



Industry Canada Industrie Canada

Women on the Internet

By/par :

Action Committee on Women's Issues (ACWI)/Women's Bureau
Le Comité d'action pour les questions féminines (CAQF)/
Le Bureau de la promotion des femmes

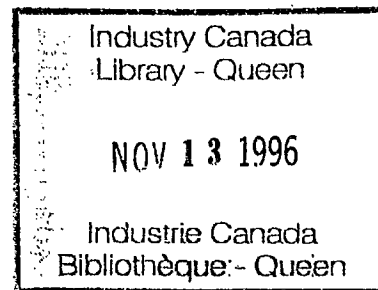
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INDEX

WEB SITES GEARED TO WOMEN - breakdown of categories/internet addresses. 1

WEB SITES GEARED TO WOMEN - copies of home pages 2

Feminism and Women's Resources
Advancing Women
InforM Women's Studies: Gender Issues
The Feminist Majority
WomenSpace
The United Nations and the Status of Women
Linkages - Fourth World Conference on Women
A Woman's Perspective
Canadian Women's Internet Association (CWIA)
Women Online Worldwide
WWWomen! The premier Search Directory for Women Online
Women's Room
Women on the Web
Women @ Work
Beijing '95 - Women Power & Change
WomensNet @igc
VOWorld: Voices of Women
Women's Web
Wwbiznet: Working Woman
Ms.
Women's Wire Guide
Women's Connection Online



Women in Business:

Canadian Association of Women Executives and Entrepreneurs
Bay Area Business Women's Network
Sudbury Business and Professional Women's Club
Business Women's Network
National Federation of Business and Professional Women's Clubs
Women Incorporated
9 to 5, National Association of Working Women
Financial Women International
National Association for Female Executives (NAFE)
National Association of Women Business Owners (NAWBO)
MWBE Connection: Minority and Women Business Enterprises
How to Start a Small Business
BizWomen: bringing business women from all over the world together
Business Resource Center

WEB SITES GEARED TO WOMEN (cont'd)	2
--	---

Women in Science and Technology:

Society of Women Engineers
Women and Computer Science
SCWIST - The Society for Canadian Women in Science and Technology
Women in Engineering Program Advocates Network
Project WISE: Women in Science and Engineering
AWIS: The Association for Women in Science
The Association for Women in Computing
The Ada Project: Tapping Internet Resources for Women in Computer Science
ECSEL - Reducing the Barriers to Minorities and Women in Engineering
Web-sters' Net-Work: Women in Information Technology
Women in Technology
Women in Science and Engineering
Women and Minorities in Science and Engineering
Organizations Encouraging Women in Science and Engineering
Women in Science Project at Dartmouth College
UNESCO - World Science Report

PARENTING - internet addresses	3
--------------------------------------	---

PARENTING - copies of Home Pages	4
--	---

ParentsPlace.com
Wmlifenet - Working Mother
Bigtop Productions
Family.Com
Parentsoup
Parent News
Family Surfboard
Positive Parenting On-Line
Parenting Matters
FamilyWeb Home Page
KidSource OnLine
CD-Mom
Common Sense Parenting
Baby Web
The Mommy Times
Facts for Families
Family Planet
Baby Care Corner
Family Internet

PARENTING - copies of Home Pages (cont'd)	4
---	---

Fatherhood:

Dad's Workshop

Fathering Magazine

The Father's Forum Programs for New and Expectant Fathers

The Discipline of Fatherhood

At-Home Dad

FatherNet

The Fatherhood Project Home Page

The Father's Resource Center

ALTERNATIVE WORK ARRANGEMENTS - internet addresses	5
--	---

ALTERNATIVE WORK ARRANGEMENTS - copies of Home Pages	6
--	---

DuPont Work/Life Study

MTA - Management Technology Associates

Bell Canada - Corporate Teleworking

Gil Gordon Associates - Rethinking the Workplace

Fel-Pro Benefits & Compensation

KLR Consulting

Arevo - Advocates for Remote Employment and the Virtual Office

Telework & Telecommuting

Smart Valley, Inc.'s Telecommuting

WEB SITES GEARED TO WOMEN

Breakdown of Categories/Internet Addresses

NEWS

- *Women Online Worldwide*
<http://www.wowwomen.com/TOC.html>
- *The Women's Room*
<http://www.inlink.com/~womensrm>
- *Women on the Web*
<http://www.dmv.com/%7Eolcs/wweb.html>
- *VOWworld: Voices of Women*
<http://www.voiceofwomen.com>
- *Women's Web*
<http://www.womweb.com>
- *Women's Wire Guide*
<http://www.women.com/guide>
- *Women's Connection Online*
<http://www.womenconnect.com/wco>

GLOBAL ISSUES

- *Linkages - Fourth World Conference on Women*
<http://www.iisd.ca/linkages/women.html>
- *The United Nations and the Status of Women*
<http://www.un.org/Conferences/women/PubInfo/Status/home.html>
- *Beijing '95 - Women, Power & Change*
<http://www.igc.apc.org/womensnet/beijing>

WOMEN IN CYBERSPACE

- *Canadian Women's Internet Association (CWIA)*
<http://www.women.ca>
- *Women on The Web*
<http://www.dmv.com/%Eolcs/wwweb.html>
- *WomensNet@igc*
<http://www.womensnet.apc.org/womensnet>
- *Women's Connection Online*
<http://www.womenconnect.com/wco>
- *WWWomen: The Premier Search Directory for Women Online*
<http://www.wwwomen.com>

FEMINISM

- *Feminism and Women's Resources*
<http://www.ibd.nrc.ca/~mansfield/feminism.html>
- *Feminist Curricular Resources Clearinghouse*
<http://www.law.indiana.edu:80/fcrc/fcrc.html>
- *Inform Women's Studies: Gender Issues*
http://www.inform.wmd.edu:8080/Educational_Resources/AcademicResourcesByTopic/WomensStudies/GenderIssues
- *The Feminist Majority*
<http://www.feminist.org>
- *Canadian Women's Internet Association (CWIA)*
<http://www.women.ca>
- *WWWomen: The Premier Search Directory for Women Online*
<http://www.wwwomen.com>
- *MS*
<http://www.womweb.com/msnet.htm>
- *Women's Connection Online*
<http://www.womenconnect.com/wco>

WOMEN IN BUSINESS

- *Canadian Association of Women Executives and Entrepreneurs*
<http://www.t-i-a.com/networks/cawee.htm>
- *Bay Area Business Women's Network*
<http://www.freenet.hamilton.on.ca/Information/business/BABWN>
- *Sudbury Business and Professional Women's Club*
<http://www.isys.ca/jennie/bpw.htm>
- *Business Women's Network*
<http://www.tpag.com/BWN.html>
- *National Federation of Business and Professional Women's Clubs*
<http://www.nas.edu/cwse/BPW.html>
- *Women Incorporated*
<http://www.bbai.onramp.net/WomenInc>
- *9 to 5, National Association of Working Women*
<http://www.pleiades-net.com/org/95NAWW.1.html>
- *Financial Women International*
<http://www.bbai.onramp.net/wlc/fwimain.htm>
- *National Association for Female Executives (NAFE)*
<http://www.nafe.com>
- *National Association of Women's Business Advocates (NAWBA)*
<http://www.bbai.onramp.net/wlc/or30150a.htm>
- *National Association of Women Business Owners (NAWBO)*
<http://www.sca-prizes.com/nawbo>
- *MWBE Connection: Minority and Women Business Enterprises*
<http://www.mwbe.com>
- *How to Start a Small Business*
<http://www.womenconnect.com/wlc/bu30351b.htm>
- *BizWomen: bringing business women from all over the world together*
<http://www.bizwomen.com>

- *Business Resource Center*
<http://www.kcilink.com/brc>
- *Women's Work*
<http://escape.ca/~womwork>

WOMEN IN SCIENCE AND TECHNOLOGY

- *Society of Women Engineers*
<http://www.swe.org>
- *Women and Computer Science*
<http://www.ai.mit.edu/people/ellens/gender.html>
- *SCWIST - The Society for Canadian Women in Science and Technology*
<http://www.harbour.sfu.ca/scwist>
- *Women in Engineering Program Advocates Network*
<http://web.mit.edu/wepan/www>
- *Project WISE: Women in Science and Engineering*
<http://doli.eng.sunysb.edu/wise>
- *AWIS: The Association for Women in Science*
<http://www.xti.com:80/~jzev/awis>
- *The Association for Women in Computing*
<http://members.aol.com/awcncc/awc.htm>
- *The Ada Project: Tapping Internet Resources for Women in Computer science*
<http://www.cs.yale.edu/HTML/YALE/CS/HyPlans/tap/tap.html>
- *ECSEL - Reducing the Barriers to Minorities and Women in Engineering*
<http://web.mit.edu/ethics/www/ecsel>
- *Web-sters' Net-Work: Women in Information Technology*
http://lucien.berkeley.edu/women_in_it.html
- *Women in technology*
<http://www.witi.com>
- *Women in Science and Engineering*
<http://tweedledee.ucsb.edu/~kris/WIS/WIS.html>

- *Women and Minorities in Science and Engineering*
http://www.ai.mit.edu/people/ellens/Gender/wom_and_min.html
- *Organizations Encouraging Women in Science and Engineering*
<http://www.nas.edu/cwse>
- *Women in Science Project at Dartmouth College*
<http://141.224.128.4/pkal/resources/ptw/dartmouth-women.html>

RELATIONSHIPS

- *A Woman's Perspective*
<http://www.uvol.com/woman>
- *The Women's Room*
<http://www.inlink.com/~womensrm>

HEALTH/SAFETY

- *Women's Health*
http://yahoo.com/Health/Women_s_Health
- *Women's Health Resources*
<http://asa.ugl.lib.umich.edu:80/chdocs/womenhealth/intro.html>
- *A Woman's Perspective*
<http://www.uvol.com/woman>
- *WWWomen: The Premier Search Directory for Women Online*
<http://www.wwwomen.com>
- *Women on the Web*
<http://www.dmv.com/%7Eolcs/wweb.html>
- *MS*
<http://www.womweb.com/msnet.htm>
- *Women's Wire Guide*
<http://www.women.com/guide>
- *Women's Connection Online*
<http://www.womenconnect.com/wco>

- *Inform Women's Studies: Gender Issues*
http://www.inform.wmd.edu:8080/Educational_Resources/AcademicResourcesByTopic/WomensStudies/GenderIssues

MONEY MATTERS

- *WITI - Women in Technology International*
<http://www.witi.com>
- *A Woman's Perspective*
<http://www.uvol.com/woman>
- *The Women's Room*
<http://www.inlink.com/~womensrm>
- *Women on the Web*
<http://www.dmv.com/%7Eolcs/wweb.html>
- *Women's Connection Online*
<http://www.womenconnect.com/wco>

CAREER PLANNING

- *Advancing Women*
<http://www.advancingwomen.com/career.phtml>
- *Women on the Web*
<http://www.dmv.com/%7Eolcs/wweb.html>
- *Working Woman*
<http://www.womweb.com/wwbiznt.htm>
- *Women's Connection Online*
<http://www.womenconnect.com/wco>

JOB SEARCH

- *Women@Work*
<http://www.nafe.com>
- *Women's Web*
<http://www.womweb.com>

TRAVEL

- *WWWomen: The Premier Search Directory for Women Online*
<http://www.wwwomen.com>
- *Women on the Web*
<http://www.dmv.com/%Eolcs/wweb.html>

HISTORY

- *WWWomen: the Premier Search Directory for Women Online*
<http://www.wwwomen.com>
- *MS*
<http://www.womweb.com/msnet.htm>
- *Women's Connection Online*
<http://www.womenconnect.com/wco>

EDUCATION

- *WWWomen: the Premier Search Directory for Women Online*
<http://www.wwwomen.com>
- *Women on the Web*
<http://www.dmv.com/%7Eolcs/wweb.html>
- *MS*
<http://www.womweb.com/msnet.htm>
- *Women's Connection Online*
<http://www.womenconnect.com/wco>

Feminism and Women's Resources

This a listing of many of the feminism, women's studies, or women-related sources on the net. As with most of the net, just keeping up with new developments is a full time job! We have been trying to do so (thanks for the suggestions :-)), and the lists keep growing, but we always have more sites to add. With that in mind, if you know of any other sites you'd like to see added, please let us know!



Directory of Pages

These links will take you to the appropriate pages.

- [Women's Organizations](#) ■
- [Women's Resources](#) ■
- [Collections of Women's Resources](#) ■
- [Other Organizations and Links of Interest](#) ■
- [Newsgroups](#)
- [On A Less Serious Note](#) ■
- [Music Links](#)
- [Newsgroups](#)
- [Local Winnipeg Contacts, Pages, and Information](#) ■

Support the
National Women's March Against Poverty:
For Bread and Roses! For Jobs and Justice!

The success of this site is the the result of the combined efforts of [Jim Mansfield](#) and [Karen Adshead](#)



This site is the recipient of a Three Star Site designation from Magellan, an online directory of reviewed and rated internet sites. We also were rated as having "no content intended only for mature audiences" :-)

Also check out the [Review of our site on Insights Guide](#).

Last updated on March 28th, 1996.

The dove image was borrowed without permission from [The United Nations' Commission on the Status of Women](#)

The wallpaper and ball gifs were found at [The Free Art Site](#)



This page was created with the [Hot Dog Pro](#) Web Page Editor

[Karen Adshead](#) / adshead@freenet.mb.ca
[Jim Mansfield](#) / mansfield@ibd.nrc.ca

Topic Chat
Wednesday, July 17
4-6 p.m. EDT

Count to Ten



Welcome to Advancing Women. We are an international networking site for women in the workplace to meet and network with each other, on a global basis, to develop strategies and shape opportunities to advance career or personal goals. Advancing Women offers news, information, mentoring, a chat room, and international message boards / tableros de mensajes. Be sure to look at our Chat Schedule and our Guide to Chatting Online.

Women in the Olympics



Women in Education

 Career Planning for Young Women: The Status and Solutions

Entrepreneur and Small Business



Women on the Net, Routing Around the Power Structure

International Network of Advancing Women



Report from Australia



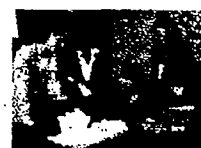
Report from Scotland



Calling All International Women - Let Us Put Up Your Networking Column

 Follow this arrow through Networking & Workplace Strategies Track

Advancing Women helps women network together to meet workplace challenges by tapping into a larger, better connected world of successful women with common career goals and shared strategies.



- ☐ [Strategies to Advance Women in the Workplace](#)
- ☐ [Entrepreneur and Small Business](#)
- ☐ [Women on the Net, Routing Around the Power Structure](#)
- ☐ [Women Business Owners Bump Into The Gold Ceiling](#)
- ☐ [Latina Community and Networking](#)
- ☐ [Career Resources and Job Search](#)
- ☐ [Balance Work and Family](#)
- ☐ [Mentoring](#)
- ☐ [Knowing the Barriers and How to Get Around Them](#)
- ☐ [Networking for Women in the Workplace](#)
- ☐ [Benchmarking](#)
- ☐ [Education to Eliminate Gender Bias](#)
- ☐ [Women at Play](#)

Follow this arrow through the Networking and Communication Track

Networking and Communication deepens the functionality of the Net by providing a tool for communication and interaction with a virtual community of women decision makers who wish to cooperate, collaborate, network, inform or mobilize other women or groups: conferences, chats, bulletins.



- ☐ [Communication Menu](#)
- ☐ [Message Boards / Tableros De Mensajes](#)
- ☐ [Guide to Chatting Online](#)
- ☐ [Chat Schedule](#)
- ☐ [Communication Help](#)


Follow this arrow through the International Track

International Network of Advancing Women offers information and reports on the state of women in business around the world. Read Reports from Australia, Scotland, and Latin America. Let us put up your report!



- ☐ [Advancing Women en la América Latina](#)
- ☐ [Advancing Women in Latin America](#)
- ☐ [Las Mujeres en la Net-Una Ruta Alrededor de la Estructura del Poder](#)
- ☐ [Negocios Y Oportunidades De Comercio En La América Latina](#)
- ☐ [Latin American Business and Trade Opportunities](#)
- ☐ [International Reports](#)
- ☐ [International Links for Networking Women](#)
- ☐ [Noticias De America Latina De La Net /](#)
- ☐ [Latin America Net News](#)

Follow this arrow through the Web Track



Leveraging Technology and the Web keeps you on top of Web and computer news, giving you a much needed edge in today's fiercely competitive world; includes a special section for Women on the Web, online professionals, who need to keep up with the latest in production, developing and marketing on the Web. Get help finding the sites you want, learn to build your own site, and profit from doing business on the Net.

- ☐ [Email: The First Step in the Communication Revolution](#)
- ☐ [Leveraging Technology and the Web](#)
- ☐ [Navigating the Web](#)
- ☐ [A Web Page of Your Own](#)



Follow this arrow through the Money Track

Money and Investing offers the best financial and personal investing advice on the Web, from today's top global experts.

- ☐ [Investor's Homework Resources](#)
- ☐ [Money and Investing](#)



Follow this arrow through the News Track

Advancing Women keeps you up to date with the latest news in business, stocks, computers, and news of interest to women.

- ☐ [Business, Stock, International and Computer News](#)
- ☐ [News for Advancing Women](#)



Advancing Women has switched servers in keeping with our commitment to providing the highest quality of service and the latest technology. We are sorry if you were inconvenienced by any disruptions during the change.



Photo Collage: *Satellite*: T.J. Florian, *Work*: Bill Bachmann,
Angel: Richard During, *Family*: John Livzey, PNI

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inforM Women's Studies: Gender Issues

- ✓ [Chilly Climate](#)
- ✓ [Glass Ceiling](#)
- ✓ [Higher Education Status](#)
- ✓ [Reproductive Rights](#)
- ✓ [Sex Discrimination](#)
- ✓ [Sexual Harassment](#)
- ✓ [Violence and Women](#)
- ✓ [Women in the Workforce](#)
- ✓ [Women's Health](#)

UNIVERSITY OF MARYLAND AT COLLEGE PARK

Search inforM	UMCP Homepage	inforM Homepage	inforM FAQ	Phone Directory
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This page is maintained by Megan L. Hollmann. Questions, comments, and/or suggestions should be directed to megan@info.umd.edu.

A text-only menu is available.

Best viewed with Netscape

Welcome to the Feminist Majority Foundation Online



The FEMINIST MAJORITY FOUNDATION ONLINE



**Celebrating 96 Years
of Women
in the Olympics**



- ☐ [New York Woman Officer to Sue Male Officers Acquitted of Rape](#)
- ☐ [Despite Increase of Women Athletes, Most Olympic Reporters Are Still Men](#)
- ☐ [Girls Sue School For Discrimination](#)

About the Feminist Majority Foundation	Feminist Internet Gateway
Feminist News & Events	Feminist University Network
Take Action	911 for Women
Feminist Census	Breast Cancer Center
Affirmative Action	Feminist Career Center
Feminist Research Center	UN Women's Conference
Feminist Budget Center	Voter Registration



- ☐ [Feminist Arts, Literature, and Entertainment Center](#)
- ☐ [New Feminist Books](#)
- ☐ [Lammas Bookstore Picks of the Month](#)
- ☐ [Urge the President to Veto the Federal Anti-Same-Sex Marriage Bill](#)
- ☐ [Sign Up for Freedom Summer.](#)
- ☐ [Expo '96 Audio Excerpts](#)
- ☐ [Feminist Majority Online Store](#)



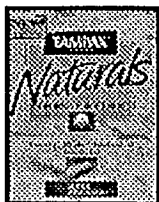
- ☐ [National Lesbian and Gay Health Association Conference](#)
- ☐ [National Conference for Sex Equity in Education](#)
- ☐ [Helen Reddy Performs "Love Julie"](#)
- ☐ [Conferences](#)
- ☐ [Concerts](#)

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New Media Publishing

WomenSpace

Spring '96



WomenSpace is sponsored by The Women's Pharmacy -- the first shop-at-home pharmacy for women. And now The Women's Pharmacy has the new all-cotton Tampax Naturals tampons! Click on the Tampax Naturals box to visit our product list. And remember to check out Tampax's great new site for girls -- Troom. Special thanks to FIT magazine for featuring The Women's Pharmacy! Click here to see what they had to say about us.

A Note From The Editor...

WomenSpace is pleased to welcome our new editor, Kym May. Click here for her introduction to this issue of WomenSpace.



STOP! Make this your first click in WomenSpace! Whenever you visit WomenSpace, remember to first click on the UpDaTe button to find out about new info, events and promotions.



Matters of the Mind, Body and Heart for Young Women.

A cool place for girls ... with special appearances by Angel.

The WomenSpace Town Square ...

Special info and promos, coupons and free stuff ...

Our picks of sites to see ...

Catchin' up on WomenSpace? Start here!

ADOrmond@aol.com

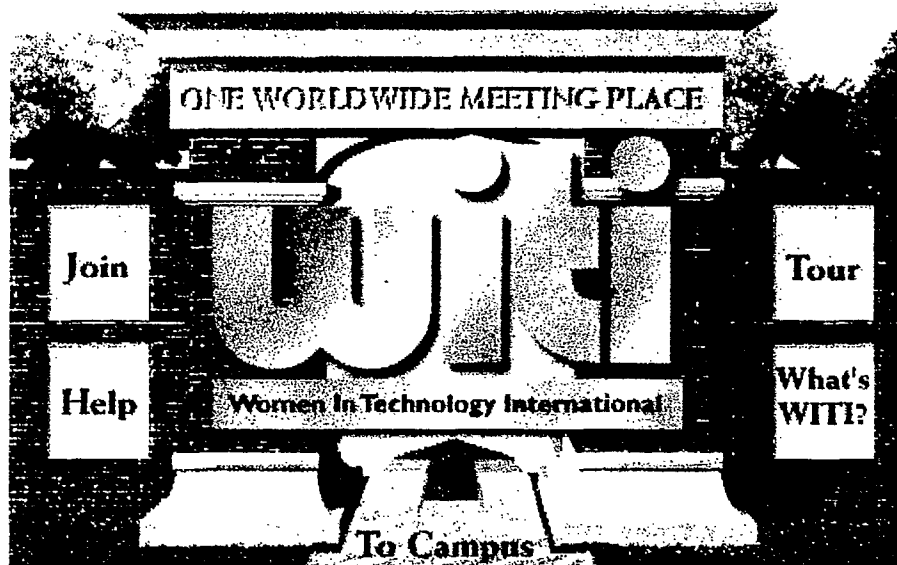
©1995 A.Ormond/The Women's Pharmacy

Housed at the [Cybergrrl Webstation](#)

sponsored
by Cybergrrl

Lost in an ocean of Web pages? Here's one place you can surf to: WITI's Link of the Week

[[Join](#)] [[Help](#)] [[Click Here to Enter Campus](#)] [[Tour](#)] [[What's WITI?](#)]



WELCOME TO THE WITI CAMPUS!

The award-winning Web site of Women in Technology International (WITI).

June was Women in Science and Technology Month, see how we celebrated!

Every June, WITI and women around the world will be celebrating Women in Science and Technology Month. The purpose of this celebration is to recognize and chronicle the outstanding accomplishments and history of women in science and technology. The first annual Women in Science and Technology Month took place in June, 1996, the following events took place:

- ☐ Induction of the First 10 Women into the WITI Hall of Fame
- ☐ Channels for Change - The Women in Technology Conference June 4-7 in Santa Clara, California.
- ☐ Take Your Children on the Internet (TYCOTI) Week June 23-30. All activities originated from right here on the WITI Campus Web site.
- ☐ Profiles of Women in Science and Technology - each day in June we highlighted a different woman in science and/or technology.

About This Web Site:

The WITI Campus was created to be a space for you to grow and expand your knowledge in a safe environment. Not just a virtual university, the WITI Campus is also a meeting place to join with others to break down the barriers that impede you in the pursuit of your goals. Within these walls you'll find expert advice, the latest news, exciting developments in technology, and the help you need to face challenging new frontiers.

This is your space. We invite you to be a part of our evolution. At the bottom of each page you'll find your hotline to us, for suggestions you have, Letters to the Editor or help in contacting us. Join us in our mission to break down the barriers to success and break through to new advances in technology. Each journey begins with a single click.

Here are just some of our **current highlights** (there are more inside...):

International Business Etiquette: Chapter 2: Business Ethics 9 to 5

Your demeanor can affect your business. Adopting the proper attitude can help you navigate the undercurrents of Asian commerce.

Planning Your Financial Future: Marriage, Credit and Planning for Retirement

How marriage affects your taxes and credit. The steps to take now to ensure a healthy retirement.

Building a Consulting Practice: Putting a Price on Independence

How do you set a price on your services without pricing yourself out the door? Where to locate that happy medium.

Leadership & Management: Between Passion and Flexibility

Juggling work and home is no longer the issue. Is there a way to excel at both?

Trends & Directions: Let's Talk Data Warehousing

Data warehouses sure are the trend these days. Let's take a look at why companies are collecting data and why data warehousing is catching on.

In My Office: Prisons of Our Own Making - Part 1

Can we recognize our unhealthy patterns and have the strength to change?

Glass Ceiling Report and Final Recommendations

by

Download the reports made to the government by the Glass Ceiling Commission.

Technology Marches On: Getting Your Company to Jump on the Webwagon

How to convince your company to get on the Web, and what to do when you get there.

Legal Ease: SCORing Revenue for Your Company

WITI's online legal expert offers several options for financing a new business.


This site is best viewed with:



[Suggestions](#) | [Contact Info](#) | [Letters to the Editor](#)

This page was last updated on 7/17/96 at 9:23 PM PT.

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The United Nations and the Status of Women

Setting the Global Gender Agenda

**"Without progress in the situation of women, there
can be no true social development. Human rights are
not worthy of the name if they exclude the female half
of humanity. The struggle for women's equality is part of
the struggle for a better world for all human
beings, and all societies."**

*Bhasini Boudha Chak
United Nations Secretary-General*

[The UN System and Women's Status](#)

[Committee on the Elimination of Discrimination Against Women](#)

[UN Actions for Women](#)

[Commission on the Status of Women](#)

[Women in Development](#)

[Convention on the Elimination of All Forms of Discrimination Against Women](#)

[For more information...](#)

For a text-only page, [click here](#).

Linkages

A magazine of ideas on development & women's policy makers

[\[Linkages Home\]](#)

[\[Send Feedback\]](#)

[\[Search\]](#)



The Fourth World Conference On Women

4-15 September 1995, Beijing, China

Updated 29 November 1995

[Late Breaking News](#)

[General News](#)

[Background Information](#)

[Earth Negotiations Bulletin Coverage](#)

[Other WWW Sites](#)

[Beijing Declaration
Platform for Action](#)

[About this Site](#)

[French Version](#)

NEW - VOICES and IMAGES and from Beijing!



A Woman's Perspective

The newsletter that provides information, direction and encouragement for women

[\[ABOUT BECKY WARD\]](#) [\[ABOUT A WOMAN'S PERSPECTIVE\]](#)
[\[WRITERS WANTED\]](#) [\[TO SUBSCRIBE\]](#) [\[FEEDBACK\]](#)

- The Meaning of Life
Becky Ward, RN, Director of "A Woman's Perspective," reflects on emotions.
- Understanding Healthy Relationships
Deborah A. Christensen, Ph.D., a psychologist in private practice, helps women to identify and apply the commonalities existing in healthy relationships.
- Perimenopause by Dr. Mary K. Beard
The hormonal fun begins long before the menses cease.
- Financial Planning for Women: No More Ms-Takes
Barbara Curtis, Financial Consultant, provides information every woman should have, including stock tips.
- Dieting Without Giving Up Your Favorite Foods by Dana Thornock
Follow sound principles, not deprivation, to control your diet.
- An Author's Transcendence of Grief
Isabel Allende's autobiographical work, "Paula," is reviewed by literary consultant Christina Joslin
- Recipe of the Month
Quick, simple cinnamon rolls
- For Your Information
A little knowledge about highway safety can spare you a lot of trouble.

Other Web sites recommended by Becky Ward and "A Woman's Perspective" :

- Caregiving
Information and tips for those caring for an aging relative
- Troubled Teen?
If there's a troubled/troubling young person in your life, you'll want to visit the Jefferson Resource Institute site.
- The Magic Stream
A journal of emotional wellness
- The Pleiades Network
Resources for Women
- Women on the Web

Links to places of interest to women

- The Medical Reporter
An educational health magazine
- Center for Human Reproduction
Specialists in reproductive services

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bward@itsnet.com



Canadian Women's Internet Association (CWIA)

Providing a Community on the Internet for Canadian Women

Take Back the Net!

The Canadian Women's Internet Association was founded to give all women both a voice and a place of their own on the Internet. We are here to ensure that women feel welcome and comfortable on the Internet.

Quote of the Week

" You cannot teach an old dogma new tricks"
Dorothy Parker

Information

- ☐ Upcoming Events and the CWIA Bulletin Board
- ☐ Internet Help for Women
- ☐ The CWIA Job Board
- ☐ Canadian Resources for Women
- ☐ Women & Technology
- ☐ Feminism & Women's Studies
- ☐ Global & Community Awareness
- ☐ Health & Fitness
- ☐ Motherhood
- ☐ Gender & Sexuality
- ☐ Spirituality
- ☐ GrRLs Guilds & Guides and other interesting stuff!

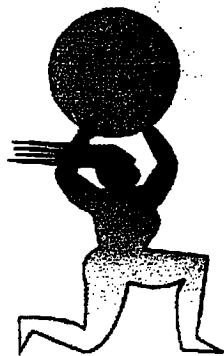
Interactive Information

- ☐ Mailing Lists
- ☐ In your *own* words.....Follow this link to see or sign our guestbook
- ☐ Women-Owned Business Registry
- ☐ Show Your Support for the National Women's March Against Poverty on the Supporting Wall

Things You Should Probably Be Concerned About



Free Speech Online
Blue Ribbon Campaign



WOMEN ONLINE WORLDWIDE

**Celebrating the spirit
of womankind...**



Come on in!

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WOMEN ONLINE WORLDWIDE

Read a [letter from the Forum Coordinator](#)

- **Women's Space** - Our live chat area with hosted topic chats, and guest speakers.
- **Message Boards** - Join in the ongoing debate, or share your own insights and information.
- **Tapestry** - A bi-monthly Webzine with regular features and articles of interest to women.
- **Women's Intercultural Network** - Website of the CA organization that links women globally. NEW
- **WOW Mail** - Shop with us!
- **Calendar of Events** - Check here for times and dates for topic chats or special events.
- **The Motherlode** - A collection of reading materials, utilities, and information.
- **WOW Links** - Let us help you locate that site you've been searching for, or just help you surf.



[Women's Space](#) [Message Boards](#) [Tapestry Magazine](#)

[WOW Shopping Mall](#)

[Calendar of Events](#)

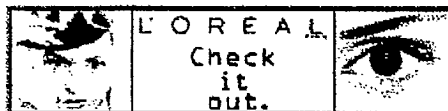
[The Motherlode](#)

[WO Lin](#)

*We welcome your feedback! Send comments or suggestions for this site to:
webmaster@wowwomen.com*



The Premier Search Directory for Women Online!



Enter Your Search Here: [\[Options\]](#)

Or browse the extensive categories below!

Have You Filled Out Our [Survey for Women](#) Yet?

Main Categories

New Listings Added Every Single Day!

■ [Arts & Entertainment](#)

---- [Drama](#), [Literature](#), [Music](#), [Visual](#)

■ [Working Women](#)

---- [Business](#), [Finance](#), [General](#)

■ [Community & Government](#)

---- [Advocacy](#), [Government](#), [Law](#), [Service](#)

■ [Women in the Age of Computers](#)

---- [Computers](#), [Internet](#)

■ [Diversity Among Women](#)

---- [Culture](#), [Religion](#), [Other](#)

■ [The Education of Women](#)

---- [General](#), [Schools](#), [Women Studies](#)

■ [Feminism](#)

---- [Advocacy](#), [Publications](#), [Resources](#), [Social](#)

■ [Health & Safety Issues](#)

---- [Disease](#), [General](#), [Obgyn](#), [Safety](#)

■ [Women Throughout History](#)

---- [Biographies](#), [Literature](#)

■ [Lesbian Visibility](#)

---- [Advocacy](#), [Arts](#), [Business](#), [Hotlists](#),
---- [Lesbigay](#), [Meeting Places](#), [Publications](#), [Misc](#)

■ [Personal Time for Women](#)

---- [Girls](#), [Leisure](#), [Mothers](#), [People](#), [Travel](#)

■ [Publications](#)

---- [Books](#), [Magazines](#), [Other](#)

■ [Women's Resources](#)

---- [Hotlists](#), [Social](#)

■ [Science & Technology](#)

---- [Science](#), [Technology](#)

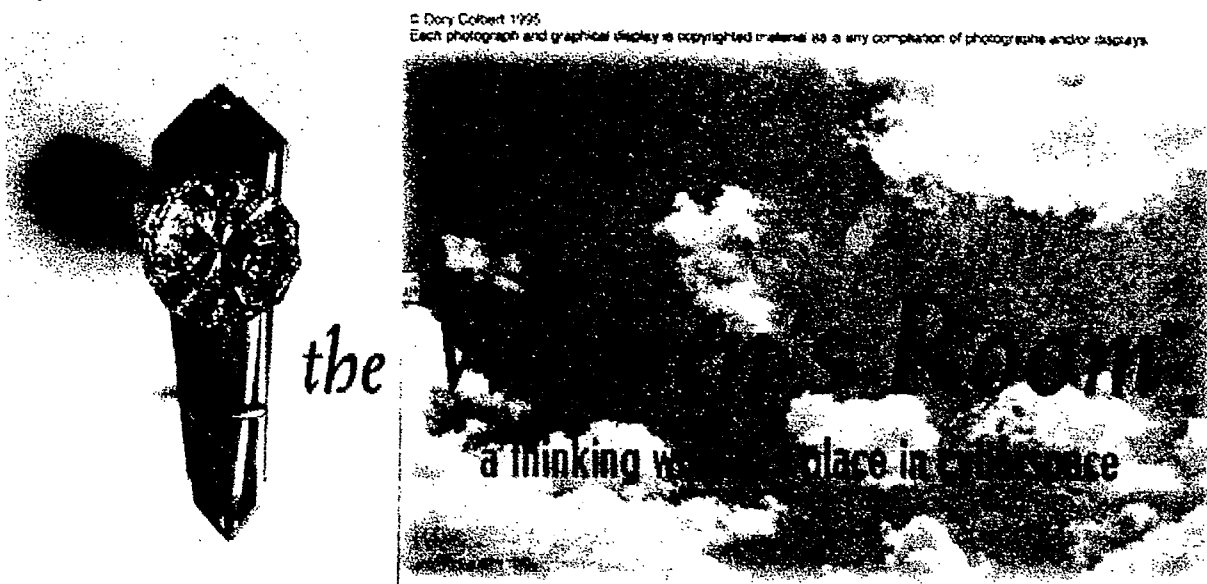
■ [Shopping & Consumer Products](#)

---- [Beauty](#), [Fashion](#), [Food](#), [Gifts](#), [Housing](#), [Intimate](#),
---- [Malls](#), [Misc](#)

■ [Women Athletes](#)

---- [Baseball](#), [Basketball](#), [General](#), [Golf](#), [Hockey](#),
---- [Soccer](#), [Tennis](#), [Volleyball](#)

Click [here](#) for an all-text homepage. Web-Counter numbers you as visitor since 3/31/96.



Talking to Kids About Sex and Sexuality
-the sooner the better!

EVERY
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it

 **What's New** Hot Off the Cyberpress

 **Letters from You** Readers Write

 **Creative Energy** Stories, Poetry, Art & Music



 **Bedmates, Roommates, Soulmates** About Relationships

 **The Comforts of Home** All Things Domestic



 **Your Style** Fashion, Flair & Self-Expression



 **The Water Cooler** Women & Work



 **Your Money** Getting It, Spending It, Keeping It

 **Moms with Modems** Parenting



 **Health & Healing** Women's Health



 **The Locker Room** Sports & Fitness

[Top of Page](#)

Questions or Comments? Email: womensrm@inlink.com
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Women On The Web

Finally! A page just for women...About women..
Recently updated to make browsing easier & more fun!
Dont forget to add us to your Bookmark list!



WOMEN IN BUSINESS.....



CAREERS



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MONEY MATTERS



ARTS & ENTERTAINMENT.....



TRAVEL

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National Organization for Women

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Women@Work

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front page
what's new?
new to
NAFE?
networking
events
your business
world
executive
female
your
downtime

Welcome to your new Women @ Work website, now with 100% more BBS capability! We've redesigned the site with a new look and feel to make it easier for you to find the information you're looking for. This month's new features include 5,000 job search tips (below), and selected articles from NAFE's own Executive Female magazine.

Check back often as we update and upgrade.
Let us know what you think!



5,000 INSIDER JOB SOURCES

Every industry has its own treasury of job listings available to those in the know: special recruitment newsletters, obscure online sites and job banks. Now you can tap into the hidden job markets in Daniel Lauber's self-published reference books, ***Professional's Private Sector Job Finder*** (\$18.95), ***Government Job Finder*** (\$16.95), and ***Non-Profits Job Finder*** (\$16.95). More than 5,000 periodicals, online databases and job hotlines are listed in all three books. Listings are also available on seven floppy disks (\$67.96) and on CD ROM (\$59.46), both for Windows.

To order call Planning/Communications,
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Networking || News || Your Business World
Executive Female || Your Downtime



Beijing '95

Women, Power & Change

=====

Follow Up & Implementation

=====

- ☐ A Final Report on The Fourth World Conference on Women by the Earth Negotiations Bulletin, Dec. 18, 1995.
- ☐ The Committments Scoreboard
- ☐ NGO Communications Strategy Proposal
- ☐ Report to the President from the U.S. Delegation, 10/25/95
- ☐ Follow-Up on U.S. Commitments, 11/7/95
- ☐ The President's Interagency Council on Women
- ☐ Members of President's Council on Women, 11/7/95
- ☐ The Stanley Foundation Foundation, NGO Scorecard of Action Post Beijing Implementation Strategies.
- ☐ Virtual Sisterhood Follow Up Activities

Original Beijing Pages 6/95 - 9/95

WomensNet 



Computer services, Internet and information resources for women

WomensNet is a non-profit computer network for women, activists and organizations using computer networks for information sharing and increasing women's rights. WomensNet provides email accounts, Internet access, WWW publishing, consulting and training. WomensNet works with women, activists and organizations to adapt telecommunications tools to address their information and access needs. Members of WomensNet have access to unique information resources such as databases and electronic conferences not found on the Internet and can create their own mailing lists, electronic conferences and WWW pgs.

- WomensNet Services for groups & individuals
- The WomensNet Community (Member Organizations (a partial listing))
- Partners & Projects
- WomensNet Information Resources:

For more information about WomensNet services and membership:

email: womensnet-info@igc.apc.org

To become a member of WomensNet and the Institute for Global Communications (This signup procedure requires telnet software on your computer.)

WomensNet Online Newsletter

Alerts



Beijing

'95



Features



Internet

Resources

For Women



Training

Resources

womensnet@igc.org

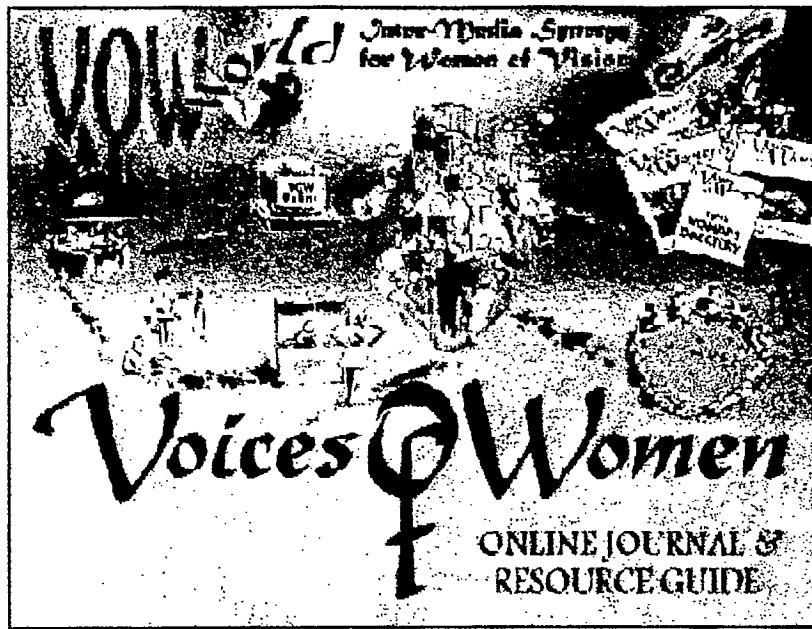
Institute for Global Communications
WomensNet

Presidio Building 1012, First Floor, Torney Avenue
PO Box 29904

San Francisco, CA 94129-0904

phone: 415-561-6100

fax: 415-561-6101



***Show Up! Pay Attention! Tell Truth (without blame or judgement)!
And don't be Attached to Outcome (but open to Outcome)!***

-Angeles Arrion at the Dreaming the New Dream Conference, Sun Valley, Idaho 1987



For 2nd Time

***We've also been recognized as a
"Net Nerve Center" by PeopleLink/Lopez.***

We gather the wisdoms of women-honoring traditions and practices (*Thinking Globally*); disseminate them in the quarterly publications *Voices of Women Journal*, and *Voices of Women's '96-97 Resources for Women of Vision*; refine them at our 5th Annual *Voices of Women Conference and Expo* (*Acting Locally*) (Frames enhanced) focus them through intimate *Gatherings* and *Retreats* (*Responding Personally*); then we return the transformed wisdoms full circle to this site on the World Wide Web (*Acting Globally*). In these pages, real women are telling their stories, discussing issues, sharing hard-won wisdom. We are finding new tools, inspiration and support. We invite you to get a cup of tea, sit down, relax and step inside our women's circle for some moments of sharing, reflection, community, and sometimes transformation. Using *Intermedia Synergy*, Voices of Women is

Intermedia Synergy

expressing the feminine awakening that is happening among us and puts a new set of power tools in our hands. Women are using these powerful tools to create a supportive community for themselves and each other, and, at the same time, carving a place for women on the Internet, the new communications frontier.

Browse our Marketplace of woman-owned, woman-operated, and/or woman-friendly businesses.

MARKETPLACE



ARTICLE INDEX



1996 CALENDARS 1996 EVENTS

(FRAME Enhanced)

WHAT WE'RE ABOUT JOURNAL SUBSCRIPTIONS & ONLINE RATES

The 5th Annual VOW 1996 CONFERENCE & E *(Frame Enhanced)*

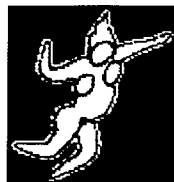
**Sunday, March 24th, 1996, 9 am - 6 pm,
Armory Place, Silver Spring, Maryland.**

Celebrate your Womanhood with 30 workshops and 70 exhibits. E-mail us to receive the complete program and mark your calendar now for this fantastic day of sisterhood, networking and growth. Booth spaces are available for this event--E-mail for details!

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Celebrate the Harvest!

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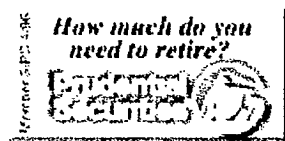


Site Map -

- Working Woman -

- Ms.

Don't forget to check out





The Magazine for Business Women

Features

Working Woman features provide women with the tools they need to succeed in business. Two of the signature pieces of the publication, are included on the site in **interactive databases**, which have been compiled from several years of data from the Top Women-Owned Companies and The Hottest Careers for Women.



Departments

Read *Working Woman* Editor-in-Chief's, Lynn Povich's letter of welcome here. We've also asked Kathleen Matthews, the Host of the *Working Woman* Television Show to send along her own greeting from Washington, DC.



Talk

If you have an opinion, need information, want to make a comment or would just like to chat, e-mail the editors.



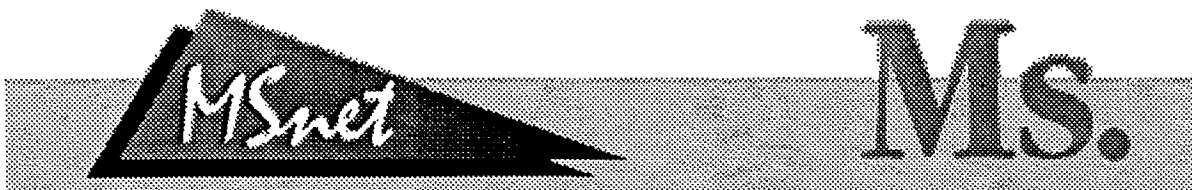
Biz

Read about the *Working Woman's* editorial vision, the backgrounds of the editors and readers. This section contains advertising, marketing and rate card information. Also, find out how you can subscribe to *Working Woman*.



[Home](#) | [Site Map](#) | [WomWeb](#) | [MS](#) | [WM](#) | [WW](#) | [INFO](#) | [Register](#) | [E-Mail](#)





The World of Women

Features

MSnet features provide you with information you need to wire into the women's community. Learn about women's herstory, politics, economics, education and health. Currently featured are [Feminist Bookstores](#) and [Pro-Choice Corporations](#).



Departments

Editor-in-Chief, [Marcia Gillespie](#) and [Gloria Steinem](#), speaker, author and one of the founding editors of *Ms.* magazine, welcome you to the Web site and to *Ms.* on-line.



Talk

If you have an opinion, need information, want to make a comment or would just like to chat, check in here, [E-mail](#) the editors. Let us know what you want to see on *Ms.* on the site.



Biz

Check into this section to read about the [background](#) of the *MS.* editor. Also, find out how you can [subscribe to MS.](#)



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Women's Wire

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Imagewire

Why are women so hard on themselves when it comes to swimsuits?



Women's Sports + Fitness

Olympics coverage: Meet three top athletes



Profile

How a copywriter took over MTV: Prez Judy McGrath

C H A N N E L S

NEWS

Hot off the wire
Daily news reports

Backtalk
We ask & you tell it like it is

Comix
"Sylvia" & Mary Lawton



Fashionwire

Videos featuring the latest designer collections

Ask fashion plate

Check in with the style expert

Catwalk

All about the trends

Imagewire

Sifting through beauty hype and hoopla



Getting there

Cool careers: environmentalists,
webmasters,
firefighters, stylists, multimedia
producers
Brought to you by Levi's Jeans for
Women

Women's Wire profile

MTV honcho Judy McGrath

Ask biz shrink

Professional help

Best companies

The top 100 for U.S. moms & dads



Women's Sports + Fitness:
Insider's scoop on the Olympics:
Predictions, interviews and more

Health quiz
Are you up to the challenge?

Healthline
Weekly health news

Ask bod squad
Talking healthy

In training
The road to Atlanta:
How the top athletes work out

Ask jock
Sweat equity

Ask sexpert
Carnal knowledge



Books
Weekly book reviews

E-line
Gossip & juicy tidbits from Tinseltown

Horoscope
Your weekly guide

Overheard
Quotable quotes

Ask eMale
The gender challenged

Soap dish
The dish on the cybersoaps



Money milestones
401(k), joint checking accounts and more

Ask cash flo
Soothsayer of personal investing



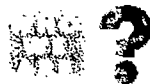
On the web
Links to loads of cool sites

Where they surf
Web picks of the cyberset

Ask web diva
Hot links and groovy tips on creating
your own page



Go shop
Shopping online



Guestbook
Sign here to stay in touch

Advertising
Your business on Women's Wire

Who we are
Behind the scenes

Back issues
Find what you've missed

TOP



Current News	WOMEN'S CONNECTION ONLINE	Women's Internet Resources
Women's Organizations		Bulletin Board
Participating Organizations		"Winning Strategies"
Women's Businesses		Coming Attractions
Events Calendar		Free Newsletter
Information Library		

Information Library

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EDUCATION
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CRIME/SAFETY/LAW
FINANCE
WOMEN'S HISTORY
TECHNOLOGY
FAMILY/PARENTING
POLITICS





Canadian Association of Women Executives & Entrepreneurs

Att: Mary Catalfo
595 Bay Street, Suite 300
Toronto, Ontario M5G 2C2, Canada
Phone: (416) 482-2933
Fax: (416) 596-7894

Mission statement / description of organization:

CAWEE was founded in 1976. Their mandate is to provide an environment for women to grow and develop in their businesses and professions and to increase the visibility of women executives and business owners.

Meeting schedule:

Dinner speaker meeting once per month; networking breakfasts first Thursday of every month; Annual Trade Show and special events.

Network President

Dianna Rhodes
President
Dianna Rhodes Accessories



Source - Strategis, Industry Canada, <http://strategis.ic.gc.ca>

Author - Canadian Association of Women Executives and Entrepreneurs (C.A.W.E.E)

Publisher - Industry Canada

Publication Date - 01/03/96

Canadian Association of Women Executives and Entrepreneurs

Mandate

To provide an environment for women to grow and develop in their businesses and professions and to increase the visibility of women executives and business owners through networking events, seminars and workshops.

Members

- ☐ 200+ full memberships
- ☐ 10 out of town memberships

Membership Benifits

- ☐ Affiliated with Board of Trade
 - ☐ Affiliated with The International Alliance (TIA)
 - ☐ Annual Membership Directory for CAWEE
 - ☐ Annual Membership Directory for TIA
-

Resources and Services

Seminars

Monthly dinner meetings are open to the public and offer excellent networking opportunities. Breakfast Networking Meetings, held on the first Thursday of every month, offer an opportunity for the exchange of valuable leads and information. Participants are given the floor for one minute to talk about their business.

Workshops offer hands on learning in many areas including entrepreneurship, setting up your own business and using the Internet. These workshops are open to the public and plans are in the works for setting up workshops in Ottawa and Vancouver.

An annual Trade Show is held in Toronto and offers an informal and comfortable forum for members and non-members to exhibit their products and services. Participants can rent a six foot table with or without booth space .

1996 Events and Conferences

WWW.freenet.hamilton.on

Welcome to The Bay Area Business Women's Network

Hamilton-Wentworth, Ontario Canada

Be a part of this group of professionals who are dedicated to personal and business excellence.

Mission Statement

To provide a forum to maintain, improve and promote trade and referrals both within and outside the network, by way of committee structure and active member participation, as well as scheduled events arranged by members for members, including classification talks, guest speakers and activities to advance professional development.

Networking

Part of our mission as a group is to provide referrals and support to group members. Members accept a responsibility to refer business to group members and to generate leads for group members. As a group we make an effort to ensure that all business categories are represented in our network. Group meetings are structured to give everyone a chance to meet and maximize business contacts and opportunities.

Community

As members of the business community we endeavor to support events in Hamilton-Wentworth as well as local charities. Bay Area Business Women's Network is proud that many members are actively involved in community events and organizations.

Meet the members of Bay Area Business Women's Network

The Bay Area Business Women's Network invites all women of Hamilton-Wentworth and surrounding cities to join them at their next meeting, the first and third Wednesday of the month, at 7:30 am. We meet at different members offices through out the area.

If you are interested in attending, please contact

Jennifer Kubilis
Voice: (905) 547-5352
Fax: (905) 547-8298

or

send an email message to Jennifer at ☐ jkbs@freenet.hamilton.on.ca

This site last updated June 1996.



Sudbury Business and Professional Women's Club

Proud to host the 35th biennial conference of The Canadian Federation of Business and Professional Women's Clubs. August 20-24, 1996.

Mandate

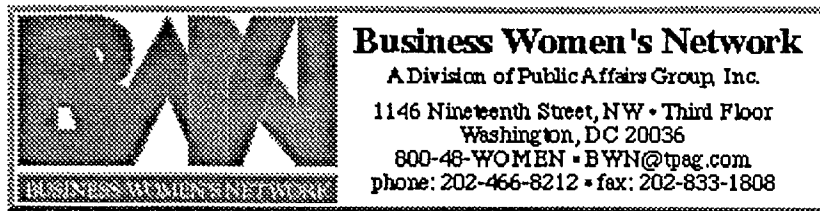
The objective of BPW Sudbury is to elevate the status of women and to foster understanding and goodwill among business and professional women. In order to achieve this objective, the members use their abilities and strengths in the following manner.

- * To work for high standards of service in business and the professions
- * To stimulate and encourage in women of all ages to acquire education and occupational training, and to use their occupational capacities and intelligence for the advantage of others as well as themselves.
- * To work for equal status and opportunities for women in the economic, social and political spheres in all countries, and to work for the removal of discrimination against women.
- * To promote worldwide friendship, co-operation and understanding between business and professional women.

Background

BPW Sudbury is a non-sectarian, non-partisan organization which was chartered in 1945. In May 1995, BPW Sudbury celebrated its 50th anniversary. BPW Sudbury is the largest Club of its kind in Canada.

The Club is a member of the Canadian Federation of Business and Professional Women's Clubs. This federation was established by Federal Charter in July 1930. The Canadian Federation of Business and

**BWN ANNOUNCES SUMMIT '96 - WOMEN'S ECONOMIC SUMMIT**

An inaugural assembly of corporate, academic, foundation and government leaders.

BWN ANNOUNCES THE RELEASE OF *WOMEN AND TECHNOLOGY*.

The Business Women's Network (BWN) announces the release of its latest publication, Women and Technology, the fourth in a series of six BWN special reports, this special report explores the role women are taking in the growth of technology.

-
- ☐ About the Business Women's Network
 - ☐ History
 - ☐ Products and Publications
 - ☐ Top 20 Business and Professional Women's Organizations by Membership
-



[BWN Homepage](#) • [Products](#) • [About BWN](#) • [Top 20](#) • [History](#) • [Contact](#) • [PAG Homepage](#)



< file last updated 6 Dec 1995 >

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Introducing Women Incorporated

[Capital][Discounts][Publications][Conferences/Events]

Women Incorporated is a new and exciting national not-for-profit membership organization dedicated to improving the business environment for women, especially entrepreneurial women.

By aggregating the economic influence of nearly 100,000 members annually, and pooling our purchasing power, Women Incorporated membership qualifies your business for significant discounts and corporate benefits. Women Incorporated is also amassing a portfolio of financial tools and lending instruments specifically designed to empower women in the fulfillment of their wildest dreams.

Women Incorporated is committed to making life a little easier for you and making your business more profitable. For inquiries or more information, send e-mail to Women Incorporated or call (800) 930-3993, FAX (800) 932-3993.

A National Voice for Enterprising Women

Women Incorporated is helping entrepreneurial women to help themselves. While there are over 7 million women owned businesses in this country, less than 5% exceed \$1 million in annual revenues and most fail to qualify for the kinds of corporate discounts routinely granted to Fortune 500 companies. By working together, our collective clout can improve the business climate for all women across the country.

Here's What a \$29 Annual Investment in Women Incorporated Buys Eligible Members

Access to Capital

By joining forces with like-minded, creative and dynamic women like you, we believe we can achieve financial rewards unreachable by one person. Learn more about a special loan program from The Money Store.

WI Loan Program -- Through Women's Entrepreneurs Financing Group (WEFG) established by The Money Store in 1994, WI offers loans from \$25,000 to \$2,500,000 for qualified members with fewer than 100 employees. A \$150 million loan pool is available for start-up or expansion projects.

She Deserves Credit Cards -- A viable way to establish, grow or rehabilitate your credit history. WI members are eligible for secured credit cards.

Discounts and Services

WI membership can help you realize up to a 25% reduction in the cost of doing business simply by utilizing all the available discounts with companies such as Kinko's, Federal Express, AT&T and IBM.

9to5, National Association of Working Women

ADDRESS: 64 Superior Avenue NW
Cleveland, OH 44113
USA

Phone: (216) 566-9308

FOCUS: Business & Professional

MISSION:

9to5, National Association of Working Women is the largest membership organization of working women in the country. Founded in 1973 by a group of Boston clerical workers, 9to5 has grown from a handful of women to nearly 15,000 members nationwide with a network of activists in more than 200 cities.

Although the heart of the organization is secretaries, data processors, and office workers, 9to5 is a voice for all working women, regardless of their position or background. Throughout its 22 years, 9to5 has advocated for rights and respect for everyone from airline reservationists faced with unfair demands by their employers to clerical workers who took pay cuts and relinquished benefits to keep their jobs.

9to5 has:

- ☐ Won more than \$25 million in back pay and pay equity raises.
- ☐ Exposed health problems associated with office automation and abuses of computer monitoring.
- ☐ Helped build a national working women's movement including District 925, part of the Service Employees International Union (SEIU).
- ☐ Helped win key legislation including the Civil Rights Act of 1991, the Act for Better Child Care and the Family and Medical Leave Act.
- ☐ Helped thousands of working women develop strategies to improve their job situations through the 9to5 Job Survival Hotline.

ACTIVITIES:

9 TO 5, NATIONAL ASSOCIATION OF WORKING WOMEN

9 to 5 is the "voice for working women," mobilizing women for improved public and workplace policies. Their targeted job related concerns and research include:

- > child care and family leave
- > pay equity
- > civil rights
- > sexual harassment
- > VDT health and safety
- > fairness for part-timers and temporaries
- > job training and promotions

9 to 5 has the nation's only toll-free Job Survival Hotline (1-800-522-0925) to discuss job issues, legal rights and experiences with trained counselors.

9 to 5, National Association of Working Women
614 Superior Avenue, N.W.
Cleveland, OH 44113-1387
(216) 566-9308 (Membership)
1-800-522-0925 (Job Problems Only)
(414) 274-0925 (Other Inquiries)

Return To: [Home Page](#) | [Women's Organizations Index](#)
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FINANCIAL WOMEN INTERNATIONAL

200 North Glebe Road - Suite 814
Arlington, Virginia 22203-3728
(703) 807-2007 (Fax) 807-0111

Financial Women International

Founded in 1921, Financial Women International serves women in the financial services industry who seek to expand their personal and professional capabilities through self-directed growth in a supportive environment. FWI's vision is to empower women in the financial services industry to attain their professional, economic, and personal goals, and to influence the future shape of the industry.

FWI accomplishes its mission primarily through education and training programs, publications, public affairs and marketing efforts, and by providing leadership, mentoring and learning opportunities.

- ☐ [Our FWI Fact Sheet](#)
- ☐ [Benefits of FWI Membership](#)
- ☐ [Who Can Join Financial Women International?](#)
- ☐ [Vision, Mission and Purpose Statements](#)
- ☐ [An Introduction to the Financial Women International Foundation](#)
- ☐ [1995-1996 Membership Application Form](#)
- ☐ [Position Statement on Affirmative Action](#)
- ☐ [Position Statement on Gender Equity in Education](#)
- ☐ [Position Statement on the Glass Ceiling](#)
- ☐ [Position Statement on The National Healthcare Debate](#)
- ☐ [Position Statement on Pay Equity](#)
- ☐ [Meetings - Leadership Forums and Annual Conference](#)

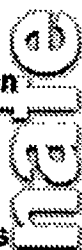
For more information, call (703) 807-2007 or send e-mail inquiries to [Financial Women International](#)

[Return to Top of Page](#)] [[Return to Women's Connection](#)]

founded as the National Association of Bank Women in 1921

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national
association
for
female
executives



Women@Work

≡ TA-DAI ≡

* * front page
what's new?

* * * * * new to
NAFE?

* * networking

* * * * * events

* your business
world

* * * executive
female

* * * * * your
downtime

Welcome to your new Women @ Work website, now with 100% more BBS capability! We've redesigned the site with a new look and feel to make it easier for you to find the information you're looking for. This month's new features include 5,000 job search tips (below), and selected articles from NAFE's own Executive Female magazine.

Check back often as we update and upgrade. Let us know what you think!



5,000 INSIDER JOB SOURCES

Every industry has its own treasury of job listings available to those in the know: special recruitment newsletters, obscure online sites and job banks. Now you can tap into the hidden job markets in Daniel Lauber's self-published reference books, *Professional's Private Sector Job Finder* (\$18.95), *Government Job Finder* (\$16.95), and *Non-Profits Job Finder* (\$16.95). More than 5,000 periodicals, online databases and job hotlines are listed in all three books. Listings are also available on seven floppy disks (\$67.96) and on CD ROM (\$59.46), both for Windows.

To order call Planning/Communications, 888-366-5220 (toll free)

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National Association
for Executive Females
Comments?
Questions? E-mail us
at nafe@nafe.com

Front Page/What's New? || New to NAFE?
Networking || Events || Your Business World
Executive Female || Your Down Time

NATIONAL ASSOCIATION FOR FEMALE EXECUTIVES (NAFE)

The National Association for Female Executives, Inc. (NAFE) is the largest businesswomen's organization in the United States. It is a professional association dedicated to the advancement of women in the workplace through education and networking. NAFE functions to support women in business and to help them to succeed in achieving their career goals and financial independence. It was founded in 1972. There are over 250,000 NAFE members in the United States and internationally, with 300 NAFE networks across the U.S. "Executive Female" is the National Association for Female Executives. It is published bi-monthly and has a readership of over 650,000. Benefits to members include venture capital fund to assist entrepreneurial members; national satellite conferences, seminar programs and special events to encourage education and networking and low-interest loans and credit cards, low-cost insurance, resume service and "How-To" career guides.

National Association for Female Executives
30 Irving Place, New York, N.Y. 10003
(212) 477-2200, (212) 477-8215 (FAX)

Return To: [Home Page](#) | [Women's Organizations Index](#)
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NATIONAL ASSOCIATION OF WOMEN'S BUSINESS ADVOCATES (NAWBA)

The National Association of Women's Business Advocates is a non-profit organization formed in 1987. Most of its members are the official women's business advocates in their respective states, while others represent Small Business Development Centers, Economic Development Departments, financial institutions and organizations and women business owners.

NAWBA's principal goal is to advocate to government representatives and agencies, corporations, educational institutions, the media and financial institutions and organizations on behalf of the nation's more than 8 million women business owners. NAWBA helps states identify the needs of their entrepreneurial women and establish policies and programs to assist these entrepreneurs as they start and grow their businesses. NAWBA strives to help strengthen the economic impact of women-owned businesses.

*National Association of Women's Business Advocates
100 West Randolph, Suite 3-400
Chicago, IL 60601 (312) 814-7176*

Return To: [Home Page](#) | [Women's Organizations Index](#)
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NATIONAL ASSOCIATION OF WOMEN BUSINESS OWNERS (NAWBO)

The National Association of Women Business Owners, headquartered in Washington D.C., is the voice of America's 6.5 million women entrepreneurs. NAWBO has 50 chapters around the country, and a growing number of Affiliate organizations and At-large members.

Founded in 1974, NAWBO is the official U.S. member of Les Femmes Chefs d'Entreprises Mondiales (the World Association of Women Entrepreneurs). FCEM represents 28 countries around the world.

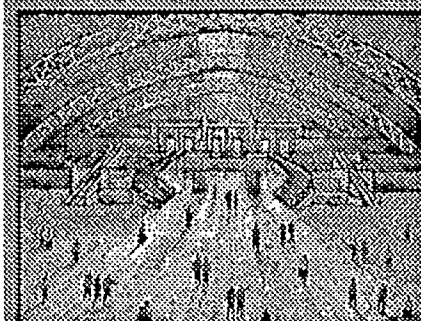
NAWBO provides the voice and vision for America's women business owners. Its purpose is to:

- > represent the interests of women entrepreneurs with policymakers, the media, bankers, and business leaders,
- > develop programs and services to meet the needs of women business owners,
- > nurture leaders and offer training in management and organization growth,
- > work to increase public and private-sector procurement opportunities for women entrepreneurs,
- > build on its existing international relationships to help catapult NAWBO members into the global marketplace via international conferences, trade missions, and global electronic linkages,
- > encourage the aspirations of emerging women entrepreneurs.

Chapter and Affiliate organizations offer monthly programs and networking opportunities, as well as regular publications containing vital information for women business owners.

*Nation Association of Women Business Owners
1413 K Street, N.W., Suite 637
Washington, D.C. 20005
1-800-55-NAWBO*

Return To: [Home Page](#) | [Women's Organizations Index](#)
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[Contents](#)[Introduction](#)

MWBE Connection

Minority and Women
Business Enterprises

MWBE ConnectionTM is the place where Minority and Women Entrepreneurs can meet and work with Corporate Partners.

MWBE Connection is supported in part by the generous contributions of corporate sponsors and advertisers. To inquire about sponsorships, advertising, MWBE membership, or to receive a detailed proposal and on-line demonstration of *MWBE Connection*, please email [Manny Fields](#) or call Mr. Fields at (303) 321-8302.

MWBE Connection is a service developed and managed by OnPoint Communications, Inc.

[[MWBE](#) | [What's New](#) | [Contents](#)]

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Comments or questions?

HOW TO START A SMALL BUSINESS

From the Small Business Administration

GETTING STARTED

Most entrepreneurs are not adequately prepared to go into business. While they have the motivation, desire and talent, many have not taken time to properly investigate and research the business they are interested in starting. Similar to the game of chess, success in small business starts with decisive and correct opening moves. And although initial mistakes are survivable, it usually requires skill, discipline and hard work to regain the advantage.

REASONS TO START A BUSINESS

Before starting a small business, list your reasons for wanting to go into business. Whatever they are, use a specific and systematic approach to build a plan from which your success can be evaluated.

Some common reasons for starting a business are:

- You want to be your own boss.
- You want financial independence.
- You don't work well with others.
- You dislike policy and procedures.
- You want creative freedom.
- You want to fully use your skills and knowledge.

To determine what business is "right for you," answer the following questions:

- What do you like to do with your time?
- What technical skills have you learned or developed?
- What do others say you are good at?
- Will you have the support of your family and/or spouse?
- How much time do you have to run the business?
- Do you have any hobbies or interests that are marketable?

The next step is to determine what niche your business will fill.
The following helps you to answer that question:

- Is your idea practical, and will it fill a need?

- What is your competition? What is your advantage over existing businesses?
- Can you deliver a higher/better quality service?
- Can you create a demand for your business?

The last step in your model is the pre-business checklist. The following are questions you should answer. Write down your responses to each question before developing the plan:

- Describe the business you are interested in starting.
- What services or products will you sell?
- Where will you locate?
- What skills and experience do you bring to the business?
- What will be your legal structure?
- What name will you go by?
- What equipment or supplies will you need?
- How will your business records be maintained?
- What insurance coverage will be needed?
- What financing will you need?
- What are your resources?
- How will you compensate yourself?

From the checklist, start to organize your business plan.

It is recommended that you break down the plan into several components. This allows you to work on several sections at a time or as information is received. The following summary should serve as a guide for this process.

BUSINESS PLAN OUTLINE

Introduction

- Give a detailed description of the business.
- Explain the type of business.
- Discuss the ownership of the business and the legal structure.

- List the skills and experience you bring to the business.
- Discuss the product/service offered.
- Discuss the advantages over your competitors.

Marketing

- Identify the demand for your product/service.
- Identify your customers and their location(s).
- Explain how your product/service will be advertised.
- Discuss how your product/service will be delivered.
- Explain pricing strategy.
- Explain your source and amount of initial equity capital.
- Develop a monthly operating budget for the first year.
- Provide three years of projected quarterly balance sheets and profit or loss statements.
- Provide monthly cash flow statements which tie to other statements provided for a two-year period.
- Discuss your break-even point.
- Explain your personal balance sheet, and method of compensation.
- Discuss how and who will maintain your accounting records.
- Provide "what if" statements to demonstrate alternative approaches to addressing any negative which may develop.

Operations

- Explain how the business will be managed on a day-to-day basis.
- Discuss how you will hire your employees and discuss personnel procedures.
- Discuss insurance, lease or rent agreements, and issues pertinent to your business.
- Once you have completed your business plan, review it with a friend or business associate.
- When you feel comfortable with the content and structure, make an appointment to review and discuss it with your banker. The business plan is a flexible document that will change as your business grows.

HOW TO GET MORE INFORMATION

Information is power! Make it your business to know what business information is available, where to get it and most importantly, how to use it. Sources of information include:

U.S. Small Business Administration

- SBA District Offices
- Small Business Development Centers (SBDCs)
- Service Corps of Retired Executives(SCORE)
- Small Business Institutes (SBIs)

Consult your telephone directory under U.S. Government for your local SBA office or call the Small Business Answer Desk at 1-800-8-ASK-SBA for information on any of the above resources. Also, you may request a free copy of "The Small Business Directory," a listing of business development publications and videotapes, from your local SBA office or the Answer Desk.

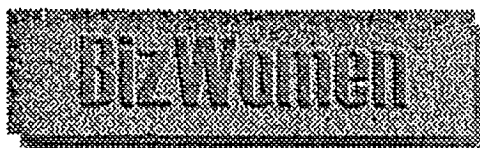
Other Sources:

- State Economic Development Agencies
- Chambers of Commerce
- Local Colleges
- The Library
- Manufacturers and suppliers of small business technologies and products.

Successful small business expansions and new job formations lead the way in creating new markets, innovations and jobs that fuel economic growth and prosperity. In recognition of the importance of small business to a strong economy, the U.S. Small Business Administration (SBA) wants to meet the information needs of existing business owners and aspiring entrepreneurs. SBA hopes "Focus on the Facts" meets your needs and we invite your comments and questions. Your success in business depends on what you know and how well you apply what you have learned.

*Courtesy of Women's Connection Online,
McLean, Virginia 1-800-WLC-4YOU.*

Return To: [Home Page](#) | [Business/Career Index](#)
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"...bringing business women from all over the world together!"



If your browser supports "frames" Netscape 2.0 [click here!](#)

BizWomen provides the online interactive community for successful women in business: to communicate, network, exchange ideas, and provide support for each other via the Internet.

What makes BizWomen different is its dedication to providing a convenient, one stop service, for the professional woman to further expand her reach into the business world.

As an online marketplace, BizWomen also provides you with an Internet presence with your online "business card", a colorful online "brochure", or interactive "catalog", to make your products and services available to millions of people all around the world.

To participate in our four mailing lists, other events and soon to come chat rooms, please fill out our Member Registration Form - MEMBERSHIP IS FREE to become a BizWoman!

JOIN BIZWOMEN

WHAT'S NEW!



You are the **15417** visitor since October 2nd, 1995.

Business Resource Center

- [Quote of the Week](#)
- [Getting Started](#)
- [Marketing Department](#)
- [Management Center](#)
- [Financing Guide](#)
- [Other Information](#)
- [Hot Links](#)
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About...



[Quote of the Week](#) | [Getting Started](#) | [Marketing Department](#) | [Management Center](#) | [Financing Guide](#) | [Other Information](#) | [Hot Links](#) | [Search](#) | [Discussion Groups](#) | [Contact Us](#) | [About Khera Communications](#)

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MICROBIZ, RETAIL AUTOMATION SOFTWARE
Control your inventory, create invoices, track customer purchases
and Micro Biz software. The nation's best selling point-of-sale
software can save you time and make you money.

The Small Business Resource Center

This site is always changing and improving - be sure to add a Bookmark for us!

Welcome!

The Small Business Resource Center is a compilation of useful information for entrepreneurs everywhere. Anyone who runs a small business (or wants to) will find a variety of helpful information here. This site has been acknowledged by Business News and Interactive Week, among others, and has helped numerous entrepreneurs on their paths to success. Enjoy!



on choosing, starting and running a small business



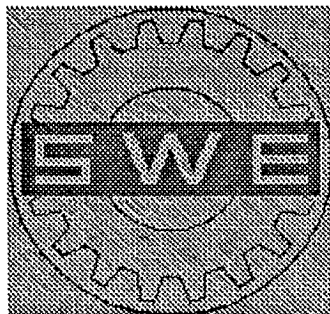
of special books, tapes and courses to give you a competitive advantage



to other small business resources on the Web

If you are a self-publisher of small business or self-improvement books, tapes, courses or software, we offer free marketing of your materials. Comments or suggestions to: seaquest@webcom.com

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Society of Women Engineers

Welcome to the Home Page of the Society of Women Engineers! This page is still under construction so visit often to see what features we are adding. [Comments and suggestions](#) welcomed.

What's New?



[Convention Information](#)



[Career Services Page](#)

Mission

The Society of Women Engineers (SWE):

- ☐ stimulates women to achieve full potential in careers as engineers and leaders,
 - ☐ expands the image of the engineering profession as a positive force in improving the quality of life, and
 - ☐ demonstrates the value of diversity.
-

[President-Elect Committees](#)

[Member Services](#)

[Member Profiles](#)

Women and Computer Science



Picture obtained from [Mike Muuss's collection of historic computer images](#).

[Comments page](#).

What's New:

- ☐ My "[Social and Technical Means for Fighting On-Line Harassment](#)", presented at [Virtue and Virtuality: Gender, Law, and Cyberspace](#)

On-line writings about women and computer science include:

- ☐ [Women Undergraduate Enrollment in Electrical Engineering and Computer Science at MIT](#) (Final Report of the EECS Women Undergraduate Enrollment Committee)
- ☐ [Leveson, Nancy. Educational Pipeline Issues for Women. Computing Research News](#), October 1990 and January 1991.
- ☐ [Pearl, Amy, Martha E. Pollack, Eve Riskin, Becky Thomas, Elizabeth Wolf, and Alice Wu. Becoming a Computer Scientist. Communications of the ACM, 33\(11\)](#) (November 1990).
- ☐ [Frenkel, Karen A. Women and computing. Communications of the ACM, 33\(11\)](#) (November 1990).
- ☐ [Strok, Dale. Women in AI. IEEE Expert, 7\(4\)](#) (August 1992).
- ☐ [Cottrell, Janet. I'm a Stranger Here Myself: A Consideration of Women and Computing.](#)
- ☐ [Moses, Louise. Our Computer Science Classrooms: Are They "Friendly" to Female Students? SIGCSE Bulletin](#), September 1993.

SCWIST - the Society for Canadian Women in Science and Technology

SCWIST's mission is to promote and empower women in science and technology

SCWIST is a non-profit voluntary association established in 1981 to:

- ☐ promote equal opportunities for women in scientific, technological and engineering careers
- ☐ Educate the public about careers in science and technology and particularly to improve social attitudes on the stereotyping of careers in science
- ☐ assist educators by providing current information on careers and career training, science and scientific policies

SCWIST Online Work Pathfinder

Upcoming events

SCWIST activities:

Project Tomorrow - workshops for parents to help them encourage their children, especially their daughters, to study math and science.

Community Science, Math and Technology Interaction Days - bring people in the community together both to experience the wonders of math and science and to meet the women changing the face of science and technology.

Ms Infinity - one day hands-on conferences held in communities throughout British Columbia for young women in grades 9 and 10.

Resource Center - collection of books, periodicals and other materials related to women in science, including three SCWIST publications.

SCWIST Board Meetings - The SCWIST board normally meets each month. All SCWIST members are invited to attend the meetings.

Partnerships:

Quantum Leaps - a one day science conference held at Douglas College, New Westminster, British Columbia for young women in grades 11 and 12.

XX Evening - an evening networking event held at Science World, Vancouver, British Columbia for post-secondary women.

Scholarships - at BCIT and UNBC



If you have Netscape 1.1N, you may want to go to the [other version](#).

Welcome to the Women in Engineering Program Advocate's Network (WEPAN) Home Page. WEPAN was founded in 1990 to encourage an increase in the number of women pursuing careers in engineering. Members have initiated or expanded Women in Engineering programs at undergraduate and graduate levels of education, pre-college programs in primary and secondary school and have developed recruitment/retention programs within industry itself. Because we encourage participation, we hope that this homepage will be a valuable resource and we welcome any comments or suggestions you might have.

◆ Detailed information about WEPAN

◆ Membership Information

◆ WEPAN Electronic Mailing List

◆ Regional Centers

◆ A National Evaluation of Existing Women In Engineering Programs

◆ Regional Training Seminars

◆ WEPAN Annual Conference Information

◆ Conference 1996 Call for Papers

◆ WEPAN Strategic Plan

◆ Mission

◆ Values

◆ Goals

◆ Priorities & Strategies

◆ WEPAN Publications and Products List

◆ WEPAN Board of Directors

◆ WEPAN Sponsors

◆ WEPAN Action Groups

◆ Admissions Action Group

◆ Faculty Action Group

◆ International Action Group

◆ AGRED (Action Group on Research, Evaluation, and Dissemination)

◆ WEPAN Membership list

◆ College and University Members

◆ Individual Members

◆ Corporate Members

◆ Comprehensive List of Women in Engineering and Science Sites on the WEB

◆ Women in Engineering Programs

◆ Women in Science and Engineering organizations

◆ Related Programs and Organizations

Organization Name: Women in Science and Engineering

Acronym: WiSE

Contact: Dr. Miriam Schweber

☐ **Address:**

22 Turning Hill Road
Lexington, MA 02171

☐ **Telephone:** 617/862-9251

☐ **Fax:**

☐ **E-mail:**

Annual meetings:

late March, 1995, Arlington, VA
late March, 1996, Arlington, VA

Directory: directory not available

Publications:

☐ NAS Home Page

☐ Organizations Encouraging Women in Science and Engineering Home Page

AWIS: The Association for Women in Science

QUICK INDEX

- ☐ [What Is AWIS?](#)
- ☐ [The L.A. Chapter of AWIS](#)
- ☐ [The L.A. Chapter's last Newsletter](#)
- ☐ [A Membership Application Form](#)
- ☐ [Other Chapters of AWIS](#)

XonTech's Web-Counter says that since 5/6/96 you are visitor number **00060**

What Is AWIS?

AWIS is a nationwide organization committed to equal opportunity for women and girls in science. AWIS works to improve educational employment, and advancement opportunities, at all levels. AWIS is an organization where you can:

- ☐ Network and receive support from other women in science outside your own discipline as well as within.
- ☐ Problem-solve with others who have been where you are now.
- ☐ Develop leadership skills and means to advance in your profession.
- ☐ Project a voice with impact on national issues such as education and employment equity, gender discrimination and sexual harassment.
- ☐ Promote opportunities for women in science.
- ☐ Exercise your commitment to foster the next generation of women in science.

AWIS' Voice in Washington

AWIS is frequently called upon to present testimony before Congress and national agencies on issues of gender discrimination and sexual harassment, as well as funding of women's health research.

Mentoring Means Future Scientists

The Mentoring Program, at present funded by a grant from the Sloan Foundation, is at the center of our efforts to encourage entry and further the development of women in all areas of science.

AWIS is for women in science

- ☐ Education
- ☐ Research
- ☐ Policy Planning
- ☐ Health Service
- ☐ Administration
- ☐ In Training
- ☐ In Transition

What is the Association for Women in Computing?

AWC is a national organization that encourages, promotes, and serves the interest of women in computing

What is AWC National Capital Chapter?

What is the AWC National Organization?

The organization was founded in 1978

AWC's Members

Members are women and men from various facets of the computing profession who support the goals and objectives of AWC. Our members include

Programmers
System analysts
Operators

Technical writers
Trainers
Students

LAN and WAN engineers
Web developers
Retired Professionals



AWC's Goals

- ☐ Promote awareness of issues affecting women in the computer industry
- ☐ Further the professional development & advancement of women in computing
- ☐ Establish and promote growth of AWC chapters

AWC's Chapters

- ☐ Chapters and independent members are found throughout the United States
- ☐ AWC conducts an annual membership meeting, usually in conjunction with a Board of Directors meeting or technical conference
- ☐ The national board meets three times a year to formulate policy and supervise the administration of AWC

AWC's History

Reminiscing: Anecdotes from the Early Years of AWC

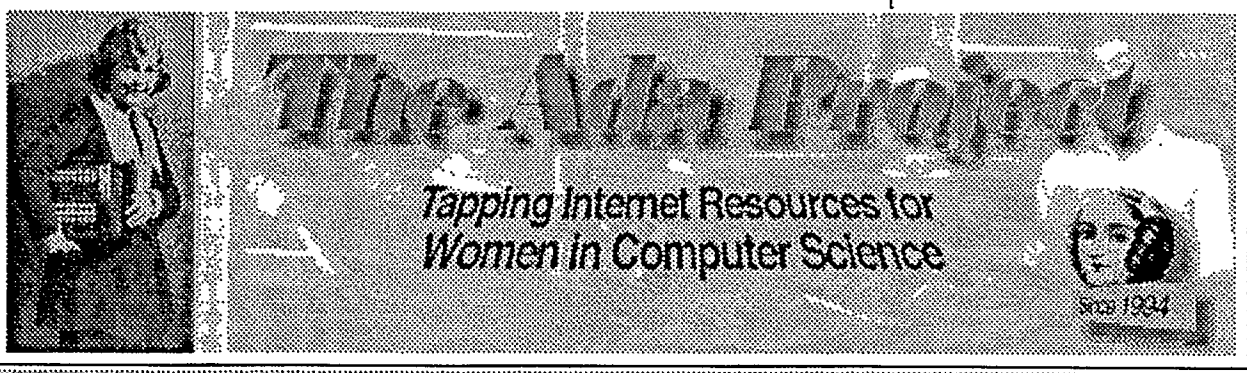
Remarks by Linda Taylor, CCP, CQA, National President AWC 1980-1983

We are pleased that you inquired about the Association of Women in Computing!

[Return to top of page](#)

[Return to AWC-National Capital Chapter](#)

www.cs.yale



June 7, 1996

TAP Incoming

TAP Incoming is a searchable, time-based index to allow quick and easy access to the latest news and announcements, older information you might still be interested in, or to find all announcements about a particular topic.

Using TAP

The **TAP Services** section is where you will find information about TAP, it's history and media coverage, comments from other TAP users, ways to communicate with the TAP community, and tools for finding information at this site.

TAP Resources is where you will find all the latest online resources for women in computing, including **TAP Junior**, our **Photo Gallery of Women in Computing**, information about **career hunting in industry and academia**, and much more.

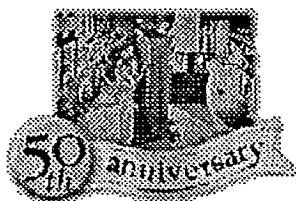


We always welcome your **feedback** and, especially, your help in **adding** resources.

Take Our Daughters to Work Day - 4/25/96

Check out this fantastic website resource from GNN

for Take Our Daughters to Work Day. It includes a web-page-building tutorial, interviews with prominent women, and much more.

ENIAC Programmers

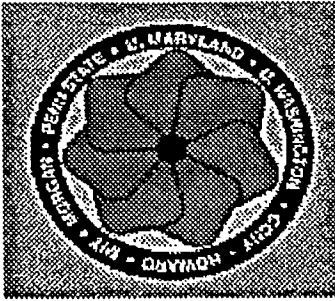
ENIAC 50th Anniversary
Feb. 14, 1996 -- Learn about ENIAC programmers Adele Goldstine, Alice Burks, and Kay Mauchly at TAP's **"Pioneering Women of Computing"** page

Women Online Worldwide

is an interactive forum on the Web that has free nightly hosted (free!) chats, message boards, a zine, a shareware library, and more. They cover a wide variety of women's issues, including education, women's online writings, work and money, and articles about women and the internet.

ONR Announcement: Young Investigator Program 1997

The Office of Naval Research just released the Young Investigator Program for 1997. If you are a "young" Ph.D. meaning within a few years of receiving your Ph.D. and have an established well-recognized research program in place you should check this out. Any field covered within ONR programs can be submitted to. In fact you can contact any program officer to ask where your work might fit best. If you select education and special research opportunities then you will find all programs; from there go to YIP (Young Investigator Program). ONR home page: <http://www.onr.navy.mil/>



ECSEL

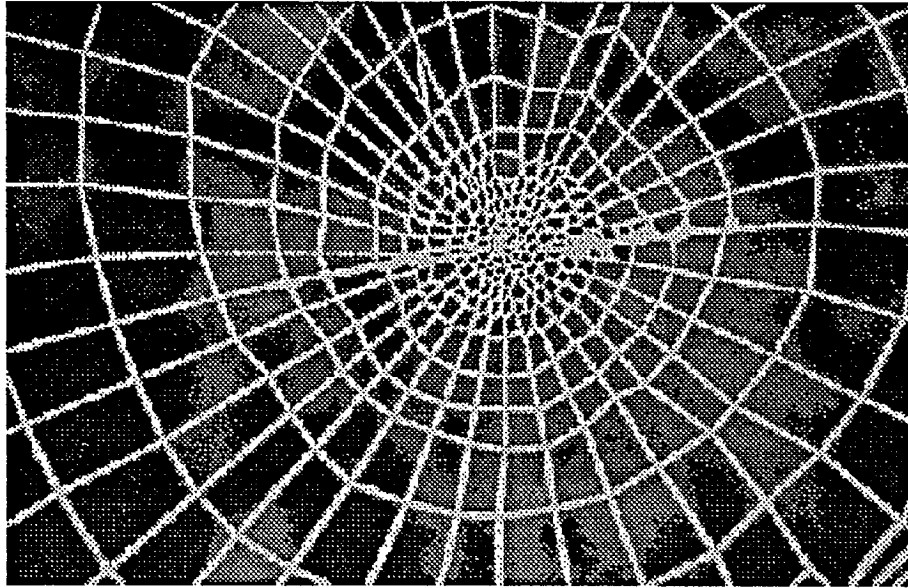
Engineering Coalition of Schools for Excellence in Education and Leadership
Information and Resources for Reducing the Barriers to Minorities & Women in Engineering

- [Studies on Gender or Ethnicity](#)
- [Some Statistics on Women and Minorities](#)
- [ECSEL Members](#)
- [Brochure for Incoming Faculty](#)
- [Women in the National Academy of Engineering](#)
- [Other Web Sites on Women and Minorities](#)
- [The Ethics Center for Engineering & Science](#)
- [Cases](#)

ECSEL is a coalition of seven diverse schools and colleges of engineering engaged in an effort to renew undergraduate engineering education and its infrastructure.

ECSEL's focus is on the teaching of design in its social and ethical context. Intra- and inter-institutional faculty and student teams are developing new courses, new teaching/learning strategies, and supporting materials. Their efforts are subjected to external evaluations and internal assessments by students and faculty. The goal is to ensure the effectiveness and appeal of these educational reforms to all students, especially to women and underrepresented minorities.

Web-sters' Net-Work



Women in Information Technology

SHAMELESS PLUG:

You haven't bought a copy of Wired Women: Gender & New Realities in Cyberspace? Then stop staring at this dopey web browser and go buy it *NOW!!!*

"Webster *n* [(derived fr. OE *webbestre* female weaver--*Webster's*): "A weaver ... as the designation of a woman"--*O.E.D.*] : A woman whose occupation is to Weave, Esp a Weaver of Words and Word-Webs. *N.B.*: The word *Webster* was Dis-covered by Judy Grahn, who has written: "Webster is a word that formerly meant "female weaver," the "ster" ending indicating a female ancestor, or female possession of the word. The word-weavers of recent centuries have given us the oration of Daniel Webster and the dictionary listings of Merriam-Webster stem from English family names that once descended through the female line. Some great-great-grandmother gave them her last name, *Webster*, she-who-weaves.""

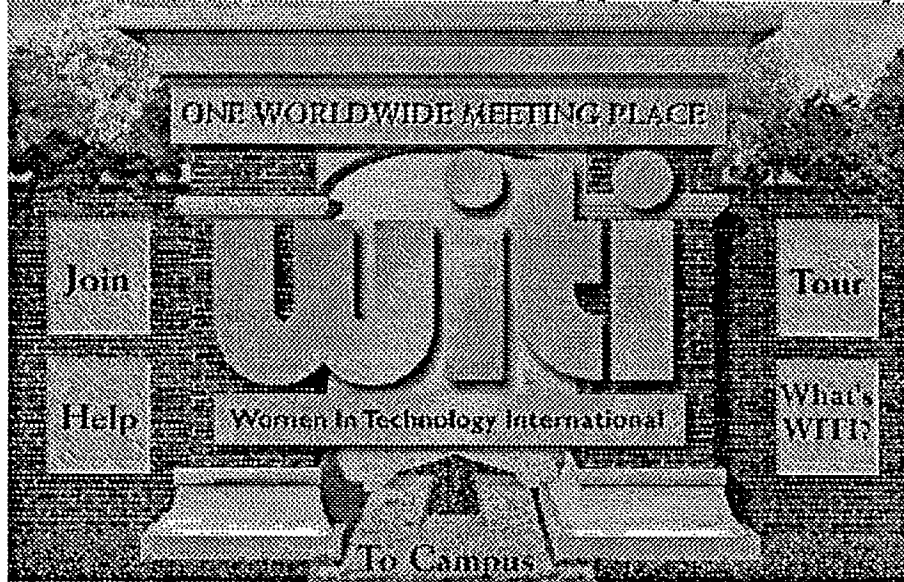
-- *Websters' First New Intergalactic Wickedary of the English Language*, conjured by Mary Daly in cahoots with Jane Caputi.



I'm hoping to have this page provide an annotated list of sources relating to/useful for women in the fields of library & information science, computer science, and information technology (particularly those still enmeshed in the halls of academia). If you know of any other sources that you think ought to be here, or want to make other suggestions on the page's presentation or organization, please send me mail at jmcd@lucien.SIMS.Berkeley.EDU. Thanks!

Lost in an ocean of Web pages? Here's one place you can surf to: WITI's Link of the Week

[\[Join\]](#) [\[Help\]](#) [\[Click Here to Enter Campus\]](#) [\[Tour\]](#) [\[What's WITI?\]](#)



WELCOME TO THE WITI CAMPUS!

The award-winning Web site of Women in Technology International (WITI).

June was Women in Science and Technology Month, see how we celebrated!

Every June, WITI and women around the world will be celebrating Women in Science and Technology Month. The purpose of this celebration is to recognize and chronicle the outstanding accomplishments and history of women in science and technology. The first annual Women in Science and Technology Month took place in June, 1996, the following events took place:

- ☐ Induction of the First 10 Women into the WITI Hall of Fame
 - ☐ Channels for Change - The Women in Technology Conference
June 4-7 in Santa Clara, California.
 - ☐ Take Your Children on the Internet (TYCOTI) Week June 23-30.
All activities originated from right here on the WITI Campus Web site.
 - ☐ Profiles of Women in Science and Technology - each day in June we highlighted a different woman in science and/or technology.
-

Women in Sciences and Engineering

Jan. 8, 1996 - AIP report on the physicists' salaries

According to the American Institute of Physics, in 1994 the median annual salary of a PhD physicist was \$64,000, up \$4000 from 2 years ago. A smaller rise was seen in salaries of Masters degree recipients, \$51,000 from \$50,000. Salary differences among physicists reflect their work sector, education and years of experience, as well as sex and locale. Hospitals and medical services pay the highest median salaries - \$77,000 for PhDs and \$71,000 for MAs. Industry, that employs 1/5th of PhDs and 1/3rd of MAs pays median salaries of \$75,000 and \$60,000. Four-year college employees are the least well paid among the PhDs, earning about \$45,000 a year. Like the two previous surveys, the 1994 survey found that women in nearly every work sector earn less than their male colleagues, even when years of experience are factored in. Among industry and government employees, e.g. women's salaries are 12-15 percent lower than men's. Only among assistant professors is there no such disparity. There is also a gender gap in the proportion of younger PhD holders working part time: 6.5% of women versus 3.0% of men.

A collection of facts and figures on women in sciences.

The following is a list of figures presented by Dr. Mildred Dresselhaus (physics professor at MIT, former president of APS) when she was invited to give a talk to the Brown Bag Lunch Group for Women in Sciences and Engineering at UCSB in 1992(?).

- ☐ **"Leaky Pipeline"** Source: Task Force on Women, Minorities, and the Handicapped in Science and Technology, *Changing America: The New Face of Science and Engineering* (Interim Report), Washington, D.C.: The Task Force, 1988.
 - ☐ **Participation of Women at Different Points in the Physics Education Pipeline** Sources: AIP, HS&B, IUPP.
 - ☐ **BA degrees by field** - Percentage of women earning bachelor's degrees in sciences, 1950 - 1985. Source: NSF.
 - ☐ **Ph.D. degrees in Math/Physical sciences** - Percentage of women earning PhD degrees in math-related sciences.
 - ☐ **Women as percentage of employed scientists and engineers.**
 - ☐ **Percent women on faculty** in selected fields, 1975-1985, Source: NSF.
 - ☐ **Ages of APS members living in USA.** This figure shows the cumulative number of male and female members in different age groups (i.e. > 30 years old to > 70 years old). X-axis gives the number of men (0 - 3000), while the left y-axis gives the number of women (0 - 200).
 - ☐ **Percentage** of bachelor's and doctorate degrees to recent women graduates, and percentage of female faculty in the world's physics departments.
 - ☐ **Tips** from Mildred Dresselhaus to young women in sciences and engineering.
-

Women in Sciences Reading Room

- ☐ **Hypatia Booklist** - references on women in sciences from antiquity to the present day.
- ☐ **Some Bibliography.**

Women and Minorities in Science and Engineering

What's new:

- ☐ [Alpha Sigma Kappa](#)
- ☐ [National Action Council for Minorities in Engineering](#)
- ☐ [Women in Engineering Program Advocates Network](#)

Women in Science and Engineering

- ☐ Organizations
 - ☐ [Women of Science at the Marine Biology Lab](#), who have an excellent [historical exhibit](#).
 - ☐ [Society of Women Engineers](#)
 - ☐ [WITI, the International Network of Women in Technology](#)
 - ☐ [Association of Women in Science New England](#) and [Seattle](#) chapters.
 - ☐ [South African Women in Science and Engineering](#)
 - ☐ [Women in Science Project at Dartmouth College](#)
 - ☐ [Argonne Lab's Women in Science and Technology Program](#)
 - ☐ [The National Research Council's Committee on Women in Science and Engineering](#)
 - ☐ [The Association for Women Geoscientists](#)
 - ☐ [Women's Engineering Society, Southampton](#)
 - ☐ [Women Chemists Committee of The Royal Society of Chemistry](#)
 - ☐ [New Mexico Network for Women in Science and Engineering](#)
 - ☐ [Women in Engineering Program Advocates Network](#)
 - ☐ [Alpha Sigma Kappa](#)
- ☐ Information Sites
 - ☐ [Exploring Your Future in Math and Science](#)
 - ☐ [Women and Computer Science](#)
 - ☐ [Women in Sciences and Engineering](#), a collection of facts and figures.
 - ☐ [Some Women's Studies and Women In Science Resources](#).
- ☐ Documents
 - ☐ [Nine Steps to Achieving Gender Equity in Science Classrooms](#)
 - ☐ ["Barriers to Women in Academic Science and Engineering"](#), by Henry Etzkowitz, Carol Kemelgor, Michael Neuschatz, and Brian Uzzi ([postscript](#) and [HTML](#))
 - ☐ [The University of Wisconsin-Madison draft of an Action Plan for Women in Science, Engineering, and Mathematics](#)
 - ☐ ["Final Report of the Committee on the Status of Women Graduate Students and Faculty in the College of Engineering"](#), [University of Illinois at Urbana-Champaign](#), by [Marianne S. Winslett](#), et al. Available in [Postscript](#) and [text](#).
 - ☐ [The Wisconsin bibliography of women and science](#)
 - ☐ [Kaitlin Duck Sherwood's What Every Woman Student Needs to Know about the Engineering Workplace](#)
 - ☐ [Cornell's Women Engineers](#) by [David Allen](#)
- ☐ Profiles
 - ☐ [Pioneer Women: Pushing the Frontiers of Science and Engineering at Oak Ridge National Laboratory](#)

Organizations Encouraging Women in Science and Engineering

National Research Council

Gaelyn Davidson
and
Linda C. Skidmore,
editors

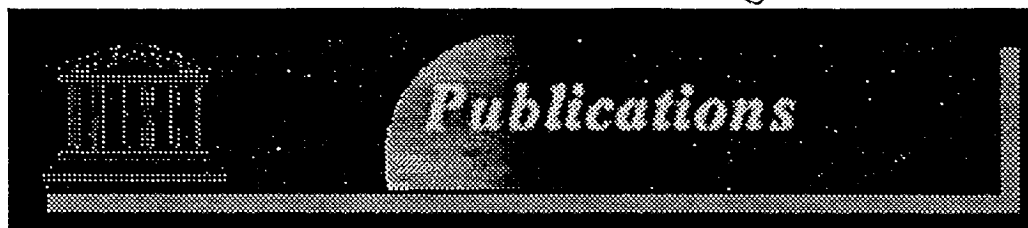
- ☐ [How to Use This Directory](#)
 - ☐ [Background and Introduction](#)
 - ☐ [Committee on Women in Science and Engineering](#)
 - ☐ [Listing of Organizations by Acronym](#)
 - ☐ [Listing of Organizations by Discipline](#)
 - ☐ [Related Organizations](#)
-

[NAS Home Page](#)

Last Update To This Page: *Friday, 26-May-95 11:31:11*

Accesses by Visitors: 7,441

Accesses by NRC Staff: 346



Just published

Just published Vient de paraître Novedades

No. 2 / 1996

TITLES IN ENGLISH

UNESCO REFERENCE BOOKS SERIES

World Science Report 1996

Edited by Howard Moore. Contributions by Francisco J. Ayala, Pierre Papon, Rémi Barré, Rodney W. Nichols, J. Thomas Ratchford, Guillermo Cardoza, Raimundo Villegas, Ros Heman, Antoni Kuklinski, Gogdan Kaêpzynski, Leonald Gokhberg, Subhi Qasem, Thomas R. Odhjambo, A. R. Rajeswan, Oyrus Yeganeh, Stephen Hill, Tim Turpin, Heather Spence, Zhou Gaungzhao, Noëlle Lenoir, J. Thomas Ratchford, Umberto Colombo, Anthony R. Berger, Herman T. Versteppen, Francesco di Castri, Rita R. Colwell, Albert Sasson, Georges Femé, Lakis O. Kaounides, Sandra Harding, Elizabeth McGregor, Ann Hibner Koblitz, Lydia P. Makhubu, Radhika Flamasubban and Pnina G. Abir-Am

1996, 356 pp., 140 colour illustrations, tables and charts

ISBN 92-3-103220-8 / 220 FF

Written by an international team of widely regarded authors, the *World Science Report* is a unique source of facts, figures and discussion information for all those who wish to know how present-day science is organized and how it functions. It describes and quantifies recent trends in scientific education and research, highlighting specific problems faced by each region or group of countries. The 1996 edition of this report examines some of the most important issues in science and technology of the past few years: biodiversity, environmental degradation, the ethics of science and international co-operation in megascience. Special attention is given to new technological developments in such areas as biotechnology, materials science and engineering, and information technology. The gender dimension of science and technology is another important subject, of particular interest to readers concerned about the access of women to science and technology in different sociocultural and economic contexts. Also published in French:

Rapport mondial sur la science 1996

ISBN 92-3-203220-1 / 220 FF

WEB SITES - PARENTING/FAMILY MATTERS

Internet Addresses

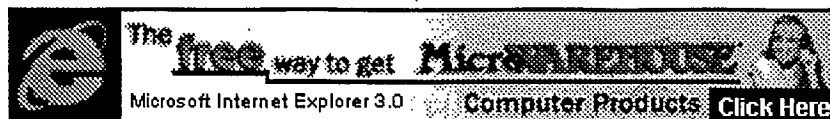
1. *ParentsPlace.Com*
<http://www.parentsplace.com>
2. *Wmlifenet: Working Mother*
<http://www.womweb.com/wmlife.htm>
3. *Parent's Corner : Bigtop Productions*
<http://www.bigtop.com/parents/welcome.html>
4. *Family.Com*
<http://www.family.com>
5. *ParentSoup*
<http://www.parentsoup.com>
6. *ParentNews*
<http://www.parent.net>
7. *http://Family Surfboard*
<http://www.familysurf.com>
8. *Positive Parenting on-line*
<http://www.positiveparenting.com>
9. *Parenting Matters*
<http://lifematters.com/parentn.html>
10. *Family Web Home Page*
<http://www.familyweb.com>
11. *Kidsource Online*
<http://www.kidsource.com>
12. *CD Mom*
<http://www.cd-mom.com>
13. *Common Sense Parenting*
<http://www.webpress.net/parenting>
14. *Baby Care Corner*
<http://www.familyinternet.com/babycare/babycare.htm>

15. *Baby Web*
<http://www.netaxs.com/~iris/infoweb/baby.html>
16. *The Mommy Times*
<http://www.mommytimes.com>
17. *Facts for families*
<http://www.psych.med.umich.edu/web/aacap/factsfam>
18. *Family Internet: Bringing your family and the world closer together*
<http://www.familyinternet.com>
19. *Family Planet*
<http://family.starwave.com>

FATHERHOOD

20. *Dad's Workshop*
<http://aipnet.com/workshop/index.htm>
21. *Fathering Magazine*
<http://www.xs4all.nl/~sheldon/contents.html>
22. *The Fathers' Forum Programs for New and Expectant Fathers*
<http://www.parentspace.com/readroom/fathers/index.html>
23. *The Discipline of Fatherhood*
<http://www.isl.net/wwyweb/wwy2595.html>
24. *At-Home Dad: A quarterly newsletter promoting the Home-based father*
<http://www.parentspace.com/readroom/athomedad/index.html>
25. *FatherNet*
<http://www.cyfc.umn.edu/fathernet.htm>
26. *The Fatherhood Project Home Page: Families and Work Institute*
<http://www.fatherhoodproject.inter.net>
27. *The Fathers' Resource Center*
<http://www.parentspace.com/readroom/frc/index.html>

If your browser doesn't accept tables or this page looks disorganized, [click here](#).



THE PARENTING RESOURCE CENTER ON THE WEB

SEPTEMBER 3, 1996

T O D A Y ' S F E A T U R E S

**TEENS &
DRUGS**

Signs that
Your Teenager
is Over
His/Her Head

SLEEP

The Family Bed
Conversation
Continues...
Add your Ideas

**BREAST-
FEEDING**

Nursing
and Trying to
Lose Weight

ACTIVITY

Hand-Stamped
Apron and
Super-Easy
Marbleized
Postcards

C O M M U N I T Y E V E N T S

BULLETIN BOARDS

Index to All Boards
Lunch Box Ideas
Morning Routines
In-Laws

SPECIAL CHATS

*Grandparents 11am ET
*Home Biz, Noon ET
*Parents of Teens, 1pm ET
*Homeschooling, 3pm ET
*Pregnancy Loss, 7pm ET
*The Only Child, 9 pm ET
*Teenage Parents, 10pm ET

ONGOING

General Chat Rooms
List of All Reading Rooms
PP.com Playground
FREE Newsletter

SEARCH

Search our Server:

Type in keywords, and our search engine will pull up the relevant articles from our server.

Find:**Birthday Club:**

Sign-up Today.

About Us:

Learn about how our site was conceived and who we are.

SHOPPING

I Love My Nanny

New, easy sign-up forms for parents and nannies.

Delivered With Love

Personalized gifts for newborns and their siblings.

Mall Index -

Catalogs, Stores and Services exclusively for the parenting market.

Mailing List -

Receive our mailing for news on our business and our site.

Summary of Site

Welcome parents. As a home business, we operate under the belief that parents are the best resource for other parents. We offer articles on pregnancy, breastfeeding, baby, adolescence, parenting twins, step-parenting, single parenting, fathering, children's health and education, family activities, and more. PLUS, we offer opportunities for parenting dialog and for shopping. Below are our main features:

[Mall](#) | [Reading Rooms](#) | [About Us](#) | [General Chat](#) | [Special Events](#) | [Bulletin Boards](#)



Did you know we were voted as one of the top 5% of Web Sites? If you enjoy our resources, please pass on our URL to a friend. Thanks.

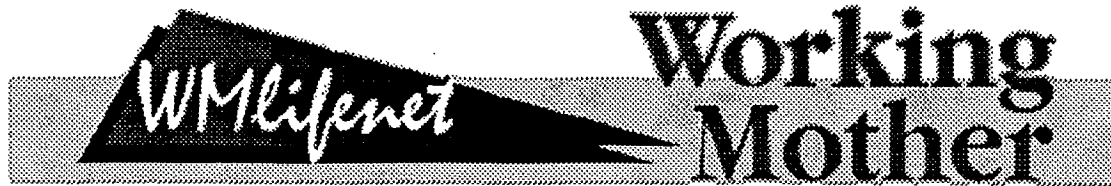


Please send us  comments

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HTML authoring, design and programming by JN

Enhanced for Netscape 1.1



For Women who Balance Work & Family

Features

WMLifenet provides working mothers with the information and tools they need to balance their professional, career and business goals with their family and life concerns. Don't forget to check out Working Mother's new database "Child Care: How Does Your State Rate?"

Features

Departments

This section contains information and tips both often-requested from past issues of the magazine, as well as material developed specifically for the site. Sample topics include health, kids and food.

Depts

Talk

If you have an opinion, need information, want to make a comment or would just like to chat, check in here, E-mail the editors.

Talk

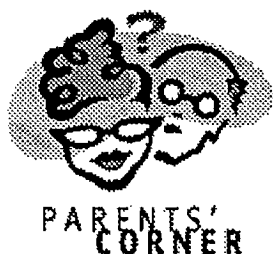
Biz

Check into this section to read about WORKING MOTHER's editorial vision, the Editor-in-Chief's biography and marketing and sales information. Also, find out how you can subscribe to WORKING MOTHER.

Biz

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ARTS &
CRAFTS



BIG TOP
RECIPES

Here's a list of helpful parents' resources.

COMPUTERS AT HOME

Child Safety on the Information Highway

Help your child with computers at home

Useful articles from picking the right hardware and software to your family's health.

Introducing Computers to your Family

Advice and suggestions for new cyberfamilies.

Girls Not Allowed on Computers

A great article by Education Center illustrating why sometimes girls are turned away from computers.

Netschool

Have your kids join this school on the Internet for K-12 students.

Family Surfboard

Comprehensive and helpful links that are great resources for kids and parents.

KidsCom for Parents

Parents section to the popular Kidscom site.

EDUCATION

Electronic Learning Magazine

Find out how teachers rate popular children's software programs.

Children's Software Revue

This site gives parents a chance to make informed decisions about buying software for their children. The amount of information is staggering.

M E D I A

Children and Media Awareness

Media journal that gives helpful facts about the effects of the media on your children.

Media Literacy

Information on teaching your children how to analyze media messages.

Violence on Television and the Effects on Kids

Presents problems and solutions to the effects of television violence on kids.

P A R E N T I N G

Empowering Parents and Teachers

Dedicated to helping parents and teachers foster significant skills in young people.

Parents Forum

Program of parent education involving parent support and family celebration.

National Parent Information Network

Provides valuable information and communication capabilities to parents and those who work with parents.

Children's Reading Skills

List of links that will help build your children's reading skills.

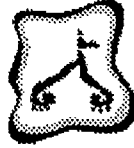
Take Daughters to Work Day

Information on the national event sponsored by the Ms. Foundation for Women.

H E L P F U L D I T T I E S

Become an Environment-Friendly Computer User

*Saving trees, recycling and other environmentally sound
advice.*



B I G T O P
W E L C O M E

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FAMILY.COM

[ACTIVITIES](#) | [COMPUTING](#) | [EDUCATION](#) | [FOOD](#) | [HEALTH](#) | [TRAVEL](#)

LOCAL INFORMATION
**A Guide to
Events in Your
Hometown**



ACTIVITIES
BACK-TO-SCHOOL
CRAFTS

Microsoft
Internet
Explorer 3.0
The better way
to get
HOLLYWOOD
Click Here

COMPUTING
HOMEWORK HELP ON
CD-ROM



EDUCATION
KIDS' CHOICE
**BOOKS
OF THE
YEAR**



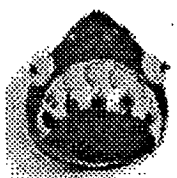
TRAVEL
**YOUR FUN
FACTORIES**
GET A FIRST-HAND LOOK
AT HOW THEY MAKE IT



HEALTH
**BEST
SHOTS**
A FALL
IMMUNIZATION
PRIMER



FOOD
**SNACK
ATTACK**



HELP

MAIL

MENU

SIGN IN

HOME

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Community

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Parent Back to School Soup

Today's Parenting News

Clinton's family values give him a lead in the polls . . . Survey shows parents are not prepared for college expenses . . .



[\[MEMBER SIGN-IN\]](#)

[\[MEMBER SERVICES\]](#)

[\[CREATE OR UPDATE
YOUR CYBERFRIDGE\]](#)

Conversations Elementary-aged Children

"My son had his first week of kindergarten. He had a list of stuff to bring, two composition books, two flexible binders, crayons, markers, glue sticks etc.

My first reaction was, 'geez, when I went to K-garten all you had to do was show up.'"

--bbanks@erols.com

Afording a Child

"I am definitely going to be able to afford to put my kids through college, and masters, and PhD. See, I



community



parents'
picks



answers
now



online
guide



chill out

Ever heard of a backward upside down inside out party?

-Cheryl's got some good birthday party advice

"If your children are learning about parts of speech, you need to check out the wonderful books written by Ruth Heller."

-VK's Parent Pick Book Review

Do breastfeeding and wine mix?

-La Leche League has the answer

"What do you get when you take a fire extinguisher and attach it to a motorcycle helmet?"

-Jer on favorite Web Sites

"Start morning with free radicals and calcium pills and first of six glasses of water. "

-Kathryn Grody in Mom's Life

Today's Parent Poll

(where your vote counts - instantly!)

Which of these proposed federal programs would help schools the most?

masters, and PhD. See, I
have it all figured out.
First, I am going to win
the Lottery."
--Melissa

school uniforms
promoting volunteerism
school vouchers
longer school hours/year
more money
other

live chat

TUESDAY
Grandparents and
Grandchildren
11-12 noon ET

Mixed Soup
12 noon-1pm ET

Recipe Swap
2-3pm ET

Coffee Break
3-4pm ET

Birth Parents of Adopted
Children
7-8pm ET

Adoption and Special Kids
8-9pm ET

Attachment Parenting
Playgroup
9-10pm ET

Coping with Preganancy
Loss
10-11pm ET

Full House
11pm-12 midnight ET

[see what other parents think](#)

What's Hot in the Soup

- ☐ [Find out](#) more about the new-and-improved
Soup.
- ☐ Great printer deals from [Hewlett-Packard](#)

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• Register and Win

- What's New?
 - Tip of the Day
- Parenting Resources
- Parent Advice Forums
- Parents' Choice Bookstore
- Guardian Angel Awards
- ParentNews Library
- What is ParentNews?



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Click here to learn more about the
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Steve and Ruth Bennett's

Family Surfboard[™]

The Internet Resource for Parents and Kids



Welcome Aboard!

We created this Web page to help parents enjoy fun and educational computing with their children. We've included information about engaging and appropriate sites for kids, as well as online activities that will help children explore the Internet in a safe, purposeful, and productive way. We're also interested in learning how families across the globe deal with computing issues in their households, and invite parents to fill out questionnaires that will occasionally appear in the text. Whether you're here to browse or play, and whether you're a Web novice or a seasoned surfer, we hope that the Family Surfboard will be informative and fun for you and your kids.

What's New . . .

The latest issue of Parentware(tm) raises important points about the differences between data and knowledge.

Six new question on the Kid's Soapbox!

The Family Surfboard presents:

- ☐ Bennetts' Best: Web Picks for Kids. Steve and Ruth's annotated list of the best Web sites for children, from great museums and publishing projects to pages created at schools around the world. Each update focuses on a particular category, such as art, geography, or science. A fascinating Web adventure is just a mouse click away!
- ☐ Children's Internet Activity Center. A collection of online treasure hunts, puzzles, and games. The Center's activities are designed to demonstrate the richness of the Web,

hone your kids' sleuthing and observation skills, and provide an opportunity to explore some fascinating stops on the electronic highway.

- ☐ Kidding Around the Keyboard. If you have a word processor, spreadsheet, or paint program (kid or grownup version) on your system, you've got some great tools for tapping your children's creativity and providing fun for the whole family. Check out these unorthodox uses of productivity and drawing programs, and get ready for some exciting screen time.
- ☐ The Kids' Electronic Soap Box. Are your children eager to speak their minds about the meaning of life, the pursuit of happiness, the benefits of eating chocolate cookies, and other lofty issues? Here's their chance!
- ☐ @home.computing. A bi-monthly feature that appears in *Cleveland Parent*. @home.computing contains Steve's Parentware (tm) columns which discuss the challenges of parenting in the Info Age, as well as his thumbnail reviews of worthwhile recent software, multimedia, and hardware products.
- ☐ The Demo Depot. Test out or download some great demo software. The Depot gives you instant access to demos of newly-released software that you can view or FTP right to your own computer, so you can "try before you buy."
- ☐ Profiles in Computing. What do people who produce educational or home software recommend to parents? What do educators and researchers have to say about making computers work in homes and schools? Find out with these interviews of software company executives, school technology coordinators, and researchers who have made outstanding contributions to the world of family computing.
- ☐ Microstats. Each year, microcomputers are becoming more commonplace in our places of work, homes, and schools. Where do you fit into national computing trends? Find out with a quick visit to the MicroStat page of the Family Surfboard.
- ☐ The Family Computing Survey. Do you wonder whether your kids spend as much or more time on the computer as their peers around the country do? Do you ever question whether your kids are really benefitting as much as they could from your home PC? Here's your chance to participate in a national survey that will help answer these and other important questions, and learn how your family's computing compares with others' across the country.
- ☐ Parents' Electronic Resource Center. What's the best way to help your child learn math? Are computers actually useful in the classroom? How can you keep your children safe while they're online? What children's books are getting top raves? Where can you find a good guidebook to vacationing with kids in California or Massachusetts? Find out at the Parents' Electronic Resource Center, an annotated collection of sites and documents relating to parenting, education, and family issues. You'll find great information at just the click of your mouse -- it's the Internet at its best!
- ☐ Electronic Public Service Announcement. This section of the Family Surfboard may or

may not have anything to do with computing, but it will always provide you with interesting and practical information. We often find useful literature that's not available online, but that we'd like to share with other parents. When we do, we'll convert it to electronic form and upload it for your reading pleasure and information.

- ☐ Lend Us Your Feedback, Please. We'd like to hear your suggestions for improving the Family Surfboard. Which pages features were most compelling? What other features would you like to see? Just fill out the feedback form and click on the SEND button. We appreciate any input you can offer us!
- ☐ Meet Steve and Ruth Bennett. If you're interested, we'd like to tell you a bit about ourselves and our work. Thanks again for catching a wave with us on the Family Surfboard!

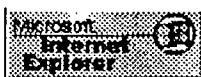
Parents and kids aren't the only ones praising the Family Surfboard . . .



Get the most out of the Family Surfboard . . .



This site is best viewed with Netscape Navigator.



Microsoft Internet Explorer also supports our favorite WWW features.

Number of visits to this page:

0039410

The Family Surfboard Directory			
Back to the Family Surfboard Home Page			
Web Picks	Activity Center	Kidding Around	Soapbox
@home.computing	Demos	Profiles	MicroStats
Survey	Resource Center	PSA	Feedback
	Meet Steve and Ruth		

Text by Steve Bennett. Illustrations by Ruth Loetterle Bennett.
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This page is designed to be viewed using [Netscape](#).

WWW research, design, and implementation by [Richard Freierman](#).

Updated July 31, 1996 - Welcome! YOU are the 132924th visitor!

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NEW	What's New?
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ARTICLES	Feature Articles
&	Organizations
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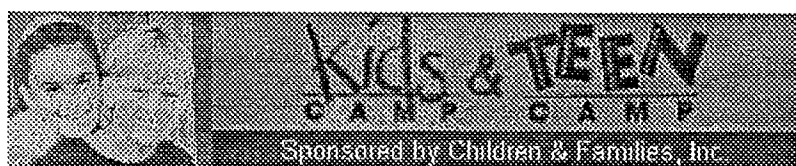
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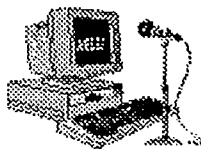
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Parenting is possibly the most creative and challenging opportunity you'll ever have to make a difference in the world. And the only mandatory preparation we get is our own childhood - not good news for many of us!

Our goal at ParentingMatters is to provide information about ways of parenting that work not just for the short term, but that long term assist in raising self-reliant, responsible human beings. We promote a democratic style of parenting that is firm, yet fair, as well as mutually respectful.

Today we live in an age where influence and cooperation are replacing domination and control not just in our country, but the world over. In the model of parenting promoted at ParentingMatters, parents and children are seen as equal, not in the sense of "sameness" but that they are equal in terms of "value and worth as human beings". Through discussions and articles we will show how reward and punishment as a disciplinary technique can be replaced by limited choices and "natural and logical consequences."

We understand that the greatest social need a human being has is to belong and be significant. We view a misbehaving child as discouraged child, one who is seeking to belong, but has made a mistake about how to do that in a useful way. Our job as parents is to discover the nature of that mistake and to provide positive opportunities for our children to contribute in a useful way.

We've invited many talented authors to contribute to ParentingMatters, some of whom have influenced us both as parents and as counselors and others who we've met along the way in our own professional careers. We intend for this to be an interactive forum and invite you to participate by using the bulletin board to ask questions or to express your ideas. We have several counselors who will be responding to your inquiries from time to time.

Be sure to register at LifeMatters and we will keep you updated as to the arrival of new articles. Check back here often to participate in the ongoing dialogue about raising cooperative, happy, responsible children and enjoying the process along the way!

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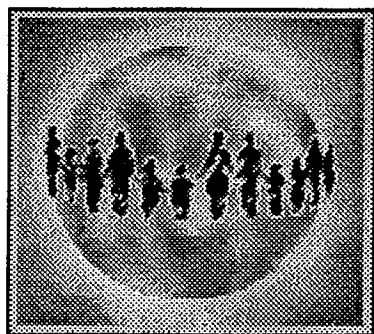
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worldworks@lifematters.com





FamilyWeb Home Page



Family Web's goal is to provide an informative place for families to gather from around the world. Our latest feature is a section on [birth stories](#) so be sure to check it out. My favorite page is the [donations](#) page, but I suspect I'm alone with that pick. Donations can be tax deductible, so if you have a little extra money, please have a look. I just want to pay for the domain name! If you search through our other pages, you'll find pregnancy and parenting information in the [FAQs](#) and [pregnancy](#) sections. The FAQs are gathered from the [misc.kids](#) newsgroups. Have a look around, if you find an area that lacks sufficient information, help us out by sending us more information or letting us know where to find it. Working together, as members of familyweb, we can provide the best place for family fun and information on the Internet.

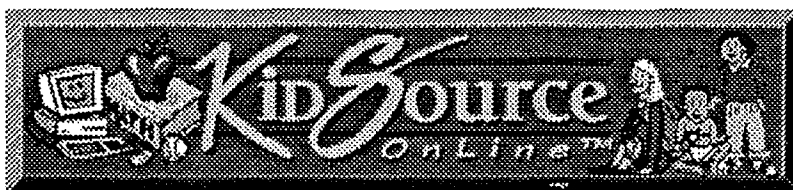
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What's New

- ☐ [The Baby Boom Echo](#), a statement by the U.S. Secretary of Education about record school enrollment this fall.
 - ☐ [What Do Parents Need To Know About Children's Television Viewing?](#)
 - ☐ [Protective Eyewear for Young Athletes](#), a joint statement of the American Academy of Pediatrics and American Academy of Ophthalmology
 - ☐ [Understanding and Facilitating Preschool Children's Peer Acceptance](#)
 - ☐ In the news:
 - ☐ [Going Back To School Can Be Hazardous To Teeth](#)
 - ☐ [Pediatricians Hail and Defend FDA Tobacco Rule](#)
 - ☐ [CPSC, Now Products Announce Recall To Repair Children's Chair](#)
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Featured Areas and Activities

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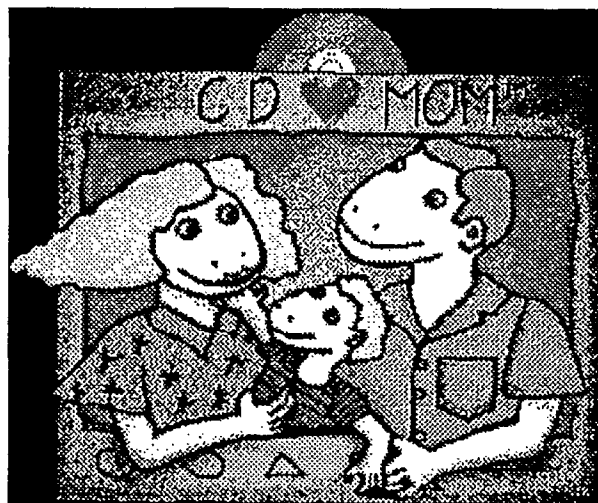
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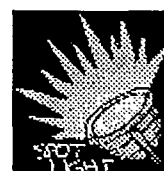
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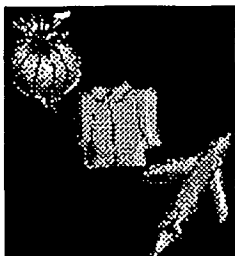
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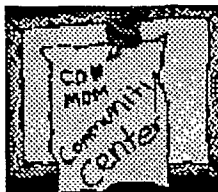
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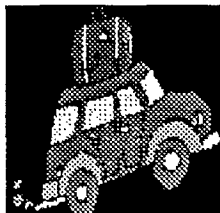
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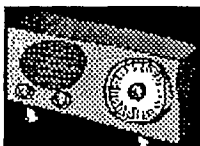


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Welcome!

In this week's column, some musing on child-rearing and families...

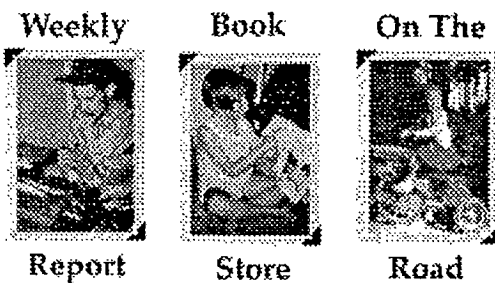
Also, Web friends, don't forget to take advantage of my limited-time-only special deal on a subscription to my new printed newsletter.

For first-time Web visitors, let me introduce myself: I am a family psychologist, syndicated columnist, best-selling author, public speaker, husband and grandfather. At my Web site, you'll find my weekly column (syndicated in 100 newspapers), information on my books, tapes and videos, my speaking schedule, and many ways to interact with me.

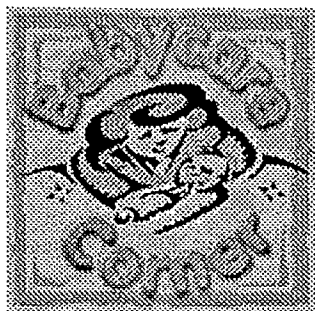
You might ask, "What's so different about Rosemond's advice?" If I do say so myself, my advice is different because it's not "psychological." Rather, it's down-to-earth, traditional and common-sensical. Some people have even called it "old-fashioned," but my mission, in fact, is to help bring these largely discredited ideas back into fashion. Some consider me a heretic. Well, I am, and I'm proud of it.

My **real** credentials: my family. I've been married to Willie, with whom all things are possible, for 27 years. Our two children, Eric and Amy, are both young adults. Eric is married to Nancy, the daughter-in-law of our dreams, and they are the parents of our first grandchild, John McHenry Rosemond (or Jack Henry, as we call him), born New Year's Day, 1995.

Please bookmark this address and visit often. Even if you don't always agree with me (and you won't!), you'll never, I guarantee, fail to leave with things of interest to think about.



You may reach John by writing The Center for Affirmative Parenting, P.O. Box 4124, Gastonia, N.C. 28054; calling The Center at (704) 864-1012 weekdays 9:30 a.m. to 1 p.m.; faxing to (704) 868-2074 or sending e-mail to jrosemond@aol.com. You also may join an Internet [mailing](#) list for news and updates.



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General Search:

The Baby Care Corner resides within the family internet, which offers a variety of information for the entire family. To explore the family internet click on the family internet icon below. You may return back to the Baby Care Corner by selecting the Baby Care Corner Icon within the family internet.





This page is dedicated to Yaakov and Naomi Young

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Welcome to Baby Web

Welcome to Baby Web, the place to get all the information you need for your baby.

Any suggestions, comments, or additions are most welcome. Please email to iris@netaxs.com.

I am looking for a way to get an account that will allow CGI scripts. This will allow me to continue the Baby Web mailing list and other projects on the agenda without investing a tremendous amount of time (I don't have much time since the new baby arrived). If you want to sponsor an account, or know of a way that I can get one for free, please let me know. Sara

Currently Available:

NewsGroups

links to Newsgroups related to babies

Literature

articles and papers about various topics related to pregnancy and babies.

Frequently Asked Questions

FAQ's from misc.kids

Baby-care and baby-development aids

watch this for useful information that will help you take care of your baby

Internet Babies

babies on the internet

Services

services for expectant and new parents

Baby Web Store

baby products for sale.

Do something for the internet community: [dedicate a page to your baby or sponsor Baby Web](#)

If you are a parent and a computer user, you have a responsibility to protect yourself from the risk of getting Carpal Tunnel Syndrome. Check out this new idea!

Additions are made all the time, so please come back again soon.
A special thanks to the Baby Web sponsors.

If you like Baby Web and are looking for someone to design a Web page for you, please contact me.



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When the baby is crying with no relief in sight, when your toddler refuses to even *try* the potty seat, when you're at your wit's end with your whining 4-year-old, where do you turn? Why, The Mommy Times of course! This unique Web site and online publication is designed just for you, a real life mommy. Whether you are working outside the home or a stay-at-home mom, you are the one who is 'in the trenches' so to speak. The Mommy Times is written *for* moms *by* moms. We discuss everything from birth experiences to preparing your child for his/her first day of school and many topics in between! We certainly hope you will want to become a part of one of the fastest growing Web sites for parents. Thanks for taking time out of your busy mommy schedule to check us out!!

If you would like to join thousands of working and stay-at-home moms worldwide, you are invited to become a member of The New Mommy Times Club! It's great fun to be a member because it is the only way you'll be able to access such interactive features as:

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As always, The Mommy Times welcomes you to enjoy our regular features as well:

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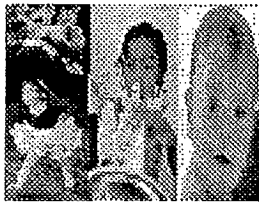
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FACTS FOR FAMILIES

to educate parents and families about psychiatric disorders affecting children and adolescents

The Academy publishes these 46 information sheets which provide concise and up-to-date material on issues such as the depressed child, teen suicide, stepfamily problems and child sexual abuse. Cited and recommended by such publications as Better Homes & Gardens, USA Today and by the Best 1995 Website List of Internet World. This index is sorted alphabetically and the number is the original brochure number.

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- ☐ [The Anxious Child #47](#)
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- ☐ [Conduct Disorders #33](#)
- ☐ [The Continuum of Care #42](#)
- ☐ [The Depressed Child #4](#)
- ☐ [Discipline #43](#)
- ☐ [Helping Children After a Disaster #36](#)
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- ☐ [The Influence of Music and Rock Videos #40](#)
- ☐ [Know When to Seek Help for Your Child #24](#)
- ☐ [Know Your Health Insurance Benefits #26](#)
- ☐ [Lead Exposure #45](#)
- ☐ [Learning Disabilities #16](#)
- ☐ [Making Day Care a Good Experience #20](#)
- ☐ [Making Decisions About Substance Abuse Treatment #41](#)
- ☐ [Manic-Depressive Illness in Teens #38](#)
- ☐ [Mental Retardation #23](#)
- ☐ [Normality #22](#)
- ☐ [Panic Disorder in Children and Adolescents #50](#)
- ☐ [Problems with Soiling and Bowel Control #48](#)
- ☐ [Psychiatric Medication for Children #21](#)
- ☐ [Questions to ask about Psychiatric Medications for Children and Adolescents #51](#)
- ☐ [11 Questions to Ask Before Psychiatric Hospital Treatment of Children & Adolescents #32](#)
- ☐ [Responding to Child Sexual Abuse #28](#)
- ☐ [Schizophrenia in Children #49](#)
- ☐ [Stepfamily Problems #27](#)
- ☐ [Teenagers with Eating Disorders #2](#)
- ☐ [Teens: Alcohol and Other Drugs #3](#)
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- ☐ [Who can be contacted to seek Help for Your Child #25](#)

(Fact sheets #1-29 are available in Spanish.) \$15.00 for the complete set of 46; single sheet free with self-addressed, stamped envelope. Bulk orders: \$.25 per sheet.

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[Comments, Ideas, Articles, Submissions: MaleBag@aol.com](mailto:MaleBag@aol.com)

Author: Lou Eggert, III with Much assistance from John Cosolito

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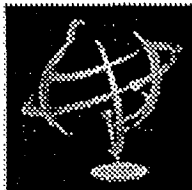
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sheldon@xs4all.nl

The Fathers' Forum

Programs for New and Expectant Fathers



The On-Line Resource for New and Expectant Fathers

The birth of a child opens the doorway to discovering the nurturing qualities within us as men. These discoveries not only benefit our children, our partners, and ourselves but create a new potential for the society we live in.

-- Bruce Linton, Ph.D.
coordinator of the Fathers' Forum

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Comments/Questions: Ask Bruce **Q and A Column for New and Expectant Dads**


Bruce Linton, Ph.D. is the coordinator of the Fathers' Forum. He is a family therapist and researcher on men's development as fathers. He is a contributing editor to *Full-Time-Dads* magazine and did his doctoral research on the "Phases of Paternal Development: pregnancy to twelve months postpartum." He has been offering classes, workshops, and groups for fathers since 1986.

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Berkeley, CA 94709
voice: (510) 644-0300
email: mblarts@slip.net

<http://www.parentsplace.com/>



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THE DISCIPLINE OF FATHERHOOD

by Dennis L. Finnan, Commentator

Have you ever tried to analyze the messages behind many commercials and books depicting family life? As I watch, read and discern, I find one common ingredient -- the "Dumbing Down of Dad." Maybe you agree with me. Often when a commercial is shown with a dad and mom, the father is shown as someone who is close to a complete and incompetent fool. Why even children's literature in even the most popular books called the Berenstain Bears - as I was reading through some of the stories in a doctor's office, it showed Papa Bear as a bungling, inept buffoon, while Mama Bear as the one who was sensible, cool and collected. Maybe I'm wrong, but the more I observe and discern how fathers and men are shown in today's politically correct world - the evidence is mounting men are being mashed, dads are being dumped, fathers are being flogged with the ruthless whip of the liberation movement. Well, in honor of men, especially fathers, I want to devote today's thoughts as to what should be the right assessment of the role and place fathers should have in society and the home.

Did you know that a most serious epidemic is upon our nation today? No, it's not the AIDS crisis, nor is it the DRUG question, not even the economic woes we all face. Rather, it is the epidemic of absent Fathers. Yes, the greatest challenge we face today is the flight of men from their responsibilities of family life! Since 1960, America has seen a staggering increase in broken families. Our liberal social scientists have for years touted the value of the new emerging single parent family, as an equal or even better way to rear children. But the raw statistics show how wrong they've been. For instance, did you know that studies show the poverty rate in our nation parallels the broken home?

Today's most reliable indicator of whether a child is poor is whether he or she lives in a biblically intact family. What's worse, incontestable evidence is mounting that children who come from broken fatherless homes are more likely to be the ones who display antisocial behavior, be school drop-outs, use drugs, become sexually active at an early age, and be twenty to forty times more likely to suffer health problems than children living in a traditional family with their own mother and father present. All this socially points to the truth that we need to desperately promote fatherhood, and appreciate rather than depreciate the role of dad.

The time has come to shift our national and spiritual emphasis to the indispensable role and responsibility fathers play in the well-being of the nation's homes and their children. So today, for the remaining segment of the broadcast, I want to talk about the Biblical role and disciplines of fatherhood. Although society in the last twenty years has decided to trash Biblical fatherhood, the Bible still has much good to say about it. It would therefore be wise to go back to the Bible and find out what God says about dads and their role responsibilities in the home.

Now, absent fatherhood is most easily seen in the physical realm, but in reality a father can be just as absent while not divorcing his wife and abandoning his children. Yes, absenteeism of the father can also be seen when dads fail to render their personal time and presence in the lives of their children and home.

As much as statistics show a mounting abandonment of the home by fathers who flee, many more remain, but only in name and an occasional crossing of paths. So let's begin. The Bible says this about fathers.

Ephesians 6:4 (NKJV) "And you, fathers, do not provoke your children to wrath, but bring them up in the training and admonition of the Lord."

There is no other verse so explicit and to the point as what the apostle Paul wrote to fathers by God's direction. He said every man who fathers a child, has a responsibility to them that must not be abandoned or abused. Both abandonment and abuse are severe imbalances of the disciplines God has commanded of us who have fathered a child. Now, the Bible is a book of stark reality and truth. It records the sad results of fathers who through the neglect of their children, by either being absent, a bad example, or failing to discipline them properly, has brought them to ruin. King David coddled his son Absalom and set a bad example and the results ended in his tragic death. Eli the famous Israelite priest, through chronic absenteeism, failed to properly discipline his boys. As a result, they were sentenced to death for their immorality, rebellion and sins. Jacob, the grandson of Abraham, wrongly favored one son over the other, and caused a split in his home that ruined relationships for life. Yes, the Bible is full of bad examples, and failures of fathers to maintain the disciplines of fatherhood.

But like the God of Creation our Lord is, He does not leave us without proper instruction to avoid these perils and have a happy and rewarding family life. The verse I quoted earlier Eph. 6:4 is in effect, a compiled listing of the whole of the Bible's "DO'S AND DON'TS," concerning fathering. It is in this verse God's call for fathers to foster several disciplines or responsibilities toward one's own children. Let's look at them now. The first we are told in the beginning of the verse. We read,

Ephesians 6:4 FATHERS, DO NOT PROVOKE YOUR CHILDREN...."

This first command for fathers speaks of "not provoking." This addresses the need for fathers to be careful when in the presence of their children not to create irritation, anger or resentment by wrong or failed actions. It is at this point we must stop and analyze some of the things that can provoke our children to such resentment and negative responses. At the top of the list might be (1) a father's failure to maintain a positive encouraging attitude toward his children. Thus, UNWARRANTED, DESTRUCTIVE CRITICISM is one of the greatest destroyers of a child's heart. How cutting and abusive it is when a father constantly criticizes everything a child does. I confess because I am a sinner, it is so easy to see the shortcomings of our children in their growing years. Yet, fathers must be careful not to criticize them. Yes, they do wrong, yes, they fail to obey, yes they disappoint us - but so do we before our Father in heaven. Yet, listen to what James says God does when we fail Him,

James 1:5 If any of you lacks wisdom, he should ask God, who gives generously to all without finding fault, and it will be given to him.

Yes, God is a God who does not look for, or pick on the failures, shortcomings and sins of His children. He is always positive to us and an encourager. Dad how about you? When was the last time you put your arms around your sons and daughters and told them you loved them because of who they were and were thankful for the efforts they make to obey and do right? Criticism is one of the "DON'TS" of the disciplines of fatherhood, that can harm and destroy a child. Now, coupled with the "don'ts" of criticism is the (2) "DON'T" OF RUTHLESS DISCIPLINE. I admit that we live in a society that has gone overboard in stressing freedoms and a lack of discipline, but many fathers still show the reverse. Especially in Christian circles, in response to the liberal upbringing of children without any controls or disciplines, some fathers place heavy burdens on their children to the point of provoking a heart of anger and hatred.

As a pastor, I've witnessed at times, children growing up in such overly strict households, that when they reach adulthood, they compensate for this in two ways. First, the worst thing they do is to outright reject the God of their Fathers. As soon as they come of age and can be on their own, they abandon the faith and their family. The strict legalism and disciplines they endured from their fathers showed them a God they wanted no part of, and hence they turn away from the faith and live for themselves, often to their own temporal and even eternal ruin. Secondly, the least negative response, a child coming from an overly strict homes, makes is to react in the opposite way with their children. Such homes are filled with indiscipline, chaos and free living, also to the temporal and maybe eternal ruin of their children. God says don't provoke your children by being overly strict. It is not God's way. The writer of the book of Proverbs says it this way.

Proverbs 22:6 Train a child in the way he should go, and when he is old he will not turn from it.

The word "train" is not with a whip, nor the sharp tongue of a drill sergeant. The word train means to "touch the palate of the mouth," a phrase that speaks of building a taste for something. We build a taste for something when we show how much we love it. Fathers, if you want your children to love something, you had better set the example. The example being that, it is a joy for you, that you do it or abide by it because it brings you happiness, contentment and blessing. Going to church, being honest, moral, upright, speaking without foul language, being true to God and country must be the light and joy of your life. If you tell your children to do or love something and you don't do it you are not only a hypocrite, but you provoke your children to resentment, anger and future rebellion to all you stand for.

Now there's another "don't do," that qualifies for the first part of Paul's admonition not to provoke our children to wrath. (3) IT IS FAVORITISM. Oh how many Bible fathers ruined their homes by playing favorites. Without a doubt, if you have more than one child you will find each one different. In addition, inevitably you will be drawn to one child more than another perhaps because they display qualities similar to your likes. But God says, favoritism is sin!

James 2:1 My brothers, as believers in our glorious Lord Jesus Christ, don't show favoritism.

James 2:8-9 If you really keep the royal law found in Scripture, "Love your neighbor as yourself," you are doing right. {9} But if you show favoritism, you sin and are convicted by the law as lawbreakers.

God does not play favorites! His love is equally upon all whom He has created and resides as Father. Yet, we can see how it is when a father favors one child over the other. It brings ruin to hearts and homes. Now, being fair does not mean treating each child the same. Some children need more disciplines, other less, some need more personal attention, others less. Some need more structure, others less. But no child, should be favored over any other whether it is in personal attention, or care or even inheritance too. Now, this verse in Ephesians 6:4 tell us more. We read secondly,

Ephesians 6:4 Fathers, do not provoke your children; instead, bring them up in the training and instruction of the Lord.

The "instead," tells us what TO DO! God's Word says fathers are to bring up their children. The first positive thing a father can do is to be there, with your children! Absenteeism of fathers today is a national statistic. But you know, one can also be absent just by not spending time with our children. How many dads really take the time to get to know their sons and daughters? Father, just being the breadwinner is not enough. You must be home with your children. Play with them when they are young, as they grow older do things together, talk regularly together - every child needs the companionship of dad. Without it,

the chances are much higher that the world's vices and evils will take up the time you neglect to give them.

Secondly, to train a child in the instruction of the Lord means we are to build them up according to God's Word and principles. How sad today our enlightened society has for almost half a century, tried to tell our nation's families the Bible's way of upbringing is wrong and should be abandoned. But we now live in the day when such teaching's fruit has finally been born. Look around you, what do you see? Youth in utter rebellion, wallowing in sub-human degradation, perversions, and immorality. Moreover, youth academic scores are dropping to unheard of lows, a pandemic health crisis is now consuming children, societal dropouts are growing at unimagined levels, and homes are being broken and abandoned. I tell you it's because we fathers have forsaken God's ways and turned to our own. The Bible warns us, that Fathers are to be the source of training in righteousness for our children. Not the school, not society, not even the church -- God says it is DAD'S responsibility!

Father where are you? Are you walking in the way of God's Word? Are you the one who leads your family in prayer, devotion time, church attendance, moral righteousness? Father's are you the one who is your children's idol? Or is it some promiscuous rock or sports star who in the end displays the evil fruit of their corruptness as they dash the hopes of their followers? Yes, fathers, to maintain the discipline of fatherhood involves nurture which is to show practical tangible love and care emotionally, spiritually and physically. In addition, it requires full-time fathering where dad is there to instruct and encourage his children. Being a good example and role model, showing a positive spirit and acceptance and love is God's route to not only a happy family, but well cared for children. What this nation needs is not a new welfare program to manage and feed the fatherless homes and children, but Fathers who will turn back to God, confessing their own sins and helplessness of nature. We need fathers who recognize the awesome responsibility to guide the home, to nurture the children, to train and instruct them in God's truth, and provide for them a functioning and blessed future now and for eternity.

It's time fathers stop passing the buck to mother or government to rear their children, and it's time to get right with God. How can this be done? Only one way. Paul said it best,

Acts 16:31 "Believe in the Lord Jesus, and you will be saved--you and your household."

God has a plan for fathers and their households, but no one can have its blessing unless they surrender their lives and hearts to the Lordship and Saviorhood of Jesus Christ our Creator. With God at the helm of our ship of life, we will sail the mighty seas and the waves and storms will not prevail. May God bless all fathers today, and cause them to examine their own relationships by the measure of God's Word. And, if any fail the test by being absent, critical, unfair, or unworthy - then by God's help and grace make this change today! In the end it will be worth it all.

Now in summation of Paul's teaching to fathers, permit me to freely translate this verse we are studying today. I read to you,

Ephesians 6:4 (Free Translation) "And now a word to you Fathers. Don't over do it by constant criticism and nagging of your children, provoking them to harbor anger and resentment. Rather, bring them up with the loving discipline the Lord himself approves, with Christian teaching and example."

As today is Father's Day, how important it is that we do everything we can to help fathers fulfill their role and disciplines. Mothers, children, friends and family members -- what are you doing to help dads be the fathers God wants them to be? Are you assisting them where possible? Are you supporting them in

difficult stands they must take against the winds of evil that blow across their children's lives? Are you praying regularly for him? Every father needs that supportive love of his family and peers. But then, the greatest help of all always comes from our heavenly Father who will never cast us aside when we come to Him for help and hope. Fathers may you be praying men, who love God, hate evil, and display that love and care sacrificially for your wives and children. Herein is the hope and heart of the "Discipline of Fatherhood," and the future of our nation as well. May God bless these thoughts to your hearts for Jesus sake. Amen.

- ☐ Radio talk # 2595
 - ☐ Broadcast date: June 18, 1995
 - ☐ Speaker: Dennis L. Finnan, Commentator
 - ☐ Program: The World, the Word & You! Radio Broadcast
 - ☐ Address: P.O. Box 575 St. Charles, MN 55972-0575
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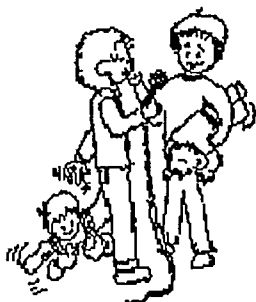
The World, the Word & You! Broadcast is a non-denominational ministry based on the historic fundamental evangelical interpretation of the Scriptures. A copy of our doctrinal statement is available upon request. These weekly radio commentaries can be heard in selected areas around the nation. Dennis Finnan has been the speaker for 16 years, and serves as General Director. These transcripts are available free of charge to all who desire them. Also available are radio cassette tapes and printed booklets of each message. A free listing of all messages is available upon request also.

For further information, reprints, or a listing of all topics, please write to our speaker, Dennis L. Finnan at wwyfin@sparc.isl.net.

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AT-HOME DAD

A Quarterly Newsletter Promoting the Home-Based Father



At-Home Dad is devoted to providing connections and resources for the 2 million fathers who stay home with their children. The journal was created by and is edited by Peter Baylies, who has been home with his son, John (3), since December 1992. After most of his group was laid off from Digital Equipment Corporation, he was thrown into the role as a stay-at-home dad with his then nine-month-old son. Peter just had his second son, David, on May 4th and is staying home with his two children now that his wife has returned to work as a schoolteacher.

- ☐ [More about At-Home Dads](#)
- ☐ [Press Release/Fact Sheet](#)
- ☐ [The At-Home Dad Network - "DAD-to-DAD"](#)
- ☐ [At-Home Dad Newsletter On-Line](#)
- ☐ [On-Line Subscription Form](#)

Peter welcomes all comments or questions you may have. He will respond with any information or resources to help with your kids or home business. All article submissions can be sent to Peter as well. If your article is printed, you will receive a free one year subscription to the journal.

How to Reach At-Home Dad

By Mail:

Peter Baylies, Editor
At-Home Dad
61 Brightwood Ave
North Andover, MA 01845-1702

By E-Mail

athomedad@aol.com

Subscription to At-Home Dad costs \$12 a year. You may send a check to the above address or use the convenient on-line ordering form.

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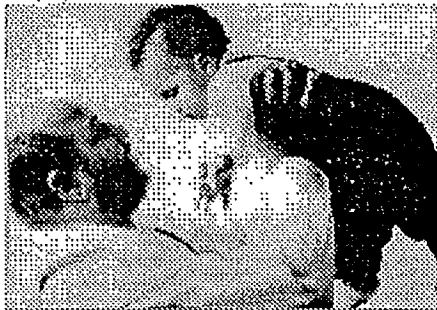
The Parenting Resource Center on the Web

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FatherNet

The electronic continuation of Family Re-Union III: The Role of Men in Children's Lives, a national conference on family policy moderated by Vice President Al Gore and co-sponsored by the Children, Youth and Family Consortium and the Tennessee Department of Human Services. It includes research, policy and opinion documents to inform users about the factors that support and hinder men's involvement in the lives of children.

And, FatherNet provides an Electronic Bulletin Board to increase the number and diversity of voices discussing the importance of men's involvement in the lives of children, and hopefully to move our nation toward policies and action.

FatherNet is a project of

The University of Minnesota's

**Children, Youth and Family Consortium
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(CEC).**

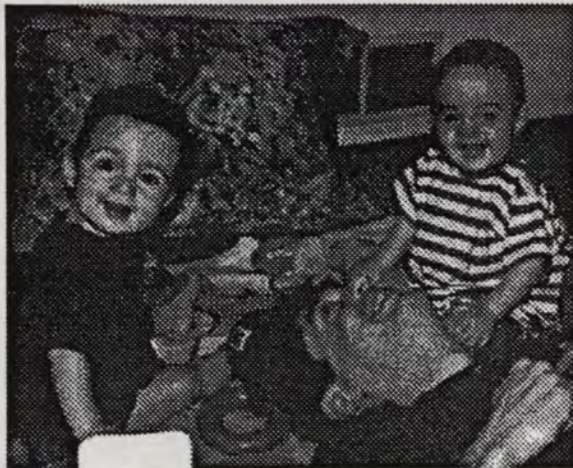
For additional information, contact The Children, Youth, and Family Consortium, 12 McNeal Hall, 1985 Buford Ave., University of Minnesota, St. Paul, MN 55108. cyfcec@maroon.tc.umn.edu

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CONTENTS

- ☐ [Original FatherNet Gopher Site](#)
- ☐ [Conference Proceedings](#)
- ☐ [Research on Men and Children](#)
- ☐ [Articles and Essays](#)
- ☐ [Electronic Discussion Group](#)

- ☐ [Programs and Services](#)
- ☐ [Newsletters](#)
- ☐ [President Clinton: Supporting Fathers, June 1995](#)
- ☐ [Reference List](#)
- ☐ [Father to Father](#) In response to Vice President Al Gores call to action, issued at Family Reunion III, Father to Father, a national effort to unite men in the task of being a strong and positive force in their childrens lives is off and running. Our Father to Father page will give you additional information and includes the material from the Community Starter Kit. You and your community can use this material to join in the effort.

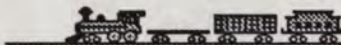
**HOT LINKS**

OTHER WEB RESOURCES

Many other wonderful resources for fathers exist on the World Wide Web. We have established links to some of them. If you are aware of others, please let us know.

TO FORWARD MATERIAL FOR POSSIBLE INCLUSION ON FatherNet:

Send your recommendations, applied research or policy articles, editorials, and program descriptions to the Children, Youth, and Family Consortium, 12 McNeal Hall, 1985 Buford Ave., University of Minnesota, St. Paul, MN 55108. When possible, please provide an electronic copy (e.g., e-mail or disk).

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Click here to return to the main page.

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www.statfax.com

The Fatherhood Project Home Page

(Always evolving and under construction)

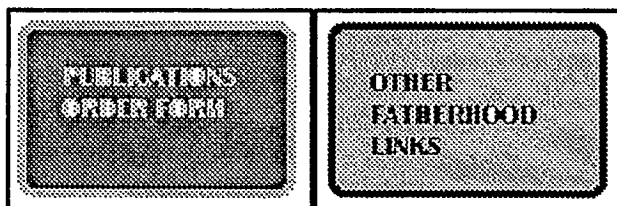


FamiliesandWork Institute

James A. Levine, Ed.D., Director

Edward W. Pitt, M.S.W., Associate Director

Jose Barbosa, M.S.W., Assistant Director for Training



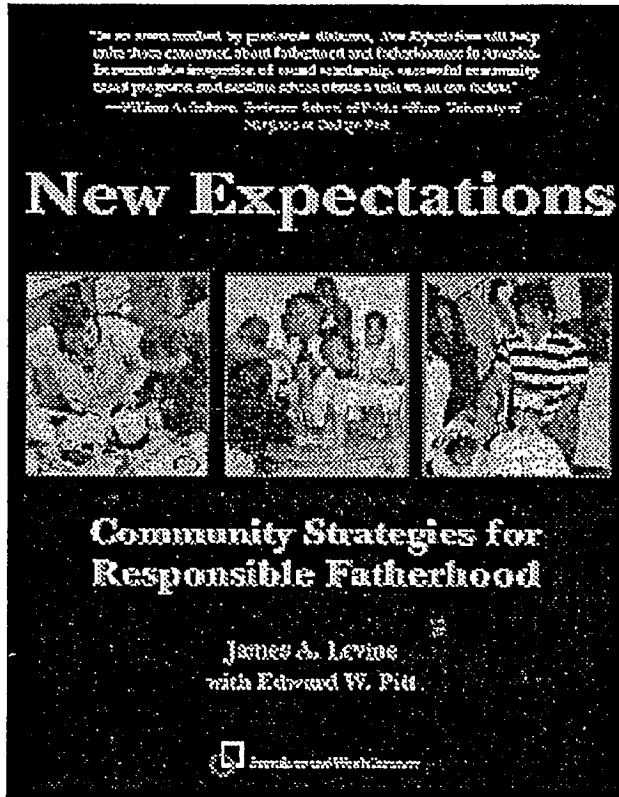
Purpose: The Fatherhood Project is a national research and education program that is examining the future of fatherhood and developing ways to support men's involvement in childrearing. It was founded in 1981 at the Bank Street College of Education in NYC by Dr. James A. Levine, and relocated in 1989 to the Families and Work Institute. Current components include:

- ☐ **The Male Involvement Project:** a national training initiative that helps Head Start and early childhood programs get fathers and other significant men involved in their programs and in the lives of their children. Training is delivered by a national network of practitioners who have already been successful at increasing male involvement in their own programs. During 1995 and 1996, we trained over 1500 practitioners.
- ☐ **National Practitioners Network:** a national network of community-based practitioners designed to facilitate and promote local activities which support fathers and strengthen family support for children.
- ☐ **The Father-Friendly Business:** an examination of how workplace policies and culture can support men's involvement in family life, along with a practical seminar for working parents on DaddyStress™ and for managers on organizational change.
- ☐ **Family Man:** a one-hour PBS special on the changing role of fathers -- to air in the fall of 1996.

Publications Available from the Fatherhood Project:

New Expectations Community Strategies for Responsible Fatherhood

This latest release from the Fatherhood Project promotes a new way of thinking and acting to promote responsible fatherhood, including a jargon-free review of research, state-of-the-art review of community-based strategies, tips from leading practitioners, and a guide to more than 300 programs nationwide and to the 100 most useful publications. **225 pages. Soft cover.**



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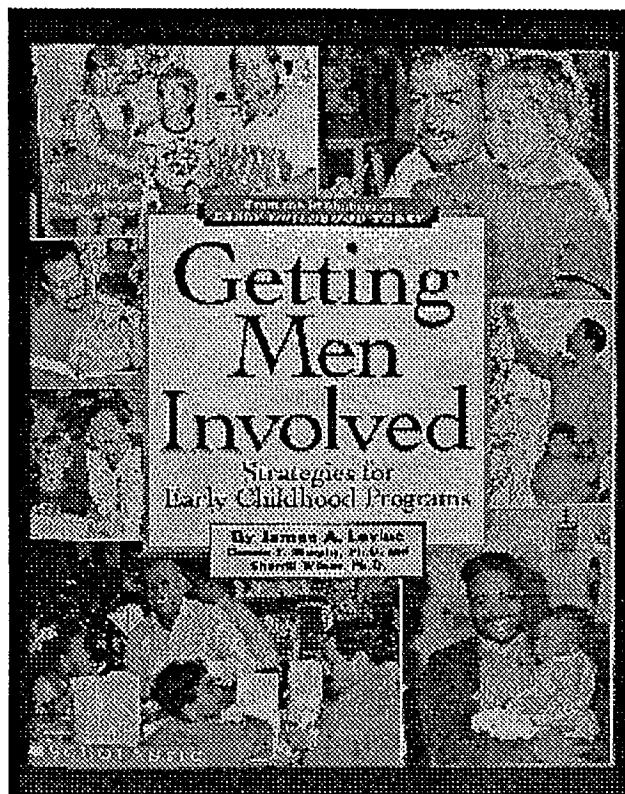
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"This timely addition to the fatherhood literature will help move the national dialogue about increasing father involvement from mere rhetoric to action." --**Ross D. Parke, Ph.D.**, *Professor of Psychology and Director, Center for Family Studies, University of California, Riverside; Author of Fathers*

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This is a hands-on guide for people working in early childhood programs who want to involve fathers and other significant males in children's lives. The first part outlines four "stages" of reaching and working with men and includes over 100 practical strategies. The second part profiles 14 exemplary programs throughout the U.S. A resource section includes an annotated bibliography of books for children which feature men in nurturing roles. **96 pages. Soft cover.**



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"This book's recognition of the significance of males other than the father to child development shows a unique sensitivity to this nation's changing and diverse family structures." --**Evelyn K. Moore**, Executive Director, *National Black Child Development Institute*

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Other Fatherhood Resources on the Web

Below is a list of other sites which cover a broad spectrum of Fatherhood-related issues.

American Father's Coalition

They represent the lobbying arm of the National Congress for Fathers and Children. Their primary purpose is "to promote positive father-inclusive policies on a federal legislative and regulatory level."

At-Home Dad

A newsletter designed to connect the over 2 million fathers who stay at home.

Fathers' Forum

An on-line source for new and expectant fathers.

FatherNet

The electronic continuation of Family Re-Union III: The Role of Men in Children's Lives, a national conference on family policy moderated by Vice President Al Gore and co-sponsored by the Children, Youth and Family Consortium and the Tennessee Department of Human Services. It includes research, policy and opinion documents to inform users about the factors that support and hinder men's involvement in the lives of children.

Fathers' Rights & Equality Exchange

A non-profit organization that parenting responsibilities should be shared equally by mothers *and* fathers.

HandsNet

A national, nonprofit organization that promotes information sharing, cross-sector collaboration and advocacy among individuals and organizations working on a broad range of public interest issues.

Men's Health Network

Formed to deal with the crisis in men's health issues and their impact on men and society -- premature death, disability, economic crisis for surviving family members, etc.

National Association for the Education of Young Children

NAEYC is the nation's largest organization of early childhood professionals and others dedicated to improving the quality of early childhood education programs for children birth through age eight.

National Center on Fathering

Aimed at equipping men to be better fathers in response to the growing incidence of "fatherlessness" in the nation.

National Fatherhood Initiative

Provides data and information resources for those looking for data on the critical importance of fathers' involvement with their children.

Parents Place

Covers a broad spectrum of parenting issues -- from infancy to adolescents.

If you have a questions regarding The Fatherhood Project web site, please send a message to:

DLowe35963@gnn.com

ParentsPlace.com is proud to host:

The Fathers' Resource Center



Providing Men with the Inner Resources To Be the Kind of Father Their Children Need

What is the Fathers' Resource Center?

The Fathers' Resource Center is a nonprofit family service agency located in Minneapolis and serving the Twin City metropolitan area. The Center takes a moderate stance which is pro-father but which is not at the expense of women.

Our philosophy is that by helping fathers become more capable and involved parents that fathers, mothers, children and subsequently, all society will benefit. Our mission is to provide men with the inner resources to be the kind of father their children need.

◆ Father-to-Father Network ◆

Father Times Newsletter Online

Father Times Wins National Award

Directory of Programs

F.A.C.T. - Fathers And Children Together

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How to Reach Us

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ph: 612-874-1509
fax: 612-874-1014
frc@winternet.com

The Fathers' Resource Center is hoping to provide a computer/modem and internet access to walk-in users of the facility. Current resources can not fund this project. Donations of any kind, whether actual funds or a used computer and modem, would be greatly appreciated. Kindly use our [mail form](#) for comments or our [order form](#) for membership. Thank you.

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The Parenting Resource Center on the Web
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WEB SITES - ALTERNATIVE WORK ARRANGEMENTS
Internet Addresses

1. *Dupont Work/Life Study*
<http://www.wfd.com/dupont.htm>
2. *Management Technology Associates*
http://www.mtanet.co.uk/mta_oen/tw_mgr.htm
3. *Bell Canada - Bell Corporate Teleworking*
<http://www.bell.ca/bell/eng/products/telework/default.htm>
4. *Gil Gordon and Associates*
<http://www.gilgordon.com>
5. *Fel-Pro Benefits & Compensation*
<http://www.felpro.com/workfam.html>
6. *KLR Consulting*
<http://www.pro.net/klr>
7. *AREVO: Advocates for Remote Employment and the Virtual Office*
<http://www.globaldialog.com/~morse/arevo.htm>
8. *Telework and Telecommuting*
<http://edie.cprost.sfu.ca/~gophers/telework.html>
9. *Smart Valley Inc. 's Telecommuting Web Pages: On-line telecommuting resources*
<http://www.svi.org/PROJECTS/TCOMMUTE/webguide>



Contact: Heidelore Rowan
(302) 774-0863

WILMINGTON, Del., Oct. 30 -- A comprehensive DuPont study released today documents the correlation between employee commitment to business success and the company's efforts to support employees in balancing work and family responsibilities.

The study of some 18,000 employees is based on a work/life survey conducted in each of DuPont's nearly 20 business units. It provides a 10-year comparison with the results from two previous studies--making DuPont the only company to have a decade of work/life data. The research provides new insights into such issues as how well employees feel supported by their management, their commitment and burn-out levels.

"The results of the study clearly indicate that work/life programs are a powerful tool to motivate people and encourage commitment to achieving business objectives," said John A. Krol, DuPont president and CEO-designate. "We've always said that people are our most important asset. This study demonstrates that when a company acts on this belief by responding to employees' concerns, it is not only good for our people but it's good for business as well."

Major findings of the research include:

- ☐ **Employee Commitment** - Employees who use or are aware of work/life programs are the most committed employees in the company, and the least likely to feel overwhelmed or burned out. The study shows that employees who use DuPont's work/life programs are 45 percent more likely to strongly agree that they will "go the extra mile" to assure DuPont succeeds than those who don't use such services. On a series of questions measuring whether employees feel supported, an additional 33 percent are more likely to report feeling supported by the company.
- ☐ **Gender Gap Widens** - The gap in the family status between men and women employees documented in 1985 has widened. Today, professional men are even more likely than before to be in traditional families with an at-home spouse; an increasing number of professional women have full-time working spouses and must rely on child/elder care and other family support systems.
- ☐ **Work/Life Payoff** - Employees have fewer concerns about their dependent (child/elder) care arrangements than they did 10 years ago. Half as many women report difficulties in finding care for a mildly ill child--34 percent in 1995 versus 61 percent in 1985. Employees reported similar drops in the difficulty finding affordable care, care for business travel, and care for overtime.
- ☐ **Elder Care Impact** - Employees with significant elder care or adult dependent care issues experienced the highest burn-out for a variety of reasons, including time and financial pressures. In addition, the "sandwich generation"--those who care for aging relatives and children--are especially stressed. The cost to employees for providing such care is high, often including food, clothing, housing and transportation. Some 24 percent of the care providers spend between \$2,000 and \$5,000 per year; 6 percent spend more than \$10,000 per year on elder dependents.
- ☐ **Manufacturing Gap** - Employees working in manufacturing assignments experience more difficulty

Manufacturing Gap - Employees working in manufacturing assignments experience more difficulty in balancing their work and family lives than those in other roles. Rotating shifts and emergency care for dependents were cited as major difficulties.

After reviewing the data, Gary M. Pfeiffer, vice president and general manager, DuPont Nylon North America, said he moved from being nominally supportive of work/life programs to strongly believing they are a business imperative. "Managers like me who have had the comfort of relying on our spouses to handle most family issues often fail to understand how critical such programs are to our employees who need them, and therefore, to business success. We now have empirical data that confirm that employees who take advantage of DuPont's work/life programs are more committed than the average employee," said Pfeiffer.

According to DuPont Human Resources Director Claudette Whiting, who leads the work/life initiatives, the use of work/life programs must be further encouraged as the need for these programs is increasing.

"While progress has been made toward improving the balance between work and life, the survey reinforces that there is still much to do if we want to continue helping our increasingly diverse work force lead healthier, safer and more productive lives," Whiting said.

DuPont introduced work/life programs in 1985 and has expanded the services over the years to include the "LifeWorks family resource program," used by 20 percent of employees today. In 1994, Just In Time Care, which links employees to backup and emergency care, and a dependent care business travel reimbursement, were introduced.

Fran Rodgers, CEO of Work/Family Directions, a Boston-based consulting firm specializing in work/life issues, said, "With this groundbreaking study, DuPont has once again led the way in the work/life industry." She called the research linking work/life programs to employee commitment particularly extraordinary, because they are counterintuitive. "People tend to think that employees with considerable responsibilities at work and at home would be unable or unwilling to put themselves out for their employer. Instead, the research clearly shows these employees recognize the support and 'return the favor' with increased commitment and initiative," Rodgers said.

Of DuPont's 107,000 employees worldwide, 58,000 employees are in DuPont's U.S. Chemicals & Specialties businesses. Employee participation in this Chemicals & Specialties survey included 37 percent from manufacturing, 36 percent from technical and professional staff, and 27 percent from administration functions.

DuPont is a research and technology-based global chemical and energy company offering high-performance products based on chemicals, polymers, fibers and petroleum. Committed to better things for better living, DuPont serves worldwide markets in the aerospace, agriculture, apparel, automotive, construction, electronics, packaging, refining and transportation industries. Among DuPont's best known brands are Teflon® fluoropolymer resins; SilverStone® non-stick finishes; Lycra® spandex fiber; Stainmaster® flooring systems; Kevlar® aramid fiber; Tyvek® spunbonded olefin; and Corian® solid surface material.

10/30/95

Key Findings: DuPont Employee Study on Work/Life Initiatives*

Demographics (6,366 respondents)

- ☐ 47 percent of employees have children under 18; 5 percent of parents are single parents; among women in manufacturing positions, 18 percent are single parents.
- ☐ About one-third of employees have children under the age of 13.
- ☐ 14 percent of parents with children under 13 work different shifts or work schedules to avoid needing outside child care providers.
- ☐ 14 percent of employee families have teenagers ages 13 - 18.
- ☐ 16 percent report responsibility for elder relatives.
- ☐ 26 percent expect to provide elder care in the next 3 to 4 years.

Dependent Care

- ☐ 75 percent of all employees report satisfaction with their current dependent care. When compared to 10 years of data, the amount of difficulty finding care in all categories declined by an average of 12 percent. Categories included: overtime, sick children, summer care, business travel and affordable child care.
- ☐ Manufacturing employees report the greatest difficulty in finding emergency care that is available for the hours they work--often rotating an 8-hour and 12-hour shift work.
- ☐ Elder care responsibility is increasing especially with the "sandwich generation." Of the 16 percent who have elder care responsibility, 38 percent of employees also have children under 18.
- ☐ 44 percent of elder care givers report spending over 6 or more hours per week on elder care tasks; 52 percent spend 1 to 5 hours per week.
- ☐ The greatest difficulty for elder care givers is finding affordable, quality care, finding volunteer companionship services and adult day care.

Work Environment

- ☐ Across the entire respondent group, 89 percent of employees reported they would work extra hours to help DuPont succeed.
- ☐ The average work week reported was 47 hours, with managers reporting 55 hours per week. There was no difference in work hours reported between those with and without dependent care responsibilities.
- ☐ Two-thirds of employees report difficulty in "getting everything done" for work and family.
- ☐ Women with a working spouse continue to bear a disproportionate burden for child care and household tasks, spending 103 hours per week (out of total of 168 hours in a week) on a combination of work, commuting, child care, household and personal chores.

- ☐ Nearly two-thirds of all employees reported that DuPont is supportive of their personal/family life. Seventy-four percent found their immediate bosses to be supportive.
- ☐ The top four Work/Life tradeoffs which employees have made in order to pursue greater work/life balance are: 34 percent not available for relocation; 24 percent refused jobs that require increased travel; 21 percent have refused overtime or a job with more pressure; 12 percent have refused promotions.
- ☐ 41 percent of employees indicated they have used flexible hours; 3 percent have reduced their work hours; 6 percent have worked as telecommuters; and 4 percent have used family leave.

* Study conducted by Rodgers & Associates, the research and consulting division of Work/Family Directions, a Boston-based consulting firm specializing in work/life issues.

DuPont Work/Life Programs

- ☐ **Just In Time Care** -- a program that links employees to backup and emergency dependent care and subsidizes the cost at 80 percent.
- ☐ **Dependent Care/Business Travel** -- allows reimbursement of incremental dependent care expenses incurred while an employee travels away from the normal workplace overnight.
- ☐ **LifeWorks Family Resource Program** -- a toll-free service that provides consultation and referrals. Today, more than 20 percent of DuPont employees use this service.
- ☐ **Flexible work practices** -- including part-time, job sharing, flextime, flexplace, etc.

10/30/95

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MANAGEMENT
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OPEN ELECTRONIC NETWORKING

Management Technology Associates

Telework: Recommendations to Managers

This page is part of a set that summarises MTA's research and experience in the telework field. The set is indexed in an [introduction](#) page.

These "recommendations to managers" and the accompanying [executive summary](#) are intended to net out the key messages about telework as briefly as possible **from an employer's perspective**. More detailed discussion of the key points will be found in the linked pages. This page addresses managers at the everyday practical experience level. Policy and strategy matters are discussed in [recommendations to executives](#). Managers responsible for **public policy** should also see our page on [the economic and employment implications](#).

Getting a realistic perspective

Our survey data highlights the sharp differences in perspective between managers who have direct experience of telework and its benefits, compared with those who have no direct experience.

Managers with direct experience emphasise the benefits to be gained and regard any issues as "problems to be solved". Managers without experience tend to be strongly aware of what they regard as issues and drawbacks and only vaguely aware of the benefits. They see telework through the media image of a "country cottage lifestyle", and are largely unaware of the significant [benefits to employers](#).

Our central message to managers is, therefore:

- ☐ Acquaint yourself with the **facts** of telework.

This can be done through:

- ☐ Reviewing these pages, starting from the list of [common terms and definitions](#) and the discussion of the [benefits](#).
- ☐ Reading published reports, including MTA's [Telework and Teletrade: Myths and Facts](#).
- ☐ Looking around you - our research shows that there is at least some "informal teleworking" going on in most organisations.
- ☐ Gaining experience: next time you have a concentrative task to finish, try staying at home for a day or a half day - all telework means at its simplest is "working at home when appropriate". Ask yourself what proportion of your work and your staff's work **really** is done best in a busy office and after commuting.

Dealing with "the issues"

The most common concerns expressed by managers are that:

- ☐ The manager feels he or she **won't be able to "manage at a distance"** - unless I see the employees at their desks, how will I be able to manage and control the work and tasks?
- ☐ The manager worries that **employees "out of sight" won't be getting on with the job** - if I ring the employee and the answerphone is on, how do I know he or she isn't out playing golf or pruning the roses?

We offer the following observations:

- ☐ Are your **really** "managing the work and the tasks" when you and your staff are in the same office and you can "see them working"? Today's complex business environment means we have to select and develop staff who self-starting and become "internal entrepreneurs", focusing on finding better ways to achieve results. By "close up" or "hands on" management are you developing this approach or stifling it?

*Note that we are **not** advocating that all staff in all jobs should work at home. Close up management is the appropriate approach in many cases. But its important that managers don't assume this is the right style and method.*

- ☐ If an employee spends part of the working day playing golf or pruning the roses **does this really matter?** Are you trapping yourself in the straightjacket of thinking that "work" is something that only takes place between 9am and 5pm and in an organised "place of work"? If Fred finds it more productive to do a few hours first thing and starts at 6am then takes an hour and half out at 11am, is he likely to be **more** productive or **less**? The **evidence** says he'll be more productive, assuming his motivation is right.
- ☐ If your opinion of your staff is that left to their own devices they'll slack off and get very little done, or that what they do get done will be full of errors and generate lots of problems, what is this saying about your skills as a manager? Have you failed to motivate them and get them to see the company's goals and objectives as **their** goals and objectives? Have you failed to train them? Or is that you don't have good systems in place for trapping errors, diagnosing the causes and acting to fix the cause rather than just wasting energy on finding and fixing more errors?

Unless your staff **know what you need to achieve and want to achieve it**, the heaviest handed close up management approach will simply consume more energy for indifferent results.

- ☐ Are you **measuring what people are achieving**, or just noting that they turn up on time, stay till the end of the working day, and **appear** to be hard at work between times? **Unless you develop a management approach focused on outputs good results won't be achieved** - whether people work in *your* office, another distant office nearer their homes, or at home.

"Good" excuses?

We come across lots of good excuses for avoiding a telework approach:

- ☐ The extra cost of telecommunications and systems will outweigh any benefits.
- ☐ We won't be able to fulfil our obligations under Health and Safety legislation/regulation.

- ☐ We have some individuals who can't be trusted to work independently at home, but it would be unfair to let some do it and not others.
- ☐ Its wrong to let senior people work at home but not junior people.
- ☐ If we let X work at home everyone will want to work at home.
- ☐ People need the social interaction they get from coming to work.
- ☐ Working at home could cause stress in the family.
- ☐ Employees might be accused of breaching local planning conditions.
- ☐ Employees may incur tax on part of the proceeds when selling their homes.

MTA is generating a list of such issues and will be including them, with our comments, in a forthcoming "Telework: Frequently Asked Questions" (FAQ) section at this site. If you have other such issues you'd like to see aired and addressed, or you'd like to be notified when the "FAQ" is published, use this [form](#).

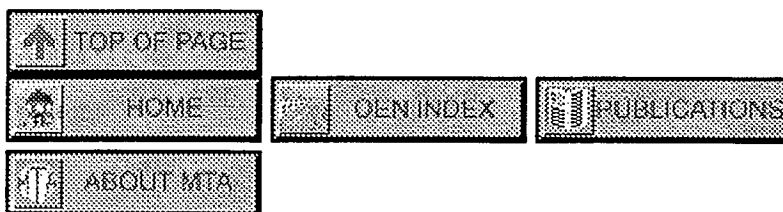
Other Pages on Teleworking:... [Introduction and Index](#)... [Common Terms and Definitions](#)... [An Executive Summary](#)... [The Benefits of Teleworking](#)... [Categories of Telework and Teleworkers](#)... [Views of Managers, Teleworkers](#)... [Recommendations for Executives](#)... [Recommendations for Suppliers](#)... [Recommendations for Government](#)... [Economic and Employment Implications](#)

For further information about any matters discussed in these pages use this [response form](#), or email us at info@mtanet.co.uk.

These are the other **main topics** at this Site:

[Open Electronic Networking](#)... [Teletrade](#)... [Transport-Telecommunications Substitution](#)... [Implementation Guidelines](#)... [Market Commentary](#)... [Business on the Internet](#)... [New This Month](#)... [MTA Services](#)

Site navigation



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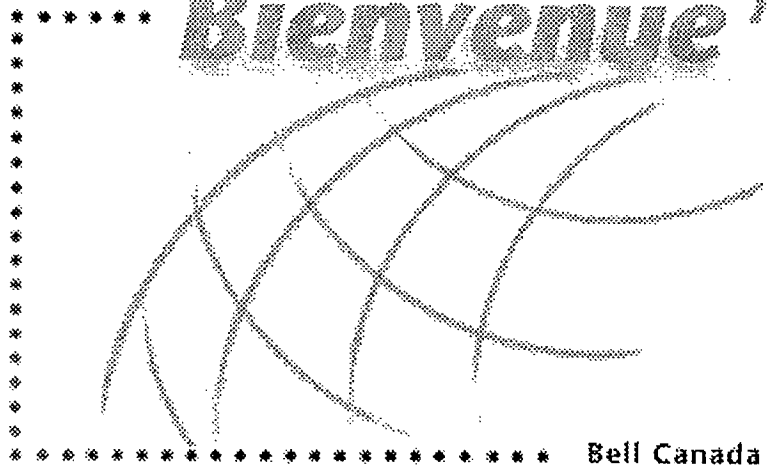
Welcome

Bienvenue

English

Français

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What's new

Products &
services

Promotions

Information
highway

Library

About Bell

Guest book

SEARCH

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- Introducing a new phone company...
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Corporate teleworking

What's new

**Products &
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Promotions

Information
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Library

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Guest book

SEARCH

Implemented intelligently, corporate teleworking has the potential to deliver significant productivity gains, to cut costs and to offer a competitive advantage in ways that both employers and employees can embrace.

Benefits for the employer

For the employer, teleworking often means lower overhead or real estate costs, more office space, higher employee productivity, improved morale and lower absenteeism.

In fact, Canadian and U.S. studies show that employees who work from home are as much as 15 to 30 per cent more productive than their office-bound colleagues. Other studies in the U.S. show that companies can save up to \$8,000 a year per mid-level manager who works from home.

To offer a specific example, IBM's teleworking program has helped that company lower its real estate expenses by 50 per cent over a 30-month period.

Benefits for the employee

Fortunately, unlike most of the traditional ways businesses try to improve productivity and cut costs, teleworking is often appealing and beneficial to employees.

For the employee, working from home typically means:

- ☐ achieving a better balance between work and family responsibilities
- ☐ saving money on commuting and parking costs
- ☐ gaining a sense of flexibility and autonomy
- ☐ working in a more relaxed environment
- ☐ with less need to live near the office, gaining a greater chance to locate where they perceive a higher quality of life.

Such benefits lead to increased job satisfaction and are a powerful means of attracting and retaining high-quality staff.

And, with fewer people driving to and from work, teleworking also mean less wear and tear on the environment.

How to get started

A certain amount of planning is involved in implementing a teleworking program, such as defining the program's scope, selecting employees,

determining their needs and knowing how to evaluate the program once it's in place.

There are also potential disadvantages to be aware of, such as feelings of isolation among some employees. Employers and employees also need to be aware of security, tax and insurance implications.

Bell Canada can take your company through the steps of setting up a telework program, from creating a business case, telework policy and employee survey to choosing the telecommunications package that best suits your needs. These packages could include any number of options, such as full-feature telephones, special services like Call Answer or Three-way Calling, Desktop Video Conferencing or Integrated Services Digital Network (ISDN).

Every teleworking program will be tailored specifically to the company in question. Here, however, are nine typical corporate teleworking scenarios, each with a telecommunications solution:

After-hours or occasional day-use teleworking

Full- or part-time teleworking

Advanced collaborative teleworking - often professionals, executives and senior managers

Home agent - often sales or service personnel

Mobile teleworking - for those who travel a lot

Corporate access for the single teleworker - low use of graphic applications

Corporate access for multiple teleworkers - low use of graphic applications

Corporate access for multiple teleworkers - high use of graphic applications

Large-scale remote access

Need More Information?

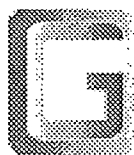
For more information on corporate teleworking solutions, call 1 800 571-8688 in Ontario or 1 800 256-2355 in Québec.

For a hands-on demonstration of telecommunications packages designed for corporate and home-based teleworkers, visit the **Bell Advantage Business Centre** in Toronto. The centre provides free comprehensive consultations and one-stop shopping for a wide range of telecommunications products and services, from telephones, pagers and *SmartTouch*(TM) calling features, to fax machines, multi-line services and Internet services. The Bell Advantage Business Centre is located at B.C.E. Place, 181 Bay St., Concourse Level, Toronto.

If you operate a home-based businesses, work at home for a smaller company, or often take work home with you, see Work at home.

Main Menu

Français



GIL GORDON
ASSOCIATES
Rethinking The Workplace

TELECOMMUTING, TELEWORKING, AND ALTERNATIVE OFFICING

WELCOME

Updated August 8, 1996

This WWW home page consolidates a wide variety of information from around the world, and from many different perspectives, on the subjects of telecommuting, teleworking and flexible work. The objective is to provide a "one-stop service" for practitioners, researchers, policy-makers and others interested in this rapidly-evolving field. To provide ideas on how we can make this collection more useful to you, and to suggest additional references and links, please contact the authors: [Gil Gordon](#) and [Dave Peterson](#).

PLEASE BOOKMARK US

This page is updated monthly, within the first ten days of the month. If you'll take a moment now to add this page to your list of "bookmarks" on your browser software, you'll be reminded to take a look to see what's new. Thank you.

MONTHLY REMINDER

If you like, we'll be glad to send you a short email message each month when the updates are done to remind you to take a look. Just send an email message to [Gil Gordon](#) with subject line, "Monthly Reminder" and we'll take it from there. (If you want to stop receiving these monthly updates, just send an [email message](#) here.)

❖ NEWS FLASHES

❖ THE TELECOMMUTING/TELEWORK SUPERSTORE

❖ GIL GORDON ASSOCIATES/TELECOMMUTING REVIEW

❖ TELECOMMUTE '95/'96 CONFERENCES

- ❖ **MONTHLY CONTEST**
 - ❖ **DO YOU WANT TO TELECOMMUTE?**
 - ❖ **FREQUENTLY ASKED QUESTIONS (FAQs)**
 - ❖ **CONFERENCES**
 - ❖ **PUBLICATIONS**
 - ❖ **RESOURCES IN THE UNITED STATES, CANADA AND MEXICO**
 - ❖ **RESOURCES IN EUROPE, THE MIDDLE EAST AND AFRICA**
 - ❖ **RESOURCES IN ASIA AND THE PACIFIC RIM**
 - ❖ **PROVIDERS OF EQUIPMENT AND SERVICES**
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-

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Next Page



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Fel-Pro

BENEFITS & COMPENSATION

Work, Family & Life Benefits

Fel-Pro is known nationally for our work-and family benefits. In recent years, we have broadened our focus. We have taken a holistic, life-cycle approach so our programs meet employees' needs at every stage of their lives.

Our goal? We want all our people to be able to balance their time and responsibilities... so work and personal life are integrated. The result? Greater life and work satisfaction.

☐ **Personal Development**

- Tuition Assistance
 - Computer Purchase Program
 - Cash Award Program: patents and school degrees
-

☐ **Health and Wellness**

- On-Site Day Care Center
 - Healthy Start: classes for soon-to-be parents
 - Parenting and Child Development Seminars
 - Paid Disability Leave of Absence (pregnancy and childbirth)
 - Adoption Assistance
 - New Baby Gift
 - Lactation Center
 - Family Leave of Absence
 - Emergency Caregiver Service
 - Tutoring Services
 - Triple R Nature and Recreational Facility
 - Summer Day Camp
 - College Decision-Making Program
 - Scholarships: employees' children
 - Elder Care Referral Service
-

☐ **Life Management**

- Financial Planning Seminars
 - Profit Sharing/Retirement Education
 - Tax Preparation Service
 - Legal Information Service
 - Auto Insurance Program
 - Work Clothes Program: employee pays for one article of work clothing and receives one more at no charge
-

☐ **Community Involvement**

- Better Neighborhood Fund:
an employee may sponsor up
to three organizations a
year for a company donation
- Matching Gifts Program

This information is summarized and does not include all details of Fel-Pro's benefits, nor does it constitute a contract. The company reserves the right to make changes to this information.

[Return To The Facts & Benefits Menu](#)

[Return To The Home Page](#)



Telework, Telecommuting, Project Management, and Business Case Preparation Consultants

This web page is prepared by **KLR Consulting Inc.** a management consulting firm specializing in four strategic disciplines, namely telework, project management, business reengineering, and strategic planning. The KLR Web site provides you with information on our offerings on Telework, Telecommuting, Alternate Officing, the Telework International Newsletter, Project Management, Business Process Reengineering, Business Case Preparation, and Strategic Planning

Telework

- ☐ [Telework Tip of the Month](#)
- ☐ [Frequently Asked Questions \(FAQ\)](#)
- ☐ [Telework International Newsletter \(Last Updated May 1, 1996\)](#)
- ☐ [KLR Telework Research Reports](#)
- ☐ [Telework and Alternative Officing](#)

Project Management

- ☐ [Project Management Tip of the Month](#)
- ☐ [Frequently Asked Questions \(FAQ\)](#)
- ☐ [P2M2 Project Management Methodology](#)

Business Reengineering

- ☐ [Business Reengineering Methodology](#)

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- ☐ [Corporate Overview](#)

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Advocates for Remote Employment and the Virtual Office

AREVO Mission Statement

AREVO exists to promote the economic, personal and environmental benefits of remote employment and the virtual office to employers, workers and society as a whole.

What Are "Remote Employment" and "the Virtual Office"?

AREVO Manifesto

Benefits of RE/VO to Employers

Benefits of RE/VO to Workers

Benefits of RE/VO to Society at Large

The "RE/VO-Ready" Office: How To Set It Up

AREVO Membership

What Can We Do To Promote RE/VO?

More Information (Other Telecommuting Links)

Jump to [[InfoJunkies Anonymous](#)]

Back to [[AREVO Contents Panel](#)] Inquiries to [[AREVO](#)]

What Are "Remote Employment" and "the Virtual Office"?

"Remote employment" ("RE") is any working arrangement in which the worker performs some significant portion of his or her work at some fixed location other than his/her employer's central office or plant--typically at the worker's own home. "Remote employment" ordinarily refers to such working arrangements between employers and their employees, but can also refer to work-for-hire arrangements between organizations and independent contractors who perform their contracted services at a remote location. A "virtual office"

("VO") is the operational domain of any business or organization whose work force includes a significant proportion of remote workers.

Good candidates for RE include all workers whose work:

- ☐ often produces information or documents that can be transmitted electronically via modem or fax, or
- ☐ consists substantially of telephone communications with coworkers, or with customers/clients or other external entities.

Such workers include (but certainly are not limited to) many business and departmental managers/administrators/supervisors, as well as: accountants and bookkeepers, engineers, computer programmers, architects, attorneys, policy analysts, budget analysts, business and technical researchers, journalists, purchasers, estimators, insurance underwriters and claims adjusters, technical writers and illustrators, marketing and corporate communications staff, commercial artists and graphic designers, telemarketers, order-entry staff, customer-service/support staff, data-entry staff, transcriptionists, and other word-processing staff.

An RE worker who produces or synthesizes information typically performs his/her duties on a personal computer, which may be provided by the employer or may belong to the worker, depending on the balance of employment terms. An RE employer usually maintains one or more Internet access accounts, or its own private electronic bulletin board system (BBS) on a dedicated phone line, so that workers can instantly transmit computer files and email to their managers/supervisors and coworkers.

The particulars of RE arrangements--ownership of remote equipment, compensation for worker-provided equipment, compensation for worker expenses (additional telephone lines, long-distance charges, etc.), criteria for workers' performance evaluations, frequency of occasional required office attendance, etc.--can vary widely. An RE employer typically must assess a remote worker's job performance by net productivity, in addition to the quality of the work produced. An RE worker may perform all or almost all of his/her work remotely, or may work remotely only a certain number of days per week or per month, attending his/her employer's office on the other days for meetings, customer/client contacts, or just to "keep in touch."

Back to [[AREVO Contents Panel](#)] Inquiries to [[AREVO](#)]

AREVO Manifesto

We believe that RE/VO arrangements yield many substantial, tangible benefits to all parties, and that the widespread adoption of RE/VO arrangements would produce enormous economic, environmental and social benefits for society as a whole. We also believe, however, that far too many employers remain unaware of the pertinent technological and organizational innovations that make RE/VO possible and practical, and that far too many employers remain

suspicious of RE/VO arrangements because they are mistakenly fearful of reduced worker accountability and its effects on productivity. Finally, we also believe that innovative but simple management policies can effectively administer RE/VO arrangements to retain worker accountability, increase worker productivity, and deliver all of the many benefits of RE/VO to all concerned parties.

Back to [[AREVO Contents Panel](#)] Inquiries to [[AREVO](#)]

Benefits of RE/VO to Employers

- ☐ Increased productivity from reduced absenteeism (no "snow days" for home-office workers, plus a few extra hours from marginally sick RE workers and parents of sick children who otherwise must take full sick days).
- ☐ Increased productivity when workers are freed from non-essential meetings and office socializing/gossip, and when workers work in familiar, comfortable, quiet work environments.
- ☐ Dramatically increased recruiting "reach," since RE/VO eliminates geographic limits to employment, while worker benefits of RE/VO make employer much more attractive to prospective employees.
- ☐ Financial savings from reduced demand for office space--typical space savings of 80 to 150 sq. ft. per remote employee, not counting savings in "common" space (lunch/break rooms, restrooms, etc.).
- ☐ Financial savings and greater flexibility in choosing central-office location (freedom to locate in less expensive areas).
- ☐ Potential tax incentives (if governments agree that the social benefits of RE/VO justify such inducements).
- ☐ Greater flexibility in staff size changes, since central-office facilities are much less sensitive to RE staff size (e.g., can add 20 more employees without having to build a new wing or rent another suite, or can lay off 20 and not have to deal with the newly vacant office space).
- ☐ Greater flexibility in allocation of on-site facilities and resources.
- ☐ Improved accuracy in employee performance evaluations based on net productivity and quality of work.
- ☐ Organization's RE/VO facilities and resources can add another attractive channel to customer/client support services (e-mail, and distribution channel for helpful info).

Back to [[AREVO Contents Panel](#)] Inquiries to [[AREVO](#)]

Benefits of RE/VO to Workers

- ☐ Increased productivity when freed from non-essential meetings, office socializing/gossip and office politics, and when working in familiar, comfortable, quiet work environment.

- ☐ Greater fairness and accuracy in work performance evaluations based on productivity and quality of work rather than by clock-punching.
- ☐ Greatly increased flexibility in daily schedule, child-care/elder-care arrangements, etc.
- ☐ Flexibility for two-career couples to work for different employers many miles apart (e.g., in different cities) without either having to suffer a long commute.
- ☐ Financial savings from greatly reduced commuting and at-work parking costs, including substantial savings from increased longevity of vehicles.
- ☐ Financial savings from at-home vs. restaurant/deli lunches, at-home vs. vending-machine snacks and beverages, and business-wardrobe costs (savings can easily exceed \$100 per month for full-time RE/VO workers).
- ☐ Financial savings in mortgage or rent for residence in less-expensive (even possibly rural) area.
- ☐ Increased flexibility in residence location--e.g., can work at home in the country (or in the woods, or at the lake, etc.), many miles away from urban employer.
- ☐ Recovery of commuting hours (10%-20% of the work day for most workers).
- ☐ Elimination of commuting aggravations (rush-hour traffic, parking, obnoxious drivers, etc.).

Back to [[AREVO Contents Panel](#)] Inquiries to [[AREVO](#)]

Benefits of RE/VO to Society at Large

- ☐ Fewer vehicle commuters consume fewer fossil fuels, reducing the demand for this critical global resource, and also reducing the U.S. dependence on foreign oil.
- ☐ Fewer vehicle commuters produce less air pollution.
- ☐ Fewer vehicle commuters reduce traffic congestion and traffic accidents.
- ☐ Fewer vehicle commuters reduce demand for urban parking facilities.
- ☐ Fewer vehicle commuters reduce the need for road and highway construction and maintenance (with a corresponding reduction in taxes).
- ☐ The widespread adoption of RE/VO arrangements could effectively reverse urbanization, and thereby reduce or eliminate many of the social problems associated with the concentration of populations in urban areas.

Back to [[AREVO Contents Panel](#)] Inquiries to [[AREVO](#)]

The "RE/VO-Ready" Office: How To Set It Up

The technologies that make RE/VO possible and practical are now readily available and inexpensive. Of course there is a considerable range of sophistication and expense, with some RE/VO workers requiring continuous access to their employers' central computers via

high-speed dedicated ISDN circuits. But probably most RE/VO workers can be effectively connected to their employers by only two Internet email accounts (one for the worker, one for the central office--about \$20/mo/acct) and a \$150 modem on each end.

A full exploration of the technological options and employment-policy implications of RE/VO would be far beyond the scope of this Web site, but our supplemental telecommuting links provide access to a great body of information, advice and model set-ups (case histories). Your local library or book store also will offer some of the many good books and magazine articles devoted to telecommuting that have appeared in just the past few years.

Back to [[AREVO Contents Panel](#)] Inquiries to [[AREVO](#)]

AREVO Membership

Well, actually, there's no such thing. AREVO is only an informal association, with no official membership list or sanctioned activities. Our membership consists of everyone who agrees with our AREVO Manifesto, but we don't write down any names or collect any dues. The sole purpose of this Web site is simply to generate interest in the concept, and to provide information and links to more information for those who want to learn more about it.

Back to [[AREVO Contents Panel](#)] Inquiries to [[AREVO](#)]

What Can We Do To Promote RE/VO?

- ☐ **Public Education/Promotion:** *Talk it up!* Raise the issue in conversations with your coworkers and supervisors, and with your friends and acquaintances. Explain to them how radically RE/VO can improve the quality of life for *everyone*. Collect information about RE/VO and share it with others: cost-benefit analyses and other statistical data illustrating the benefits, effects and increasing popularity of RE/VO; descriptions of model RE/VO organizations; "success story" testimonials from VO employers and RE employees; and significant findings (from surveys and other original research). You'll find plenty of this sort of information at the other Web sites we've listed separately below, and the past few years have seen the publication of several terrific books on the subject. Also, a quick subject search for "telecommuting" at your local library (Reader's Guide to Periodical Literature) will surely turn up a few good recent magazine articles.
- ☐ **Lobbying:** Write your state and federal legislators, and your local council/alderpersons, to promote tax incentives for VO employers and RE employees (justified by RE/VO's at-large public benefits--i.e., reduced energy consumption, reduced air pollution, reduced demand for roadway construction/maintenance, reduced traffic congestion, etc.), and try to influence other decisions that affect RE/VO in regulatory and other

public-policy issues. If they aren't familiar with the concept, give 'em our Web-site address.

- ☐ **RE/VO Modeling:** If the decision is in your hands (or if you happen to "have the ear of the king" in your organization), adopt a RE/VO policy to demonstrate the benefits by modeling its principles in your own operations.
- ☐ **Support Telecommuting Organizations:** Find 'em, and support (join) the most effective ones. In our view, the most worthy organizations are those that are applying their membership dues to public education and promotion activities. As more and more people become aware of the possibilities, the movement may well reach a critical mass to stimulate rapid, widespread acceptance--much like the revolution that followed the birth of the PC in the early 1980s.

Back to [[AREVO Contents Panel](#)] Inquiries to [[AREVO](#)]

More Information (Other Telecommuting Links)

Most (all?) of these sites offer more links to more information at other WWW sites. We provide these few just to get you started:

- ☐ [Telecommuting, Teleworking and Alternative Officing](#), by Gil Gordon Associates
- ☐ [Institute for the Study of Distributed Work](#)
- ☐ [Telecommuting Advisory Council](#)
- ☐ [Jala International](#)
- ☐ [European Telework Forum](#)
- ☐ [Telework Solutions](#)
- ☐ [Telecommute America](#)
- ☐ [Telecommunications and Travel Research Program](#) at UC-Davis
- ☐ [Smart Valley Telecommuting Guide](#)
- ☐ [Southern California Telecommuting Partnerships](#)
- ☐ [US General Services Admin](#)
- ☐ [Telecommuting Jobs](#)
- ☐ [Virtual Development Team](#)
- ☐ [AT&T Telecommuting Services](#)
- ☐ [Telecommuting FAQ](#), Jala Internat'l
- ☐ [Telecommuting FAQ](#), Gil Gordon Assoc
- ☐ [ISDN Lines FAQ](#)
- ☐ [More Telecommuting Links](#)

Telework & Telecommuting

So, ... what exactly is telework ?

The Birth of a Verb ...

What we need to consider ...

Problematic Definitions ...

- ☐ And finally, ... the definition

So, you want to be a teleworker ...

- ☐ Employers
- ☐ Teleworkers

Advantages & Disadvantages

- ☐ Human aspects
- ☐ Disadvantages

So, ... what exactly is telework?

There exists a belief that information technology has made it possible to decentralise many types of work involving the electronic processing of information, and telework is simply the term used to describe workers who have been dispersed in this way.

This definition however, does not adequately encompass the variety of workers and unique situations operating under the notion of 'telework' at this moment in time. As soon as anyone tries to physically count the numbers of teleworkers or locate the industries in which they work, it becomes clear that there is no stable, concrete definition of what we

mean by the term "telework" in this age of ever-evolving technology. Interest first arose during the oil crisis of the early 1970's. It was thought that information technology provided the potential for substituting electronic communication for physical travel - in other words, it was possible to eliminate the daily commute of the masses, one of the greatest culprits of fuel consumption. The study that followed revolved around the journey to work and its costs and benefits of staying at home and using a telecommunications link to communicate with the employer.

And so the verb was born.

Source - Telework: Towards the Elusive Office, by Ursula Huws, Werner B. Korte, Simon Robinson

What we need to consider . . .

The problem with defining telework simply as a substitution for travel is that this is rarely the primary consideration of regular teleworkers. Nevertheless, it is obvious that this is often the result.

Problematic Definitions . . .

- ☐ "Work which is carried out at home involving the use of information technology"
- ☐ "Telework encompasses only those whose work involves the direct transmission of electronic data through a telecommunications network."

Source - Telework: Towards the Elusive Office, by Ursula Huws, Werner B. Korte, Simon Robinson

In this day and age the image or idea of the teleworker has become a representation of what the future has to offer. "Aware that major upheavals are taking place in the organisation of work, though not quite able to pinpoint what these are, many people have seized on this image, and projected onto it many of their hopes and fears about the future. Recent employment trends have aroused considerable anxiety in some, and excitement in others. The notion of telework provides a concrete focus for these feelings."

It is difficult and inadequate to define telework in terms which are solely oriented to technology, location or company organisation. Reflective of a progressive day and age, telework cannot be defined by a single scenario or limited to a specific moment in time.

We found the most effective and all-encompassing definition of telework within the research of Huws, Korte and Robinson, 1990. They suggest that a true and fair definition of telework focusses on three variables: location, the use of electronic equipment and the existence of a communications link to an employer or contractor.

And finally . . . the definition

So, you want to be a teleworker . . .

Employers:

According to the research of Margrethe Olsen (the Diebold Group at NYU) there are four ways in which large organisations might feasibly take advantage of information technology to remove work from the spatial and temporal bounds of the central 9 to 5 office. She concluded that telework could take four possible organisational forms:

- ☐ satellite work centres
- ☐ neighbourhood work centres
- ☐ flexible work arrangements

Teleworkers:

[Check it out.](#)

[More details.](#)

Advantages and Disadvantages . . .

Human Aspects -

The advantages and disadvantages of telework are generally quite different for men than for women.

Typically, when work is carried out in the home, male teleworkers will generally be provided with a separate room to work in and may be separated from distractions such as children, spouses and domestic duties. Women, on the other hand are likely to work in a communal area, such as a kitchen, playroom or living room and to be simultaneously responsible to the general running of the household which is therefore less likely to be experienced as a relaxing environment. "Women are more likely to be carrying out routine work with less intrinsic job satisfaction and involving less social interaction."

Source - Telework: Towards the Elusive Office, by Ursula Huws, Werner B. Korte, Simon Robinson

Advantages . . .

- ☐ ABILITY TO COMBINE CARE OF CHILDREN OR OTHER DEPENDENTS WITH WORK
- ☐ FLEXIBILITY IN WORK SCHEDULES

Interesting fact . . .

Disadvantages . . .

- ☐ LACK OF CAREER ADVANCEMENT POSSIBILITIES
 - ☐ SOCIAL ISOLATION
 - ☐ AUTONOMY
 - ☐ LIMITED ALTERNATIVE WORK OPTIONS
-

[Home](#)

[Finding and Getting a Job](#)



Home Sweet Home - Sweet Work?

Telecommuting: The Convergence of Work, Home and Family Spheres

This paper explores issues of telecommuting from a worker's perspective, looking at how telework will affect the currently separate spheres of home, work and family. Specifically focusing on the roles of women in the home and family and how they will be affected by these changes.

by Sara Pitman

INDEX

● Introduction

What is telecommuting? Why telecommute? The positive and negative aspects of telecommuting?

● The Convergence of Home, Work and Family

Changing definitions of home and work? Telecommuting according to the media?

● Women and Telecommuting

W

Who is telecommuting? Why are people telecommuting? Women, childcare and telecommuting?

● The Future?

Women, childcare and the future of work?



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Telecommuting Hot Links

Introduction

Telecommuting: What is it? Telecommuting or telework is an alternative officing arrangement that substitutes computing and telecommunications technology for the commute to a traditional office. This includes a wide variety of employment from freelancer worker's to telecommuter's employed to work out of their home from one to five days a week. Teleworker's include all levels from executive positions to data entry clerks. For the purposes of this paper I am referring to higher level positions who telecommute (versus entrepeuner's) as this is the area that has been most extensively researched. Telecommuter's will of course vary according to the individual and this paper does not claim to fulfil the needs of all telecommuter's, but does explore many the general trends appearing in research.

The term "telecommuting" was coined by Jack Nilles who promoted this concept in the United States. A recent survey in the U.S. showed that in 1995 there were approximately 43.2 million Americans working out of their home, a figure which is growing by nearly 20% a year (Lopez). In Canada, a 1994 survey revealed that 1.5 million households, which is 14.7 percent of all households in Canada (and a 12.9% increase over 1991), were engaged in an alternative officing arrangement (Clifford). This is a situation that is bound to continue as "the information revolution of the late 29th century has reduced the economic importance of time and space" (PS enterprises). Telecommuting is changing the nature of work and employment; having an impact upon our society, from the way we plan our communities to the way we organize our work and families. In this new information age the spheres of home and work are re-defined.

re-defined.

Why telecommute? Both employees and employers state an overwhelming amount of positive reasons to telecommute. The top reasons cited by employees include saving money, family considerations, flexibility and the freedom from living near work. Gone are the stressful and time consuming commutes and costly gas, parking, car maintenance, clothing, gas and lunch bills. All together these mean great yearly savings ranging, on an average, from \$3,000 to \$5,000 Canadian (Marshall). Being able to work within your ideal living conditions is definitely another plus. The media focuses on this benefit by representing many people who are able to work near ski resorts and beaches in the supposedly ultimate lifestyle. Flexibility and freedom from company strictures is another positive aspect that permits schedules to be determined to suit the needs of the individual. Flexibility is cited as one of the top reasons to telecommute as it allows family needs to be better accommodated with work. In addition, many teleworker's enjoy the ability to work in an environment that can be attractively designed to provide a more relaxed environment. With this change to working out of the home many people also feel a greater sense of community as more time. In one case a number of telecommuter's in different fields live in the same neighbourhood, relying on each other as a network and even sharing a secretary (Lopez). Telecommuting also allows disabled people who are confined to their homes to enter the work force, as well as the elderly who able to work but in a much less stress free environment.

The many benefits of telecommuting also extends to managers, despite the myth "that workers out of sight aren't really working" (Betts). Studies show that employees increase their productivity by 20% because their employees are happier, take less sick days (decreased by half), more creative, and are generally more motivated. The greatest benefit is a reduction in costs since employers are working out of the home, companies save on a lot of office floor space. Managers are also able to expand their labour pool and retain valuable employees who might otherwise leave. Of course one of the major reasons is telecommuting's benefit to society and the environment through reduced fossil fuel use and reduced toxic emissions. Amongst all these benefits however is a negative side that is no often talked about but should not be ignored.

Is telecommuting a step ahead or two steps behind? The benefits that telecommuting promises inspire very exciting visions of the future. While many people do appear happy as teleworker's, the accounts of their lives seem too glorious to believe. For instance here is an article entitled "Sand, Sun, Mutual Fund" published by Forbes magazine:

"Plugged into Wall Street by laptop and phone, Liz Greetham of Weiss, Peck&Greer has the world by the (Bermuda) shorts. . . Perhaps what's most impressive about Greetham is how effortlessly she has integrated the equipment that enables her to do her job from paradise into her everyday life. Her son asks her for some help on a project. She carries her portable phone up to his room; a few minutes later she emerges with the phone to her ear and goes downstairs. A broker has called. . . She calls up to her teenager to reassure him that she'll only be a minute. Calls finished, son helped, she's off for her daily swim in the aquamarine waters that encircles the island."

In contrast is "Deadlines and diapers" and published in The Globe and Mail:

"How to juggle the stress of running a business with the vocal demands of a toddler who knows perfectly well it's time to play. . . True, he needs me in a way that no company ever will. but I've yet to work anywhere else where the schedule revolves around naptime, a favourite TV show and a trip to the park (with a baby-sitter). So why am I doing this, feeding the fax machine with one hand while I dump the diaper pail with the other? I wanted flexible hours, freedom from company's strictures and most of all lots of time for my son. . . Sure, you can spend time with your child when you want to. . . But there are plenty of times when I really don't want to crawl over the furniture or sing the latest hits of Sharon, Lois

plenty of times when I really don't want to crawl over the furniture or sing the latest hits of Sharon, Lois & Bram. . . I've even finished off a piece or two bouncing Alex on one knee, turned as far from my desk as I can, while picking with one finger at the keyboard, pushed to the outer limits in the opposite direction."

Of course, the success of telecommuting depends much upon the individual. It is true that one article involves a parent with a young child versus a teenage son, however, The Globe and Mail offers a far more realistic portrayal of life than the Forbes article. In addition there is a vital conflict in the argument for and against telecommuting as the above articles demonstrate. Both the positive and negative sides use the same reason to argue their position. While flexibility to better incorporate family issues such as household chores and child care is seen as one of the great benefits of telecommuting, demands from spouses, child care, and the home are also described as a negative aspect. "Deadlines and Diapers" present telecommuting as a very difficult situation for parents while in "Sand, Sun, Mutual Fund" the spheres of home and work are very easily combined. Will the integration of family and work spheres bring increased flexibility or just increased difficulties?

[Return to the top?](#)

The Convergence of the Work, Home and Family Sphere

Webster's dictionary defines home as being "at one's ease: as, to make oneself at home" (241). Home is the place where one traditionally can relax and unwind from the tensions of the day. Certainly there are responsibilities and chores that need to be undertaken but essentially at home you are accepted and loved; it is your own sanctuary within the larger world. According to American novelist, Harriet Beecher Stowe home is. . .

"a place not only of strong affections, but of entire unreserve; it is life's undress rehearsal, its backroom, its dressing room from which we go forth to more careful and guarded intercourse, leaving behind us much ita/debris of cast-off and everyday clothing" (Stowe).

On the other hand, Webster's dictionary defines work as "to labour; to toil", this is certainly considered the true definition of work to many people. Weekends are looked forward to as an escape from the weekday stress of a demanding job. Certainly there are many fortunate people who enjoy their work but that does not mean their jobs are not demanding or stressful. "The office is for achievement and peer interaction. Home is for rest, relaxation, and spending time with family members. You go home to recharge your batteries from the stresses at work, but when a significant portion of work is being done at home the boundaries are less distinct" (Bell Atlantic). By reuniting the home and work spheres, there is a blurring of the lines between work life and home life. What happens when these two spheres of home and work are combined? It does not seem possible to maintain the distinctiveness of these two areas when they now occupy the same environment. Can the home be both a sanctuary and a place of toil?

Liz Greetham of "Sand, Sun, and Mutual Fund" apparently thinks so; for her work is "effortlessly" integrated into her everyday life (Forbes). In this article her home is a paradise, her son and daughter are patient and manageable, her husband is undemanding, (even invisible), and her work is enjoyable and relaxing. Who knows if this is the life that Greetham really enjoys or if this is just what Forbes magazine would have us believe. Numerous articles in the media support the viewpoint that home can still be a comfortable sanctuary even though it is filled with phone lines, fax machines, and computers.

However Forbes definition of home and work appear too simplistic. There are many facets that are not addressed in articles such as this one. Bringing work into the home means that suddenly you are

responsible to demands from both spheres. You are accountable to your boss, your co-workers, and your customers as well as your spouse, your children, the housework, and the dog. Telecommuting experts state that the responsibilities of home and work can be separated by maintaining rigid work hours and designating special times for the family and home. Perhaps this is feasible if your spouse and children respect this dividing line and you do not feel obligated to respond to their needs. But Ann Kerr in "Deadlines and Diapers" rejects the "notion of an idyllic cottage industry that leaves room for the kids" (Kerr). Instead she finds that "it's impossible to ignore that little person with the loud voice who finds me absolutely indispensable" (Kerr). For Kerr she continually must choose who needs her more, her child or her company. This question is unfair and one that should not have to be asked, especially on a daily basis. While inevitably responding to the needs of your children means feeling guilty for neglecting your work. Combining the work and home spheres means being responsible to both the demands of the company and the family at the same time.

Telecommuting means that your house is no longer a place that you go home to, instead home is where you are all the time. Especially if you have children, going out at night becomes a less frequent option and your connection to the outside world is facilitated by telecommunications or a working spouse. If home is a place where you gurgle and coo at your baby and play airplane with your toddler then when do you get to act like a grown up? Studies on the changes in feelings about home after workers had started telecommuting inevitably find that home used to feel like a sanctuary and now it is confining because you are there all the time. Going to a separate location to work provides such a place where you can function as an adult in your own interests. Granted if the phone rings and your child or spouse is ill then the responsibilities of work are abandoned but, unless an emergency occurs, work is a place where you can be an independent adult. If the demands of home require being responsible to a child, especially if they are young, then work may become something that is synonymous with watching Disney cartoons.

The convergence of work and home spheres implies many changes in our definition of these two previously distinct worlds. Current media coverage portrays this combination as a seemingly effortless paradise. These cases are however neglecting many inevitable demands and responsibilities of work and home that will not seamlessly combine. This is not to say that telecommuting does not provide a very possibly exciting new world but it does mean that this new type of work should not be glamourized and the real implications should be considered.

[Return to the Top?](#)

Women and Telecommuting

Family and work have specific demands that may be difficult to integrate. Among these is the difficulties of merging work and child care. Telecommuting is not a substitute for child care. Even if a baby-sitter is hired for young children and other family members are in the house it would be difficult for them and you to separate your work from being at home. However in researching telecommuting and home life women are the only ones who deal with the difficulty of integrating work and child care. Is then telecommuting and the convergence of work and family spheres a problem that generally only women face? To explore this question it is necessary to look at who is telecommuting and for what reasons they are telecommuting.

Who is telecommuting? The "Report on the Home Office Computing Survey of Telecommuting Practices" conducted in the United States in 1992 was very revealing. This report sent surveys out to thousands of companies involved in telecommuting to be filled out by the managers. The report states that "half of the organizations reported that at least 70% of their telecommuter's were women; a quarter

said all their home workers were women" (Bellinger). The report then asks what percentage of these female telecommuter's have young children and the result was a mean of 54.6% of the women who telecommute have young children. The fact that in this report 70% of telecommuter's are women raises the question of why would women have more of a reason to telecommute? The study does not link any reason for this figure but it is suggestive that the following question cites that half of these women have a common link: they all have young children.

Why are people telecommuting? In researching telecommuting and gender differences the majority of telecommuting cases covered in articles were about women. More significant however is the fact that the majority of the cases of women who telecommute cited that the decision to telecommute was in order to accommodate their family. Liz Greetham of the "Sand, Sun, Mutual Fund" article originally quit her job to be with her children and then only started to work again on the condition that she could work from home to be with her family. Ann Kerr in "Deadlines and Diapers" originally decided to telework to be with her toddler. Anne Wendth in "Telecommuting brings changes to workplace" proposed the idea of telecommuting to spend more time with her children, ages eight and four. These are only a few of the many cases that cite women as telecommuting for family reasons.

In comparison, the majority of cases about male telecommuter's listed reasons other than family. For instance Garret Sheldon in "Overworking? Overeating? Telecommuting?" said that his main difficulty with his new work schedule is a tendency to work overtime and eat too much. In "At home with work", Bob Brandle telecommutes to save money in parking, gas, and insurance. Abihjeet Rane telecommutes in "The Homeworking Phenomenon: Looking Beyond the Hype" to exercise, work more, and do restoration work on the house. In "The Boonies are Booming", Salem Abraham telecommutes in order to be able to live in a small American town. Bill Jelsma in "The ups and downs of slugging it out at home" finds that his biggest difficulty with telecommuting is that he "has to reach over and unplug the central vacuum to let his wife, who's trying to get the house work done, know that he's on a business call. . . [and] the occasional interruption from one of his three daughters, ages 19, 11, and 9" (Powell) who use the bathroom on the other side of his office. It seems that while the woman in these articles telecommute to be with families, men, like Jelsma, are considering family and housework as a secondary or not even mentioned priority. Certainly this is not true for all men or all women but according to the majority of the media there is a large number for whom this is a reality.

Numerous surveys substantiate the fact that telecommuting is undertaken for family considerations, including studies by AT&T and Bel Telephone. In the "Report on the Home Office Computing Survey of Telecommuting Practices" 60% of the organizations reported that work/family considerations were their foremost motivator for implementing telecommuting programs. Susan Bryant, who works from home part of the week, states that "research to date seems to indicate that the implications are very different for men than for women, with women often finding that their double-day remains unchanged and even exacerbated" (Bryant). Not surprisingly then is the results of a study conducted by Huws, Korte and Robinson that "women cited the ability to combine the care of children or other dependants with work both, as the greatest advantage and the greatest disadvantage of telework" (Gophers).

Throughout history women have been the traditional providers of child care. In Geraldine Youcha's book, *Minding the Children*, American child care is outlined from the Colonial times to present day. This book explores the misconception that in the past mothers were the primary care giver's for their children. However it is notable that in all cases in history, except for institutional care such as orphanages, women were the sole child care givers as nannies and governesses.

Women are still the primary caregivers in North American society even though "more women are in the

workplace, they often are still primary caretakers for their children, and in a majority of households, women bear the brunt of household chores" (Truong). Most families have double incomes, yet the share of housework and child caring unequally falls on women. Another article describes why women do not have the leisure time to spend on-line is "because women are still doing the dishes and putting the kids to bed and doing the errands during the evening hours" (Broadhurst). The structure of the "Report on the Home Office Computing Survey of Telecommuting Practices" is revealing in itself. As the survey only asked what percentage of women have young children yet completely neglected asking whether there were any men who had young children. There is an assumption in this research that it is only women who would be responsible for the care of young children. Similarly an article with the subtitle "Ability to combine care of children or other dependants with work", states that "it is often the case for women with children or other dependants, given the choice, to opt for telework" (Gophers). Men are not even a factor in this statement about care giving, women are the only consideration. In addition, women comprise the greatest amount of single mothers who also work.

If women traditionally and currently still have different roles in the home than men then it is quite possible that this means they will also have a different definition of home. To be at home will imply certain responsibilities of child care and housework that men will not consider if this is not part of their responsibilities at home. This means that telecommuting's consequent convergence of the home and work spheres will signify different and less stressful things generally for men than for women.

In terms of telecommuting these statistics of an imbalance at home show that women are going to face more difficulties in merging home and work spheres than men. The question is will women be able to implement telecommuting in their lives as something that will change their status as primary care givers in a positive way or just extend the unfair circumstances that face women who work outside of the home by working and still maintaining a family and home?

[Return to the top?](#)

The Future?

Telecommuting is the future as many studies show a 20% increase yearly in telecommuter's and the needs of women must be considered in this future. Will female telecommuter's be exploited as a way for companies to dodge day-care and maternity issues in the workplace? Or will telecommuting become a way to better accommodate work and family concerns through a more equal sharing of household and child care responsibilities between men and women?

Some researchers have suggested that those most disenfranchised and exploited by telecommuting arrangements will be women while others hypothesis that women, especially those with family responsibilities, will gain greater access to higher level management and executive jobs through flexible working arrangements like telecommuting. The latter will only occur if some changes are made in women's responsibilities in the home. Many companies do not allow for adequate sick leave for child care arrangements. Nor is there enough governmental child care alternatives. Since child care and housework are at present primarily a woman's domain then women are the ones who will face these difficulties in the workplace. For example Tina Coon of Vancouver, BC promotes telecommuting because "while she may not earn as much, she will be able to pace her work to fit the needs of young children" (Kane). In this case Coon is forced to accept lower pay in order to have children; obviously work today does not allow for women's role as primary care giver's.

Nor does this look like something that will change in light of the recent Canadian federal attempts to

abandon its commitment to a national child-care program. In February of 1996 it was made public that Lloyd Axworthy tried to back out of his promise to institute a \$630 million dollar program developing child-care services in Canada. This will not alleviate the unfair responsibilities that women have as workers and as primary child carers. Susan Bryant worries "that it may be used as a means of glossing over the need for improved child care facilities in Canada; governments and companies can tout telecommuting as a means of offering 'flexibility' which really means 'you take care of everything yourself'" (Bryant). This is a concern expressed by many reports including the 1995 Public Service Alliance of Canada (PSAC) report which stated "that the government will try to use telework as a substitute for nationally available, publicly subsidized child care forcing women to work long into the night in their combined roles of worker and parent. In this case women will be pushed back into the home where they will be forced to cope with both work and family duties" (Fuller). Indeed, in researching telecommuting many companies cite reasons to implement telecommuting programs as less sick time taken. Meaning that if women are responsible for child care at home and they get sick then women will be doing their work as well as taking care of their child; a full day's work. In the "Report on the Home Office Computing Survey of Telecommuting Practices", company managers stated that telecommuting in their company was undertaken 60% of the time for family reasons however these same managers declared the "importance of employees' children as a factor in the work at home program" as 72.9% rating "children either a minor factor or not a factor at all" (Bellinger). This current rationalization of telecommuting as a way to cut sick pay and the companies obvious lack of concern for women's responsibility for children is the same thinking that could be extended to avoid child care concerns, maternity leave, and sick pay for child illness' in the future. To say the least, this is a very bleak future.

At the same time as conceptions of women's roles are changing to represent a more equal status between men and women, the problem of women facing difficulties in the integration of work and home spheres will hopefully be alleviated. Telecommuting could be the exciting future of the idealized media accounts as women and men telecommute and take on roles as child carers more equally. Women's roles will take a long time to change to something that is more acceptable to women and men. In the mean time, thought and studies must go into telecommuting and the integration of work, home, and family spheres before it can be declared the ideal lifestyle that is perfect for you.

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