

research sites were chosen because they have deliberately sought to increase women's participation. Other criteria included geographic location, type of organization, size and language.

Presented by Ada Forsythe of Abt Associates of Canada, the research showed that the universities are being very proactive in the area of undergraduate outreach and recruitment, but giving substantially less attention to the recruitment of graduate students. It was shown that women do not pursue graduate studies because of difficulty combining an academic career with family responsibilities.

Among the effective practices identified were outreach programs designed to increase interest in mathematics and science and to ensure that female high school students have the prerequisites they need to enter engineering programs. Visitation programs to high schools by engineering faculty and students were seen to be effective in increasing awareness of engineering as a career for young women.

Other effective practices include modifications to undergraduate activities to eliminate activities devaluing women and quick, confidential and effective response by university administrators to sexist incidents involving students, faculty and staff. Also seen as effective is enforcement of university-wide sexual harassment policies and clear advertising, directed at male and female students and professors.

At the six workplace sites the research showed that recruitment and promotion initiatives stem mainly from employment equity policies and programs. Working female engineers revealed that younger female women perceive fewer barriers but that women now entering more senior level positions are hitting the so-called "glass ceiling". The researchers identified a need for employers to provide support for women entering senior management positions and to move women into senior management, even when organizations are downsizing.

Recommendations emerging from the conference will be further refined and presented for endorsement at a one-day meeting in September. Senior representatives of universities, employers, professional associations and the primary/secondary school sector will be invited to participate in this meeting.

The final report of the Canadian Committee on Women in Engineering will be released in early 1992.

Quote of the week

"To be successful a woman has to be better at her job than a man"

Golda Meir

QUOTE OF THE WEEK:

"English law prohibits a man from marrying his mother-in-law. This is our idea of useless legislation." -UNKNOWN