

rectly above me in the chain of command. That meant I've never had anyone who could be a mentor and it's been quite lonely." Particularly in the legal professions, women cited the lack of professional and political mentoring as detrimental, as manifested in the lower number of career options subsequently made available to them.

Another insightful element of this anthology is the examination of praise. Many women found that the aspects of their work praised by others in the form of references and assessments, often involved subtly veiled statements. For example, an Ontario surgeon's letter of reference, while seeming positive, emphasized a doctor's rapport with the nurses and how well she cared for the patients, while choosing not to comment upon her skills as a surgeon. Similarly, a touring conductor was thought to be paid the highest of professional compliments when she was referred to as a "Woman Conductor Equal to Any Man." It is through such omissions that many women were diminished professionally by men in positions of power.

Although this anthology celebrates the strengths of working women and their dedication, ambition, innovation, and perseverance, I cannot help but feel frustrated and angered by how much more they could have done if male-dominated infrastructures had not placed so many obstacles in their way. Many were forced out of their jobs, whether blatantly or indirectly. Still more had their identities as women negated: a pilot was referred to "as George so the passengers wouldn't know the pilot was actually Elizabeth."

These women, each distinct from one another, sacrificed and contributed to our collective experience as working women in Canada. At times I craved more detailed explanations of triumphs or injustices hinted at, and wished that Finlayson had employed an interview structure in the book rather than the less-directed narratives. However, this collection is overall a diverse and important contribution to the documentation

of women's lives in Canada, and will elicit both joy and anger in its readers.

## IN SUBORDINATION: PROFESSIONAL WOMEN, 1870-1970

Mary Kinnear. Montreal and Kingston: McGill-Queen's University Press, 1995.

by *Veronica Abbass*

There are few surprises in *In Subordination: Professional Women, 1870-1970*. Mary Kinnear's study of women in the five professions she has isolated for examination—university teaching, medicine, law, nursing, and schoolteaching—confirms what many of us already know: despite the efforts of eighteenth, nineteenth, and twentieth-century feminists, the position of professional women remains a subordinate one.

In order to "help to explain why the hopes of early feminists are still unrealized," Kinnear, professor of history at the University of Manitoba, has "tapped the memories of professional women who worked in Manitoba before 1970." Kinnear is confident that the experience of Manitoba's professional women "can be seen as a manifestation in miniature of women's participation in professional work throughout modern western society." *In Subordination* contains an excellent introduction and an equally excellent conclusion. In between are five chapters or case studies, one for each of the five professions examined. The women's memories of their work experience make up a substantial portion of the evidence used in these chapters. Although Kinnear warns of the dangers inherent in using this kind of evidence, I applauded her decision to include anecdotal evidence and looked forward to reading it. I hoped to find, despite the forewarning in the book's title, some evidence of full-scale insubordination, a resistance to the attitude that marriage is a woman's

primary goal and motherhood her primary role. I was disappointed. "My family came first" is a familiar and repeated refrain.

Remarkably, there is little analysis of how the women's acceptance and reinforcement of this attitude contributed to the continued discrimination against professional women. Only one profession, law, is condemned for creating such an hostile climate for women before 1970 that "[f]ull time motherhood could offer a woman a more satisfactory working life—albeit unpaid and not altogether litigious—than the dismal rewards offered by the legal profession." Furthermore, the women's attitude and reaction to the "blithe assumption that the professional worker is male" became increasingly more familiar and predictable with each successive case history. As much of this evidence is incorporated in the book's introduction and conclusion, its repetition in each chapter becomes tedious. While omitting repetitive material would make the book more attractive to the general reader, I suspect that the general reader is not the target market for *In Subordination*.

Although most of the information in *In Subordination* is familiar and repetitive, it is extremely well organized. By giving each of the five professions a separate chapter, Kinnear has made it possible for the general reader to choose one or two of the professions that interest her. There are two appendices. The first appendix contains statistical tables that support and add to the information in the body of the book and, for the curious, the second appendix provides a list of the survey respondents, by profession. There are notes to every chapter at the end of the book and an extensive bibliography. The introduction and the conclusion are the most interesting chapters in the book. The introduction provides valuable background material and the conclusion is a comprehensive synopsis of women's work experience in all the five professions examined. The structure of *In Subordination* makes it an excellent reference text.

As I said in the beginning of this review, *In Subordination: Professional Women, 1870–1970*, does not tell me anything new about professional women's work experience. *In Subordination* delivers exactly what its title promises: documented evidence that, within the limits of Kinnear's study, "[p]rofessional women were among the most favoured women in the paid labour force, yet individually they were almost all in subordination to men." Has the situation changed since then? Not according to one respondent, Canadian jurist Mary Jane Mossman. She "argues that professional men's deep suspicion of women remains in the 1990s."

## SEEDS 2

Ann Leonard, ed. New York: The Feminist Press, 1995.

by Pamela McDermid

*Seeds 2* provides an interesting combination of celebrations of women's achievements in economic development with a critical analysis of strengths and weaknesses and clearly delineated lessons gained from experience. These lessons and the recommendations of knowledgeable workers, is one of the most valuable parts of the book.

The introduction discusses the changes in thinking and approaches that have come about since the beginning of the United Nations Decade for Women (1975–85). At that time, it was thought that "... women's economic conditions and perceptions of women would have changed to such an extent [by the end of the decade] that documentation such as *Seeds* would no longer be necessary."

Regrettably, *Seeds 2* is definitely necessary and Martha Chen's synopsis of world trends and their effect on women's work and social, physical,

and economic well-being, sets the context for the entire volume. I found the discussion of the shift from women in development to gender and development interesting and consistent with other work on the issue of the critical effect of gender in societies. The change in approach following from this shift, from fitting women into existing frameworks and programs to involving women in setting agendas, goals, and priorities, seems to be a factor crucial to successful projects.

In total there are nine cases studies. The projects described include ones from Africa (four), Asia (three), North America (one), and South America (one). The contributing authors have slightly different approaches to describing the projects. However, all include extensive information about the situations of the women in the specific area, give administrative and operational details of the projects, and provide a summary of the related learning. I particularly enjoyed the chapter on child care for working mothers as it presented three strategies employed in three different countries.

Overall, this is an excellent reference book. It is generally "readable" with only a few slightly tedious or "dry" sections. It contains both historical and contemporary information and gives a social and political context for each endeavour. For people entering the field, it is a useful introduction. For those developing new initiatives, its recommendations would be very helpful, and for funders assessing proposals, the lessons would be of great value. The credibility of the information is enhanced by the involvement of the authors in the actual operation of the projects; their expertise goes beyond the theoretical.

The pervasiveness and persistence of women's disadvantage, poverty, and oppression come through very clearly; not surprisingly there is no "quick fix." However, the hopefulness generated by the successes experienced by women involved in the work was evident and left an extremely positive impression.

## SPEAKING TRUTH TO POWER

Anita Hill. New York: Doubleday, 1997.

by Rebecca Murdock

We know the basic plot of Hill's two-year stint as Clarence Thomas' personal assistant at the Equal Employment Opportunity Commission and her revelation eight years later that she was sexually harassed by Thomas. Thomas' Republican backers knew that their political fortunes would rise and fall with his. And so began the vilification of Professor Hill and a political lobby made the more nasty by its charade as an impartial inquiry into Thomas' fitness for a life-time appointment to the U.S. Supreme Court.

Were its heroine a male, it would be the stuff of Hollywood legend. Small-town professor takes on Washington including a platoon of power-hungry senators. Thus far tinsel-town studios have only dredged up Michael Douglas as the subordinate rejecting the sexual come-ons of Demi Moore in *Indecent Proposal*. Apparently, female victims don't make good box office unless they're thinly clad and fleeing through the midnight woods.

In the surreal world of American politics, *Speaking Truth to Power* contains some surprising details: that two other women complained of similar treatment by Thomas—Angela Wright and Kaye Savage—but neither was called to give evidence before the Senate Judiciary Committee. In fact, Wright's subpoena was withdrawn by Chairman Biden at the last minute amid claims of time constraints by Committee members. Meanwhile, the panel heard from numerous Thomas supporters claiming he had never harassed them.

But for the Senate Judiciary Committee's routine investigation into nominee Thomas, their solicitation of a written statement from Hill, the leak of that statement to the press, and her subpoena to give evidence