



Irene Gomez-Bethke Papers.

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Celebration of the UN Decade for Women



TO: WORLDWIDE WOMEN

FROM: KIM LUND

RE: Meeting notes of Aug. 1.....NEXT MEETING THURS, AUG 15
7:30 am at Humphrey Inst.

Starring (in order of appearance) - Slettehaugh, Lund, Flax, Frishberg, Carlson, Campbell, Rife, Cooper, Beitz, Hawthorne, Laxdal, Carstens.

The group was quite unwilling to stay cohesive (and remained rather unabashedly oblivious to structure, I might add) and in commitment to reporting with integrity these notes will reflect that atmosphere.

Announcement: Arvonne will be discussing her Nairobi experience on Aug 15 from 5-7 at 1128 Harmon Place (338-0256). The cost is \$15 to the mayor's campaign.

NAIROBI IN MINNESOTA

Editorial comment: We are, in fact, recovering. Frishberg entered the meeting announcing "Here I am, bigger than life!" which, though anatomically inaccurate, seemed to indicate high spirits. And Flax received a gracious offer from Yvonne Cheek to pay for the final printing of the brochure rather than have Sally go to jail.

Catherine Barton showed some of her slides from the conference and asked us to think about the event and its impact on us and on participants. People commented on how overwhelming it was (in a positive sense) and mentioned glowing feedback we had received. Laxdal noted an appreciative letter from Canadian Lila Goodspeed thanking us for the opportunity to participate in such an excellent conference. Rife mentioned an offer from another woman from the Canadian Consulate who has already asked to be part of Agenda 2000 in the spring. Jeanne Campbell suggested reading the conference evaluations which are stimulating and really a boost.

Pearl said the event was something we won't ever forget, and both Justus and Frishberg are still in awe that we got up that early every week. Frishberg also quoted a friend as having said that we complained a lot about Maureen Reagan but aren't we glad it wasn't Phyllis Schlafly in Nairobi?!

FOLLOW-UP: ALL COMMITTEES are responsible for generating their own lists for thank you letters; most of that seems to have been done already. It was decided that Coordination would pull together a document to send to participants including the Mn Women's Press article on Nairobi in Mn (read it, it is wonderful!), selected quotes from the Harambee banner, and the promised list of participants. We will send the same packet to moderators and panelists with a special thank you letter added.

The Harambee banner will be hung at the St. Paul YWCA by August 13th or so by Cooper and Rife, a GREAT idea.

ATTENDANCE - Registration totals, including task force members and speakers, came to 420! An unknown number of people came Sat afternoon and didn't register. Looks like a success from here!

BUDGET - The exact budget was not available Thursday but will be soon. SuperFlax never missed a beat and fundraising letters continue to flow, most recently to Marie Kummer at IDS and Jaimie P. Cloud at Global Perspectives in Education, Inc. (Community Network Grants). We are currently reviewing co-sponsors to make sure all monetary pledges

have been met. Justus is personally taking on the UNA debt until that is cleared up.

About those POSTERS and BUTTONS - If you have any money from sales of said items, Flax would love your toes off if you'd hand it in. Also, we planned for the income that some of the unsold merchandise would bring in, so please KEEP SELLING GALS. All buttons and posters will be at my house for the asking (Kim Lund - 823-4347 - 4751 Dupont) so please ask. I assume we will sell them on August 22nd.

VIDEO STATUS - Richard Born was originally to have had access to all the video tapes so that he could fill orders for people that were interested. Then we brought in Tom who also taped - the question in process is what tapes will Born have access to? It also seems that Born may have misrepresented himself since his videos were not of broadcast quality. Stay tuned for the exciting conclusions.

Susan Derby is compiling some of the recordings into a presentation - can't wait!

HOSTING - That conscientious Cathy Solheim put together a follow-up report discussing her procedures and noting mistakes NOT to make the next time around. For her efforts we are now commissioning a bust in the Worldwide Women Hall of Fame. (Location to be announced.)

Another Hall of Famer will have to be Sue Laxdal, the incessant computer hacker and widely proclaimed "Mailing List Mama" of ICA. Sue is reportedly back at the monitor again, trying to incur VDT diseases.

This brings us to the announcement of our next party:

A MEDIA EXTRAVAGANZA!!

FOR ALL WHO WORKED ON THE CONFERENCE

See the things you missed while registering participants or doing childcare! Join us for a multimedia review of the conference and potluck on

SUNDAY, SEPTEMBER 8
from 3:00 until we're done

graciously hosted by Ms. Terri Hawthorne of
65 CRETIN AVENUE SOUTH (645-4427)
(across from St. Thomas College Stadium - park in the St. Thomas lot)
Please call if you are able to bring a VCR and portable TV.

The event is casual
(Wear what you want; you can't shock us.)

Lauren advises: Please leave all significant others in the car.
(from the Cheek School of Diplomacy in Relationships.)

See you all on AUGUST 15 to okay the program for Aug 22 and finalize plans. That's right - 7:30 am - 15 more minutes to sleep in.

"Our purpose is to help women find themselves, realize strength, face life with dignity. Women united can overcome all obstacles. In patriarchy one has to exercise patience, yet be determined to have freedom."

*Saheli Resource Center for Women
New Delhi, India*



WORLDWIDE WOMEN - MINNESOTA
TASK FORCE

July 18, 1985

Betty Benjamin, President
Abortion Rights Council of Minnesota
3255 Hennepin, Suite 227
Minneapolis, MN 55408

Dear Ms. Benjamin:

I want to thank you for your open letter to our steering committee for the Nairobi in Minnesota Conference, held at the College of St. Catherine July 12 and 13. We very much appreciate your sending this letter to other women's groups, to bring to their attention a matter that concerns all of us who care about advancing the status of women, namely women's reproductive freedom and our right as program sponsors to determine our program procedures.

After reading the item in the Women's Consortium Bulletin that an ARC display had been banned from the Nairobi in Minnesota Conference, it was decided that we would make an announcement at sometime during the conference about this sequence of events. In the final session of the conference Saturday afternoon, as emcee for the conference, I made such a statement, outlining the events as I understood them and concluded with this statement: "The members of the Minnesota-Worldwide Women Task Force feel that there can be no equality for the world's women unless we have control of our bodies and reproductive freedom."

Since the conference I have again reviewed the sequence of events with Cathy Solheim, head of the Hosting Committee. I learned that the College of St. Catherine was unwilling to accept the options she proposed when objection was voiced to an ARC display: that we invite an anti group to have a display, or put a disclaimer in the program to indicate that the Minnesota-Worldwide Women were not taking a position on the issue. I had misunderstood that the options were not acceptable, and so apologize for suggesting that ARC was not banned, but instead had decided to withdraw rather than have us extend an invitation to a group of an opposing view.

This is an issue that will be debated continually. We were very intent on not having the conference events, which were focused on discussions based on the United Nations Decade themes, diverted by undue press attention to topics that were not part of the program. But of course it is clear that even though there was not a specific panel on reproductive freedom this is an essential concern to all of us who share the feminist perspective and care deeply about improving the status of women.

Ms. Benjamin
Page 2

I am grateful that Cathy Solheim requested a letter from you to document the sequence of events, so that women's groups considering the use of the College of St. Catherine will be able to judge their choice of meeting site based on the experience we had. If you or anyone copied on this correspondence would like to discuss this matter further, I will be willing to do so. My phone is 373-3793.

Again, thank you for your letter of record and for your work in advancing the status of women.

Sincerely,

A handwritten signature in cursive script, appearing to read "Sally Flax".

Sally Flax, Member Minnesota Worldwide Women Task Force

SF/aw

cc: Nairobi in Minnesota Steering Committee
President, College of St. Catherine
Minnesota Women's Consortium
Nairobi Conference Sponsors
Women's Organizations Mentioned



AN AFFILIATE
OF THE NATIONAL
ABORTION RIGHTS
ACTION LEAGUE

ABORTION RIGHTS COUNCIL OF MINNESOTA

3255 HENNEPIN AVENUE • SUITE 227 • MINNEAPOLIS, MINNESOTA 55408 • (612) 827-5827

July 9, 1985

Subject: An open letter to the Steering Committee of the Nairobi
in Minnesota Conference and the Minnesota women's community.

This is a letter to express ARC's frustration and disbelief at being refused exhibit space at the Minnesota in Nairobi Conference. Excluding ARC conveys a public impression that, at least for the conference, the "nasty" issue of abortion has been separated from the "good" women's issues. ARC, and many other women's organizations, have emphatically declared that such a division is not possible. Reproductive freedom/abortion is fundamentally relevant to almost all of the broad subjects which will be addressed at the conference: development, equality, health (!), education and employment.

We are indignant at being barred... but not completely suprised. Our understanding is that one of the sponsors and the host of the conference, the College of St. Catherine, flagged ARC's request for exhibit space, and subsequently vetoed ARC as an exhibitor. (We wonder what the conference planners expected). Has St. Catherine considered that most "women's organizations" have an uncompromising position on abortion rights? Has space been refused to MN NOW? to the AAUW and the League of Women Voters? the DFL or GOP Feminist Caucuses, etc., etc.?

The clear moral to the feminist/progressive/academic community is this: always consider the consequences of picking a particular event site. No matter how wonderful the facility or even the institution is, is it worth stifling an issue as key as reproductive freedom?

Sincerely,

Betty Benjamin
President, Abortion Rights Council of MN

cc: Nairobi in Minnesota Steering Committee
President, College of St. Catherine
Minnesota Women's Consortium
Nairobi Conference Sponsors
women's organizations mentioned

PRESIDENT
Betty Benjamin

VICE PRESIDENT
Rosalie Goldstein

VICE PRESIDENT
Janet Sigford

SECRETARY
Jude Gartland

TREASURER
Frederica Scobey

COORDINATOR
Janelle Clarke



WORLDWIDE WOMEN - MINNESOTA
TASK FORCE

July 5, 1985

Contact PEARL MITCHELL-JACKSON

SUE LAXDAL, ⁶³¹⁻⁹⁶⁴⁴871-8382

Sally Flax, 373-3793

U.N. DECADE FOR WOMEN/NAIROBI IN MINNESOTA
NAIROBI, KENYA-DEBRIEFING

(FOR IMMEDIATE RELEASE)

The Minnesota Worldwide Task Force has set aside Thursday, August 22 for a debriefing session with the 60 women from Minnesota who will have attended the U.N. Decade for Women Conference in Nairobi and all interested persons. The session will be held at the Plymouth Congregational Church, 1900 Nicolett Avenue, Minneapolis, at 6:30 P.M. You may contact the Institute for Cultural Affairs at 871-8382 for information.



WORLDWIDE WOMEN - MINNESOTA
TASK FORCE

2302 Blaisdell Avenue
Minneapolis, Minnesota 55404
871-8382

TO: MEDIA

FROM: PEARL MITCHELL-JACKSON, PUBLICITY CHAIR/CONTACT
631-9644, 224-0022

DATE: July 5, 1985

RE: NAIROBI IN MINNESOTA-MEDIA INFORMATION

The attached news release has previously been sent out. I am sending to you additional information, a copy of the program, program changes and specifics on arrangements for media.

CHANGES:

Melcia Robinson, President, National Council of Women, Kingston, St. Vincent, replaces Yvonne Francis-Robinson.

June Noronha, Director, International Programs/Minority Programs, St. Catherine College will ^{also} bring greetings to the conferees.

Added, "Afro-Aerobics", Maria Bergh and group for Friday evening.

A new session was added for Saturday, July 13. "Feminization of Poverty", moderated by: Marianne Bruesehoff. Panelists are Nasrin Jewel, Economics Department, College of St. Catherine and Lecia Raintree, Women of Many Voices.

The Green Room, O'Shaughnessy Auditorium, is behind and to the left of the stage. This will be the press room during the two day conference. In addition to myself, the following members of the publicity committee will be on hand to assist you. Irene Ketola, Pat Werden, Vivienne Connors, Irene Gomez-Bethke and Sally Frishberg.

If you are unable to reach me, please call Sally Flax, 373-793, or Sue Laxdal, 871-8382. Thank you for your cooperation and interest.



WORLDWIDE WOMEN - MINNESOTA
TASK FORCE

TO: COMMUNITY MEDIA

FROM: PEARL MITCHELL-JACKSON, PUBLICITY CHAIR/CONTACT
631-9644, 224-0022

DATE: JULY 5, 1985

RE: NAIROBI IN MINNESOTA CONFERENCE

Local community women serving on the Worldwide Women-Minnesota Task Force are: H. Yvonne Cheek, Soyini Guyton, Teresa Harrell, Irene Gomez-Bethke and Pearl Mitchell-Jackson.

The following women are participants in the program:

Friday Evening, July 11----MARIAH BERG and GROUP--Afro-Aerobics
NATHUNDO ZULU, Actress
MARI HARRIS-vocalist and composer
JUNE NORONHA-greetings

SATURDAY, JULY 13

The U.N. Decade and Beyond: Local and National Perspectives-Sandra Vargas,
President, Board of the Hispanic Women's Development Corporation.

Equality: Resources for Empowerment and Support for Victims-Janice Command
and Eileen Hudon, Women of Nations.

Health: Malnutrition: The Empty Bowl,-Pearl Mitchell -Jackson, Moderator.

Women's Life Cycles: Irene Gomez-Bethke, Centro Legal, Inc.

Education: Sexism in Schools: Jane Kalifa, Mn. Department of Energy/Eco. Dev.
Sandy King, Red School House.

Models of Childcare Systems Worldwide-Beverly Propes, Northside Child Dev. Centr.

CONTINUED

COMMUNITY MEDIA NAIROBI IN MINNESOTA -CONTINUED

Access to Education: Vivian Jenkins-Nelson, Hubert Humphrey Institute of Public Affairs.

Employment: Toward Economic Self-Sufficiency: Winifred Brown, Women's Economic Development Corporation.

Jeanne Cooper, St. Paul YWCA

~~Lupe Jeanne, Hubert Humphrey Institute of Public Affairs~~
Women in Corporations: H. Yvonne Cheek, Hubert Humphrey Institute of Public Affairs

Feminization of Poverty: Lecia Raintree, Women of Many Voices.

Closing Ceremony: Teresa Harrell



Barbara Redmond

NAIROBI IN MINNESOTA
THINKING GLOBALLY, ACTING LOCALLY
A conference celebrating the U.N. Decade for Women
And the World Women's Conference in Nairobi, Kenya
O'Shaughnessy Auditorium, College of St. Catherine, St. Paul, Minnesota.
Sessions on peace, development, equality, health, education and employment.

July 12 and 13, 1985

Sponsored by Minnesota Worldwide Women Task Force. For Information call (612) 871-8382.



Graphic Design: Barbara Redmond Design, Inc.

Minnesota Worldwide Women Task Force
c/o Institute of Cultural Affairs
2302 Blaisdell Avenue South
Minneapolis, MN 55405

NAIROBI IN MINNESOTA



TO: MN WORLDWIDE WOMEN
FROM: KIM LUND

Meeting notes of July 3. Attending - Frishberg, Cheek, Banister, Hawthorne, Rife, Carstens, Flax, Justus, Solheim, Carlson, Bantley, Werden, Patton, Gomez-Bethke, Guyton.

Welcome to Karen Ringheim from Attendance, Susan Derby from Program, and Jeanne Cooper, one of our conference presenters.

PROGRAM REPORTS

HOSTING - Solheim has not received many forms back so will assign tasks to members; if there is anything you can't do let her know, otherwise she will assume your life is devoted to her on the 12th and 13th, and will devise a schedule accordingly.

The target time of arrival on Friday the 12th is 8:00 am (better than 7:15, right troopers?!) Right. It looks to be that kind of delightful day mixed with hard work and plenty of frolicking. (I am personally heading the Frolicking Committee.)

ATTENDANCE has received approximately 80 registrations; HHI folks say they pour in the last week before the deadline.

Jeanne Cooper came to express concern that we specifically target minority communities for conference attendance. In response, Attendance will make one final push to get into minority papers in the Twin Cities by highlighting the women of color who are presenters at the conference, for recognition by each of their communities. Another pile of thanks to Yvonne for taking this on. Jeanne also suggested we make rooms available in case participants want to meet with each other informally during the day. This will be done and noted in the folder.

AUTHORIZATION/FUNDING - Donations from NW Bell (\$200), Sheltering Arms (\$120 for childcare), a woman-owned construction company - Dunsheath - (\$200), and palms and a centerpiece from Chicago-Lake Florist. Flax, the winged wonder, says she is still hustling xeroxing.

WOMAN OF THE WEEK, MONTH AND YEAR is Sally Flax, a major strut in the construction of this flying machine - the woman never stops and, frankly, very rarely slows down. "Truly a tribute to her kind, whatever that might be" - the Minneapolis Star and Tribune; "an unforgettable, unrepeatable, undigestible, unrelenting and incredible example of womanhood" - St. Paul Pioneer Press; "...that Flax is one hot mama" - New York Times.

PROGRAM - next meeting Mon July 8, 5-7 at HHI.

Currently coordinating moderators; also have added an Afro Aerobics group on to the Friday night performance (they called asking to be part of the conference!) Documentation plans continue - MTN cable will cover one session, of our choosing; we must decide which sessions to videotape since we can't do them all - if you have input, attend the Program meeting or contact Lauren. Isabel, coming through again, has convinced a student to help with written documentation.

WE NEED: felt markers, crayons, index cards, large coffee cans and ice cream buckets for the banners - get them to Isabel or Terri. These are for the "Art Table". Also featured will be a Bucket Brigade

(Isabel's fingerprints are all over this project) wherein selected designated persons attend each session with the responsibility of bringing ideas back to the Brainstorm Banner.

Jeanne Justus says she has a "very well-stuffed" folder for participants and that it might be time to get discriminating - the list includes speakers' bio's, Arvonne's editorial, a UNA fact sheet, an explanation of BYOB, the list of the governmental entourage to Nairobi (Flax rolls her eyes and says something about how "interesting" the list is), WW and Global Sisterhood propaganda, a list of exhibitors complete with a disclaimer of our endorsement of any of them, an evaluation sheet, an invite to the August debriefing, I.D.'s and assignments, etc.

The fun part of all this is, of course, the folder-stuffing; this is a limited offer so act now:

STUFFING! Tues and Wed, July 9 and 10 at ICA - 2302 Blaisdell Av. from 5:30 to 9:00 or any time in between. We need to get it all done before Friday and the HHI people say it can be much more time-consuming than one might think. We promise pervasive fun and frivolity.

NOTE: No meeting Thurs the 11th because we expect to see quite enough of each other on TUESDAY and WEDNESDAY for stuffing, and bright-eyed and bushy-tailed early FRIDAY MORNING. Is anyone as giddy as I am? The home stretch! Have a good weekend gals.

NAIROBI IN MINNESOTA

State
Capital

R-118

1:00 pm.



To: Worldwild Women et al.
From: Kim Lund

ATTENTION: ANYONE RECEIVING THESE MINUTES! WE ARE VERY MUCH IN NEED OF HELP WITH HOSTING ON THE DAY OF THE NAIROBI IN MINNESOTA CONFERENCE - WE NEED VOLUNTEERS, HAVE A VARIETY OF ASSIGNMENTS, AND ARE VERY FUN TO PLAY WITH. Please come to our 2nd-to-last meeting, WED, JULY 3 AT 7:15am at the Humphrey Institute; or call Cathy Solheim to sign up at 373-0725 during the day, or me, Kim Lund at 823-4347 until ANY ridiculous hour. Thanks!

With that said...TASK FORCE MEMBERS take note - next meeting is WEDNESDAY, July 3, 7:15am.

Meeting notes of June 27.....Attending were Justus, Flax, Carstens, Hawthorne, Rife, Mitchell Jackson, Werden, Laxdal, Carlson, Barton, Lund.

Barton led another incredibly efficient meeting, started out by looking back at the planning process, talked about successfully transcending selves and organizational boundaries to come up with this wonderful (we assume) product. Talked about the teamwork including communication, trust, willingness to do tasks across committee lines, honoring diverse points of view, and how quickly we gained a feeling of camaraderie. And the miracle that Sally noted: every time we need something, it appears - like finding the Laxdal/Barton planning team in the spring, the video recorder and tapes just donated by 3M, the documentation people currently descending on us, (not to mention ice cream for our pool party), and others. Clearly, the Goddess is watching!

COMMITTEE REPORTS

PROGRAM - Next meeting Mon JULY 1, 5-7 at HHI.

Letters to participants are out, replies coming in - they would like help compiling the requests. The chosen honorable MC for Friday night? Our own Sally Flax! as a rep of WW Task Force and to maintain continuity through the weekend. June Naronia will represent St. Kate's (she is an Indian and Kenyan woman.)

People have called Lauren asking to be included in the program (they love us) - one new session was added on feminization of poverty. The original Global Sisterhood plan of international linkages will be included in the participants' folder (good thinking women). Amazon will attend conf; still considering whether to sell poster. The Art Center of Mn will sell it thanks to my stepmother (she's not even wicked) Barbara Lund. And Susan Kabiru, one of the opening greeters on Friday, has sent to KENYA for some momentos to sell at the conference. Is this getting exciting, or what?!

Newsflash just in from Lauren: they had a great time looking at the space; it looks very different from the perspective of being a planner!

HOSTING - HHI has offered to go through final details with committee chairs on July 2nd at 3:30 (at HHI). We have also rented six million flags from the Internat'l Ctr for \$25 and Justus will donate the U.N. flag for the conference.

AUTHORIZATION/FUNDING - Personally I can't believe Flax was able to hold onto this news for so long; definitely out of character. \$2000 from IDS! and \$750 from Jostens! and NW Bell is sending a check for an undisclosed amount! As Isabel said, "Sally Flax, you are a magic lady..."

Fundraising lesson for the week - many people won't give to a project that they perceive to be rich already (the trouble with being associated with the U of M), but they also want you to have a responsible, well-known agent.

FYI: NEW BROCHURES, BUTTONS, and POSTERS ARE ALL NOW AT YVONNE CHEEK'S OFFICE.

PUBLICITY - Both MPR and the Mn Women's Press will send reporters to the conf. Pearl and Sally will represent us on a KUOM broadcast. Cheek says they've mailed 2,000 flyers to orgs and individuals on HHI lists, Isabel brought labels for public libraries, posterizing will start within a couple days, (150 posters, 200 flyers), releases are out to local radio and cable stations, Pearl has been posterizing churches (presumably in daytime hours?). Barbara Knudson sent a pile of info from the Vienna prep meeting to use as we see fit. And what? More excitement? Flax has a luscious article in the June 26 Daily - something about women working together for peaceful change, envisioning a global society, a quiet revolution, struggling "to make social change happen against a backdrop of a volatile political world not of their making, and not in their nurturing mode." That'll curl their hair (we hope). Arvonne also got an article, in the Strib, that takes a nip at the lack of press surrounding the Decade for Women.

(Can you believe it took me this long to figure out how to change the margins on this fool machine?)

Also, Pearl has a Kenyan journalist from the World Press Inst. who she has procuring contacts for the 3 news team women there in Nairobi.

ATTENDANCE - Accomplishment of the week: everything that could be mailed is mailed. Registrations coming in from all over incl. Iowa and Edmonton! Cool. Laxdal goes to Brainerd/St. Cloud (sounds like a new movie) on Tues July 2 and would like a companion traveler; she hits Marshall/Redwood Falls Wed, when the irrepressible Bantley/Flax mobile also heads out, for the swinging shores of Rochester. (Bantley still adding names day and night to the database, for the cause.)

COORDINATION - Your Celebration will take place on the eve of July 13 at the Laxdal residence - 4837 James - thanks Sue! We'll supply everything except drinks. Good deal?

Anyone needing member phone lists, talk to me, I have hundreds.

REMEMBER - next meeting is WEDNESDAY, July 3rd.

NAIROBI IN MINNESOTA



TO: WORLDWIDE WOMEN
FROM: KIM LUND

Meeting notes of June 20.....NEXT MEETING JUNE 27, 7:15 am
at the Humphrey Institute.

Attendance - Flax, Carstens, Barton, Solheim, Werden, Laxdal, Banister, Mitchell Jackson, Justus, Frishberg, Lund, Cheek, Bantley, Carlson, Rife, Hawthorne.

AND WELCOME! to Barbara Green (interested in health systems overseas), Mimi Sands (one of our very first Global Sisterhood participants, and a session moderator), and Vivienne Connors.

Cathy Solheim brought a breakfast treat for the team saying that she was "modelling good hosting behavior"; it turns out she was also recruiting.

Catherine Barton led a GREAT meeting - absolutely invigorating! - and set us to begin our final lap with a pep talk. (The following is from her text...)

"People who lead women's conferences are people who are leading the world." The conference vision we created at the original planning meeting is still very much intact. We may not have done "every dot and twiddle" but we have continued to work as a common group, handling differing opinions with care and respect. Consensus-building is hard to do, isn't neat but requires discipline - most of all it is rewarding (to which comment I sensed a CHORUS of nonverbal agreement, right?) Catherine asked us to think about what we have been saying to people about the conference, and why it is important to each of us that we are doing this work. She then suggested we move on in the continual push for organizational clarity...

COMMITTEE REPORTS

HOSTING has set a meeting with the housing manager at St. Kate's for all interested task force members - Thursday, June 27 at 3:30 on the steps of O'Shaughnessy Auditorium.

She needs answers from presenters - how should the stage be set up? What equipment do you need (podium, mikes, etc.)? And a plea to anyone who can get hold of a VCR as they are terribly expensive to rent. (Leone suggested State Cable Board.)

NOW RECRUITING HOSTING VOLUNTEERS for the conference - see letters enclosed with minutes - there is a lot of hosting to do, gals. Laxdal idea: go to your organizations for volunteers. Solheim will go to Girl Scouts for childcare and maybe parking lot duty. (Maybe Boy Scouts too - get an early start on raising those boys' consciousnesses.) Also, we need tour guides for Caribbean and Canadian visitors who come early, and places for them to stay - Rife/Flax will circulate paper next week for volunteers on that issue.

Issue: To respect St. Kate's sensibilities (that sounds like I talked to her recently) we will have a disclaimer on

the list of exhibitors/displays stating that we do not endorse any of them (esp. in regard to ARC).

PROGRAM - next meeting Mon, JUNE 24, 5 - 7 at HHI.

Most program slots are filled, copies are 8 pages long, contact Lauren if you need one. Documentation work is under way - Susan Derby hopes to get some of the conference taped and onto the radio; they also want some video if possible. They continue to work on folder inserts and reserving rooms + vegetarian meals with Hosting. Trying to find a speaker representing St. Kate's.

HEY! We need an MC for Friday night, a local woman celebrity - any ideas or contacts? Call Lauren.... Still in the process of coordinating Bldg. Our Legacy. Also, Justus suggested honoring women of note in Mn. - maybe by inviting them as special guests to the Friday reception.

ATTENDANCE in the form of Laxdal/Solheim went to Duluth last week - got a great response - next meetings scheduled for Rochester and Brainerd. Will continue this strategy up until the conference date. Have mailed out 2535 brochures in the last week, which brought Sue Laxdal the high honor of WOMAN OF THE WEEK, along with Jodi Bantley. (The dynamic duo have been sorting their little toes off, which we appreciate.)

Need another printing of the brochure (with corrected layout, as some misinformation has created problems - please be careful for the sake of your co-task force members) - Flax and Bantley have Gen'l Mills considering a printing of 3000 - these women are not conservative. Newsflash just in - the Farm Bureau has just agreed to do the printing.

AUTHORIZATION/FUNDDING has a balance of \$4139.48 so Flax is breathing easier. We've added a speaker from Wash.DC so more expenses, but she's from Zimbabwe and EXCITING. Report having raised approx. \$1600 from sponsors letters; buttons and posters will be additional revenue-producers. Theresa Harrell has a friend who will donate flowers; suggestion was made to contact funeral homes too (the humor that followed was bad enough that it will not be repeated in my ever-so-tasteful minutes.) Flax is donating a sub to the MN Women's Press and putting in a conference ad. Make sure you get your committee budgets to her.

PUBLICITY - the news release is out, an article is due in the St. Paul paper June 24, Frishberg is working on getting national coverage and we are going to need folks to do a few follow up phone calls (yes, really just a few.) Prepare to be asked. Pearl needs to know about the status of the Whisper Project presentation - Program? Conference notices were recently published in the Mn. Internat'l Ctr. newsletter (thanks to Bantley) and the Chrysalis newsletter (thanks to Lund). POSTER - it's smashing and on sale now at UNAM, HHI, and ICA, only \$5.00 - consensus was easily reached today on hiring a postering service - I believe the

Mn Worldwide Women Phone list

Call Sue, 871-8382 with corrections or additions

Name	Phone
Alworth, Martha.....	
Banister, Carol Ann.....	
Bantly, Jodi.....	373-0055, 870-9053
Barton, Katherine.....	729-8304
Batica, Elsa.....	340-4833
Beitz, Diana.....	699-7711
Binnville, Joanne.....	738-2951
Bishop, Sharon.....	922-1467
Bowe-Gutman, Sonia.....	473-5009
Brand, Marlene.....	489-4797
Bright, Linda.....	827-5364
Brygger, Mary Pat.....	874-7063
Campbell, Jeanne.....	690-2354
Carlson, Lauren.....	331-5161
Carstens, Leone	228-0338, 341-2390
Cheek, Yvonne.....	823-4829, 376-9781
Cook, Alternier.....	920-9230
Derby, Susan.....	722-8727
Ellis, Betty.....	646-2067
Fisher, Nona.....	227-3855
Flax, Sally.....	373-3793, 333-8924
Fraser, Arvonne.....	376-9785
Frishberg, Sue.....	853-7783, 339-7784
Garwick, Dottie.....	825-3926
Girouard, Nancy.....	376-9780
Gomez-Bethke, Irene.....	537-0469
Greene, Barbara.....	377-6027
Gross, Susan.....	925-3632, 926-6123
Gulliver, Karen.....	724-4265
Guyton, Soyini	874-7069, 349-1260
Harrell, Teresa	724-7068, 341-7094
Justus, Jeanne.....	333-7819
Ketola, Irene.....	870-9521
Kirgiss, Jean.....	823-7611

Name	Phone
Laxdal, Sue.....	871-8382, 925-15
Leary, Mary.....	739-3804
Lein, LaVerne.....	473-2218
Lund, Kim.....	823-4347
Lushine, Cheryl.....	925-4532
Maher, Jewel	218-724-7244
Mann, Polly.....	827-5364
Mitchell-Jackson, Pearl.....	373-8539
Newman, Susan.....	373-8340
Niska, Pat.....	482-9077
Otterness, Eleanor.....	331-6203
Patten, Sonia.....	373-8539
Rife, Isabel.....	296-1401, 426-287
Ringham, Karen.....	430-1990
Seery, June.....	536-0816, 825-498
Serrano, Lupe.....	870-7820
Mary Shepard.....	332-1100
Shipka, Barbara.....	227-6577
Slettehaugh, Mary Lee.....	870-6469 824-351
Smith, Jacqui.....	827-1935
Solheim, Cathy.....	373-0725
Werden, Pat.....	738-2447
Whittington, Carla.....	431-1745
Williams, Gerri.....	
Wilson, Sherry.....	827-5364
Yugend, Marcia.....	338-7816
Zulu, Nothando.....	522-6559

exact directive was "spend that money!" We need no further prompting. Lauren will also check to see if Amazon bookstore will sell the posters. BUTTONS - will arrive today at HHI and sell for 50 cents (500 to sell).

AGENDA 2000 - We will coordinate a debriefing meeting for returning Nairobi participants (and anyone else interested in planning the next conference) on Thurs. AUGUST 22 from 6:30 - 10:30 at Plymouth Congregational Church on 19th and Nicollet (because those summer weekends are too precious.)

COORDINATION will be treating you all to a celebration on the night of July 13, honoring your efforts. We welcome suggestions of any sort, especially those regarding a good location - ideas? International guests will be invited. Fun!

Does anyone know of any other conferences like ours going on in other states? Just curious, says Frishberg.

ANNOUNCEMENT - Potluck Picnic Fundraiser - Sun JUNE 23 from 5 to 7 at Cornelia Park (Valleyview Rd. between 65th and 66th streets) for the Nairobi news team of Joyce Bonafield, Laverne Lein, and Anna Morrigan. In case of rain at Joyce's, 6116 France Av. S. - 926-3538 for directions.

Great meeting women! Thanks.

AUDIO VISUAL RESOURCES AVAILABLE

I have or have access to the following pieces of AV equipment and am willing to loan them for use at the conference.

Overhead Projector _____

Slide Projector _____

16 mm Movie Projector _____

VCR $\frac{1}{2}$ inch and monitor _____

VCR and monitor _____ (type; _____)

Tape recorder _____

NAME _____

Phone: home _____ work _____

Please tear off and send to Cathy Solheim, 405 Coffey Hall, U of M, St Paul 55103
OR bring it to the meeting on Thursday morning. (even better!)

Dear friends: We need HELP!!

If you are able and willing, we would appreciate your help at the Nairobi in MN conference. Please indicate which areas you are interested in and what times you are available to help. Please return this form to me, Cathy Solheim, 405 Coffey Hall, University of MN, St. Paul, 55108 or call me at 373-0725 (work) or 487-3935(home)

- 1) Host for speakers (meet, greet, check workshop room, sign on door, AV equipment, water, introduce, time)
Friday evening _____ Saturday _____
- 2) Dormitory Host (Friday evening; greet, show to room, informal snack and get-together at night) _____
- 3) Parking Lot Pointers (greet, point out O'Shaughnessy, welcome)
Friday 4-6 p.m. _____ Sat 7-9 a.m. _____
6-8 p.m. _____
- 4) Registration Tables (hand out folders, register walk-ins)
Fri 4-6 pm _____ Sat 7:0-9:00 am _____ 11:00-1:00 _____
6-8 p.m. _____ 9:00-11:00 _____ 1:00-3:00 _____
- 5) Greeters (Smile, shake hands, direct to registration, coat room, bathroom, coffee) Please note: Very Important Job
Fri 4-6 pm _____ sat. 7:00-9:00 am _____
6-8 pm _____
- 6) Decorating: (Making signs, hanging posters, banners, stuffing folders, staking parking signs, building yellow roads, hanging flags, cutting cheese, making punch ... and the rest of the last minute panic stuff!!
Friday morning 9 (12th) _____
Friday afternoon (12th) _____
- 7) Airport runs: (Picking speakers and intl guests up from airport) _____
- 8) Hosting speakers in homes? _____

NAME _____
Home phone _____

Work phone _____

Names of others who might be interested in helping: _____

_____ (phone #'s too please)

THANKS!!

**MINNESOTA WORLDWIDE WOMENS TASK FORCE MINUTES:
NAIROBI IN MINNESOTA CONFERENCE**

Greetings! Meeting notes of June 13, 1985 at the usual 7:15 a.m. morning glory time at the Humphrey Institute, 2610 University Avenue. **Next general meeting:** Same time, same place on June 20th. **Next Committee Meetings:** Monday evening at 2610 University at 5 - 7 PM of Program, Publicity, Attendance task forces.

PROGRAM: This committee humbly requests that you bring a brick letter stuffed on Monday night to their meeting. Sessions that need assistance: Life Cycle Panel needs another member, Sexism and Education needs people confirmed. Hurray! Documentation planning has gotten started, including the acquisition of an intern who will be working at the conference to finish this important job. She will be equipped with the needed equipment and assisted by the competent Soyini Guyton. Jane Knowles will do a written documentary. We should give her direction as to what it will be used for. There was discussion on all the mistakes on the program information. Good thing we are going to put another sheet together for the packet. Jeanne Justus will take program folder responsibility with materials from sponsors going in packets. Other organizations will go on display tables. A call went out to have **AGENDA 2000** materials in packet also.

HOSTING: As soon as Kathy Solheim gets back from Duluth, we will ask her to arrange a Task Force heads visit to St. Kates to see the facility. Isabel said she wasn't a head but wanted to come along, and Sally told her that the foot could come too. The hosting committee can use suggestions of sources for **Conference** contributions, such as items for decorations, office equipment, etc. Call Cathy Solheim with your leads.

AUTHORIZATION AND FUNDING: Sally requested budgets from all task forces by next week and reported that General Mills in all their wisdom did not choose to fund us. In the spirit of dignified play, she even wrote them a thank you note...Inkind contributions are being sought as a way to reduce costs and Sally was able to get note pads and nametags for the whole conference free! A call from Sally that all of us register for the conference **NOW**. It will help our fiscal situation and bolster the early registrations. Pay your \$10. Thought you'd get special privileges? The reward for a good job is.....another.

AGENDA 2000: NEW INFORMATION: A decision is being made to change our projected date for **AGENDA 2000** from October to March. Sally relayed a conversation with Arvonne and others that suggested we should have a debriefing in August with a whosoever-will open invitation issued at this **Conference** and to all Nairobi participants. From that meeting, we can then form the agenda for the **AGENDA 2000** meeting and collaborate with the Alliance for Women of Color and other groups to put it on. There was a deep sigh from the group and acknowledgement that it would be a challenge to put on another conference in October as we had originally projected as it would need to be worked on now also. The other part of the recommendation was that **AGENDA 2000** be held in Minneapolis/St. Paul as people really like coming into the big city.

ATTENDANCE: Attendance reported the mailing of Arvonne's list was satisfactorily stuffed...550 pieces. First Greater Minnesota meeting to be held 6/13 in Duluth at the home of Martha Alworth, who visited our Thursday AM meeting with Jeanne Justus.

Sally runs a mean meeting.

NAIROBI IN MINNESOTA



TO: WORLDWIDE WOMEN/NAIROBI IN MINNESOTA
FROM: KIM LUND

Meeting notes of June 6.....next meeting JUNE 13, 7:15 am
at HHI.

Attending: Flax, Justus, Rife, Laxdal, Mitchell Jackson, Banister, Cheek, Frishberg, Carstens, Carlson, Otterness, Werder, Lund. Welcome to new member Susan Newman! (Yes, we are still welcoming new members - Agenda 2000 is in October and we are just gearing up.)

ATTENTION: We need phone callers to follow up on fundraising letters sent out by Auth./Funding - PLEASE CALL Yvonne Cheek or Sally Flax to set up time on the phones, even just an hour or two, at either HHI or Sally's office (OIP). Our financial situation is not entirely comfortable quite yet - it's time to get it firmed up. HELP! (Laxdal suggested that people who have Monday meetings - Program and Attendance - come an hour or two early to HHI. Great idea.)

WOMAN OF THE WEEK: Jodi Bantley. Like Lauren, has been subverting her entire life to insure the smooth sailing of WW - last week she received kudos and laudits from Laxdal but remarked that she'd rather have a vacation in Hawaii, so we are giving her the weekend off.

COMMITTEE REPORTS

PROGRAM: Next meeting June 10, 5:00-7:00 at HHI (those with ideas about documentation should be there.)

Working on informational letter to presenters, and on letter to participants about Bldg. Our Legacy. Will see about presenters getting access to St. Kate's before conference time to check out the space.

PUBLICITY: More hurdles. 2/3 through her report, Pearl's typewriter cartridge ended. She struggles on....

We chose to go with Barbara Redmun (sp?) as our poster artist; she is currently revising. Will do approximately 500 posters and 3,000 flyers. Considering a poster service but price is steep - \$160 for the first delivery. News release will go out on June 10. Pearl is working on calendar of news events. Laxdal suggested targeting presenter's home towns. Frishberg brought up an article on Nairobi in the Mn. Women's Press in which a woman stated that she was excited to relate how successful we have been here in the States, as incentive to other nations, which Sue described as "positive if not altogether accurate."

Reminder: Publicity needs list of "keynoters" and their info from Program.

HOSTING: Cathy - call Becky Kroll for a new contact name. It seems that Narona will soon be missing from the action. As well, Program wants to know about arranging time for presenters to visit St. Kate's - contact Lauren please.

ATTENDANCE: Next meeting June 10, 5:00-7:00 at HHI is labelled a stuffing business meeting (that's right, a mailing, but as Laxdal so preciously announced, "many hands make light work" - guaranteed fun.)

Looked at rural strategy - plan to contact 25-30 women personally before going to outstate informational meetings - will begin in Duluth on June 13. Have 7500 new blue brochures - make every one count. Laxdal reports 2-3 calls coming in per day for info. Attendance made the distinction between themselves and Publicity: getting registrations vs. getting the conference known and talked about. Got \$250 more from Bremer for outstate trips. (That Laxdal is SO smooth).

Will consider sales at the conference by Hungry Mind and Amazon bookstores, and the YWCA again, if we get a percentage.

AUTHORIZATION/FUNDING: All applicable committees need to submit a projection of mailing funds to our budget director, Flax.

We have brought in \$3124 + \$340 from sponsors (from a mailing of 1200 - not an impressive response - HELP with the phone follow up!) We also have six funding proposals out.

Under duress we have accepted an unsolicited offer of \$500 from Honeywell, which we had hoped we wouldn't have to do. One new argument was raised by Otterness who suggested that it is appropriate that "the people who are profiting from the arms race should support us" and stated "I never feel compromised about money!"

Flax closed saying she had no more on the budget except to register concern - help Sally sleep at night - volunteer for the PHONE FOLLOW UP.

Now the bad news - the "I am simply incredulous" category: rumour has it there are NO MAJOR NETWORKS going to cover Nairobi - More on this scandal next week; get ready to write flaming editorials. Also, if you ever doubted the necessity of activism, here is a note from the Mn Women's Consortium.

THEN THERE IS THE REALLY ROTTEN NEWS

In Bucharest, Romania, where the government is insisting that each woman have four children, 400 army trucks picked up women in public places - shopping, on the streets, offices - and herded them into the sports stadium for gynecological examinations. Pregnant women had unremovable bracelets attached to their wrists to ensure that they do not terminate their pregnancies. Report from Werner Fornos, President of the Population Institute, in St. Paul last week.

See you at 7:15 - Please be on time; we are getting later and later. Thanks! -

A request for phone numbers has prompted this initial list. We will update at next meeting....or call Sue 871-8382 for additions or corrections.

NAME	PHONE
Banister, Carol Ann.....	
Bantly, Jodi.....	870-9053 373-0055
Beitz, Diane.....	
Barton, Katherine.....	729-8304
Brygger, Mary Pat.....	
Campbell, Jeanne	
Carlson, Lauren.....	331-5161
Cheek, Yvonne.....	823-4829, 376-9781
Fisher, Nona.....	227-3855
Flax, Sally.....	373-3793
Fraser, Arvonne.....	
Frishberg, Sue.....	853-7783, 339-7784
Garwick, Dottie.....	825-3926
Girard, Nancy.....	376-9780
Gomez-Bethke, Irene.....	
Gulliver, Karen.....	724-4265
Gross, Susan.....	
Guyton, Soyini.....	874-7069, 349-1260
Harrell, Teresa.....	724-7068, 341-7094
Justus, Jeanne	333-7819
Ketola, Irene.....	
Kirgiss, Jean	
Laxdal, Sue	871-8382, 925-1501
Lein, LaVerne	473-2218
Lund, Kim.....	823-4347
Lushine, Cheryl.....	925-4532
Mitchell-Jackson, Pearl.....	373-8539-224-0022
Newman, Susan.....	
Otterness, Eleanor.....	331-6203
Rife, Isabel.....	296-1401, 426-2874
Serrano, Lupe.....	
Slettehaugh, Mary Lee.....	
Sonia Patton.....	373-8539
Shepard, Mary.....	332-1100, 454-3918
Shipka, Barbara.....	
Solheim, Cathy.....	373-0725
Werden, Pat.....	
Whittington, Carla.....	431-1745
Zulu, Nothando.....	522-6559

MINNESOTA WORLDWIDE WOMENS TASK FORCE: NAIROBI IN MINNESOTA TASK FORCE MINUTES

Greetings! Meeting notes of May 30th, 1985, 7:15 a.m. at the Humphrey Institute.

From: Katherine Barton (a phantom coordination team member)

Next meeting: June 6th, same time, same place.

First request of the day, we need phone callers to follow up on funding requests made to local corporations, foundations and womens businesses. If you are available during the day for one to two hours between June 3rd and June 14th, please call Sally Flax at 373-3793 to arrange a time to do this at Humphrey Institute or at Nolte Hall at the University. We appreciate this effort in advance.

PUBLICITY: The first press release went out this past week thanks to Nancy Girouard and Yvonne Cheek at HHI. An article will also appear in the Control Data internal newsletter going to some 20,000 people requesting volunteers and attendees. From the \$1,000 donated by 3M for a newsletter, \$500 will be used to mail a section of a Dateline Nairobi brochure to organizations. Arvonne Fraser has designed the flier which will be mailed to another list of organizations along with the brochure. Interviews have also been arranged with Scope and Minnesota Issues (to be broadcast July 7th), local broadcasts, to spread the word about the conference. A radio interview with KSTP is also in the works.

AUTHORIZATION AND FUNDING: Sally Flax has valiantly assembled a letter to Lauren Wick of General Mills detailing the \$48,000 worth of contributions we have received thus far. This includes compensation for time. We are hoping (shall I say confident?) that they will see this as sufficient evidence to release the \$5,000 they donated contingent on an additional \$40,000. Several other local corporations are still considering proposals. HHI is also in the process of designing a poster which will help publicize the program. Bravo A and F!

ATTENDANCE: This group begins outstate treks to enroll people in the conference from June 10th until the 23rd. They are being set up by Jody Bantly (870-9053) and Sue Laxdal (871-8382). They would love to have you join them in one or more of these trips. Please contact them if you are available. Incidentally, Jody was second place for the Women of the Week award this week for getting materials ready above and beyond the call of duty for the second printing.

HOSTING: Again the first place winner for Woman of the Week, Cathy Solheim! She has spent this week contacting people about child care, and thinks there will be help through 4H clubs or local churches. There have been a number of inquiries about sleeping accommodations and they have been delighted to learn that St. Kates is providing a block of rooms. We are receiving about two inquiries a day at the ICA office! **Hosting meeting: 7 p.m. on Thursday, June 6th, at a location to be announced. Call Cathy Solheim at 373-0725.**

PROGRAM: They are in the final stages of nailing down workshop leaders and presenters. Incidentally, the new brochure will be ready for pick up late Friday afternoon, May 31st, at either the Humphrey Institute (Yvonne Cheek) or at the ICA (Sue Laxdal), 2302 Blaisdell. A letter will be sent to presenters and other conference leaders which will include the brochure and give them a common context for the conference. Sally Flax will handle their xerox and mailing costs through her office. Isabel is organizing the yellow brick road and had not yet returned from the Land of Oz this morning. The information folder to be passed out at the conference will include materials of co-sponsors only. Material must also be related to the conference themes. Other people who wish to distribute materials will have to be screened through the hosting committee. (Cathy Solheim). We are approaching the Womens Cable TV to tape the event to be televised (hopefully) later. Documentation is still not in place. Ideas welcome! **Next meeting: 7:30 a.m., Tuesday, June 4th at HHI.**

ANNOUNCEMENT: Picnic Sunday afternoon, June 2nd, at Sally Flax's apartment building on 1920 S. 1st Street, from 2-5 to discuss AGENDA 2000. Bring food! All welcome.

NAIROBI IN MINNESOTA: A CELEBRATION OF THE U.N. DECADE FOR WOMEN
Friday, July 12 - Saturday, July 13
The College of St. Catherine - St. Paul

Objectives:

- 1) To provide for a critical review of the progress and achievements of women during the U.N. Decade for Women, 1975-1985.
- 2) To collect and appraise strategies for advancing the status of women worldwide.
- 3) To work to gain understanding of all women's lives, examining our differences and stressing our commonality.

Priority:

** To be continually aware of the variety of representative viewpoints (including rural and urban perspectives) and integrate them into the content of every topic.

Friday, July 12

- 3-5 p.m. Registration
5:00 p.m. Dutch Treat Dinner
6:30 p.m. Shared platform - guests who will bring greetings from Canada and the Caribbean.
7:30 p.m. Presentation of review and planning tool (Looking Back/Looking Forward exercise). Small groups - task force members facilitate at tables - will get the dialogue started right away.
Led by Jeanne Campbell.
8:45 p.m. CELEBRATION!
Merrilyn Belgum - comic (and Dir. Twin Cities Int'l Programs)
Gloria Wettlin Larsen - musician and storyteller (Bemidji)
Nathundo Zulu - actress (will portray a woman from history)
Mari Harris - vocalist and composer
Youth contribution

Saturday, July 13

- 7:45 a.m. Dutch Treat Breakfast
8:00 a.m. Building Our Legacy - participation in facilitated small group discussions (further description follows below).
9:00-9:45 Speaker: Holly Youngbear Tibbett
9:45-11:00 Panel: Honored guests from Canada and the Caribbean
11:00-11:15 Break
11:15-12:30 Panel and workshops: themes of Peace, Development, Equality.
12:45-1:45 Box lunches served 1) outside with strolling musicians! or
2) while viewing The Whisper Project(?) - a video presentation of a creative, empowering event; women share experiences and break the silences surrounding their lives.
1:45-3:00 Panel and workshops: subthemes of Health, Education, Employment.
3:00-3:15 Break
3:15-4:15 Conference Summation - Jane Knowles
Closing - Teresa Harrell

EXPANSION OF SCHEDULE - SATURDAY, JULY 13

8:00 a.m. BUILDING OUR LEGACY - participation in facilitated small group discussions. Start out making connections right away. Participants receive a set of absolutely stimulating questions, jot down brief answers, then share their responses with other group members.
Ideas: What has changed your life significantly in the last ten years? What are your objectives for this conference - personally? and/or for your organization? Barriers? Ideas for actions/activities to respond to the above?

11:15-12:30 Panel and Workshops: Peace, Equality, Development.

PEACE

Panel - "Action Groups for Peace"
(Draw on organizational histories (WAMM, WILPF, etc.), describe evolution of peace movement recognizing primary role of women, their creative approaches to activism; the process of peaceful conflict resolution...)

Workshop "Effects of War and the Arms Race on Women"
(Connections with issues such as poverty (world) and the weakening of the social welfare safety net (U.S.), etc.)

Workshop "Refugees and Resettlement"
(Issues particular to refugee women: family stresses, cultural adjustments, changing roles (new American role possibilities), etc.)

DEVELOPMENT

Panel - "The Urban/Rural Connection"
(Define common ground and create a dialogue so that we don't see our lives as so different, separate, and in opposition, divisive; importance of networking, coalition-building...)

Workshop "Rural Women: Minnesota and the Third World"
(Discuss issues of rural women, international and Mn; focus is not on farming specifically but to see where commonalities emerge such as in family stresses, secondary employment(off farm), role of women in family-owned business, etc.)

Workshop "Official and Unofficial Systems for Change"
(Contrast different models of organizations built to respond to women's needs - governmental, private, cooperative,?; come up with new models; new coalitions, esp. multiethnic, consider the strength in unity,...)

EQUALITY

Panel - "Resources for Empowerment and Support for Victims"
(Urban and rural examples of support systems for victims of discrimination and violence; special needs of specific populations, and strategies.)

Workshop "Media Representations of Women"
(Inaccurate and degrading images of women in the media perpetuates and encourages our inequality and oppression.)

Workshop "Violence Against Women: Multicultural Perspectives"
(Consciousness-raising - spouse abuse, child abuse, sexual assault, also, dowry murders (India), genital mutilation, the killing of girl children in China...)

EXPANSION OF SCHEDULE - SATURDAY, JULY 13

1:45-3:00 Panel and Workshops: Health, Education, Unemployment.

HEALTH

Panel - "Approaches to Women-Centered Health Care"
(Actions taken to respond to women's health needs within and outside of classical medical system, i.e. expanding research into PMS (Premenstrual Syndrome) and progressive childbirth practices, etc; actions taken in response to poor women left out of traditional medical system due to expense, other barriers, organizations such as community clinics, Indian Health Board...)

Workshop "Malnutrition: The Empty Bowl"
(Causes and effects of malnutrition, U.S. and Third World; infant mortality rate differences between cultures, discrepancies within the U.S.; nutritional needs specific to women, esp. requirements during pregnancy; why is malnutrition allowed to exist in this country of plenty, affecting mainly women and children...)

Workshop "Women's Life Cycles"
(Crosscultural perspectives on life cycles, absolute factors of health - life expectancy, impact of bearing children at 14 vs. at 24 or 34 years; very different impact of life passages on U.S. women - menstruation, menopause, etc.)

EDUCATION

Panel - "Against Sexism in Schools"
(Describe sexism of traditional teaching methods - both material and attitudes of instructors; presenting material in a non-sexist fashion; creating new curricula altogether, such as in history where women have largely been ignored...)

Workshop "Models of Childcare Systems Worldwide"
(What can we learn from international approaches...)

Workshop "Differential Access to Education"
(Magnitude of global illiteracy, bearing heaviest on women and not improving(?); how white-created educational institutions fall short in filling, or even understanding, needs of children of color; cultural differences in the learning process, etc.)

EMPLOYMENT

Panel - "Toward Economic Self-Sufficiency"
(Aspects: appropriate training (displaced homemakers, women on AFDC leaving cycle of poverty), transitional housing and other support, career counseling, self employment (WEDCO), etc.)

Workshop "59¢ to the Dollar: Pay Equity"
(Accomplishments, future hurdles...)

Workshop "Women in Corporations"
(Barriers to entry and moving 'up the ranks' within a hierarchical structure; dealing with discrimination,...)

NAIROBI IN MINNESOTA



TO: WORLDWIDE WOMEN/NAIROBI IN MINNESOTA TASK FORCE

FROM: KIM LUND

Meeting notes of May 23.....NEXT MEETING THURS MAY 30

7:15 am - Humphrey Institute

Welcome! to Irene Gomez-Bethke, new member of the Publicity Committee, and to our UNA guests from Duluth - Martha Alworth and Jewel Maher.

REMEMBER! Global Sisterhood Seminar on Wed MAY 29 in the Humphrey Institute Living Room, 5:00 - 7:00. →

COMMITTEE REPORTS

Program - Next meeting Wed May 29 after the Seminar (7:15). All of the Canadian and Caribbean speakers are confirmed (thanks to the tenacity of Lauren and Isabel). The woman the Canadian gov't is sending went to Copenhagen for the 1980 Conference and is currently working with the gov't delegation to Nairobi. The other is involved in Women's Studies. One of the Caribbean women is from the Secretary of State's office. A Kenyan woman is also confirmed for the Sat morning panel.

Program is currently putting together a mailing list of presenters, sending presenters info packets, putting together visuals (two banners: one historical and one for brainstorming - both with audience participation - direct suggestions to Isabel), and discussing documentation. They want your input - go to the meeting or call a member.

Hosting - Finally able to confirm Jeanne d'Arc Aud. for Fri and Sat nights, then our favorite squeaky wheel Sally Flax announces that we have the option of O'Shaughnessy. Solheim will check difficulties with classroom proximity and get back to us. ICA will do pre-registration, put it on a database; Laxdal will bring a model with category options next week. Due to complications the WARM art show will be delayed until Agenda 2000.

FYI: St. Kate's has 250-300 beds available at \$13/single and \$16/double.

Spirited discussion: Regarding the sale of merchandise, we decided to allow only informational items such as books and pamphlets. Other articles may be displayed but not sold. Also, there will be a \$25 charge for renting a booth, but it will be free to organizations who are represented by 10 or more members (credit for the idea to Carol Banister with one n.) Exceptions at Cathy Solheim's discretion (what a trooper.)

Hosting will check on possibility of having refreshments available throughout the day on Sat., option of an informal reception Sat. afternoon, and prices of A.V. equipment at the college so Program can budget for documentation.

DEADLINE for info to be included in participants folders is JUNE 15 to Cathy - she will duplicate them.

Attendance - Conference preliminary brochure is on its way to millions of North American and Caribbean homes (if you're

*"Women's Health Issues:
A Global View"*

all doing your part...) The final brochure is headed for the printer, due to be finished end of May.

Bantley and Laxdal met with Karen Starr at Bremer to discuss impact grant should have on Bremer communities (those with a Bremer bank or affiliated agency; there are 11.) We will use 10% (\$250) to travel around the state actively recruiting rural women to the conference. Communities will be contacted to pre-arrange meetings - the famous silver-tongued Bantley bird will then, as they say, do her stuff.

The Duluth women offered advice and promised to help get the word out, including mailing the brochure out with their newsletter. Thanks.

ASSIGNMENT for next week - bring at least three contacts you know in Greater Mn so Attendance has somewhere to start. As Laxdal says "generate your own small brainstorm". Please help with this or you will have to sit in the corner and listen to tape recordings of Ron's old campaign promises.

Publicity - Greetings to Nancy Girard, head of External Relations at the Humphrey Institute. She suggests:

1) Sending out a fairly lengthy statewide news release now (so news agencies have the info on file to refer to later) and,

2) Putting out another release closer to conference time to encourage coverage. (MPR and U of M news service both free to us.)

We will be noted on KUOM with Carol Robertshaw June 8, and on SCOPE, 7 am Sun. after the conference.

The poster, for advertising and a fundraiser, is headed quickly for the presses - decided to try two colors, and do two sizes. UNA will sell it and return profits to us! (That's Jeanne Justus again, always thinking of us.)

Authorization/Funding - sent out grants last week to Northwest Corporation, Northwestern Bell, and IDS Financial Services. Currently quantifying our donations, including inkind (especially salaries), to see if General Mills will release their \$5000 contingent upon our raising the \$40,000 requested in our first proposal. Received two sponsor's checks - \$250 from WID(?), \$20 from Born Free where the director is Sunny Hansen, one of our presenters.

FOR FUTURE REFERENCE: Checks should be made out to WORLDWIDE WOMEN.

Optimist quote of the day (Sally Flax):

"Great minds run in the same deep rut."

WOMAN OF THE WEEK: Current Program chair extraordinaire, who stated last week "I have learned to be comfortable with chaos."

➤ LAUREN CARLSON ⇐



A PRE-CONFERENCE CELEBRATION

PICNIC

for

WOMEN TO NAIROBI

and

WOMEN TO NAIROBI IN MN

WHEN: Sunday, June 2, from 2:00-5:00 PM

WHERE: Riverview Tower, 1920 South 1st Street
Social Room, Level D (East of 7 corners, North of U of M
Law School; see attached map)

WHY: To meet one another, talk about our expectations of the
U.N. Decade conferences (in Kenya and Minnesota), write
some resolutions, and develop our own ACTION AGENDA 2000.

HOW: Bring your own picnic gear -
- utensils and paper plates
- drink and either:
Appetizer - Salad - or Dessert

R.S.V.P. Sally Flax: 612/373-3793 (office) or 612/333-8924 (home)

TO: NAIROBI IN MINNESOTA TASK FORCE

FROM: KIM LUND

Meeting notes of May 16.....NEXT MEETING THURS, MAY 23
7:15 am - Humphrey Institute

Announcements:

SUN, JUNE 2 - Pre-Conference Celebration Picnic with the Task Force and three groups sending women to Nairobi (Alliance of Women of Color and two others); the networking you've all been waiting for! 2:00 to 5:00 - bring your own picnic gear (utensils and paper plates, and drink) and an appetizer, salad or dessert - RSVP to Sally Flax (she's hosting AGAIN; WW also stands for Wonder Woman) at work, 373-3793 or home, 333-8924.

* Greetings to Sonia Bowe-Gutman who is writing an article on us for the Mn Women's Press!

* We are joining the Mn Women's Consortium - they are a great resource for us and we'll get better mailing rates.

Committee Reports:

PROGRAM - Next meeting: Tues, MAY 21 7:30 am - HHI
Lauren presented the revised conference schedule which was of course lauded, and then approved. Program presenters must be finalized by Monday - report those presenters you have received commitments from to Lauren by that time. List will be made available on May 23 meeting.

From Isabel Rife, mover and shaker: The Building Our Legacy timeline (see schedule descrip.) will include the names and founding dates of all participating organizations, plus a list from Jeanne Justus of past UN activities, and highlights in our herstory from Pat Gaardner at the Mn Historical Society and from the Mn Wmn's Consortium July 4, 1984 newsletter. Stay tuned for more exciting developments...

An idea: Set goals at each session's end, to have more visuals and to aid Agenda 2000 planning. Also, Program will get hold of Jane Knowles to discuss her participation in documentation.

AUTHORIZATION/FUNDING - Meeting to discuss budget: May 23 immediately after general Task Force meeting. (Lauren, very excited about the meeting, suggested that we meet at the airport when Sally arrived back on Tues, but it turned out she was only joshing.)

A/F Triumphs - 1) sent out 1200 sponsorship/fundraising letters, 2) received \$250 from WIDRIC, 3) got our first conference registration! and 4) two co-sponsors - UNA (with Justus at the helm) and the Humphrey Institute (due to our advocate Yvonne Cheek), who has promised benefits: an automatic press release to SEVERAL HUNDRED city papers, and help with program, brochure, and poster layout/design, and time structure. They will send a rep to our next meeting - Becky Girard. (Can we stay out of left field long enough to

impress her with our amazingly efficient administration?
Sure.)

Phone Bank - you are reprieved until early June. We will be following up on the sponsorship letters, possibly at MWC. To be announced.

HOSTING has been frustrated by the inaccessability of St. Kate's administrators, due to graduation. They need to confirm Jeanne d'Arc Auditorium for Fri night, discuss space limitations, and find out about meal facilities available.

ATTENDANCE - Jodi Bantley will have copies of the first brochure for you to pick up by Sat(?) - Call her (870-9053 or work, 373-0055); it's time to get the word spreading like wildfire and we need everyone to help.

Final brochure will go to Land O' Lakes Tues for printing and we hope to get it by the end of May for mailing and other distribution.

They are also planning to hold outstate meetings to publicize the conference - great idea, not to mention great dedication. Registration deadline to be decided.

PUBLICITY - News release is done; checking to see if ICA will be the contact. Will start work on a poster (might be a fundraising opportunity) - HHI will advise - also, Justus will contact WARM Gallery to see about the possibility of a woman artist from there designing it. Justus says the UNA would probably be willing to sell the poster for us too.

We will buy two ads in the Mn Women's Press. (At this point Pearl decided not to leave the room anymore because every time she left we thought up new responsibilities for her. But they are wonderful ideas!)

FINAL NOTE: Sally Flax contributed an article from the May 15 New York Times (the paper that refuses to call women Ms.) which is titled "Chaotic U.N. Parley on Women Is Expected". A quote from the article states the concern that "no women's issues will be addressed - only political ones" at the Nairobi Conference. It may come as a surprise to you that these are exclusive. Also, though the official U.S. delegation to Nairobi includes one man and 35 women, take a wild guess who the Times interviewed for the article. Right, his name is Alan. He's afraid that the Third World nations are going to be too pushy. I don't expect we should get our hopes up for a big attitude adjustment before July either. This should calm any doubts you might have had that the work you are doing is essential. See you early Thursday!

NAIROBI IN MINNESOTA CONFERENCE - Meeting notes of May 9
Next meeting - Thurs, May 16 - Humphrey Institute 7:15am
Note: Next Global Sisterhood Seminar - May 29, 5-7pm - HHI

COMMITTEE REPORTS

PROGRAM: Next meeting Tues May 14, 7:30am - HHI

Program committee membership has dwindled and a handful of women are doing an amazing amount of work.

Newsflash - The Canadian council that Isabel has been in touch with will send one woman to the conference and pay her way! Other international guests are in process; many great local speakers and presenters are confirmed already. Program has set basic requirements: women of color throughout, rural/urban mix, providers and consumers represented, and no more than three speakers per panel.

Jeanne Justus is in the process of setting up an art exhibition with WARM Gallery. Sally Flax was offered a quilt to display as well. (Women's art has often been called craft to reduce its significance; we'll fix that.)

HOSTING is beginning to connect with other committees, will find out about dining facilities (for Dutch Treat dinner and breakfast, and for the two-option lunch), will coordinate display materials. We have the Jeanne d'Arc Auditorium which is closest to classrooms and has a capacity of about 450.

Hosting needs info from Program about how much space is needed.

ATTENDANCE is requesting any names you might have of women or organizations to contact. We need a group effort on this. Contact Sue Laxdal (871-8382) or Jodi Bantley (870-9053 or (w)373-0055.)

Woman of the Week - NONA FISHER - through rain, snow, sleet, hail and program difficulties, she made sure the mail went on its way - commandeered the Mn Women's Consortium mailing last Wed. Women all over Mn are at this very minute penciling us in - thanks Nona.

AUTHORIZATION/FUNDING has convinced Land O Lakes to print our next brochure (smooth, women, but do we still get to have the pool full of ice cream? We may need to get our priorities straight on this.)

FYI: The Bremer grant requires us to target Bremer towns and recruit there. We will also be touring speakers in Greater Mn some days before the conference.

The fundraising plea letter sent to people who have shown interest went out - next step is a phone follow up, and yes, they are recruiting. This is another character-building exercise. PHONE BANK - MAY 22 and 24 - 6:30 to 9:00 or any time you are willing to help.

PUBLICITY still needs any contacts that you know of.

Getting information out to organizations to put in their bulletins. Also, we are promised an article in the new Mn Women's Press!

garage
Laney

15-2

9:00 - 11:00

Gu

3rd Floor

No side of Bully
elevator on North side

8:30 - 3:19 -
So.



MINNESOTA - WORLDWIDE WOMEN TASK FORCE

May the (Nairobi in Minnesota Task) Force be with you!

From: Kim Lund

Meeting notes of May 2.....NEXT MEETING MAY 9 - promptly at 7:15 am,
Humphrey Institute conference room - NOTE: The task force agrees that we need
to have weekly meetings from now until July - the push is on!

AUTHORIZATION/FUNDING: Need a lift? We got \$2500 this week from Bremer!!
Hot, hot, hot.....Also, fundraising letter goes out next week to folks who
have expressed interest (that'll teach them); then follow-up phone calls.
The committee will start meeting with corporations, especially those with
matching programs, and with women's councils of some sort. First draft budget
will be generated May 3 - Flax will have details. (\$2500! Yippee!)

PUBLICITY: Pearl's still bringing them in - welcome to two new members, Sue
Frishberg and Irene Gomez-Bethke. Committee asks task force members to reach
deep and supply them with names and addresses of organizations to contact with
publicity. They are still meeting with attendance.

ATTENDANCE: Also asking (pleading) for group input; they are starting to make
more personal contacts, priority to draw in varied constituencies. Mailing of
first brochure goes out with Mn Women's Consortium newsletter next week - then
again with final brochure/registration form. Getting in the spirit of making
commitments to very precise goals:

Final brochure brochure mailing - May 29

Print by - May 24

Must receive final program info (formats, speakers) - May 10

Combined effort to help Program with this gargantuan chore. ALSO - it is each
committee's responsibility to get together their timeline, and especially
those deadlines which will affect other committees.

PROGRAM: Call Lauren (new chair) to volunteer your services and expertise.

Next Program meeting Wed, MAY 8 - 7:00pm - 3711 Pillsbury S.

Using objectives and priority when choosing presenters - each Decade theme has
a main panel following the theme of domestic actions that respond to the needs
of women and/or that help (have helped) to advance our status. The two "work-
shops" below each panel provide complementary information - either about activ-
ism or toward consciousness-raising. (Workshop terminology used for conve-
nience - format is to be decided yet). You can tell how late it is by the way
my sentence structure is disintegrating. If you have questions, come to the
Program and/or general meeting - a guaranteed good time.

Next major concern - how to go about documentation of the conference. IDEAS!

Announcement -

Lecture - Dr. Gisele Konopka - May 9 - 3:30-5:00

Coffman Union - Theatre/Lecture Hall

Reception follows - RSVP 373-0930

For more info - Jodi Bantley (of Global Sisterhood Seminar
Series fame)



MINNESOTA - WORLDWIDE WOMEN TASK FORCE

TO: WORLDWILD WOMEN!(coined by one of our luncheon benefactors)
FROM: KIM LUND

Meeting notes of April 18.....NEXT MEETING THURS, MAY 2, Humphrey Inst.
7:15ams (after minimal sleep)

Note: These minutes simply cannot put across the tremendous amount of fun we have at meetings - come on sleepyheads! It's great to realize you've accomplished so much and it's only 8:30 am.

INTRODUCTION: Catherine Barton suggested that it is easy to get caught up in the details and hard work of planning and lose sight of our original vision as a whole. Reviewed the conference vision (in your packets from the planning meeting), and the Decade themes - PEACE, EQUALITY and DEVELOPMENT, and sub-themes - EMPLOYMENT, EDUCATION and HEALTH. (Now, can you close your eyes and say them?)

COMMITTEE REPORTS: In the future (for maximum efficiency!), groups might structure their reports into four parts:

DECISIONS MADE (since the last meeting)

ACCOMPLISHMENTS

CHECK TIMELINE - on schedule with goals or need to re-set them?

QUESTIONS FOR OTHER COMMITTEES - make connections.

PROGRAM: Describe themselves as "still amorphous", exploring ideas around the Decade themes; working on keynoters and presenters.

Important question raised - how do we feel about Honeywell printing our brochures, considering their defense activities? Some concerns voiced were;

- * Ethics vs, practicality

- * We had no budget to speak of (at the time of this discussion) - this printing would be worth about \$300 to us.

- * Time constraints - the decision had to be made that day (Apr 18).

- * Often individual issues can slow or stop a large project, but it is also dangerous to assume that ends justify means.

- * Our (their) military build-up, the feminization of poverty, and other social problems are clearly interrelated - Honeywell helps aggravate these problems like all defense contractors.

Chose not to have the divisiveness of a vote; reached consensus to accept Honeywell's donation with several members on record with strong reservations. For a group so newly formed the discussion was significant and was handled well - very mindful that there are many opinions, and respectful of all of them. This issue is not closed - we need to focus on building our resources so that we are not put in this position again - ideally we'll have more choices.

Discussion about the conference date; would the Aquatennial be a disturbance? (Someone suggested that, contrary to Minneapolis's belief, that city is not the center of the world.) Decided to have a date of our very own - conference is now firmly set for JULY 13 at ST. CATHERINE'S. Tentative July 12 evening event at the Landmark Center (non-profits rent it for \$25/hour).

AUTHORIZATION/FUNDING: Contacting reps within Twin Cities' corporations; identifying individual interested women for outright donations (luncheon fundraiser will help give them a feel for that).

New developments - mid-report, Mary Hauser identified herself as a new committee member, causing a brief period of delight and merriment.

Other suggestions - NAWBO, MWN, Women in Computers, Mn Women Lawyers, Mn Women Physicians, Women in Communications (we are everywhere!)

NEWSFLASH: The fundraising lunch was a smash - and finally the women sat after dinner to discuss politics while the men (man) finished up dessert and dishes! Special kudos to Sally Flax who works like a crazy person - brought in between \$3500 - 3600.

(with
ATTENDANCE: next meeting Apr. 25 7:30, at the Perkins on Riverside, Publicity).

Engineered a gorgeous first draft brochure - includes general program description, steering committee list, reader's response panel, etc., and a quote from the Saheli Resource Center for Women in New Delhi:

"Our purpose is to help women find themselves, realize strength, face life with dignity. Women united can overcome all obstacles. In patriarchy one has to exercise patience, yet be determined to have freedom."

Committed to keeping the conference fee to \$10 (which will cover all costs except lodging). To a suggestion of superimposing our logo on top of an outline of Mn, Laxdal promised she would "diddle with it". (FYI - Sue expects to hold a seminar on The Tao of Diddling in early fall for those persons who may have felt a void in this area.)

*(Arvonne floated in briefly like a fairy goddessmother and deemed us "a very impressive group".)

PUBLICITY: On the run now, five (?) new members in one week (Pearl is breathing free again). News release in the St. Paul Sunday paper about the fundraiser. Conference brochure will go out with a Mn Women's Consortium mailing - a list of 1200. (As we go to press, Mary Lee Slettehaug is madly dispersing the first brochures printed to those info-hungry task force members who need them for planning.)

Jeanne Justus suggests that we all consider potential conference articles in newsletters and reports coming out of the organizations we belong to in the next couple of months - she says of the UN Assoc. of Mn: "I intend to write this up on the front page of mine - I'm in control there!" That's the spirit.

NEWSFLASH II ----- WORLDWIDE WOMEN ANNIVERSARY BASH! ----- SUN, MAY 5

HAPPY HOURS *** The task force has its one year anniversary this month and we all deserve a party in our honor. No one will be allowed to conduct business - only playing is allowed.

TIME: 6:00 until the last ones wear out.
PLACE: 4751 DUPONT AV. S. (Kim Lund's home.)
PLEASE BRING: An appetizer

A beverage (alcoholic or non)
-OR-

A \$3 donation to the cause.

Rumor has it this promises to be the event of the year (second only of course to the Nairobi in Minnesota Conference.)

823-4347 with questions.



"Surely you're not going to deny me my basic rights to life, liberty and the pursuit of happy hour!"



Arvonne Fraser
Senior Fellow
Hubert H. Humphrey
Institute of Public Affairs
University of Minnesota

2/27

Jane

Jim unclear

Which course
you're interested
in - here are
both.

A.

.. letters ... letters ... letters ..

★ We write to you from Costa Rica to alert you to the US administration's decision to send some 20 military advisors to train Costa Rican police in counterinsurgency techniques. Costa Rica, which has no army, has signed a neutrality proclamation, but has been strongly pressured by the Reagan administration to participate in the armed conflicts of other countries. The training of the Costa Rican police begins in May in Murcielago de Santa Elena, the former ranch of Anastasio Somoza located 15 kilometers from the Nicaraguan border, which Costa Rica confiscated.

Several other recent events reveal a disturbing trend in US-Costa Rican relations. In February the U.S.S. Iowa made a "goodwill" visit to Puerto Limon, Costa Rica, armed with 32 nuclear-capable Tomahawk cruise missiles. It is also known that the US is discussing the possibility of bringing US drawback industry to assemble US Defense Department supplies in Costa Rica. The US is aware of the potential unpopularity of its moves and has recently fortified its Embassy in Costa Rica with a reinforced concrete security wall, the only diplomatic establishment to do so. These events and the increasingly common sight of armed and uniformed men in the quiet city streets and countryside all can be interpreted as psychological preparations for a greater military presence in Costa Rica.

We urge you to publicize these events, to bring them to the attention of church and solidarity groups working to stop US military intervention in Central America, to demand explanations from Administration officials, and to do all you can to halt the US police training in Costa Rica.

--The Committee of US Citizens Resident in Costa Rica

Note: News reports confirm that the US military advisors are now in Costa Rica.

★ It is now believed that French nuclear testing in the Pacific is having a negative effect on the weather in Chile. The last few years have been a lot wetter and colder here than usual, making the poor suffer all the more. With a disastrous unemployment rate of 40%, with heavy inflation and with the devaluation of the peso, it is scandalous that most of our national budget is being spent on weapons and to support the army. These are being used to repress the population, which is becoming more restless as misery grows in our country. The state of siege continues, and with it more disappearances, more torture, more imprisonment and more bodies of Pinochet's opponents found in the streets.

In Chile the price of the arms race is hunger, disease and prostitu-

on the streets prostituting themselves while people of all ages scavenge in garbage cans for food. The poorest people are acutely aware of the connections between their poverty and the arms buildup. After a recent meeting in Santiago, a woman from one of the poorest barrios organized a feminist front and a youth group for disarmament in her area. Although there is no end in sight for Pinochet, we know that his brutal regime cannot last forever.

--Barbara Luna, Santiago

★ The activities of the peace movements in Israel have declined recently and, we hope, temporarily. "Peace Now" is silent. Officially, Israel is retreating from Lebanon, and local wars and economic problems are preventing people here from seeing the real and dreadful danger--the nuclear danger. The good news is that there is a new Geshar L'Shalom (Bridge to Peace) group bringing together Arabs and Jews in Jerusalem.

--Maya Zahavi, Tel Aviv

★ Women in the US state of Minnesota (the only state where Reagan lost) have organized a number of mechanisms to help local women hook into the international women's network. A series of conferences (before, during and after Nairobi) will consider the Women's Decade issues. Thanks to a women's travel agency, slots for 50 local women have been reserved for Nairobi and money is being raised to help send minority women who cannot afford the trip.

Local women's organizations are encouraged to internationalize by selecting a sister organization in another country from lists of hundreds of such organizations, and regular meetings with foreign guest speakers are held locally. The Minnesota Women's Global Task Force encourages all women's organizations to look back and analyze what they have accomplished in the 10 years of the Decade for Women and then to ask whether, by the year 2000, their goals will be realized if they continue functioning as they have been, i.e. whether the world they want for their daughters who are now 5 will be better off when they are 20; and how they can re-orient their work so that the answer is yes.

--Eleanor Ottermose, Minneapolis

★ We continue to send letters to all Members of the Canadian Parliament, and one of the most hopeful included Kay Camp's article on intervention in the December 1984 issue of *pax et libertas*, with a form attached to sign and return if they have read it. When these come in we send personal letters often suggesting further reading and carrying on a dialogue with the MPs.

rection the Mulroney government is leading us. Canada is in a really difficult squeeze.

--Isobel Hill

★ I am just reading the March issue of *pax et libertas* and I'm really impressed by the work that women are doing all over the world. I have said it before, and I am saying it again: the women's movement is the salt in our future...Work here in Norway for a nuclear weapon-free zone is gathering weight, and the trade unions, especially on the local level, are coming into the movement strongly. Public opinion is very much against nuclear weapons, but the enemy image of the Soviet Union has been adopted on a scale which we could not have thought of in 1945. Unfortunately, some of the political movements on the Soviet side are not very well suited to change the picture...I'll end by saying that I'm sending Norwegian WILPF money for a subscription to your publication and membership in WILPF.

--Odd Andreassen, Norsk Kommuneforbund (Norwegian Trade Union Federation)

★ *pax et libertas* came this afternoon. I meant only to glance at it until I had time, but this proved impossible. I read it through and now I must write or burst. The March issue is literally priceless. No other publication has the same coverage of what it means, day by day, to be oppressed in this world. Above all, nowhere else do you find writing that has so much immediacy, because the people doing the writing are so deeply involved in the conditions they describe. Juxtaposing Anissa Najjar (Lebanon) with Maya Zahavi (Israel) was wonderful. The articles about Turkey, Guatemala and South Africa were devastating, agonizing to read. With luck, it will inspire a lot of us to try harder.

I also want to say that we found Kay Camp's article on global intervention in the December issue so well written and timely that we duplicated 200 copies of it to distribute at a recent meeting. Keep up the good work!

--Rachelle Marshall, USA





SCHEDULE

- 8:30 - Registration
 9:00 - Keynote Presentation, National NAWBO Speaker
 9:45 - Session One
 11:00 - Session Two
 12:15 - Awards Luncheon, Minnesota Business Journal Sponsor
 1:30 - Session Three
 2:45 - Session Four
 3:45 - Evaluation
 4:00 - Conclusion

Seminar Fees

Full day seminar, including lunch
 \$85, NAWBO members
 \$95, nonmembers

\$10 Reduction for Full day registration by June 10 Deadline.

Half day seminar,
 9:30 a.m. - 1:30 p.m. Morning sessions,
 plus lunch
 12:45 p.m. - 4:00 p.m. Afternoon sessions,
 plus lunch

\$45, NAWBO members
 \$50 nonmembers

LOCATION

The seminar will be held at:
 Control Data Business & Technology Center
 245 East Sixth Street
 Saint Paul, Minnesota

PARKING

Control Data Ramp • 6th and Wall
 Parking Lot • 6th and Wall
 Galtier Plaza • 6th between Sibley & Jackson
 Finch Building, lower level • 5th and Wacouta



SPEAKERS

Keynote: "The State of Small Business 1985: Women Business Enterprise, the Leading Edge."
MARY McCURRY, CPA
 Vice-President, National NAWBO

Workshops: Please select the workshops you plan to attend.
Select one in each time slot.
 Check your selections on the reservation form.

SESSION ONE

- 9:45 a.m. "Growing Nationally" ... how to expand through catalogue sales and retail sales.
ANN ROCKLER JACKSON,
 The Woodworkers Store
 9:45 a.m. "Growth through Contracts with Large Systems" ... how small business can grow through contracting with government and large business.
CINDY PACK, Nursing Care Service Professionals, Inc.
 9:45 a.m. "Growth with Financing Options" ... how to finance growth in your company through debt or equity financing.
PAULA MANNILLO, Women's Economic Development Corp.

SESSION TWO

- 11:00 a.m. "Growing Out of Your Business" ... how to sell your company and still maintain control.
LEEANN CHIN, Leeann Chin Cantonese Cuisine
 11:00 a.m. "Growing a Business in Greater Minnesota" ... how to create a market for cottage industries.
KATHY STENNES, Village of the Smoky Hills

SESSION THREE

- 1:30 p.m. "Growing with Business in Southwestern Minnesota" ... how to meet the challenge of increasing sales as a result of plant space expansion.
JOYCE SCHNELL, Joyce's Sewing Box
LEE REICH, élan
DEE RISDAHL, Decor Design, Inc.
 1:30 p.m. "Growth through Strategic Planning" ... how to strengthen your business and increase sales through strategic planning.
KAY FREDERICKS, TREND Enterprises Inc.

SESSION FOUR

- 2:45 p.m. "Growth through Acquisition" ... how to change and expand a business through acquisition of your business by another.
JANET HAGBERG, Career Management Systems
 2:45 p.m. "Growing New Leadership in an Existing Business" ... how to grow and "let go" in order to lead a larger enterprise through franchising.
ANN KERR, The Guide Corp.



REGISTRATION FORM

Name _____

Business Name _____

Business Address _____

Business Phone _____

I will attend:

- ☐ Full day Seminar and Lunch
 \$85 NAWBO members
 \$95 nonmembers

* \$10 Reduction for Full day registration postmarked by June 10.

- ☐ Morning Sessions and Lunch

- ☐ Afternoon Sessions and Lunch
HALF DAY ATTENDANCE:
 \$45 NAWBO members
 \$50 nonmembers

- ☐ Check enclosed for \$ _____
 Make check payable to: MN NAWBO Inc.

- ☐ Charge \$ _____
 to my VISA/MasterCard.
 Acct # _____

Exp. Date _____

Signature _____

Register me for the following seminars:

SELECT ONE IN EACH TIME SLOT

Morning Sessions

- 9:45 ☐ Growing Nationally
☐ Growth through Contracts
☐ Growth with Financing Options
 11:00 ☐ Growing Out of Your Business
☐ Growing a Business in Greater Minnesota

Afternoon Sessions

- 1:30 ☐ Growing in Southwestern Minnesota
☐ Growth through Strategic Planning
 2:45 ☐ Growing through Acquisition
☐ Growing New Leadership

MAIL TO: **Minnesota NAWBO Inc.**
 1450 Energy Park Drive, Box 60
 St. Paul, Minnesota 55108
 612/644-2511



June 20, 1985
Control Data Business & Technology Center
245 East Sixth Street
Saint Paul, Minnesota

NATIONAL ASSOCIATION OF WOMEN BUSINESS OWNERS PRESENTS

MEETING THE CHALLENGE OF GROWTH

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Women Business Owners

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610-C Butler Square Building
100 North 6th Street
Minneapolis, MN 55403

Postage and Fees Paid
U.S. Small Business Administration
SBA - 475



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Yvonne Cheek
Control Data Corp.
4329 Oakland Avenue
Minneapolis, MN 55407

MEETING THE CHALLENGE OF GROWTH.....
A SEMINAR FOR SUCCESSFUL
WOMEN BUSINESS OWNERS



MEETING THE CHALLENGE OF GROWTH

A Seminar For Successful
Women Business Owners

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Anchor Paper Company
Control Data
Minnesota Business Journal
Quality Decisions Incorporated
The Woodworker's Store

Co-sponsors:

Marshall NAWBO
Minnesota Foundation of Women
Entrepreneurs
Minnesota Small Business Development
Center, St. Thomas College SBDC
Small Business Administration
Women's Economic Development
Corporation

PRE-REGISTRATION DEADLINE - JUNE 10

Full and half-day registration due June 10.
\$10 reduction on full day registration fee if
postmarked by June 10.

LUNCHEON

The luncheon will be co-hosted by the
Minnesota Business Journal and NAWBO.
It will be catered by Leeann Chin, Inc.
Awards will be given to the women entre-
preneurs who were listed by the MBJ in
November, 1984, as founding some of
Minnesota's largest women-owned
companies.

The Conference Steering Committee

Arvonne Fraser
Sue Laxdal
Katherine Barton
Diane Beitz
Carol Ann Bannister
Isabel Rife
Marge Spannus
Carol Foth
Mary Lee Slettehaugh
June Seery
Elsa Batika
Leone Carstens
Eleanor Otterness
Jeanne Campbell
Dottie Garwick
Jodi Bantly
Lauren Carlson
Yvonne Cheek
Sally Flax
Nona Fisher
Soyini Guyton
Jeanne Justus
Kim Lund
Laverne Lein
Cheryl Lushine
Pearl Mitchell-Jackson
Sonia Patten
Cathy Solheim
Carla Wittington
and growing.....

The Organizing Sponsor

Minnesota Worldwide Women Task Force

About the Organizing Sponsor:

We are a representative group of women from public, private and voluntary organizations in business, service education, cultural organizations and others who want to involve Minnesota women in the Worldwide U.N. Decade through the linkage of women.

NAIROBI IN MINNESOTA



A Celebration of the U.N. Decade for Women

July 13, 1985
The College
of St. Catherine
St. Paul, Minnesota



"Our purpose is to help women find themselves, realize strength, face life with dignity. Women united can overcome all obstacles. In patriarchy one has to exercise patience, yet be determined to have freedom."

*Saheli Resource Center for Women
New Delhi, India*

You Are Invited to join with other Minnesota women to celebrate the achievements of the United Nations Decade for Women. As the forum of Private Voluntary Organizations representing women internationally is underway in Nairobi, Kenya, we will acknowledge accomplishments by and for women around the U.N. themes of PEACE, DEVELOPEMNT and EQUALITY and subthemes of Health, Education and Employment. Participate in this historic event and create a vision toward the year 2000. Together we can continue the process of THINKING GLOBALLY AND ACTING LOCALLY.

THE BACKGROUND

The U.N. Decade for Women

In July 1985, a third world women's conference will be held in Nairobi, Kenya. The two previous conferences were the 1975 Mexico City conference, held during International Women's Year, which established the U.N. Decade, and the Mid-decade conference held in Copenhagen. The Mexico City conference produced a World Plan of Action which set minimum goals for advancing the status of women. The Copenhagen Programme of Action noted that inequality between men and women is linked to complex historical conditions in the world community. The agenda for the 1985 conference calls for looking backward to assess how far women have progressed during the decade, and to plan strategies to achieve equal partnership between women and men by the year 2000.

Celebrating A Decade Of Achievement Creating the Future

NAIROBI IN MINNESOTA provides an opportunity for dialogue among all women working toward the advancement of women's status in a variety of areas. Through workshops and roundtables, we can define common concerns, recognize contributions in our communities and generate a climate for unified action. Conscious of our challenges, we will encourage the formation of networks to establish new directions for the next ten years.



For further conference information
Contact: MN Worldwide Women Task Force
201 Nolte West
315 Pillsbury Drive SE.
Minneapolis, MN 55455

THE CONFERENCE

Possible Topics for Plenary Sessions and Workshops

unite
Minnesota--Link with the world's women accomplishments of the Decade--in the USA--in the hemisphere--the global picture in 2000 A.D.
worldwide

Areas and Agencies of Empowerment:

- Education--What do we teach our children?
- The Media--Potentials for breaking down stereotypes
- Positive Examples of Women in Leadership--as entrepreneurs; owners of businesses; artists; professionals; peacemakers.
- The Rural/Urban Dialogue

Areas of Continuing Concern

- Population as a global concern
- Feminization of poverty
- Violence against women--domestic and official
- Wellness and today's women
- The environment

RESOURCE FAIR----Sharing what you do

space
An integral part of Saturday, the 13th of July, is the opportunity for YOU to share your struggles and successes in advancing opportunities for women. Contact us about exhibit space.

*"The past is studded with sisters who, in their time, shone like gold.
They give us hope....to lay just claim to the fullness of the future."*

Alice Walker

Registration: NAIROBI IN MINNESOTA CONFERENCE
JULY 13, 1985

NAME _____

ADDRESS _____

PHONE (office) _____

(home) _____

Enclosed is my check for \$10 (full conference fee)

I cannot attend but would like to contribute.

We would like to be considered for a display.

Please return this form as soon as possible to:

MN Worldwide Women Task Force
201 Nolte West
315 Pillsbury Drive SE.
Minneapolis, MN 55455

MN-Worldwide Women Task Force: Funding from April 1984 - May 1985

Personnel In-Kind Contributions

K. Barton/S. Laxdal: ICA*, Consultants for conference planning (\$5,000 more anticipated for Agenda 2000 conference)	\$ 9,000.00
G. Brooks, Brooks/Ridder Associates fundraising consultation	155.00
Dr. J. Campbell: Preparing <u>Profile of MN Women's Organizations</u> for policy/planners	4,331.00
Y. Cheek & staff: Public Education and Media, Humphrey Institute of Public Affairs, University of Minnesota	2,500.00
L. Crosby, Christopher Miller & Company, Inc., copy and printing info for fundraising luncheon invitation	225.00
S. Flax & staff: Office of International Programs, Univer- sity of Minnesota, administration/fundraising	12,350.00
A. Fraser: Women, Public Policy and Development, Humphrey Institute of Public Affairs, University of Minnesota	8,050.00
I. Rife: Metro State University, Task Force formulation, program planning	2,760.00

Donations

Individual contributions	\$ 400.00
Sponsor's luncheon April 20, 1985	3,600.00

Foundations

3M	\$ 1,000.00
Bremer Foundation	2,500.00

In-Kind:

Corporations

Honeywell: printing/mailing (Task Force flier)	\$ 600.00
Land O'Lakes: printing/mailing (Program for NAIROBI IN MN)	800.00
Canadian Consul: travel	400.00
<u>University of Minnesota: Humphrey Institute - mailing</u> (Agenda 2000)	300.00

<u>TOTAL</u>	<u>\$48,971.00</u>
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*Institute of Cultural Affairs

Nairobi in Pm.

May 30, 1985

Isabel

Co Sponsor will be able to have some info in
Brochure. others in booth.

Documentation
sessions taped.

Mtg. Program

Tues. 7:30 5/4 Program. HHH/
evaluation forms for conference -
WN. 3d Week in October. (24)
Agenda 2000 Late September

Pearl - (H) 631-9644
(O) 224-0022

Publicity

P

Gomez - Beth Ke
537-0469

U.N. Action Alert

No. 86-1

Public opinion must be mobilized to help break the deadlock in the Conference on Disarmament which meets each year from February-August at the United Nations office at Geneva.

This year's session, which opened 4 February, began on an optimistic note following the new climate of international relations which resulted from the initiatives of: the Summit last November, the Soviet's unilateral moratorium on testing, and the Soviet proposal to eliminate nuclear weapons by the year 2000.

This optimism, however, was short-lived. Despite the efforts of the neutral, non-aligned and socialist countries to resume negotiations with vigor and flexibility, some western countries have continued to respond with old rhetoric.

The USSR's comprehensive plan for the gradual reduction of nuclear weapons on both sides, which eliminates past concerns regarding verification with its offer to allow on-site inspection, has been virtually dismissed by some western states.

These same states have prevented negotiations from beginning on a Comprehensive Test Ban Treaty. They claim that there is still inadequate verification for such a ban, despite overwhelming evidence to the contrary and new Soviet concessions.

So long as there can be no agreement on the issue of a Comprehensive Test Ban Treaty (which the CD has agreed is of the highest priority as a first step towards nuclear disarmament), progress in nuclear arms control or disarmament will be difficult.

The current stalemate on a CTBT can be broken only by public pressure being brought to bear upon those western nations which continue to hold up progress.

Your letters can and will make a difference! Let the negotiators know that you do not accept the strategy of nuclear deterrence and that NUCLEAR WEAPONS DO NOT PROVIDE SECURITY, but rather, security lies in a nuclear-free world. Request that negotiation of a CTBT be made a top priority on your government's agenda as a first concrete step towards nuclear disarmament and the cessation of the arms race.

Please write letters to your head of State with copies to your government's Ambassador to the Conference on Disarmament and to the Secretary-General of the CD. The names and addresses can be found on the inside back cover of Focus on Disarmament. If you would like to receive further information about the Conference on Disarmament, contact WILPF's Disarmament Intern at the office in Geneva.

(U.S.) Amb. DONALD LOWITZ, U.S. Mission
11 rte de Pregny, 1292 Chambesy
Geneva, Switzerland

Women's International League For Peace And Freedom

1 rue de Varembe, 1211 Geneva 20 · Switzerland

FINANCIAL CRISIS AT THE U.N.



By Ruth Sillman, UN Representative,
U.S. Section, WILPF

As Congress considers the Administration's 1987 budget requests, it is well to remember that funds for the UN are not controlled by its leadership, but by governments which must be made to realize that the UN is not a luxury, but an essential for the world's survival. Decisions of congressional committees could have a drastic effect on the ability of the United Nations to function.

The UN faces a financial emergency of two parts. One is the \$125 million in back dues owed by 18 member states, including the U.S. and the Soviet Union, which they have refused to pay as a protest against activities of which they disapprove. The second part involves \$80 to \$100 million in planned U.S. cuts during the 1986 and 87 fiscal years. Both of these withholdings violate U.S. commitments under the UN charter.

Since the UN is not allowed to borrow, both cause major cash flow problems. Because the first problem has grown gradually over 20 years, the UN has been able to blunt its impact, although at the cost of exhausting its financial reserves. For the new U.S. cuts, however, there has been little warning. With its financial cushion gone, the UN is fast running out of options.

Three pieces of legislation could lead to a substantial reduction in the

U.S. contribution to the UN regular budget. The *Kassebaum amendment* requires that the U.S. pay no more than 20% of the UN regular budget, unless the UN moves to weighted voting on budgetary matters. The *Sundquist amendment* would withhold the U.S. share of the cost of the salaries of those Soviet-bloc staff members in the UN Secretariat who, it is alleged, are required to return part of their salaries to their governments. The *Gramm-Rudman-Hollings Act* would require budget cuts so as to eliminate the U.S. deficit by 1991 (see April/May *Peace & Freedom*).

The estimated \$100 million reduction in 1986 U.S. funds represents a significant part of the total 1986 regular UN budget of about \$820 million. The Heritage Foundation has added more of its usual disinformation by asserting that the UN can absorb a \$100 million cut against \$4 billion in expenditures. This \$4 billion, however, is the budget for the United Nations system as a whole--covering the work of agencies such as UNICEF, for example. The \$100 million shortfall would be against the \$820 million regular budget.

The reductions are tantamount to a phased U.S. withdrawal from the UN under the guise of cost cutting. The cuts will cause chaos at a time when the UN is re-examining its programs and procedures. Serious UN reform will require conservative U.S. leadership, not unilateral cutbacks.

Action:

Write to President Reagan, Secretary of State Schultz, your legislators and your local editor; urge that NO cuts be made. For more details, write to Ruth Sillman, 36-40 Bowne St., Flushing, NY 11354.

Women's International League Peace + Freedom

JOIN IN SPIRITUAL RESISTANCE TO GENOCIDE
BIG MOUNTAIN ARIZONA

On July 8th, the Federal Government is planning to forcibly remove 10,000 traditional Navajo and Hopi Native Americans from their reservation land at Big Mountain Arizona, as a result of Public Law 95-531. Passed in 1974, P.L. 95-531 requires the Dineh (Navajo) be removed from the Big Mountain area of Arizona, from what is now known as the Joint Use Area (JUA) of Hopi and Dineh land. The law ordered the construction of a barbed wire fence to separate the Navajo and Hopi, a 90% reduction of the livestock herds (upon which traditional Navajo herders depend for sustenance) and a halt to all building and improvements to property. Bulldozing with heavy chains has destroyed hundreds of acres of sage and medicinal plants. Sacred shrines, plants and springs have been destroyed and uprooted.

P. L. 95-531 was devised to provide easier access for the energy companies seeking leasing rights to the massive coal, gas, oil and uranium reserves under this land. It is absolutely essential to understand that while the Tribal Councils have approved the leases granted, only 15% of the people voted to have the Tribal Council replace their own form of government. The Bureau of Indian Affairs established the Tribal Councils in the 1920's at the request of Standard Oil Company. In the last 60 years, these leases have brought extensive devastation to the Navajo reservation through four coal strip mines, five giant coal-fired power plants, plus 38 uranium mines and six uranium mills. Groundwater tables have been irradiated, uranium tailings have been left in piles on the land, and the underground aquifer is being consumed at the rate of 3 million gallons per day by Peabody Coal Company to transport their coal via slurry pipeline 275 miles away.

While both a political and social issue, this is predominantly a deep spiritual crisis. The traditional people view this land as holy and it is essential to their worship and continuation of their culture. In their culture, to leave the land is the same as to disappear. 25% of those relocated thus far have died. Many of the people will be relocated to outlying cities such as Flagstaff, where they are unable to maintain their religion and ceremonies and culture. Big Mountain is sacred to both peoples and is a source of great energy and healing. Big Mountain holds many sacred shrines and springs, one of which is the traditional home of Be'gochidi, the "One Who Created People," and "whom the sun never leaves, who time and time again transforms into sunlight, into wind, who is found absolutely everywhere."

"The Navajo who live at Big Mountain...are said to be the most traditional and culturally intact of their large tribe. They have spent their lives herding sheep in one of the most isolated areas of the Navajo Reservation. Many Big Mountain people don't speak or understand English, don't read or write English, don't understand the white man's laws, and don't understand the tribal council laws. The only law they understand is the natural laws. The prayers, the ceremonies, the songs--those are the laws that the people of Big Mountain live by." ("Native Peoples in Struggle"). Taking away tribal land is a violation of religious freedom. The Geneva Convention considers removal of indigenous people cultural homicide. This relocation action of the United States Government has brought our country before the United Nations with the charge of genocide.

In May of 1982, Roger Lewis, one of the three federally appointed Relocation Commissioners resigned, saying the Commission was "as bad as the people who ran the concentration camps in World War II." (from the Big Mountain Support Group's Report "Navajos Resist Forced Relocation")

I urge you to join us in support of the Navajo and Hopi people in this spiritual crisis. We who have known genocide in our world and our community are called upon to stand with those who now face their own destruction.

There is much to be done!

1. Call the offices of your senators and representatives and let them know your viewpoint. In particular call Vento and Sabo. Relate your opposition to the relocation of the Navajo and Hopi people; urge them to cosponsor the legislation to be introduced by Mickey Leeland (D-Tex.) to repeal P.L. 95-531.
2. Write to the Big Mountain Legal Defense/Offense Committee - they are in desperate need of funds.
3. Join the Minnesota Big Mountain Support Group. If you are unable to attend but would like to help, please call the number listed below. We hold organizational meetings Mondays at 7 p.m. Call 871-5774 for details. If you know of groups interested in a slide show presentation/discussion call Roger at 871-7061 or contact me at 698-2425.
4. Pray. Join the elders in spiritual resistance to genocide. Vigils will be held July 2-6th, ~~with the full National Day of Prayer (July 6th) spent at the State Capitol in unity with the Navajo and Hopi people.~~ *for the Big Mountain*

Janis L. Batt
Member, Minnesota Big Mountain Support Group

We would have people assigned to work in the following three areas:

Membership deal with mailing list updated and minutes getting out

Fundraising keep track of income, bank balance, expenses
assist task groups in fund raising
become acquainted with fundraising community &
possibilities there
write grant proposals

Coordination setting agenda; coordinate decision-making meetings
facilitating (or assigning facilitators)
ensure minute-taking happens
support & maintain communications with subgroups
the persons to check with re: policy issues
to be brought before the group

We suggest that everyone (at least in the "core" group) work on an arena of the internal (above three groups) functions as well as a program/action arena.

A discussion followed:

..I like the approach of everyone doing an internal function as well as an external function.
..We would rotate the facilitating to include all. Coordination would decide this rotation.
..The coordination function would work on developing leadership skills in the group.
..There are different styles of facilitating.
..Coordination group would suggest the locations of the meetings.
..Fundraising is everyone's job.
..Coordination group: how many? Co-chair? Three? Have separate "leadership positions"? Use "shadow principle" to train new people. Too much for two people to do: have at least three people on coordination. Caution about creating an "elite" group. Caution about the care/time/prep it takes to prepare for these meetings. How do we plan a meeting and make sure everyone has a say in the agenda: does the previous meeting set the agenda for the next meeting? How hold flexibility over against a planned meeting? How keep a person from coming in with last minute agenda item and taking up the whole meeting?

The closing of the discussion was a statement that there seems to be an agreement on functions. Now - how do we define the task of coordination seems to be the question.

We will spend time at our next (first) decision making meeting to do further delineation of these functions and deciding who would work on what.

We will keep the mailing list for minutes the same for now. Our next meeting will be WEDNESDAY, MARCH 12, 5:30 - 7:30 PM AT ICA FACILITY. Bring your own food.

Other issues to deal with at that meeting:

The financing of mailings. Membership discussion: core group is what and general membership is what. Who gets what mailings, including minutes.

Suggestion was made that on this mailing of the minutes we include a section which people respond with address correction and with whether they wish to receive the minutes regularly.

II. Deciding Catalytic Actions (from our previous planning) Doris Jane Conway-Rettig

We reviewed a chart (enclosed) which drew together on one page all of our planning work: the five goals and the categories of program beneath them with suggested activities.

It seemed to the facilitators that there was too much there for us to tackle at once, so we asked for people to take a goal area and decide where we would begin. We were looking for "catalytic actions", that is, easy to do, people ready to do it, no money required, would be doing other parts of the goal(s) at the same time.

People began to see how different parts of the chart related to each other in various ways. Goals IV and V were combined since they both deal with relationships between the local and the global. The following activities were decided for each goal.

I. Forward Looking Strategies Work - MWWTF study groups on the Forward looking strategies.

II. Educate & Outreach to Groups - Media activities continuing the

III. Establish Local Networks - Information gathering through continuing needs assessment interviews.

IV. & V. Establishing Global Sisterhood & Compelling Minnesotans to have International Connections - Quarterly global sisterhood seminar which involves international women who are here.

A fifth arena will be our internal structuring as an organization.

People volunteered to take time to do some planning in these goal areas and be ready to report at the next meeting. Other people who have participated regularly will be called and asked to assist in this planning. An implementation sheet (enclosed) was passed out to assist in the thinking through of next steps.

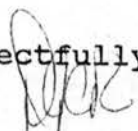
Sally Flax & Eleanor O. will work on #I. Kathleen Remund and Dixie Riley will work on #II. Kim Lund and Sue Laxdal will work on #III. Doris J. Conway-Rettig and Dotty Garwood will work on #IV. & V.

At our next meeting, besides the previous issues mentioned which will be discussed, we will further discuss our overall organizing with these program areas in mind. One consideration is how do we all participate in all of these program areas, since the group feels that that is what people want to do. How do we design our time to do that? For instance, we all want to participate in the study groups. Another question is - who will do the steering in each of the goal areas, to bring plans and recommendations to the group?

The minutes will be mailed out on March 3.

We look forward to seeing you at the next meeting: Wednesday, March 12, 5:30 - 7:30 PM, at the ICA facility. Bring your supper with you.

Respectfully submitted,


Doris Jane Conway-Rettig

MINNESOTA WORLDWIDE WOMEN'S TASK FORCE - INFORMATION REQUEST TO YOU:

Do you wish to continue to receive the MWWTF meeting minutes? _____

Name: _____ Date _____/86

Address correction, _____
if any _____

Please return to: MWWTF, c/o Sue Laxdal
ICA
2302 Blaisdell Ave.
Minneapolis, MN 55404

MINNESOTA WORLDWIDE WOMEN TASK FORCE
c/o Institute of Cultural Affairs
2302 Blaisdell Avenue South
Minneapolis, Minnesota 55404



Irene Gomez-Bethke
4649 Decateur Ave. N.
New Hope, Mn 55428

GLOBAL SISTERHOOD EVENT...Late breaking!

June 13, FRIDAY, at 12 NOON , at Metropolitan YWCA POTLUCK and Program
1130 Nicollet Ave, Minneapolis
to hear and question NATALIA SIMENIKHINA, director of Moscow office(25 staff)

of Soviet American Friendship Society
Come during your lunch hour, tell friends,BRING WHAT YOU CAN OFFER FOR LUNCH...

An opportunity to meet a Soviet woman who will talk about post-Nairobi
women's events, Soviet and American relations, Soviet peace proposals, and the
Moscow World Congress of Women, July 1987 as a Nairobi follow up.

Information:Eleanor Otterness 331,6203

Co-Sponsored by YWCA, and Women's International League for Peace and Freedom

WORLDWIDE WOMEN FORWARD LOOKING STRATEGIES STUDY GROUP
Session Two - May 6, 1986

Women As Creators Of Economic Wealth - researched by Hofrenning, Laxdal, Otterness; magnificently facilitated by Hofrenning. Minutes by Lund.

Primarily discussed paragraphs from Development section of document, using the categories: Women in Development (pp 113-120,128,221), Women as Workers (pp 132-142,187,194) and Equal Access (pp 143-145,283, 295-296,202,225). (Note: Used original, not updated document. Also, the fact that many paragraphs are not used is indicative of the large amount of duplication of ideas and phrases throughout the document.)

Introduction: The people who contributed to the FLS document were governmental representatives so most of the Strategies are aimed at governmental and/or legislative remedies. Paragraphs 98 and others decry a "lack of political will" in the world to strive for the advancement and equality of women. They cite ineffective governmental women's bureaus, many of which are located in social/welfare departments rather than economic, and laws that exist but are not implemented (more talk than action). Paragraph 105 criticizes the exclusion of women from decision-making/policy-making positions and the lack of resources devoted to women. Paragraph 114 requires the effective participation of women in development and the integration of women and women's issues in all areas and at local, national, regional and international levels. It demands that this not be confined only to statements of intent within plans or to small-scale, transitory projects relating to women but must be institutionalized.

Conclusion: Reading through all the paragraphs underscored the many underlying similarities in the issues affecting women in developing and "developed" countries. The key to the future is making those links and establishing working connections between people whose goals are mutual. It certainly reaffirmed our faith in the Worldwide Women mission!

A summary follows of a discussion of the actors who can help bring about change in the areas studied including state governments, the U.N., non-governmental organizations (NGO's: grass-roots/representative orgs.), institutions (businesses, churches, labor unions, schools), women's organizations, and individuals. Numbers in the columns refer to paragraphs.

WOMEN AS WORKERS

STATES	INSTITUTIONS	♀'s ORGANIZATIONS
<p>133 - policies of hiring/affirmative action</p> <p>134 - CEDAW</p> <p>135 - insure equity in employment; avoid feminization of part-time, temporary & seasonal work.</p> <p>136 - pay equity, revise tax structure (against disincentives for working women), flexible work hours, re-entry training.</p> <p>137 - guarantee equal pay for work of comparable worth.</p> <p>138 - create new employment opportunities.</p> <p>139 - insure safe, healthy, harassment-free working conditions with avenues for both redress and prevention.</p> <p>140 - nat'l planning: social security, health, maternity, parental leave, CHILD CARE. (Int'l Labor Org. convention)</p> <p>141 - value older women's contrib; train and educate young women, both rural and urban focus; eliminate exploitation.</p> <p>142 - nat'l planning against poverty, unemployment; encourage co-ops; more women in planning.</p> <p>187 - transformation industries based on nations' agricultural independence is a fundamental issue to development; there must be a link made between agriculture and industry.</p>	<p>133 - schools, businesses must train and otherwise enable wmn to take on managerial positions.</p> <p>135 -ditto states.</p> <p>136 - university research on flex time, etc.</p> <p>138 - businesses create new job opportunities; avoid gender stereotyping.</p> <p>187 - ditto states.</p>	<p>133 - increase public awareness in order to help women get better jobs.</p> <p>141 - career planning for young women (NOT typing).</p> <p>136 - discussion with business people in public forums about re-entry, flex time; build public awareness so laws will pass.</p> <p>140 - child care</p> <p>141 - public awareness; training.</p>
	U.N.	NGO's
	<p>138 - new employment opportunities</p> <p>187 - integrate women into industrialization from beginning; from ground up.</p>	<p>133 - promote occupational mobility of women.</p> <p>141, 187 - ditto states.</p>
	INDIVIDUALS	
	<p>136 - share child care responsibilities.</p> <p>139 - press charges; empower other women to press charges.</p> <p>140 - maternal leave, child care.</p>	

Minutes of May 15, Business Meeting, MN Worldwide Women Task Force

NEXT MEETING: June 5: PROGRAM AND BENEFIT POTLUCK (to raise a bit of money for K Remund to tour El Salvador/Nicaragua with trip of Center for Global Service Education/Augsburg Program: Analyze Roots of Racism as presented in Forward Looking Strategies (7:30-9:30PM)
POTLUCK: Bring a So. American dish/salad or appropriate other 6:30-7:30) AND \$5.00 toward K Remund expenses/tour costs
AT: ICA, 2302 Blaisdell Ave., So, Minneapolis. Call: 871-8382-Sue 331-6203- Eleanor

Present: Dixie Riley, Sue Laxdahl, Doris Conway-Rettig, Kathleen Remund, Eleanor Otterness (who prepared these notes)
Reasons for absence of others recounted.

MISSION OF MN WWTF: To carry into the future the spirit and accomplishments of the Decade for Women by

1. Increasing awareness among Minn women of their relationship to the growing international women's movement
2. Providing community education and pursuing actions that further the Forward Looking Strategies.

WE WILL ACTIVELY SEEK DIVERSITY.

REPORT FROM EDUCATION AND OUTREACH: Dixie Riley and K Remund

By advertising and education (each analyzed fully and separately)
See attached sheet

Action..... Suggestion for Literature Table at DFL Convent., June 13-15, DULUTH
Action..... Read thru resource list as presently drafted, add, critique to improve and INFORM KATHLEEN REMUND (722-0489) of improvements.
Do before July 1 when will be re-edited and published October.

REPORT ON FUNCTION GROUPS AND PROGRAM

Membership: Dixie and Eleanor to meet

Development: Sue gave full report of information gathered from interviews re: funding sources, esp re: Kellogg Foundation
Also that Sally Flax had compared Minn Econ Action Plan for Women, 1986 with the Forward Looking Strategies
Also proposal will be made to Womens Fund for the second round of grants.

Coordination: Everyone will help facilitate meetings.

Action..... NEXT MEETING: June 17, Dixie, Kathleen and Doris will facilitate
PROGRAM REPORTS: Next one is June 5, see above announcement of next meeting
Network: No action reported by Sue
Global Sisterhood: This Sat at Plymouth Church with Nelcia Robinson.
Each of those present took phone list and besides reminding the members of the Plymouth event Saturday, phoners will also invite them to picnic with Nelcia in Loring Park AFTER the program, only chance to meet with her separate from several larger events she has presented to, and also to remind members to save June 5
Action... Will have sign up sheets and information at Plymouth on Sat.

WORKSHOP ON MONEY GUIDELINES: Led by Doris Suggestions include...

- 1) To further our mission and our identity
- 2) Best (efficient) use of money (compare \$ spent to # people reached)
- 3) Maintain communication with loyal 110 women on mailing list, with us since beginning, is core group, i.e. continue communication with core group
- 4) How expenditure relates to 4 strategy areas
- 5) Make each event self-supporting
- 6) Educate leader re: FLS when send communication re: event

Mailings cost \$30-35 each so can afford to continue.

Action... SEND IN COMPLETED QUESTIONNAIRE FROM LAST MINUTES/MAILING

MWWTF Study Groups, events, meetings, information

WHERE

Newsletter- Battered Women's Newsletter, Chrysalis, NOW & TC newsletters, Women's Consortium, Minn Women's Network, Girl Scouts, Corp Women's Groups, Nairobi Panels, YWCA, Women's Resource Newsletter
Newspaper-- *Women's Press, TC Reader, TC Pages, Circle (Amer Indian), Courier (Black), Mpls & St. Paul Tribune, Equal Time, Skyway, Freeway News
Radio-NPR, Fresh Air, WCCO, Newsline

Flyers

Letters to Editor

Press Releases/Press Club

TV--Cable, PBS

Waiting Rooms/Bulletin Boards--Women's Resource Center, YWCA, U of MN, ?Teachers

Book Stores--Amazon, Hungry Mind, Odegard

Campus Coverage--Women's Study Office U of MN, Mankato, Metro

International-- International Institute(State Fairgrounds), MN International Center, Global Volunteers, ICA, Center for Global Services (Augsburg), UN Group,

Support groups- Hmong/Laos Women, Filipino Women/Professional Women, Women of Color, List from Sandy Vargas

MWWTF--MEDIA COMMITTEE--Educating

WHAT

International Issues

FLS

Peace, Development, Equality, Educ, Health, & Employment

Feature--Personal Stories

Resources Available- Lists & Organizations, Flyers/Summaries of Resources, Study Guides

News

Goals of MWWTF

HOW

Book Reviews

Feature Personal Stories

TV Advocate, Women Programming

Organizational INFO

School Advocate Global Development

IDENTIFY RESOURCES

People Resources

Booklet on Media

Samples

BEYOND THE SUMMIT

A Bridge to Understanding

A Conference on U.S.-Soviet Relations, May 30-31, 1986

Friday, May 30, 7:00 p.m.:

"Moscow Does Not Believe in Tears"

1981 Academy Award Winner for Best Foreign Film

Plus live Georgian and Russian music by Kartuli Ensemble

1st Universalist Church, 5000 Girard Avenue South, Minneapolis

Saturday, May 31, 8:30 a.m.-4:00 p.m.

Beyond the Summit Conference

Si Melby Hall, Augsburg College, Minneapolis

Welcome by Mayor Donald Fraser, Minneapolis

How Did We Get Here? An Historical Overview

Nick Hayes, *Historian at Hamline University and Macalester*

College, appearing on KTCA's "Channel 3 Moscow"

Confronting the Cold War Mentality

Josie Wallenius, *representative of the Canadian peace movement,
recently returned from Nicaragua and the Soviet Union.*

Peace Proposals

Marilyn Bechtel, *Secretary of the National Council of
American-Soviet Friendship, editor of "Update-USSR"*

Workshops include: Arms Race: Who's to Blame?; Afghanistan; Children, Families and Child Care in the U.S.S.R.; Hate Thy Enemy? Anti-Communism and the Faith Perspective; Trade; Anti-Communism: Its Role in Intervention; American Fears of the U.S.S.R.; Star Wars; Treaty Compliance and many more.

Registration fee: \$10.00 in advance, \$12.00 at the door; Lunch, \$3.50; Friday evening film, \$2.00.

For more information: Ginger Ehrman, 729-0382, or Kathy Perschmann, 448-5843

Twin Cities Peace and Justice Coalition

2401 University Avenue, St. Paul, MN 55114, (612) 729-0382

Workshops:

Arms Race: Who's to Blame?

Terry Schwartz, *Political Science, Normandale Community College*

Children, Families and Child Care in the U.S.S.R.

John Gehan, *Area Developer, Greater Minneapolis Day Care Association*

Hate Our Enemies? Anti-Communism and the Faith Perspective

Rev. Sally Hill, *Presbyterian Minister, Twin Cities Metropolitan Church Commission*

Rev. Lowell Erdahl, *Bishop, Southeastern Minnesota District, American Lutheran Church*

Fr. Fred Mertz, *Pastor, Assumption Catholic Church, St. Paul*

Anti-Communism and Anti-Terrorism

Karen Brannon, *Free lance journalist who has worked with KTCA and CBS*

Pam Costain, *W.A.M.M. member*

Josie Wallenius, *Plenary speaker*

Afghanistan

Marilyn Bechtel, *Plenary speaker*

Anti-Communism: Its Role in Intervention,

Jane Burnett, *Minnesota Council for Peace and Justice in the Mid East*

Addi Batika, *Philippines Study Group of Minnesota*

Gary Prevost, *Nicaragua Solidarity Committee*

A representative of the Minnesota Anti-Apartheid Coalition

American Fears About the U.S.S.R.: The Yankelovich and Other Public Opinion Polls

Ken Solberg, *Psychology Department, St. Mary's College, Coordinator of Minnesota CALC*

Star Wars: Pro and Con

Woods Halley, *Physics Department, University of Minnesota*

Trade: U.S. - U.S.S.R.

Robert Schmidt, *Member of the U.S. - U.S.S.R. Trade and Economic Council, Control Data Consultant*

Increasing Contacts: Trade Union Study Trips

Lee Roper, *Center for Peace Education*

Other workshops include:

U.S.S.R.: Peoples, Cultures, Languages

Comprehensive Test Ban

Media and Anti-Soviet Advertising

Radio Bridge

Summit Results in a Nutshell

Religion in the U.S.S.R.

U.S.S.R. - The Quality of Life

Marxism-Leninism

Treaty Compliance

Initial Endorsers:

Center for Global Service and Education, Augsburg College

Center for Peace Education

Middle East Peace Now

Minnesota Clergy and Laity Concerned

Minnesota Council of Soviet-American Friendship

U.S. Committee for Friendship with German Democratic Republic

(Midwest Chapter)

Minnesota Peace Links

Minnesota Fellowship of Reconciliation

Minnesota Nuclear Weapons Freeze

Women Against Military Madness

Women's International League for Peace and Freedom

World Federalist Association, Minnesota Chapter

For more information, contact Ginger Ehrman, 729-0382 or Kathy Perschmann, 448-5843.

Registration Form

Advance registration must be postmarked by May 22.

Name _____ Phone _____

Address _____ City _____ State _____ Zip _____

Organization, if any _____

Amount enclosed: _____ \$10.00 Registration only (\$12.00 at the door)
_____ 3.50 Traditional borscht lunch (vegetarian) with music!
_____ 2.00 Friday evening film and music
_____ Total enclosed

NOTE: Lunch break is short. If you don't order lunch, please brown bag it.

Do you need child care? _____ Number of children _____ Ages _____ Special needs? _____

LUNCH AND CHILD CARE AVAILABLE ONLY WITH PREREGISTRATION

Limited scholarships are available. For information, call 729-0382.

Make checks payable to TCPJC.

Mail to Twin Cities Peace & Justice Coalition, "Beyond the Summit," 2401 University Ave, St. Paul, MN 55114.

WOMEN IN DEVELOPMENT

STATES (LEGISLATION)	U.N.	NGO's
<p>113 - enhance econ self-reliance of women through grassroots participation</p> <p>114 - also must be institutionalized, put into practice (not just statement of intent) at ALL levels of gov't.</p> <p>115 - eliminate gender bias, including legal, customary and other barriers. Insure equal access to all credit systems.</p> <p>116 - increase number of women in decision-making positions.</p> <p>118 - study link between development and the advancement of women.</p> <p>120 - quantify unremunerated contrib. of women (agri, food produc, reproduction) and include in GNP.</p> <p>128 - insure women's access to credit, other financial assistance, training and extension services.</p> <p>218 - adapted, appropriate technologies, substitute energy for muscle without losing jobs to men; reduce drudgery.</p>	<p>113 - ditto</p>	<p>113 - grassroots partic. is key to gainful economic activities.</p> <p>119 - build awareness of link betwn development and the advancement of women in order to mobilize resources</p> <p>218 - ditto states</p>
	INSTITUTIONS	♀'s ORGANIZATIONS
	<p>113, 115 - ditto above.</p> <p>116 - more women in managerial positions.</p> <p>117 - incr. partic. of + in mgmt of unions, work, co-ops, etc.</p> <p>118 - public educ of above.</p> <p>218 - ditto abv</p>	<p>113 - ditto above.</p> <p>118 -build awareness of above.</p> <p>119 - "</p> <p>120, 128, 218 - ditto above.</p>

EQUAL ACCESS

STATES	INSTITUTIONS	♀'s ORGANIZATIONS
<p>143 - pass and enforce protective legislation ensuring equal right to work.</p> <p>144 - provide more job opportunities for wmn; institute training to aid unemployed women in economies in transition</p> <p>145 - take special meaasures to insure that women benefit equally from nat'l programs to create jobs.</p> <p>225 - give priority to development of social infrastructure to reduce women's "double day".</p> <p>296 - change laws and regulations to secure women's access to credit, loans, material and non-material resources; recognize lg. number of women who are sole supporters of families, pay special attention to their needs.</p>	<p>143 - insure right to acquire personal income on an equal basis with men.</p> <p>225 - allow flexible hours so parents can share parental responsibilities; provide for childcare for employees.</p> <p>296 - conduct research on female heads of households in order to inform policy-makers.</p>	<p>143 - monitor gov't programs + industry to insure that women have equal chance to work (esp protective legislation).</p> <p>144 - document and disseminate info on how unemployment affects women.</p> <p>225 - mobilize mass media to ensure public consensus that parental responsibilities should be shared.</p> <p>296 - work to change assumptions that head of household is a male role.</p>
	NGO's	INDIVIDUALS
	<p>144 - create more job opportunities.</p> <p>202 - design and deliver appropriate technology for women.</p> <p>225 - mobilize mass media to educate public regarding need for sharing parental responsibilities.</p>	<p>225 - create full sharing of parental responsibilities in our own families.</p>

MINNESOTA WORLDWIDE WOMEN'S TASK FORCE

Minutes & Notes from Summer's Meetings

Next Business Meeting:

Thursday, September 11th, 7 - 9 PM
At ICA, 2302 Blaisdell Ave. South
Minneapolis

For more info, call 871-8382

Our July meeting was a picnic held at Doris J. Conway-Rettig's home. Attendance: Doris, Sally Flax, Dixie Riley, LaVerne Lein, Katherine Barton, Addie Lyman, Melissa Barnes.

Kathleen Remund shared with us her trip to El Salvador and Nicaragua (she had returned 3 days before). She plans to give a report, date to be set in November, for all interested. (Daytimes she is at the Amazon Bookstore.) She met no one who is in favor of Contra aid, by the way!

Since this was not a normal type business meeting, we do not have regular minutes. Other discussion involved our current focus on the creation of a basic funding proposal. We have submitted proposals to three possible sources, and are working on other sources, thanks to a concentrated effort of Sue Laxdal and Sally Flax with the help of Kim Lund and Doris Conway-Rettig. If any of these come through we will be able to move toward hiring a half-time or full-time staff person, who can focus on getting our programs started.

Our August 4th meeting was a time to look at our fall schedule in order to get out dates to people. This meeting which was an in-and-out meeting with people fitting into other schedules, included Sue Laxdal, Doris Conway-Rettig, Melissa Barnes, Dixie Riley, and Kathleen Remund.

Dixie and Melissa said they would work on updating the mailing list and learn how to access it on the computer. We will get out a mailing in late August.

We decided to reverse the times of the business meeting and the Forward Looking Strategies meeting:

The business meeting will be on the 2nd Thursday of each month.

The Forward Looking Strategies study will be on the 3rd Thursday.

The fall schedule as planned looks like this:

Forward Looking Strategies studies:

September 18th	Education
October 16th	Women's Political Power
November 20th	Employment

Assignments for leadership of these studies still need to be made

Business meetings:

September 11th
October 9th
November 13th

Global Sisterhood Events:

**October 22nd, Wednesday, at Landmark Center
Tent of Meeting, from 7 - 9 PM,
a GLOBAL SISTERHOOD RITUAL with a speaker
from India - More details later. \$1.00 donation requested**

Mid-November - Celebrations theme for a tea with
International Student Women at U. of M.

Holidays Celebration - for all - December 4th

Dates not yet scheduled: Kathleen Remund report
and Eleanor Otterness report from European trip.

On August 29th, Doris, Sue, and Sally met with Susan Gross and Janet Donaldson to plan for the October 22nd Global Sisterhood Event. We are using the special event of the art for of the Tent of Meeting, a Beduoin tent with large art forms representing Muslim, Judaic, and Christian heritage and the occasion for our Global Sisterhood Ritual. We are hoping that in the first part of the evening, Devaki Jain, and economist from India and DAWN will be our speaker (not yet confirmed), and the second part will be a viewing of the tent and a Ritual created to honor the gift and contradictions we face from our religious heritages. (As Sue says, even thoughts of us who claim to be secular are profoundly religious.) We will end with refreshments and informal mingling.

Upcoming events which members wished to notify people of:

September 11-12, Thursday and Friday, 6 - 10 PM each night

Big Mountain Survival Conference

Janice Batt Phone: 698-2425

U. of MN., Westbank Union

Indian Justice Network

c/o Ron Cronick or Kellie Chaboyea

Box 7365, Minneapolis, MN 55407

871-5774

Requesting assistance with Indian Elder's Christmas Fund, donations of food and baskets to be used.

A group of women is rallying in an effort to have **Judy Chicago's**

The Birth Project exhibited in the Minneapolis metropolitan area.

This requires: securing of space for exhibiting pieces (public spaces would be best, but don't have to be large spaces), writing of proposals to obtain funding, coordination of logistical planning, and actually putting up displays. This group is just getting started. If you are interested in helping or know who is, or can acquire display space, call Elizabeth Wroblewski at 690-6740 or 331-8396.

This art work is awesome and incredible, a social art where a type of work done by women for centuries (but shunned by us feminists of the 20th century) has been taken and made to show powerful and positive images of birth and birthing. We need to have it here!

Eleanor recommends:

OCTOBER 10, 7:30 P.M. to 9 P.M. at St Martin's Table, 2001 Riverside (Cor. 20th Ave S. and Riverside) a bookstore and cafe for presenting issues...
Come to hear, Rev Elizabeth Gerle, president Swedish section Women's International League Peace and Freedom, Lutheran minister, leader of The Great Peace Journey which began last year in Europe, called on 29 heads of state and will continue when she leads women in Asia and Australia to visit heads of state with same 5 questions, and in December a group of women led by Rev. E Gerle will visit U.S., President Reagan on same date a group visits USSR Pres. Gorbachev. Hear the results of the first 29 visits, her expectations of the Asia-Australia visits this fall, and plans for USA and USSR and other UN countries. This project has united many women peace activists in Europe. The questions deal with intervention, nuclear weapons and trade in arms.

Our core group found itself with new victories and demands over the summer:

Trips by Kathleen and Eleanor

People buying and/or moving into new homes

Upcoming marriage for Kathleen - A profound journey of co-creation is begun and blessed by the community!

Completion of thesis by Kim Lund - CONGRATULATIONS!

Attending Jean Huston course in Chicago

Decisions about new vocational directions

Now the fall is here, and we are ready for a new year with new demands and possibilities for networking with women across the state and globe.

Even if you cannot attend the business meetings regularly, let us know how you might participate:

Return this form to us: MWWTF
2302 Blaisdell Ave. South
Minneapolis, MN 55403

Name _____ Phone _____

Address Correction:
(if needed)

I am willing to assist with the following:

Forward Looking Strategies study leadership ____

Global Sisterhood Events ____

Membership List updating ____

Education/Outreach ____

Networking ____

Funding Proposal preparation ____

I would pay a nominal fee for receiving the newsletter regularly and for annual membership dues (e.g., \$5.00 annually) yes ____ no ____

I suggest the following people/organizations be added to the mailing list:

Name _____ Organization _____

Address _____

Phone _____

Name _____

Organization _____



U.N. DECADE FOR WOMEN CONFERENCE

Equality, Development and Peace



NAIROBI, KENYA



Lovey Lein
Minnesota Daily



Joyce Bonafield
Minnesota Women's Press



Anna Morigan
New Directions
for Women

Your local newsteam to Nairobi
Forum '85 and
Official Delegates Conference

invites you to a Fundraising Picnic
On: Sunday, June 23, 5:00-7:00 p.m.
At: Cornellia Park, Edina

VALLEY VIEW RD. Between 65th & 66th Sts.

BRING: Salad, Cookout item, Dessert, or Drinks for 6
: Yourself, friends, mothers, spouses, kids, guitars

Most events in women's lives go unreported. We want Minnesota and the world to be informed about this historic event. Contributions of any amount will help defray the costs of these press volunteers in attending and reporting back to you on the events of the conference.

In Case of Rain: a cook-in will be held at Joyce Bonafield's home:
6116 France Ave. S., Edina. Call 926-3458 if you need directions.

NATIONAL
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CONFERENCE for

WOMEN IN STATE GOVERNMENT

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and Planning
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MEG ARMSTRONG
Executive Director

MARK YOUR CALENDAR !!

ANNUAL MEETING Women Executives in State Government

September 23-25, 1984
St. Paul Hotel
St. Paul, Minnesota

If you have fond memories of last year in Illinois...or still wish you could have come...or have only heard about the extraordinary first gathering of Women Executives in State Government...then...

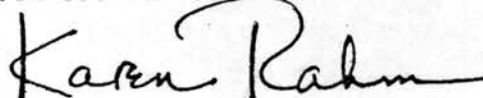
THIS IS YOUR CHANCE TO --

- Increase your state government know-how.
- Polish your management skills and techniques.
- Improve your performance skills.
- Make contact with key state government and corporate leaders from around the country.
- Take a break from the fall campaigns.

Sessions this year will include some of last year's hits and this year's new ideas.

- Defining Your Agency's Mission.
- Techniques for Team-Building.
- Managing Crises.
- The Governor: Your #1 Constituent.
- Legislative Relations.
- Threading the Personnel Maze.
- Professional Positioning for Life after State Government.
- Performance Skills.
- Others.

More information will follow! Block out the date NOW!!



Karen Rahm - Chair
1984 WESG Annual Meeting

SEE NEXT PAGE FOR HARVARD PROGRAM --

A REMINDER !!

Management Development Opportunity

PROGRAM FOR SENIOR EXECUTIVES IN STATE AND LOCAL GOVERNMENT

Harvard University
John F. Kennedy School of Government
July 8-27, 1984
Cambridge, Massachusetts

As a result of initial discussions between Women Executives in State Government (WESG) and the Harvard University John F. Kennedy School of Government on how to work together in providing additional opportunities for management development to WESG members, we would like to encourage your participation in this summer's 3-week Program for Senior Executives in State and Local Government. Participants are cabinet-level state and local executives and their elected counterparts. The program concentrates on essential areas of management responsibility in the public sector, and is based largely on the case method.

Tuition: The total cost of the program is \$3,900, which includes tuition, materials, room and board. If you know a local foundation that might be interested in providing a fellowship for you, WESG and Harvard will jointly follow up to help you in securing financial assistance.

Application Deadline: April 23 is the deadline for mailing a complete application. Most of you have already received an application and brochure directly from Harvard. If you need one, please let us know.

Referral: If you want to check out the program, the following WESG members have attended the Harvard Senior Executives Program and would be happy to talk about their experience.

Jane Smith Patterson, Secretary
North Carolina Dept. of Administration
(919) 733-7232

The Hon. Julia Hughes Jones
Arkansas State Auditor
(501) 371-6032

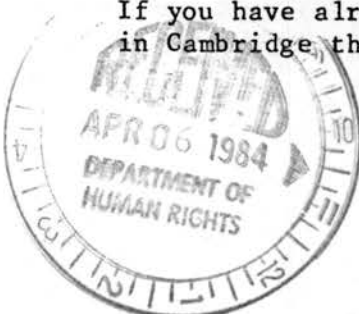
Gayle Schoettler, Director
Colorado Dept. of Personnel
(303) 866-2321

Judy Pinke, Assistant Commissioner
Minnesota Dept. of Transportation
(612) 296-3005

For more information and applications you may contact:

Meg Armstrong, WESG - (202) 293-7006
Richard Howe, Harvard - (617) 495-1165

If you have already applied, please let us know. Perhaps we will see you in Cambridge this summer!



Meg Armstrong
Meg Armstrong, Executive Director
Women Executives in State Government



State University of New York at Albany
Draper Hall, Room 302
1400 Washington Avenue
Albany, New York 12222
518/455-6211

Contact: Fred Padula
Office - 518/455-6211
Home - 518/377-4875

CENTER FACT SHEET

A Brief Retrospective:

The Center for Women in Government was founded in January 1978 to help remove barriers to the employment and promotion of women in the public sector.

The Center's approach is to bring together women, public unions, government officials, representatives of advocacy and professional organizations, and key decision makers in cooperative reform efforts. All are represented on the Center's board of directors.

Within the last two years, the Center has expanded the scope of its programs substantially by placing increasing emphasis on the needs of minorities and the disabled as well as women.

In addition, since mid-1980 the Center has also focused its attention on the needs of women and minorities working for New York City. At the same time, the Center has gained a national reputation for innovation and for the quality of its work.

Center funding has grown dramatically to include support from private foundations and corporations, public unions, and state and city agencies.

During 1982, the Center raised more than \$1 million and now has an annual budget of approximately \$650,000.

Achievements, Activities, Goals:

-- The Center has trained more than 8,000 women working at all levels of government. Center programs have ranged from helping women to identify their skills and career aspirations to providing job-related courses. Other related programs include career days for New York State and New York City employees.

-- The Center is conducting a graduate fellowship program on women and public policy in cooperation with the New York State Legislature. The program is the first of its kind to be conducted at a state level and is modeled after a similar effort in the U.S. Congress. Fellowship recipients are combining graduate studies with legislative work related to the needs of women and families.

-- The Center has completed groundbreaking research on the structure of career ladders and the civil service promotion process to identify barriers to the advancement of women and minorities. Based on this research, the Center is developing programs to increase the access of women and minorities to higher level positions.

-- The Center's pioneering sexual harassment prevention program has been adopted within state government. Sexual harassment causes great disruption in the lives of working women, resulting in productivity loss and low morale. More than 80 state trainers have been taught how to present the program in their agencies. More than 1,100 managers and employees in state agencies have received sexual harassment prevention training from the Center.

-- The Center has begun to explore ways to extend its programs and activities to public jurisdictions outside New York State.

-- The Center continues to provide training and technical assistance in conjunction with such advocacy groups as "Women's Advisors" in state and New York City agencies, and state and local women's committees of the Civil Service Employees Association and the Public Employees Federation.

-- A series of Center "working papers" have been published on topics which include sex-segregated career ladders; equal pay for work of comparable value; statistics on women and minorities in state government; the impact on women and minorities of eligibility requirements for promotions; an analysis of medical school admissions by gender and race, and dilemmas of implementing affirmative action.



State University of New York at Albany
Draper Hall, Room 302
1400 Washington Avenue
Albany, New York 12222
518/455-6211

CENTER PUBLICATIONS

ORDER FORM ON PAGE 4

RESEARCH PUBLICATIONS

WORKING PAPERS

- #1 "Sex-Segregated Career Ladders in New York State Government Employment: A Structural Analysis of Inequality in Employment." By Sandra Peterson-Hardt and Nancy D. Perlman. October 1979. Cost: \$4.00.
- #1A Summary of Working Paper #1. Cost: \$1.00.
- #2 "Preliminary Memorandum on Pay Equity: Achieving Equal Pay for Work of Comparable Value." By Nancy D. Perlman and Bruce J. Ennis. April 1980. Cost: \$2.50.
- #3 "Women, Unions and Equal Employment Opportunity." By Ronnie Steinberg (Ratner) and Alice Cook. January 1981. Cost: \$4.00.
- #5 "Labor Market Inequality and Equal Employment Policy for Women." By Ronnie Steinberg (Ratner). September 1979. Cost: \$3.00.
- #6 "Statistics on Women and Minorities in Public Employment." By Lillie McLaughlin. Spring 1983. Cost: \$2.00.
- #7 "Managerial Promotions in the Public Sector: The Impact of Eligibility Requirements on Women and Minorities." By Lois V. Haignere, Cynthia H. Chertos and Ronnie J. Steinberg. Summer 1982. Cost: \$2.50.
- #8 "The Admission of Women and Minorities to Medical School: Competition or Coalition." By Lois V. Haignere. Summer 1982. Cost: \$2.50.
- #9 "Hard Truths For Strategic Change: Dilemmas For Implementing Affirmative Action." By Cynthia H. Chertos. Summer 1982. Cost: \$2.50.

(more)

REPORT

"Occupational Segregation and Its Impact on Working Women: Report of a Conference Sponsored by the Ford Foundation." By Cynthia H. Chertos, Lois V. Haignere and Ronnie J. Steinberg. June 1982. Cost: \$5.00.

BOOKS

"Equal Employment Policy for Women: Strategies for Implementation in the United States, Canada and Western Europe." By Ronnie Steinberg (Ratner). Temple University Press, Philadelphia. 1980. 520 pages. Cost: \$28.00.

"Wages and Hours: Labor and Reform in Twentieth Century America." By Ronnie Steinberg. Rutgers University Press, New Brunswick, N.J. 1982. 274 pages. Cost: \$22.50.

(more)

TRAINING PUBLICATIONS

CURRICULA

"Managing a Changing Workforce." By Patricia Lees and Fredda Merzon. A two and one-half day training program for mid- and upper-level managers dealing with issues which surface when there are increasing numbers of women, minorities, older workers and disabled workers in new roles in an organization. The program is designed to develop skills needed to manage these changes. Prepared under a contract with the New York State governor's Office of Employee Relations. Cost: \$20.00.

"Next Steps." By Bonnie Cohen and Fredda Merzon. An eight-session, career-planning workshop for underemployed women working in lower grades. The 24-hour curriculum includes exercises and literature which promotes self-understanding, career direction and ability to use a civil service system to advantage. Developed as a model career-life planning workshop with Title IA Higher Education Act funding. Cost: \$20.00.

"Preventing Sexual Harassment in the Public Sector." By Patricia Lees and Bonnie Cohen. Four one-day, comprehensive training units which identify the effects of sexual harassment on workers and the workplace, and details the roles and responsibilities of targeted groups: managers, supervisors, employee support groups (unions, human resource offices, EEO/AA offices, etc.) and employees. Handouts, role-playing exercises and supplementary trainer information are included. Prepared under a contract with the joint labor-management committees of New York's public employee unions and the governor's Office of Employee Relations. Cost: \$25.00.

(more)

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Report:

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Wages and Hours - - - - - 22.50 - - - - -

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in Government, Draper Hall, Room 302, 1400 Washington Avenue,
Albany, NY 12222.

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WOMEN EXECUTIVES IN STATE GOVERNMENT

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Governor's Office of Programs
and Policy
ILLINOIS

MEG ARMSTRONG
Executive Director

26 June 1984

To Women Executives in State Government

Dear Friend,

You are the most important person to one—and only one—national organization. In fact, YOU ARE WOMEN EXECUTIVES IN STATE GOVERNMENT. And the most important event of our year is about to take place—the Annual Meeting on September 23-25 in St. Paul, Minnesota.

A program committee of your colleagues has been working on this meeting since we all left our Illinois meeting last October, full of enthusiasm for our professional roles and our potential to craft an organization that can respond directly to our needs as managers and leaders.

This year we have an even richer mixture of Annual Meeting events to offer you. In addition to key sessions on management and state governance, this meeting will give us opportunities to explore performance skills—how we appear, how we sound, and how we cope. Sessions will also focus on women and power, and how women fit into the current trends in American life as voters and as leaders. Finally, the meeting will offer a special roundtable session for elected officials.

We will repeat much that you liked about last year's meeting. An elegant setting, this time in a European-style downtown hotel. Many opportunities to get to know your colleagues. And a chance to visit with representatives of our corporate sponsors.

In short, this is an opportunity you can't afford to miss. You are Women Executives in State Government and this meeting is especially for you. I hope the enclosed agenda will encourage you to register immediately! See you in St. Paul...

Sincerely,



Karen Rahm - Vice Chair, WESG
Secretary, Dept. of Social and
Health Services
State of Washington

Attachments

P R E L I M I N A R Y P R O G R A M

1984 Annual Meeting

WOMEN EXECUTIVES IN STATE GOVERNMENT

September 23-25, 1984
The Saint Paul Hotel
St. Paul, Minnesota

SUNDAY, SEPTEMBER 23

12:00 - 4:00 pm REGISTRATION

OPENING SESSIONS

2:30 - 3:45 pm The Cabinet: Trivial Pursuits or Serious Business
Shirley Dennis, Secretary
Pennsylvania Department of Community Affairs

3:45 - 5:15 pm Power: Beyond The Rhetoric
(Speaker to be announced.)

5:30 - 6:30 pm RECEPTION

6:30 - 8:00 pm OPENING DINNER
Welcome and Self-Introductions
Marlene Johnson, Lt. Governor of Minnesota - Chair

MONDAY, SEPTEMBER 24

7:30 - 8:30 am BREAKFAST

8:45 - 10:00 am CONCURRENT SESSIONS on State Government Skills

1. The Governor: Your #1 Constituent
Cindy Rambo, Director
Oklahoma Department of Economic and Community
Affairs
2. Threading the Personnel Maze
Gayle Schoettler, Director
Colorado Department of Personnel
3. To Reorganize or Not to Reorganize
(Speaker to be announced.)
4. Comparable Worth: Is It Worth It
Nina Rothchild, Commissioner
Minnesota Department of Human Rights
Lillian Roberts, Secretary
New York Department of Labor

(Continued)

10:00 - 10:30 am BREAK

10:30 - 12:00 noon CONCURRENT SESSIONS on Management Skills

1. Managing Crises
Evelyn Murphy, Secretary
Massachusetts Office of Economic Affairs
2. Defining A Mission and Building A Team
Karen Rahm, Secretary
Washington Department of Social and Health Services
Pamela Hyde, Director,
Ohio Department of Mental Health
3. Leadership and Management: Can They Go Together
Helen O'Bannon, Senior Vice President
University of Pennsylvania (Former Secretary,
Pennsylvania Department of Public Welfare).
4. Elected Officials Roundtable
Hon. Marlene Johnson
Lieutenant Governor, Minnesota
Hon. Julia Hughes Jones
Auditor, Arkansas
Hon. Norma Paulus
Secretary of State, Oregon

12:30 - 2:00 pm LUNCHEON - Membership Meeting
Presiding: Marlene Johnson, Chair

2:15 - 4:00 pm CONCURRENT SESSIONS on Performance Skills

1. Performance: The Voice
Sarah Vander Zanden, Executive Communications
Minneapolis, Minnesota
2. Performance: The Image
Nancy Thompson, Campaign Consultant
Washington, D.C.
3. Performance: The Capacity to Cope
China Galland, Author

4:30 - 5:30 pm SEE HOW THEY RUN
A jog around the park.

6:00 - 9:00 pm RECEPTION AND DINNER
Hon. Martha Layne Collins (Invited)
Governor, Commonwealth of Kentucky

(Continued)

TUESDAY, SEPTEMBER 25

7:30 - 8:15 am BREAKFAST Tables by multi-state region.

8:45 - 9:45 am BUSINESS MEETING (WESG Only)

9:45 - 10:00 am BREAK

10:00 - 12:00 noon GENERAL SESSION

National Trends, State Government and You

Florence Skelly, President of Yankelovich, Skelly and White, a major national survey firm, explores fascinating issues about women's leadership in this country, especially the findings of her recent work in women's electability to major office and the implications for top women executives in government.

12:15 - 2:00 pm PICNIC LUNCH
Meetings of 1985 Committees and Board of Directors

2:00 pm ADJOURNMENT

1984 WESG Committees:

Executive Committee - Marlene Johnson, Chair
Fund-Raising - Jane Smith Patterson, Chair
Management - Marna Whittington, Chair
Membership - Cindy Rambo, Chair
Program/Annual Meeting - Karen Rahm, Chair
Public Relations - Evelyn Murphy, Chair

For further information contact:

WOMEN EXECUTIVES IN STATE GOVERNMENT
Meg Armstrong, Executive Director
1730 Rhode Island Avenue, N.W. - Suite 814
Washington, D.C. 20036 *** Telephone: 202-293-7006

June 26, 1984

REGISTRATION

ANNUAL MEETING

Women Executives in State Government

September 23-25, 1984

The Saint Paul Hotel, St. Paul, Minnesota

SCHEDULE: Meeting registration begins at 12 noon on Sunday September 23. The opening session is at 2:30 pm. Adjournment is at 2:00 pm on Tuesday September 25 after a picnic lunch. Our corporate sponsors will join us late afternoon on Monday. The schedule is again designed so most people can leave home on Sunday and return Tuesday afternoon. There will again be a no-host dinner on Saturday night for early arrivals.

LOCATION: The Saint Paul Hotel is an elegant, refurbished European-style hotel at 350 Market Place in the heart of St. Paul's financial and cultural center. Within walking distance are shops, art museums, the Landmark Center and the Mississippi River.

TRANSPORTATION: Limousine service runs every 30 minutes from the Twin Cities International Airport. Travel time is approximately 20 minutes. Cost is \$3.75.

HOTEL RESERVATIONS: A block of rooms has been reserved at The Saint Paul Hotel. To reserve a room, send the attached reservation card directly to the hotel no later than August 31, 1984. Rates below do not include taxes:

The Saint Paul Hotel

350 Market Street

St. Paul, MN 55102 (612)292-9292

Single: \$ 55.00

Double Occupancy \$ 35.00

REGISTRATION FEE: The fee is \$210.00 for WESG members and \$260.00 for those eligible but not yet WESG members. The fee covers all meals, materials and events. Your registration check must be received by September 5; if registering after this date, please add a \$10.00 late fee. If you enclose a membership application with \$125.00 dues payment and are accepted, you will receive a registration refund of \$50.00. Cancellations made after September 19 cannot be refunded. To register, please complete this form and return with a check or state government voucher made payable to:

Women Executives in State Government

(Tax ID: 52-1305116)

1730 Rhode Island Avenue, NW - Suite 814

Washington, DC 20036

=====

WESG 1984 Annual Meeting Registration

_____ \$ 210.00 - I am registering as a current WESG Member.

_____ \$ 260.00 - I am registering as an eligible WESG Member.

_____ I would like to apply for membership and have enclosed a WESG application form with 1984 dues payment of \$125.00.

NAME: _____ TITLE: _____

AGENCY: _____

ADDRESS: _____

CITY: _____ STATE: _____ ZIP CODE: _____

TELEPHONE: () _____ ARRIVAL: _____ / _____

date time

_____ I will arrive on Saturday September 22 and would like to join other early arrivals for dinner.

Single: ☐ \$55.00 Double: ☐ \$70.00

(Plus 6% State Tax, 3% Occupancy Tax per day.)

(Contact hotel directly for information on suites.)

The telephone number is: (612) 292-9292.)

☐ Please hold room on payment guarantee basis using one of the following:

1. American Express # _____
2. Diners Club # _____
3. Master Charge # _____
4. VISA # _____
5. Carte Blanche # _____

Expiration Date _____

Signature _____

Phone # _____

CHECK OUT TIME 1:00 O'CLOCK

CHECK IN TIME 3 PM

Hotel Reservation

Please Return Only One Card Per Room Reserved

The Saint Paul Hotel, St. Paul, Minnesota

WOMEN EXECUTIVES IN STATE GOVERNMENT

September 23-25, 1984

Name _____

Organization _____

Address _____

City _____ State _____ Zip _____

Name(s) of other occupants _____

Date of arrival _____ Date of departure _____

To enable us to confirm your request, your RESERVATION MUST BE RECEIVED no later than THREE WEEKS prior to the opening dates of the conference. Your room will be held until 6:00 p.m. unless guaranteed. Guaranteed reservations must be cancelled by 6:00 p.m. on the date of arrival or you will be charged for the night.

center. Within walking distance in the heart of St. Paul's financial district. The hotel is a refurbished European-style and the view is spectacular.

HOW TO PARTICIPATE IN THE WORLD WOMEN'S CONFERENCE WITHOUT LEAVING HOME

In July, 1985, a third world women's conference will be held in Nairobi, Kenya. The two previous conferences were the 1975 Mexico City conference, held during International Women's Year, which established the United Nations Decade for Women (1976-85) and the 1980 Mid-Decade conference held in Copenhagen.

The Mexico City conference produced a World Plan of Action which set minimum goals for advancing the status of women. These goals included increased literacy and civic education of women; increased employment opportunities; equal eligibility to vote, seek elected office and greater participation of women in policy making positions; increased health and family planning services; recognition of the economic value of women's work in and outside the home; and the promotion of women's organizations.

The Copenhagen Programme of Action noted that inequality between women and men is linked to a complex historical process manifested in ways as varied as the social and cultural condition of the world community. Objectives and priority areas of action were set forth under the conference sub-themes of education, employment and health. Seven other areas requiring special attention were also noted: food, rural women, child care, migrant women, unemployed women, women who alone are responsible for their families, and young women. The major themes of the Decade and of all three conferences are equality, development and peace.

The 1985 Agenda

The agenda for the 1985 conference, set by the U.N. Commission on the Status of Women, is a useful and important agenda for every women's organization in the world. It calls for looking backward to see how far women have progressed during the Decade, assessing and analyzing the obstacles encountered in achieving objectives, looking at current and future trends affecting women, and then planning strategies to achieve equal partnership between women and men by the year 2000.

Why Local or Community Participation is Important

This kind of review, analysis and planning on the part of local and national groups is necessary if governments are going to accurately reflect the views of their female citizens at the Nairobi conference. It is also necessary as background for the Non-Governmental (NGO) Forum to be held immediately preceding the official U.N. conference. The working theory of these world conferences is that the process is a circular one involving governments, non-governmental organizations, international agencies, the media, and policy-makers worldwide. The process begins at the local level. Knowledge, experiences, and ideas generated at the local level are fed to the national level and on to the international. The accumulation of this information is the basis for the international conference. The review undertaken and the strategies developed at the international level are then fed back in a variety of ways to the national and local levels and to international agencies. Thus, the views and experience, as well as the activities of a wide variety of groups, are reflected and ultimately known at all levels. This broadens the experience and increases the commitment of all who participate at any level. It also increases international understanding, and promotes peace.

How to Participate Without Leaving Home

Each women's organization in every community has had its own agenda or set of activities that falls under one of the themes or priority areas of action set forth in the world plan or program. To participate at home, each group can look back at their particular situation ten years ago, review and analyze what's taken place during those years, and on the basis of that knowledge develop a plan for the future. Looking back at achievements and the learning that has taken place over the last ten years renews confidence and develops a sense of the power of individual women and of women's groups. It also provides a firm and realistic base for planning activities for the future.

Reviewing Accomplishments

This is best done as a group, not as an assignment to an individual member. Each participant will have different memories. Written records of meetings or events, if available, can be helpful to jog memories, but the most important achievements and learning may never have been recorded. Group discussion will bring forth far more information and will provide or stimulate the analysis that is an important part of the review. Listed below are some first questions to start the discussion. More questions will occur to members as they engage in the process.

1. What was the situation of the group or of women in the community ten years ago? If the group was started within the last ten years, why did the group organize? Who were the leaders and the members then? Are they still active? If not, why not? Will they contribute their views to the group now? Did former leaders or members move on to other activities?

2. What happened in the first five years? What activities were undertaken? How did the group finance its activities? Did the group grow? What were the successes? Equally important, what were the failures--and why? What was the influence of the group on the community? Did it raise the awareness of others? What do the group's records show for that period? Is it worthwhile recording some of the insights of the group today to add to that written record?

3. What about the last five years? What was different about this second half of the decade? Did the group change its course or its leadership? How and why? What were the new or old obstacles that had to be overcome? What were the achievements during this period? What can be learned from this period? Did the community become more receptive to the group's ideas or projects? Did others pay more attention to the work of the group? Did the group cooperate with other groups? Did new groups spring up as the result of your group's work? Record your results.

The Situation Today

Based on the group's experience and interests, the next step involves taking a hard look at the current situation of women in your community and nation. Make a list of the most important problems facing women today and the biggest obstacles to advancing the status of women. Which of these problems or obstacles is your group taking on? What do you know about other women's groups in your area? What are they doing? What are the unmet needs of women? What needs to happen to meet these needs? What are the resources of your group and your community? Record the results of this discussion.

Looking Ahead, Outside Your Group

No group works in total isolation. A variety of local, national and even international forces affect all groups. Economic and political conditions, culture, religion,

If You Want to Attend the World Conference

1. As noted earlier, each nation's official delegation to the U.N. conference is selected by each national government to represent that government. Usually government officials lead the delegation but many nations choose leaders of women's groups as additional members of the delegation. Interested persons or groups should contact their own governments for information about the selection of delegates. Some governments will welcome suggestions from citizens.

2. The NGO Forum is open to those interested in attending. Some groups will raise funds to send a representative. Others will send their international representatives or national officers. Interested individuals may find the means to attend and some governments or donor agencies may support experts or leaders of women's organizations who are invited to participate in workshops or seminars at the Forum. The NGO Forum is planned and organized by an essentially volunteer group. Dame Nita Barrow of Barbados is the Convenor of the NGO Planning Committee while Virginia Hazzard serves as Coordinator. Dr. Alba Zizzamia is President of the Conference of Non-Governmental Organizations in Consultative Status with the U.N. Economic and Social Council. Over 50 member organizations of this Conference of NGOs (called CONGO) serve as members of the planning committee for the NGO Forum.

The NGO Forum will be held July 8-16, 1985 in Nairobi, Kenya. Each person attending will be expected to make her own hotel and travel arrangements. Visas are required for citizens of certain countries to enter Kenya. For further information about the Forum write to the NGO Planning Committee, 777 UN Plaza, 11th floor, New York, N. Y. 10017., and ask to be placed on the mailing list. The Planning Committee does not have the staff to handle individual requests for specific information. An information sheet will be mailed out when all plans are firm. Many of the organizations publications named earlier may also have information on Forum plans.

The U.N. World Conference to Review and Appraise the Achievements of the U.N. Decade for Women will be held from July 15 to 26 at Kenyatta Conference Center in Nairobi. The U.N. Commission on the Status of Women, headquartered in Vienna, Austria, acts as the preparatory committee for the U.N. conference. Leticia Shahani serves as Secretary-General for the 1985 Conference and is also Assistant Secretary-General for Social Development and Humanitarian Affairs for the United Nations.

If You are Participating at Home

1. Send the results of your group's review and future plans to your government and to your national or international organization, if you are affiliated with one. If your group has no such affiliation, reports can be sent to the director of the project issuing this document or to the NGO Planning Committee in New York.

2. Try also to find out what groups in your country are sending representatives to Nairobi. Some groups may want to raise funds to send their own representative. Make sure anyone attending agrees to report back to your group.

3. Organize a "World Women's Week" in July, 1985, to celebrate your accomplishments and those of women worldwide during the last decade. Do whatever is appropriate or useful in your community to draw attention to the achievements or work of women and to enlist new recruits to the cause of advancing women. Between now and then gather all the information you can, from whatever sources, about the U.N. and NGO conferences and about the activities of women's groups in other parts of the world. Some communities may be able to watch some of the proceedings of the conference by satellite. Others may want to encourage local or national media to provide coverage of the

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Looking Ahead, Outside Your Group

No group works in total isolation. A variety of local, national and even international forces affect all groups. Economic and political conditions, culture, religion,

tradition, public opinion, public policy changes and even demographic trends will all have an impact on your group's future plans. What do the members of your group think the future will bring? What conditions or policies will most affect women's status? What public officials or private groups need to be influenced to help improve the status of women? How does the media portray women's activities and is that portrayal changing? Are young women and young men being educated to deal with the realities of tomorrow? Are policy makers dealing with the realities of today or are they operating out of nostalgia for a world that never was? What new groups or trends in your community or nation--what new ideas--are moving people to action? What new data is needed and where can it be found? Record the results of these discussions. Groups will find it useful to check their predictions occasionally.

Looking Ahead, Inside the Group

Based on all the discussions so far, how does the group and its individual members feel? Is there a strong base on which to build for the future? Do the members and leaders understand that women's groups can and do make a difference in a community? What resources does the group have or believe it can draw on in the future? How will leadership be shared and new leaders trained? What young women can be attracted to the group? How will the group communicate its messages to wider audiences? In some cases, groups may decide to combine with other groups for increased effectiveness. Record the results of this internal analysis, understanding that nothing can be predicted with certainty and conditions and situations change.

Planning for the Future

Every group, like every individual, has different interests and abilities. One group may think literacy or increased education for women is a first priority. Another may work on child care or the problems of female-headed households. Still others will train women for employment or seek new work opportunities for women. Over the decade, it is the combined efforts and activities of many groups that has improved women's situation. Given your group's achievements, interests and resources, develop a plan of action and a set of goals for the next few years, then on to 1990, 1995 and the year 2000. Decide what it will take to do what you want to do and how you can do it. What needs to be learned and what needs to be done? What officials or other groups need to collaborate to achieve your goals? Do you need to learn how your government works and to influence public officials? What other groups could you work with to make things happen quicker? Record these plans and some target dates.

Communicating Ideas; Reporting Results and Future Plans

Reports of progress and plans generate new ideas and increase support for advancing the status of women. Public opinion changes. Many women's groups are now a part of larger networks, either as affiliates of national and international organizations or through exchanging information and experiences. If the results of the work of local groups can be communicated through these networks to the delegates to the Nairobi conference, effective international strategies can be formulated. Each member nation of the United Nations will send a delegation to the Nairobi meeting. These delegations are usually selected by the foreign office or state department of the member nation. They will want to report the achievements of groups within their nation and will be more effective if they are made aware of the problems and the views of the women's groups within their country. Although political differences between nations and between groups will attract media attention, the common problems of women worldwide will also be identified and discussed. The effectiveness of women's groups will be illustrated if reports of accomplishments are collected and reviewed. Sessions at the NGO Forum can discuss increasing this effectiveness based on worldwide experience. Reports from the Nairobi meetings can be circulated worldwide, thus increasing the momentum of the international women's movement.

Two Examples of Local Efforts

Two groups, almost half a world apart, are already working on their review of achievements and plans for the future. In Kenya, some 150 women leaders met at Egerton College, an agricultural school, at a national workshop in August to discuss what they would like to see accomplished for women by July, 1985 and by the year 2000. Subgroups discussed maternal and child health, education, women with special needs, participation in decision making, employment and women in development. The results are to be submitted to the government and to national women's groups. As host country for the 1985 conference, they also discussed local preparations. All Kenyan provinces were represented. In Minnesota, a global sisterhood group is being organized for two purposes. First, to assess the achievements of women in the state during the Decade, and secondly, to learn what women's groups are doing in other parts of the world with the aim of building links between groups with common interests. One of the needs identified by Kenyan women was for non-sexist children's books and books for and about women, especially books including blacks and other non-white races. Books are often scarce commodities in developing countries. This could be one way of linking groups. Another plan under discussion is an exhibition and marketplace of women's crafts both at the 1985 Forum and at local or national meetings.

Learning Through Linkages; Promoting International Understanding and Effectiveness

Many women's groups will be represented at the 1985 world conference as women are chosen as delegates to the U.N. conference or choose to attend the NGO Forum. If each person attending seeks to learn as well as contribute information, and if she acknowledges her responsibility to report back to the widest possible audience at home, a new depth of international understanding will be created. Women's groups in one community or one nation will learn what groups in other communities and nations have done or are planning. Experiences of one group can provide lessons or ideas for another. Through understanding the work of women's groups, individuals can more readily understand and appreciate both the common interests and work of women as well as the differences between regions, cultures and political systems.

In Copenhagen in 1980 during the workshops and seminars at the NGO Forum and during committee sessions at the U.N. conference, women from different nations and groups exchanged progress reports and experiences and developed new networks. The same thing will happen at Nairobi. Some groups are already thinking about new ways to link women's organizations around specific substantive issues during and following the Nairobi conference. An effort is also being made to encourage local groups to include an international dimension in their newsletters and meetings.

Church groups, YWCAs, Girl Scouts/Girl Guides, National Councils of Women, Associated Countrywomen of the World, International Alliance of Women, Zonta, associations and federations of University Women, and other groups have national affiliates and international headquarters. International Planned Parenthood Federation has branches in many countries. Donor agencies and foundations often know of groups in various countries working on similar projects. Many professional associations have women's caucuses with international linkages. Newer groups, organized during the Decade, often do not have international or even national contacts. Publications such as ISIS, WIN NEWS, and Women of Europe report on the activities and projects of many of the newer organizations. Many of these organizations and publications will report on the 1985 conference and can be contacted for information. The International Women's Tribune Center in New York maintains files of information and publishes documents on the work of women's organizations worldwide. Many libraries have expanded their collections of books and materials on women's organizations during the Decade.

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University of Minnesota
Minneapolis, MN 55455

Hubert H. Humphrey Institute of Public Affairs



conference, background information, or reports from persons attending. Newsletters or other publications of your group should include information about the conference from now on to raise others' awareness of it.

4. Think about starting a world women's study group or "linking committee" to learn more about what women's groups in other places are doing. Newspapers, magazines, and other informational sources can be monitored. Correspondence with other groups and exchanging newsletters or publications is one way to find out what others are doing. Subscribing to publications or writing for further information is another possibility. Members of your group or other groups in the community may also be good resources. Listed below are some of the groups you may want to contact or publications you may want to obtain:

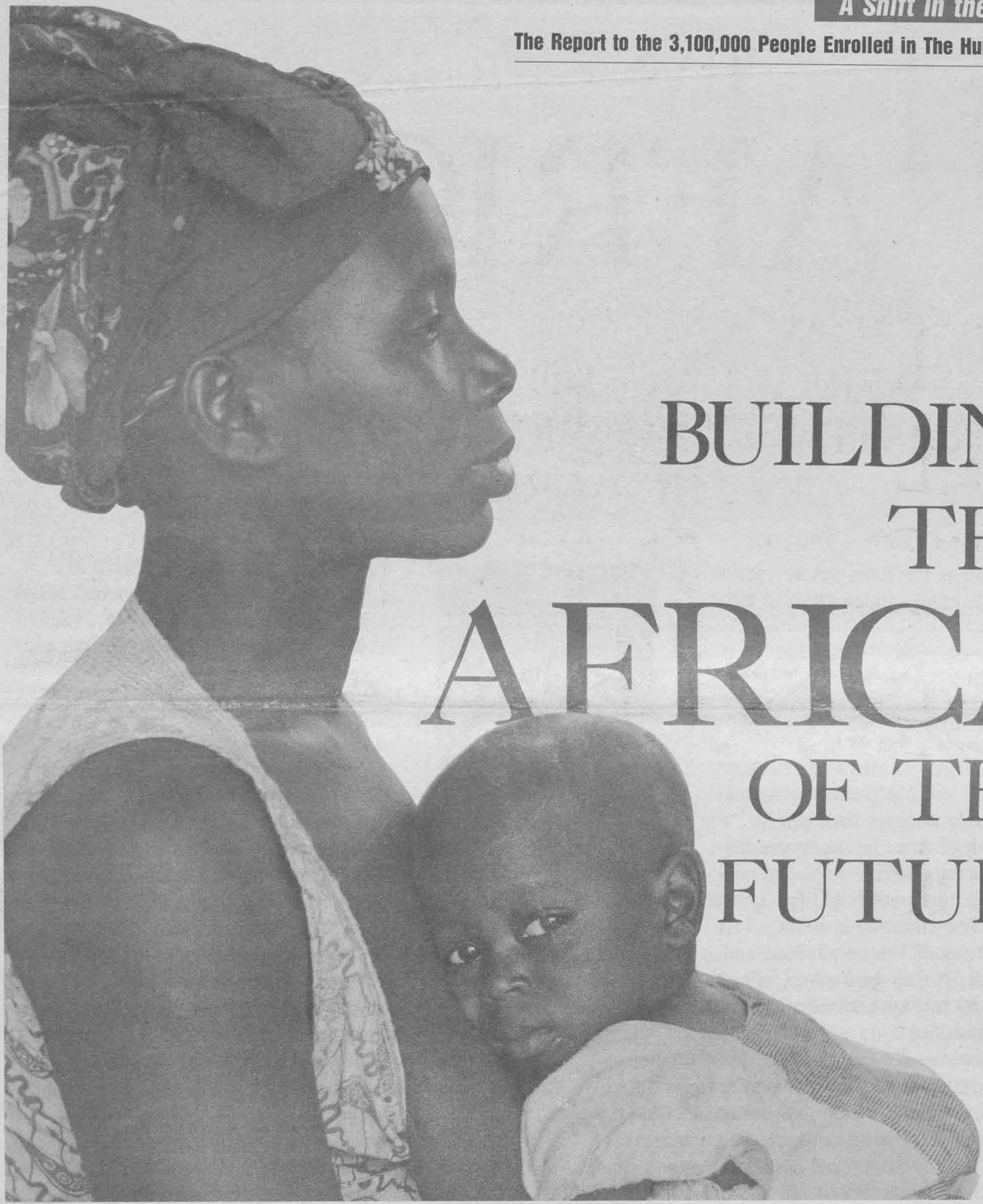
International Women's Tribune Center, 6th floor, 305 E. 46th St., New York, NY 10017
ISIS, C.P. 50 (Cornavin) 1211 Geneva 2, Switzerland
SEEDS, P. O. Box 3923, Grand Central Station, New York, NY 10017
WIN NEWS, 187 Grant St., Lexington, MA 02173 USA
Women of Europe, Commission of European Communities, Rue de la Loi 200,
B-1049 Brussels, Belgium
Overseas Education Fund, 2101 L Street N.W., Suite 916, Washington, DC 20037
CHANGE, International Reports: Women & Society, 29 Great James St. London WC1N 3ES
Church Women United, 475 Riverside Drive, Room 827, New York, NY 10115
International Planned Parenthood Federation, 18-20 Lower Regent St., London SW1Y4PW
1985 NGO Planning Committee, 777 UN Plaza, 11th floor, New York, NY 10017
UN Decade for Women bulletins, Branch for the Advancement of Women, Vienna
International Centre, P.O. Box 500, A-4100 Vienna, Austria (These bulletins
are an extremely good source of information about the UN Commission on the
Status of Women, women's meetings around the world, news highlights and
other informational materials available from various groups.)

Thanks are due to Skaggs Foundation for making the publication and distribution of this document possible. The Carnegie Corporation, Catherine Cram, another woman donor, and the Humphrey Institute have provided major support for the project. Pam Hudson and Institute students have provided valuable assistance. A study of women's organizations worldwide will be published later this fall. Inquiries about this and other publications of the project are welcomed. Reproduction, translation, and further distribution of this document are encouraged provided credit is given.

--Arvonne S. Fraser, Senior Fellow and
Project Director; Women, Public Policy
and Development Project

A Shift in the Wind 20

The Report to the 3,100,000 People Enrolled in The Hunger Project



BUILDING THE AFRICA OF THE FUTURE

If you're moving, please print your NEW information below, tear off the bottom of this page, including the mailing label, and send to:
**The Hunger Project, P.O. Box 789,
San Francisco, CA 94101**

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4649 DECATUR AV N
NEW HOPE MN 55428

HUNGER IN AFRICA

AFRICA HAS THE MOST SEVERE,
PERSISTENT, CHRONIC HUNGER PROBLEM
IN THE WORLD TODAY.

Africa has the most severe, persistent, chronic hunger problem in the world today.

In sub-Saharan Africa, nearly one-half of the population is facing severe food shortages. For 150 to 200 million people in this region, severe food shortage has become a fact of life.

The United Nations reports that more than 35 million people in Africa are desperately hungry; their plight, "the worst human disaster in the recent history" of this continent.

Millions are confronted by outright starvation. The situation is most severe in the countries of Ethiopia, Chad and Mozambique. In Ethiopia alone, an estimated 7 to 10 million individuals are close to starvation.

This day-in, day-out persistence of hunger in the lives of the African people has been brought about by a combination of man-made and natural factors. Among these are civil disturbances, environmental degradation, the international economic situation and, in some instances, the economic and agricultural policies of African nations themselves.

For the past two decades, per capita agricultural production in Africa has been declining. Population is growing faster than food production. Today, there is less food per person than there was in 1960. Many countries in Africa that previously exported food to the world are now importing it.



"Undeniably the worst human disaster in the recent history of Africa."

— Office of the UN
Disaster Relief Coordinator

In Africa:

- are found 25 of the 34 poorest countries in the world;
- the life expectancy is 50 (in the U.S., it is 74);
- the average infant has a 1,000 percent greater chance of dying before its first birthday than does a child born in North America or Western Europe;
- only one in four people has access to clean water.

In recent years, this condition has been sharply exacerbated by a severe drought. According to the UN Food and Agriculture Organization, 30 countries in sub-Saharan Africa are seriously affected. Many of these nations have not had anything close to normal rainfall for three years. There have been serious

droughts in Africa in the past, but none have had so great an impact on so large a portion of Africa for so many years running.

The situation has reached emergency proportions in several countries, where the drought has turned the already existing condition of persistent hunger into a famine of major consequence.

In Mozambique, one of the hardest hit countries, the International Red Cross estimates that as many as 100,000 people out of a total population of 13,400,000 died from hunger and starvation in 1983; in 1984, according to one UN official stationed in Mozambique, the figure will likely be still higher.



In Chad, thousands of children and adults have died in recent months, and 200,000 people are, in the words of a Red Cross officer, "moving around the country in a desperate search for anything to eat."

Nowhere is the situation worse than in Ethiopia, in the Horn of Africa. International relief workers and Ethiopian government officials estimate that in 1984, 900,000 people will have died as a result of the famine. Eyewitness accounts indicate a human disaster of immense proportions. Following a fact-finding visit to Ethiopia in November 1984, M. Peter McPherson, administrator of the U.S. Agency for International Development (AID), reported seeing "hundreds of children who were like shrunken little old men with no bellies, almost no flesh." He called the situation in Ethiopia "the toughest I've ever seen." Another eyewitness told of being in the small provincial town of Batie, where "they were dropping dead in the streets. . . . The corpses were just lying there. The survivors were too weak to bury them."

The drought alone has not caused hunger in Africa. But because African countries have not yet built a system — an infrastructure of irrigation, transpor-



For those of us who have taken a stand for the end of the persistence of world hunger by the year 2000, Africa must become the focus of our ongoing attention and our long-term commitment.



tation and food storage — that can withstand the erratic rains that are part of the fabric of life on their continent, the drought has exaggerated and made more acute the already endemic problem.

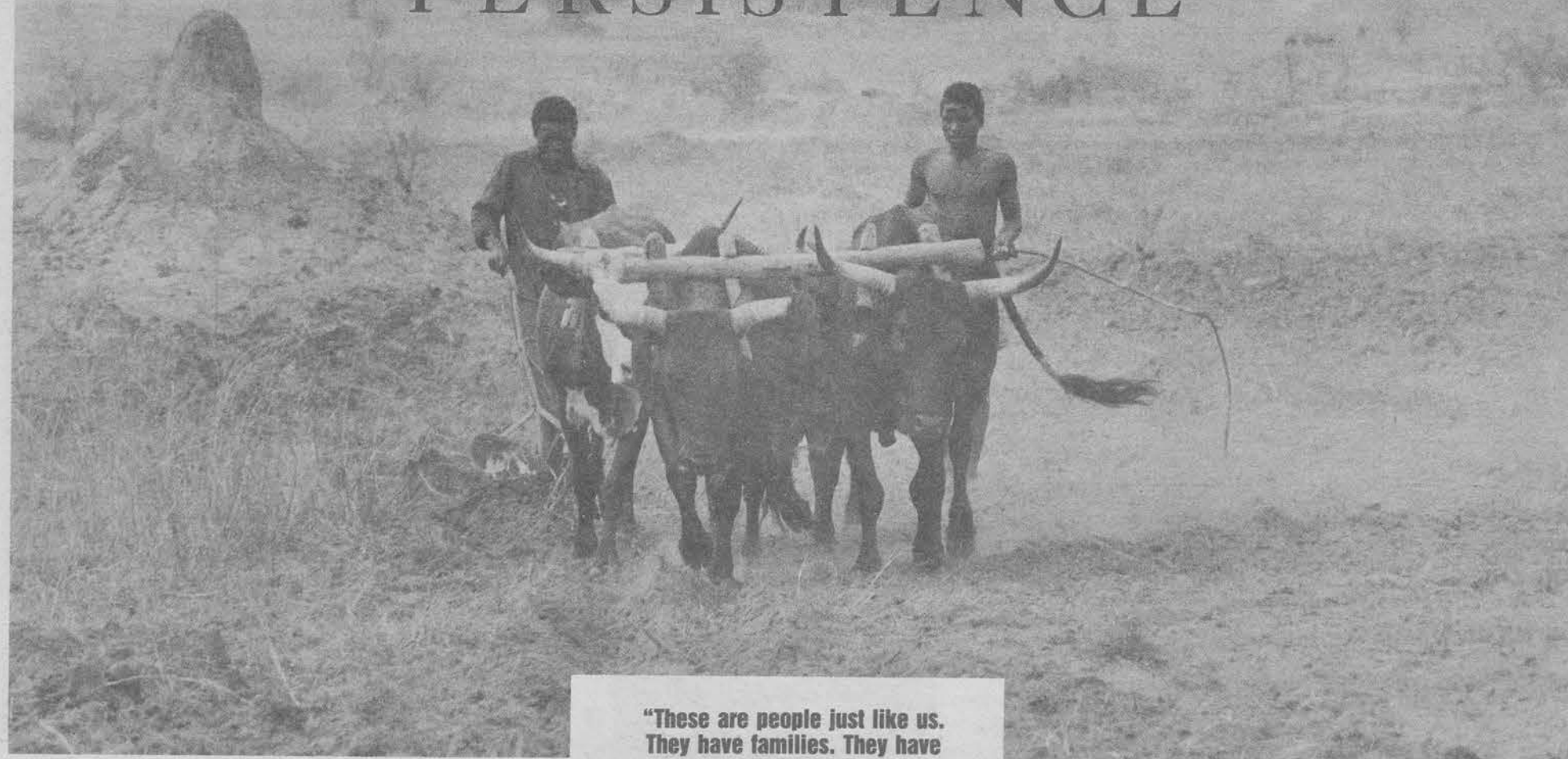
Over the past two decades, nearly every area of the world has made substantial progress in ending hunger. The sole exception is Africa.

By almost any statistical indicator, Africa appears either to be standing still or to be actually losing ground in the global fight to end hunger.

Yet hunger in Africa need not persist. Virtually every country in Africa is capable of feeding itself if its physical and human resources are appropriately developed. The continent has vast untapped reserves of arable soil and water. And the people of Africa, far from being helpless victims of this disaster, are using their inner strength and determination to build the Africa of the future. With our support, they can get the job done.

For those of us who have taken a stand for the end of the persistence of world hunger by the year 2000, Africa must become the focus of our ongoing attention and our long-term commitment.

COURAGEOUS PERSISTENCE



"These are people just like us. They have families. They have concerns and hopes. They want to make something of themselves. They want to educate their children. Behind the sensational stories of famine and coups in Africa are real people who don't make the news."

— Joshua Walton,
development worker

Life cannot be measured by statistical indicators alone. Africa cannot so readily be dismissed as a land of death, drought, destruction and disease.

For behind the grim statistics and nearly ungraspable numbers that indicate the extent of hunger and starvation in Africa are the people of Africa themselves.

Living in Africa's tens of thousands of villages and communities, men and women are exhibiting resourcefulness, initiative, hard work and dignity. And they are doing so in the midst of circumstances as harsh as any to be found on the planet today.

This quality of courageous persistence — the kind of courage most of us will never need to call upon in an entire lifetime — is being demonstrated day after day after day.

Yes, the circumstances of life are undeniably harsh. Looking only into those circumstances, Africa might appear a hopeless case.

Looking at how individuals are surviving in those circumstances — and surmounting them — one begins to see the seeds of the resolution of Africa's problems.

Popular conceptions notwithstanding, the vast majority of Africa's hungry are not helpless victims with begging bowls in hand. They are, in the words of Joshua Walton, an American who has worked with private voluntary organizations in Africa for twelve years, "people just like us. They have families. They have concerns and hopes. They want to make something of themselves. They want to educate their children. Behind the sensational stories of famine and coups in Africa are real people who don't make the news."

The inhabitants of Diomga village, a small community on the edge of the Sahel in northeastern Burkina Faso (formerly Upper Volta), are such people.

For three years now, a drought has gripped their homeland. Water is life in the Sahel. Because the rains have not come, the economic life of the people has been uprooted. The herders can no longer find grazing for their animals, and many of the cattle are dying. The farmers no longer have crops to sell. The women no longer have sufficient money

with which to buy food in the market.

The village millet field is dotted with stunted, foot-tall plants during the season when it should be covered with millet seven or eight feet high. This year, for the second year in a row, there will be no millet harvest in Diomga.

Many of the village's round huts now stand deserted. Of 350 families living in Diomga, the heads of 100 have left the village in search of food or work. The women and children who have been left behind have little more to eat than a simple meal every few days. The green, leafy "vegetable" they make into a kind of stew is nothing more than a local variety of grass.

Yet, in the midst of these circumstances, the villagers of Diomga are not sitting around waiting for charity. They have not given up. They are not resigned to their fate.

Rather, they continue to till their soil, hoping and praying for rain. They share what they have with their fellow villagers. They survive.

More than that, on their own initiative and through their own hard work — and despite the fact that their resources are meager, their health poor, their food supply barely adequate to sustain life — they are laying the foundation for the development of their community, for a Diomga of the future in which hunger will no longer be a reality, but only a memory.

They have built a cereal bank where grain can be bought at prices far lower than those charged by the grain traders in the nearby town. When the drought has ended and crops can again be harvested, they proudly tell you, the bank will be used to store their surplus so they never again will be without food.

They have dug wells 20 and 30 feet below the ground to bring life-giving water to their community. They are learning new agricultural techniques and irrigation methods. They have created a model garden project in which melons, corn, cabbages and other vegetables have begun to be grown. They have launched literacy programs, birth-training classes and even small-scale businesses.

All this, in the midst of the most severe drought and famine in memory.



Living in Africa's tens of thousands of villages and communities, these men and women are exhibiting resourcefulness, initiative, hard work and dignity. And they are doing so in the midst of circumstances as harsh as any to be found on the planet today.

Throughout the continent of Africa there are Diomgas, communities of people who are working to transform the circumstances of their lives. There are people who are taking destiny into their own hands, who are taking a stand for themselves, for their communities, for their countries, for all of Africa.

Travel from Burkina Faso across this 4,600-mile-wide continent to Somalia, and you will find such people living in the refugee camps of this East African nation.

Fleeing warfare and drought in the neighboring Ogaden desert, more than 700,000 men, women and children have left Ethiopia to seek refuge in Somalia. Often, they arrive destitute, ill, malnourished. Many settle in camps, camps which a few short years ago were the scene of widespread hunger, disease and death.

In 1981, this newspaper printed an eyewitness account of one such refugee camp. It began, "Once seen, it can never be forgotten: more than 76,000 people, 90 percent of them women and children, clustered together on a barren hillside, their only shelter small huts made of thornbush branches, animal skins and pieces of cloth. No one in the camp had received food rations in two days, and it was uncertain when the next food supply truck would arrive."

"There were no blankets at all, even though at night temperatures fell into the low 40s. The entire water supply for 76,000 people consisted of two shallow, hand-dug wells, each of which had only six inches of murky water remaining, enough for just one more week. In any case, the water was contaminated, the cause of widespread diarrhea."

"Thousands of children were infected with measles; thousands more were seriously ill from diseases made worse because of severe malnutrition. Sixty percent of the adults had tuberculosis. There were only two doctors for the entire camp and virtually no medical supplies."

Today, just four years after the scene described above, the refugees of Somalia — working in collaboration with the government of Somalia, the United Nations High Commissioner for Refugees and numerous private voluntary organizations from around the world — are proving that the word "refugee" need no longer be synonymous

The Hunger Project™



with hunger and destitution.

Consider the camp of Qorioley, home to 41,000 refugees. Here, the refugees themselves are planting gardens and constructing cinder-block schools. Here, newly arrived refugees, settled in the camp for only a few weeks, already are erecting a corncrib using the simplest of building materials. Nearby, large tanks hold and filter water as the camp

reservoir is enlarged.

People of all ages are teaching each other to read, running their own health clinics and creating small businesses. A women's basket-making cooperative is so successful that some of its profits are being used to extend loans to other refugee women to begin their own businesses. Best of all, say refugees who have been trained to be health workers, malnutrition is no longer a serious problem in this camp.

Wherever one looks in Qorioley, one sees the stage being set for an eventual return to self-sufficiency. In short, a refugee camp is being transformed by its residents' into a community.

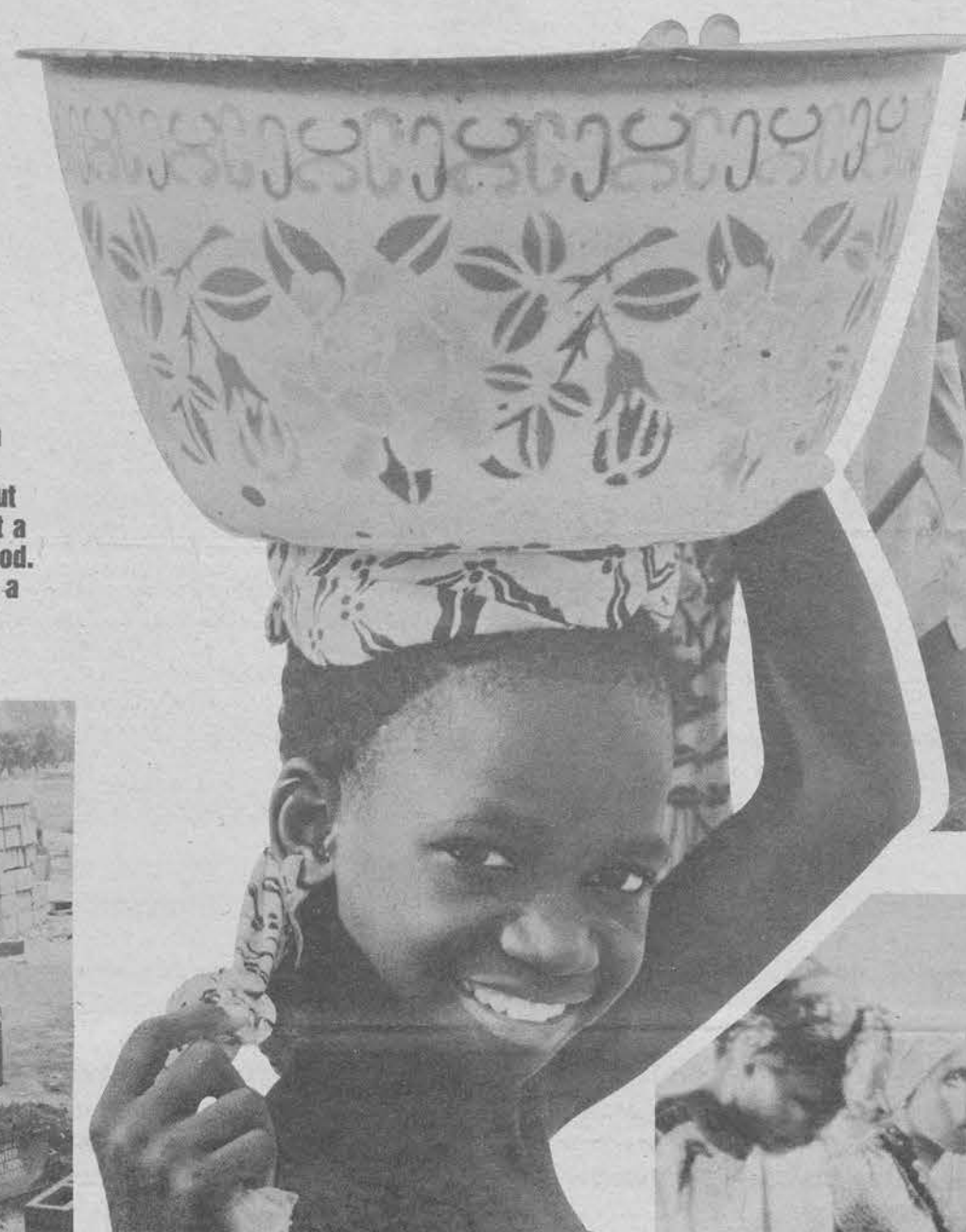
Of course, these refugees face many problems. They will tell you that living in a refugee camp is nothing compared to living in one's own homeland. And while the refugees are endeavoring to become self-sufficient, without the ongoing flow of international food aid and other types of outside assistance, this camp again would be a human disaster area. But the fact that children are now going to school in Qorioley, rather than dying of hunger, shows what can be achieved.



A Shift in the Wind/Twenty 5

QUIET REVOLUTION

What is taking place in Burkina Faso, Somalia, Zimbabwe and throughout Africa is a revolution. Not a revolution of guns and blood. But a quiet revolution — a revolution of the heart and the mind.



These are people who, in the midst of the worst human disaster in recent history, are forging the Africa of the future, an Africa of self-sufficiency, in which the end of hunger can become a reality.

In southern Africa, in the nation of Zimbabwe, this spirit of courageous persistence lives in the villages of the Mondoro region. Here, villagers have built their own stores, bridges and dams, a one-room cement "factory," water tanks, a clinic. When the residents of Nyundo village decided to construct their own school, they set the tuition for each student at 2,000 bricks, all to be made by hand. The bricks were used to construct the school building. This, they say, is a way to demonstrate their own responsibility for the success of the school.

To people in Mondoro, what is really important is not so much that a school now exists. What is really important, they tell you, is that they are the ones who saw the need for a school, that they built it themselves, that they chose to build it in a way that the entire community is responsible for and can take pride in the accomplishment.

This is the real story of development in Africa — what is happening to the people themselves, the shift in outlook, awareness and consciousness that comes when people act on their own initiative, take command of their lives and rise above their poverty, their history and their circumstances.

In Zimbabwe, they have a word for what is taking place. They call it "tahshanduka" — we have changed, we have transformed.

Mrs. Bless Magandanga, mother of seven and member of Zhakata Adult School of Literacy, Dressmaking and Farming in Mondoro, tells how this transformation has affected her own life:

"Yes, I've changed. I can move about anywhere, with no fear of anything. I feel like a new person, free to do what I feel like doing. I feel



new because I'm doing something I never thought I could do: I'm going to school. Now my husband can understand my coming to school, which could have been a problem in the past. I can act without consulting my husband. Long back, men believed it was wrong for women to go to work. But through this working together, gathering together and discussing things, many men have changed. Yes, there's quite a big change. Men can look at the poultry project and the dressmaking project and see something practical and progressive which they never thought women could do."

Another woman, Mrs. Annah Dhambi, also says the area is changing a lot since the people of Mondoro took a stand for themselves and their community:

"There is much better communication between people in the area. People from far away even get together to discuss things, and so the ideas and the projects spread. When people from other villages saw us building the school here at Nyundo, they began to think they could also do that for their children. Then they came here to learn how it was done and get ideas. And as a result the people in the area are becoming one. And the children are beginning to behave differently because of this getting together. It's taught them to respect each other and to respect other people."

In Burkina Faso, Somalia, Zimbabwe and throughout Africa, a revolution is occurring. Not a revolution of guns and blood. But a quiet revolution — a revolution of the heart and the mind.

This revolution, this transformation, manifests itself in ways that may seem small, almost inconsequential — the construction of a one-room school; raising poultry; a program to immunize children and promote breast-feeding among mothers; the establishment of a small cooperative to sew uniforms for the schoolchildren; the irrigation of a community garden. Yet these simple and affordable achievements are already spelling the difference between life and death in sub-Saharan Africa.

In the long run, this is the process that is establishing an environment — psychologically as well as physically — in which the successful development of the African continent can take place and the end of hunger will be achieved. Within this process, leaders emerge, skills are developed, relationships between people are altered. As individuals see what can be accomplished out of their own vision and through their own efforts, previously unrecognized possibilities open up to them.

In Burkina Faso, the possibilities represented by this process of transformation are evident in the village of Pala, near the city of Bobo Dioulasso. In a country where the infant mortality rate is the world's highest — 210 — and life expectancy is but 43 years, where the per capita gross national product is

US\$210, Pala is a particularly poor community. When the first trained health workers arrived in Pala, they found that fully 65 percent of the children were seriously malnourished. Today, after five years of work, 50 percent of the children remain malnourished.

Progress is being made, but it is slow, painfully slow. From the outside, it is easy to think that nothing can really be working in this village, that to speak here of a better life or a self-sufficient life is futile and without meaning.

And yet, spend time in Pala, and you'll find that beneath the surface, the quiet revolution is taking place here as well. You'll find that mothers, as they become better educated, have begun to make the connection between what their babies are eating and how healthy their babies are. Community health workers who have observed this growth in awareness say that this simple yet fundamental shift in consciousness provides the environment in which malnutrition now can be effectively attacked.

You'll find that recently the villagers voted to build a school — another first.

You'll find that women are questioning traditional ways of doing things. Why spend six hours a day grinding millet, they ask, when an inexpensive grinding mill can do the job in one or two hours?

Each of these small indicators points to a growing new awareness that is creating a context in which the work that is needed to end hunger can be brought forth. All over Africa, women are educating themselves about proper nutrition. All over Africa, parents are coming to see their children not merely as potential hands in the fields, but as individuals in whom an investment of education is worth making. All over Africa, women are coming to be known — and are seeing themselves — as important factors in the economic life of their families and their communities.

These are the people who, in the midst of the worst human disaster in recent history, are forging the Africa of the future, an Africa of self-sufficiency, in which the end of hunger can become a reality.

AFRICA

A GREAT POSSIBILITY

No one can minimize or gloss over the problems and challenges facing today's Africa. Yet existing side by side with the difficulties and harsh circumstances of life on this continent is the immense possibility that Africa represents.

That possibility lies first and foremost within the people of Africa themselves — in their dignity, stature, initiative; in the stand they have taken for a self-sufficient Africa; in their individual development and their growing awareness of the opportunity before them.

That possibility also exists within the very land of this enormous continent.

- The poorest of continents, Africa has the world's largest reserves of untapped natural resources, with vastly underutilized soils, waters, forests and minerals.
- The most drought-stricken of continents, Africa has enormous amounts of surface water, like the Senegal and Zambezi rivers and Lake Victoria, that have yet to be developed.

• The hungriest of continents, Africa has enormous agricultural capacity. According to a U.S. Agency for International Development study, Africa's empty farmlands, if properly developed, could feed the entire continent and all of Western Europe. Zaire, Zambia and Zimbabwe alone, if properly developed, could feed all of Africa.

Africa — land where Homo sapiens first appeared on earth more than 3 million years ago — is also the youngest and fastest growing of all continents.

Africans are building new nations, new economies, new societies, while at the same time endeavoring to preserve their own unique character and culture.

History is being made today in Africa. An entire continent of more than 530 million people is leaving behind centuries of colonial rule and taking an ever more active role in the modern community of nations.

And they are going through this process with incredible speed. The year before John F. Kennedy was elected president of the United States, only ten countries in all of Africa were independent. Since 1960, more than 40 countries have gained independence.

Twenty-five years in the life of nations is but a moment. It's worth remembering that 25 years after America's own successful war for independence, the 13 former colonies were far from prosperous and certainly not tranquil. Shortly after its birth, the United States faced many serious problems — many of them reminiscent of those confronting African countries today.

Some of the states were deeply in debt; repressive legislation made it a crime to speak out against the government; manufacturing ability lagged far behind that of England. Many observers doubted that the new nation would last very far into the nineteenth century.

The immense possibility that Africa represents lies first and foremost within the people of Africa themselves — in their dignity, stature, initiative; in the stand they have taken for a self-sufficient Africa; in their individual development and their growing awareness of the opportunity before them.

It has been and continues to be a difficult passage toward maturity. And yet there have been others who faced circumstances equally difficult and who succeeded in the face of such adversity.

Not long ago, the recurring crises we currently associate with Africa were occurring in another part of the world — the nation of India. Many considered India a land where famine would rule by the 1980s. A quarter century after the widespread predictions of imminent disaster, India is one of the great success stories of our time.

Today, India is essentially self-sufficient in food production. Necessary agricultural policies and programs were put into effect, and agricultural production was given a high priority by the Indian government. The necessary infrastructure for the end of hunger has been established in India. Malnutrition is still a substantial problem — the infant mortality rate in India is 125. However, India today is developing its capacity to feed all its people.

The breakthrough that India so recently achieved is also available to Africa. And throughout Africa there is a growing recognition of the need for that breakthrough. In July 1984, the "Harare Declaration" was signed by more than 30 African ministers of agriculture. In this historic document, the ministers stated:

"We fully accept that . . . developing our agriculture and rural areas and raising the nutritional standards of all our peoples rests substantially on the efforts of our own Governments and peoples. . . .

"We solemnly put forth this Harare declaration on the food crisis in Africa in the conviction that we possess the will and capacity and have the full support of the international community to feed all our peoples and to lay the foundation for greater economic prosperity and self-reliance in Africa."

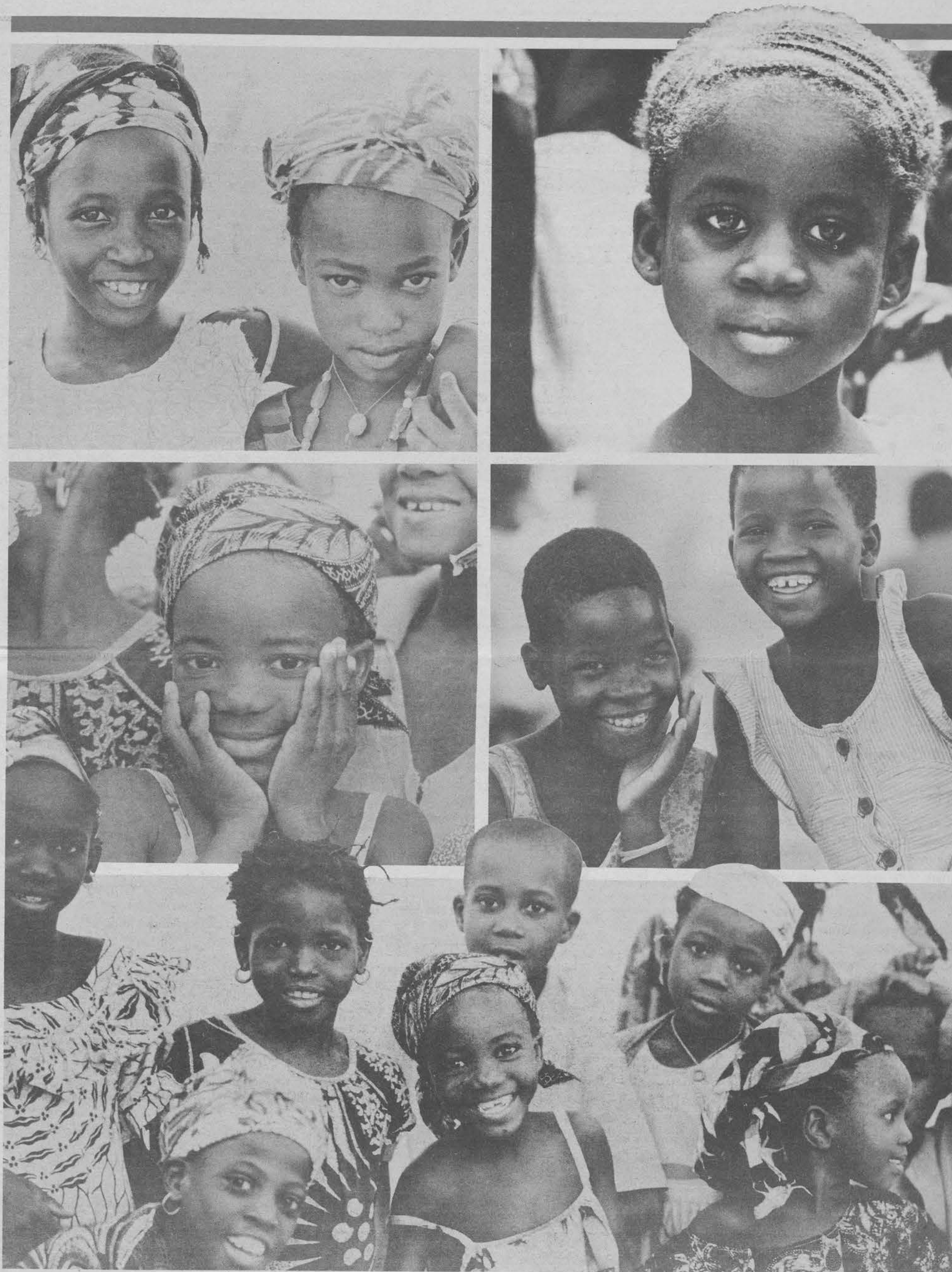
Hunger can end in Africa. There are the resources, the technology, the proven solutions. What is needed is the will, the commitment, the stand that what can be done shall be done.

With that commitment, Africa can realize its great possibility and make its own unique contribution to our world — a contribution of resources, culture and the heroic and courageous commitment of its people.

The greatest contribution of all will be the demonstration to the world that hunger can be ended — no matter where, no matter what the circumstances. This is the possibility that Africa represents for all humanity.

Yet those years of hardship and turmoil were not wasted. They were a necessary prelude to the successful development of the United States.

Today, the nations of Africa, in their own infancy, are themselves going through a developmental process.



The Hunger Project™

NEEDED: A LONG-TERM COMMITMENT



The world's attention has begun to turn toward the crisis of hunger and famine in Africa. With increasing frequency, the headlines scream out from our newspapers:

- 35 Million Africans Face Starvation
- UN Calls African Famine Worst in Recent History
- Starving Ethiopians Must Be Rescued

In countries around the world, individuals are responding generously in support of the alleviation of the current crisis. Food is being flown in. Trucks filled with sacks of grain are moving. Lives are being saved.

The United Nations is coordinating emergency relief efforts in Africa while also promoting long-term solutions through technical assistance, financial aid and other developmental programs. There is much remaining to be done. But the mobilization of international concern and assistance has begun.

This crisis, like all crises, will pass. Yet the persistence of hunger, as the backdrop of daily life in Africa, will continue.

Africa is calling out to us today. Calling out not only for an immediate response to a desperate crisis. But for a long-term commitment.

Not someday. Not next week. Today. Right now.

This is the challenge that Africa represents for each of us.

Do we have the courage not only to respond to the emergency of the moment but also to take a stand for an Africa where famines and starvation will no longer occur?

Are we willing to be committed for the long haul, after the emergency leaves our headlines, after the horrible drama passes?

On their recent trip to Africa, Joan Holmes, John Denver and Martin Luther King III asked individuals in villages and in the highest



"Tell people where you live that we are working to surmount these problems. That our people are helping themselves, and that we value your assistance. Together, together we will get the task done."

— Village elder, Diomga village, Burkina Faso

government offices, "What do you want of the people of North America and Europe? What can we do?"

Always, they received the same response. "First and foremost," they were told, "we want your goodwill, your compassion, your understanding. We seek your partnership in these coming years as we work to resolve our problems."

"Yes," they were told, "we need your help to meet the famine. Your financial and technical support is vital. With your assistance, we can become self-sufficient."

"But first, we want your commitment, your friendship. And if you give us aid, we ask that you do so in a spirit of partnership and equality."

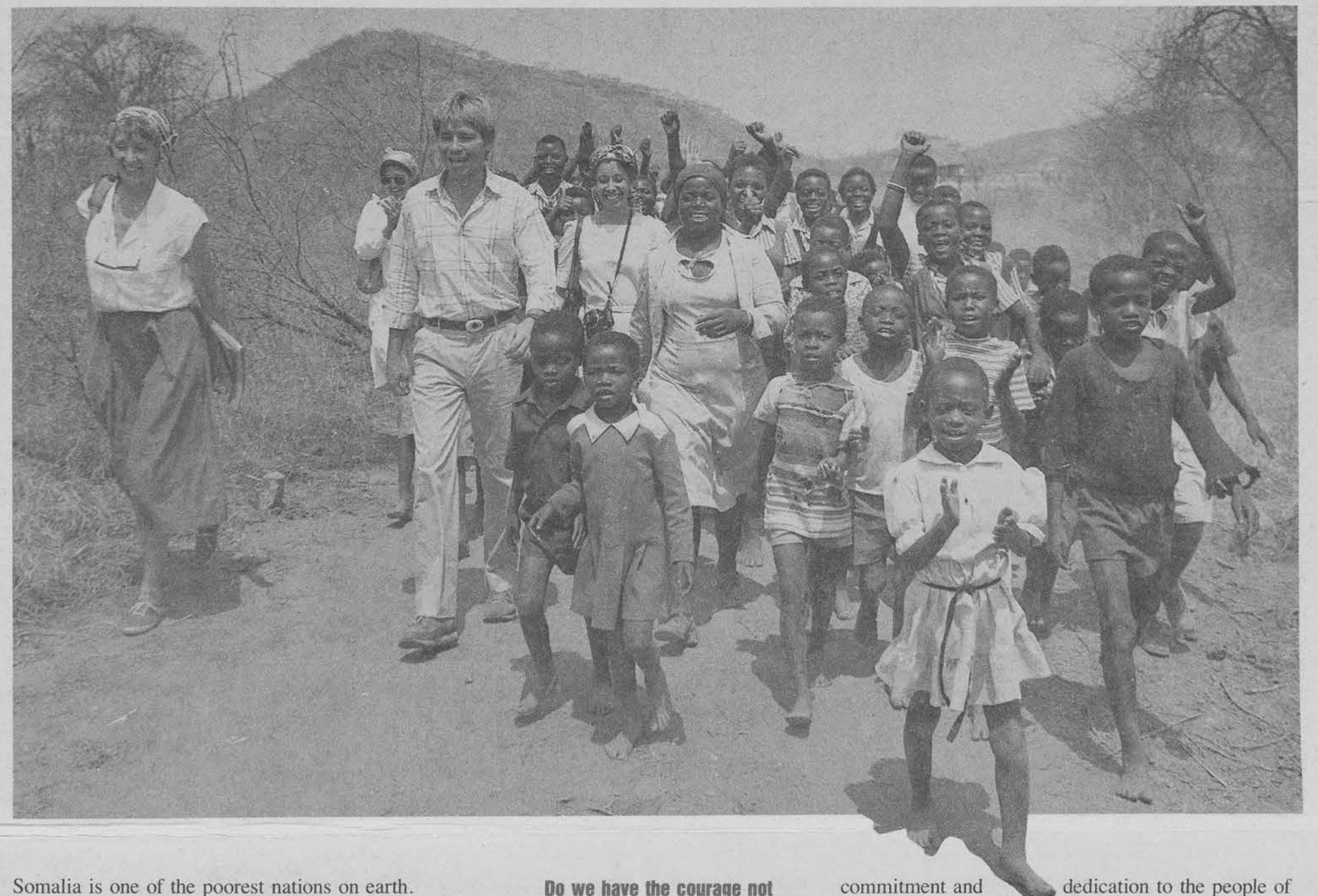
That long-term commitment already lives as a reality among the people of Africa. Even as they take decisive action to deal with the current emergency, individuals, organizations and governments are looking beyond the crisis to the more fundamental needs and opportunities of their countries. Only through a long-term commitment, they tell you, will hunger end in Africa.

The governments of the nations of Africa are mobilizing their resources for the sustained work that will be needed to achieve self-sufficiency.

In western Africa, in Burkina Faso, the government has embarked on an ambitious program to bring water for drinking and irrigation to every village in the country. The government has set its sights on immunizing every child against unnecessary childhood diseases. A program to substantially reduce infant mortality over the next five years is soon to be launched.

In eastern Africa, in Somalia, the government has welcomed hundreds of thousands of refugees into the country, despite the fact that

The Hunger Project™



Somalia is one of the poorest nations on earth. Knowing that a permanent welfare and relief system will never serve the refugees in becoming self-sufficient, the government is exploring ways to provide the refugees with land and resettle them throughout the country.

In southern Africa, in Zimbabwe, the government's commitment to the education of the next generation has more than tripled school enrollment, from 870,000 children to approximately 2.8 million, since independence in 1980.

The long-term commitment to Africa exists also within the international private voluntary organizations (PVOs) working there. These agencies are playing a decisive role in fighting the current crisis. They are airlifting food into famine-stricken areas and distributing it to people in urgent need. At the same time, they are looking beyond the short-term response to meeting the long-term need. While they distribute food from abroad, they also teach people new techniques for growing their own food. While they care for infants near death from starvation, they teach mothers how to identify undernutrition in their children and how to administer an inexpensive solution that can save ailing infants' lives.

In a real sense, the men and women working with the dozens of PVOs in Africa are the unsung heroes and heroines of our day. Their

Do we have the courage not only to respond to the emergency of the moment but also to take a stand for an Africa where famines and starvation will no longer occur?

commitment and dedication to the people of Africa is without question. They do not do things for people or to people, but with people, in partnership, in a spirit of empowerment.

The people of Africa, along with the governments and PVOs working on their behalf, have taken their stand. Theirs is no transitory commitment — it

is one for a lifetime. Visit any village in Africa, and you will find them doing the lion's share of work to end their own hunger.

They are forging a new Africa out of the growing pains of their nations' young histories. They know what they want and how to accomplish it. They seek our support and welcome our participation.

What is available to us is to take our own stand. What is urgently needed now is the creation of a long-term commitment to Africa by people living outside of Africa. A commitment that will enable the African people to continue to take the steps necessary for the development of their homeland, for the end of hunger on their continent.

Africa, an entire continent, one-ninth of all humanity — Africa, unavailable for so long — Africa now calls out for our participation. As partners, as equals, one people to another, united by our common commitment and stand for the end of hunger.

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Except where otherwise indicated, all photographs in this newspaper are by Werner Krutén and were taken on a 17-day fact-finding trip to the sub-Saharan African nations of Burkina Faso, Mozambique, Somalia and Zimbabwe. Participating in The Hunger Project-sponsored trip were Joan Holmes, executive director of The Hunger Project; John Denver, musician, entertainer and member of The Hunger Project Board of Directors; and Martin

Luther King III, member of the Board of Directors of The Martin Luther King, Jr. Center for Nonviolent Social Change.

Upon completion of the trip, The Hunger Project, in collaboration with many American development agencies, launched The Africa Initiative, whose purpose is to generate a long-term commitment to Africa by the American people.

The Hunger Project wishes to gratefully

acknowledge the Save the Children Federation for providing logistical support in Africa during the trip and UNICEF for their overall support of the trip. We also want to thank the agencies whose projects we visited in Africa — American Friends Service Committee, Oxfam America, Catholic Relief Services, Partnership for Productivity, Africare, CARE, UNICEF and Save the Children — for making themselves and their work available to us.

AFRICA



THE TIME HAS COME TO TAKE THE NEXT STEP

Your unparalleled response to Africa's worst famine is beginning to work. Food is arriving. Lives are being saved.

But famine relief alone is just the first step. Beyond the crisis lies an unprecedented opportunity: *We can now end hunger in Africa forever.*

Africa is ready.

Studies show Africa has the potential not only to feed itself, but all of Western Europe as well.

The African people are ready.

In spite of their circumstances, they stand with dignity and courage, ready to turn our partnership and support into an Africa free of hunger.

The experts are ready.

For the first time ever, America's private voluntary organizations have joined in a powerful coalition — INTERACTION. More than sixty of these organizations are already at work in Africa.

Your contributions to INTERACTION will go toward long-term solutions: seeds for planting, irrigation projects, simple farm tools, drought-resistant crops — solutions that will make a permanent difference in Africa's future.

The past few weeks have demonstrated the power of individual commitment. By expanding your commitment to encompass not only Africa's immediate crisis, but also its long-term development, you can literally change the course of history.

The journey toward a self-sufficient Africa has already begun. We have the momentum. We have the potential. We have the partnership. It's time to take the next step.

Send your contribution to the agency of your choice or INTERACTION today.

WE CAN END HUNGER IN AFRICA

INTERACTION is an unprecedented coalition of private voluntary organizations at the forefront of international development. INTERACTION has made Africa its top priority for 1984-1985. Your contributions will be allocated by INTERACTION to the following organizations at work in Africa:

Adventist Development and Relief Agency International
African Medical & Research Foundation
Africare
Aga Khan Foundation U.S.A.
American Friends Service Committee
Appropriate Technology International
CARE
Children's Survival Fund
Christian Children's Fund
CODEL
Community Development Foundation
CONCERN America
Cooperative League of the USA
Direct Relief International
Experiment in International Living

Foster Parents Plan
Global Water
Goodwill Industries of America
Grassroots International
Heifer Project International
Helen Keller International
Institute for International Development
Institute of Cultural Affairs
Interchurch Medical Assistance
International Catholic Migration Commission
International Eye Foundation
International Human Assistance Programs
International Rescue Committee
International Voluntary Services
Laubach Literacy International

League for International Food Education
MAP International
Meals for Millions/Freedom from Hunger Foundation
Mennonite Center Committee
Mennonite Economic Development Associates
National Council of Negro Women
Near East Foundation
DEF International
Operation California
Orthopaedics Overseas
Oxfam America
Partnership for Productivity International
Planned Parenthood of New York City
Planning Assistance
Population Communication

Presiding Bishop's Fund for World Relief
Project Concern International
Salvation Army World Service Office
Save the Children
Sister Cities International
Technoserve
Trickle Up Program
Unitarian Universalist Service Committee
U.S. Committee for UNICEF
World Concern Development Organization
World Education
World Neighbors
World Relief Corporation
World Vision Relief Organization
Young Men's Christian Associations of the United States

My Contribution To End Hunger In Africa

☐ \$25 ☐ \$10 ☐ \$50 ☐ \$100 ☐ Other \$ _____

Name _____

Address _____

City _____

State _____ Zip _____

Please make your check payable to:

INTERACTION P.O. Box 4701 Grand Central Stn. New York, NY 10163

Your contribution is tax-deductible.

In mid-November 1984, The Hunger Project, on behalf of the more than 3 million individuals who have taken a stand for the end of hunger, placed this full-page ad in 12 major U.S. newspapers. Since then, thanks to the work of volunteers across the country, the ad has appeared in numerous other publications large and small.