



Irene Gomez-Bethke Papers.

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MIDWEST


VOTER REGISTRATION EDUCATION PROJECT

Henry L. "Hank" Lacayo
Chairman

(614) 464-1116

MEMORANDUM

TO: Julia Arbin Haywood - OH (unconfirmed)
Dorothy Gonzales - MI Ollie Zuniga - MI
Barbara Medina - WI Emma Bustamante Hauschild - WI
Carol Padilla - IN Maria Tapia - IN
Irene Gomez Bethke - MN (unconfirmed)
Lupe Perez - KS Jeannie Chavez Martinez - KS
Freda Mendez Smith - MO (unconfirmed)
Lori Urdiales - NE (unconfirmed)
Ila Placencia - IA Rebecca Martinez Lindholm - IA

FROM: Juan Andrade, Jr. 

DATE: July 1, 1985

RE: Executive Committee Meeting

The Executive Committee of the Midwest Hispanic Women's Leadership Conference had a very successful meeting in Chicago on June 28-29, 1985. Almost all members were present for this very important planning and organizational meeting.

The following is a summary of the program for the October conference as proposed by the Executive Committee.

THEME

HISPANAS: AN EMERGING FORCE IN LEADERSHIP

FRIDAY, OCTOBER 11, 1985

5:00 p.m. Registration Opens
9:00 p.m. Executive Committee Meeting

SATURDAY, OCTOBER 12, 1985

8:00 a.m. Registration Continues
9:00 a.m. Conference Begins
Welcome
Introductions
Announcements
General Orientation

50 W. Broad Street • Suite 1225, Columbus, Ohio 43215

9:30 a.m. Keynote Speaker - Patricia Barela Rivera
10:15 a.m. Question & Answer Period
10:30 a.m. Guest Speaker - Venita Van Caspel
10:45 a.m. Wrap-up

Introduce Workshop Presenters
Announcements, Etc.

11:00 a.m. Adjourn

11:00 a.m.
to (Brunch is tentative - Need sponsor)
12:00 noon

12:00 noon **GENERAL ASSEMBLY OPENS**
to **MIDWEST HISPANIC POLITICAL LEADERSHIP CONFERENCE**
3:00 p.m. **GENERAL ASSEMBLY CONCLUDES**

3:00 p.m. Workshops

Leadership Training (3 p.m. - 5 p.m.)

Using the political system

Accessing your local power structure

Your personal/professional image

Self-actualization through visualization

Panelists: Ana Riojas - Kansas City

Maria Berriozabal - San Antonio

Linda Alvarado - Colorado

Myrna Salazar - Chicago

Lucy Corona - East Chicago

Maria Torres - Michigan

Judge Nelson Diaz - Philadelphia

Moderator: Jeannie Chavez Martinez

Networking (3 p.m. - 4 p.m./4 p.m. - 5 p.m.)

Panelists: Mary Gonzalez - Chicago

Rusty Barcelo - Iowa City

Moderator: Emma B. Hauschild

Assertiveness Training

(3p.m. - 4p.m./4p.m. - 5p.m.)

Panelists: Alicia Cuaron - Colorado

Rosemary Valladolid - El Paso

Moderator: Freda Mendez Smith

Financial Opportunities for Women

(3p.m. - 4p.m./4p.m. - 5p.m.)

Panelist: Venita Van Caspel

Moderator: Maria Tapia

Barriers to Effective Participation
(3 p.m. - 5 p.m.)

Mythomania
Stereotypes
Media

Public Relations
Gender Gaps

Panelists: Maria Elena Toralva-San Antonio
Lynette Velez - Milwaukee
Sandra Vargas - Minnesota
Joyce Romero/Raul Guevara-Topeka
Tony Baez - Milwaukee

Moderators: Lori Urdiales
Ila Placencia

5:00 p.m. Workshops Adjourn

6:00 p.m. Cash Bar

7:00 p.m. Dinner Banquet for General Assembly

9:00 p.m. Adjournment (tentative)

SUNDAY, OCTOBER 13, 1985

9:00 a.m. Ecumenical Services
10:00 a.m. MIDWEST C.O.P.S. Annual Meeting
10:00 a.m. Joint Meeting - State Hispanic Commissions
11:00 a.m. Luncheon Banquet for General Assembly
1:00 p.m. Conference Final Adjournment

The following is a listing of the various conference tasks for which the Executive Committee will be responsible and the volunteers for each to date.

REGISTRATION COMMITTEE

Lupe Perez
Becky Lindholm
Dorothy Gonzales
Julia A. Haywood
Ollie Zuniga
Irene G. Bethke

CONFERENCE MODERATORS

Irene G. Bethke
Maria Tapia
Barbara Medina
Freda M. Smith - introduce Patricia, if she accepts

TRAFFIC CONTROL

Irene G. Bethke
Lupe Perez
Dorothy Gonzales
Julia A. Haywood
Ollie Zuniga
Becky Lindholm

GUEST HOST COMMITTEE

Carol Padilla
Emma B. Hauschild

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Memorandum
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WORKSHOP FACILITATORS

Leadership Training - Jeannie C. Martinez
Networking - Emma B. Hauschild
Barriers - Lori Urdiales & Ila Placencia
Financial Opportunities - Maria Tapia
Assertiveness Training - Freda M. Smith

I would like to invite the speakers and workshop participants as soon as possible. But I need your help in getting addresses. If you have correct addresses or even telephone numbers for any of these persons, please call them in to us, collect.

Next week I will try to provide you with a list of the women in each of your states that we have to facilitate your follow-up organizing for and promoting of the conference. I believe our meetings were very productive and that we hammered out a very good program. Let us continue working together and I am confident that we will all be proud of the results in October.

Enclosed please find a clean list of Executive Committee members. Please destroy all previous lists because there are some incorrect addresses and/or telephone numbers. Also, we need more names for our mailing list so we can get information out to as many people as possible. Please forward any names you may have. Thanks again.

cc. MVREP Board of Directors
Luis Gonzalez

MIDWEST

VOTER REGISTRATION EDUCATION PROJECT

Henry L. "Hank" Lacayo
Chairman

(614) 464-1116

MEMORANDUM

TO: FRIENDS OF MVREP
FROM: Juan Andrade, Jr. *JA*
DATE: June 24, 1985
RE: QUARTERLY PROGRESS REPORT

GOOD NEWS!

While hundreds of Hispanics were elected or re-elected to public office in 1984, Hispanics in the Midwest have already started chalking up more political victories in 1985. The following are a few highlights.

- * **FRANCES GARCIA** defeated an 8-year incumbent in Hutchinson, Kansas and has become the only Hispanic woman Mayor in the country. She lead all city-wide candidates in total votes received.
- * **HELEN JULIE RODRIGUEZ**, also from Hutchinson, Kansas, has been elected to the School Board and also lead all school board candidates in total votes received.
- * **ROSA ESCAMILLA** has become the first Hispanic elected to the City Council in Madison, Wisconsin.
- * **MARY HERNANDEZ SIMON** has become the first Hispanic elected to the School Board in Flint, Michigan.
- * **J. DAVID PEREZ** has become the first Hispanic appointed to the City Council in Saginaw, Michigan.
- * **ANA RIOJAS** lead all city-wide candidates in her election to the Board of Public Utilities in Kansas City, Kansas.
- * **SOFIA QUINTERO**, who was the first Hispanic appointed to the School Board last year, has been named President of the Board of Education in Toledo, Ohio.



MIDWEST CONFERENCE OF HISPANIC ELECTED AND APPOINTED OFFICIALS

A 20-member Executive Committee of Midwest Hispanic public officials has been appointed to provide a mechanism through which the nearly 400 Hispanic public officials in the Midwest can meet and become better organized. The Midwest Conference of Hispanic Elected and Appointed Officials will give the two million Hispanics in the Midwest a stronger voice in national and international affairs. Most of the nearly 400 Hispanic public officials in the Midwest are being expected to attend the organizational meeting to be held in Chicago at the McCormick Center Hotel on October 11-13, 1985. There will be more information about this in our next mailing later this summer. Posters and promotional literature will be available real soon.

MIDWEST HISPANIC WOMEN'S LEADERSHIP CONFERENCE

A 20-member Executive Committee of Midwest Hispanic women has been appointed to plan, organize, promote and conduct the Midwest Hispanic Women's Leadership Conference to be held in Chicago at the McCormick Center Hotel on October 11-13, 1985. At least 500 Midwest Hispanic women are being expected to attend this historic conference which will seek to bring more women into the political process, provide leadership training, and substantially increase the number of Hispanic women public officials in the Midwest. With nearly 50% of all Midwest Hispanic voters being female, it's about time we held this conference. There will also be more information about this in our next mailing later this summer. Posters and promotional literature will be available later this summer.

MIDWEST HISPANIC YOUTH LEADERSHIP CONFERENCE

A 20-member Executive Committee of Midwest Hispanic youth is in the process of being appointed to plan, organize, promote and conduct the Midwest Hispanic Youth Leadership Conference to be held in Chicago at the McCormick Center Hotel on October 11-13, 1985. A network of 100 campus, off-campus, non-student, and youth services organizations is being formed. At least 500 representatives of this network are being expected to attend this major event.

While everyone and anyone may attend the conferences for public officials and women, attendance at this particular conference is being limited to youth between 16-24 years of age. Youth leaders over 24 years of age may attend as observers and/or advisors only. With nearly 31% of all Midwest Hispanic voters being 18-24 years of age today, the need for this conference should be obvious. Again, there will be more information about this in our next mailing later this summer. Posters and promotional literature will be available real soon.

MIDWEST HISPANIC POLITICAL LEADERSHIP CONFERENCE
OCTOBER 11-13, 1985

Our third one is going to be the biggest and best ever. So far, over 200 Hispanics in the Midwest have met with MVREP staff offering suggestions, ideas and recommendations with respect to the conference program. We expect to hear from at least 200 more. That's one reason why the conference will be the best. The conference will be the biggest because it will consist of a joint assembly of the three concurrent conferences for public officials, women, and youth. That's right! We will just open the walls at strategic intervals and all conferences will be in one big hall to hear some of the best speakers in the country. I'm sure you are really going to like it. There will be more information about the program and pre-registration in our next mailing later this summer. Posters and informational literature will be available real soon.

RESEARCH

In our role as a principal source of political information on Hispanics in the Midwest, we have published 37 reports on Hispanic political demographics. This year we hope to publish 30 more. If you would like a list of what we have available just contact us. Or if you have a specific request, just ask.

COMMUNICATIONS

Communications has been the most expanded component of our entire operation. The following are a list of materials that are available to you at no cost.

- * A 17-minute tape produced for television on Hispanics in the Midwest;
- * A 31-minute video and cassette tape on Hispanic unity produced for small group meetings or individual home use;
- * A 38-minute video and cassette tape on the importance of the Hispanic vote produced for small group meetings or individual home use;
- * A 39-minute video and cassette tape on the issues of the 1984 election produced for small group meetings or individual home use;
- * A 31-minute video and cassette tape on the importance of the Hispanic women's vote produced for small group meetings or individual home use;

- * A 40-minute video and cassette tape on the importance of the '84 election produced for small group meetings or individual home use;
- * A series of seven radio PSAs focussing on Hispanic women, youth, children, and the importance of the Hispanic vote;
- * A project jingle which I believe you will like once we get the sound right;
- * A PSA for television featuring Chicago White Sox Coach Tony LaRussa and players Ron Kittle and Juan Agosto;
- * And two more PSAs for television featuring two MVREP Board members.

In addition to these materials we have posters, buttons and bumper stickers. Please feel free to make use of any of these materials. Remember, they have been produced or printed for your use and at no cost to you.

FIELD OPERATIONS

Our Field Director, Louie Gonzalez, is preparing our field operations calendar for voter registration. We plan to work with you in cities across the Midwest in at least 40 voter registration campaigns. We will do more if more of you are willing to help plan, organize and conduct a non-partisan voter registration campaign in your community. Contact Louie now at 312-427-VOTE if you would like to have a voter registration campaign in your community later this summer, fall or even next winter. The sooner your community gets on our field operations calendar the better.

THE END

Please bear with me. I really tried to be brief. You can't imagine how much information I had to leave out. Please keep in touch and let us know if your address has changed so we can correct our list. Thanks for your help and support and I hope to see over 1,000 of you at our conference in Chicago if not sooner.

cc. MVREP Board of Directors
R. Luis Gonzalez



To All To Whom These Presents Shall Come, Greeting:

Whereas, Articles of Incorporation, duly signed and acknowledged under oath, have been recorded in the office of the Secretary of State, on the --29th-- day of March, A. D. 19 78 for the incorporation of

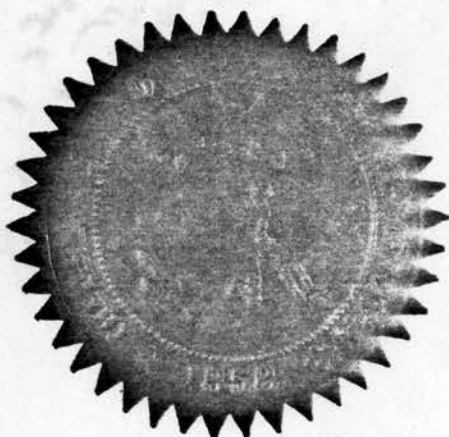
Minnesota Women of Color

under and in accordance with the provisions of the Minnesota Nonprofit Corporation Act, Minnesota Statutes, Chapter 317;

Now, Therefore, I, Joan Anderson Growe, Secretary of State of the State of Minnesota, by virtue of the powers and duties vested in me by law, do hereby certify that the said

Minnesota Women of Color

is a legally organized Corporation under the laws of this State.



Witness my official signature hereunto subscribed and the Great Seal of the State of Minnesota hereunto affixed this --twenty-ninth-- day of March in the year of our Lord one thousand nine hundred and seventy-eight

Joan Anderson Growe
Secretary of State.

MINNESOTA WOMEN OF COLOR

BYLAWS

(adopted February 1978)

SECTION 1. NAME. The name of this organization shall be Minnesota Women of Color.

SECTION 2. PURPOSE. The purpose of this organization shall be to advance the physical, social, and economic welfare of women of color; to engage in educational activities and publish educational materials which promote racial and sexual equality; and to unite Black, Hispanic, American Indian, and Asian women in the struggle for full equality.

SECTION 3. MEMBERSHIP. There shall be two classes of members:

- A. ACTIVE MEMBERS. Any woman of color who subscribes to the purpose of the organization shall, upon payment of dues, be enrolled as an Active Member. Active Members shall have full voting rights at all membership meetings, shall receive the newsletter, and shall be eligible to hold office.
- B. ASSOCIATE MEMBERS. Any person who desires to demonstrate support for the purpose and activities of the organization shall, upon payment of dues, be enrolled as an Associate Member. Associate Members shall receive the newsletter but shall not have voting rights and shall not be eligible to hold office.

SECTION 4. FINANCES.

- A. The Fiscal Year for this organization shall be January 1 to December 31. Membership dues shall be due and payable on January 1.
- B. The amount of membership dues shall be as follows:
 - (1) Active Members - \$5 per year.
 - (2) Associate Members - \$10 per year.
- C. Any member whose dues are in arrears for 60 days shall, after notice, be dropped from the rolls and shall have no privileges of membership, but may be reinstated upon payment of current dues.
- D. Checks shall be signed by two officers who shall be designated by the Coordinating Committee.

SECTION 5. CAUCUSES.

- A. MEMBERSHIP.
 - (1) There shall be a Black Women's Caucus composed of all Black women who are Active Members of the organization.

- (2) There shall be an Hispanic Women's Caucus composed of all Hispanic women who are Active Members of the organization.
- (3) There shall be an American Indian Women's Caucus composed of all American Indian women who are Active Members of the organization.
- (4) There shall be an Asian Women's Caucus composed of all Asian women who are Active Members of the organization.
- B. MEETINGS. Each caucus shall meet no less than four (4) times per year and at the Annual Meeting. Each caucus shall meet at the call of its Coordinator or upon written petition of ten percent (10%) of its membership.
- C. OFFICERS. Each caucus shall elect a Coordinator, an Assistant Coordinator, and such other officers as the caucus deems necessary. The Coordinator shall serve as presiding officer at caucus meetings, shall serve as a member of the Coordinating Committee, and may have other duties as designated by the caucus. The Assistant Coordinator shall serve as Coordinator in the absence of the Coordinator and may have other duties as designated by the caucus.

SECTION 6. OFFICERS.

- A. POSITION AND DUTIES. There shall be the following officers who together shall constitute the Coordinating Committee:
 - (1) President who shall be responsible for the day to day administration of the organization; shall make appointments with the consent of the Coordinating Committee; and shall have the duties of presiding officer as defined in Roberts Rules of Order.
 - (2) Vice President who shall serve as President in the absence of the President.
 - (3) Coordinator, Black Women's Caucus whose duties shall be as defined in Section 5C.
 - (4) Coordinator, Hispanic Women's Caucus whose duties shall be as defined in Section 5C.
 - (5) Coordinator, American Indian Women's Caucus whose duties shall be as defined in Section 5C.
 - (6) Coordinator, Asian Women's Caucus whose duties shall be as defined in Section 5C.
 - (7) Secretary whose duties shall be as defined in Roberts Rules of Order.
 - (8) Treasurer whose duties shall be as defined in Roberts Rules of Order.

- B. TERMS OF OFFICE. Officers shall hold office for one (1) year or until their successors take office. Officers shall take office upon adjournment of the meeting at which they are elected.
- C. ELECTION OF OFFICERS.
 - (1) The President, Vice President, Secretary, and Treasurer shall be elected by majority vote of Active Members present and voting at the Annual Meeting.
 - (2) The Coordinator and Assistant Coordinator of each caucus shall be elected by majority vote of caucus members present and voting at the Annual Meeting.
 - (3) Election shall be by written ballot.
 - (4) Only persons who are Active Members shall serve as officers.
- D. VACANCIES.
 - (1) In the case of a vacancy in the office of President, the Vice President shall become President.
 - (2) A vacancy in the office of Vice President, Secretary, or Treasurer shall be filled by special election at the next membership meeting.
 - (3) A vacancy in the office of Coordinator or Assistant Coordinator of a caucus shall be filled by special election at the next meeting of that caucus.

SECTION 7. COORDINATING COMMITTEE.

- A. DUTIES. The Coordinating Committee shall be responsible for conducting the business of the organization in accordance with the organization's purpose, except that the Coordinating Committee shall take no action which is contrary to the wishes of the membership as expressed in resolutions adopted at the Annual Meeting.
- B. MEETINGS. The Coordinating Committee shall meet upon call of the President or upon written request of five (5) officers.

SECTION 8. MEMBERSHIP MEETINGS.

- A. REGULAR MEMBERSHIP MEETINGS. There shall be no less than six (6) Regular Membership Meetings each year. The exact time and place of each meeting shall be determined by the Coordinating Committee.
- B. SPECIAL MEMBERSHIP MEETINGS. Special Membership Meetings shall be held upon call of the Coordinating Committee or upon written petition of ten percent (10%) of the Active Members. Written notice of the time, place, and purpose of the special meeting shall be sent to all Active Members at least ten (10) days prior to the meeting.

- C. ANNUAL MEETING. The October Regular Membership Meeting shall be the Annual Meeting. Written notice of the Annual Meeting shall be sent to all Active Members at least ten (10) days prior to the meeting.

The purpose of the Annual Meeting shall be to elect officers, accept reports from officers and committees, and adopt resolutions concerning organizational activities. All resolutions adopted at the Annual Meeting shall be binding on the Coordinating Committee and on individual officers.

SECTION 9. QUORUM.

- A. COORDINATING COMMITTEE MEETINGS. The quorum for Coordinating Committee Meetings shall be a simple majority of the officers.
- B. REGULAR MEMBERSHIP MEETINGS. The quorum for Regular Membership Meetings shall be the number of Active Members present at the meeting.
- C. SPECIAL MEMBERSHIP MEETINGS. The quorum for Special Membership Meetings shall be a simple majority of the number of Active Members present at the time the meeting is called to order.
- D. ANNUAL MEETING. The quorum for the Annual Meeting shall be a simple majority of the number of Active Members present at the time the meeting is called to order.
- E. CAUCUS MEETINGS. The quorum for Caucus Meetings shall be the number of caucus members present at the meeting.

SECTION 10. COMMITTEES. There shall be such standing committees and special committees as shall from time to time be designated by the membership at membership meetings.

SECTION 11. REMOVAL OF OFFICERS. An officer may be removed from office by a two-thirds (2/3) vote of the actual membership of the Coordinating Committee upon determination that the officer has failed to perform the duties of the office; or has failed or refused to carry out the directions of the Coordinating Committee; or has taken action which is injurious to the organization. The officer must be given written notice of the charges at least thirty (30) days prior to the Coordinating Committee Meeting at which the vote for removal is taken and must be provided an opportunity for a hearing.

Action to remove an officer may be initiated by written petition to the Coordinating Committee signed by ten percent (10%) of the Active Members.

SECTION 12. DISCIPLINE OF MEMBERS. A member may be suspended or removed from Active or Associate Membership by a two-thirds (2/3) vote of the actual membership of the Coordinating Committee upon determination that the member has taken action which is injurious to the organization. The member must be given written notice of the charges at least thirty (30) days prior to the Coordinating Committee Meeting at which the vote for suspension or removal from membership is taken and must be provided an opportunity for a hearing.

- SECTION 13. PARLIMENTARY AUTHORITY. The rules contained in the current edition of Roberts Rules of Order shall govern the organization in all cases to which they are applicable and in which they are not inconsistent with these bylaws and any special rules of order the organization may adopt.
- SECTION 14. AMENDMENT OF BYLAWS. These bylaws shall be amended by a two-thirds (2/3) vote of the Active Members present and voting at the Annual Meeting or at a special meeting, provided that written notice of the proposed amendment(s) has been published to the Active Members not less than ten (10) days nor more than thirty (30) days prior to the meeting.
-

Ellen Pence (w) 5-3-2-0-0
(h) 700-3904

MINNESOTA WOMEN OF COLOR

Active Members 11/1/78

<u>NAME AND ADDRESS</u>	<u>TELEPHONE</u>	<u>CAUCUS</u>
Barbara J. Andrus 1100 Upton Ave. No. Minneapolis, MN 55411	(h)522-1113	Black
Louise S. Barge 630 Dupont Ave. No. Minneapolis, MN 55411	(h)377-7772	Black
Katherine Beechman 727 W. Central Ave. St. Paul, MN 55104	(w)222-3741	Black
Kenyari Bellfield 81 North Oxford St. Paul, MN 55104	(h)298-1083 (w)8272841	Black
Irene M. Bethke 4649 Decatur Ave. No. Minneapolis, MN 55428	(h)537-0469	Hispanic
Norby Blake 1500 East 24th Street Minneapolis, MN 55404	(h)724-8734 (w)721-2933 ext. 325	American Indian
Sandra Butts 280 Arundel Apt. #202 St. Paul, MN 55103	? (h)248-3552 (w)296-5756	Black
Billie D. Carter 1065 Dayton Ave. St. Paul, MN 55104	(h)645-9886 (w) 774-4753 776-8585	Black
Paris Carter 4248 Cedar Ave. Minneapolis, MN 55407	N S (h)724-0816 (w)542-5135	Black
Nia Cottrell		Black

Minnesota Women of Color - Active Members 11/1/78

<u>NAME AND ADDRESS</u>	<u>TELEPHONE</u>	<u>CAUCUS</u>
Ann E. Darby 1500 Upton Ave. No. Minneapolis, MN 55411	(h) 521-5179	Black
Jacqueline F. Edwards 1423 Penn Ave. No. Minneapolis, MN 55411	(h) 521-4914	Black
JoAnn L. Cardenas de Enos 149 Exeter Place St. Paul, MN 55104	(h) 647-1130 (w) 227-8954 296-1148	Hispanic
Avis G. Foley 1812 Como Ave. S.E. Minneapolis, MN 55414	(h) 331-8841	Black
Monica Garcia 1019 W. 24th Street Minneapolis, MN 55405	(h) 374-9544 324-5935	Hispanic
Renee M. Gardner 1090 Iglehart Ave. Apt. #8 St. Paul, MN 55104	(w) (h) 690-1545 (w) 645-1442 (h) 226-7711	Black
Delois Davis Harris 3817 Clinton Ave. S. Minneapolis, MN 55409	(h) 822-8178 (w) 227-8284	Black
Rose Harmon 119 E. 59th Street Apt. #305 Minneapolis, MN 55419	(h) 866-5356 (w) 893-2032	Black
Sharon Hart 711 West Central St. Paul, MN 55104		Black
Fermina Hernandez 1622 Vincent Ave. No. Minneapolis, MN 55411	(h) 521-4121	Hispanic
Veronica Williams Idowu 622 Thomas Ave. No. Minneapolis, MN 55411	(h) 521-2785 (w) 348-2525	Black
W. Pearl Jackson 4544 3rd Ave. So. Minneapolis, MN 55409	(h) 827-6628 (w) 222-0311	Black

Minnesota Women of Color - Active Members 11/1/78

<u>NAME AND ADDRESS</u>	<u>TELEPHONE</u>	<u>CAUCUS</u>
✓ Esther Y'Barra Kaw 3075 Woodbridge Street Roseville, MN 55113	(h)483-8824 (w)631-5592	Hispanic
○ Joyce Yamamota Klepp 1049 Grand Ave. St. Paul, MN 55105	(h)227-4370 (w)224-7159	Asian
✓ Gloria J. Massey 1166 Selby Ave. St. Paul, MN 55104	(h)822-8136 (w)645-0791	Black
✓ Marilyn E. McClure 1908 Arona Ave. St. Paul, MN 55113	(h)644-3645	Hispanic
✓ Laura Kitoaka McLean 3085 Old Highway 8 Apt. #29 Roseville, MN 55113	(h)631-3630 (w)827-6241	Asian
○ Katie McWatt 897 Dayton St. Paul, MN 55104	(w)224-5771	Black
✓ Doris Mitchell 1233 Edlin Place Minneapolis, MN 55416	(h)374-2219 (w)227-7691	Black
✓ Marta Monardes 1230 Ray Place St. Paul, MN 55108	(h)644-4215	Hispanic
L. Elizabeth Moore 915 Penn Ave. N. Minneapolis, MN 55411	(h)521-6581	Black
○ Carolyn D. Naylor 1426 Penn Ave. N. Minneapolis, MN 55411	(h)529-2832 (w)374-9764	Black
✓ Namiye Oshima 4829 Xerxes Ave. S. Minneapolis, MN 55410	(h)927-5168 (w)338-0552	Asian
✓ Beverly F. Propes <i>Conf Comm.</i> 1141 Thomas Ave. No. Minneapolis, MN 55411	(h)529-8136 (w)529-9107	Black

Minnesota Women of Color - Active Members 11/1/78

<u>NAME AND ADDRESS</u>	<u>TELEPHONE</u>	<u>CAUCUS</u>
Dolphine P. Robinson 4621 5th Ave. So. Minneapolis, MN 55409	(h)822-2355	Black
Lucrecia Rodriguez 1208 7th Street S.E. Minneapolis, MN 55414	(h)331-8219	Hispanic
Janeen E. Rosas <i>3420 So. Humboldt</i> 4825 Upton Ave. So. Minneapolis, MN 55410 <i>08</i>	<i>348-6988</i> (h) (h)926-6898 <i>827-3447</i> (h)	Hispanic
Mary Jane Samples 7001 Sheridan Ave. So. Minneapolis, MN 55423	(h)869-4003 (w)222-5011	Black
Elizabeth Samuels 2406 Golden Valley Road Apt. B Minneapolis, MN 55411	(h)529-2032 (w)374-4342	Black
Pamela Tucker Shelton 8352 Nicollet Ave. Bloomington, MN 55420	(h)884-1601 (w)296-5169	Black
Eulalia Reyes de Smith 3235 Lyndale Ave. N. Minneapolis, MN 55412	(h)529-3189 (w)871-1423	Hispanic
Marcea Staten 2515 12th Ave. N. Minneapolis, MN 55411	(h)529-2455 (w)373-3436	Black
Ida Stewart 401 West 9th Street Morris, MN 56267		Black
Carolyn Sudduth 1124 Vincent Ave. No. Minneapolis, MN 55411	(h)529-7968	Black
Jacqui B. Thompson 3400 3rd Ave. So. Minneapolis, MN 55408	(h)827-1935	Black
Marcela Trujillo 814 Penn Ave. No. Minneapolis, MN 55408	(h)522-9161 (w)373-9707	Hispanic

Minnesota Women of Color - Active Members 11/1/78

<u>NAME AND ADDRESS</u>	<u>TELEPHONE</u>	<u>CAUCUS</u>
Barbara Westberry Lorrain Black Resource Center 801 Olson Highway Minneapolis, MN 55405	(w)377-0232 (h)	Black
Macey Wheeler 2107 Grand Ave. So. Minneapolis, MN 55405	(h)871-0651 (w)373-5888	Black
Jerri Williams 4152 Columbus Ave. S. Minneapolis, MN 55407	(h)823-2188 (w)372-9295	Black
Sandra Jones Woods <i>Conf Com.</i> 5220 Circle Downs Golden Valley, MN 55416	(h)544-6046 (h)521-5616 (w)521-8874	Black
Joyce Yu 3240 10th Ave. So. 1408 East 22nd ST Minneapolis, MN (55407)	⁸⁷⁰⁻⁰⁹²⁷ (h)827-3381 (w)227-8037	Asian
Maria Rios 5641 69th Ave. N. Apt. 211 Brooklyn Park, MN 55429	(h)561-0561	Hispanic

MINNESOTA WOMEN OF COLOR

Associate Members 11/1/78

<u>NAME AND ADDRESS</u>	<u>TELEPHONE</u>	<u>REMARKS</u>
Judy Gold 1519 Hazelwood St. Paul, MN 55106	(h)771-6159	
Mary Ann Grayson 1605 Lafond Ave. No. Minneapolis, MN 55104	(h)644-1162 (w)529-4844	Black
Charles Williams Minnesota Housing Finance Agency Hanover Building Ninth and Cedar St. Paul, MN 55101		Black

INQUIRIES

Edwina Garcia 6732 18th Ave. S. Richfield, MN 55423	(h) 861-6140	Hispanic
Gloria Johnson 1247 St. Anthony Apt. 2103 St. Paul, MN 55104	(h) 445-1412	Black



3/24/79

P.S. - Please note change of
address + telephone # for
Janeen Rosas. I talked to her
today (Sat.) - Avis

Dear Irene —

I've typed (roughly)
Conference agenda + Conference
Committees. Included copy
of proposal + membership
list.

We need your input!!!

You may have questions.
Join us Thursday - 6:30,
Red Cross, to put the final

piece to gether. June
is fast approaching.

Call on me - I'll
try to help all I can.

It would really be a
"plus" for all groups
concerned if we could
pull this off.

Anyone you know
that would like to help, I
urge you to please bring
them along. Sincerely,

Ani Foley

646-5865 (work) 331. 8841 (home)

(Sending same material to Janeen Rosas)

PROPOSED CONFERENCE AGENDA

June 2&3, 1979

Ruth Hawkins YWCA - 1801 James Ave. No., Mpls.

Saturday - June 2

9:00 a.m.	Registration
9:30	Opening Session - Welcome, Introduction to Minnesota Women of Color, Conference Objectives, explanation of Conference Agenda.
10:00	Interracial Exchange 1 - Presentations by Caucus Coordinators.
10:15	Interracial Exchange 2 - Repeat
10:30	Break
10:45	Workshops 1 (skills/issues)
11:30	Workshops 2 (skills/issues)
12:15	Lunch & Keynote Speakers (4 speakers - 15 to 20 minutes each. Questions & Answers)
2:15	Break
2:30	Culturally specific workshops (in each Caucus)
3:30	Caucus Meetings - Define issues, priorities, and action plans.
5.00	Dinner Break - meal not provided
7:00	Reception (undefined)

Sunday - June 3

9:00	Registration Coffee & Rolls Display Tables (fee?)
10:00	Caucus Reports - 10 minutes each (Priorities - 1 or 2)
10:40	Organizational Presentations - 5 minutes each (Organizations to be selected by Caucus Coordinators)
11:30	Break
11:45	Continuation of organizational presentations
12:15	Lunch
1:00	Panel of Public Officials (4 to 6) Our 2 Mayors- Mpls.&St. Paul, Newly appointed Human Rights Commissioner(Ms. McClure); Chair, Economic Status of Women(Nina Rothchild).
2:30	Break
2:45	Development of Action Plan (Round Tables)
3:45	Action Plan Reports
4:15	Summation
4:30	Adjourn

MINNESOTA WOMEN OF COLOR

ANNUAL MEETING

October 28, 1978

PROPOSED AGENDA

Esther Kaw	1.	Call to order	10 a.m.
Liz Samuels	2.	Adopt agenda	5 min.
Vern. IDO	3.	Welcome and introductions	5 min.
Stam ENOS	4.	Bylaws amendments	15 min.
Anis Foley	5.	Motions on standing committees	5 min.
Liz Moore	6.	Motions on standing rules	10 min.
Mary Jane Saunders	7.	Nomination of Officers	10 min.
Newsletter	8.	Caucus meetings	30 min.
Laurie Paige	9.	Election of Officers	10 min.
Fundraising	10.	Reports, Officers and Committees	20 min.
Committee	11.	Report on Resolutions	10 min.
Conesp -	12.	Adjournment	12 noon
Assist treas -			

29th + Lyndah
James Ballantine Post.
59 years - Immigration

MOTIONS TO CREATE STANDING COMMITTEES

1. MEMBERSHIP COMMITTEE *Anis Foley*

There shall be a standing Membership Committee consisting of a Chair, one member designated by each caucus, and two additional members. The Membership Committee shall be responsible for membership recruitment and membership services; shall maintain the membership list; and shall perform such other duties as shall be designated by the Coordinating Committee. The Recording Secretary shall serve as an ex-officio member of the Membership Committee.

2. FUNDRAISING COMMITTEE

There shall be a standing Fundraising Committee consisting of no more than seven (7) members. The Fundraising Committee shall plan and conduct fundraising activities with the consent of the Coordinating Committee; and shall perform such other duties as shall be designated by the Coordinating Committee. The Treasurer shall serve as an ex-officio member of the Fundraising Committee.

3. PUBLICITY COMMITTEE

There shall be a standing Publicity Committee consisting of no more than seven (7) members. The Publicity Committee shall be responsible for publicizing the issues and activities of the organization as directed by the Coordinating Committee; and shall perform such other duties as shall be designated by the Coordinating Committee. The Corresponding Secretary shall serve as an ex-officio member of the Publicity Committee.

4. NEWSLETTER COMMITTEE

There shall be a standing Newsletter Committee consisting of no more than five (5) members. The Newsletter Committee shall be responsible for publication of the newsletter; and shall perform such other duties as shall be designated by the Coordinating Committee. The Chair of the Newsletter Committee shall serve as editor of the newsletter. The Assistant Treasurer shall serve as an ex-officio member of the Newsletter Committee.

Motion carried

PROPOSED STANDING RULES

I. COMMITTEES

- A. The President and Vice President shall serve as ex-officio members of all standing committees and special committees.
 - B. Ex-officio members of committees shall be entitled to a vote on the committee.
 - C. The quorum for committee meetings shall be a majority of committee members excluding ex-officio members.
 - D. A committee shall conduct business in the following manner:
 - (1) by vote of committee members at a committee meeting at which a quorum is present. Voting procedures shall be in accordance with Roberts Rules of Order; or
 - (2) by poll of committee members. The Chair of the committee shall state to the President the question to be decided; the President shall instruct the Corresponding Secretary to conduct a poll of committee members by telephone or by mail ballot; and the Corresponding Secretary shall then conduct the poll and report the results to the President and to the Chair of the committee. The poll shall be recorded in the minutes of the next committee meeting.
- was Roberts Rules*

II. ATTENDANCE AT COORDINATING COMMITTEE MEETINGS

Meetings of the Coordinating Committee shall be open to Active Members except that disciplinary hearings shall be conducted in executive session.

III. ATTENDANCE AT MEMBERSHIP MEETINGS

No person who is not a woman of color may be present at any Membership Meeting at which business is conducted except with the prior consent of the Coordinating Committee or upon a two-thirds vote of the Active Members present at the meeting.

PROPOSED BYLAWS AMENDMENTS

If these amendments are adopted, Sections 6 and 10 of the bylaws will be changed to read as follows:

SECTION 6. OFFICERS.

A. POSITION AND DUTIES. There shall be the following officers who together shall constitute the Coordinating Committee:

*Esther
Kaw*

(1) President who shall be responsible for the day to day administration of the organization; shall make appointments with the consent of the Coordinating Committee; and shall have the duties of presiding officer as defined in Roberts Rules of Order.

Liz Samuels

(2) Vice President who shall serve as President in the absence of the President.

(3) Coordinator, Black Women's Caucus whose duties shall be as defined in Section 5C.

*Drene Beecher
Green Ross
Membership Chair
for H.W. Caucus*

(4) Coordinator, Hispanic Women's Caucus whose duties shall be as defined in Section 5C.

(5) Coordinator, American Indian Women's Caucus whose duties shall be as defined in Section 5C.

(6) Coordinator, Asian Women's Caucus whose duties shall be as defined in Section 5C.

*Veronica
Ido*

(7) Recording Secretary who shall take minutes at meetings of the membership and the Coordinating Committee; and shall be responsible for the records of the organization.

*Lilly
Smith*

(8) Corresponding Secretary who shall be responsible for the correspondence of the organization; and shall serve as Recording Secretary in the absence of the Recording Secretary.

*Doris Mitchell
Jenn
Enno*

(9) Treasurer whose duties shall be as defined in Roberts Rules of Order.

*Jackie
Edwards*

(10) Assistant Treasurer who shall assist the Treasurer; and shall serve as the Treasurer in the absence of the Treasurer.

(11) Chairs of Standing Committees whose duties shall be to conduct regular meetings of their respective committees and submit reports to the Coordinating Committee and to the membership.

avis Foley

B. TERMS OF OFFICE. Officers shall hold office for one (1) year or until their successors take office. Officers shall take office upon adjournment of the meeting at which they are elected.

*Liz Moore
Publicity
Lorise Borge
Fundraising*

C. ELECTION OF OFFICERS.

- (1) All officers except the Coordinator and Assistant Coordinator of each caucus shall be elected by majority vote of Active Members present and voting at the Annual Meeting.
- (2) The Coordinator and Assistant Coordinator of each caucus shall be elected by majority vote of caucus members present and voting at the Annual Meeting.
- (3) Election shall be by written ballot.
- (4) Only persons who are Active Members shall serve as officers.

D. VACANCIES.

- (1) In the case of a vacancy in the office of President, the Vice President shall become President.
- (2) A vacancy in the office of Vice President, Recording Secretary, Corresponding Secretary, Treasurer, Assistant Treasurer, or Chair of a Standing Committee shall be filled by special election at the next membership meeting.
- (3) A vacancy in the office of Coordinator or Assistant Coordinator of a caucus shall be filled by special election at the next meeting of that caucus.

SECTION 10. COMMITTEES

A. STANDING COMMITTEES.

- (1) There shall be such standing committees as shall be authorized by the membership at membership meetings.
- (2) The duties of a standing committee shall be defined in the motion which authorized the standing committee.
- (3) The number of members of a standing committee shall be defined in the motion which authorized the standing committee.
- (4) The Chair of a standing committee shall serve as a member of the Coordinating Committee and shall be elected in accordance with Section 6 of these bylaws.
- (5) Other members of a standing committee shall be appointed by the President with the consent of the Coordinating Committee and shall serve until the next Annual Meeting.

B. SPECIAL COMMITTEES.

- (1) There shall be such special committees as shall be authorized by the Coordinating Committee.
- (2) The purpose of the special committee shall be stated in the motion authorizing the special committee.
- (3) The Chair and other members of the special committee shall be appointed by the President and shall serve at the pleasure of the President unless otherwise specified in the motion authorizing the special committee.

Motions authorizing the following Standing Committees will be submitted at the Annual Meeting: Membership Committee; Fundraising Committee; Publicity Committee; and Newsletter Committee.

If these motions are adopted, the Chairs of these Standing Committees will be elected at the Annual Meeting.



MINNESOTA WOMEN OF COLOR

...TO UNITE BLACK, HISPANIC, AMERICAN INDIAN, AND ASIAN WOMEN IN THE STRUGGLE FOR FULL EQUALITY!

OCTOBER 1978

ANNUAL MEETING

The Annual Meeting of Minnesota Women of Color will be held on Saturday, October 28, at 10 a.m. at the Minneapolis YWCA.

The purpose of the Annual Meeting is to elect officers, accept reports from officers and committees, and adopt resolutions concerning organizational activities.

This meeting is open to all Black, Hispanic, American Indian, and Asian women. Only Active Members will be permitted to vote or hold office.

The proposed bylaws amendments shown on the following pages will be submitted for adoption at the Annual Meeting. (On the following pages, areas of proposed change are marked by a black bar in the margin.)

These amendments seek to accomplish the following changes:

- (1) Replace the position of Secretary with two positions: Recording Secretary and Corresponding Secretary.
- (2) Add the position of Assistant Treasurer.
- (3) Provide for the Chair of each Standing Committee to serve as a member of the Coordinating Committee.
- (4) Require that the Chair of each Standing Committee be elected by the membership rather than appointed by the President.
- (5) Establish procedures for creating Standing Committees and Special Committees.

If adopted, these amendments will take effect immediately and all of the officers listed in the amendments will be elected at the Annual Meeting.

If you wish to be nominated for any of these offices, please call Liz Samuels (529-2032) or Jacqui Thompson (827-1935). They will submit nominations at the Annual Meeting. Additional nominations will be accepted from the floor.

ANY ACTIVE MEMBER MAY BE A CANDIDATE FOR ANY OFFICE!

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- (1) President who shall be responsible for the day to day administration of the organization; shall make appointments with the consent of the Coordinating Committee; and shall have the duties of presiding officer as defined in Roberts Rules of Order.
 - (2) Vice President who shall serve as President in the absence of the President.
 - (3) Coordinator, Black Women's Caucus whose duties shall be as defined in Section 5C.
 - (4) Coordinator, Hispanic Women's Caucus whose duties shall be as defined in Section 5C.
 - (5) Coordinator, American Indian Women's Caucus whose duties shall be as defined in Section 5C.
 - (6) Coordinator, Asian Women's Caucus whose duties shall be as defined in Section 5C.
 - (7) Recording Secretary who shall take minutes at meetings of the membership and the Coordinating Committee; and shall be responsible for the records of the organization.
 - (8) Corresponding Secretary who shall be responsible for the correspondence of the organization; and shall serve as Recording Secretary in the absence of the Recording Secretary.
 - (9) Treasurer whose duties shall be as defined in Roberts Rules of Order.
 - (10) Assistant Treasurer who shall assist the Treasurer; and shall serve as the Treasurer in the absence of the Treasurer.
 - (11) Chairs of Standing Committees whose duties shall be to conduct regular meetings of their respective committees and submit reports to the Coordinating Committee and to the membership.
- B. TERMS OF OFFICE. Officers shall hold office for one (1) year or until their successors take office. Officers shall take office upon adjournment of the meeting at which they are elected.

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- (1) There shall be such special committees as shall be authorized by the Coordinating Committee.
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If these motions are adopted, the Chairs of these Standing Committees will be elected at the Annual Meeting.

MEETING !!!

Minnesota WOMEN OF COLOR

DATE: MAR. 17th

TIME: 9:30 A.M.

What a Difference
YOU Will Make!

SEE YOU AT THE
YWCA

NICOLLET MALL
DTN. MPLS

AGENDA

- I. MINUTES
- II. OLD BUSINESS
- III. NEW BUSINESS
 - A. DISCUSSION ON THE CONFERENCE AGENDA
 - B. UPDATE ON CONFERENCE INFORMATION
- IV. CAUCAS REPORTS
- V. ADJOURNMENT

UPCOMING MEETING DATES

APRIL 17, 1979
APRIL 21, 1979

EXECUTIVE BOARD MEETING
REGULAR MEETING

RED CROSS BLDG.
YWCA - DWTN.

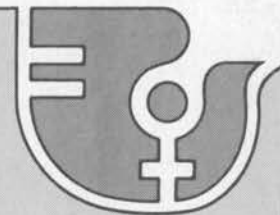
MAY 14, 1979
MAY 19, 1979

EXECUTIVE BD. MEETING
REGULAR MEETING

RED CROSS BLDG.
YWCA - DWTN.

JUNE 2 - 3

CONFERENCE!!!!



Rules of the Minnesota Women's Meeting
June 2,3,4,5, 1977

REGISTRATION AND ACCREDITATION

1. The voting body shall consist of
 - *a. members of the coordinating committee
 - *b. Bona fide residents age 16 or over of Minnesota
 - *c. Persons 16 or over who are enrolled in educational institutions in Minnesota
 - d. Persons who are registered and present by 12:00 on Saturday, June 4, 1977.
- *2. Persons who desire to audit the proceedings may register as observers.
- *3. A registration badge shall be issued each registrant which shall be necessary for admission to the meeting. Badges shall identify each person as a voter or as an observer.
- *4. A non transferable voting card shall be issued to each registrant qualified to vote.

FLOOR PROCEDURE

1. Seating
 - *a. Designated seating spaces will be reserved for members of the Coordinating Committee, Committee Chairs, special guests, the Voting Body, and for non-voting registered observers.
 - b. Only accredited delegates and persons appointed by the chair will be allowed on the floor.
2. Discussion
 - *a. Delegates may address the convention only from a floor microphone and only after being recognized by the chair.
 - *b. Each recognized speaker must provide identification and must state their purpose for speaking.
 - *c. An observer may participate in the discussion by the same procedure at the discretion of the Presiding Officer.
 - d. Discussion shall be limited to a maximum of fifteen minutes on a main motion and eight minutes on an amendment.
 - *e. Each speaker will be limited to a maximum of five minutes.
 - f. The Presiding Officer shall allot equal time between those speaking in the affirmative and those speaking in the negative.
 - *g. No delegate shall speak to a question a second time until all others who wish to speak have been heard.
- *3. Motions
 - *a. Only duly accredited delegates may make motions.
 - *b. All motions except on procedural matters shall be written and signed by the proponents.

- *3. c. A motion to table or postpone indefinitely shall require a two thirds vote.

4. Voting

- *a. Only accredited delegates may be allowed to vote on matters before the body.
- b. Once a vote has begun no one shall be admitted to the floor.
- *c. The presiding officer shall require a showing of voting cards upon taking a vote.
- *d. The body shall indicate its action on substantive questions by majority vote.
- *e. There shall be no proxy voting.

5. Quorum

A quorum shall consist of a majority of the accredited delegates registered and credentialed at the convention.

- *6. In matters not covered by these rules, Roberts' Rules of Order Newly Revised shall be the parliamentary authority.

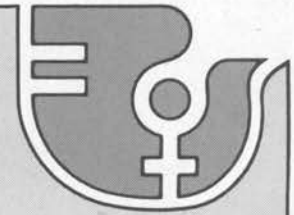
OFFICERS OF THE CONFERENCE

1. Nominations

a. Nominating Committee

- * (1) The nominating committee has been nominating a "balanced slate" as follows: (a) representatives of local, State, regional, and national institutions, agencies, organizations, unions, associations, publications, and other groups which work to advance the rights of women; and (b) members of the general public, with special emphasis on the representation of low-income women, members of diverse racial, ethnic, and religious groups, and women of all ages.
- * (2) The nominating committee shall present its report of 26 delegates and five alternates during the first plenary session.
- *b. Following the nominating committee report the presiding officer shall call for nominations from the floor.
 - (1) Nominations from the floor shall require prior consent of the nominee.
 - (2) Each person nominated from the floor shall be required to fill out a delegate application form by 10:30 P.M. Friday.
- c. Persons wishing to withdraw their names from nomination must do so by 10:30 PM Friday.
- d. There shall be no nominating or seconding speeches.
- *e. Following the close of nominations, the chair of the nominating committee shall post in the meeting hall and at the delegate registration desk

*These rules are mandated by the National Commission and cannot be amended or deleted.



RULES, page 2

1. e. the names of all nominees, together with a brief statement of their background and affiliations.
- *2. Election
 - *a. Voting on delegates shall take place on Sat., June 4. The polls will be open from 1:00 PM to 8:30 PM. Those standing in line at 8:30 PM shall be allowed to vote.
 - *b. Election shall be by written ballot. Ballots will be issued to those wearing delegate badges and each voter's badge will be marked upon casting of her ballot.
 - *c. Delegates may cast votes for up to 31 individuals, one vote per individual.
 - *d. A plurality vote shall elect.
 - *e. The 26 persons receiving the highest number of votes shall be elected delegates. In event of a tie for the final allotted delegate the tie shall be broken by further ballot or according to commission procedures. The candidate with the lowest number of votes shall be designated first alternate.
 - *f. The five persons with the next highest number of votes, ranked according to vote totals received, shall be elected alternates. In the event of a tie the tie shall be broken by further ballot or according to commission procedures.

*THE ELECTIONS COMMITTEE

- *1. The Elections Committee shall supervise and direct the work of the tellers in the counting of ballots. Several sets of tellers shall be named, each set to consist of four persons, two to look over each ballot together while one reads it aloud, and two to record the vote on the tally sheet. The Elections Committee Chair shall combine the results from the tellers into a final election report which shall be announced to the Meeting. Tellers shall maintain strict secrecy as to the outcome of the voting until such time as the final report is given to the Meeting.
- *2. The Elections Committee Chair shall be responsible for the safety and custody of the ballots and ballot boxes. She shall bring them to the meeting along with tally sheets, and turn them over to the Presiding Officer to be held for at least 24 hours.
- *3. State Representative Credentials
Each State Representative and alternate elected to attend the National Conference shall be issued a certificate attesting thereto which shall be signed by the Chair of the Coordinating Committee and the Recording Secretary of the State Meeting.

THE CORE AGENDA (MINNESOTA WOMEN'S MEETING QUESTIONNAIRE)

1. The core agenda shall be presented to delegates in writing at the time of registration.

2. Items on the core agenda may be discussed in appropriate workshops.
3. Floor discussion on the core agenda shall commence at the appropriate time designated in the meeting agenda. (Refer to item 2.a.-f. for rule governing discussion.)
4. Ballots for the undiscussed items of the core agenda (Minnesota Women's Meeting Questionnaire) have been included in the materials at Registration. These ballots may be deposited in designated ballot boxes following Session 2, Saturday night. The final report will include the results of these ballots.

RESOLUTIONS

- *1. Recommendations for action by the Meeting may be made by the workshops or by the coordinating committee. Proposals for action from any other source may be entertained only after a majority vote to consider.
2. Workshop facilitators shall turn in all resolutions in writing including the vote tally to the program chair or her designee within one hour following the completion of each workshop.
3. The program chair or her designee shall prepare workshop resolutions for presentation to the floor.
4. The program chair or her designee shall present resolutions to the body upon completion of the core agenda.
5. Any resolutions passed out of a workshop but not acted upon by the body shall be forwarded to the National Commission stating the workshop(s) vote.

AGENDA OF THE PLENARY SESSIONS

Session I: Friday 8:30-10:00 PM

Call to Order
Announcement of the Chair(s)
Appointment of Officers
Credentials Committee Report
Rules Committee Report
Ratification of Rules as Printed
Nominations Committee Report
Nominations from the Floor
Recess

Session II: Saturday 8:30-10:00 PM

Call to Order
Resolutions Committee Report
Adoption of Resolutions
Recess

Session III: Sunday 10:00-12:00 AM

Call to Order
Workshop Resolutions Report
Adjournment

Respectfully submitted,
Peggy Spektor
Chairperson, Rules Committee

CONFERENCE COMMITTEES

Finance Committee: Liz Samuels
Louise Barge
JOANN Enos

Public Relations & Press: Liz Moore, Chair
Fermina Hernandez
Norby Blake
Asian representative

Food & Refreshments: Fermina Hernandez, Chair
Monica Garcia
Liz Moore
Liz Samuels

Conference Keynote Speakers & Workshops: Jackie Thompson (Coordinator)

Caucus Chairs -

Irene Bethke
Laura McLean
Liz Moore
Norby Blake

Registration: Melba S.
Avis Foley, Chair

Central Planning Committee: Avis Foley & Chairs of Other Committees

Reception & Entertainment: Planned by the 4 Caucus Chairs

Our organization, Minnesota Women of Color, would like to sponsor a two day conference for 200 women of Asian, American Indian, Black and Hispanic Origin. The conference would be held in Minneapolis, in the spring of 1979 (end of April), hopefully at the downtown YWCA.

Enclosed is a copy of our conference proposal, as well as some other pertinent information. We are asking that your organization consider funding this project.

Historically, Minnesota Women of Color have been in existence since June 1977. We are incorporated as a nonprofit organization in the State of Minnesota. We are composed of Hispanic, Black, Asian and American Indian Women. The purpose of our organization is to advance the physical, social and economic welfare of women of color; to engage in educational activities and publish educational materials which promote racial and sexual equality; and to unite Black, Hispanic, American Indian and Asian women in the struggle for full equality.

As people of color, we still remain victims of racism. We are politically, and economically discriminated against by both males and females in today's society.

As Women of Color, we feel that there is a need in our communities for us to come together and share our cultural experiences with each other. This conference will serve as the vehicle which will provide the opportunity for women of color of all persuasions to interface along educational, social, cultural and political lines.

The conference will be open to all women of color in the Twin Cities Area. There will be no cost to the participants. In the past, it has been our experience that conferences dealing with women's issues, usually are not attended by

large numbers of women who are Asian, American Indian, Black and Hispanic. We feel that this may be due to the social and economic barriers some of which are funds for child care, no money to pay the conference fees and no way to get to the conference. Based on that, we have included these costs in our budget to help insure participation by those persons who in the past have faced the economic barrier, i.e., fees for child care, transportation, etc.

For your information, we have made this request to other funding sources, however, we hope that your organization will see fit to assist us in this endeavor.

If you have any questions, or need additional information, please give us a call.

Looking forward to an early reply.

Sincerely yours,

Ms. Esther Y'Barra Kaw,
President
Minnesota Women of Color

Ms. Liz Samuels,
Vice President
Minnesota Women of Color

Encls. (6)

MINNESOTA WOMEN OF COLOR CONFERENCE PROPOSAL

Conference Theme: "Uniting For A Better Future"

Conference Focus: The development of skills in facilitating the empowerment of Twin Cities Women of Color for more effective leadership in the community.

Conference Purpose: To bring about an increased awareness and understanding between Twin Cities Women of Color, i.e. (American Indian, Asian, Black, and Hispanic Women) as to the cultural differences, common concerns and issues that affect their lives.

Conference Objectives:

1. To understand the "Self Role" in empowerment.
2. To identify the commonalities of barriers as we seek to participate in "Decision Making" in the community.
3. To develop skills in building coalitions.
4. To develop/enhance skills in pluralistic governance and other collaborative styles of leadership.
5. To develop skill and resource teams, who will be able to work with local and national institutions, to help them develop programs and services which will be more relevant to the needs, etc. of the Ethnic Communities of Color.

Conference Goals/Outcome:

1. To identify cultural differences.
2. To identify collective issues and common needs.
3. To establish priorities.
4. To develop action plan based on established priorities.

Implementation of conference objectives will occur thru Workshops and Roundtable discussions on the following subjects:

- | | |
|-----------------------------|---|
| - Self Assessment | - Cultural Awareness and Pluralism |
| - Racism and Discrimination | - Coalition Building |
| - Developing Support Groups | - Using Community Resources |
| - Education and Employment | - Assessing Our Needs
(housing, health, social services) |

(con't)

- Power, Politics & Decision Making - Proposal/Grantsmanship

Conference Leadership Team:

The conference leadership team will consist of the "Women of Color" co-ordinating committee and members of the Minnesota Women of Color, Inc.

Resource Leadership:

Minnesota Women of Color, Inc., plan to utilize the talents and expertise of persons who may be active in the Twin City area and on the national scene.

Program Participants:

Program participants will number between 150 - 200 women of color (Asian, Hispanic, American Indian, and Black) who will come primarily from the Twin Cities area.

Length of Conference:

The conference will run for two (2) days. It will be scheduled for a weekend, and the day tentatively will begin at 8:00 a.m. and end around 9:00 p.m.

Conference Fees:

The conference will be open to all participants at no cost, however, those persons wishing to contribute may do so, based on the following fee scale.

<u>Registration</u>	-	\$5.00	Entire conference, including lunch
		\$2.50	Daily rate, including lunch
* <u>Child Care</u>	-	\$1.00	Daily rate, including lunch
		\$2.50	Entire conference, including lunch

*Child care cost will be as follows: \$1.00 per day per child for \$2.50 per family (3 to 5 children) with limit of five children for each family. Maximum child care fee for any participant will exceed no more than \$2.50 for entire conference. Example: if a mother has (2) children and wants to attend the conference for two days and needs child care service, her cost would be \$2.50.

WOMEN OF COLOR CONFERENCE BUDGET

Consultants: (Representing each ethnic group)

Fees: Four (4) person for two (2) days @\$100/day	\$ 800
Travel: Four (4) persons @\$200 each	800
Hotel: Four (4) persons for three (3) nights @\$35	420

Printing:

Pre/Post registration materials, workshop reports, conference programs, conference reports, flyers, etc.	\$2,000
---	---------

Publicity:

Neighborhood newspaper ads, stories and announcements in Twin City publications	\$ 500
--	--------

Food:

Meals for two (2) days (lunch and continental breakfast) for 250 adults and children	\$2,000
---	---------

Miscellaneous:

Outreach and recruitment, office supplies, postage, telephone, equipment rental, etc.	\$1,000
--	---------

Conference Rental Fees:

\$150 per day for two days	\$ 300
----------------------------	--------

Scholarships for Conference Participants:

*Childcare subsidy, i.e., 100 children for two days @\$8.00/day, (YWCA rates)	(1000)	
*Travel subsidy, i.e., 100 women and children from Twin City area at \$5.00/family, or as needed.	(500)	\$1,500

TOTAL BUDGET	\$9,320
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*Scholarship breakdown

NAME OF ORGANIZATION: MINNESOTA WOMEN OF COLOR

AMOUNT REQUESTED: \$9320.00 TOTAL BUDGET: \$9320.00

PLANNED USE OF GRANT: To hold Two-Day Conference for 200 Twin City Women of Color
in the Spring of 1979 in Minneapolis.

PROGRAM OUTLINE: (Use this space only.)

1. List what you plan to accomplish (objectives):

- A. To understand the "Self Role" in empowerment.
- B. To identify the commonalities of barriers as Women of Color seek to participate in "Decision Making" in their communities.
- C. To develop skills in building coalitions.
- D. To develop/enhance skills in pluralistic governance & other collaborative styles of leadership.
- E. To develop skill and resource teams (composing of Women of Color) who will be available and able to work with local and national institutions, to help them develop programs and services which will be more relevant to the needs, etc of the Ethnic Communities of Color.

2. List the steps you will follow to accomplish these objectives (plan of action):

- A. Implementation of conference objectives will occur thru Workshops and Roundtable discussion on subjects such as Self Assessment, Cultural Awareness and Pluralism, Coalition Building, Racism and Discrimination, Education and Employment, Using Community Resources, Assessing Our needs, via housing, health, social services, Power, politics and Making Decisions, and Proposal/Grantmanship using Twin City and National Women Of Color as Consultants.

3. List sources to which you have applied for grants and amounts. (Mark with an * commitments or amounts already received.)

This proposal has been submitted to the following Foundations and Corporations with No response/ or commitments from anyone.

Cargill Foundation
Control Data Corporation

General Mills Foundation
Northwest Area Foundation

4. Briefly describe your plan for future funding:

- A. Organizational Fund Raising.
- B. We plan to apply to the Community Education Fund as a follow-up to the issues/concerns needs as defined by the conference (proposed).

UNITING FOR A BETTER FUTURE

"... to unite Black, Hispanic, American Indian, and Asian women in the struggle for full equality."



Minnesota Women of Color

• CONFERENCE •

SATURDAY AND SUNDAY, June 2-3, 1979

North Commons Community Center
1801 James Avenue North, Minneapolis

Minnesota Women of Color is a non-profit organization of Black, American Indian, Hispanic, and Asian women working together in mutual respect and friendship to eliminate racism and sexism in America. We are:

- COMMITTED to the struggle for full equality.
- DETERMINED to change the conditions of our lives.
- WILLING to work together for mutual benefits.
- CONFIDENT of our ability to create constructive change in our society!

We invite you to participate with us in a two-day conference of, by, and for Black, American Indian, Hispanic, and Asian women.

PURPOSE

This conference seeks to bring about an increased awareness and understanding between Women of Color—American Indian, Asian, Black, and Hispanic Women as to the cultural differences, common concerns, and issues which affect their lives. In particular,

- Identify cultural differences.
- Identify collective issues and common needs.
- Establish priorities; and,
- Develop action plan.

WORKSHOP HIGHLIGHTS

Women of Color in Business:	<i>Jacqueline Bledsoe</i>
What to do when lobbying doesn't work:	<i>Esther Y'Barra Kaw</i>
Assertiveness Training:	<i>Toyce Kyle</i>
Women of Color at the University of Minnesota	<i>Marcela Trujillo</i>
Immigration:	<i>Marguerite Gamble</i>
	<i>David Matsumoto</i>
	<i>Betty Hum</i>
Cultural Shock/Socialization:	<i>Panel of experts</i>
Employment:	<i>Pearl Mitchell</i>
	<i>Katie McWatt</i>
	<i>JoAnn Enos</i>
Housing:	<i>Pam Shelton</i>
	<i>Ramona Jones</i>

AND OTHERS TO BE ANNOUNCED

From M. Battle
4649 Duane Ave. N.
Mpls. Mn. 55428

Non-Profit Org.
U.S. POSTAGE
PAID
Minneapolis, MN
Permit 427

KEYNOTE SPEAKERS

MAGGIE JONES — Omaha, Nebraska
Community Activist
Coordinator for 1970 First Black Women's Conference
Former Youth Coordinator—Mpls. YWCA and National YWCA
Council of Racial Justice Representative—instrumental in getting the 1970 YWCA "one imperative" passed which stated: Eliminate Racism by any means necessary.

MARCELA TRUJILLO — Minneapolis, Minnesota
Faculty, Chicano Studies, U of M
Minneapolis Housing and Redevelopment Authority, Commissioner
State Coordinator for International Women's Year 1977
1978 National Chicana Women's Political Caucus
Governor Quie's Appointments Commission
United Way Board of Directors

EVELYN LEE — Boston, Massachusetts
Director, Mental Health, Social Service and Health Education at the South Cove Community Health Center, Boston, Mass., designed to serve the Asian community
Asian American Representative to the Minority Advisory Committee for HEW Alcohol Drug Abuse and Health Administration.
Faculty, School of Social Work and School of Medicine, Tufts University, Boston, Mass.

MARIE FUNMAKER — Ojibwe from Canada
Originator and Coordinator for Earth Mother: The Way of American Women (a nationwide honoring—conference—for American Indian women)
Current Nutrition Coordinator for St. Paul American Indian Center.

CONFERENCE AGENDA

SATURDAY — JUNE 2

- 9:00 a.m. — Registration
- 9:30 — Opening Session
- 10:00 — Interracial Exchange 1
- 10:15 — Interracial Exchange 2
These are brief presentations of the background of each caucus. Attendees are asked to attend sessions other than their own.
- 10:30 — Break
- 10:45 — Workshops 1
- 11:30 — Workshops 2
Workshops will address skills and issues of general concern to all groups.
- 12:15 p.m. — Lunch and Keynote Speakers
- 2:15 — Break
- 2:30 — Culturally Specific Workshops
These workshops will address issues of special concern in each caucus.
- 3:30 — Caucus Meetings: define issues, priorities, and action plans.
- 5:30 — Dinner: Pot Luck
Bring a dish or donate \$2.

Saturday schedule, continued:

- 7:00 — Reception and Entertainment
This event is free to conference participants. Tickets will be on sale to the general public.

SUNDAY — JUNE 3

- 9:00 a.m. — Registration, refreshments, and display tables.
- 10:00 — Caucus Reports (10 minutes each)
- 10:40 — Organizational Presentations
This is the time for coalition building. Sixteen organizations will give brief (5 min.) presentations concerning their activities.
- 11:30 — Break
- 11:45 — Continuation of Organizational Presentations.
- 12:15 p.m. — Lunch
- 1:00 — Panel of Public Officials
- 2:30 — Break
- 2:45 — Development of Action Plan
These will be roundtable discussions on specific issues (8-12 people per table). Each group is expected to develop an action plan to address that particular issue.
- 3:45 — Action Plan Reports.
- 4:15 — Summation: What have we accomplished and where do we go from here?
- 4:30 — Adjourn

REGISTRATION: UNITING FOR A BETTER FUTURE

I would like to register for the following conference activities:

Full Conference \$5____; Saturday Only \$3.50____; Sunday Only \$2.50____; Reception Only \$5____.

I will be staying for dinner on Saturday, June 2, and will contribute:

Main Dish____; Vegetable/salad____; Dessert____; \$2____.

I will require child care for____ child(ren), age(s)____, at \$1 per day for each child. (Deadline for child care registration is May 25.)

I am enclosing a check or money order for \$____.

Name____ Address____

City____ State____ Zip____

Phone: Residence____ Business____

Caucus: Black____; Hispanic____; American Indian____; Asian____; Other____

Make checks payable to Minnesota Women of Color and send with this form to P.O. Box 904, Minneapolis, Minnesota 55440.

MINNESOTA WOMEN OF COLOR

DATE: October 7, 1979 PLACE: 1st Unitarian Society
900 Mt. Curve
Mpls., Mn. TIME: 3:30 p.m.

AGENDA

1. Welcome
2. Introduction of new officers: Margaret L. Jones, Vice President
Lolly Smith, Treasurer
3. Postponement of Annual Meeting until January.
4. Plans for special hearing by Council on the Economic Status of Women
regarding barriers which prevent women of color from having equal
access to tax-supported social service programs.

Hearing to be

SATURDAY, OCTOBER 13 - 9:00 a.m. - ROOM 229 METRO YWCA, 12TH AND NICOLLET MALL

5. Discussion of future projects.
6. Schedule of meetings for the remainder of the year.
(to be determined by membership)
7. Old - New Business
 - A. Reception for Jean Young (Mrs. Andrew Young)
 - B. Marcela Trujillo - University of Mn. - Reappointment as
MHRA Commissioner

MEETING WILL NOT LAST LONGER THAN 1 - 1 1/2 hours



MINNESOTA WOMEN OF COLOR

P.O. BOX 904 MINNEAPOLIS, MINNSOTA

55440

TO UNITE BLACK, HISPANIC, AMERICAN INDIAN, AND ASIAN WOMEN IN THE STRUGGLE FOR FULL EQUALITY!
October 1980

STUDY SESSION HELD

Members of the Steering Committee spent half of the day Sept. 13, in a soul searching, brainstorming, hard-working, yet satisfying session on the current status of Women of Color.

LeRoy Gardner, of the University of Minnesota, and Chris Spotted Eagle, of KTCA-TV, were excellent facilitators who helped us define some of our problems and pointed us toward possible solutions and, maybe, new directions.

We could spend more time simply learning about each other. We could be a support group for members or we could have more informational sessions to become better informed about issues affecting minority women particularly.

Other ideas were also discussed and will be shared with the general membership.

Half of the steering committee attended with representatives from all caucuses. Namiye Oshima held the meeting in her home.

When you read, see or hear the news about NSP scaling one more hurdle in its fight over increased nuclear waste storage at its Prairie Island power plant, think about it. And remember that's where Ramona Jones and her community (about 200) are living. They are suffering curious illness and a lot of anxiety. This troublesome situation has occupied much of Jones' time this summer.

Liz Samuels lost her job last week after 12 Years and, reportedly, a good work record.

Our hearts are with both women.

Meeting planned

The next Women of Color meeting will be from 7:30 to 9:30 p.m., Oct. 4, in Coffman Memorial Union, room 320, University of Minnesota.

It promises to be a very exciting meeting, You'll want to attend and bring a friend to this one.

There will be a panel discussion of interest. We will learn about cable television, how it will affect neighbor hoods and communities how and when we can participate and influence. And we'll give it a try.

You can help make this meeting a winner, a good chance to sell WOC ideals to potential members. Bring a quest and the program will do the rest.

Drive along River Road to the third level of the ramp for public parking, take the elevator to pedestrian bridge and walk to Coffman.

Even though this is a Saturday evening meeting, note that it is timed so that the evening will still be young when it is finished.

DON'T MISS

WOC MEETING

CABLE - TV

Sat. Oct. 4, 7:30-9:30

Coffman Memorial Union
University of Minnesota

PRESIDENT'S CORNER

Here are highlights about some significant and stimulating efforts on behalf of minority women that occurred during the summer, 1980. There were far too many events for any one of us to dominate the scene. We had to share the spotlight so to speak in order to cover all the action. Action took place in the following places:

- 1) June 25-26 Chicago Illinois the Department of Labor Women's Bureau held a minority women's employment conference called "Networking Together". This effort grew out of a statewide core committees. Minnesota had many M.W.O.C. participating in it. The American Indian caucus was quite active in this.
- 2) July 14-30 in Copenhagen, Denmark was the Mid Decade Women's Conference. We were to participate but various contributions for travel expenses arrived midweek in the first week too late to make arrangements. But some Minnesota women did attend. We need to hear from Vivian

Nelson about the happenings.

- 3) August 9 MWOC participated in "Take Back the Night".
- 4) The continuing saga of the energy crises keeps my community life at "Prairie Island in an "alert" and "ready" for action status. This has kept me busy. Currently the temporary shut down of both reactors is super. However, the doubling of the capacity of the peat fuel shortage pool is critical. We need your prayer support.
- 5) September 2-4, 1980 Department of Labor Women's Bureau had a national conference about minority women's employment. Marie Funmaker received a scholarship to participate.

Please find in your own time and heart of hearts the energy to write in many ways. Many of us including myself cannot always be present when MWOC meets as a whole group or in the various committees. But good thoughts, good deeds and good talk and actions elsewhere reflects on MWOC. Good luck and best wishes in all endeavors and when we can share we'll get there.

Ramona Jones

Members are busy

Namiye Oshima attended a workshop on research methods on Asian Americans in Chicago in July. Sponsored by the Pacific American Mental Research Center, a national organization, the program for only 15 participants, offered techniques on compiling statistics and listing data.

Oshima and Belen Andrada attended another meeting, the First National Asian American Women's Conference in Washington.

The Centro Cultural Chicano has been deeply involved in programs to assist the Cuban refugees. Fermina Hernandez and Lolly Smith contributed their skills and a lot of time to the programs.

Maria Rios, Eulalia Reyes deSmith and Frances Zamora contributed a chapter on the Chicana to the manual on battered women published by the Minnesota Department of Corrections.

Fermina Hernandez and Elalia Reyes deSmith are to receive Outstanding Citizens Awards from Gov. Al Quie for their contributions to the Chicano community.

Maria Rios was recently hired as house manager at Women's Advocates.

Irene Gomez deBethke is working as an aide in the office of Minneapolis Mayor, Don Fraser.

A CONFERENCE ON WOMEN & VIOLENT RELATIONSHIPS

HAVE YOU EVER....

Been called names and put down until you feel worthless?

Been pushed, slapped, punched, kicked or threatened with a weapon? Has he thrown things at you or destroyed things of value?

Believed him whe he said he "didn't mean to hurt you" and wouldn't do it again?

Been used sexually against your will? Are you afraid to say no?

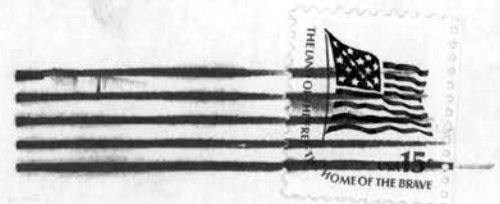
IF YOU CAN ANSWER YES TO ANY OF THESE QUESTIONS, THIS CONFERENCE IS FOR YOU

Women in the seven county metro area who have experienced physical and emotional abuse in their relationships. The conference will connect women with one another to develop local support and local self help groups.

CHILD CARE AVAILABLE SCHOLARSHIPS TOO UPON REQUEST FOR THE LUNCH

Saturday, November 1 Westminister Presbyterian Church
9 - 4:30 pm Nicollet Mall & 12th Street

Send your name, address, phone number into Battered Women's Consortium,
581 Portland Ave., St.Paul, MN 55102 or call: 227-6690



Minnesota Women of Color
P.O. Box 904
Minneapolis, MN 55440

Ms. Irene M. Bethke
4649 Decatur Avenue No.
Minneapolis, MN 55428

MEMBERSHIP APPLICATION
Phone: Office: Home:

NAME _____
ADDRESS _____
CITY _____ STATE _____ ZIP _____

☐ Please enroll me as an Active Member of Minnesota Women of Color and as a member of the ___ Black, ___ Hispanic, ___ American Indian, or ___ Asian Women's Caucus. I am enclosing \$5 for membership dues.

☐ I support the goals of Minnesota Women of Color. Please enroll me as an Associate Member. I am enclosing \$10 for membership dues.

☐ I want to help. I am enclosing my contribution of \$_____.

MEMBERSHIP MEETING OCT. 4
ADDRESS CORRECTION REQUESTED

Minnesota Women of Color
P.O. Box 904
Minneapolis, MN 55440

Why are we such a small group? Why don't American Indian Women join our organization? It is because they don't think they are "colored"? Is it because they are politically naive, not aggressive? Why are American Indian women strangely silent when other groups of women are communicating across both culture and color lines?

I realize I am making it more of your problem rather than mine by asking questions...but ARE YOU WILLING....AM I WILLING...to have an American Indian women caucas in this organization at all? Do you think we are being too pushy when we ask for a share of the leadership role? We might as well ask the serious difficult questions right away instead of laying back in the weeds. What kind of American Indian women would you like in your organization? Do you want the LADIES or the WELFARE MOTHERS? Do you want all the super-mothers who are busy they have little constructive time for an organization in the first place? Do you want our women who are alienated from the community because they have married white men or have half-blood children? Do you want our few "established" recognized, approved, tokened, polished, fancy women?

I ask because I do not know. I thought that as a caucas we would have the right to determine the membership of our own group. If you women want to select the Indian women for this caucas, you had better be very explicit about your selection criteria. I want to know just for myself. Do I even want to join? Am I colored? I know I do not have blue eyes but there are even some Indian women who have blue eyes so they might not be able to meet a strict racial criteria.

I hope that our membership will be composed of American Indian women who are on welfare, low-income, battered women, incest victims, rape victims as well as college graduates, management and show biz women. I hope that this organization has the heart to question its own racism and sexism and classicism. We all need strong hearts for a strong coalition of groups or caucases.

Marie Funmaker

Support sought

The Twin Cities Stop the Draft Committee is sponsoring a Stop the Draft week Oct. 13 through the 18, on the University of Minnesota. Members said their committee is particularly of benefit to minorities because seem to be drafted in disproportionate numbers.

The committee sought the support of Women of Color, which would have involved the use of WOCs name on the anti draft literature.

A poll of steering committee members who could be reached indicated that the majority are neutral or not against the draft so endorsement was not granted.

Individuals who are interested may call 872-4314 or 379-7406 for more information.

WOC SPONSORS

Women of Color were among sponsors of An Evening of Solidarity with Women of South Africa. Featured speaker was Barbara Masekela, representative of the African National Congress of South Africa to the United Nations. She talked about the role of women in the struggle and detailed NAC's overall strategy in fighting the apartheid system.

The WOC Steering Committee was polled and agreed to authorize the sponsorship for \$10.

WOC was one of the sponsoring groups for "Take Back the Night," the demonstration against violence against women. Marie Funmaker was one of the speakers.

Members were polled for the sponsorship of \$10.

C O N T R I B U T O R S
to A Fundraiser for
THE ALLIANCE OF WOMEN OF COLOR OF MINNESOTA
participants in
UN World Conference for Women
Nairobi, Kenya, July 1985

GUARANTORS

Drs. Frank and Ida Lorraine Wilderson
John and Avis Foley

BENEFACTORS

Asst. Commissioner Lurline Baker-Kent
Marilyn and Kate Bryant
Arvonne Fraser
Gloria Griffin

Harriet Lane Mhoon
Shirli Vioni
Justice Rosalie Wahl
Twin Cities Spokesman & Recorder

SPONSORS

Gale Aussen
Charles Breeze
Gladys Brooks
Mrs. W. D. Brown, Jr.
Leone Carstens
Supt. Donna Jean Carter
Mr. and Mrs. Clarence Carter
Debra Claesgens
Earl Craig
Vivi Chu
Harry and Charlotte Davis
Judge Michael Davis
Lewis C. Freeman
Mrs. Phebe Givens & Family
Supt. & Mrs. Richard Green
Karen Gulliver
Grace Harkness
Robert and Jan Henderson
Mary Emma Hixon, Executive Director,
Mpls. Civil Rights Department

Dr. and Mrs. Thomas Johnson
Representative Phyllis Kahn
Concepcion Laqui, M.D.
Kwame and Mary McDonald
Sara Miele
Vivian Nelsen
Charlene Danielson Nelson
Kathleen A. Olson
Judge and Mrs. William Posten
Councilmember Sharon Sayles-Belton
Laura Scott
Charles Smith
Mary Tjosvold
Sara Wahl
Catherine Warrick
Councilmember Van White
Sandra Woods
Betty Webb
Aurora/St. Anthony Area Block Club, Inc.
Twin Cities Courier

ALLIANCE OF WOMEN OF COLOR OF MINNESOTA Participants

Irene Gomez Bethke
Linda Bright
Josee Cunsy
Avis Foley
Lea Foushee
M. Anita Gay
Alexandra George

Jewelean Jackson
Bea Ludens
Gerri Williams
Sheri Wilson
Polly Mann (Women Against Military
Madness, WAMM, liason)

Special Thanks to Theresa A. Ziegler, Outreach Coordinator (AFOM)
and Twin Cities National Organization for Women

Alliance of Women of Color
Minutes from April 11, 1985 meeting
McCrae Park Building

- Motion Approved.*
1. approval of Mary Calender as
Hisp. Rep.
 2. Bylaws referred to Common Bylaws.
 3. Letter authorizing reimbursement
to members

Present: Sherry, Polly, Gerri, Linda, Anita, Alex *gileanne*

Reviewed minutes of the last meeting. Sherri questioned AWC/WAMM paragraph (page 2, paragraph 1 & 2) in the minutes; she wanted to know if anyone in the group has a problem with WAMM. None of the members at this meeting felt that there was a problem with the WAMM affiliation. Minutes were approved as submitted.

Election: Acting secretary, Alex, received absentee ballots from Josee and Avis.
Officers elected:

Chair - Linda Bright

Co-chair- Lea

Treas. - Anita

Sec. - Alex

Rotating Facilitator- (each member of the group will have an opportunity to assume leadership as a meeting facilitator)

*Josee
Avis
gileanne
Mary
Calender
Dr. Catherine
meeting*

It was again pointed out that the leadership should be reflective of all women of color. At this time it is not. An attempt was made in the nominations to do so. We need to be conscious of working towards this goal.

By-Laws: A rough draft of the By-laws was submitted for review. Rather than take meeting time to review them a committee of Gerri, Sherry, and Lea will proofread them and submit additions and changes at the next meeting.

Bank Account: The secretary gave all bills to the new treasurer. Anita will contact Avis and Schilling to figure out where we stand financially. Authorization cards need to be signed and a bookkeeping system set up.

Letter of Solicitation : Polly read a draft of the letter to the group (copy needed for permanent file) Alex will design letterhead to be used for the mailings which need to go out immediately.

Grants/Donations: Gerri mentioned that Martha Helgeson wants to make a \$1,000 donation to AWC, contact person is Janet Watson ? Gerri will check into this matter further.

Gerri brought an issue of Isis periodical. Funds are available from SCAG; no restrictions. Sherry will get more information .

Alex will call Joyce Yu (212) 754-3125 to get application forms for Fund for Forum '85- NGO Service. Applications have a May 1st deadline.

A committee of Linda, Alex, and Gerri will explore fundraising ideas and report back to the group. Linda presented ideas which need further details. She suggested we try to connect ourselves with already established groups to get our name out. Ideas presented: Festival of Nations- circulate publicity about AWC Library book return; Sherry- Indian month may sponsor a — benefit for us; Wilder Forest Intercultural Environmental Leadership- retreat.

Benefit: Going to Seed: Articles about the benefit appeared in the Twin Cities Courier and the Spokesman. The information in the papers was not consistent or entirely correct. One article referred to AWC and NOW which made us appear as co-sponsors. We need to have control over the information going out about our group. Perhaps a correspondence policy would be helpful.

Reminder: Call health department for information on shots. Get visas and passports in order.

Next meeting; April 25th Thurs. 6:30
McCrae Park Building
48th Ave S. and Eliot

Agenda Items: Networking with Kinshasha Kambui

Paragraph listed below - to discuss and complete

Recommended Reading: Sisterhood Is Global - Robin Morgan

Rough draft- Expected Outcomes

facilitate and formulate a set of principles by AWC which address program operation and set (ethical professional) standards which defines appropriate behavior toward women and families and each other in our birthlands and ancestral homelands. The principles once adopted will be our motivational and operational commitment to be accountable for adhering to these principles for...

submitted by

Alexandra

4/25/85

1. Describe yourself / role in your Com. org.
2. Describe goals or purpose of your org.
major accomplishments
3. Experience working with women -
outside immediate constituency
4. Have you been involved with issues
involving women from other countries -
5. Your Exp with women's issues in this
country what would you hope to share
with other forum '85 participants? What would
you hope to learn - at Forum '85 How would you
communicate your experience at the Forum
to your community?
6. How will you raise the additional Non Gov.
money necessary for attendance at '85
for additional Non Gov. service

Leadership Fund for 1985
C/O Non Gov. Liaison Service
DC 21103 United Nations
New York, N.Y. 10017
(212) 754-3125

joyce M. Liaison Service

Before May 1, 1985

For. Bea. Luder -

Isabel Gomez Edwards.

March 30, 1985

Financial Report
Theatre Benefit
"GOING TO SEED"
2pm - March 24, 1985
By - Avis Foley

Total Income to Date

\$1,521.50

(\$710.00 prepaid
435.00 cks. day of play
231.00 cash day of play
155.00 rec'd after play-
3/25-29)

Checks due: \$930.00

Projected total receipts-\$2,436.50

In Kind Donation

Expenses

Theatre fee \$600.00

Invitations(400)

Typeset 15.90
Printing 17.76
Postage 42.00

Press Releases

Gerri Williams
Spokesman 50.00
TC Courier 15.00

Xeroxing

Copies of Contract 4.26
Phone lists
News Releases (backup info
for collars)

Refreshments

Intermission

Reception

Wine

\$14.95

744.92

Sample Bylaws, Standing Rules, and Rules of Order

(Name of Organization)

BYLAWS

1. Name
2. Objectives and functions
3. Membership
 - A. Qualifications
 - B. Classes
 - C. Dues
4. Officers
 - A. Number and titles
 - B. Selection procedure
 - C. Duties and terms of office
5. Board of directors or executive committee
 - A. Membership qualifications and number on board
 - B. Duties and terms of Office
 - C. Selection procedure including that for presiding officer
6. Meetings
 - A. Regularly scheduled meetings
 - B. Provision for special meetings
 - C. Conditions governing advance notice to members of meetings and of agenda items requiring prior notice
 - D. Rules for the protection of absentee members
7. Committees
 - A. Standing committees, e.g. P. R. ^{* Bylaw revision, program}
 - (1) Membership
 - (2) Selection procedure
 - (3) Duties and terms of office
 - (4) Selection procedure for presiding officer
 - B. Provision for special committees
 - (1) Selection procedure
 - (2) Selection procedure for presiding officer
 - C. Committee reports
8. Elections
 - A. Nominating procedures
 - B. Time and method of elections, including use

to amend, and how large a vote is required to adopt proposed amendments. Bylaws contain more specific information outlining the implementation of general policies stated in the constitution. Rules of order generally include procedural rules that vary from those stated in the

* includes group or "official" statements

- of preferential balloting if desired.
- C. Votes required to elect
- D. Provision for election without ballot of unopposed nominees
9. Quorum
 - A. For assembly meetings
 - B. For committees
10. Organizational discipline
 - A. Nonpayment or late payment of dues
 - B. For Disciplining of members for other reasons
 - C. Procedure for bringing charges, conducting hearings, impeaching, or suspending members
 - D. Reinstatement procedures
11. Adoption of parliamentary authority
 - A. Provision for adopting and for changing selection of parliamentary authority
 - B. Application of authority with respect to adopted rules of order
12. Procedure for Amending bylaws

STANDING RULES

1. Time for meetings to begin
2. Location of meetings
3. Policy on guests at meetings
4. Policy on special meetings closed to guests
5. Guest speakers
6. Responsibility for refreshments
7. Responsibility for lighting, noise control, public address system, heating, and the like.
8. Procedure for amending standing rules

RULES OF ORDER

1. The order of business
2. Special rules governing length of speeches
3. Methods of voting, including authorization for mail ballots and preferential ballots
4. Conditions under which a plurality vote is acceptable in place of a majority vote
5. Procedural rules that differ from those in the parliamentary authority
6. Procedure for amending rules of order

adopted parliamentary authority. Standing rules deal with relatively minor points of organizational operation and require only a majority vote to change, while amendment of the bylaws and rules of order often requires previous notice of intent and a two-thirds vote.

Alliance of Women of Color
Minutes from Sat. March 30 Meeting
2:30 Pillsbury Center

Present: Josee, Sheri, Anita, Avis, Alex, Irene, Lea, Linda (chair)

Report on Benefit Performance of play: GOING TO SEED (Held on Sun 3/24)

The benefit was a financial success + also proved to be a positive way to introduce AWC to the Minority community. Avis Foley submitted a financial report (included in the permanent file) A few AWC expenses have yet to be reported and recorded, and checks are still due to come in from contributors unable to attend the play.

Wine was donated by Instituto de Arte y Cultura Inc. of Mpls. Alex will write a thank you note to them for this donation.

Photo of playwright with members of AWC should be bought or obtained and used for future promotion of AWC

The mailing list used for the invitations should become part of the permanent file for future use. It will also be helpful for us to all become familiar with the people who are supporters.

Organizing

Linda opened the floor for discussion on organizing and incorporating. Individuals expressed their expectations and level of commitment to AWC. Responses varied, but since it was clear that we initially got together in order to go to Nairobi, we first need to work towards that goal.

It was decided that we need to meet at least twice a month (alternate Thursdays at 6:30 PM) and schedule additional Saturday meetings as necessary. Linda will secure a regular meeting place for Thursday meetings at McRae Park Building - 47th and Eliot Ave S. The room is available up until 9:00 PM. (Linda will reserve the room for every Thursday at 6:30 so that we can have flexibility with scheduling)

It was pointed out that our level of commitment to AWC is important. If we approach the Minority community and corporations for financial support, then we are responsible to them to some degree. They are investing in us. We have to bring something back to the community and to those who are supporting us. Long term goals are important to consider at this point.

We discussed incorporating and selection of officers. The floor was opened for nominations for Chair, Co-chair, Treasurer, Secretary

Nominations: Chair: Linda, Josee

Co-chair: Gerri, Lea, Josee

Treasurer: Irene, Anita

Secretary: Alex, Avis

Additional nominations will be accepted at the next meeting during which elections are scheduled to be held (4/11-Thurs) (If you are unable to attend the meeting & would like to vote, please mail an absentee ballot to the acting secretary, Alex George 1412 18th Ave N Mpls 55411) Information on incorporating, forms, fees, etc. will be further discussed at the next meeting.

Minutes AWC Sat March 30 Meeting (continued)

AWC/WAMM

A question was raised about WAMM'S relationship to AWC. Although AWC was started under the umbrella of WAMM, many AWC members expressed a desire to be independent at this point. This will be accomplished when we incorporate.

Linda clarified that the change of fiscal agent from WAMM to Traveller's Society was suggested by Polly Mann. Because of WAMM's radical political position, it was thought that potential supporters may be turned away. The initial relationship between WAMM and AWC was necessary to validate our history as a group.

The AWC account is now under WAMM. Polly and Gerri are the official signers. It was suggested that we get the account under AWC only. Avis will call Gerri regarding the account and they will make arrangements to deposit the money from the play in the AWC account. Avis and Gerri will be the official signers for the account until officers are elected. Polly Mann's name will be removed from the account. Travellers Society has to endorse all of the checks as well since they are the fiscal agent.

NEXT MEETING

Everyone is to bring a resume or a paragraph describing interest, affiliations, or employment. We need to get to know each other!

Also, think about committees. We can split up tasks and work together in smaller groups on specific projects.

Continue to discuss incorporating and organizing - ongoing process

Next meeting will be on April 11, Thursday 6:30 PM at McRae Park Bldg
Please be present - Elections will be held.

submitted by
Alexandra

Pillsbury House

March 30, 1985

AGENDA

Confrontation allowed
brainstorming, process outline
purpose of Alliance
before Nairobi conference
during Nairobi conference
after Nairobi conference
(Reception)
Sign intent/commitment
project plans
fundraising

Resume -

McCrae Park

Levy ~~at the~~ Thursday

Chicago
47th Elliot Saturday

6:30 p.m. - 9 p.m.

2nd / 4th

April 11, 1985

May
Saturday at
Josie's
Univ.

AUDIENCE SURVEY

(This non-incriminating information will help us know more about you, our audience. We'll therefore be better equipped to serve you and to provide accurate information for our funders. THANKS FOR DOING THIS.)

1. TITLE OF THIS PRODUCTION _____
2. HAVE YOU EVER ATTENDED A PERFORMANCE At the Foot of the Mountain BEFORE?
___ No ___ Yes. If "yes", which one(s)? ___ ASHES ___ JUNKIE! ___ HAUNTED
Other(s) by Name: _____
3. SEX: ___ Female ___ Male
4. AGE: ___ under 18 ___ 18-24 ___ 25-34 ___ 35-49 ___ 50-65 ___ over 65
5. RACE: ___ Asian ___ Black ___ Hispanic ___ Native American ___ White
___ Other (please specify) _____
6. EDUCATION COMPLETED: ___ High School ___ College ___ Graduate Degree
7. IN WHAT AREA IS (WAS) YOUR MAJOR FIELD OF STUDY?
___ Administration/Business ___ Humanities ___ Women's Studies
___ Arts ___ Political Science/Law ___ Other (please specify)
___ Education ___ Sciences _____
___ Health ___ Social Studies _____
8. IN WHAT AREA IS YOUR PRESENT OCCUPATION?
___ Administration/Business ___ Home ___ Social Work
___ Artist ___ Political Science/Law ___ Student
___ Blue Collar ___ Religion ___ Unemployed
___ Clerical ___ Retired ___ Other (please specify)
___ Educator ___ Sales _____
___ Health ___ Sciences _____
9. GROSS ANNUAL INCOME: ___ \$60,000 and above ___ \$20-30,000
___ \$50-60,000 ___ \$12-20,000
___ \$40-50,000 ___ \$6-12,000
___ \$30-40,000 ___ \$0-6,000
10. WHY DID YOU COME TO SEE THIS PRODUCTION?
___ I see everything AFOM does ___ The title intrigued me
___ I'm interested in women's plays ___ I know someone in the cast/crew
___ I'm interested in the subject ___ I was dragged here
___ Other (explain) _____
11. ZIPCODE: Home _____ Work (if different than home) _____
12. HOW DID YOU FIND OUT ABOUT THIS PRODUCTION?
___ Direct Mail (newsletter) ___ Newspaper (which? _____)
___ Word of Mouth ___ Radio (which? _____)
___ Posters (where? _____) ___ TV (which? _____)
13. WOULD YOU ATTEND ANOTHER PRODUCTION At the Foot of the Mountain?
___ Yes ___ No
14. DID YOU KNOW WE ALSO OFFER CLASSES AND WORKSHOPS? ___ Yes ___ No
15. WHAT WOULD YOU LIKE TO SEE US DO IN THE FUTURE? _____

16. COMMENTS ABOUT THIS PRODUCTION: _____

17. OTHER COMMENTS: _____

"ALLIANCE OF WOMEN OF COLOR OF MINNESOTA"

The name the "Alliance of Women of Color of Minnesota." expresses our pride as daughters of ancient people who built the earliest civilization on this planet, and also reflects our solidarity with the transinformative powers of global understanding, education and communication. The name also expresses our "alliance" and "allegiance".

Why is such a group needed? The racist and sexist society we live in has deprived most people of color of the knowledge, love and pride of our backgrounds. Distortions, and omissions characterized our education. Though some gains have been made, myths of the "savage" Indian, "lazy" Black, "inscrutable" Asian, and "lawless" Latin persist. Since we as "minorities" have absorbed this tragic (mis)information along with the majority culture, we often harbor these uninformed prejudiced images -- not only against ourselves, but against other people of color. Although nonwhite people make up most of this planet's human family, our relative lack of information in North American society causes us to feel, and often behave, like a powerless minority. One expected outcome of our project will be coalition-building to maximize our power for peace.

The purposes of the alliance are to move toward positive, empowering behavior through education. The self-education process is the primary focus of this group, that is multi-culturally representative of Hispanic, Asian, African, and Native (American) descendents. We have come together to learn about and share our cultures and promote social, economic and political progress. Our projects are designed to foster understanding and respect for our various cultures and prepare us for other future coalitions, locally, nationally, and internationally.

There have been, and are, other groups of women of color in Minnesota involved in useful and needed work. However these groups have mainly been organized around a specific issues, which we believe to be symptoms as well as causes of our social condition. The Alliance of Women of Color of Minnesota is a group starting from a cultural basis and focusing on a series of educational activities and publications to deepen our knowledge of ourselves, each other, the world, and the continuum of contributions. We are the people most affected by the conditions we seek to change and we hope to promote proactive behavior. Movement toward accomplishing these goals has been the initiation of the organization, the future program objectives and timelines

established, the development of responsibility descriptions and a rotating management schedule adopted. Contacts with leadership training institutions such as the Humphrey Institute have been made, and arrangements for credits are being negotiated.

We hope to minimize a rigid structure, but keep to the annual agendas as forwarded by the annual planning meetings. Responsibility for meetings will be rotated among the members. Representatives of each of the ethnic groups will be responsible for finding and providing resource persons for discussions at monthly meetings. We will also facilitate a policy of intercultural awareness exchange and empathy. We expect that our members will also share affiliations with other groups, and we encourage their autonomy, as we might be able to generate support for each other. We also expect to communicate with other organizations through our public forums. "Liaisonss" who share our goals may also participate in certain activities and calendar production activities. These liaisons are not members of our leadership core, nor do they have responsibility for business or cultural meetings, but will share the empowerment philosophy, resources and network.

We are a fledgling project which has limited access and numerous obstacles to traditional funds. We believe this to be because we do not have economic access to information, expertise and resources to be the catalyst for social change or full access to responsible participation in addressing the social, economic, and racial conditions of our disenfranchised peoples. We lack history of operation and performance. At this time we are incorporating as an independent non-profit organization. Our fiscal agent are the Travelers Society. We have all worked in the private and/or public sector. We understand the barriers restricting access to corporations and foundations. This first attempt at fund raising is a sincere effort to acquire the foundation for self development projects. The MN Philanthropic Support for the Disadvantaged, (a Philanthropy Project report of some 8,000 foundations and contribution patterns, Minnesota Journal, October 9, 1984, published by the Citizen League), led to several specific conclusions:

Larger foundations tend to target a higher percentage of their total funds to benefit disadvantaged people; 2. Most (72.7 percent) of the funds for the disadvantaged went to the Twin Cities area 3. Most grants intended to benefit women or racial minorities go to organizations controlled by them; 4. Grants intended to benefit low-income or handicapped people tend to go to organizations controlled by others; 5. overall, racial minorities

and women receive small share of philanthropy given the concentration and depth of problems facing them; 6. The size of grants to benefit disadvantaged people tends to be smaller than other grants.

Proposal Request

History

Our women came together in November 1984 in response to a call for women interested in participating and attending the last meeting of the UN Decade of Women in Nairobi, Kenya. The purpose of the initial group meetings was to establish a fundraising mechanism to finance travel, lodging, etc., to the last meeting of the UN Decade of Women. Since that time, we have enlarged our vision to evolve from a traveling group to an organized cooperative known as the Alliance of Women of Color of Minnesota. (AWCM)

Meetings have been biweekly and presently there are twelve active participants, this is the "we" referred to. Membership will be open at annual meetings held upon request starting November 1985. The structure of the organization is as expressed earlier a shared ownership and management operation. There is a rotating leadership policy to encourage as well as promote the behavioral partnerships desirable and necessary for PEACE.

Proposal Overview

The specific purpose for which this grant will be used is to expand knowledge links through UN study, correspondences, and personal contact established at the Nairobi meeting. We have made a commitment to do business with minority and/or women-owned and operated travel agencies. We have adopted this last meeting of the Decade as the birthdate of our larger vision to evolve from a traveling group to an on-going working alliance that includes traveling, study, research and consultation services in our ancestral homelands as well as our own birthland. This July meeting is a priority for our group as a tangible accomplishment and as evidence of possible cooperative collaborative efforts toward self-reliance and efficiency. Our images-the maps and models of the world we carry around with us-need larger and much more relevant information inputs. Only then can our visions of a larger world, in which we are all linked together, and all responsible for one another, grow to match the human-created problems we shall all face shortly. For only if our vision meet the problems will the problems themselves be solved in a human, and humane, way.

The AWCM objectives for the Nairobi meeting:

To provide an authentic multi-language and multi-cultural environment to intensify motivation to learn and use methods of education and communication for peace making.

To provide intensive practice in communication and negotiation for global understanding through total immersion in a multi-cultural multi-language environment for an extended period of time.

To deepen international understanding and mutual respect as a result of an experience in a new culture and the formation of reciprocal alliances.

To increase women's awareness of the needs and interests of others by integration into a new single focus global multi-cultural, multi-chromatic "family" and by working with a group to plan and carry out an entire program.

To help women of Third World descent to develop greater maturity and responsibility as a result of the total exchange.

(see attached selection process and budget)

The selection process outlines the specific activity we have established as travel criterion for all committee members working toward the accomplishment of this goal. Some of the information meetings are fund raising activities also. Passport, immunization and visa on information are all handled by the individual, a learning experience in itself.

We are creating structural visions for educational and economic self-development within our Alliance as a model for interactive communication and peace. We will approach any corporation and/or foundation that has purposes compatible, so that our combined resources of education, expertise, and experience are considered investments for effective and efficient use of economic resources in all our respective communities.

Please forward any request for proposals (RFP) forms and dates of application information to us so that we will be considered for funding by your foundation.

Thank you

Selection Process

The selection process is as follows if monies to send all twelve participating committee members to the conference is not secured. The process will be by lottery. Eligible participants will have to meet the following criteria.

- a. attendance - biweekley informational meetings (15/18); U of M orientation with Arvonne Fraser (5/5); brainstorm/sensitivity sessions; co-briefing sessions.
- b. readings from class lists, current events, history of conflicts.
- c. presentation of concept or position paper.
- d. an experience translation outline, Alliance should absorb the cost of this also as it will also be making a copy of projects for use within the community i. e., video tapes, audio tapes, journals, films, clothing collection, etc.
- e. letter of commitment on file.
- f. monetary input - organizational \$50., individual \$20.

Informational Itinerary should include:

- a. overnight stop in private homes.
- b. two or three visits to places of employment.
- c. visit to school (elementary, secondary, higher.
- d. visit to museum.

Alliance of Women of Color
Minutes from March 14 Meeting
5:30 pm WAMM Office

Present: Avis, Josee, Alex, Polly, Anita, Gerri, Sheri, Lea

FDA-EE0 meeting: Gerri received a letter from Maria Velasco requesting that members of AWC make a ½ hour presentation on AWC and the Women's Movement and cross cultural concerns, to the Food and Drug Administration Equal Employment Opportunity Committee. The meeting is scheduled for Monday, March 18 at 8:00 am. (The presentation was originally scheduled on March 8 to coincide with International Women's Day) Approximately 80 people will attend the meeting. They plan to contribute \$50 to AWC for the presentation. Gerri and Sheri will make the presentation. (a copy of the letter from Maria Velasco is included in the permanent file with the meeting minutes.

AFOM Benefit: Avis received a contract from At the Foot of the Mountain for the benefit performance of Going to Seed on 3/24. Front cost of \$600 is due now, or \$300 now and the balance of \$300 on the day of the performance. Avis will send a personal check of \$300 now and if necessary pick up the balance on the day of the performance. We hope to raise enough money before the performance to cover the cost of the house. The contract was approved by AWC with Traveller's Society as the fiscal agent. (Traveller's Society is under the umbrella of Schilling)

Tickets: Avis will handle the ticket count. Avis should be notified of all ticket reservations so she can keep count. To minimize mailing costs, all tickets are to be picked up at the door. Invitations are being mailed this week.

Refreshments: During intermission drinks will be sold for \$1.00

Reception: following the play will be on the 1st floor.
Beverages will be sold for \$1.00

Lea: will pick up cheese, wine, cups, etc. from the coop for the reception and intermission

Josee: will donate shrimp crackers and help set up the food

Nametags: Alex will obtain nametags & calligraphy names for the guests

Coordination: Gerri and Avis will go to AFOM on Tues 3/19 and check out the facilities. On the day of the performance Gerri and Polly will help at the door.

Other details of the benefit will be discussed at the next meeting.

Study Session with Arvonne Fraser: Gerri tried to contact A. Fraser but couldn't get through. It seems that A. Fraser may not have time to do the sessions with AWC. Gerri will be taking a course through Continuing Education at the University and offered to pass information on to us.

Call
Hachells
3-½ gal. butter
white 1 rose
wine 10
Non

AWC, Minutes March 14
page 2

Conference in Halifax: Polly received information on a conference in Halifax which will focus on the Nairobi Conference issues. Expenses will be around \$500 round trip. Polly will get the application and bring it to the next meeting.

Corporate Luncheon: Linda is encouraged by the response she got for the 3/20 luncheon; 3 or 4 people responded. Tabled discussion until we could get details from Linda.

The issue of group organization and networking was discussed. Goals and objectives need further development

Next meeting: Lea's Office North American Water Office
(Northern Sun Alliance-upstairs)
1519 East Franklin
Mpls 6:00 pm

submitted by,

Alex

3/21/85

VISA INFORMATION

EMBASSY OF THE REPUBLIC OF KENYA TELEGRAM: KENYAREP
2249 "R" STREET, N.W. TELEX: KEMBASO 440215
WASHINGTON, D.C. 20008 TEL. NO. (202) 387-6101

THE ATTENTION OF ALL APPLICANTS

FOR VISAS IS DRAWN TO THE FOLLOWING INFORMATION

1. VISAS ARE REQUIRED BY ALL PERSONS ENTERING KENYA EXCEPT:

A) Nationals of the following countries with which Kenya has visa abolition agreements: NORWAY, SWEDEN, DENMARK, SAN MARINO, CANADA, BRITAIN, INDIA, SPAIN, TURKEY, ITALY, URUGUAY, ETHIOPIA, WEST GERMANY, UGANDA, TANZANIA, IRELAND, SWAZILAND, TRINIDAD, NEW ZEALAND.

B) Citizens of Commonwealth Countries. (This does not apply to British passport holders of Indian and Pakistani origin: Nigerians and Australians).

C) Those whose passports are stamped with valid Re-entry passes granted by the Government of Kenya.

D) Passengers in direct transit through Kenya arriving on and leaving by the same ship or aircraft who will not stay overnight in Kenya, and not leaving the International Transit Lounge in the Airport.

E) The holders of United Laissez-Passer travelling on Official United Nations business.

2. IMMIGRANTS: Applications should be made to the Principal Immigration Officer, P. O. Box 30191, Nairobi, Kenya by or on behalf of all persons wishing to enter Kenya to take up employment or residence. If, the intending immigrant wishes to engage in business, to settle or has been offered and has accepted employment with a view of permanent residence in Kenya, he will require an entry permit under the appropriate class issued by the Principal Immigration Officer.

3. a) VISITORS who intend to stay in Kenya for more than six (6) months must also apply to the Principal Immigration Officer for a Visitor's Pass. Visitors who intend to conduct research in Kenya should apply for clearance from the office of the President, Nairobi, indicating the nature of the research proposed, the duration and any/all pertinent information:

(Documentary evidence of fulfillment of above requirements Sections 2 and 3 (a) must be forwarded here with application provided the applicant furnishes the following:

- i) Valid passport;
- ii) One completed application form; Requests for multiple journey visa shall be in duplicate;
- iii) Visa fees (see 4(c) on Page 2);
- iv) Letter from either travel agent; airline or bank stating that the applicant is a bonafide tourist in possession of a round trip ticket. Business visa applications must be accompanied by a letter from employer stating the type of business to be conducted and intended length of stay in Kenya;
- v) Two recent passport size photographs to be attached to the application forms where multiple entry visas are requested.

b) Those who obtain their visas by mailing passports to the office in Washington, D.C. are requested to send registered/certified self-addressed stamped envelope or equivalent amount of postage fee for return of their passports.

4. a) MULTIPLE ENTRY OR CONTINUOUS VISA - A visa must be granted for multiple journeys within three/six/twelve months. Requests for multiple entry visa shall be made 30 days before departure. Initial service or referral fee of \$10.00 is applicable to all applicants. Upon approval, visa fee payable in respect of multiple entry visa is \$50.00.

b) HUSBAND OR WIFE/OR CHILDREN TRAVELLING ON ONE JOINT PASSPORT: Only one fee is requested. A visa fee is levied where a visa is granted to a child travelling on separate passport.

c) VISA FEES ARE CHARGED AS FOLLOWS FOR THE FOLLOWING COUNTRIES:

U.S.A.	\$10.00
JAPANESE	\$10.50
MEXICANS	\$16.50
SOMALIS	\$20.00
BRAZILIANS	\$10.00
ARGENTINIANS	\$10.00
BOLIVIANS	\$10.00

Cost for transit visa: \$6.00

5. VACCINATION CERTIFICATES: Immunizations against yellow-fever, cholera, as well as small pox are recommended. Anti-malaria pills should be taken particularly if the visitors will be travelling to Western and Coastal regions of Kenya. Visitors to Kenya are also advised to contact the authorities of countries they intend to enter after Kenya in order to be advised of health requirements.
6. The Visa is valid for entry into Kenya from the date of issuance to the expiration of specified period of validity.
7. A Visa should be obtained before arriving in Kenya.
8. The applicant should note that the final decision for permission to enter the country rests with the Principal Immigration Officer who may refuse to leave the land even though the person concerned is in possession of a visa.

Note: It is definitely illegal to import into or export from Kenya notes (cash) in any amount except with prior permission of the Central Bank of Kenya. Such notes are liable to seizure by the customs.

FOR FURTHER INFORMATION:

THE CONSULAR OFFICER
EMBASSY OF KENYA
2249 R. STREET N.W.,
WASHINGTON, D.C. 20008.
TEL.- NO. (202) 387-6101.

KENYA TOURIST OFFICES IN THE U.S.A.:

NEW YORK: : 424 MADISON AVENUE, NEW YORK, N.Y. 10017.
... TEL. NO. 212-486-1300.

CALIFORNIA: 9100 WILSHIRE BLVD., DOHENY PLAZA, SUITE 111,
BEVERLY HILLS, CA. 90212.
TEL: NO. (213) 274-6635

NOTE: YOU MAY MAKE COPIES OF THE VISA APPLICATION FORMS IF YOU NEED MORE.



473-
34-4931

2420 apt. E¹⁹
Clinton Ave. So.
Mpls Min. 55404
340-2452-871-2078

Meeting with Arvonne Fraser, notes about results, discussion

Conference information was prepared pamphlets that have been brought for dissemination. We have only a single copy of Forward Looking Strategies of Implementation for the Advancement of Women and Concrete Measures to Overcome Obstacles to the Achievement of the Goals and Objectives of the United Nations Decade for Women. This is the draft of the U.N. statement, if there are any changes to be made we are to send them directly to Maureen Reagan at the White House. This is probably our best lobbying mechanism. The two day overlap between July 8-17 (the NGO Forum) and July 18-26 (the "official" conference) dates were given by Arvonne Fraser as the opportunity to lobby for statement inclusions into the official statement. The draft to review will be amended at PrepComm March 4-13 in Vienna, the new version will then be ready by April 1. According to Fraser the Forum will be a series of workshops and seminars organized around themes, however, one suggestion from Fraser (one which it is recommended that we ignore) that we recommend a Republican woman delegate. No one offered a name! The State Department (Ann Stanford) may be holding one day hearings around the country for the U.S. delegation -- it is not clear whether they will be asking us or telling us what will be presented.

The U.S. delegation should get lots of mail beforehand, I don't know whether this will be from Fraser however. An offer to utilize the HHHI library/resource center was extended. Fraser has no list of groups planning to go, either local or national. She offered to give informative sessions, somewhat like the course, but probably abbreviated. We should make an outline of what we want from this class, and also be sure that we have the syllabus, bibliography, reading lists, and the option of sending 1-3 women to the class.

Fraser suggested lots of publicity for the alliance, as it would be a help in fundraising. Certainly she intends that she should be part of this, an attempt to use us to repair her image, both in the minority communities and with the feminists she has excluded. In any case, this should be thoughtfully done, not too explicit, but generally informative.

Comments not to forget, ever: "colored kids", "take business cards/notebook along", "you must expect to be treated coldly because of attitudes towards Americans", "bake sales", "if you go", "do you have a fiscal agent?", etc., etc.

Alliance of Women of Color of Minnesota

Proposal Overview - Draft

Why is such a group needed? The racist and sexist society we live in has deprived most people of color of knowledge, love and pride in our backgrounds. Lies, distortions, and omissions characterize our education. Though some gains have been made, myths of the "savage" Indian, "lazy" black, "inscrutable" Asian, and "lawless" Latin persist. Since we as "minorities" have absorbed this tragic (mis)information along with the majority culture, we often harbor these uninformed prejudiced images -- not only against ourselves, but against other people of color. Although nonwhite people make up most of this planet's human family, our relative lack of numbers in North American society cause us to feel, and often behave, like a powerless minority. [This is especially prevalent in a state like Minnesota, where our presence in actual numbers is quite small.] One expected outcome of our project will be publication in coalition-building to maximize our power.

We hope to minimize a rigid structure, but keep to the annual agendas as forwarded by the annual planning meetings. Responsibility for meetings will be rotated among the members. Representatives of each of the ethnic groups will be responsible for finding and providing resource persons for discussions at monthly meetings. We will also facilitate a policy of "come on over to my house" to eliminate the boundaries, prohibitive, exchange on as equal basis and developing empathy. We expect that our members will also share affiliations with other groups, and we encourage their autonomy, as we might be able to generate support for each other. We also expect to communicate with other organizations through our public forums. "Liasions" who share our goals may also participate in activities and calendar production activities. These liasions are not members of our leadership core, nor do they have responsibility for business or cultural meetings.

7

Proposal Overview - Draft/2

Our women came together in November 1984 at the offices of Women Against Military Madness (WAMM) in response to a call for women interested in participating and attending the last meeting of the Decade of Women in Nairobi, Kenya.

Meetings have been biweekly, presently there are twelve active participants (see demographic analysis.) This is the "we" referred to. We, (women empowering) grows with each meeting, now membership will be open at annual meetings held in November 1985. The structure of the organization is amplified at another place, but is a shared ownership and management operation. There is a rotating leadership policy to encourage as well as promote the partnerships desirable and necessary for PEACE. The criterion is designed to attract women of color.

The purpose of the initial group meetings was to establish a fundraising mechanism to finance travel, lodging, etc., to the last meeting of the Decade of Women. Since that time, "we" have enlarged our vision to evolve from a traveling group to an organized cooperative known as the Alliance of Women of Color of Minnesota.

The purposes of our alliance are to move toward positive, empowering behavior through education. The self-education process is the primary focus of this group, that is multi-culturally representative of Hispanic, Asian African, and Native American descendents. We have come together to learn about and share our cultures and promote social, economic and political progress. Our projects are designed to foster understanding and respect for our various cultures and prepare us for other future coalitions, locally, nationally, and internationally.

There have been, and are, other groups of women of color in Minnesota involved in useful and needed work. ~~However,~~ These groups have mainly organized around a specific issue, which are symptoms, not causes of many of our societal conditions. The Alliance of Women of Color of Minnesota is the only group starting from a cultural basis and focusing on a series of educational activities and publications to deepen our knowledge of ourselves, each other, the world, and the continuum of contributions. We are the people most affected by the conditions we seek to change and promote proactive behavior. Movement toward accomplishing these goals has been initiation of the organization and future program objectives and timelines established, the development of responsibility descriptions and a rotating

Proposal Overview - Draft/3

management schedule adopted. Contacts with leadership training of institution such as the Humphrey Institute have been made, and arrangements for cooperative assistance credits are being negotiated.

The specific purpose for which this grant will be used is to expand knowledge links through study, correspondence, and personal contact.

At the last meeting of the International Decade of Women (see attached) to be held in Nairobi, Kenya, Africa, in July 1985. We have made a commitment to do business with women-owned and operated travel agencies.

We have adopted this last meeting of the Decade as the birthdate of our larger vision to evolve from a traveling group to an ongoing working alliance that includes traveling, study, research and consultation services in our ancestral homelands as well as our own birthlands.

This meeting is a priority for our group as a tangible accomplishment and of cooperative collaborative efforts toward self-reliance and efficiency.

(See attached selection process, preparation process)

We are creating structural visions for educational and economic self-development within our Alliance as a model for interactive communication and peace. We will approach any corporation and/or foundation that has purposes compatible, so that our combined resources of education, expertise, and experience are considered investments for effective and efficient use in our respective communities.

The selection process is as follows:

The process will be by lottery. Eligible participants will have to have the following criterion:

- a) attendance - informational meetings (15/18); U of M orientation with Arvonne Fraser (5/5); brainstorm/sensitivity sessions; co-briefing sessions
- b) readings from class lists, current events, history of conflicts
- c) presentation of concept or position paper
- d) an experience translation outline, group should absorb the cost of this also as it will also be making a copy of it for use within the community - video tapes, audio tapes, journals, films, clothing collection, etc.
- e) letter of commitment on file
- f) monetary input - organizational \$50., individual \$20.

Itinerary should include:

- 1) Overnight stop in private home
- 2) Two or three visits to places of employment
- 3) Visit to school (elementary, secondary, higher)
- 4) Visit to museum

WHILE READING THIS STATEMENT I TOTALLY BELIEVE IN MY LEADERSHIP ABILITY
TO BRING COMMUNICATIONS, PEACE, UNDERSTANDING, FREEDOM, LOVE, THROUGH
COOPERATION AND COMMITMENT, DILIGENT STUDY AND ACTIVE PARTICIPATION. I
BELIEVE IN THE PROBABILITY OF THE ACCOMPLISHMENT OF THE LONG/SHORT TERM
GOALS. I PLEDGE TO GIVE AND TO GET AS MUCH OF MY PERSONAL ENERGY,
EXPERTISE, AND VERY LIMITED ECONOMIC RESOURCES TO CREATE AND DEVELOP
THE ALLIANCE OF WOMEN OF COLOR OF MINNESOTA FOR ONE YEAR, 1985, TO BE
CELEBRATED JULY 4, 1986.

AGENDA

February 12, 1985 - 2:00 p.m.

Alliance of Women of Color

Arvonne Fraser/ Vivian Jenkins Nelson

Introduction and exchange of interest statement

Purpose of meeting -

Discussion of Alliance

Plans for Nairobi

Information mechanism

NGO statement

partnership

sponsor

Suggestion of procedure

Discussion -

Class at University of Minnesota

Women's issues in the U.S. and abroad

The Nairobi conference

Fee waivers (\$42)

Reduced Fees

Separate classes

Cooperative participation, literature search

Agreement on interaction/ relations Alliance/HHH

Next meeting date

check point date

The Travlers' Society, Inc.
100 Southeast Second Street
Minneapolis, Minnesota 55414
March 20, 1985

Irene Gomez-Bethke
4649 Decatur Avenue North
Minneapolis, Minnesota 55428

Dear Ms. Gomez-Bethke:

We have received your application to the Traveler's Society for scholarship assistance to enable you to attend the Forum in Nairobi.

The date of the Forum has been changed to July 10-19 and we have had an extension on both the registration for the Forum and with the housing committee. Because of the above and because it allows us even more time to raise funds for the Society, we will not make announcements this week as expected, but will wait with the hope that more of you might have a chance.

We will make an announcement as soon as we can. The announcement will come in time for you to be registered and assured of a room.

Best wishes.

Sincerely,

A handwritten signature in cursive script that reads "Ann Heegard".

Ann Heegard

April 15, 1980

D R A F T R E S O L U T I O N

WHEREAS the MINNESOTA WOMEN OF COLOR is composed of four (4) racial groups of women who are:

1. the American Indian Women's Caucus
2. the Asian Women's Caucus
3. the Hispanic Women's Caucus
4. the Black Women's Caucus; and

WHEREAS each Caucus and its membership in a statewide organization are UNIQUE: and

BE IT THEREFORE RESOLVED that the group known as the MINNESOTA WOMEN OF COLOR should be governed by a coalition of women from the Caucuses of the American Indians, Asians, Hispanics and Blacks. This is a non-traditional governing structure which would make decisions and steer the group as a whole.

BE IT FURTHER RESOLVED that each Caucus would have co-chairpersons consisting of 2 persons from each Caucus who would agree to serve for specified terms lasting at least one quarter (3 months) to a year, depending upon the time available for each individual(s). Hopefully, some officers will serve more than one term guarantying continuity of leadership. All members of the coalition governing body would have the same primary responsibilities to lead the group by consensus decisions of the governing body. These same members would, in addition, provide expert leadership in whatever area of expertise she selects to share in committee(s) responsibilities. After the general membership meeting of the governing body, all the new and old members would plan the year's activities. Let the intent of this resolution be reflected in a change in the BYLAWS of the WOMEN OF COLOR.

(Please note: This is a DRAFT. Expert advice welcomed)



LEAGUE OF WOMEN VOTERS OF MINNESOTA

555 WABASHA • ST. PAUL, MINNESOTA 55102 • TELEPHONE (612) 224-5445

April 15, 1980

Minnesota Women of Color
c/o Avis Foley
1812 Como Avenue Southeast
Minneapolis, MN 55414

Attention Esther Y. BarraKaw, President
Margaret L. Jones, Vice President

Dear Minnesota Women of Color:

Thanks to the efforts of many persons and organizations, the Job Sharing Bill has become law. It passed both Houses with little opposition and was signed today by Governor Quie.

The bill in its final form establishes a two-year pilot program whereby 50 positions in state government will be shared by 100 employees. Salary and fringe benefits will be pro-rated.

We very much appreciate the support of the Minnesota Women of Color. Your letter was part of a packet that was distributed to each committee member as hearings were held, and your willingness to be part of this effort was an essential part of the success of this bill.

The League of Women Voters of Minnesota looks forward to working with you again on legislation of mutual concern.

Sincerely,

Pamela Berkwitz
Pamela Berkwitz
President

Jean Tews
Jean Tews
Human Resources Co-chair

Peggy Lucas
Peggy Lucas
Lobbyist

B/T/L:M

April 15, 1980

TO : Minnesota Women of Color Coordinating Committee

FROM : Norby Blake
Ramona Jones

Avis Foley
Elizabeth Moore
Lolly Smith

Namiye Oshima
Mary J. Saunders

SUBJECT: MEETING TUESDAY, APRIL 22, WCCO, 50 SO. 9TH ST., 5:30 PM
TO DISCUSS: THE NOMINATING COMMITTEE'S REPORT AND PRO-
POSED RESOLUTION FOR 4/26 GENERAL MEETING.

(We will meet in Namiye's office. She will come down
to the lobby at 5:30 p.m.)

1. The Nominating Committee's meeting opened with a discussion of
the selection processes for nominees of the officers of the
MINNESOTA WOMEN OF COLOR which resulted in the following pro-
posals for the governing structure of the organization:

- a. The original intent of the committee was to select
officers using the traditional governing structure.
These are: President, Vice-President, Secretary,
Treasurer.
- b. A non-traditional governing structure of a Coalition
of co-chairpersons from the Caucuses so that the
IMAGE of the organization would be truly that of
Women of Color of all four(4) races. The IMAGE of
the organization needs to reflect plurality and
diversity of the races which is our UNIQUENESS. It
also minimizes one Caucus, who may have a majority
membership, from dominating the leadership of the
organization.

2. Presentation and discussion of the slate of officers for 1980.

Nominating Committee Members

Ramona Jones, Chairperson
Namiye Oshima
Avis Foley

Charlotte Cox
Marie Funmaker(Absent)
Marcela Trujillo(Absent)

A SPECIAL INVITATION TO NEW AND PROSPECTIVE MEMBERS

There are many talented so-called minority women in the state and Minnesota Women of Color would like to have more of them participating in our organization. MWOC evolved from the Women's meeting held in St. Cloud in 1977 when women of color felt they were not being fairly recognized. They decided many of their needs would best be met if they formed a coalition. Indian, Hispanic, Asian-Pacific, and Black women withdrew from the women's meeting, subsequently joined forces and have been together ever since.

Each group caucuses separately and also meets with the general body. Each group has its own particular needs, yet has needs in common with other people of color. We try to understand and support each other's priorities and efforts.

We think this concept of understanding and caring for each other is unbeatable and can be a powerful, positive force. People may try to divide and conquer us. But, united we can stand. So join us to help us make it work.

WOC is unique -- there is no organization like ours in this state. We hope our newsletter will be a vehicle to break down barriers, delineate our common concerns, and provide opportunities for social and cultural sharing. Thanks to all who contributed to this issue !

However, we cannot share our special diversity without input from all the groups. Community news, announcements, gripes, any issues you care about, are appropriate for inclusion. We hope in the future to have book reviews, poetry, and artistic skills in our pages. We need your practical help, too-- typing, collating and labeling. We hope to hear from you by our next deadline : MAY 13.

Gerri Williams, 823-2188 and Mary Jane Samples, 869-4003 -- co-editors.

Minnesota Women of Color
P.O. Box 904
Minneapolis, MN 55440



Ms. Irene M. Bethke
4649 Decatur Avenue No.
Minneapolis, MN 55428

MEMBERSHIP MEETING APRIL 26
ADDRESS CORRECTION REQUESTED

May 6: Annual meeting of the Twin Cities Japanese-American Citizens League at the University of Minnesota Alumni club. The meeting is open to the public. This active group is currently assisting the University in an oral history project about the group of Issei, first-generation Japanese-Americans, living in the Twin Cities, many of them in their 90's. One of the issues of the JACL is repayment for the loss of property and civil rights that Japanese-Americans suffered during their forced internment in World War II. For more information, contact Kim Ihara through Gerri Williams, 823-2188.

May 17: Mid Decade Conference on Women--Minnesota to Copenhagen. Racism will be one of the issues highlighted at the meeting. Contact June Noronha, Intercultural Programs, College of St. Catherine.

May 24: Employment Workshop for Indian Women. Contact Fran Felix, Indian Intertribal Affairs Board, 296-3611 for more information and see next month's newsletter for exact time and location.

OF INTEREST....

Land Trusts: A group of women have purchased land in Wisconsin to be held in trust -- no commercial development, and all land owned communally. Some representatives of the trust live here in Mpls and have a slide show and presentation on how other groups can support this effort. This group is specifically interested in involving women of color in the project. For more information, call Gerri Williams.

"Development and the 3rd World" (May 7) FREE presentation at the College of St. Thomas tells us what the economic and agriculture planners have in store for our countries of origin. For information call 647-5655.

"The American Farm" is the title for a lecture and film series on the past, present and future of our land base. It will open with a photo exhibit from California and includes films on migrant workers. Call Mn Historical Society, 296-6126.

W.E.E.A., a program for developing non-sex-biased curriculum, is planning two projects of interest to women of color:

- They are seeking, WITH THE PERMISSION OF PARENTS, Native American and Hispanic girls ages 5-18 for their participation in developing "real life" teaching materials. The girls chosen will be featured in a booklet showing them in everyday activities in school, home and community.

The secondary school-age girls will be the subjects of classroom posters which indicate their studies, hobbies, aspirations, etc., and will be matched with the autobiography of a successful woman of that ethnic group.

Both projects will be distributed to schools and other institutions nationwide.

- W.E.E.A. is also looking for women of color in science and math careers. Photographic essays of the women will outline the duties, responsibilities, problems, and entry into the career and give advice to the young aspiring scientist on how to prepare herself educationally.

Information on all projects is available from Linda Garrett or Anita Faber Spencer, W.E.E.A Rm 110, Highland Park Elementary School, 1700 Saunders Avenue, St. Paul 55116/ 698-7677.

RECEIVED NOV 10 1978

THE WHITE HOUSE
WASHINGTON

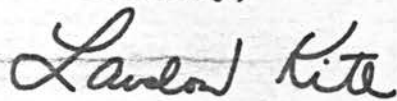
November 7, 1978

Dear Ms. De Smith:

In acknowledging your message to President Carter, I want to thank you for giving us the opportunity to consider your views.

We find it helpful to know the frank and candid opinion of all of our citizens. You may be sure that your remarks have been carefully noted and that your interest is appreciated.

Sincerely,



Landon Kite
Staff Assistant

Ms. Eulalia Reyes De Smith
204 West Franklin
Minneapolis, MN 55404

MAILGRAM SERVICE CENTER
MIDDLETOWN, VA, 22645



Mailgram



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1 6128711423 MGM TDBN MINNEAPOLIS MN 11-03 0459P EST

CENTRO CULTURAL CHICANO ERS
204 WEST FRANKLIN
MINNEAPOLIS MN 55404

THIS MAILGRAM IS A CONFIRMATION COPY OF THE FOLLOWING MESSAGE:

6128711423 MGM TDBN MINNEAPOLIS MN 100 11-03 0459P EST
ZIP
PRESIDENT JIMMY CARTER
WHITE HOUSE
WASHINGTON DC 20500

BE IT RESOLVED THAT THIS BODY ABHORRS THE CONCEPT OF THE TORTILLA
CURTAIN THIS SYMBOL OF OPPRESSION WITHIN OUR DEMOCRACY WILL BE AN
ECONOMIC AND PSYCHOLOGICAL BARRIER FOR THE HISPANIC PEOPLE AND THAT
THIS BODY GO ON RECORD PROTESTING THE USE OF TAX PAYER'S MONEY FOR SUCH
BUILDING PURPOSES

THE MINNESOTA WOMEN OF COLOR
EULALIA REYES DE SMITH
204 WEST FRANKLIN
MINNEAPOLIS MN 55404

17:30 EST

MGMCOMP MGM



MINNESOTA WOMEN OF COLOR

P.O. BOX 904 MINNEAPOLIS, MINNESOTA 55440

...TO UNITE BLACK, HISPANIC, AMERICAN INDIAN, AND ASIAN WOMEN IN THE STRUGGLE FOR FULL EQUALITY!

★ APRIL, 1980 ★

GENERAL MEMBERSHIP MEETING - APRIL 26...ALL MEMBERS URGED TO ATTEND...APRIL 26 MEETING...

Crucial Women of Color business will be the purpose of a General Membership meeting, Saturday, April 26, 10:00 a.m. at El Centro Cultural Chicano--1800 Olson Highway, north Minneapolis between Logan and Morgan Avenues. All members are strongly urged to attend and participate in elections of all caucus and administrative officers.

At the meeting, the Nominating Committee (composed of Ramona Jones, chair; Charlotte Cox; Avis Foley, Marie Funmaker, Namiye Oshima, and Marcella Trujillo) will present candidates. **IMPORTANT: NOMINATIONS MAY BE MADE FROM THE FLOOR.** Only members may vote; however, any woman who joins at the meeting can vote immediately. A \$5.00 membership is effective through December 31, 1980. Attend and make your voice heard!

FUTURE DIRECTIONS FOR WOMEN OF COLOR

Where would you like to go from here with our organization? Since our formation, we have: supported and pushed for legislation; advised the Council on the Economic Status of Women to include four women of color; held a conference; hosted an ethnic fundraiser, and done some downright hearty socializing. Despite family, time, and job commitments, financial burdens, and differences of opinion, we have persevered.

Now what shall we do -- this summer, this year, this decade? During buzz sessions at the April 26 meeting, you have the opportunity to discuss these challenges in separate caucuses and in general membership.

People seem to rally around projects. Here are few:

- What about a job bank or some sort of clearinghouse for employment?
- Can you suggest a place -- a room, a hole in the wall, or a mansion, that Women of Color can call home or headquarters, accept mail, or drop in to chat with other members? Think about it.
- How can we improve communication and sharing among our four groups?
- How can we reach and influence future resources, young women

COORDINATING COMMITTEE MEETING

Old and new business was discussed at the Coordinating Committee meeting held April 5 at El Centro Cultural Chicano. Committee members Margaret Benton Jones, Avis Foley, Ramona Jones, Liz Moore, Namiye Oshima, and Lolly Smith were present, as well as non-voting members Mary Jane Samples and Gerri Williams.

We decided to set our next general membership meeting for April 26. Avis Foley will continue to work on membership, and Lolly Smith will make arrangements for the meeting. There was a motion to alternate meetings between Mpls and St. Paul.

Nominating committee members were chosen. They will meet before the general membership meeting to nominate people for officer positions. It was suggested that in order to distribute responsibilities and provide for backup, all officer positions have co-chairs.

The organization lists a \$496.29 balance. It was agreed that the group should establish a new checking and savings account at Northwestern National Bank, North American office.

Avis Foley announced an NAACP discrimination suit against the state Human Rights Commission. Liz Moore made a motion that we get more details from Marilyn McClure, WOC member and head of the commission.

Legislative News : Eighteen leaders of Minneapolis and St Paul Black, American Indian and Chicano/Latino community organizations sent a letter recently to members of the Minnesota legislature opposing the proposed initiative and referendum constitutional amendment. One of the leaders, Elizabeth Hallmark, executive director of the Mpls American Indian Center, said that "the present legislative process works well for our American Indian people; initiative and referendum could wipe us out with a single initiative action." ... Pearl Mitchell, WOC member and assistant commissioner in the state Department of Personnel has some thoughts on the job-sharing bills which form a two-year pilot project that becomes effective for some state agencies in July. The bills, sponsored by Emily Staples and Linda Berglin for the League of Women Voters, will make it possible for two people to share a single job. There will be 50 full-time positions split into 100, on managerial and professional levels. They will carry the same benefits that full-time employees receive. What impact will this have on poor people and minorities? Mitchell says, "It will help people who can't or don't want to work full-time due to children or some other family responsibilities." She suggests WOC be aware of the procedures for monitoring and evaluating the project to ensure our representation in any final decisions...Members Avis Foley, Mary Jane Saunders, and Dolores Johnson phoned in their support of the Family Housing bill to Gov. Quie's office. The bill will make it easier for families with children to secure decent rental housing.

ANNOUNCEMENTS

The Minneapolis Indian Week Planning Committee is asking for our assistance in the following areas: donations of articles that can be used in a "give away": money, canned goods, cloth, ribbons, etc --whatever you can afford to donate. They hope to give to this area an enjoyable Indian Week of cultural and educational activities from May 2-11. Donations can be dropped off in the Education Department at the Minneapolis American Indian Center, 1530 E. Franklin.

WOC Member Jolene Jackson reports that City Lights ballet is beginning weekly rehearsals for a program of dance portraying ethnic history and struggle, and wants women of color for central roles. Previous dance experience or training is NOT necessary. Designers and people who enjoy sewing are also needed for costuming. For more info, call choreographer Karen Glover--338-6475. City Lights is located in downtown Minneapolis.

CALENDAR --

April 19: Women for Racial and Economic Equality, a multiracial organization, invites all interested women to their meeting. Rides arranged. Contact Judy Gold at El Centro Cultural Chicano.

April 23: A memorial Mass for slain Archbishop Oscar Romero of El Salvador will be celebrated at 5:15 p.m. at St Stephen's Church, 2211 Clinton Ave S, Mpls. The purpose: to mourn his death and celebrate the message he preached and lived. A further purpose: To honor the many others in Third World countries who have died, martyrs for religious and political beliefs. Maryknoll Father James Sinnott, recently returned from a human rights fact-finding mission in Latin American will speak. Participants are invited to stay for a simple meal and discussion afterwards.

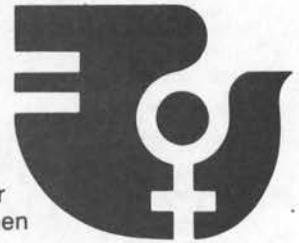
April 25-27: Festival of Nations, St Paul Civil center--42 ethnic groups represented.

April 27-30 Women Speaking for Justice, a series including Betty Williams, co-recipient of the Nobel Peace Prize and Estelle Ramey on moral issues in sciences, and other national and international women leaders. All programs are held at 7:00 p.m., Jeanne D'Arc Auditorium, College of St. Catherine.

May 2-11 Indian Week opening ceremonies will begin with a blessing with Pipe and Flag ceremonies. Other events throughout the week will include bingo, moccasin games, Indian style show, boxing, and mini pow-wow. Money for the events will be raised through a button sale (\$3.00 each) .

Minnesota Women's Meeting

June 2-5, 1977, St. Cloud, Minnesota
Sponsored by the National Commission on the
Observance of International Women's Year
as part of the U.N. Decade for Women



May 13, 1977

Greetings:

The Chicana Women's Caucus is beginning to organize as an official vehicle for Chicana Women concerns, as part of the Minnesota Women's Meeting. The primary focus for the Chicana Women's Caucus is to recruit as many Chicana Women as possible to attend this conference, and to involve as many Chicana Women in the program, to present Chicana Women's point of view.

In sincere hopes of recruiting as many Chicana Women as possible, scholarships have been set aside for Chicana Women who want to attend the Women's Conference, but can not afford to go.

The Minnesota Women's meeting will be held June 2 - 5, at St. Cloud University, in St. Cloud, Minnesota. Total cost for the conference is \$30.00 which includes food, registration and lodging for three days. There are scholarships and Day Care facilities available thru the conference. Day Care information can be obtained by contacting the Minnesota Women's Office at 400 SW State Office Building, St. Paul, Minnesota 55155. Enclosed you will find a Scholarship application which you should return to us immediately, along with your registration form.

If you need any additional information about the Chicana Women's Caucus, or any additional information about the Women's Meeting, please feel free to contact Pamela Tucker-Shelton at 296-3834.

Hope to see you there,

Pamela Tucker-Shelton,
Cross/Cultural Recruiter

Who is planning the Minnesota Women's Meeting?

A representative 39-member coordinating committee was appointed by the national IWY commission. The committee, chaired by Secretary of State Joan Anderson Grove, heads the planning efforts of hundreds of volunteers. Sharon Voss, a St. Cloud homemaker, is associate chair. Working committees include program, facilities, outreach, finance, and public relations.

Who will attend?

Thousands of people will attend, from all walks of life. Part of the money allotted by Congress to conduct the meeting will be used for participants unable to pay their own way, in order to encourage wide participation by all segments of the population with special emphasis on representation of low-income women, members of diverse racial, ethnic and religious groups, and women of all ages and geographical distribution.

How can I get involved?

The coordinating committee is soliciting volunteer efforts, financial contributions, and suggestions of issues to be discussed at the meeting.

Where can I get more information?

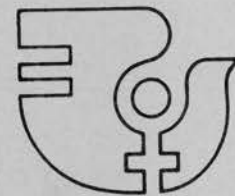
Informational materials are available from Minnesota Women's Meeting headquarters in St. Paul. Materials and speakers for group meetings are available on both the meeting and a variety of women's concerns. Registration materials may be requested and will be sent when available. Contact:

Donna Carlton, Administrative Aide
Minnesota Women's Meeting
Room 400 SW
State Office Building
St. Paul, Minnesota 55155

Telephone: (612) 296-3834

MINNESOTA WOMEN'S MEETING

June 2-5, 1977, St. Cloud, Minnesota



Sponsored by the National Commission on the
Observance of International Women's Year
as part of the U.N. Decade for Women

What is the Minnesota Women's Meeting?

A meeting open to every woman in Minnesota will convene June 2, 3, 4, and 5 in St. Cloud, Minn. Events will be held at St. Cloud State University and other sites. Women of all ages, occupations, income levels, cultural backgrounds, and geographic locations are invited--and urged-- to take part.

What are its goals?

The Minnesota Women's Meeting has four primary goals:

To promote discussion of women's concerns. Speakers and discussion sessions will focus on such issues as health, aging, employment, economic status of the homemaker, problems of minority women, and more.

To recognize women's achievements and contributions. Special events will recognize the achievements and contributions of Minnesota women in such areas as business, family life, culture, politics, and agriculture.

To develop a state plan of action. Recommendations for specific legislative or other measures relating to women's issues will be adopted at the meeting and presented to appropriate officials.

To elect 26 delegates to a national women's conference in Houston next November. The conference, and the Minnesota Women's Meeting, are sponsored by the National Commission on the Observance of International Women's Year.

How does this relate to International Women's Year?

The United Nations designated 1975 as International Women's Year, highlighted by the World Congress of Women in Mexico City and adoption of a World Plan of Action by its delegates. The U.N. then established a Decade for Women extending through 1985, with a second World Congress scheduled for 1980.

As part of U.S. participation in the Decade for Women, the 94th Congress late in 1975 appropriated funds to extend the life of the National Commission on the Observance of International Women's Year, to hold meetings for women in each state and U.S. territory, and to convene a national conference. Delegates to the national conference November 18-21, 1977, will present a report to the President and Congress.

C O N T R A C T

AGREEMENT made on the 10 day of May, 1977, between Minnesota Women's Meeting, Room 400 SW, State Office Building, City of St. Paul, County of Ramsey, State of Minnesota, hereinafter referred to as the party of the first part, and Irene Bethke of 4649 Decatur N., City of New Hope, County of _____, State of Minn., hereinafter referred to as the second part.

In consideration of the sum of \$20.00 + Registration fee (\$ 23.00) to be paid to the party of the second part by the party of the first part on the 5 day of June, 1977, the party of the second part agrees as follows:

1. To speak to the Minnesota Women's Meeting in the City of St. Cloud, Minnesota, on the 4 day of June, 1977, on the topic "Identity of the Hispanic/Chicano Women", said presentation lasting at a minimum of 15 minutes.

This instrument embodies the whole agreement of the parties. There are no promises, terms, conditions, or obligations other than those contained herein; and this contract shall supercede all previous communication, representations, or agreements, either verbal or written, between the parties hereto.

This contract is subject to force majeure, and is contingent upon strikes, accidents, acts of God, weather conditions, inability to secure labor, regulations or restrictions imposed by governmental agencies, or other delays beyond the control of the parties. If performance is prevented for the causes listed then this contract shall be void without penalty to either party.

Either party shall have the right at any time to terminate this agreement by giving the other party 5 days notice by Certified Mail, Return Receipt Requested. If notice is so given, this agreement shall terminate and the liability of the parties hereunder for the performance of the terms of this agreement shall thereupon cease.

Minnesota Women's Meeting

By Marcela Trujillo Gartin

Irene M. Bethke
Party of the Second Part





MINNESOTA WOMEN OF COLOR

P.O. BOX 904 MINNEAPOLIS, MINNESOTA 55440

...TO UNITE BLACK, HISPANIC, AMERICAN INDIAN, AND ASIAN WOMEN IN THE STRUGGLE FOR FULL EQUALITY!

THE WOMEN'S MOVEMENT BLUES

They asked her what she thought about the subject
 -- and she told them.
 But it did not fit within the limits
 of their personal experience.
 It conflicted with the findings of their Task Force
 -- and anyway,
 it raised issues not yet reduced to rhetoric
 and published by the National Office
 to all Chapter Presidents,
 Convenors,
 and State Coordinators.

So they thanked her gently,
 handed her a copy of their position paper,
 and invited her to join
 the CR group which meets on Tuesday afternoons.

Then they continued
 their discussion
 as though her words
 had not been spoken.

When the meeting finally ended,
 the President invited her
 to come again,
 and asked if she would like to start
 a "Task Force for Minority Women".

Esther Y'Barra Kaw

APRIL MEMBERSHIP MEETING

Saturday, April 21, 9:30 a.m., at the
 Minneapolis YWCA.

9:30 to 10:30 - Discussion of Personal
 Priorities and Concerns.

10:30 - Refreshments

10:45 to 12:00 - Conference Planning

Please come. We need your input!

WOMEN'S EDUCATIONAL EQUITY GRANT WRITING WORKSHOP

This is a two-day workshop on June 19-20
 at the Minneapolis YWCA (Twelfth and
 Nicollet). Learn how to write grants and
 proposals and find funds for projects
 related to Educational Equity for Women.
 No registration fee. Workshop Guide is \$5.
 Participants must be pre-registered.

Application forms may be obtained from the
 Minneapolis YWCA or write to Ramona Jones,
 Rt. 2, Welch, MN 55089.

BLACK WOMEN'S CAUCUS

Dear Members,

I have tried to contact some of you to ask for your input concerning our conference. I will be contacting all of you before the Women of Color Membership Meeting on April 21. I have called two caucus meetings recently but have been unsuccessful in getting most of you to attend. Now that the weather is clearing up, I hope all of you can be more active in caucus projects.

I am very optimistic about our continued participation in Minnesota Women of Color. Many of you that I have talked to said that you have been unable to attend the meetings but you still are interested in our organization and you will participate in planning for the conference.

I urge you to attend the Membership Meeting on April 21. Prior to that, I will be contacting you by phone for your suggestions and/or information that might be helpful for conference planning.

The next meeting of the Black Women's Caucus will be on Wednesday, May 2nd at 7 p.m. at the Ruth Hawkins YWCA, 1801 James Ave. North, Minneapolis. Please plan to attend.

If you have any questions or need additional information, please feel free to contact me. My work number is 332-5181 ext 341. My home number is 521-6581. I look forward to hearing from you.

Liz Moore, Co-Coordinator
Black Women's Caucus

MAY BOARD MEETING

Monday, May 14, 6 p.m., at the American Red Cross Building, 11 Dell Place in Minneapolis.

MAY MEMBERSHIP MEETING

Saturday, May 19, 9:30 a.m. at the YWCA in Minneapolis.

ASIAN WOMEN'S CAUCUS

The Asian Women's Caucus has held two conference-planning meetings and is in the process of defining their workshops, selecting a keynote speaker, etc.

For more information, call Laura McLean.

AMERICAN INDIAN WOMEN'S CAUCUS

Ramona Jones has a new job with the Minnesota Housing and Finance Agency. She has also graciously consented to assist Norby Blake with our conference planning activities.

HISPANIC WOMEN'S CAUCUS

Our next caucus meeting will be on April 18, Wednesday evening at 6 p.m. at Centro Cultural Chicano, 1800 Olson Highway in Minneapolis. Call Lally Smith for directions.

CHUY NEGRETE PERFORMANCE

Centro Cultural Chicano will be presenting Chuy Negrete, a Chicano poet/musician in commemoration of Cinco de Mayo. He will be performing at Northside Settlement Services, 2507 North Fremont in Minneapolis on May 5. For more information, call Lally Smith, 374-2996 (work), or 529-3189 (home).

SPANISH-LANGUAGE TV PROGRAMS

On May 3rd, PBS Channel 2 will present two Spanish-language movies commemorating Cinco de Mayo. "Chulos Fronteras" and "Minnesotano Mexicanos" - 7 p.m. to 9:30 p.m.

APPOINTMENTS

The Hispanic Women's Caucus has been quite successful in seeking public appointments.

Marilyn McClure is the new Minnesota Human Rights Commissioner.

Marcela Trujillo has been appointed to the MHRA Board.

Joanne Enos has been appointed to the St. Paul Human Rights Commission.

CONGRATULATIONS!

MINNESOTA WOMEN OF COLOR CONFERENCE!

Date: Weekend of June 2 and 3.

Place: (tentative) Ruth Hawkins YWCA at North Commons in Minneapolis.

Registration Fee: \$5 (\$2.50 per day) - scholarships are available for those who cannot pay.

Child Care: \$1 per child per day - to ensure adequate space and staff for the Child Care facility, conference participants requiring child care services must be pre-registered by May 25.

Conference Theme: "Uniting for a Better Future"

Purpose: To bring about an increased awareness and understanding between Women of Color, i.e. American Indian, Asian, Black, and Hispanic Women as to the cultural differences, common concerns, and issues that affect their lives.

Objectives:

1. To understand the "Self Role" in empowerment.
2. To identify the commonalities of barriers as we seek to participate in "Decision Making" in the community.
3. To develop skills in building coalitions.
4. To develop and enhance skills in pluralistic governance and other collaborative styles of leadership.
5. To develop skill and resource teams, who will be able to work with local and national institutions, to help them develop programs and services which will be more relevant to the needs, etc. of the Ethnic Communities of Color.

Goals/Outcomes:

1. Identify cultural differences.
2. Identify collective issues and common needs.
3. Establish priorities.
4. Develop action plan based on established priorities.

Activities: Implementation of conference objectives will occur through Workshops and Roundtable Discussions on the following subjects:

1. Self Assessment
2. Racism and Discrimination
3. Developing Support Groups
4. Education and Employment
5. Cultural Awareness and Pluralism
6. Coalition Building
7. Using Community Resources
8. Assessing Our Needs (housing, health care, social services)
9. Power, Politics & Decision Making
10. Proposal Writing & Grantsmanship

To make this conference a meaningful experience for all of us, we need your input!

Please come to the Membership Meeting on Saturday, April 21 and take part in the conference planning activities. If you would like to be involved but cannot attend the meeting, please contact one of the following people:

Black Women's Caucus - Liz Moore, 521-6581 (home), or 332-5181 ext 341 (work).

Asian Women's Caucus - Laura McLean, 631-3630 (home), or 827-6241 (work).

Hispanic Women's Caucus - Lally Smith, 529-3189 (home), or 374-2996 (work).

American Indian Women's Caucus - Ramona Jones, 296-3789 (work), or Norby Blake, 724-8734 (home).

Remember, changing the world is strictly a DO-IT-YOURSELF project!

CONFERENCE AGENDA

SATURDAY - JUNE 2

9:00 a.m. - Registration

9:30 - Opening Session: welcome, introduction to Minnesota Women of Color, conference objectives, explanation of conference agenda and activities.

10:00 - Interracial Exchange 1

10:15 - Interracial Exchange 2

These are brief presentations of the concerns and priorities of each caucus. Attendees are asked to share the concerns of groups other than their own.

10:30 - Break

10:45 - Workshops 1

11:30 - Workshops 2

(Workshops will address skills and issues of general concern to all groups. If you wish to present a workshop, please contact your caucus coordinator.)

12:15 p.m. - Lunch and Keynote Speakers (4 speakers, 15-20 minutes each. Question and answer period.)

2:15 - Break

2:30 - Culturally Specific Workshops

These workshops will address issues of special concern in each caucus.

3:30 - Caucus Meetings: define issues, priorities, and action plans.

5:30 - Dinner: Ethnic Pot Luck

7:00 - Reception and Entertainment

This event is open to the public. Tickets will be on sale. Each caucus is asked to present 30 minutes of entertainment.

SUNDAY - JUNE 3

9:00 a.m. - Registration, Refreshments, and Display Tables.

10:00 - Caucus Reports (10 minutes each)

10:40 - Organizational Presentations

This is the time for coalition building. Sixteen organizations will give brief (5 min.) presentations concerning their activities. Organizations will be selected by caucus coordinators.

11:30 - Break

11:45 - Continuation of Organizational Presentations.

12:15 p.m. - Lunch

1:00 - Panel of Public Officials

Suggested panelists are the Governor of Minnesota, Mayor of Minneapolis, Mayor of St. Paul, Commissioner of Human Rights, and Chair of the Council on the Economic Status of Women.

2:30 - Break

2:45 - Development of Action Plan

These will be Roundtable Discussions on specific issues (8-12 people per table). Each group is expected to develop an action plan to address that particular issue.

3:45 - Action Plan Reports.

4:15 - Summation: What have we accomplished and where do we go from here?

4:30 - Adjourn

"Gentlemen, when you speak of human rights, you must remember that it is the right of the oppressed to define their oppression in terms of their own experience and seek specific remedies for their particular pain!"
...Eileen Hernandez

Minnesota Klomen of Color
P.O. Box 904
Minneapolis, MN 55440



Irene M. Bethke
4649 Decatur Ave. No.
Minneapolis, MN 55428

RECEIVED NOV 10 1978

THE WHITE HOUSE
WASHINGTON

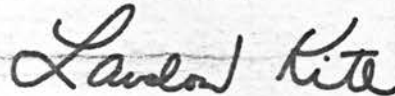
November 7, 1978

Dear Ms. De Smith:

In acknowledging your message to President Carter, I want to thank you for giving us the opportunity to consider your views.

We find it helpful to know the frank and candid opinion of all of our citizens. You may be sure that your remarks have been carefully noted and that your interest is appreciated.

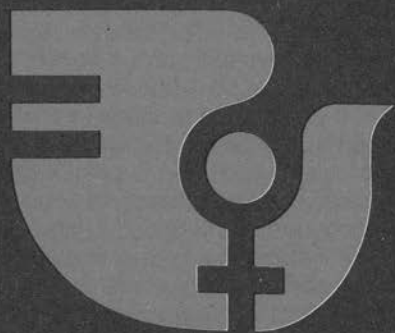
Sincerely,



Landon Kite
Staff Assistant

Ms. Eulalia Reyes De Smith
204 West Franklin
Minneapolis, MN 55404

Los Derechos de la Mujer en una Constitución Democrática



Federación de Organizaciones Feministas del Estado Español

Los Derechos de la Mujer en una Constitución Democrática

Actualmente en nuestro país, las mujeres sufrimos una clara discriminación social favorecida y amparada en unas normas injustas que niegan, por una parte, la igualdad de la mujer con respecto al hombre, y por otra, una serie de derechos necesarios para acceder a nuestra emancipación como personas.

Conscientes de la transcendencia que tiene la tarea de elaborar una Constitución más justa y democrática para el país, tarea ya emprendida por las nuevas Cortes, las mujeres consideramos necesario que esa nueva Constitución se haga eco de las reivindicaciones y derechos que pedimos el 53 por ciento de la población española. Que estas Cortes aborden la tarea con urgencia y decisión, plasmando en esta Ley lo que en tantas ocasiones hemos oído a los líderes parlamentarios en las pasadas elecciones.

La Constitución deberá reflejar las aspiraciones y demandas de todos los ciudadanos y, en este sentido, hacemos una petición —que se vuelve exigencia social— de dar solución a la denigrante situación en la que la ley española coloca a la mujer, hoy sólo comparable a la existente en contados países no democráticos.

Si toda la sociedad va a beneficiarse de los avances que la democracia trae consigo, es justo que las mujeres seamos uno de los sectores que tengamos participación y encontremos solución a los problemas planteados por la nueva situación democrática. Es por todo esto por lo que queremos, necesitamos y demandamos que las leyes cambien, se acabe con nuestra discriminación, dejemos de ser ciudadanos de segundo orden, y que todo ello se refleje en el texto constitucional como punto de partida para acceder a nuestra emancipación como seres humanos.

En este sentido, consideramos que la Constitución debería reconocer expresamente y garantizar la igualdad entre el hombre y la mujer. Es decir, el derecho de todo ciudadano, soltero o casado, po-

bre o rico, blanco o negro, católico o ateo, joven o viejo, a ser tratado igual ante la ley. Este derecho constituye uno de los pilares básicos de cualquier Estado democrático. Igualdad es la palabra que debe pronunciar la Constitución, las nuevas Cortes y todo régimen o gobierno que pretenda tener el calificativo de democrático.

Consideramos, además, que esta igualdad entre el hombre y la mujer se debe hacer extensiva al matrimonio, haciendo que en la familia se refleje el reconocimiento de este derecho, compartiendo ambos cónyuges en pie de igualdad los derechos y responsabilidades familiares, en lo que afecta a los hijos, bienes y demás aspectos de la vida familiar.

El desarrollo de este derecho hace necesario extender el reconocimiento de la igualdad a todos los hijos, acabando, por su parte, con la clasificación hoy existente en nuestras leyes entre hijos legítimos, ilegítimos, naturales y legitimados, y por otra, con las normas claramente discriminatorias que marcan para toda la vida a los no legítimos.

Otro de los puntos centrales que deberá abordar la Constitución es el matrimonio. Hoy la situación es que, en líneas generales, la declaración de la confesionalidad católica del Estado, así como el actual Concordato entre la Santa Sede y España, hace que exista solo, como forma obligatoria, el matrimonio canónico, ya que a todos se nos presupone católicos y solo como excepción, cuando previamente se renuncia a la religión católica, podemos acceder a contraer matrimonio civil. Situación que atenta claramente contra el principio de libertad religiosa.

Nosotros consideramos que el Estado debe asumir con exclusividad todo lo referente al cambio de estado civil de los ciudadanos, y adoptar la única solución lógica en materia matrimonial, esto es, que todos los españoles que deseen casarse lo hagan civilmente, celebrando posteriormente la ceremonia religiosa más acorde con sus creencias personales.

En este contexto, sería imprescindible que el Estado cambiase el concepto que tiene sobre el matrimonio, pasando a considerarlo como una unión de voluntades cuyo fin es realizar vida en común, y no como un contrato, y menos como una empresa jerarquizada.

Dentro de este tema creemos necesario el reconocimiento constitucional del derecho al divorcio, por ser uno de los derechos fundamentales del individuo, como lo es el derecho a casarse o no casarse. Evidentemente no es problema de la Constitución el delimitar cómo va a regularse este derecho, que necesariamente tendrá que venir desarrollado ampliamente en una ley posterior, pero sí que es absolutamente necesario que la Constitución lo recoja como derecho inalienable y básico de los ciudadanos.

En otro sentido, conscientes del carácter general que tienen los

principios de la Constitución, no es aquí el lugar para plantear la regulación a fondo de una serie de derechos que deberán estar desarrollados en leyes posteriores, como sería el reconocimiento del derecho que tiene la mujer a controlar su maternidad, con medidas de planificación familiar garantizadas y establecidas por el Estado en cuanto a asesoramiento, información y control médico de los anticonceptivos. Así como el reconocimiento de un nuevo concepto de sexualidad, entendida de una forma más libre y que atañe sólo a la esfera más íntima de la persona, haciendo desaparecer el control policial y la represión que existe hoy sobre asuntos tan íntimos y personales como es la elección de una u otra forma de sexualidad. Pero sí entendemos que es necesario plantear en lo sustancial el reconocimiento del derecho a la intimidad tal y como está reconocido en el artículo 12 de la Declaración de Derechos Humanos, aprobada por la Asamblea general de las Naciones Unidas, en la que se formula textualmente: "Nadie será objeto de injerencias arbitrarias en su vida privada, su familia, su domicilio o su correspondencia, ni de ataques a su honra y a su reputación. Toda persona tiene derecho a la protección de la Ley contra tales injerencias o ataques".

En los principios constitucionales referentes a la cuestión laboral, entendemos que las leyes actuales discriminan a la mujer al no tener acceso a una serie de puestos de trabajo calificados como peligrosos e insalubres. Sin embargo, la peligrosidad no depende tanto del tipo de trabajo en sí, como de las condiciones peligrosas en que se realiza. En estos casos, es obvio que son tan peligrosos para la mujer como para el hombre. Por otra parte, también resultan insalubres los trabajos considerados típicamente como femeninos y sin embargo son realizados por la mujer. Por todo ello, pensamos que la Constitución debe reconocer que la mujer, igual que el hombre, tiene derecho a todo tipo de trabajo, acabando con las leyes proteccionistas laborales que existen actualmente.

En lo que se refiere a la participación en las Fuerzas Armadas, y dentro del marco explícito del libre acceso a todo tipo de trabajos por parte de la mujer, la Constitución deberá reconocer el derecho al acceso de todos los ciudadanos, hombres o mujeres, a la carrera militar, siempre que cumplan las disposiciones estipuladas por las leyes vigentes.

Igualmente, en los principios constitucionales referentes a la necesidad de que el Estado garantice a todos los ciudadanos españoles el acceso a la enseñanza y a la cultura, entendemos que explícitamente se debe hacer constar que dicha enseñanza no sea discriminatoria en razón del sexo.

Es de todos conocido que en la enseñanza y en particular en la infancia, marca de manera singular el futuro desarrollo de la persona. De ahí que en la actualidad, la marginación social de la mujer

encuentra parte de su razón de ser en la enseñanza discriminatoria que afecta a todo el aparato escolar: en sus aspectos pedagógicos, libros de texto, fijación de asignaturas...

En este sentido, reclamamos que la Constitución señale la necesidad de una enseñanza que contemple la coeducación en sus diferentes niveles escolares.

Por todo lo anteriormente expuesto, consideramos que la Constitución debe contener los siguientes principios:

"Todos los ciudadanos españoles son iguales ante la Ley. Se declara ilegal y punible toda discriminación por motivo de sexo, raza, clase social, ideología o creencias.

La mujer goza de los mismos derechos y deberes que el hombre en todos los planos de la vida social, política y económica, no pudiendo serle limitada esta igualdad de derechos por razón de su estado civil, ni por ninguna otra circunstancia.

Se reformarán todas las leyes civiles, penales, administrativas y laborales que limiten esta igualdad."

"La familia, la maternidad y la infancia están protegidas por el Estado. El matrimonio se fundamenta en la igualdad de derechos para ambos cónyuges, dejando a salvo y respetando los derechos e intereses de los hijos. El divorcio vincular es un derecho reconocido a todos los españoles casados."

"El Estado reconocerá a efectos civiles sólo a los matrimonios contraídos civilmente, el matrimonio civil es obligatorio, lo cual no excluye en ningún caso la celebración de ceremonias religiosas acordes con las creencias religiosas de cada ciudadano."

"Nadie será objeto de injerencias arbitrarias en su vida privada, su familia, su domicilio, o su correspondencia ni de ataques a su honra o a su reputación. Toda persona tiene derecho a la protección de la ley contra tales injerencias o ataques."

"El Estado protege la maternidad, garantizando a la madre sus plenos derechos civiles con respecto a los hijos y a su propia realización profesional y social, sea cual fuere su estado civil. La madre soltera no será objeto de ningún tipo de discriminación."

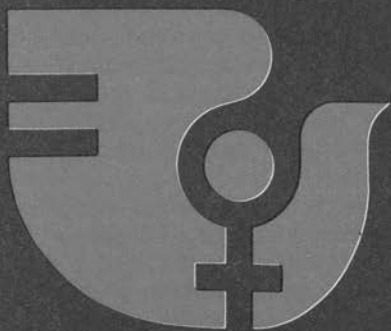
"Los hijos nacidos fuera del matrimonio no podrán ser objeto de ninguna discriminación. No podrá reflejarse en los Registros Civiles la legitimidad o ilegitimidad de los hijos, conceptos que desaparecen con la pertinente reforma de las leyes vigentes. Los padres están obligados a alimentar, asistir educar e instruir a sus hijos, con igualdad en el reparto de responsabilidades. Se reconoce el derecho a investigar la paternidad."

"Todos los ciudadanos españoles tienen derecho a todo tipo de trabajo en igualdad de condiciones, sin que pueda establecerse discriminación alguna por razón de sexo, edad, estado civil, creencias religiosas o políticas."

"Se reconoce el derecho de todos los ciudadanos, hombres o mujeres, para acceder a la carrera militar, siempre que cumplan las disposiciones estipuladas por las leyes."

"El Estado garantizará el derecho a todos los ciudadanos a una enseñanza que contemple la coeducación en sus diferentes niveles, con el fin de eliminar toda discriminación por razones del sexo."

Editado por:
ASOCIACION
DEMOCRATICA
DE LA MUJER
de Madrid
c/ Fuencarral, 61-4º



A TODAS LAS MUJERES

AL PUEBLO DE M A D R I D .-

La ASOCIACION DEMOCRATICA DE LA MUJER DE MADRID, (de la FEDERACION de ORGANIZACIONES FEMINISTAS), considera que la Constitución debe ser el reflejo de los derechos fundamentales de todas las personas, y por lo tanto no pued de olvidar los derechos básicos de las mujeres (la igualdad total de ambos conyugues, el derecho a que el matrimonio pueda disolverse y que se establezca una ley de - Divorcio, el derecho a recibir una educación igualita-ria, el derecho que toda mujer tiene a decidir libremente el número de hijos que desea tener, etc.) derechos todos que cualquier regimen democratico debe defender y garantizar.

Por todo esto estamos organizando una amplia campaña en caminata a reclamar e informar, los derechos que de ca-
ra a la mujer, deben reflejarse en la futura constitu-
cion. Dentro de esta campaña, la ASOCIACION DEMOCRATI
CA DE LA MUJER DE MADRID, organiza el día 6 de Julio,
jueves, a las 7 de la tarde una mesa en la Plaza. Callao
a la que estan invitados representantes de las distin-
tas fuerzas Políticas parlamentarias y personalidades
de todos los ámbitos.

APOYA CON TU FIRMA LOS DERECHOS DE LAS MUJERES EN LA
CONSTITUCION, VEN A LA MESA QUE PONDREMOS EN CALLAO,
EL DIA (6 de Julio) JUEVES, A LAS 7 DE LA TARDE.

¡¡ NO FALTES - TE ESPERAMOS !!

A S O C I A C I O N D E M O C R A T I C A D E

L A M U J E R D E M A D R I D / Fuencarral, 61-4º
Telef. 231 29 84.
Madrid (4)



AT THE FOOT OF THE MOUNTAIN
 2000 South 5th Street
 Minneapolis, Minnesota 55454
 (612) 375-9487

OUR LOCATION is in the heart of one of the nation's most celebrated arts communities, the Twin Cities. Our rehearsal and office spaces are on the third floor of the Cedar Riverside People's Center in Minneapolis' alternative community, the West Bank. Our experimental theater is a "black box" which seats up to 150.

Graphics by Nancy Cohen 1/84

Non-profit
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Logo by Leslie Bowman.

AT THE FOOT OF THE MOUNTAIN

is a women's theater of transformation, celebration, and hope. We honor women's feelings and nurture women's values as a source of health for our planet. Our goal is to empower audiences to participate in the generation of a just and joyous world.

Founded in 1974, we are one of the oldest professional women's theaters in the United States. We create and produce plays and related theater programs by and about women while developing a professional workplace for feminist theater artists. As a year-round, paid company, we are experienced and trained performers, playwrights, directors, teachers, technicians, and administrators.

We work collaboratively, respecting the discipline necessary to create the magic that makes theater an awesome catalyst for social change. Our Performance Company includes the full-time Artistic and Producing Directors as well as three to eleven full and part-time performers, musicians, and technicians. Our Management Company, including the Managing Director, is a full-time ensemble of six.

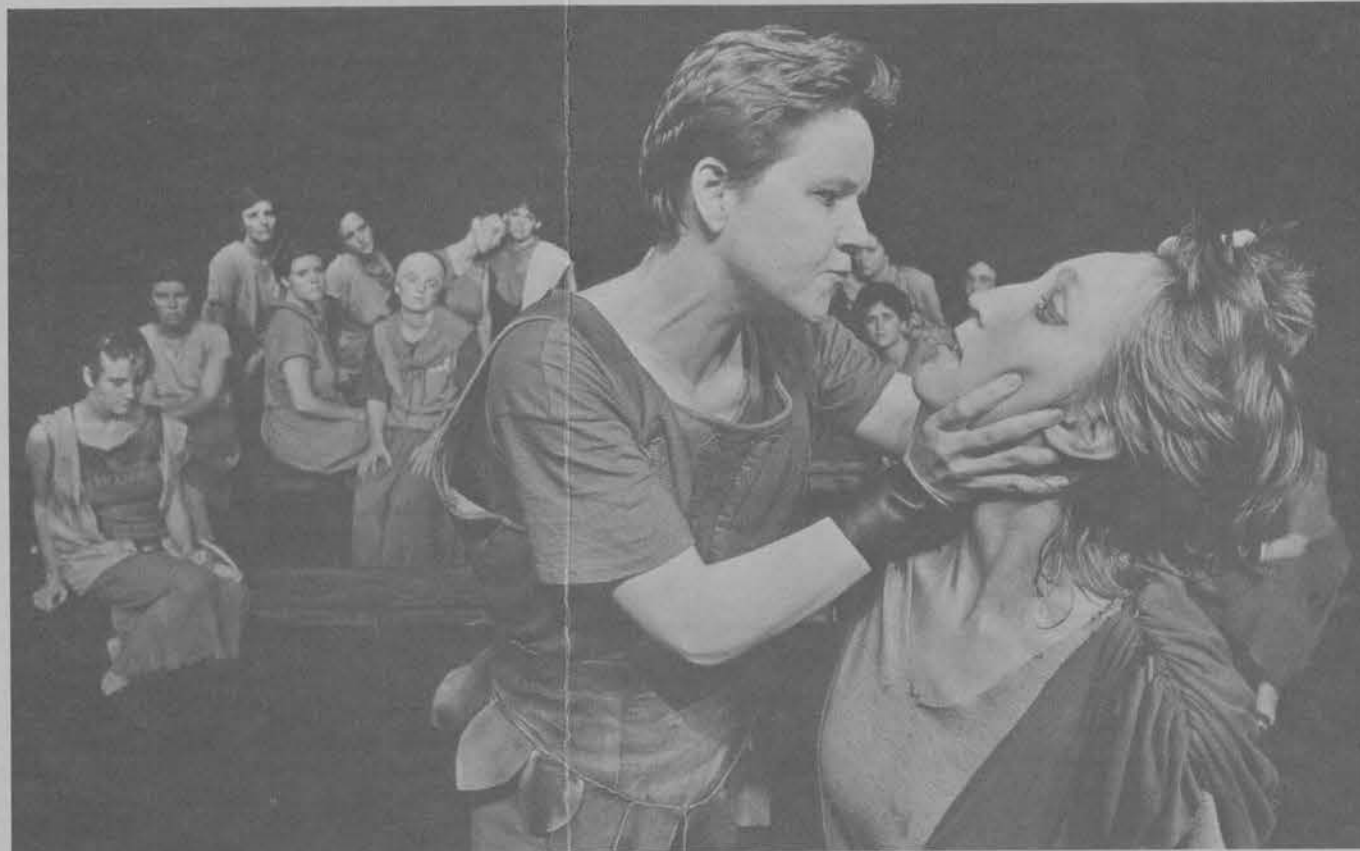
EMERGENT ARTISTS SERIES provide performance opportunities for women of many races, ages, and cultural experiences.

Broadcloth: A Sampler of New Scripts by Women Writers is a biennial series of nationally solicited new scripts. Selected writers are brought to Minneapolis to work with a director and performers for public staged-readings of their plays.

Broadcloth: A Sampler of New Work by Women Performers is a biennial performance series of nationally solicited actors, comedians, dancers, musicians, puppeteers, poets, filmmakers, videographers, and performance artists.

The Coming of Age Project provides two separate on-going workshops which sound the voices of seldom-heard generations of women—our daughters (ages 13 to 17) and our grandmothers (ages 60 to 80). Participants collaborate to create stories and plays about their own lives. Performances are open to the public.

Differences is an annual four-week series of public forums focussing on issues which divide and alienate us. Women artists working in various media present their work and address such topics as age, race, affectional preference, and class, reminding us that there is strength in diversity and community beyond fear.



Antigone Too: Rites of Love and Defiance, photo by Karl Gehring.

MAJOR PRODUCTIONS in our annual season include premieres of two to four new scripts by women.

The hallmark of our ensemble work is the generation of a form we call Ritual Drama. Scripted during the rehearsal process, and created collaboratively by a writer/director and performers, a Ritual Drama is structured to stimulate (and incorporate) audience testimony into key moments of an otherwise fully rehearsed production. Examples include Martha Boesing's *Junkie!*, about women and addiction and recovery, and *Ashes, Ashes We All Fall Down*, about nuclear madness and the denial of death.

Other scripts written in collaboration with the Performance Company include Jan Magrane's *Haunted by the Holy Ghost*, about women growing up Catholic, and Martha Roth's *The Life*, about prostitution and women's sexuality and spirituality.

We also produce plays scripted before rehearsals begin. Examples include Martha Boesing's *Antigone Too: Rites of Love and Defiance*, a re-vision of Sophocles' classic about women and civil disobedience, Megan Terry's *Babes in the Bighouse*, a documentary fantasy musical about women in prison, and Kate Kasten's and Sandra de Helen's *The Clue in the Old Birdbath*, a musical comedy satire of Nancy Drew.

CRITICAL ACCLAIM

"**At the Foot of the Mountain** is that most rare of groups, a political-spiritual theater that challenges the boundaries between art and social reflection."
—Elinor Fuchs, *Village Voice*. (New York)

"**At the Foot of the Mountain** is the gutsiest theater in town. It consistently takes risks in material and performance. . . . It tackles highly political issues . . . in a mature and theatrical fashion."
—Peter Vaughan, *Minneapolis Star and Tribune*.

"In **Raped**, their professional panache seals a powerful union of disturbing political commentary and imaginative theater."
—David Moberg, *Chicago Reader*.

"The performance of **Antigone Too** has the cathartic quality of a religious ritual. It is really quite excellent in this respect, fairly humming with intensity, hinging on indignation and raised consciousness."
—David Hawley, *St. Paul Pioneer Press*.

"By the end of **Junkie!** a bond is established whose roots lie in a shared experience and shared beliefs. Millennia ago, theater arose out of this kind of communal experience. It doesn't happen often in today's theater, it's exciting when it does. **Junkie!** has that kind of excitement about it."
—Robert Collins, *Sweet Potatoe* (Twin Cities).

"**Ashes, Ashes, We All Fall Down** is one of the most moving, subtle, and politically effective pieces I have seen on the nuclear issue."
—Elinor Fuchs, *Village Voice* (New York).

"To call **The Life** thought-provoking is an understatement. It is a play which challenges the audience to confront directly the essential nature of the world we live in. Fresh. . . . it is the riskiest play in the Twin Cities this season."
—Gretchen Douma, *Minnesota Daily*.



Junkie! film frame.

RITUALS. In many cultures, theater has its roots in sacred rites and community celebrations. Like our foremothers, we create ceremonies to mark significant events in a community's or an individual's life.

Groups commission us to create ceremonies for seasonal changes such as the Solstice or Equinox, or for political events such as a Take Back the Night March.

Individuals commission us to create an event to mark a birth, a death, or a daughter's menarche.

We are available as creators and facilitators of ceremonies and rituals, or as consultants to help you create your own.

TOURING is a regular part of our performance life. We are sponsored by a wide variety of groups including theaters, schools, churches, community centers, prisons, half-way houses, and grass roots organizations.

We perform nationally and internationally, in spaces as diverse as 5,000-seat professional theaters and motel basements. Residencies, which last from a few days to a few weeks, include performances plus a combination of workshops, lectures, rituals, or classes.



Raped photo by Judith Niemi.

MEDIA PROJECTS make our work accessible to wider audiences. Color **Films** such as the 60-minute, 16mm *Junkie!*, and color **Videos** such as the 80-minute *Ashes, Ashes, We All Fall Down* are available for purchase or rental.

Audio Cassettes, available for purchase, include documentations of lectures and concerts, as well as special Performance/Discussion tapes which weave performance excerpts (from plays such as *Raped*, *The Life*, and *Haunted by the Holy Ghost*) into panel discussions of the themes each play explores.

Scripts of all plays we premiere, as well as all scripts by Artistic Director Martha Boesing, are available for purchase in published or manuscript form.

ARTISTIC DIRECTOR, Martha Boesing.

MANAGING DIRECTOR, Phyllis Jane Rose.

PRODUCING DIRECTOR, Jan Magrane.



Ashes, Ashes, We All Fall Down video frame.

BIENNIAL EIGHT-WEEK LIVE-IN SUMMER WORKSHOP includes 20 women selected from applicants throughout the United States and abroad to participate—as performers, technicians, or managers—in on-going classes and workshops which culminate in the production of a new script scheduled as one of the theater's major season premieres. Limited scholarships are available.

ON-GOING WORKSHOPS are experiential events in which participants learn by doing. Some workshops focus on the exploration of issues (such as "Despair and Empowerment" created from *Ashes, Ashes We All Fall down* or "Mothers and Daughters, Forgiveness and Bonding" created from *The Story of a Mother*). Other workshops focus on developing skills such as playwriting, acting, and theater management, in which participants learn by doing. From two to four hours in length, workshops are regularly offered at the theater and to sponsors throughout the year.

ON-GOING CLASSES meet once a week for 6- to 8-week sessions, fall and spring.

Performance classes in Voice, Movement, Acting, and Playwriting share the theater's approach to deepening skills by developing the continual emotional presence of the artist.

Production classes teach techniques to create imaginative theater in a tight space on an even tighter budget.

Management classes stress practical business skills and problem-solving within a collaborative administration.

LECTURES are available to sponsors, year-round. Topics include "Images of Women in Mass Media," "History of Women in Theater," "Feminist Aesthetics," and "Ritual and Theater."

COSTS AND FEES for all our programs are priced on a sliding scale. No one is refused admission because of inability to pay. Work exchanges are possible.



The Life photo by Judith Niemi.

FRIENDS AT THE FOOT OF THE MOUNTAIN is a membership organization that helps support the theater's activities to assure our continued life and excellence.

Opportunities for Friends' support include making tax-deductible gifts of time or materials or money in such forms as membership dues, contributions, memorial donations, deferred annuities, appreciated stock, appreciated property, bequests, endowments, or trusts.

Benefits of Friends' Membership include a quarterly Friends newsletter; free workshops created by Friends; invitations to special theater events (rehearsals, reviews, parties) reduced rates for theater classes and workshops; 10% discount on all theater merchandise (clothing, tote bags, posters, media projects); access to the theater's library, and bibliographies on topics related to the theater's work.

We appreciate your support at any level you can afford. We thrive on your enthusiasm and high expectations.

For specific information about programs, schedules, or fees, mail this completed form and a self-addressed stamped envelope to:

AT THE FOOT OF THE MOUNTAIN

At the Foot of the Mountain is a member of the Alliance for Cultural Democracy, the Cooperating Fund Drive, and The Network.

TENTH ANNIVERSARY SEASON

AT THE FOOT OF THE MOUNTAIN
presents

Going To Seed



FEB. 21 - MARCH 31

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Our best PR is your word-of-mouth.

If you enjoy the show, please tell others.

If you don't enjoy it, please tell us.

Here we are, so out of touch with who we're supposed to be but it's a wonder the Earth hasn't just shook us loose, with Simple Simon in the Big House telling us we're "poised for greatness" when anybody who knows anything can see we're racing toward destruction, and people who care, people who know the difference between progress and insanity, are working like crazy to get something to grow, to coax some beauty out of all that's Ugly, to connect with each other and pass some tenderness between us because we will not die in our sleep, we are awake for the duration of this nightmare, and the least we can do is be here for each other. We have to do that much.

Nancy Rawles

DIRECTOR'S NOTE

How many days, how many nights, how many years, hours, moments, lives have I spent at my grandmother's dining room table with her and my mother, solving mysteries, plotting futures, shooting the breeze? I learned more at that dining room table than I ever did in a text book. An unofficial ritual that millions of families recreate, on a daily basis. It is that place where we all sit down and get in touch; or in some cases prove how out of touch we may be at a given time. A place where we came to put something down or pick something up. What I like about this play is the repetition of this familiar ritual. Nancy Rawles has exalted it to art. I think Nancy Rawles will be an important voice in the theater of tomorrow and I am honored to be a part of her evolution as an artist.

"Let the words of my mouth and the meditation of my heart be acceptable."

Dawn Renée Jones

AT THE FOOT OF THE MOUNTAIN

p r e s e n t s

GOING TO SEED

Written by Nancy Rawles, Directed by Dawn Renée Jones.

ON STAGE PERFORMERS

(in order of appearance)

VIVIAN	Ruby Lee Clement
IRENE	Antoinette Blami
ANGELA	Charlotte Gibson
PAULA	René Madison
MICHELLE	Estelene Bell

ONE TEN-MINUTE INTERMISSION

Recorded Music

Aretha Franklin, "Respect"; Billy Holliday, "God Bless The Child"

OFF STAGE PERFORMERS

DIRECTOR	Dawn Renée Jones
SET DESIGN	Deb Hatch
LIGHTING DESIGN	Elisa River Stacy
BOX OFFICE	Jaehn Clare
POSTER	Annette Saunders

ACKNOWLEDGMENTS

Jesper Asholt, Inga Bergitt, Dorothy Crabb, Kim Crabb, Paula Gale, Shauntell Marie Martin, Sarah Newbold, Eugenia R. Ramey, S & K Appliances, Salvation Army, Deb Parks-Satterfield, Danial Woods.

THE PERFORMERS

ESTELENE BELL (Michelle) has worked with several Twin Cities Theaters. Her credits include: **JITNEY** and **HARVEST THE FROST**, Penumbra Theater, **LUNACY**, Women's Theater Project, **WAITING FOR GODOT**, Park Square Theater, and **FOR COLORED GIRLS . . .**, Mixed Blood Theater.

ANTOINETTE BIAMI (Irene) began her acting career in Milwaukee, WI in 1962, where she performed in numerous productions with the Trailer Theater, the Milwaukee Players, and the People's Theater. Some of her credits include: Anita in **AMEN CORNER** (1971), a semi-professional competition as Sister Margret in **AMEN CORNER** (1971), Juanita in **BLUES FOR MISTER CHARLIE** (1972), and Assistant Director of **THE RIVER NIGER** (1975). Antoinette, also a writer, has given readings of her own works of poetry and short stories. **GOING TO SEED** marks her Minneapolis acting debut.

RUBY LEE CLEMENT (Vivian) has been acting for 15 years with various theaters from coast to coast. She was most recently seen in **VIEUX CARRE** at TRP (Theatre In The Round Players).

CHARLOTTE GIBSON (Angela) holds a B.A. in communications from Purdue University. Originally from Gary, Indiana, where she sang with the Rock/Soul group "Everyday People," she now studies acting and dance in the Twin Cities. Charlotte makes her Minneapolis acting debut with **GOING TO SEED**.

DEB HATCH (Set Designer) graduated with a B.F.A. in Theater from the University of Minnesota/Duluth. Past experience includes: graphics, lighting, painting and design work for community, educational, children's, and dinner theaters in Fargo, ND, and Park Rapids, Grand Marais, Duluth, St. Paul, and White Bear Lake, MN. Her past work At the Foot of the Mountain includes: **THE GIRLS ROOM**, **BROADCLOTH '84: A Ten Day Multicultural Festival of Women in Theater**, **HEAD OVER HEELS: Teenage Rites of Passage**, and **THE CLUE IN THE OLD BIRDBATH**.

PERFORMERS (continued)

DAWN RENÉE JONES (Director) is a native of Chicago, where she wrote print and broadcast advertising for a number of major advertising agencies. She spent nine years in New York City studying Acting with the Negro Ensemble Company and Film Directing and Production at the New School of Social Research and New York University. Since moving to Minneapolis in 1982, Dawn has directed staged-readings at The Guthrie and At the Foot of the Mountain, where she also directed the 1982 production of Endesha Ida Mae Holland's **MISS IDA B. WELLS**. Her latest work in film was as Assistant to the Director in **PURPLE RAIN**. Dawn is the mother of Asa Ariel Fela Rice, who, at 21 months, is an accomplished drummer and woodwind musician.

RENÉ MADISON (Paula) studied with several theater ensembles in Massachusetts and Connecticut before moving to Minneapolis in 1984. Since then she has been seen in a commercial for a non-profit organization for battered black women and the staged reading **KEYBOARD** performed at the Guthrie. Last June she played the part of Paula in the staged-reading **ANGELA** (the first draft of **GOING TO SEED**) during **BROADCLOTH '84: A Ten Day Multicultural Festival of Women in Theater** At the Foot of the Mountain. Rene is busy raising a beautiful actress-to-be, Regina, five years old.

NANCY RAWLES (Playwright) currently living in Chicago, was raised in Los Angeles where **GOING TO SEED** is set. She was the winner of the 1980 Agnes Nixon Playwriting Award and is the author of two musicals, **THE FLIGHT OF THE YELLOW JACKET** and **I TAKE IT BLACK**, for which she also wrote the lyrics and music, respectively. Rawles graduated from Northwestern University, Evanston, Illinois, with a B.A. in Journalism, in 1980. Outside of her writing, she has worked as a teacher, reporter, urban planner, bakery sales clerk, and legal secretary.

AT THE FOOT OF THE MOUNTAIN IS A MEMBER OF

The Alliance for Cultural Democracy,

The Cooperating Fund Drive,

The Network,

and

The West Bank Theater District

AT THE FOOT OF THE MOUNTAIN

Founded in 1974, At the Foot of the Mountain is the oldest continuously producing professional women's theater in the country. Our critical and popular success are due to a combination of high artistic standards, bold experimentation, sound professional management, and clear sense of mission: to empower audiences to participate in the generation of a just and joyous world.

As a theater of transformation, celebration, and hope, we work collaboratively, respecting the discipline necessary to create the magic that makes theater an awesome catalyst for social change. Celebrating our Tenth Anniversary this year, we invite you to sign up on our mailing list, pick up our 10th Anniversary Newsletter in the lobby, and join us for our second decade of creating theater which celebrates women and challenges everyone.

Dorothy Crabb EXECUTIVE SECRETARY

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VOLUNTEERS ARE ALWAYS WELCOME!

THE THIRD WORLD WOMEN'S THEATER COMMITTEE

By Kim Hines

The Third World Women's Theater Committee is an autonomous organization working with the theater At the Foot of the Mountain. It was formed in response to the lack of a safe space within the Twin Cities theater community for women of color to practice their crafts: acting, technical theater, directing, writing, etc. Our goal is to work with established women artists of color as well as to train novices in producing theater which speaks to and comes out of our various cultural experiences.

This year we will set up workshops to get to know those women of color who are interested in pooling and developing their theatrical skills and talents. Through these workshops, the Committee will begin to establish a network system and a core company from which artists can be drawn for our future productions.

The Committee, in its infancy, consists of me and Deb Parks-Satterfield. We are black women with a range of theatrical experience. Deb is a nine-year veteran of the stage who has performed all over the midwest. I am an actor, director, technician, teacher, musician, and playwright. Our first priority is to find women of other cultures to join with us.

We are excited about the potential of this Committee to bring together women artists from many different cultures. We ask that any woman of color, inside or outside Minnesota, who is interested in the idea of this group, contact us by phone or letter (you can write to the theater At the Foot of the Mountain). We want to establish a useful networking system that includes many disciplines. We also ask that women of color respond with feedback and ideas. Any women of color interested in being on the committee, or anyone seeking further information, call Deb: (612) 870-1085 or Kim: (612) 488-1328. Please pass the word.



CONTRIBUTORS

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JEROME FOUNDATION and NORTHWEST AREA FOUNDATION

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A FRIENDS membership entitles you to:

- Special theater events such as open rehearsals and cast parties
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New FRIENDS At the Foot of the Mountain will receive a cassette of THE CLUE IN THE OLD BIRDBATH, recorded live at the Southern Theater. (limited offer)

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