



Canadian Federation of University Women - Saskatoon Inc.

P.O. Box 7405, Saskatoon, SK S7K 4J3

[www.sites.google.com/site/cfuwsaskatoon/home](http://www.sites.google.com/site/cfuwsaskatoon/home)

### ***Oct/Nov 2015 Newsletter***

## **Upcoming CFUW events**

### **Monday, October 5<sup>th</sup>, 2015**

#### **Scholarship Awards Reception**

W. A. Edwards Centre

333-4<sup>th</sup> Ave. North

Time: 7:30pm

Meet the recipients of the scholarships awarded by CFUW and hear their

Personal stories

*Bring a friend!*

### **Monday, November 2<sup>nd</sup>**

#### **Social Media 101**

*Facilitator of workshop:* Alix Tumback

Get more familiar and comfortable with all that new technology

W.A. Edwards Family Centre

333-4<sup>th</sup> Ave North

Time: 7:30p

### **Monday, December 7<sup>th</sup>, 2015**

#### **Christmas Social**

W.A. Edwards Family Centre

333-4<sup>th</sup> Ave North

Time: 7:30p

## Board & Committee Chairs

<b>President</b>	Janie Charbonneau
<b>Past President</b>	Gerlinde Sarkar
<b>Vice-President</b>	Alix Tumback
<b>Treasurer</b>	Michelle Rogers
<b>Secretary (general meetings)</b>	Victoria Neufeldt
<b>Secretary (board meetings)</b>	Angela Schmidt
<b>Membership</b>	Marlene Chatterson Dorma Guedo Melinda Waltz Rita Priestley
<b>Program</b>	Freda Toffolo Penny-Lynn Micklewright Sherry Smith Phyllis Austman
<b><u>Convenors:</u></b>	
<b>Book Sale</b>	Alverta Polson
<b>Council of Women</b>	Jean Thompson Ruth Robinson
<b>Newsletter Editor</b>	Tracy Muggli Gerlinde Sarkar
<b>Scholarship</b>	Mary McKay
<b>Publicity</b>	Malaika Charboneau Sherry Smith
<b>Archives</b>	Margaret Hendry
<b>Social</b>	Myrt Ryhorchuk Cathy Fry Donna Jean Gerrier

*A world of empowered women isn't one where men are marginalized. It's a world where everybody thrives.*

Purima Mane,  
President and CEO of Pathfinders International

## *President's Message*

Greetings and Happy Autumn, If the past two months have been any indication, we are off to a very good year.

Following a month of planning and collecting donations, the Garage Sale was a huge success! Thank you Alix (Vice President) and Michelle (Treasurer) for all your hard work. Members' donations were excellent as evidenced by the \$1,200.00 Alix presented to us.

In September, Alix and Michelle set up a table at Orientation Week at U of S. They spoke to students and handed out materials about CFUW, raising awareness of our club. The students were asked what they would like in a womens' organization. Their responses will help us attract new members.

The Publicity Committee, Malaika and Sherry, have been kept busy designing and creating new flyers, pamphlets, cards and posters. Great Job! Our social media sites continue to gain viewers and followers from CFUW clubs around the country. Our new website is being rebuilt and will launch on October 1st. Please be patient with any misinformation that pops up in the current website. An early thank-you to Glenn, our web designer. He is donating all his time and expertise to CFUW Saskatoon.

I'll continue with the Thank-You theme, by thanking all our board, committees and convenors for their enthusiastic diligence. It is now your time to write. I think that we all have a bit of a story to tell. I also think that we would all enjoy reading these stories. I am asking that you write a brief bio. Send it to me and it will be inserted in our newsletter. Please do not to exceed 500 to 600 words, remember brief. I look forward to reading them.

One word more: VOTE

*Janie Charbonneau*  
*President*

***Knowledge is power;  
Information is liberating;  
Education is the premise of progress in every  
society, in every family***

- Kofi Annan

## **SCHOLARSHIP SELECTION COMMITTEE REPORT**

Scholarship Awards Reception – The Honours Night, Monday October 5th, provides a wonderful opportunity to meet and congratulate the aspiring students who have been chosen to receive a 2015 scholarship. We hope you will attend this celebration to show them our support and interest.

Royal West Bursary – Michael Oloapa was awarded the \$750 CFUW Royal West Campus Bursary. Michael, a husband and father of five children, has improved his education at Royal West Campus so as to enroll in the Medical Radiologic Technology course at Polytechnic, Kelsey Campus. His referring teacher wrote, “He is a strong student and a man of integrity.”

Scholarships at Polytechnic – A proposal has been made that we offer scholarships to students attending Polytechnic. It was discussed at the August 17<sup>th</sup> board meeting. The proposal has been referred to the Scholarship Selection Committee for assessment and clarification. In turn, the Finance Committee will discuss the proposal. A recommendation will then be given to the board.

U of S Undergraduate Scholarships – The seven undergraduate awards are in the selection process. 18 applications are being reviewed by the committee of Ferne Wagner, Mary Rowan, Mary McKay (chair) and Janie Charbonneau (ex-officio).

*Respectfully submitted, Mary McKay - chair*

### **Renewal of Membership is Due**

Please complete the renewal form and bring to the next meeting or send it with your fee (\$80) to CFUW Saskatoon  
Box 7405, Saskatoon SK S7K 4J3

## **Update on Interest Groups**

With the addition of the new interest group “Winetasting” we now have 14 interest groups. It is well documented that having friends and socializing is crucial to one’s overall health and wellbeing. So we have plenty to choose from, some groups provide opportunities for socializing and learning, but other groups also give us the opportunity to “do something”. Most of the interest groups are now up and running.

I thank all of the conveners who keep us on track. If you have not yet signed up for a particular group or are not receiving the notices about upcoming interest group meetings, please let me know and I will notify the convener to make sure you are included in the notices.

In addition to our interest groups, the board has also agreed to form two new sub-committees: fundraising and recruitment. The fundraising group will work closely with the treasurer and finance committee and will explore additional avenues for raising funds for our club. The recruitment committee will work with the membership committee in an effort to increase our membership.

*Gerlinde Sarkar, Past President*

## **Book Sale!**

Our book sale will be held once again at the **German Cultural Centre**, 160 Cartwright Street. The sale is **Oct. 20, from 10 – 8 and Oct 21, 22 from 9:00am to 8:00pm.**

We still need volunteers for the three days of the sale as well as for the set-up and take down. Friends, husbands, and even acquaintances are all invited to help out, especially with the heavy lifting!

To help, please contact:  
**Marilyn Loken @ 249-3591**  
**mloken@sasktel.net**

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## Federal Election Political Forum Luncheon

### Hosted by BPW Saskatoon and CFUW Saskatoon

**Our CFUW Saskatoon club together with the** Business and Professional Women (BPW) of Saskatoon hosted a political forum luncheon featuring local candidates who will be running in the 2015 Canadian Federal Election. The luncheon took place on Thursday, September 24<sup>th</sup> at the Saskatoon Club from 11:30 to 1:30pm. It was open to our respective members as well as to general public.

About 30 participants joined us to hear from each of the four main political parties in this year's election as we asked them about women's issues and other topics. Monica Kruger was the moderator and asked questions received from the floor. It gave us a chance to have our voices heard and to hear from those who may affect change in our community.

Candidates (from left to right in photo below) are

- Brad Trost (*Conservative Party of Canada*)
- Cynthia Block (*Liberal Party of Canada*)
- Sheri Benson (*New Democratic Party of Canada*)
- Valerie Harvey (*Green Party of Canada*) BPW Saskatoon and



*CFUW Saskatoon stresses the importance of voting and getting informed about each of the political parties and their stances. We hope that this forum was able to aid you in doing so!*

**BPW and CFUW both support and work towards** just and equal status of women in all levels and areas of society including economic, political, social and employment conditions.

To keep our social media sites active and relevant (Facebook, twitter, Instagram) please photograph events, interest groups etc. Send them to Malaika: [mzc33.3@gmail.com](mailto:mzc33.3@gmail.com) as a pdf or jpeg, these formats are easy to upload. If you have any questions about uploading, please email Malaika [mzc33.3@gmail.com](mailto:mzc33.3@gmail.com)



**There is a growing consensus** among top executives that gender diversity is both an ethical and a business imperative. Yet progress is painfully slow. Despite modest improvements, women are underrepresented at every level of today's corporations, especially in senior positions. We're quite cognizant of how difficult it is to make progress. Despite the fact that McKinsey has, for a number of years, been conducting research that has helped our firm and many other companies improve their gender balance—for example, through our *Women Matter* initiative,<sup>1</sup> led by Sandrine Devillard, one of this essay's coauthors—we're not yet where we want to be. Women now represent about 39 percent of McKinsey's entry-level hires, but occupy just 11 percent of the senior-leadership roles within the firm. There are currently four women (including Judith Hazlewood, one of this article's coauthors) on our 30-member Shareholders Council.

These numbers are certainly up from a decade ago, but less than we would like. Our ability to help our clients with their toughest problems depends on attracting and retaining the world's best people, who can offer the diverse perspectives that enhance creative problem solving. Although we are glad to be making progress, including recently being named one of *Working Mother* magazine's top ten companies for women,<sup>2</sup> we know we would be a better firm if we had more top female talent. That's why we have committed publicly, through the United Nations' HeForShe initiative and the 30% Club,<sup>3</sup> to some ambitious gender goals for our firm over the next five years—ones that won't be trivial to achieve.

### ***The persistence of the gender gap***

We believe there are several reasons the gender gap so stubbornly persists. For one, in many organizations, senior leadership has only recently committed itself to addressing this challenge. A *Women Matter* study showed that gender diversity was a top-ten strategic priority for only 28 percent of companies in 2010—and for a third of companies, it was not on the strategic agenda at all. It's widely acknowledged that without a commitment from the top, nearly any major change program will fail.

Our experience has been that top-down targets make a difference. We didn't set explicit gender goals for McKinsey until 2014, and in just one year after doing so, our intake of female consultants has increased by five percentage points. We're encouraged by this, and by the fact that a growing number of companies are recognizing the case for gender parity and declaring their determination to pursue and achieve it. Our hope is that initiatives like HeForShe, in which we are participating, are just the start of a growing wave of increased transparency and more ambitious goals.

A second reason for sluggish progress has to do with the nature of the gender inequality issue itself, which, like many efforts to change organizational cultures, requires companies to take action across a broad range of factors and keep their managers aligned with multiple objectives for years at a time. Our research shows that the focus in these interventions must be to help women better develop as leaders, and to design the conditions in which this can take place. Crucial aspects include sponsoring (not just mentoring), neutralizing the effects of maternity leave and ongoing parenting responsibilities on career advancement and wage increases, and evolving the criteria companies use for promotions to include a diversity of leadership styles.

The complex dynamics of the gender issue create a variety of challenges. Consider sponsorship: it's easy to say more is needed, but we've found that women at McKinsey are disproportionately sponsored by other women, which places a higher burden on our more senior women relative to senior men. This surely limits the sponsorship they are able to provide. Similarly, while the anytime-anywhere model that currently prevails in the corporate world has placed everyone under more pressure, the weight surely is heavier for women, who continue to shoulder a disproportionate share of the responsibility for managing home and family issues. These forces challenge women at McKinsey—a recent internal diagnostic confirmed the persistence of gender-based roles at home for many women at the firm—and we believe they are emblematic of those faced by women in many organizations.

Addressing these interrelated gender issues is difficult, which brings us to a third reason change has been slow: major transformation efforts require steady, broad-based interventions over time. After an initial commitment from the top, significant changes can typically take as many as eight or more years, requiring the close and visible monitoring of progress by the executive team. It's never easy and it's rarely quick.<sup>4</sup>

Beyond the factors we've mentioned lies at least one other that is mostly exogenous to private-sector institutions. Economic equality for women, to no small degree, depends on achieving a sweeping set of social-equality reforms. Is it the business of executives to help solve broader social issues? We would say yes, provided they don't distract from the very real issues executives face in their own organizations.

## ***Additional Interest Items***

### **2015 Saskatoon Women's Hall of Fame Induction and Persons' Day Luncheon**

**Thursday, October 29, 11:30 to 1:30 at the Hilton Garden**

**Ticket are \$35**

**For tickets or more information call Ruth Robinson: 306.374.8572 or Laurie 306.934.2908**

### **Edwards School of Business - 13<sup>th</sup> Annual Women of Influence Breakfast**

**November 5<sup>th</sup>, 2015, 7:30 – 9 am**

**Hall A Prairieland Park**

**Ticket price \$50 + GST for tickets call 306.966.8686**

**Celebrate 70<sup>th</sup> Anniversary of United Nation with the Saskatoon Branch of the UN Association in Canada**

**Friday October 23, 2015 at 7pm**

**Location: Mandarin restaurant 245 – 20<sup>th</sup> Street West**

**Tickets are \$30 per person. Doors open at 6pm, dinner at 7pm**

**For tickets contact Rosanna Parry 306.229.8289 or [rosannaparry@shaw.ca](mailto:rosannaparry@shaw.ca)**

**The Business and Professional Women—Saskatoon, are holding a Women Leadership Development symposium on October 5<sup>th</sup> and 6<sup>th</sup>. For program and tickets go to [www.bpwsaskatoon.com](http://www.bpwsaskatoon.com)**

**The Athena Leadership award recipients will be announced at this event**

"A Chance To Speak", is a documentary that looks at the effects of poverty in Saskatoon, from homelessness to gang violence and the sexual exploitation of children. Individuals share their powerful stories that happen right here in Saskatoon. For more information contact [rosanne.morphy@police.saskatoon.sk.ca](mailto:rosanne.morphy@police.saskatoon.sk.ca)

Spread the word about our book sale

# MAMMOTH BOOK SALE



CFUW SASKATOON  
Canadian Federation  
of University Women



**Oct 20 at 10am - 8pm**  
**Oct 21 & 22 at 9am - 8pm**

**German Cultural Centre**  
**Cartwright St & Lorne Ave**  
**(Formerly The Concordia Club)**

## CFUW/SASKATOON MEMBERSHIP RENEWAL FORM 2015-16

Please send this form with your membership fees (\$80.00 cheque made out to CFUW/Saskatoon Inc.) to the Treasurer, CFUW/Saskatoon, P.O. Box 7405, Saskatoon, SK., S7K 4J3.

If you are a student, the membership fee is \$40.00.

**Information: Name, address, telephone, e-mail as you wish it to appear in the Directory.**

Last Name \_\_\_\_\_ Phone (home) \_\_\_\_\_  
First Name \_\_\_\_\_ Phone (work) \_\_\_\_\_  
E-mail \_\_\_\_\_ Phone (cell) \_\_\_\_\_

**If there are changes in address, phone number or e-mail, please note.**

**Interest Groups/Club Activities:** Circle those groups you wish to join.

- |                              |                      |
|------------------------------|----------------------|
| 1. Adventures in Dining      | 8. Issues and Action |
| 2. Art Appreciation          | 9. Mystery Book Club |
| 3. Biography Book Club       | 10. Opera divas      |
| 4. Cdn. Literature Book Club | 11. Piano Fridays    |
| 5. Financial Literacy        | 12. Travel           |
| 6. Friendly Visits           | 13. Theatre          |
| 7. International Issues      | 14. Wine Tasting     |

### Communication:

1. Your newsletter will be sent by e-mail unless you specify regular mail \_\_\_\_\_
2. Are you willing to drive other members to meetings and/or deliver newsletters, posters? \_\_\_\_\_
3. Would you like to receive the following by e-mail:  
National weekly update \_\_\_\_\_, Quarterly "Communicator" \_\_\_\_\_, International Newsletter \_\_\_\_\_

### CFUW/SASKATOON PRIVACY POLICY FOR "MEMBERS ONLY" PUBLICATIONS

"Members Only" publications include Membership Lists, Club Programs, Interest Group lists, etc.

These will not be shared with the public at any time and will not be placed in the Saskatchewan Archives until after two years have passed.

I consent to have my personal information (name, address, phone, e-mail, education) published in "Members Only" publications. This consent will apply to future membership renewals unless I notify the President or Membership Chair that this consent be withdrawn.

Signature \_\_\_\_\_ Date \_\_\_\_\_

### For Board members and Conveners of an Interest Group:

I consent to have my name published on our CFUW website \_\_\_\_\_.

I consent to have my e-mail and telephone number listed on the CFUW website \_\_\_\_\_.

Signature \_\_\_\_\_ Date \_\_\_\_\_