHERS OF INDUSTRY</p> <p>Prairie School for Union Women – University of Regina</p> <p>Saskatchewan Government Employees Union</p>	<p>Regina, SK June 12–16, 2005</p> <p>Waskesiu Lake, SK June 17 – 21, 2007</p>	<p>12– 16 union women from various Sask locations</p> <p>15–20? Union women from various Sask locations</p>	<p>I co-facilitated this four-day interactive workshop with Karen Lior, from the Toronto Training Board. Activities were designed to demystify tools, increase mechanical aptitude, and incorporate trades materials. We explored methods and models to encourage girls and women to enter TTO occupations and investigated processes to combat isolation and harassment in male-dominated workplaces.</p> <p>In a second delivery of the workshop, I co-facilitated with Doreen Gurnsey, the WITT Coordinator from SIAST Palliser Campus. Doreen was the first WITT Coordinator I hired, albeit part-time, to assist with programming at our Campus in Moose Jaw.</p> <p>I included two other part-time coordinators into facilitation roles at</p>

**This is a stand-alone binder	SIAST		the conference. They were new hires, and my goal was to familiarize them with SIAST / SaskWITT programs and to mentor them in instructional/presentation skills. (Trish Jattansingh and Connie Wells)
WOMEN'S PARTICIPATION IN THE TTO WORKFORCE (1 hour) Women's Studies, U of Regina Prof Pat Miller-Schroeder	Regina, SK Oct 12, 2005 V Overend - Consulting	Approx 20 students including RCMP recruits	I was asked to prepare a presentation for a second Professor at U of R after she heard about the first one the previous year. I told my story, described women's participation in various workforce clusters over 30 years; addressed some relevant social change factors; proposed some positive tools for change: education and social marketing, website info for CCWESTT and CAF projects; and emphasized effective investigation for young women: role models and targeted programs.
WOMEN IN THE TRADES Canadian Welding Association dinner meeting	Regina, SK Feb 21, 2006 SIAST	CWA Employers	Co-presented on a panel with 2 other tradeswomen. I painted the big picture of women's participation in the Canadian workforce and some findings on some factors that conspire to keep women out of the trade's workforce. Lorena LaPlante painted the picture on the Saskatchewan front and Tammie Pawlusk spoke specifically to the welding trade.
WINNING WITH WOMEN IN TRADES – Innovative Solutions to Skills Shortages CAF Conference *s.a. Conferences	Montreal, PQ June 5, 2006 WinSETT	90 (30 x 3)	This cracker barrel session describes various regional and national programs that are effectively increasing the participation of women in the skilled trades. Co-presented with Sue King, we overviewed the benefits of recruiting women into apprenticeships and highlighted 3 programs and their links to apprenticeship: GETT Camps, Construction Technology for Women, and Orientation to Trades & Technology
**PRODUCING INFLUENTIAL LEADERS CCWESTT Conference *s.a. Conferences **Stand-alone duotang	Calgary, AB June 22- 25, 2006		I organized and presented/co-presented/moderated 5 workshops as the chair of the Trades Stream at this CCWESTT conference. 1. National panel – Accessing Apprenticeship 2. Aboriginal Participation in Trades 3. Men & Women & Tools 4. A Gender Lens on Apprenticeship 5. Steppingstones – Producing Your Own Mentors
CHALLENGES & REWARDS OF INDUSTRIAL & TECHNICAL OCCUPATIONS FOR WOMEN (1 hour)	Regina, SK Oct 10, 2006	34 on site and 87 off site (televised) Education Students AND RCMP recruits	After my first presentation to the Women's Studies Class the previous winter, I was asked to formalize a presentation for future classes. This course was officially part of the curriculum for RCMP recruits in Canada. Susan Risk and I designed and delivered a presentation to overview challenges and rewards of trade training for women, available training, and

Women's Studies UofRegina-Prof. Pat Miller-Schroeder	SaskWITT	(mandatory class for all recruits)	issues of harassment/isolation. It includes facts and statistics on women's participation in Sask and Canadian workforce. We use our own stories as illustrations. At the completion of the one-hour presentation, we showed the video Telling Trade Secrets. This video was produced by Susan Risk of Live Wire Video Productions (with Valerie's assistance.)
CHALLENGES & REWARDS OF INDUSTRIAL & TECHNICAL OCCUPATIONS FOR WOMEN (1½ hours) Women's Studies U of Regina - Prof. Cara Banks	Regina, SK Nov 4, 2006 SaskWITT	22 students	Co-presented with Susan Risk. Although it was for a different class and professor, the format was basically a repeat of the workshop on October 10, 2006.
START-UP, CARE AND MAINTENANCE OF YOUR LOCAL WIT GROUP Tradeswomen: A Winning Ticket. **s.a. Products	Simon Fraser University, Vancouver, BC Apr 21, 2007 V Overend - Consulting	Approx 100 BC tradeswomen	I delivered this as the opening keynote presentation for a conference organized by Kate Braid for SFU. I prepared a PowerPoint Presentation using materials from the SaskWITT Manual <i>**Care and Maintenance of Your Local WIT Group</i> . There was a lot of interest in the document, but I only had a few copies. A group of participants asked for permission to update, customize to BC and reprint. I gave them permission but don't think the revision took place.
CLAIMING OUR TERRITORY (135 minutes) Tradeswomen: A Winning Ticket *s.a. PSUW binder (also in Presentations and Workshops)	SFU, Vancouver BC April, 2007	13 Stakeholders – WIT women, Educators, Employers	I co-facilitated this workshop with Judy Kujundzic, a tradeswoman from Victoria BC. We used a workshop I created for the <i>Mobas of Industry Workshop</i> at the Prairie School for Union Women (PSUW), then titled <i>Design a Welcoming Workplace</i> . I do not have the evaluation or data on the participants but know that not all were tradeswomen. We found common ground for our small groups and educators and advocates gained significant knowledge about personal issues for women in trades occupations.
WITT NN PRODUCTS AND SERVICES	Edmonton, AB June 23, 2007	10 -15	I collated and presented an overview of products and services developed over the course of 9 years by WITT National Network. I categorized these into: Education and Training Resources; Resources for WITT Women; and Workplace Resources. The purpose was to provide a backgrounder of effective resources that were not being

WinSETT Steering Committee and Board	SaskWITT WinSETT		managed, with an eye to reviving some key initiatives within WinSETT. Ultimately WinSETT purchased the “Workplace Resource” products from SaskWITT and developed the Checklist of Strategies Workshops that reached hundreds of workplaces over the next few years.
**WELCOMING WOMEN INTO TRADES AND TECHNOLOGY WORKPLACES: A CHECKLIST OF STRATEGIES WORKSHOP SERIES (WinSETT Centre)	Regina, SK Oct 31, 2007	8 HR Employers and reps from SK Construction Association	Based on a rewrite of WITTNN Checklist of Strategies, I was hired by WinSETT to deliver workshops across Canada to a variety of audiences. This short presentation outlined women’s participation in trades in Canada/Sask and some of the barriers. An overview of the Checklist workshop was provided, and an offer was made to SCA to become the pilot site for the project – 1/2 price!
	Regina, SK Jan 22, 2008	12 employers; 2 were on camera	Co-facilitated with Susan Hollett. First delivery of 3-hour Checklist of Strategies workshop to trades employers. Worked with 6 questions from booklet.
	St. John’s NF Apr 22, 2008	6 employers from Nfld Building Trades Association (Unions)	Co-facilitated with Susan Hollett. First delivery to industry associations vs. employers. Used different assessment questions from booklet. More of a big picture approach.
	St. John’s NF Apr 23, 2008	9 staff (women) from Women in Resource Development Centre	Co-facilitated with Carolyn Emerson. First delivery of Train the Trainer session for Checklist project. Used a couple of questions from the workbook examples. Otherwise provided more info on outcomes from Saskatchewan workshops and Building Trades workshop. Reviewed information that the Facilitation teams would need to have re: selection of audience and topics.
	Regina, SK May 20, 2010	8 managers and supervisors from Infrastructure Support Unit – Gov’t of Sask.	Co-facilitated with Pat Fayant - SaskWITT. (Sharon Mattias auditing from WinSETT). This was our first Government contract and arranged with the Status of Women office. Even though the Government has had a long-term hiring freeze, we were able to provide a series of recommendations in a wrap-up Action Plan.
	Barrie, ON	5 employers	Co-facilitated with Mary Ferguson (consultant) and Joanna Belajac

<p>*s.a. PROJECTS & PROGRAMS **Stand-alone Binder</p>	<p>Apr 27, 2011</p> <p>Regina, SK June 4, 2012</p> <p>CAF/WinSETT</p>	<p>from manufacturing sector</p> <p>8 HR managers from large companies that employ tradespeople: oil and mining, and construction</p>	<p>(localWIT). This workshop was organized by Georgian College Employer Network for local area employers. . It followed the basic employer format delivered to Sask Construction Association. CCWESTT partnered with Canadian Apprenticeship Forum to deliver this workshop as well as 2 workshops for Georgian College Employment Consultants aimed at educating them on issues specific to women in trades and arming them to act as agents for future workshop deliveries.</p> <p>Co-facilitated at the Biennial CAF Conference with Carolyn Emerson – WinSETT. This was an interactive 3-hour workshop with a solid overview of the workshops being contracted to employers across the country. Participants were each given copies of 5 topics from the workbook and we worked through the sections one at a time, sharing stories and alternate remedies.</p>
<p>WELCOMING WOMEN INTO TRADES AND TECHNOLOGY WORKPLACES: A CHECKLIST OF STRATEGIES AND EMPLOYER WORKSHOPS (1 ½ hours)</p> <p>CCWESTT Conference</p>	<p>Guelph, ON May 29 – 31, 2008</p> <p>WinSETT</p>	<p>Employers, Educators, Unions and Industry Association reps</p>	<p>I co-presented with Carolyn Emerson and Susan Hollett. This presentation provided rationale for the Women in SETT Initiative overall and specific information about the Checklist of Strategies booklet and workshops being conducted across the country. We discussed feedback on workshops to date, and information about upcoming contracts. We also highlighted the Train-the-Trainer workshop we had piloted for WRDC staff in St. John’s Nfld. and our objective to conduct further training.</p>
<p>MENTORING WOMEN IN TRADES WORKPLACES (1 ½ hours)</p> <p>Canadian Apprenticeship Forum – Biennial Conference</p>	<p>Victoria, BC June 10, ‘08</p> <p>WinSETT</p>	<p>Employers, Educators, Unions, Industry Association reps and tradeswomen</p>	<p>I co-presented with Carolyn Emerson – WinSETT. We presented some facts and figures on women in trades and highlighted the high proportion of “leavers”. We used sections of the Checklist of Strategies project as a springboard and identified mentorship as a good retention tool; illustrating examples of developing mentorship opportunities for women. We summarized the Checklist of Strategies workshops and the benefits to employers in participating.</p>
<p>WOMEN IN TRADES (15 minutes)</p>	<p>Regina, SK Oct 9, 2008</p>		<p>This was a quick and dirty session at a regular pre-work meeting. I provided some workplace stats and the need for a specific</p>

Canadian Office and Professional Employees Union (COPE)	SIAST		strategy to ensure women are considered in the pressing demand for tradespeople. I emphasized a many-pronged approach in the supply/demand equation – specific programs for girls and women AND workplace programs such as Checklist of Strategies workshops. I provided print information for both to interested participants
CHALLENGES & REWARDS OF INDUSTRIAL & TECHNICAL OCCUPATIONS FOR WOMEN (45 minutes + video at end) Women's Studies U of R - Prof. Pat Miller-Schroeder	Regina, SK Oct 20, 2008 SaskWITT	Education Students AND RCMP recruits (mandatory class for recruits) Also televised	This presentation was basically a repeat from October 10, 2006, with a different co-presenter - Corinne Buckland (welder & electrical apprentice). We overviewed challenges and rewards of trades training for women, available training, and issues of harassment/isolation. We included facts and statistics on women's participation in Sask and Canadian workforces. We used our own stories as illustrations. At the completion of the presentation, we showed the video "Telling Trade Secrets".
SIAST STRATEGIES FOR PROMOTING INDUSTRIAL AND TECHNICAL OCCUPATIONS TO GIRLS AND WOMEN (1 hr) SIAST	Regina, SK Oct 29, 2008 SIAST	CIDA delegation from Wa Polytechnic in Ghana 6 participants	Using a power point presentation, I provided an informational session including handouts to educators from a post-secondary institution in Ghana. SIAST had several CIDA contracts over the years that required a gender component be injected into programming with partners. I occasionally participated as a presenter or joined the group for lunch.
WOMEN IN TRADES Balfour Collegiate Teen Parent Program	Regina, SK Feb 10, 2009 SIAST	30 young women in high school teen parent program	An interactive workshop to assist young women in self-assessing their suitability for careers in trades. We explored strengths, aptitude, skills and interests through individual and team activities with a focus on trades requirements.
WOMEN'S WAYS OF LEARNING SIAST Kelsey Campus	Saskatoon, SK Mar 19, 2009 SIAST	30+ Instructors from the Industrial and Technical Divisions, Counsellors and interested other staff	I customized a presentation for SIAST and used my own personal "frame of reference" from 18 years of working at SIAST. I melded it with stories from women across Canada and popular theories on Learning styles and Gender differences. I created a table with 8 common classroom/workplace topics and contrasted stereotypical men's styles and women's styles. I gave a few examples but hardly needed to. I was flooded with examples from the participants! All but 1 of us was on the same page. Women and men are different and instruction needs to accommodate all styles of learning.
WITT INITIATIVES AT SIAST	Moose Jaw, SK May 8, 2009	Advisory Committee on	I provided an overview and history of WITT programs and initiatives including: background and rationale for on-site and outreach

SIASST – Palliser Campus	SIASST	Education Equity	programs; services to youth and adults; information about WITT staff and partnership with SaskWITT for Role Modelling positions; statistics on women’s participation in TTO occupations in Canada and Saskatchewan; and campus-specific enrollment in TTO programs.
THROUGH A GENDER LENS: WORKPLACE ISSUES FOR WITT WOMEN (2 ¾ hours including a break)	Regina, SK Mar 13, 2010	14 SaskWITT members	I created and facilitated a half-day workshop focussing on policies that affect WITT women in our workplaces. Two guest speakers from SK Government offices overviewed provincial policy on gender-based analysis and harassment. We then divided into small groups to discuss specific situations and link them to advocating for systemic changes. We used the final report to act as an organization. At the following AGM one year later, I presented results of the actions.
SaskWITT Annual Gathering	SaskWITT		
ORIENTATION AND RETENTION PRACTICES TO INCREASE PARTICIPATION OF WOMEN IN THE SKILLED TRADES	St. John’s, NL June 7, 2010	CAF Conference participants	I co-presented with Carolyn Emerson – WinSETT and Nan Armour – CCWESTT. This is a power point presentation about Welcoming Women into SETT Workplaces Initiatives. We briefly overviewed the WinSETT Centre and focussed on *The Checklist of Strategies workshops being presented by WinSETT across Canada. We described workshop examples and specific strategies and outlined progress to date and our future action plans for the project.
CAF Conference *s.a. Checklist of Strategies binder	WinSETT Centre		
BALANCING THE HR EQUATION – SUPPLY AND DEMAND	St. John’s, NL June 8, 2010	CAF Conference participants	I co-presented with a panel of 6 people for the Women in Trades Dialogue plenary session. I used a graphic drawing, developed with assistance from the WinSETT Centre, that illustrates the interconnectivity between employers’ needs and the large pool of women in waiting. The WinSETT Centre and other organizations are positioned to bridge the two sides of the equation through programs, databases and links to various other networking measures.
CAF Conference	WinSETT Centre		
INFORMING WOMEN ABOUT OPPORTUNITIES IN NATURAL RESOURCE DEVELOPMENT	NL June 8-11 St. John’s Marystown Bonavista Clareville	Women interested in Skilled Trades	I worked with Mary Clarke, Community Outreach Coordinator for WRDC to deliver a series of presentations in rural locations in Newfoundland. I had been featured in a few WRDC events over the years because I could speak first-hand as a Journey person about the apprenticeship path. Thanks, in a large part to WRDC, for their role in increasing the numbers of home-grown female Journey persons since their inception. While Mary carried the bulk of the delivery, I basically spoke about my own career path and linked it to opportunities for women in Newfoundland.
WRDC Educational Resource Centre (Women in Resource Development)	V Overend - Consulting		

RETENTION TOOLS FOR WITT WOMEN (3 ½ hours)	Regina, SK March 26, 2011	11 SaskWITT members	I planned and facilitated a half-day workshop that is a follow up to “Through a Gender Lens” workshop delivered in March 2010 (see March 13, 2010). I began with an overview and update on actions taken by SaskWITT based on the recommendations of that workshop. The objective of the Retention Tools workshop was to give WITT women tools to deal effectively with the unique work issues that confront women in predominantly male TTO occupations. Topics focused on identifying systemic vs. personal situations, occupational stereotyping and coping strategies.
SaskWITT Annual Gathering	SaskWITT		
WHAT INITIATIVES HAVE BEEN TRIED IN THE PAST IN SASKATCHEWAN? BRIDGE THE GAP SaskSummit Working Group *s.a. CONFERENCES	Saskatoon, SK May 6, 2011	82 people from Industry Associations, Gov’t Crowns and Depts, Employers, Unions and WITT Women	As well as speaking about Role Models including my own as a child, I provided an overview of SaskWITT and the programs it offers, often in conjunction with SIAST WITT programs: exploring opportunities and career paths, preparing and bridging women to work, promoting workplace retention for women. I emphasized partnerships particularly with training providers, government offices, unions and industry associations.
CLAIMING OUR TERRITORY <i>Designing a Workplace that is welcoming to women in trades, technology, and engineering occupations</i> (2 ½ hours)	Regina, SK March 2012	8 Saskatchewan WITT members	Sponsored by the WinSETT Centre, I used my experience with previous presentations of this workshop, that I had created, to customize and evaluate this delivery. I finalized a report for WinSETT Centre and gifted it to them to be used as a support for women in SETT. The workshop is interactive, and participants work in teams to design an ideal workplace model. The guided process includes aspects of physical, mental, social, emotional, and training realms. *s.a. deliveries in PSUW binder and SFU in April 2007.
SaskWITT AGM	WinSETT		
TRANSITION 2012 (1 hour)	Saskatoon, SK April 25, 2012	50 “men” at the Construction Labour Relations Council of Sask AGM Mix of Employer and Union reps	This was seemingly a useless presentation to so many of the same faces that haunted me for 25 years while I worked to make women’s voices heard in the building trades in Saskatchewan! I overviewed the general state of women in construction trades using provincial and national statistics. I profiled several initiatives and specific measures that include women as well as benefits of including women. I emphasized the availability of Checklist of Strategies workshops and invited ideas and participation in customizing programs for each trade. (Ultimately, this led to development of a generic induction program that was piloted with CLR support but didn’t get legs before me retirement)
Construction Labour Relations AGM	WinSETT		

<p>BRIDGE THE GAP WITH WOMEN IN SKILLED TRADES AND TECHNOLOGIES: SASKATCHEWAN'S SUMMIT (15 minutes)</p> <p>CCWESTT Conference *s.a. CONFERENCES/SUMMITS</p>	<p>Halifax, NS May 2012</p> <p>WinSETT</p>	<p>Approx 90 stakeholders from across Canada Cracker Barrel Session (30x3)</p>	<p>Under the banner of <i>Diversity in the Workplace</i>, several programs from across Canada were highlighted. I represented the WinSETT Centre and co-presented with Marral Thomson—a SaskWITT Board member and Board representative to the SK Apprenticeship and Trade Certification Board, and Pat Faulconbridge, Director of SK Status of Women Office. We reported on the process and outcomes of a recent major summit on women's participation in trades and technology occupations in the Saskatchewan workforce. We provided an information sheet to each participant. We were all involved on the steering committee for the Summit.</p>
<p>**A CHECKLIST OF STRATEGIES: Welcoming Women into Science, Engineering, Trades & Technology Workplaces (1 ½ hours)</p> <p>CCWESTT Conference **s.a. Stand-alone binder</p>	<p>Halifax, NS May 4, 2012</p> <p>WinSETT</p>	<p>25 Industry reps, Education reps and Women in SETT</p>	<p>I co-presented with Carolyn Emerson, WinSETT Centre. We provided an overview and an update on the <i>*Checklist of Strategies workshops</i> to date. We gave examples of effective partnerships and initiatives that we had developed. We involved participants in auditing an aspect of their own workplaces using tools from the workshop. We focussed on partnerships with local CCWESTT groups who assist with identifying employers and customizing the workshops to their local needs. Participants were invited to contact us to arrange for capacity building suggestions in their locations.</p>
<p>BRING YOUR DAUGHTER TO WITT DAY (1 hour train the trainer + setup and 2 ½ hours delivery)</p> <p>SaskWITT Annual Gathering</p>	<p>Regina, SK Mar 23, 2013</p> <p>SaskWITT</p>	<p>14 girls/young women ages 7 to 18 from various SK locations</p>	<p>I was the Facilitator/Planner for an afternoon program as I had been for the past 20 years. We conducted tasks at 7 different tool stations. The objectives were two-fold: activities were designed to introduce the girls to trades skills under the guidance of tradeswomen (ie. Role models); and the tradeswomen were in training as role models and instructors.</p>

4. CONFERENCES, ROUNDTABLES and SUMMITS

CONFERENCES, ROUNDTABLES and SUMMITS

*Indicates stand-alone items; others are in binder

**indicates further information is housed in another location

Name and Host	Location /Date	My Role (representing)	Overview of Event
<p>*TRADES 2000 – APPRENTICESHIP TRAINING FOR THE 21ST CENTURY</p> <p>SK MINISTRY OF EDUCATION</p>	<p>Saskatoon, SK</p> <p>November 7&8, 1988</p>	<p>Conference Steering Committee (Tradeswomen)</p>	<p>A forum for the Sask Apprenticeship community to address 4 areas of apprenticeship training: Quality, Funding, Accessibility/Mobility and Alternative Methods of Training.</p>
<p>BREAKING THE BARRIERS – Equity and Access in Adult Education</p> <p>SIAST/SK Association for Lifelong Learning / Canadian Association for Adult Education</p> <p>**s.a. Presentations and Workshops ‘91 – ‘00</p>	<p>Regina, SK</p> <p>June 17–20, 1992</p>	<p>Co-Presenter (SIAST) with Denise Needham (Women’s Renovation Company)</p>	<p>Fifth annual national conference of Canadian Association of Adult Educators. Workshops were arranged according to 7 themes addressing various issues for inclusion of designated groups. One theme was “Women’s Ways of Learning”.</p>
<p>*IMPLEMENTING EMPLOYMENT EQUITY IN SASKATCHEWAN CROWN CORPORATIONS</p> <p>Saskatchewan Government Crown Corporations</p>	<p>Regina, SK</p> <p>December 9 & 10, 1992</p>	<p>Facilitator (SaskWITT)</p>	<p>Forum for management, union, and designated equity groups to generate some ideas with which to deal with some “sacred cows” around the EE issue. “Why do you feel Employment Equity has not worked over the past several years in Saskatchewan and what do you feel needs to happen to make it work?”</p>
<p>CONFERENCE OF WOMEN IN TRADES AND TECHNOLOGIES: BUILDING UNITY</p> <p>Western WITT Regional Conference</p>	<p>Parksville, BC</p> <p>May 6 – 9, 1993</p>	<p>Facilitator / Presenter (SaskWITT/SIAST)</p> <p>Promoting WITT Careers for Young Women. Presentation on She’s Making Choices Educator’s Kits and Speakers Bureau, GETT Camps, and GETT Alumnae Spend-a-days. (Workshop notes not available)</p>	<p>A conference for women – workers, advocates, educators in TTO/BCW occupations. Objectives: break down isolation, identify individual and common difficulties, share successes, and learn from each other, define key issues for WITT women and begin building action plans to address them.</p>
<p>CHALLENGES AND FUTURE DIRECTIONS FOR EDUCATION AND TRAINING</p> <p>SK Education, Training and Employment Department</p>	<p>Regina, SK</p> <p>Oct 26, 1993</p>	<p>Participant (SK Education Council Board representative)</p>	<p>A roundtable to develop a vision and discuss strategies for education and training and options for improvement. Exploration of challenges related to economic renewal, quality education for all, and working collaboratively with communities.</p>
<p>BUILDING BRIDGES – BUILDING PARTNERSHIPS</p>	<p>Halifax, NS</p>	<p>Co-presented with Susan Risk (SaskWITT)</p>	<p>I have the t-shirt but no notes. This was the first official conference of WITT NN after they received funding</p>

WITT National Network	June 10–14, 1994	Promoting TTO/BCW Careers to Young Girls: I presented information about my career path, why we need to do advocacy and training, history of GETT Camps and spinoffs (Alumnae spend-a-days and IMGETT) and Speaker's Bureau information. (Workshop notes not available.)	from the Industrial Adjustment Service with HRSDC. Women from all provinces and territories attended (as did a handful of men). Susan and I went on behalf of SaskWITT which then became a member organization. We quickly determined that we were one of the best organized provinces in terms of our activities, leading to engaged member participation. Subsequently, we often assisted and advised other provinces in organizing.
**RESPECTING OUR DIVERSITY PRAIRIE WITT (Sask, Manitoba and NWT) Information is housed with SaskWITT Collection SK Archives	Riding Mountain National Park, MB May 20-22, 1995	Provincial Coordinator (SaskWITT)	I moderated the SaskWITT caucus meeting. One of our members, Sharon Murray was hired as a Project Coordinator to mobilize participants, arrange transportation and accommodation, and work with Manitoba reps to design the agenda.
*NATIONAL APPRENTICESHIP CONFERENCE ADAPTING APPRENTICESHIP TO THE CHANGING WORKPLACE Canadian Council of Directors of Apprenticeship (CCDA) / Provincial and Territorial Apprenticeship Board Chairpersons	Ottawa, ON November 24 – 26, 1995	Delegate/Participant (WITT NN) WITT NN submitted 2 papers accepted for distribution to Conference Participants in a compilation document. <i>1. Welcoming Women Into Trades, Technology, Operations and Blue Collar Work: A CHECKLIST OF STRATEGIES</i> <i>2. Initiatives to Encourage Girls into Trades, Technology, Operations and Blue Collar Work</i>	The conference was designed to bring stakeholders together to provide direction as to how apprenticeship should adapt to meet industry's need into the next century. Opening speakers provided some background and a framework to use as a springboard to invite recommendations for distinctive and diverse ideas for a future policy and program direction. I was one of 70 women in attendance. There were 300 men. This was a marked improvement from a 1990 conference where there were 5 women and several hundred men. Still there were no specific topics regarding women's participation. We worked to be heard.
BUILDING AN INTEGRATED NETWORK BC WITT Regional Conference **s.a. Presentations and Workshops (2 DUO-TANGS)	Kamloops, BC January 12 – 14, 1996	I represented WITT NN Sector Council, SaskWITT and SIAST to deliver various workshops, jointly and individually: 1. **Employment Equity for WITT Women 2. Starting a speakers Bureau 3. WITT Exploratory Courses	The conference brought together women working or training in TTO occupations, educators, and trainers. The objective of the gathering was to establish a coordinated action plan for promotion, recruitment, and retention of women in TTO occupations. Activities were designed to build a supportive network of TTO women through inclusiveness, support and sharing of individual stories, and having fun together.

		4. GETT Camps	
CONSTRUCTION TECHNOLOGY FOR WOMEN PROJECT LAUNCH	Ottawa, ON	*Presenter (WITT NN Sector Council)	The launch was attended by approx 70 people including industry and employer representatives, educators, and government reps. The 4 ½ hour session included lunch, project information and background information on Women in the Canadian workforce. It included a hand-on activity based on <i>The Handy Manual</i> (A WITT NN product).
WITT NN *s.a. Presentations and workshops '91 – '00	October 7, 1996		
Education that Works Canadian Vocational Association Regional Conference	Winnipeg, MB October 17-20, 1996		See SaskWITT Collection, Sk Archives, Regina.
GETTING THERE – A WITT VISION	Regina, SK	Conference Chairperson (Executive Director SaskWITT) Presenter 1. WITT Initiatives for the K – 12 system. An overview of WITT Initiatives currently available to the K-12 system in Saskatchewan. (Workshop notes not available) 2. Employment Equity – What's in it for You? A workshop for WITT Women highlighting the benefits of a positive, well-planned Employment Equity process in the workplace. (Workshop notes not available)	This conference was salvaged from a larger plan. SaskWITT, under my watch, undertook to coordinate a National Conference for WITT NN. We had incredible participation from SK stakeholders and were able to involve anyone and everyone that we approached. Sadly, WITT NN did not come through with pan-Canadian participation, despite our efforts to provide templates for other provinces. WITT NN pulled the plug on the conference with very short notice. We went ahead as a provincial initiative and still receive praise for its success! We held a Provincial conference for WITT women – training or working – and labour market partners: educators, counsellors, trainers, employers, unions and government representatives. Additionally, we had a companion conference for young women between the ages of 12 and 18 who showed interest in pursuing TTO occupations. Both groups came together at plenary sessions, mealtimes, and socials.
SaskWITT	Nov 21–23, 1996		
WOMEN'S STUDENT CONFERENCE	Fort Qu'Appelle, SK	Presenter (SIAST) <i>The Good Things about Employment Equity!</i> 1 ½ hour session using excerpts from the WITT NN Employment Equity in Canada manual – A workshop designed for WITT	The 2-day conference was attended by female students from all SIASTs4 provincial campuses. The objective was twofold. It provided a networking forum to reduce isolation for female students in predominantly male programs. Enrollment in these programs was very low. The conference was also designed as an opportunity to recruit more women into those programs. To that end,

SIAST Education Equity Committee	March 14-15, 1997	women. The focus was on illustrating a good employment equity plan; what role women workers can play in its success. benefits of employment equity.	women from the Adult Basic Education programs were invited and provided with relevant career and training information.
ASSESSMENT IN VOCATIONAL AND TECHNICAL EDUCATION Canadian Vocational Association Regional Conference	Regina, SK Oct 16–18, 1997	Prairie Regional Rep to the Board of CVA	This was a “virtual” conference that took place with participants on-line and in-person at four regional sites including Regina, Saskatchewan. Conference information not available
*COMMON CORE CURRICULUM STANDARD WORKSHOPS Canadian Council of Directors of Apprenticeship (CCDA/HRDC)	Montreal, PQ Mar 22 -26, 1999 + various dates and locations including Ottawa and Montreal	With Denise Needham, we shared a position as Women’s Representatives to the pan-Canadian Committee	I participated in updating and revision of the Occupational Analysis Series for the Carpenter Trade. I was representing Saskatchewan on a committee with representatives from every province and territory. We also revised a major question bank for the Interprovincial Carpentry Examinations. We continued on the committee for another round of revisions for the 2001 Occupational Analysis Series
APPRENTICESHIP & CERTIFICATION 2000 AND BEYOND Canadian Council of Directors of Apprenticeship (CCDA) / Canadian Labour Force Development Board (CLFDB) *s.a. Presentations & Workshops '91 – '00	Hotel Fort Garry Winnipeg, MB June 10–12, 1999	Presenter (WITT NN) with: Brenda Daniels–WITTNS Leslee Nicholson - NS Education and Culture Karen Wallace – NS Community College *From Kindergarten Until <i>Certification</i> –Sparking Girls’ and Womens’ Interest in Trade & Technology Careers. This workshop outlines programs developed by WITT NN. (Workshop notes not available)	This conference was jointly sponsored by CCDA and the Apprenticeship Projects Steering Committee of CLFDB. Several hundred people from across Canada participated including representatives from Industry Associations, Unions, Government, Training Institutions, and Sector Councils. The conference focussed on developments in the areas of national standards, expanding apprenticeship in Canada, and making the apprenticeship system work. WITT NN workshop was well attended, and participants were earnest and engaged.
TRANSITION TO WORK FOR THE NEW MILLENIUM Canadian Vocational Association (CVA)	Swift Current, SK	Board Director Presenter **2 workshops for adult Educators	The CVA held their annual conference in Saskatchewan in partnership with Sask Education and the Southwest Youth Transition Partnership. 400 delegates including 50 youth were in attendance. As well, many sessions

**s.a. Presentations and Workshops '91 – '00	Oct 21-24, 1999	**2 for Youth - Career Exploration	were delivered on-line to other sites in Canada. Several strands related to youth transitions were featured.
JOIN US AT THE TOP National Conference on Women in Trades & Technology	Banff, AB	**Moderator **Panelist x 3 **Co-Presenter	This was WITT NN's final conference, and the writing was clearly on the wall at the accompanying AGM. The conference had lofty objectives and was very well attended by both TTO women and stakeholders. It was fantastic, but a last gasp for the organization. At this point, WITT NN was losing traction as a Sector Council and members were split on the value of influencing social change vs. supporting WITT women. As one of the most stable provincial organizations, SaskWITT distanced itself in the final months by denouncing membership yet providing input and direction at the Board table. We were watching money being poured down a drain with few checks and balances in place and were not willing to be liable for poor decisions. The conference was the nail in the coffin, financially. NB. Upon dissolution, SaskWITT was selected as steward for all WITT NN products and services.
WITT NN *s.a. Presentations and Workshops '01-'03 (x5)	Mar 23-26, 2001		
THE LIVED ENVIRONMENTS OF GIRLS AND WOMEN: AN INTERDISCIPLINARY CONFERENCE	Saskatoon, SK	Participant	The conference was an eye opener for most of us who work in narrow avenues of women's emancipation. Several hundred artists, activists, scholars, and other women met to address pressing issues that concern the lives of girls and women. Themes focussed on gendered research contributing to the local and global, social and natural, controlled and controlling environments.
WOMEN'S STUDIES RESEARCH UNIT – University of Saskatchewan	July 4 - 7, 2001		
APPRENTICESHIP IS THE FUTURE	Vancouver	(CAF Board Director) Co-presented on behalf of WITT NN with Brenda Daniels (WITT NN Nova Scotia) and Sue Langton, SPR Associates	The last research conducted by WITT NN was contracted to SPR Associates. We used the report to promote tradeswomen as a viable solution to projected shortages in skilled trades occupations. The workshop was "standing room only" in a very large room. Likely 100 + participants. (I don't have a copy of our Power Point presentation notes. The SPR Highlights Report is included in the
Canadian Apprenticeship Forum Biennial Conference			

	June 2–4, 2002		conference information package.)
*RECOGNIZING LEARNING – BUILDING CAPACITY IN A KNOWLEDGE ECONOMY	Winnipeg, MB	Participant (WITT NN representative to the National Women’s Reference Group on Canadian Labour Force Development Board)	Fifth International Forum on Prior Learning Assessment and Qualification Recognition. My primary role was to participate in a discussion session in the women’s Caucus on PLAR progress to date and define areas of improvement for women. We uncovered strategies to ensure that the reality of women’s circumstances and voices would be heard. At this conference, I first met representatives from Canadian Coalition of Women in Engineering, Science and Technology. This formed the foundation for a relationship whereby I took on an advisory role for several months. Subsequently CCWEST voted to include tradeswomen and add another T to their name.
Canadian Association for Prior Learning Assessment - CAPLA	October 19 – 22, 2003		
*WOMEN IN SETT – BUILDING COMMUNITIES	Vancouver, BC Jan 29, 2004	Trades Advisor to CCWESTT In the fall of 2003, CCWEST undertook a series of roundtable consultations across the country to meet with women in SETT, training institutions, industry associations and government representatives. The forums were designed to identify common issues and led to the formation of the WinSETT centre. I was asked to act as 1 of 5 advisors to the project.	2 roundtables were held in the fall of 2003 – Eastern and Central. I was not yet associated with the project. Western/Northern Canada Regional Consultation, this was the first roundtable I attended – in my capacity as Trades Advisor. Women in SETT: Human Resources to Build Canada’s Economy – National Forum Leaders’ Breakfast – Human Resources to Build Canada’s Economy. Spotlight on Canada - 4 th Senior Women in Science, Technology & Trades Roundtable.
Canadian Coalition of Women in Engineering, Science and Technology (CCWEST)	Ottawa, ON Apr 6, 2004		
N.B. As of the June, 2004 AGM, “Trades” was adopted by the organization becoming CCWESTT	Ottawa, ON Apr 7, 2004		
	Ottawa, ON Nov 4, 2004		
PRAIRIE SCHOOL FOR UNION WOMEN	Fort Qu’Appelle, SK	Participant	An intensive four days of learning and sharing in a supportive environment. The goals of the school are to develop women’s personal and leadership skills and to build solidarity among women workers. Ultimately, I was asked to facilitate workshops for future conferences and developed and delivered two-
SK Government Employees Union - SGEU			
**s.a. Presentations and			

workshops:stand-alone binder	Mar 14-18, 2004		in 2005 and in 2007.
APPRENTICESHIP SUMMIT – BUILDING ON COMMITMENTS	Halifax, NS	(CAF) Board Director Facilitator for a workshop. I have no info re co-facilitator.	Using feedback from the 2002 conference, the committee organized an interactive conference to discuss strategic directions, build consensus amongst stakeholders and build commitments for actions to support the Canadian apprenticeship system. I can't locate any resources for this conference but am certain that I presented a workshop based on results from one of the Board committees: <i>Assessing and Completing Apprenticeship Training in Canada – Perception of Barriers</i> . Of course, I focused on Barriers expressed by women as presented in the document. I delivered a similar workshop the following week at a CCWESTT conference. A copy of this workshop is included in the workshop binder 2004 – 2007.
Canadian Apprenticeship Forum – CAF Biennial Conference s.a .Presentations and Workshops '04-'07	June 6-8, 2004		
LET'S GET GROWING	St. Catherine's, ON	WinSETT Consultant Facilitator (CAF)	I have no print information available on this conference. I delivered a workshop on behalf of CAF: <i>Assessing and Completing Apprenticeship Training in Canada – Perception of Barriers for Women</i> .
CCWESTT BIENNIAL CONFERENCE s.a .Presentations '04-'07	June 10 – 13, 2004		
SHE WORKS: WOMEN IN TRADES AND TECHNOLOGY CONFERENCE	Edmonton, AB	Moderator/presenter / Panelist (CAF Board)	This conference was held for Tradeswomen in Edmonton who were affiliated with Women Building Futures and their supporters. Participants were women who were training or working in TTO occupations, primarily in the Construction Sector.
Women Building Futures	Nov 26-27, 2004		
SASKATCHEWAN CENTENNIAL SUMMIT – A New Century of Opportunity	Saskatoon, SK	Participant (SaskWITT)	Representatives from 400 business, community and youth leaders from Saskatchewan met to explore our future challenges and opportunities. Presentations were on key economic sectors, labor market and post-secondary education challenges and youth entrepreneurship. Discussion groups brainstormed on future topics recommending actions for future collaborative efforts.
Premier of Saskatchewan	Jan 23-26, 2005		
SASKATCHEWAN WOMEN'S FORUM	Regina, SK	Participant (SaskWITT)	This 3 rd Annual forum was held to review progress on the <i>Action Plan for Saskatchewan Women</i> developed in

Minister Deb Higgins – Status of Women Office	April 6, 2005		2003. Representatives from 45 women’s groups and groups that serve women participated. A copy of the progress report is attached.
APPRENTICESHIP – A WINNING FORMULA CANADIAN APPRENTICESHIP FORUM, Biennial Conference **s.a. Presentations and Workshops ’04-’07	Montreal, PQ June 4-6, 2006	CAF Board Director Co-presenter: Susan King on behalf of WinSETT	CAF held another conference to build on the success of the past two held in 2002 and 2004. The objectives were to discuss strategic directions for apprenticeship in Canada, network with others in the apprenticeship community, recognize leaders and stakeholders in apprenticeship training and gather insight from speakers and delegates on initiatives of interest in the apprenticeship community.
*PRODUCING INFLUENTIAL LEADERS CCWESTT – 11 TH National Conference for the Advancement of Women in Engineering, Science, Trades and Technology *s.a. Presentations & Workshops ’04-’07	Calgary, AB June 22-25, 2006	Trades consultant for WinSETT/CCWESTT SIAST WITT Facilitator	With Calgary being near Saskatchewan, I worked hard to encourage SIAST to play a major role at this pan-Canadian conference. Ultimately SIAST became a Silver sponsor and afforded me the time to coordinate a stream of workshops focusing on trades and apprenticeship. This was a first for CCWESTT and was very successful. SIAST sponsored a handful of students – 2 from each of 4 campuses: one from a trades program and one a technology program. I was able to find sponsorship and coordinated participation of several TTO women from SK. Almost every Saskatchewan woman was involved in a presentation role! I worked also with women from across Canada and ensured that Aboriginal issues and initiatives were well-represented. The conference itself was a huge success. Prior to the conference, there was a one-day strategic planning session organized by WinSETT, with attendance limited by invitation to women in leadership positions from across the country, myself included.
*SISTERS BUILDING THE FUTURE – WOMEN IN TRADES & NON-TRADITIONAL JOBS CONFERENCE	North York, ON	Invited by OFL as a women’s rep from CAF and CCWESTT. Primarily a participant, I addressed a plenary session to introduce myself and my role	Conference Goals were to: - celebrate the accomplishments of women in trades and non-traditional work. - identify barriers to recruitment and retention of women in non-traditional sectors and develop

<p>Ontario Federation of Labour, Building & Construction Trades Council of Ontario, Toronto & York Region Labour Council</p>	<p>March 2 & 3, 2007</p>	<p>as WITT representative on the CAF Board and my affiliation with WinSETT projects. I invited people to contact me for further information.</p>	<p>solutions. - build support and solidarity networks. - retain and increase representation of women in trades and no-traditional jobs; and - encourage women's participation in their unions.</p>
<p>TRADESWOMEN: A WINNING TICKET – A conference to celebrate BC/Yukon women in trades</p> <p>Women's Studies Department, Simon Fraser University (SFU) **s.a. Presentations and Workshops '04 – '07</p>	<p>Vancouver, BC</p> <p>April 20-22, 2007</p>	<p>Participant (SIAST/SaskWITT)</p> <p>Keynote Speaker</p> <p>Co-presented with Judy Kujundzic</p>	<p>This conference was really an anomaly since it focused on trades yet was organized by an academic Institution. Thanks to Kate Braid, a carpenter and, at the time, the Ruth Wynn Woodward Chair in Women's Studies at SFU. Co-sponsor of the conference was BCIT in conjunction with the Trades Discovery for Women Program led by Tamara Pongracz. The conference was designed as a retention measure for tradeswomen who would have a supportive opportunity to network, build continuing relationships and conceivably, work to lobby government and industry to encourage more women into construction trades primarily. I was involved in 4 distinct aspects: - a short presentation from CCWESTT at a Researcher's Breakfast with a handful of other research organizations. - a Roundtable and Focus Group focusing on best practices and diversity in the construction/ trades sector and hosted by Women in Leadership Foundation. - a keynote speech in a plenary session: <i>Start-up, Care and Maintenance of your Local WITT Group.</i> - co-facilitator of a workshop with Judy Kujundzic from Victoria. <i>Claiming Our Territory</i> involves small groups of women designing an ideal workplace for women in an Industrial setting.</p>
<p>ROOMS OF THEIR OWN: WOMEN IN THE KNOWLEDGE ECONOMY AND SOCIETY</p>	<p>Edmonton, AB</p>	<p>Panel member (CCWESTT) Moderated by Hiromi Matsui with Eleni Stroulia, Karen Muggeridge, Margaret Ann</p>	<p>I attended this multi-disciplinary conference as part of a contingent from CCWESTT. I do not have a sense of outcomes or actually can't even describe the objectives of the conference. While I did attend a few events, I</p>

University of Alberta	May 3 & 4, 2007	Armour	think I likely only attended on the day I presented. We shared the lead with a representative of Women Building Futures in Edmonton. Our presentation was titled: <i>The Advancement of Women in Science, Engineering, Trades and Technology</i> . Each panel member addressed systemic issues behind shortages of critical skills in her own discipline. Of course, I addressed trades sectors, focusing on Construction.
BUILDING ON SUCCESS CCWESTT Biennial Conference University of Guelph **s.a. Presentations and Workshops '08-'09	Guelph, ON May 29 – 31, 2008	Co-presented a workshop: <i>Welcoming Women into Trades & Technology Workplaces</i> with Carolyn Emerson and Susan Hollett (WinSETT) Moderator: Making Change – Women in Trades and Technology	A Biennial conference that brings together stakeholders” members or CCWESTT organizations, regional NSERC Chairs for Women in Science and Engineering, researchers, educator, and students. The purpose of the conference was to assess progress in terms of the participation of women in SETT occupations. The conference added another layer to the usual format and held a Daughter’s Program with both indoor and outdoor activities. This was organized with the help of the Canadian Association for Girls in Science (CAGIS), a member organization of CCWESTT.
APPRENTICESHIP – OUR COMPETITIVE ADVANTAGE CAF Biennial Conference Canadian Apprenticeship Forum **s.a. Presentations and Workshops '08-'09	Victoria, BC June 8 – 10, 2008	Moderator Co-presenter: Carolyn Emerson - WinSETT	This conference brought together stakeholders in the pan-Canadian Apprenticeship community to share leading-edge information and to network. For the first time, women were singled out in a plenary session for all delegates. I was the moderator for the lunchtime session on <i>Women in Trades</i> where two prominent women from the West each spoke about their programs and policies for increasing and supporting women’s participation in construction trades. As well, I co-presented a standing room-only workshop where delegates stood in the hallway and listened for the full presentation! This was a far cry from the first apprenticeship conference in 1990 where 5 women were in attendance and encouraged to listen and not speak.

ACTION PLAN FOR SASK WOMEN	Regina, SK	Participant (with Shannon McIvor – SaskWITT)	The purpose of this regional consultation symposium was to provide rolling input into a framework to advance gender equality and the status of women. This was one of a series of similar events I attended to contribute ideas to the Government's <i>Action Plan for Saskatchewan Women</i> .
Sask Status of Women Office	May 5, 2009		
SASKATCHEWAN CONSTRUCTION LABOUR MARKET SYMPOSIUM	Regina, SK	Participant Local Committee Member	The objective of this symposium was to reflect on the <i>Saskatchewan Construction Looking Forward 2009 – 2017</i> forecast scenario in order to map out a provincial response to the Saskatchewan construction industry's skilled labor force needs. Approximately 50 people were in attendance.
Construction Sector Council	June 11, 2009		
WOMEN IN CONSTRUCTION: A LEADERSHIP CHALLENGE	Ottawa, ON	Participant (SIAST)	This symposium included 50 representatives from construction, tradeswomen, women's' groups and government focusing on outlining the roles that can be played by leadership, supervisors, workers and women to successfully engage women in the construction industry. Two reports resulted: 1. Women in Construction – Women's Symposium Report (attached) 2. Women in Construction – Engagement Strategy (attached)
Construction Sector Council	March 4, 2010		
LEADING THE WAY 2010 EMPOWERING WOMEN, BUILDING COMMUNITIES	Winnipeg, MB	Session Chair for 2 workshops (WinSETT)	This was the 13 th conference of CCWESTT. It was an opportunity to formally launch the WinSETT Centre located at U of A in Edmonton, after years of operating virtually. As the Trades Consultant for the WinSETT working group, I did not present a workshop but was the Chair for 2 of the sessions: 1. History of Women in SETT – Anissa Agah St. Pierre (U of Victoria), Gloria Montano (Memorial University of Newfoundland), and Monique Frize (Carleton University and UOttawa). 2. Living Green – Leaving a Small Footprint – Heather Bishop
CCWESTT Biennial Conference	May 13-16, 2010		
APPRENTICESHIP: THE	St. John's Nfld &	Co –presented 2 workshops	Another Biennial conference providing an opportunity

<p>FRAMEWORK FOR CANADA'S RENEWABLE RESOURCE</p> <p>Canadian Apprenticeship Forum Biennial Conference **s.a. Presentations and Workshops '10 – '13</p>	<p>Labrador</p> <p>June 6–8, 2010</p>	<p>on behalf of WinSETT Centre</p>	<p>for apprenticeship stakeholders to gather, network and discuss future focus and direction.</p> <p>Opening speakers addressed issues of: Changing Cultural and Social Perceptions of Careers in the Skilled Trades and Technologies; Questions about the Value of Work in today's world; and Shaping the Future of Apprenticeship in Canada.</p>
<p>*SISTERS IN THE BROTHERHOOD</p> <p>The 3rd International UBC Women's Conference 2010</p>	<p>Las Vegas, USA</p> <p>Jun 17-20, 2010</p>	<p>Delegate from United Brotherhood of Carpenters and Joiners of America local 2038 - Saskatchewan</p>	<p>My local Carpenter's Union sponsored 4 of us (members) to attend the 3rd Women's Conference at the International Training Centre in Las Vegas. 400 tradeswomen from across North America were in attendance. We participated in various workshops and plenary sessions designed to provide us with history of the Brotherhood, the importance of participating in various positions within our local union, and congratulating the first generation of retiring union tradeswomen.</p>
<p>BRIDGE THE GAP WITH WOMEN IN SKILLED TRADES & TECHNOLOGIES: SASKATCHEWAN'S SUMMIT</p> <p>SATCC / SaskWITT and a small working committee **s.a. Presentations and Workshops '10 – '13</p>	<p>Saskatoon, SK</p> <p>May 6, 2011</p>	<p>Key organizer – sponsored by WinSETT Centre for this project Keynote speaker</p>	<p>82 attendees representing 14 WITT women, 4 industry associations, 21 individual companies, 4 labour unions, 2 sector councils, 27 government ministries and crowns – federal and provincial, 2 sector councils and a tribal council. 2 Provincial Ministers introduced the summit as a unique opportunity to bring together decision-makers from Saskatchewan business, industry, and government to agree on a plan to overcome the impediments to recruiting and retaining more women in skilled trades and technologies.</p>
<p>INSPIRING A SEA CHANGE 14TH BIENNIAL CCWESTT CONFERENCE</p>	<p>Halifax, NS</p>	<p>Co-presented a Cracker Barrel Session on <i>Diversity in the Workplace</i> as well as interactive session on <i>Checklist of Strategies Workshops</i>.</p>	<p>The 14th Biennial CCWESTT conference was preceded by a large Policy Forum designed to bring together stakeholders to positively influence policies, programs and practices the SETT community. It was supported by the federal/provincial/territorial Status of Women Forum. Personally, I was disappointed on two fronts: - while almost all provincial Status of Women reps were in attendance, the federal Minister – Rona Ambrose –</p>

<p>Canadian Coalition of Women in Engineering, Science, Trades & Technology **s.a. Checklist of Strategies Oct '07 – Jun '12 (PROGRAMS) **s.a. Presentations and Workshops 2010-13</p>	<p>May 3-5, 2012</p>		<p>was in the building but did not attend our forum! - this seemed like a once-in-a-lifetime opportunity to harness leaders in industry, government, unions, and the academic community and go forth with a united front and a plan to make bold changes. Evaluations were positive, but nothing bold happened. We spent way too much effort starting at the beginning by telling the same stories we have been telling since the mid-70's. Leaders did not, or ought not to need to start from square 1 again. The discussions could have been more sophisticated and strategic! The conference itself was high energy and well-organized with good engagement of participants.</p>
<p>APPRENTICESHIP: STRATEGIES FOR SUCCESS - Diversity – Innovation – Engagement CANADIAN APPRENTICESHIP FORUM, Biennial Conference **s.a. Checklist of Strategies Oct '07 – June '12 (PROGRAMS) **s.a. Presentations and Workshops 2010-'13</p>	<p>Regina, SK June 3-5, 2012</p>	<p>**Co-Facilitated a Workshop for WinSETT Organized a panel (SaskWITT) on Women's Apprenticeship</p>	<p>I did not attend this conference when the time came, since I had a death in my family. It was in Regina, where I live so I was able to fulfill my presentation duties. As well as a 3-hour Checklist of Strategies Workshop, I had organized a panel of 5 local tradeswomen that was very successful. It was a Keynote session held during the lunch hour plenary session and all delegates were in attendance. No conference agenda or workshop notes available</p>
<p>SISTERS IN THE BROTHERHOOD CONFERENCE – MOVING FORWARD Prairie Arctic Regional Council</p>	<p>Saskatoon, SK Mar 8-9, 2013</p>	<p>Guest Speaker (Union member)</p>	<p>This inaugural conference was held in Saskatoon for women carpenters and millwrights from Saskatchewan, Manitoba, Alberta and Atlantic Canada. As a long-standing member of the Carpenter's Union (25 years), I spoke about my experiences as the only woman on jobsites and the only woman in the union for several years. Denise Needham also spoke, and we discussed our experiences developing a program and teaching two level 1 carpentry classes for the Union to women in the early 90's in Regina. No workshop notes available</p>

5. BRIEFS, ARTICLES, and OPINION PIECES

BRIEFS, ARTICLES AND OPINION PIECES

TITLE /TYPE	AUDIENCE & DATE	SUMMARY DESCRIPTION
<p><i>SaskWITT: a routine series of articles for newsletters</i></p> <p>NEWSLETTER ARTICLES *Copies of all SaskWITT newsletters are housed in the Provincial Archives in Regina, SK.</p>	<p>SaskWITT (Saskatchewan Women in Trades and Technology), Regina, SK</p> <p>The membership constantly hovered around 100 women provincially.</p> <p>1990 - 2012</p>	<p>Since 1990, SaskWITT published an average of 3 newsletters per year to keep in constant communication with members. For 5 years there was no fee – we were a loose affiliation of women who wanted to be connected for support. In 1995, we began charging a \$10 fee, basically to cover postage. In 1996, we incorporated.</p> <p>I wrote articles in each newsletter. Some articles outlined the structure and activities of the organization, and summarized projects that we delivered. I wore different hats but kept writing -initially as a member, then Provincial Coordinator and finally as Executive Director. I also wrote articles on SIAST WITT programs and activities, my personal pursuits, ie. building my house or travelling to the Arctic or Africa.</p>
<p><i>Brief for SIAST review of the structure, administration and delivery of education and training programs at the Institute.</i></p> <p>BRIEF</p>	<p>Saskatchewan Institute of Applied Science and Technology</p> <p>May 20, 1992</p>	<p>Written with Denise Needham, on behalf of SaskWITT-Regina, we highlighted women’s recruitment as the biggest factor in low enrollment of women in trades and technology courses. We promoted women-only pre-employment courses and the hiring of women instructors, inviting SIAST to look to their own graduates as a candidate pool.</p>
<p><i>Suggestions for Combatting Sex-role Stereotyping in Career Selection</i></p> <p>UNIVERSITY PAPER</p>	<p>Prof. Jack Mitchell -Requirement for Education in Vocational Training EVT 430</p> <p>November, 1992</p>	<p>This paper introduces the concept of socialization and stereotyping in career selection using several popular reports and studies on occupational integration of women. Furthermore, it provides solutions for change through three realms, elementary schools, high schools and post-secondary education of counsellors and educators.</p>
<p><i>Recommendations for Education and Training Requirements for Girls and Women in Trades and</i></p>	<p>A presentation to Saskatchewan Education, Training and Employment</p>	<p>I wrote this brief on behalf of SaskWITT-Regina. SaskWITT proceeded to use excerpts extensively during the 90’s to advance WITT Exploratory programs in Saskatchewan. I collected data</p>

Technology		from evaluations of various programs that SaskWITT delivered, as well as from personal input provided by SaskWITT members in focus group sessions and a survey. The brief itemizes gender-friendly strategies for use in specific categories: elementary, secondary, post-secondary. Rationale is provided for each recommendation. A few articles are included in the appendix – including a paper I wrote for a 4 th year education class: <i>Suggestions for Overcoming Stereotyping in Career Selection.</i>
BRIEF	October 26, 1993	
SIAST Wascana Institute Education Equity Program Review / Needs Assessment	Wascana Institute Education Equity Services	This is a comprehensive report on findings from a review committee established in October 1993 to assess issues and current actions, and recommendations for future actions on all aspects of the Education Equity program. As a part-time WITT Facilitator, I wrote the section on women in predominantly male programs. The report contains 40 recommendations in various categories including: Recruitment, Admissions, Retention, Student Follow-up, Staff and Student Development. The Appendices included a copy of the National Generic Standards and Program Development Guidelines for WITT Courses developed collaboratively by technical training experts from eight provinces, including myself.
OPERATIONS REPORT	May, 1994	
Women in Trades, Why women are still having a tough time working as equals on some job sites	Briarpatch magazine, Volume 25, Number 2, Regina, SK. pp 5-6.	I wrote this article in my capacity as training coordinator for SaskWITT. I outlined the low participation of women in construction trades and the revolving door for many who do try to enter. I emphasized the common refrain that the poor attitudes of men towards women in the work environment are driving them away. I promoted Employment Equity measures and praised the efforts of women who are moving into policymaking and supervisory positions as important change agents.
MAGAZINE ARTICLE	March, 1996	
Encouraging Women into Technologies – High School Project	Communicator – an Equity Publication from SIAST students, staff and friends, Palliser Institute, Moose Jaw, SK.	This article announces an upcoming three-year pilot program, Construction Technology for Women, set to begin in January of 1997 at Greenall School in Balgonie, SK. The National program, for grades 11 and 12 girls, is described in detail and I also explain SIAST involvement in the program delivery.
NEWSLETTER ARTICLE *s.a. PROJECTS/PROGRAMS	December, 1996	

<p><i>Apprenticeship Renewal – Response to the Draft Human Resource Development Strategy Framework Document</i></p> <p>STRATEGY BRIEF</p>	<p>Presented by SaskWITT to the Provincial Apprenticeship Board</p> <p>June 1998</p>	<p>In response to the Provincial Apprenticeship Board (PAB) initiative to develop a human resource development policy for the new model of apprenticeship administration, SaskWITT designed and carried out a research survey of industry and tradeswomen participants. I organized the initiative as Executive Director of SaskWITT and was intimately involved with putting forth the 34 recommendations for inclusion in the model that will ensure that equity principles, specifically as they relate to women were incorporated into the apprenticeship system. I wore another hat at the time – I was on the transition team as a Director of the Provincial Apprenticeship Board.</p>
<p><i>Good Work</i></p> <p>NEWSLETTER ARTICLE</p>	<p>Making Waves, Canada’s Community Economic Development Magazine, Volume 10, No. 4,</p> <p>Winter 1999</p>	<p>I wrote this article with Denise Needham while we were running the Women’s Work Training Program and stewards of the Regina Women’s Construction Cooperative. We describe the Co-op and follow the progress of its members since they began their carpentry careers. We discuss the funding model and evolution of various policies and procedures within the Co-op.</p>
<p><i>SaskWITT – WITT Training in Southern Saskatchewan</i></p> <p>NEWSLETTER ARTICLE</p>	<p>Network of Saskatchewan Women newsletter, Saskatchewan Action Committee, Status of Women, Volume 13, Number 3,</p> <p>May 2000</p>	<p>This article was written as a follow up to a presentation I made for SaskWITT at the annual forum of SAC held in Regina on May 9 and 10, 2000. The article overviews various supports provided to our members and examples of our advocacy initiatives for education and training. I used scenarios to explain gender stereotyping in career selection and the need for the advocacy work. I emphasized many successes of the Women’s Work Training Program and the Regina Women’s Construction Cooperative.</p>
<p><i>Women in Trades and Technology</i></p> <p>NEWSLETTER ARTICLE</p>	<p>Over the Fence - A publication of the National Women’s Reference Group on Labour Market Issues, Volume 5, No. 2, P.2</p> <p>Spring 2003</p>	<p>This article provides an overview of a study commissioned by WITTNN that was completed in January 2003. The research examined the growing need for skilled trades and technical workers with a specific focus on women’s ability to fill the need. Research drew on participation from sector councils, employers and unions, women’s groups and women employed in TTO from across Canada.</p>
<p><i>Recommendations for Systemic Changes in Programming for</i></p>	<p>SIAS SaskWITT</p>	<p>On May 2, 2003, I organized focus group discussions with 49 young women from grade 11 and 12 who were attending a young</p>

<p><i>Young Women into Skilled Trades</i></p> <p>BRIEF</p>	<p>Skills Canada Saskatchewan</p> <p>June, 2003</p>	<p>women's conference in Regina—Skills Work! I wrote this paper consolidating data from small group discussions. It includes 7 recommendations for future partnership initiatives among the partners. The conference was facilitated by tradeswomen who attended a one-hour facilitator orientation session immediately prior to the session. The tradeswomen spent the entire day with the young women, guiding them through several activities. The conference coincided with the annual Skills Canada Sask Competition, allowing girls to view activities and tools of several trades under the guidance of role models.</p>
<p><i>Intro to PLAR— Prior Learning Assessment and Recognition - and Portfolio Development</i></p> <p>NEWSLETTER ARTICLE</p>	<p>Over the Fence - A publication of the National Women's Reference Group on Labour Market Issues, Volume 5, No. 1, P 2 Spring, 2001</p>	<p>In the fall of 2003, I attended a PLAR conference in Winnipeg along with 5 other members of the National Women's Reference Group. I attended an introductory workshop to learn the basic principles and practices for PLAR presented by Sandra Aarts, on behalf of CAPLA. This article summarizes the workshop.</p>
<p><i>Trades Jobs are for Boys Girls! Exposing the best kept secret in the labour market</i></p> <p>MAGAZINE / JOURNAL ARTICLE</p>	<p>Briarpatch magazine, Volume 34, Number 2, March-April 2005, Regina, SK (pages 18 – 20) Reprinted: Skilled Trades—A Career You Can Build On; feature article in on-line journal promoting apprenticeship system in Canada, Skills Canada / Canadian Apprenticeship Forum Feb 24, 2009</p>	<p>This article highlights the joy that tradeswomen feel when they get their first paying trades job and discusses the social pressures they feel because they have made that choice. It includes some current statistics on women's participation in predominantly male trades and introduces some of the programs (GETT Camps) and supports that are assisting in the women's transition.</p>
<p><i>SaskWITT Member Update</i></p> <p>NEWSLETTER ARTICLE</p>	<p>CCWESTT News FROM COAST TO COAST, June 2006</p> <p>Presented at CCWESTT AGM June 2006</p>	<p>I wrote an annual article for a few years for CCWESTT AGMs. The report summarizes the activities of SaskWITT, including partnership activities with SIAST WITT Programs. SaskWITT members were typically the role model/instructor pool for the institute. This article also mentions partnership programs with the YWCA and highlights members who represent us on various boards and committees across Canada.</p>
<p><i>Success in Trades and Technology: Welcoming Women into Trades and Technology</i></p>	<p>Submitted to 12th CCWESTT Conference</p>	<p>I worked as a Trades Consultant for WinSETT with Carolyn Emerson and Susan Hollett. We delivered a workshop at the CCWESTT Conference in Guelph and submitted this paper prior to</p>

<p><i>Workplaces–A Checklist of Strategies and Employers Workshops</i></p> <p>BRIEFING PAPER</p>	<p>May 29 – 31, 2008, Guelph, ON.</p>	<p>the presentation, using the same title.</p> <p>The presentation outline and overheads are included in the Workshop and Presentation binder.</p>
<p><i>Sisters in the Brotherhood</i></p> <p>NEWSLETTER ARTICLE</p>	<p>Written and submitted on behalf of myself, Nancy Onderwater, Shannon McIvor and Melanie Gates. Saskatchewan Regional Council of Carpenters, Drywall, Millwrights and Allied Workers Newsletter,</p> <p>Winter 2010, pp 17 – 18.</p>	<p>This article describes a conference that I attended with 3 other union sisters, 2 carpenters and a millwright from the Saskatchewan Regional Council of Carpenters, Drywall, Millwrights and Allied Workers. In it, I thank the council for our sponsorship and pledge to encourage other women to join the union. I go on to describe the events and speakers at the 400-member conference in Las Vegas at the International Training Centre from June 17 – 20, 2010. I wind up the article with a reference to a meeting with the Canadian District delegates and plans for future consideration.</p>
<p><i>Actions to Balance Supply and Demand: The Women in Trades Dialogue at the 2010 Canadian Apprenticeship Forum Conference</i></p> <p>ONLINE JOURNAL ARTICLE s.a. Conferences</p>	<p>Canadian Apprenticeship Journal, 3:1-7, http://journals.sfu.ca/caj/index.php/caj-ica/article/view/43/76.</p> <p>Written in partnership with Carolyn J. Emerson, Project Coordinator for Canadian Centre for Women in Science, Engineering, Trades and Technology. I was the Women in Trades Consultant to CCWESTT.</p> <p>October 2010</p>	<p>Over 200 stakeholders participated in a 2-hour Women in Trades Dialogue, bringing together the players from the both the supply and demand sides of the equation. The first hour included 5 separate presentations delivered concurrently in three 20-minute information sessions repeated in a cracker barrel style. Each delegate attended 3 sessions gaining information about WIT programs and practices, supply and demand variables, and workplace programs. (Carolyn and I presented one of these sessions.) The second hour of the Dialogue was facilitated to gather recommendations from small groups for actions that can be implemented to increase women's participation in predominantly male trades. The paper summarizes the content of the presentations and establishes 5 common themes from a list of 250 actions.</p>
<p><i>Saskatchewan Women in Trades & Technology (SaskWITT) – Partnering for Change</i></p>	<p>Canadian Apprenticeship Journal</p>	<p>The basis of this article was a modified Venn diagram that I developed to outline two decades of partnership initiatives with SaskWITT. In the diagram, I illustrated 15 programs and several products and provided a short descriptor for key elements of each. I also provided timelines for the programs. I then listed all</p>

ONLINE JOURNAL ARTICLE	Fall, 2011(OR was it February 13, 2012?)	of the partners and affiliates throughout the history of the programs. The article explains the evolution of the programs and partnerships and invites allies to join us on our path for change.
<i>The Courage to Speak Out</i>	Our Times; Canada's Independent Labour Magazine, Vol. 33 No. 2, p 42-43.	I reviewed a book for a labour magazine on request. The book is by Kate Braid "JOURNEYWOMAN: SWINGING A HAMMER IN A MAN'S WORLD". Kate wrote of her experiences while working construction and provided insight into workplace practices and behaviors that are familiar to women who work in construction. Her strength, persistence, and leadership qualities shine through and provide a guiding hand for other tradeswomen, me included.
BOOKREVIEWfor aMAGAZINE	Summer 2014	

6. PRODUCTS

PRODUCTS

TITLE / AUDIENCE / DATE	OWNERSHIP	DESCRIPTION
SHE'S GOT HER TICKET (Grades 7 & 8 students) VIDEO / DVD 1991	SaskWITT / Live Wire Film & Video 8 minutes	I worked with Susan Risk of Live Wire on this production. We interviewed three women about their experiences and rewards of their occupations – machinist, landscaper, and a technologist. We interspersed the interviews with footage of them, and several other women, at work. This video was used in hundreds of classrooms and GETT Camps over the next few years, including with the first SaskWITT Speakers Bureau workshops. The soundtrack won an award at the Yorkton film festival in 1991 for its clever use of tools used as instruments.
SHE'S MAKING CHOICES – Invites young adolescent girls to investigate distinct new career choices. (Grades 7 – 9 students) - 3 flap FOLDER - POSTER - VIDEO / DVD She's Making Choices - VIDEO 1993	SaskWITT SaskWITT / Live Wire Film & Video 15 MINUTES	With the success of the Speakers Bureau in 1991, I coordinated and developed an educator's kit for SaskWITT. The kit includes 8 colour-coded lesson plans and handout masters to facilitate class or group participation, a poster, and a copy of the video - She's Making Choices. The lesson plans were vetted and aligned to subjects in the Saskatchewan curriculum at the time. They mixed aspects of socialization and stereotyping in career selection and gender-neutral math, science, and mechanical topics. The Education Department mailed copies to every Saskatchewan school that had grade 7, 8 or 9 classrooms. We produced a French version and distributed the package across Canada. The video invites young adolescent girls to investigate and engage in many different activities so that they have a diversity of options when making future career choices. It features a girl on her farm, two girls interested in science and technology and another who is fascinated by carpentry. Active girls are shown participating in sports, science labs, business using computers and performing trades tasks in GETT Camps. It was produced by Susan Risk of Live Wire Video Productions, also a member of SaskWITT. I assisted with production tasks, including scripting and selection of the girls.
SPEAKIT KIT – <i>How to form your own Speakers Bureau</i> *s.a. YOUTH PROJECTS 1994	WITT NN funded this SaskWITT venture	Using the SaskWITT Speakers Bureau project as a foundation, the Speak-It-Kit provides background and history, a timeline for organizing, outlines and information for 2 speaker's training sessions, and templates for 2 different workshops. I hired an unemployed SaskWITT member and mentored her to organize and write this document. Another SaskWITT member, an Industrial Designer organized it with us.

<p>CHOOSING THE BEAT OF HER OWN DRUM – Video and Educator’s package (Grades 7 – 9 students)</p> <p>*s.a. YOUTH PROJECTS – IMGETT Camps</p> <p>VIDEO / DVD (Ages 10 – Adult)</p> <p>1998</p>	<p>IMGETT Committee, SIAST Education Equity Committee, SaskWITT and SIAST WITT</p> <p>SaskWITT / Live Wire Film & Video</p> <p>15 MINUTES</p>	<p>In 1994, I was asked by a group of dynamic First Nations and Métis women from Regina to work as an advisor to a newly formed Indian Métis Girls Exploring Trades & Technology (IMGETT) Committee. These women, who represented the private and public sectors, and educational institutions, had followed our progress working with middle years girls and wanted to adapt our SaskWITT/SIAST WITT models to their communities.</p> <p>In 1998, the IMGETT Committee oversaw development of an Educator’s Package that included elements common to “She’s Making Choices”: 7 Lesson Plans, a poster and a video entitled “Choosing the Beat of Her Own Drum”. IMGETT Camps used several of the Lesson Plans in their classroom sessions. Sask Education paid for postage to send the Educators Kits to all Saskatchewan schools with grades 7–9 classes.</p> <p>The video was produced by Live Wire Video Productions, and I assisted with some of the logistics, including finding apprentice crew members for the shoots. <i>Choosing the Beat of Her Own Drum features four Indian and Métis women who are pursuing careers in trades, technology, operations, and science. Each woman gives advice to young women and speaks with enthusiasm for her work, pride in her independence and commitment to family and community. Two Elders also offer their advice for young women and express their admiration for women who help their families and communities through their careers.</i></p>
<p>CARE AND MAINTENANCE OF YOUR LOCAL WITT GROUP – OPERATOR’S MANUAL</p> <p>1999</p>	<p>WITT NN</p>	<p>SaskWITT produced this manual for WITT NN. Laura Burkhart was the writer, and I was the editor and production coordinator. This manual uses the progression of SaskWITT to outline a path for the formation and support of other WITT Groups in the country. It provides ideas for set-up and maintaining a WITT group and includes examples, templates and a trouble-shooting section providing advice on dealing with issues common to groups. Templates range from sample bylaws, operational framework, How to Run a Basic Home Repair Clinic and Membership forms.</p>
<p>TELLING TRADE SECRETS 10-132-S4-F18 VIDEO & FACILITATOR’S GUIDE</p>	<p>WITT NN</p>	<p>Developed for delivery to employers and employer associations in Canada, this resource was designed to promote a better understanding between men and women in TTO workplaces. Using extensive interviews, the video presents thoughts and opinions of a number of women and men telling their jobsite stories. I travelled</p>

<p>*s.a. SKARCHIVES–SaskWITT Valerie Overend Collection</p> <p>1999?</p>		<p>with Susan Risk, owner of Live Wire Video Productions and SaskWITT member to interview “senior” tradeswomen across the country. A highlight of the guide is a compilation of strategies for working together for change providing concrete suggestions for use by women, men and union/management roles.</p> <p>*Adopted by WITT NN as an accompanying resource for the Employment Retention Consulting Service.</p>
<p>AWORLDOFCHOICES -video and teachers guide (Girls/young women in Malawi and their influencers: parents, teachers, counsellors, chiefs, community workers, employers)</p> <p>*s.a. ADULT PROJECTS 2002-2003</p>	<p>SIAST International Services Filmed on location in Malawi, Africa</p> <p>22 MIN, 30 SEC</p>	<p>From April 29 to May 3, 2002, I travelled with a video crew through parts of Malawi in my role as interviewer for a production “A World of Choices”. The video was part of a larger project funded by CIDA and ACCC with a goal of encouraging broader participation of girls/young women to enter occupations in trades and technology. Back in Canada, I assisted with postproduction through scripting and selection of appropriate footage and I produced a Teacher’s guide for use with the video once it was complete. The video was the first produced in Malawi and played on National television for several years, as many as 10 times per day in the first year.</p>
<p>NOTYOURAVERAGEGIRLS– GIVE SKILLED TRADES A WHIRL</p> <p>POSTER SERIES</p> <p>*s.a. YOUTH PROJECTS 2007</p>	<p>SaskWITT Skills Canada Saskatchewan</p>	<p>In conjunction with a National Skills Canada Young Women’s Conference, I coordinated funding and production of a Poster Series. The original 15 posters were enlarged and set on easels at the Conference and continued to be used at the Skills Work! conference each year in conjunction with the Provincial Skills Canada competitions. 6 of the images were selected by an independent jury (at arm’s length from SaskWITT members) for a Public Poster Series. Posters were sent to all Saskatchewan high schools, thanks again to the Provincial Education Department.</p>
<p>WELCOMING WOMEN INTO SCIENCE, ENGINEERING, TRADES AND TECHNOLOGY WORKPLACES: A CHECKLIST OF STRATEGIES</p> <p>*s.a. Workshops (’07-’12) 2008</p>	<p>Prepared with Carolyn Emerson for WinSETT, ©Canadian Coalition of Women in Engineering, Science, Trades and Technology, ISBN 978-0- 98784609-1-4</p>	<p>The <i>Checklist of Strategies</i> project originated in 2003 to build on the initiatives, knowledge, and expertise of the 27 CCWESTTT member organizations to further the recruitment, retention, advancement and celebration of women in SETT. The objectives of the project were to collect, develop and disseminate the tools and services required by industry, government, educational institution, and unions, to advance the full participation of women in these fields.</p> <p>The template for the WinSETT Checklist of Strategies and much of the background information related to trade, technology, operations, and blue-collar work were derived from WITT NN materials prepared by Mary Ferguson. Upon dissolution of WITT NN, their materials became the property of SaskWITT. SaskWITT passed on the products and services geared to workplaces to CCWESTTT through a contractual arrangement.</p>

7. MEDIA

NB. All of the print media included accompanies other materials, ie. workshops, programs, etc. and there is extensive information about each elsewhere in the collection. Please also note that virtually every program or activity in which I participated will be discussed in one of the SaskWITT newsletters that was produced every 3 -4 months from 1990 until my retirement. I reported all of my activities as Provincial Coordinator for SaskWITT, eventually as Executive Director for SaskWITT and as the SIAST WITT Facilitator. The SaskWITT newsletters are housed in the Saskatchewan Archives under Saskatchewan Women in Trades and Technology – Valerie Overend Collection.

1. Personal / Awards / My Programs (1/2)
2. My Programs
3. Regina Women's Construction Cooperative
4. Women's Work Training Program

LEGEND FOR UOTTAWA ARCHIVES

ACCC	Association of Canadian Community Colleges
CAF–FCA	Canadian Apprenticeship Forum - Forum canadien sur l'apprentissage
CAGIS	Canadian Association of Girls in Science
CCA	Canadian Construction Association
CCDA	Canadian Council of Directors of Apprenticeship
CCWEST	Canadian Coalition of Women in Engineering, Science and Technology
CCWESTT	Canadian Coalition of Women in Engineering, Science, Trades & Technology
CIDA	Canadian International Development Agency
CLR	Construction Labour Relations Association
CLFDB	Canadian Labour Force Development Board
CVA	Canadian Vocational Association
CTW	Construction Technology for Women
CWF	Canadian Women's Foundation
GETT	Girls Exploring Trades and Technology
HRDC	Human Resources Development Canada
HRSDC	Human Resources and Skills Development Canada
IMGETT	Indian Métis Girls Exploring Trades and Technology
NWRG	National Women's Reference Group (subcommittee of CLFDB)
PSUW	Prairie School for Union Women
RWCC	Regina Women's Construction Company
SaskWITT	Saskatchewan Women in Trades and Technology
SATCC	Saskatchewan Apprenticeship and Trades Certification Commission
SEEPA	Saskatchewan Employment Equity Practitioners Association
SFU	Simon Fraser University
SIAS	Saskatchewan Institute of Applied Science and Technology
TTO/BCW	Trades, Technology, Operations and Blue-Collar Work
UBCJofA	United Brotherhood of Carpenters and Joiners of America
WBF	Women Building Futures
WEDC	Women and Economic Development Consortium
WinSETT	Women in Science, Engineering, Trades and Technology
WIT	Women in Trades
WITT	Women in Trades and Technology
WITTNN	Women in Trades and Technology National Network
WITTNS	Women in Trades and Technology, Nova Scotia
WRDC	Women in Resource Development Committee
WWTP	Women's Work Training Program

INDEX OF SASKWITT RESOURCES HOUSED IN SASK PROVINCIAL ARCHIVES COLLECTION IN REGINA

SASKWITT

- Proposals, Contracts & Reports: 1991 – 1999
- Newsletters: 1991-2013?
- Orientation Handbook for Board Members
- Annual Gatherings – documents re: planning and programming
- Evolution and History
- Executive meetings and minutes 1995 –
- Financial statements
- Structure and Governance
- Basic Home Repair Clinics
- Conferences
- Induction Program
- Media Coverage
- Various Reports
- Summit

VARIOUS PROGRAMS

- K – 12 Programs – Various
 - Kindergarten Project
- Middle Years
 - She's Got Her Ticket
 - She's Making Choices
 - Choosing the Beat of Her Own Drum
 - Poster Series
- High School
 - Construction Technology for Women
 - Skills Work - conferences

WOMEN'S WORK TRAINING PROGRAM / REGINA WOMEN'S CONSTRUCTION CO-OPERATIVE

- RWCC Board Binder
- WWTP Proposals
- WWTP Contracts
- Various other

WITT NN

- Newsletters: 1991 –
- Various documents re: SaskWITT position on WITT NN Board
- High School Programs: Just Do WITT / Socialization & Stereotyping