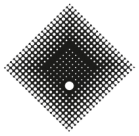
VICTORIA UNIVERSITY
MELBOURNE AUSTRALIA

Ecoso exchange newsletter : ecological, sociological and political discourse 2/50; Jan. 1999

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Ecoso Exchange Newsletter

Crow Collection Association

Ecological, Sociological and Political Discourse

Ecoso 2/50, Jan. 1999, Incorp No A0022696P

ABOUT THIS ECOSO

As January is vacation time this Ecoso includes some anecotal light "holiday reading". These oral history tit-bits are carrying out what Don Dunstan states :- ***The only way ahead in a democracy is to have people who have the courage to get out there are tell it, not only as it is now but also how it was.*** (See fuller quote on page 9 of this Ecoso)

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News from the Crow Collection

Firstly, a reminder of ***GLOAMING IN THE GARDENS*** on Friday, February 12th from about 5.30pm. This is a month later than usual. Please invite your friends to come.(BYO food and drink)

Thanks to VUT Library and especially to Mark Armstrong-Roper for acquiring, for the Crow Collection, some unique documents when, what was, the Housing Commission Library was dismantled. For example. Os Barnett's own photo album of slum housing in the 1920s as well as slides and other material used by him, as well as his text books from various countries. .

The next Ecoso will attempt to present some ideas on **SPORTS, JOBS, TAXES** and much more. ***Your help is needed ! Please send in your ideas and any facts you have as soon as possible.*** There is already a wealth of material from such groups as the **Royal Park Action Group**, but we need material from other places so that Ecoso can help to cross/fertilise ideas.

Sue Kyte has completed a script and an application for funding for a video which is mainly based on the Crow Collection. Also, the ABC/TV interviewed Ruth Crow for a video on the 1956 Olympic Games and why they were called ***The Friendly Games.*** (no date has been set for the screening, but it will be advertised),

A reminder to supporters, if subscription form is enclosed, please pay subs, promptly. The Crow Collection Association receives no other funding.

The Reconciliation Dance

Contributed by Ruth Crow

Terry, Elaine, Pam, Jan and the other young Ballerinas are now in their fifties and most are grey-headed, some are grandmas, but 40 years ago they were the sprightly members of the ***Waterside Workers Children's Dance Group***. The Group had its studio in the Eureka Hall in North Melbourne in Queensberry Street, near Chetwynd Street.

This is the story of one of the children's ballet. It was based on a poem by American poet, Langston Hughes. He described the dilemma of a Negro child who is forced, through segregation, to travel in the last railway carriage but can't find the back of the Merry-go-round. In the 1950s it was called ***The Little Aboriginal Girl's Dance***. Today it could be called ***The Reconciliation Dance***.

Imagine the performance... a polka is playing; children are playing *hopscotch*, *leapfrog*, *oranges and lemons*;, the white-skinned girls wear bright, pastel coloured dirndles; a dark-skinned child wears a shabby, red-check dress; the dark-skinned child is the last in the line; she is trying to join in; the children play *drop the hanky* and *ring a rosy*; they hold hands; the dark-skinned girl is totally excluded; she stands, alone, forlorn.

One of the dancers falls over; the others keep on with their fun; the dark-skinned girl comforts the injured girl; the dancers break the circle to "rescue" their friend; the injured child rejects their help; she appreciates the compassion shown to her by her new-found friend; she wants everyone to play together; she convinces her friends; the Aboriginal child is a play-mate. The Aboriginal girl is given pride-of-place; SHE leads the line games,SHE is in the centre of the circle; SHE is over-joyed; SHE dances into the wings; the other children follow; the polka stops, the people clap; some people wipe tears away.

The ***Little Aboriginal Girl Dance*** was performed at concerts, on the Yarra Bank (especially on May Day), at peace meetings, at factory gates and on the wharves.

AN INTERNATIONAL MESSAGE

In 1950 this children's dance was taken by a group of adult dancers to the Berlin Festival for Peace and Friendship. On the way through India the dancers presented it to an Indian audience. The audience demonstrated their enthusiasm for its message by carrying the dancers shoulder high around the theatre. At the Berlin Festival the dance was given a special Festival Award.

UNION SPONSORED CHILDREN'S ART GROUPS

In the 1950s, in Victoria there was the Waterside Union's Children Dance Group and the the Wonthaggi Miners Women's Auxillary dance group. The Unions in other states had dance groups and drama groups. For example the "Coalettes" and the "Wattle" groups in Queensland, Gradually this type of union involvement ceased, a contributing factor was that the closeknit industrial communities, with families living near the work place of the male bread winner, no longer exist. .

.....

Margaret Walker OAM, who died about two years ago, was the first ballet teacher of the Melbourne Waterside Union Dance Group. It was partly through her enthusiasm that similar groups were established. She later shifted to Sydney. She helped to promote dance in all sorts of innnovative ways, throughout Australia giving special attention to using dance to promote international friendship. Margaret's son Kim has been well known as a popular dancer and choreographer in the Sydney Dance Company, He has recently been appointed artistic director of the Fruit Fly Circus. The Margaret Walker archival collection is in the National University in Canberra.

Community Matters Conference

Held in Footscray Town Hall 15/9/'98

Comments on Contributions from Bernadette George, Ruth Spielman Clare Hargreaves, Karen Malone, Merrill Findlay, Ruth Crow.

Lesley Hoatson summarised the *Community Matters Seminar* by stating that it showed the need for

Reclaimiing citizenship
Reclaiming social space
Reclaiming social development.

The *Community Matters Conference* was organised by the Community and Social Planners Network in the Western Region. It was attended by about 150 people. Lesley Hoatson (a lecturer in Social Work at VUT) chaired the conference. She warned that the community is missing out,:-

> ***It is not enough to make demands, we need to reclaim democracy by developing "capacity building"*** .

The keynote speaker was Bernadette George, (President of the Victorian Division of the Royal Australian Planning Institute). She emphasised the "value of cultivating and maintaining ***Civil Society,***" referring to Eva Cox and Robert Putman's contribution to popularising the need for public to participation in planning.

Ruth Spielman described a housing survey which has recently been carried out by the City of Whittlesea. Catharine McNaughton spoke on behalf of the Women's Planning Network reporting on progress on raising the awareness of women's perspective on specific issues and showing the need for continuously advocating gender balance.

PUTTING PEOPLE INTO PLANNING - CITIZENS NOT CUSTOMERS.

Clare Hargreaves (Policy Analyst for the Municipal Association of Victoria) described the shift that is taking place, across the English speaking world, to government being regarded as the provider of the last resort and the development of an entrepreneurial framework for governance where ***efficiency is confused with effectiveness as a measure of performance.*** She gave 4 negative consequences of applying compulsory competitive tendering (CCT) for Victorian Local Government Human Services :-

> (a) A decline in co-operation between agencies is leading to a reduced quality in services.
>
> (b) decreased continuity of care to service users, caused through frequent changes in providers.
>
> (c) reduced capacity of Councils to respond quickly to changing services as there are 3 or 5 year contracts.
>
> (d) negative outcomes for workers, particularly for low paid women workers and consequently low staff morale,

Clare said words to the effect ***It is difficult to develop friendly co-operative relationships when you know all along that in the end you will be competing.*** She referred to the MAV publication ***Citizens not Customers*** and to the report of the Federal House of Representives Standing Committee - Family and Community Affairs ***What Price Competition*** ?

GROWING UP IN CITIES PROJECT - CHILDREN'S PERCEPTION OF SPACE.

Dr Karen Malone (Australian Director of UNESCO-MOST "Growing up in Citiers Project", Deakin University) reported on research she is carrying out in Braybrook as part of an 8 country United Nations project on Management of Social Transformation (MOST). here is a quote from her report :-

The interview data from the participatory workshops with young people supported their sense of disconnection with the physical, natural and social environment. To repond to these feelings, the group over a period of time, developed a list of "needs" in order to feel good about themselves :-
:

* ***unregulated places,*** *whether privately or publicly owned, where they can congregate without undue harrassment, surveillance and intervention by adults;*

* ***diversity of public spaces*** *ranging from their immediate environment through to places for them to meet in neighbouring communities, thus expanding their spatial range, lived experiences and interations with other young people;*

* ***safe and secure meeting places*** *which are well lit, private and diverse in their malleability to individual needs (ie gender and ethnic differences and are easily accessible via private or public transport;*

* ***places which are flexible in terms of shelter,*** *ie indoor and outdoor areas ;*

* ***authentic input into decision making*** *over the use of public places and choices in the ways and times of utilising these areas;*

* ***secure and and safe corridors*** *for moving around the urban environment without harrassment, regulation or surveillance.*

* ***opportunities to engage with others about their concerns, needs aspirations and to have their needs acted on.***

Dr Malone's contribution was complimented by data that is being collected Carmen Stewart and Merril Finlay who have been working for the past year on a project funded by the Victorian Health Promotion Foundation. They reported on progress on a project which is being carried out by the Brimbank Council and two secondary colleges on re-designing the Modal Interchange site outside the Sunshine raliway station.

BUILDING COMMUNITIES -
WHAT IS DIFFERENT IN THE LAST HALF OF THE 20TH CENTURY ?

Ruth Crow ended her contribution with eight interlocking, practical policy points :-

1. *Promote the implementation of the clustering and connect planning principles - ie **locating social facilities in mixed use area hubs, served by public transport.***

2. *Recognise and popularise the need to employ **people with special skills to make participation possible***

3. *Encourage community organisations to **clearly state and popularise their value judgements.***

4. *Provide opportunities for organisations with diverse aims to **find areas of agreement fostering the formation of coalitions**, both long term and short term.*

5. *Give special attention to developing closer, many-sided links, between **community organisations, universities and unions.***

6. *Find innovative ways of providing **community access to information technologies.***

7. *Promote the use of **humanising words** and discourage words which reflect **market place relationships.***

8. *Think **globally** and act **locally.***

More information about this **Conference** can be obtained from **Patricia Addamo, Maribynong City Council,(03) 9688.0379. Euth Crow's paper** on **Building Communities** is available from the Crow Collection Association.

.....

What Next ?

A Modern Version of the Biblical Story

Martha was troubled with much serving, Mary sat at the Lord's feet **(Luke 10. 3.)**

A true story written by Ruth Crow

At least once a month Aunty Anna would come all the way from Diamond Creek. She always brought some freshly laid eggs and a basketful of vegetables from their farm.

I have distinct memories of one of her visit in the Autumn of 1936. On that day the sight of the eggs inspired me to make a cake which was to change the course of my life for ever.

With hindsight I think I can remember saying ***Fresh eggs ! On Saturday I'll make THE cake, Oh Thank you Aunt Anna !*** and then under my breath, *I hope a lovely sponge for tea will give me the courage to ask Maurie, back home to meet the family after the conference.*

So, early on Saturday morning I whisked away crooning :-

Pat-a-cake, pat-a-cake, baker's man
Bake me a cake as fast as you can !
Pat-a-cake, pat-a-cake, I hope and pray
Maurie will come to tea today !

When the cake had cooled I iced it and waited until the icing was set. Then I piped the words :-

What Next ?
Youth Against Fascism

Featuring the question mark in the same way as it was on the leaflet for the Student Peace Conference.

I had barely time to catch the tram to the city so that I could hear the first conference speaker. At the end of the day, by good luck or good management, Maurie did catch the same tram as I did, as he lived in the same direction.

Just before my last stop I said to him, very casually; *How about coming to my place for tea. My mother never worries if there are extras.* To my surprise (and joy) he followed me through the tram door.

Pat-a-cake, pat-a-cake, baker's man
Let's get home as fast as we can !
Come on Maurie, come home with ME,
To meet the family and have cake for tea !

More surprises (and joys) when Maurie helped me to set the table. I was a bit shy bringing out the sponge from the pantry, but plucked up enough courage to say, as modestly as possible; *We have an aunt on a farm and when she brings fresh eggs I usually make a cake.*

And what did Maurie say ?

The sponge shows that you have learnt from Mrs Beeton that *"the way to a man's heart is through his stomach";*
But
The slogan shows that you are learning from Jessie Street that *"women have an indispensible contribition to make to society."*

Did he really say that ?

No ! NO ! NO ! **NO** ! Of course he didn't ! ! !
He had no need to use words !

MAURIE'S WHIMSICAL SMILE DID THE SPEAKING !

Pat-a-cake, pat-a-cake, what a surprise !
Life's lesson shone from Maurie's eyes;
"Its a lovely cake but, don't sit at my feet
"Come join the demonstrators in the street.
"Stop being a drudge as fast as you can
There is more to life than feeding a man !

Footnote :- Mrs Beeton was famous last century for her cookery books.
Jessie Street :- Australian feminist in 1930s and 1940s.

Work and Play the Holeproof Wa

Written from Memory by Ruth Crow

Thelma Prior and I (Ruth Crow) have been friends for more than fifty years. Ten years before we met we both worked at Holepŕoof.

The textile industry was expanding, in Victoria, during the 1930s. This expansion was based on cheap female labour which was readily available when so many male bread-winners were unemployed. By the mid 1930s Holeproof was employing over 1000 workers, mostly women, a high proportion of whom were teenagers.

Holeproof was one of the first factories in Australia to copy the USA innovation of employing welfare staff and establishing a factory canteen. Their first welfare employee was Sister Elliott, I was their next welfare appointment. I was employed as a "Nutritionist" to manage the canteen.

In the pre-Tv days of the 1930s Holeproof was very conscious of making a good impression on the local community, firstly to advertise
their products and secondly to recruit employees. One way this was done was by inviting community organisations to tour the factory, The new offices which were built in Sydney Road were used for the first few months as the venue for suppers for the visitors and called the "Recreation Centre"

If you lived in Brunswick in the mid 1930s you would be familiar with the poster on huge hoardings which depicted Sister Elliott in her nurse's uniform appealing to parents to *Let Your Daughter Work in Holeproof for her health's sake.*

WORKING AT HOLEPROOF IN 1937, THELMA'S MEMORIES.

Extract from report by Thelma Prior, 2nd Women and Labour Conference 1980.

I tried to get a job at Holeproof when I was thirteen and a half. I was too young then, but I got a job there in 1936 when I was fourteen. I joined the Textile Union even though my father said that if I joined the union I would be thrown into the river by the establishment. This was just at the time they were fighting for a reduction in the working week from 44 to 40 hours. The male basic wage was three pounds and eight shillings. I got 14/6 (fourteen shillings sixpence a week) and a rise of 6d (six pence) a week till I reached 21 years.

Most of the girls were young. The charge hands were all adults. We were all scared of the forelady. We thought people were old when they were thirty. We had a nursing sister at Holeproof who looked after our welfare. One thing that used to make me mad, if you had a day off sick with a bad monthly period, on returning to work you would have to walk (in your own time) to a shop to get an affidavit signed by a Justice of the Peace, so you could be paid, although you may have had sick pay owing to you.

WORKING AT HOLEPROOF IN 1937, MY MEMORIES

In the mid 1930s I completed my diploma in Institutional Management and Dietetics and I was eager to practise my newly gained knowledge by providing nourishing meals at work-places and schools. I was twenty years old when I enthusiastically accepted Holeproof's offer of a job. My salary was three pounds a week. I

was on the Welfare Committee with Sister Elliott and my photo was taken for an advertisement for local bill-boards.

The "girls" in the canteen were casual workers and were paid 11d (eleven pence) an hour. They received no loading for the overtime they worked, for example for serving suppers to tour guests

The cafeteria served food at 3 mid-day shifts and one evening shift. When the lunch whistle blew hundreds seemed to rush out of the lift to the counter to buy pies, buns, soft drinks etc. A three course meal was served to the excutives in a dining room.

ROMANTIC WEDDING FOR ORPHAN PHYLLIS

If you lived in Brunswick in the Spring of 1937 you may have read front page reports in the local paper about ***"PHYL'S WEDDING"***. The article, gushingly, described how Mr Staley from Holeproof had been the ***fairy godfather*** and had provided a magical wedding for ***orphan Phyllis*** who had expected to be married quietly but changed her plans when Mr Staley offered to hold the wedding banquet in the new Holeproof Recreation Centre. The generosity of the Holeproof Management enabled the wedding to be celebrated by the whole factory, the paper said.

I have distinct memories of how the newspaper falsely reported that ***Brunswick dressmakers were up several nights finishing off Phyl's wedding gown,*** and that I was at the church wearing ***A black gorgette floral dress with matching picture hat.*** (Phyl wore a borrowed gown. I was not at the church, and could not have afforded a gorgette dress and picture hat).

I cannot remember much more from the newspapereulogy about Holeproof's generosity,but I do recall that at the wedding breakfast the Presbyterian parson described the wonderful welfare systems which were being developed in the USA. He praised Holeproof's slogan ***Work and Play the Holeproof Way.***

The pre-wedding week began with tearful Mary telling Bonnie that *Phyl will* ***HAVE*** *to get married.* News seemed to have spread and by the end of the day Mr Staley presented Phyl with a pair of ***Black Magic*** stockings. He gave me (as Manageress) a five pound note, offered the recreation centre for the wedding breakfast and said that all Holeproof employee would be invited to the wedding.

Holeproof were the "god-fathers". ***BUT !!*** The donation of the 5 pounds for the wedding expenses was accompanied by a statement such as ***We have been looking for a special way of thanking the canteen "girls" for catering in the evenings for the tours of inspection, the wedding can be it.*** Thus the benevolent management avoided paying overtime rates and had excellent local publicity,

I quickly learnt that any innovations on providing nourishing meals for employees would have to be profitable. My employment ended before my photo was used on the Holeproof bill-boards, but I still have that 1937 photo.

Prepared for Brunswick Community History Group, 1998 by Ruth Crow (03) 53.81.2412. Ruth now lives at 2A McBain Street Horsham 3400. Please send ideas for Ecoso to her at Horsham, but send subscriptions and other correspondence for the Crow Collection Association to Hon. Sec. Sheila Byard at the VUT address

Saving The Blue Dandenongs AGAIN !

1950, THE THREAT TO SUB-DIVIDE THE VALLEY !

When next you visit the Dandenong Ranges pause at ***Fiveways, Kalorama*** (actually the view will make you stop !) and try to imagine what would have happened if plans to subdivide the Jeeves' farm had not been forestalled by the formation of the ***Save the Dandenongs League*** more than 40 years ago.

Until the 1950s the view was dominated by the ramshackle garage of Hubert Jeeves. His plan was to subdivide it for homesites, But people like Prof. Turner, May Moon and many others, had different ideas. They formed the ***Save the Dandenongs League***, raised enough money to persaude the Government to buy it and **planned a park.**

So the view across the Silvan to Donna Buang and Little Joe has been saved and parkland now stretches nearly to the Silvan Dam ... **it belongs to the people !** This campaign resulted in a ministerial statement from Premier Hamer (Hansard Feb 21st 1968):-

> ***The eastern region contains two area which are of the utmost importance to the whole state, namely the Dandenong Ranges and the Yarra Valley, whose preservation deserves and requires the support and resources of the whole metropolis.***

1998, ANOTHER THREAT ? A SKY RAIL ACROSS THE KALORAMA VALLEY ?

This year (1998, 40 to 50 years later) the struggle to save the ***Kalorama Valley*** was again being waged, This time it was to **stop the sky being divided** ! There were proposals to run a cable car service from Silvan across Kalorma Valley to the Dandenongs !

Kalorama residents, supported by several environmental groups, Victorian National Parks Association, and the Federation of Victorian Walking Clubs) popularised the following message :

> ***People come to the Dandenong Ranges to enjoy the undeveloped natural beauty, peace and tranquility - to walk, to drive, to picnic, and to enjoy the views, not to travel over the beautiful terrain in a sealed capsule.***
> (Thanks to such vigilant groups, the proposal has been defeated).

Don Dunstan on Conserving Community Memory

You can't, except by constant effort, ensure that people will remember things accurately, I wish you could. The only way ahead in a democracy is to have people who have the courage to get out there and tell it, not only how it is ***but also how it was.*** *It's never an easy business, and these days, a lot of people are taking things as they are now, for granted, and have absolutely no idea that it is within living memory that we had enormous fights to change it.*

Quote from an interview with Don Dunstan in ***Australian Options***, September 1998, In addition to this exclusive interview the September. ***Options*** also includes the text of Don Dunstan's ***Whitlam Lecture***, and articles by Hugh Stretton, Louise Connor and Tony Evans (More information PO Box 431 Goodwood SA 5034, phone 82.23.5607).

These Books May Interest You

WEEVILS AT WORK - What's Happening to Work in Australia by Wendy Lowenstein.publiahed by Catalyst Press for the Left Book Club

BRUNSWICK - One History, Many Voices, edited by Helen Penrose and published by the City of Brunswick (now City of Moreland)

ROOTING SOCIETY - Growing the Society We Want, by Moira Rayner, publihed by Allen and Unwin

THE RISE OF THE NETWORK SOCIETY - The Information Age: Economy, Society and Culture, by Manuel Castells, published by Blackwell.

TOWARDS COSMOPOLIS - Planning for Multicultural Cities, by Leonie Sandercock, published by John Wiley and Sons.

A FEW QUOTES TO WHET YOUR READING APPETITE.

From Wendy Lowenstein

Work is not what we do for a living, it is what we do with our life.

From Helen Penrose

This book is both an end and a beginning ; an introduction to many surprising aspects of our history and to the myraid resources and materials available for further exploration

From Moira Rayner

I don't want to teach, I want to learn about how we live together best, and how we might deal with our lives in these decades of change.

From Leonie Sandercock

This book argues for an insurgent planning, one which is prepared to address social issues, cultural and environmental justice in the cities and regions that are being shaped by the larger forces of economic and demographic mobility,

From Manuel Castells

The network society in its various institutional expressions, is for the time being a capitalist society. Furthermore, for the first time in history, the capitalist mode of production shapes social relationships over the entire planet

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THE NEW INTERNATIONAL BOOKSHOP
Phone 03 9662 3744, FAX 03 9662 4755

The New International Bookshop in the Trades Hall (corner of Victoria and Lygon Streets) is open from 10.30am to 6.30pm on weekdays and from 11am to 5 pm on Saturday and Sundays. Do you receive the NIBS Newsletter ? If you are not you are missing out on knowing about Books Discussions, Quiz Nights, History Walks and, of course, about recent publications.

Joan Kirner challenges, inspires VicUni women

"Believe and act as if being a woman is a plus, not a minus," said Joan Kirner to a group of 90 women at the third Women and Leadership seminar held recently at the Sunshine Campus Convention Centre.

"Value yourself by knowing what your values are," the ex-Premier of Victoria also advised.

At the address by the Honourable Joan Kirner, participants were not only exposed to a bold and articulate women with 34 years' experience in equity issues, but were challenged and inspired by her insightful delivery.

Mrs Kirner's role as a community activist began as a mother at her children's school and led to various positions including President of the Australian Council of State School Organisations, Minister of Conservation, Minister of Education, and culminated in her appointment as the first female Premier of Victoria.

Since leaving politics Mrs Kirner's many activities have included President of the ALP in Victoria and Chair of the Employment Services Regulatory Authority. Today Mrs Kirner is still fighting for gender equity as patron of organisations such as Positive Women, the Women's Circus and as a convenor of Emily's List, a financial and political support network for Labor women candidates.

"Women continue to be under-represented in positions of influence and power, and tend to remain as support workers and consumers of the higher education product", said the Postgraduate Women's Officer Sandra McKechnie in introducing Mrs Kirner.

Ms McKechnie presented statistics specific to Victoria University's staff but representative of the tertiary sector in general. According to Ms McKechnie, at Victoria University women make up approximately 67 per cent of the general staff. Of the male general staff, 78 per cent are in positions of HEW 8 or above, but only 23 per cent of women hold such positions. From an academic perspective, the University currently employs one female professor compared to 28.5 male professors.

On hearing these statistics about the disproportionate number of women in senior academic and administrative positions, Mrs Kirner noted the lack of reaction from an audience obviously already aware of its lack of representation in senior positions within the tertiary education sector. She asserted that every group regardless of race, gender or religion should be equally represented in the decision-making process.

Mrs Kirner added that for a real social democracy to exist women must have a greater, more equitable representation – fifty per cent – in Parliament where decision making takes place.

Mrs Kirner expounded her feminist values and tactics. Some of her strategies for successful leadership include saying not what you can do, but what you will do; having a clear sense of purpose; recognising what is being used as power and using it yourself; defining what you want and setting achievable targets.

"As you move to the top, move within a feminist value system so that when you take power, you use it to empower others," Mrs Kirner advised.

She also highlighted the importance of networking within any organisation. "Being able to network creatively is central to power, particularly for women," she said.

Mrs Kirner concluded by saying that it is impossible to be successful in working life without a sense of balance and a sense of humour, characteristics she demonstrated throughout her address.

Like previous speakers in the Women in Leadership seminar series, Joan Kirner illustrated how the feminist movement has made a difference for women, but also how much progress was still to be made.

Joan Kirner addresses the audience at the Women and Leadership seminar held at Victoria University's Sunshine Campus.

The Woman and Leadership seminars are a joint initiative between the Postgraduate Studies Unit (PSU) and the Victoria University Postgraduate Association (VUPA). The seminars provide staff and postgraduate students with the opportunity to learn and understand issues relating to leadership through exposure to successful female role models.

The final Women and Leadership seminar for 1998 will be held on 10 November with guest speaker Professor Margaret Britz. For more information or to make a booking contact Gabrielle Smales at the Postgraduate Studies Unit on 9688 4522 or email gabrielle.smales@vut.edu.au.

INFORMATION ABOUT THE CROW COLLECTION ASSOCIATION
and
ECOSO EXCHANGE NEWSLETTER

Eco - ecological, Soc - sociological, Exchange -non authoritarian

The Crow Collection Association (Incorporation Number A0022696P) has the aim of enhancing the comprehensiveness of and accessibility to the books and manuscripts in the Collection at the Victoria University of Technology (Footscray). The *Ecoso Exchange Newsletter* is one way this aim is implemented.

Since 1990 the *Ecoso Exchange Newsletter* has been the newsletter for the Crow Collection Association. However, the forerunner of *Ecoso* was first published in 1967 as a follow-up publication to the trade-union based Living Standards Convention which was held that year. Until 1973 it was called *Irregular*" but then this was changed to *Ecoso Exchange* and four guidelines were adopted :-

THE ECOSO EXCHANGE GUIDELINES.
Adopted 1973 and Endorsed by Crow Collection Association 1990.

1. The promotion of community participation
2. Popularising changing life styles which combat consumerism
3. Advocating restricted use of non-renewable resources
4. Achieving these objectives through participation.

The main funds for the Crow Collection Association come from subscriptions to Ecoso - $10 for 5 issues. More information by phoning (03) 9688.4754.

Postal address :- Crow Collection, C/o Ms Sheila Byard, Victoria University of Technology, (F.003) PO Box 14428 Melbourne. CMC, Australia 8001.

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