

tion - should be fully utilized when such a program is mounted.

The success of the program really rests on the twenty-five women who participated. One criterion of success could be the fact that no women dropped out of the classroom portion of the program. The working committee had anticipated some attrition from an original class size of twenty-five to perhaps twenty. Now the enthusiasm and commitment of these women should be filtering through the College.

The program offered networking possibilities for the women. In the evaluation of the classroom session, all women indicated that they were able to learn from others in the group. The program had been specifically designed to include participant representation from all areas of the College: the working committee felt that the women would benefit from meeting other women from different parts of the College and gain insight both into these women and into the College itself. Many women in the selection interviews had also voiced their desire to get to know more about other College operations. The assignment of women to project teams took this desire one step further. The participants were placed with women outside their work setting and in projects outside their experience. The tangible benefit will be the participants' greater awareness of and sensitivity to College operations.

The program also focussed on the skills and job tenure of the women in the group. One of the selection criteria used in the interviewing sessions was extra-curricular participation in community activities. Activities associated with ethnic, sports or other community-related organizations helped to establish that women already had planning and organizational skills that could help them in the program. Many of the women had over five years seniority with the College. The consultant used this effectively to mix younger women with those having more job experience.

The program has helped twenty-five women evaluate their career goals. Of the twenty-two participants who responded to the formal evaluation of the classroom component, seventeen women indicated they would pursue a career in management. For the five who would not, this self-evaluation could be used positively in their future career development. All women indicated that the program had met their objectives and that the material covered could be used in present and

future job situations. Of most value to the women were sessions on planning and organizing, interpersonal skills, personal evaluation and objective setting. Comments included the following: "This course is a great morale builder;" this program has helped immensely not just for the business world but also in personal decisions. I can see sequence in the development of events and thus have more control;" and "the College must be able to cope with the challenges that may arise from staff who have completed this training."

The program is an evolutionary process. Real organizational change in the male/female management ratio will occur only in the longer term. A woman's management potential will have to be measured by participation in the program and by her education, job and life skills. By focussing on the often neglected support staff group, the AAAC and the College have recognized the potential of these women, a potential which cannot be ignored.

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#### FURTHER READING

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### I WANT A STUD FOR A WEEK

I WANT  
some bucking stallion  
who has been prancing around  
his isolated paddock  
with only a whiff  
each hourly breeze  
of the neighing mares  
from fields far away  
to whet his appetite,  
give us our green pastures  
to romp in 'au naturel'

I WANT  
a stud so in heat  
that his semen is white hot  
searing enough to match my desire,  
no gentle, perfumed caresses

I WANT  
to be mounted, and rammed  
past the oozing moisture stage  
to the tearing of burning dry tissue,  
let the lips of my vagina  
rasp off skin until blood

is our only lubricant,  
rearing and thrusting  
past climax after summit,  
past need, and beyond  
to the burn-out of emotion and flesh,  
hormones to ash,  
all nerve-endings dead

I WANT  
to be finally spent  
then let wounds heal,  
seal together, the jagged edges  
forming into one black  
impenetrable scar mass

I WANT  
to be done with sex,  
passion once buried  
letting me be  
free to go on

**Bernice Lever**  
Richmond Hill, Ontario