



[Ken and Barbara Jo Davis papers](#)

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HOME
ECONOMICS
TEACHER
EDUCATION

**EMPOWERMENT
THROUGH
DIFFERENCE**

**MULTICULTURAL AWARENESS
IN EDUCATION**

YEARBOOK 8 / 1988

EDITOR

HERMA BARCLAY WILLIAMS, Ph.D.
ASSISTANT PROVOST
ITHACA COLLEGE
ITHACA, NEW YORK



HOME ECONOMICS
TEACHER EDUCATION SECTION
AMERICAN HOME ECONOMICS ASSOCIATION

CHAPTER 7

EDUCATING FOR BUSINESS AND INDUSTRY

Barbara Jo Davis

"Sometimes whether we want to or not, whether we realize it or not, we become pioneers. And always we are role models. Often, we are educators. Education's objective is and always has been to prepare people for life. Mary McCleod Bethune said it best: 'Out children must never lose their zeal for building a better world.' Our children must know what exists in the world so that they can choose wisely among the options open to them."

Barbara Jo Davis

WHY EDUCATE FOR INDUSTRY?

Change! It's everywhere. Of course, it's no less visible in Home Economics than elsewhere. Paging through the American Home Economics Association Directory, for example, shows that no longer are home economists confined to cooking and sewing. They are engineers and financial advisors and writers and consumer affairs specialists. Some are marketing experts or chemists or architects. Yes, there are still many, many teachers and dietitians and food service managers. And there are plenty of jobs that emphasize cooking and sewing. The point is that *today's Home Economics graduates have choices*. They can choose the "traditional" careers

or branch out into something entirely unexpected. After all, isn't the basic premise of Home Economics education to train people in all aspects of the home?

Other changes are occurring. Funding is being cut from government agencies; hospitals and schools are being closed or consolidated. Therefore, the number of traditional jobs for home economists are diminishing. Non-traditional job options often come from private industry: a moving company hires a home economist to help families plan their moves; a supermarket hires a home economist to head the buying committee; a department store hires a home economist to write the internal newsletter. Nationally, HEIB (Home Economists in Business) has grown to about 3000 members.

A third change of significance is that industry is demanding more and more highly qualified employees. Twenty years ago, any Home Economics graduate could expect to be considered for a test kitchen position in a food company. Staff members came from backgrounds as varied as Art and Design, Dietetics, Education and Journalism. Today, the same kinds of jobs require home economists who are food specialists, whose majors were food, not art or even General Home Economics.

Furthermore, many companies embrace the philosophy, "Every new hire must be an upgrade." In other words, the standards get higher and higher. For job applicants (even new graduates) to pass the initial screening, they must be extraordinary. They must have some special skills such as microwave expertise, some special training such as a course at a chefs' school, or some special experience such as developing recipes and entering them in a recipe contest. Additionally, since AHEA made certification available in 1986, some companies will consider only Certified Home Economists. Competition is stiff!

Yet, with all this change in the marketplace, looking around at the HEIB Annual Meeting reveals that minority home economists are truly minorities in business. Is it fear or lack of information that keeps the numbers down? Either case must be addressed. Despite the conservatism and complacency that currently exist in America, some companies still have active affirmative action and EEO programs. Opportunities do exist.

A CASE STUDY

Several years ago General Mills launched a search for a minority home economist to fill an opening in the test kitchens. The managers



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Inviting you to an important breakfast and discussion . . .

When: Tuesday, May 21st

Time: 7:30 - 9:00 a.m.

At: Urban Ventures Center

3041 4th Avenue South

Minneapolis

RSVP: 822-1628 (ask for Gail Fairchild)

TOPIC: The Minneapolis Kitchen Incubator

Barbara Davis, president of Ken Davis Foods, will share her struggles and successes in launching a food-product business. Her practical advice and suggestions will be of interest to all current and potential entrepreneurs.

As you may know, Urban Ventures is turning a building that was formerly part of a pornographic complex into a building that will house five commercial kitchens for use by food entrepreneurs. The Minneapolis Kitchen Incubator will provide resources for promising individuals who will in turn create jobs for our community's residents as their businesses expand and move into their own facilities.

Come join other caterers, entrepreneurs, food product developers, investors and friends to learn more about this exciting venture. We will be presenting the final proposed kitchen layouts by Palm Brothers and the final proposed architectural drawings by Boarman Kroos Pfister Rudin Architects. An informal question and answer time will follow these presentations. We want to know how we can best serve prospective clients, and we need your suggestions. Please take time from your busy schedule to attend this important breakfast.

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3041 4th Avenue South

Minneapolis, MN 55408

Phone: 612-822-1628

Fax: 612-822-2507

u7B^{an}N

VENTURES

LEADERSHIP FOUNDATION

5/21

Dear Mrs. Davis,

I enjoyed meeting you this morning.
Your presentation was outstanding -
we've already had several people call
and tell us how much they enjoyed
it, and it's only 12:30!

Enclosed is an "after the fact"
invitation. My apologies for not
getting one to you before the event.

Sincerely,

Kimberly Bremner

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Minneapolis, MN 55408
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WHAT IS SUCCESS?

SUCCESS IS FREEDOM; IT'S LIVING THE LIFE YOU LOVE

AND LOVING THE LIFE YOU LIVE

WHAT ARE THE SECRETS OF SUCCESS?

1. VISION
2. ARROGANCE
3. STYLE
4. OPEN-MINDEDNESS
5. OPTIONS

WHAT ARE THE PITFALLS?

1. PREJUDICE--YOURS, AS MUCH AS THEIRS
2. LACK OF CONSUMER NEED FOR YOUR PRODUCT
3. INSUFFICIENT OPERATING CAPITAL
4. TOO MUCH ENTREPRENEUR, NOT ENOUGH
BUSINESS PERSON--OR VICE-VERSA

This is a speech
I gave to the
Student Member Section
of the Minnesota
Home Economics Association
on November 10, 1990.

The correspondence surrounding
it is attached.

FROM THE DESK OF

Barbara Jo Davis

GOOD MORNING!

THESE ARE MY PERSONAL VISIONS FOR THE 1990S, AS THEY RELATE TO HOME ECONOMICS

FIRST THINK BACK TO THE 1980S; YOU REMEMBER THEM-- THE REAGAN YEARS---AN ERA OF UNPRECEDENTED PROSPERTIY FOR AMERICANS

A TIME WHEN GREED WAS KING, WHEN PEOPLE FLAUNTED WEALTH SHAMELESSLY
EXAMPLE:

AMERICANS ACTUALLY AGREED WITH THE POLITICIANS WHEN THEY SAID
"YOU'RE BETTER OFF THAN YOU WERE A YEAR AGO"

WORLD PEACE, AN ELUSIVE GOAL AT BEST, SEEMED ABOUT TO DESCEND OVER THE EARTH. THE COLD WAR ENDED AND WITH IT THE THREAT OF NUCLEAR HOLOCAUST.

DEMOCRACY REARED ITS HEAD BEHIND THE IRON CURTAIN; THE BERLIN WALL CAME DOWN. APARTHEID DEVELOPED CRACKS IN ITS BITTER SHELL.

WOMEN AND MINORITIES WERE ELECTED IN EXTRAORDINARY NUMBERS TO PUBLIC OFFICE

BUT HISTORY SHAPES TOMORROW, AND THE SEEDS THAT WERE SOWN DURING THE 80S WILL BE HARVESTED DURING THE 1990S

IF YOU WERE PAYING ATTENTION (DON'T WORRY IF YOU WEREN'T--THE MAJORITY OF PEOPLE WEREN'T--AND THE POLITICIANS WANT IT THAT WAY)

IF YOU WERE PAYING ATTENTION, YOU MIGHT HAVE NOTICED THAT ALL WAS NOT AS ROSY AS ONE COULD HAVE BELIEVED

1. WHILE A LOT OF PEOPLE WERE BETTER OFF THAN EVER, ALMOST EQUAL NUMBERS HAD FALLEN INTO THE POVERTY TRAP. A NEW UNDERCLASS HAD APPEARED--A GROUP OF PEOPLE SO POOR AND SO DOWNTRODDEN THAT THEY AND THEIR CHILDREN AND THEIR CHILDREN'S CHILDREN CAN NEVER RISE OUT OF POVERTY. FOR THE FIRST TIME IN AMERICAN HISTORY, WHOLE FAMILIES WERE HOMELESS. DO YOU KNOW THAT 30% OF THE NATION'S CHILDREN NOW LIVE BELOW THE OFFICIAL POVERTY LINE?

2. A NEW CONSERVATISM SWEEPED THE LAND. SUDDENLY THE "L" WORD, LIBERAL, WAS A DIRTY WORD, ONE USED SNEERINGLY TO DESCRIBE DECAUCUS AND JACKSON IN THE LAST PRESIDENTIAL ELECTION.

ONE OF THE MANIFESTATIONS OF THE NEW CONSERVATISM WAS A SUDDEN DEPREICATION OF THE WOMENS MOVEMENT AND THE GROWTH OF THE MEN'S LIBERATION MOVEMENT. WHAT DOES THAT MEAN?

AND, AS YOU MAY OR MAY NOT KNOW, HATE CRIMES REACHED A HIGH UNKNOWN SINCE THE 1950S. PEOPLE WERE ATTACKED, BRUTALIZED, EVEN KILLED BECAUSE OF THE COLOR OF THEIR SKIN, THEIR RELIGIOUS BELIEFS, THEIR SEXUAL PREFERENCE. ONCE AGAIN IT WAS OKAY TO HATE MINORITIES OR HOMOSEXUALS AND TO BE OPEN ABOUT IT.

3. EVEN AS THE NATIONAL DEBT GREW TO SO MANY FIGURES THAT MOST OF US CAN'T FATHOM, MORE AND MORE MONEY WAS BEING CUT FROM BUDGETS FOR EDUCATION AND SOCIAL PROGRAMS AT EVERY LEVEL. CLASSROOMS BECAME UNDISCIPLINED, OVERCROWDED HOLDING TANKS FOR THE NATIONS CHILDREN. THOSE WHO COULD NOT SUPPORT THEMSELVES WERE EXPECTED TO TAKE OVER WHERE GOVERNMENT LEFT OFF.

3. THE UNITED STATES INCREASED ITS DEPENDENCE ON FOREIGN OIL TO AN ALL-TIME HIGH OF ABOUT 50 PERCENT. MORE AND MORE JOBS WERE LOST FROM OUR INNER CITIES AND RURAL TOWNS TO FOREIGN COMPETITORS.

THE 1990S WILL BE TURBULENT TIMES--THE BEST OF TIMES AND THE WORST OF TIMES

ALREADY WE'VE SEEN THE BEGINNINGS OF A RECESSION. CORPORATIONS ARE CLOSING PLANTS AND LAYING OFF PERSONNEL. PRICES ARE UP AND SPENDING IS DOWN.

AS THE ECONOMY WORSENS, ATTITUDES CHANGE. EXTRAVAGANCE IS NO LONGER FASHIONABLE. THE MIGHTY GREED KINGS, SUCH AS DONALD TRUMP AND BOESKY, HAVE FALLEN. BLOOMINGDALES IS BANKRUPT.

THE DREAM OF WORLD PEACE IS FADING AS THE GULF CRISIS ESCALATES. WAR, EVEN WORLD WAR, SEEMS INEVITABLE.

THE ENVIRONMENT, ESPECIALLY THE AIR WE BREATHE, THE WATER WE DRINK, THE FOOD WE EAT AND THE LAND THAT SUPPORTS US, IS THREATENED AND THEREBY THREATENING TO DESTROY US EVEN AS WE DESTROY IT.

BUT, ISN'T THERE ANY GOOD NEWS? IF THE OUTLOOK IS SO GLOOMY, WE MIGHT AS WELL HANG IT UP RIGHT NOW.

FOR HOME ECONOMISTS, THERE IS SOME GOOD NEWS: THE MAJOR ISSUES AFFECTING SOCIETY IN THE 1990S AND BEYOND ARE THE ISSUES THAT WE KNOW THE MOST ABOUT, THE ISSUES THAT AFFECT PEOPLE IN FAMILIES IN HOMES (AS IN HOME ECONOMICS).

LET ME LIST THEM FOR YOU:

FAMILY STRUCTURE (SIZE, SHAPE, COLOR)

FAMILY PLANNING

HOUSING

CHILD CARE

EDUCATION

ENVIRONMENT

POVERTY

HEALTH CARE

FOOD

IF YOU PAID ATTENTION TO LAST WEEKS ELECTIONS, YOU KNOW THAT NEITHER THE POLITICIANS NOR THE NEWS MEDIA ARE PAYING MUCH ATTENTION TO ANY OF THESE SO-CALLED "WOMEN'S ISSUES". MUCH MORE TIME AND RHETORIC ARE GIVEN TO THE "MEN'S" ISSUES, WAR, THE BUDGET DEFICIT AND DRUGS. I CONTEND THAT IF WE DON'T START TO STRAIGHTEN OUT THE BASICS, FAMILIES, HOUSING, CHILD CARE, EDUCATION, ENVIRONMENT, POVERTY, HEALTH CARE AND FOOD, THE REST WON'T MATTER AT ALL.

LET'S LOOK A LITTLE CLOSER AT EACH ISSUE:

FAMILY STRUCTURE--AS HOME ECONOMISTS WE HAVE TO STOP THINKING OF FAMILIES IN TERMS OF DAD, MOM, DICK, JANE, SALLY, SPOT AND PUFF. ACCORDING TO A RECENT TIME MAGAZINE ARTICLE, ONLY ABOUT 30% OF AMERICANS LIVE IN SUCH A FAMILY. WHEN I WENT TO SCHOOL, DICK AND JANES FAMILY AND FRIENDS WERE ALL WHITE. TODAY, DAD MAY BE BLACK OR NATIVE AMERICAN, MOM MAY BE WHITE OR HISPANIC AND THEY MAY ADOPT A KOREAN CHILD. MOM AND DAD MAY BOTH BE MALES OR FEMALES.

WHAT WE CAN DO:

FAMILY PLANNING--ABORTION IS PROBABLY THE MOST DEBATED, HOTLY CONTESTED SUBJECT OF OUR TIME. WHETHER PROCHOICE OR PROLIFE, WE HAVE TO FIND ALTERNATIVES. WE HAVE TO FACE THE REALITY OF CHILDREN HAVING BABIES. HOW CAN A CHILD TEACH A CHILD TO BE AN ADULT?

WHAT WE CAN DO:

HOUSING--IN MANY CITIES THERE IS A 5-YEAR WAITING LIST TO GET INTO LOW-INCOME HOUSING. WHERE DOES ONE LIVE IN THE MEANTIME? ANOTHER STARTLING STATISTIC I HEARD RECENTLY WAS THAT IN THE 1960S, A PERSON HAD TO WORK APPROXIMATELY 30 HOURS A MONTH TO PAY HIS MORTGAGE. TODAY, THAT TAKES MORE THAN 100 HOURS--THAT'S MORE THAN HALF OF HIS OR HER PAYCHECK. MANY YOUNG PEOPLE CANNOT HOPE TO ACHIEVE THE AMERICAN DREAM OF OWNING A HOUSE BETTER THAN THEIR PARENTS OWNED.

WHAT WE CAN DO:

CHILD CARE--WHO IS GOING TO CARE FOR YOUR CHILDREN? MORE AND MORE WOMEN MUST WORK, MANY AT MINIMUM-WAGE JOBS. THE COST OF CHILD CARE, WHEN AVAILABLE AT ALL, IS EXORBITANT. IN MINNESOTA, FOR EXAMPLE, FAMILIES MUST PAY AN AVERAGE OF \$87 A MONTH PER CHILD. IF A SINGLE PARENT EARNS \$5 AN HOUR. OR \$200 A WEEK, THAT'S ALMOST HALF THE SALARY. IN SOME PLACES SUCH AS RURAL AREAS, THERE ARE NO CHILD CARE CENTERS. IN THE OLD DAYS, GRANDMA LIVED WITH THE FAMILY AND COULD CARE FOR YOUNG CHILDREN. NO MORE!

WHAT WE CAN DO:

EDUCATION--HOW MANY OF YOU KNOW SOMEONE WHO IS FUNCTIONALLY ILLITERATE? SOMEONE WHO READS BELOW THE HIGH SCHOOL LEVEL, WHO HAS TROUBLE COPING WITH EVERYDAY READING AND WRITING? ARE YOU SURE YOU'RE NOT SITTING NEXT TO SUCH A PERSON? [TELL STORY OF MAN WHO STARTED HIS OWN BUSINESS AND OF HUEY NEWTON, A VERY ARTICULATE ADVOCATE FOR HUMAN RIGHTS]. THE BUSINESS WORLD IS BEING INVADED BY EMPLOYEES WHO CAN'T WRITE A SIMPLE SENTENCE OR READ AND UNDERSTAND INSTRUCTIONS.

WHAT WE CAN DO:

ENVIRONMENT--WE HAVE A LOT MORE QUESTIONS THAN ANSWERS WHEN IT COMES TO DISCUSSING THE ENVIRONMENT. IF NOT OIL, WHAT? COAL? NUCLEAR? IF WE DON'T DO MEDICAL TESTING ON ANIMALS, DO WE TEST USING HUMANS? IF WE BAN PLASTIC PACKAGING, DO WE INCREASE THE DESTRUCTION OF TREES?

WHAT WE CAN DO:

POVERTY--

WHAT WE CAN DO:

HEALTH CARE--ONLY ONE OTHER NATION IN THE INDUSTRIALIZED WORLD HAS NO NATIONAL HEALTH PLAN--SOUTH AFRICA. EVEN IF THE U.S. DOES NOT CHOOSE TO GO THAT WAY, WE MUST ADDRESS THE ISSUE. TOO MANY AMERICANS ARE DENIED HEALTH INSURANCE BECAUSE THEY CANNOT AFFORD IT OR BECAUSE THEY HAVE SOME CONDITION THAT REQUIRES MEDICAL TREATMENT.

WHAT WE CAN DO:

FOOD--AMERICANS HAVE 3 MAJOR CONCERNS ABOUT FOOD THESE DAYS: HEALTH (GOOD FOR YOU) AND CONVENIENCE. HEALTHFUL OFTEN MEANS FRESH AND FREE OF ARTIFICIAL INGREDIENTS. WHAT A CHALLENGE TO THOSE OF US IN THE FOOD INDUSTRY!

WHAT WE CAN DO:

ETHNIC DIVERSITY--ONE OF THE MOST INFLUENTIAL PHENOMENA OF THE 1990S WILL BE WHAT IS KNOWN AS THE "BROWNING OF AMERICA". IT WILL AFFECT EVERY PHASE OF LIFE, FROM EMPLOYMENT TO EDUCATION TO NEIGHBORHOODS TO ATTITUDES AND, YES, EVEN CRIME.

IN THE 1990S ONLY ABOUT 9% OF THE PEOPLE ENTERING THE WORK FORCE WILL BE AMERICAN-BORN WHITE MALES. WOMEN, ETHNIC MINORITIES AND IMMIGRANTS WILL COMPRISE THE WORKPLACE OF THE FUTURE. THE GREAT "MELTING POT" THAT WAS TO BE THE UNITED STATES DID NOT WORK. WE ARE NOT LIKE A POT OF CHOCOLATE MELTED WITH BUTTER, HOMOGENOUS, UNABLE TO TELL ONE COMPONENT FROM ANOTHER. INSTEAD WE HAVE A HETEROGENEOUS SOCIETY IN WHICH VARIOUS GROUPS EXIST SIDE BY SIDE BUT DO NOT INTERMINGLE, SORT OF LIKE A BOX OF CRAYONS. YET HOW MANY AMONG US DID NOT DESCEND FROM ANCESTORS WHO EMIGRATED TO THESE SHORES?

A YOUNG SOUTH AFRICAN AUTHOR, WRITING IN TIME MAGAZINE RECENTLY OBSERVED THAT AMERICA HAS IT OWN APARTHEID THAT EXISTS IN THE HEARTS AND MINDS OF THE PEOPLE, NOT IN ANY LAW BOOKS. EACH GROUP HAS ITS OWN ENCLAVE AND VENTURES INTO ANOTHER EITHER WITH GREAT TREPIDATION OR AS A SORT OF TOURIST ADVENTURE.

AMERICAN SOCIETY, THE EDUCATION SYSTEM AND THE MEDIA, ACTS AS THOUGH WE ARE A MELTING POT. OTHERWISE, WHY WOULD A PERSON OF MIXED HERITAGE HAVE TO DECLARE ONE OR THE OTHER ETHNIC GROUP? HOW MUCH DO WE KNOW ABOUT EACH OTHERS CULTURES? HOW MANY LANGUAGES DO WE SPEAK? CAN WE DESCRIBE THE SIMILARITIES AND DIFFERENCES AMONG THE WORLDS GREAT RELIGIONS?

HAVE WE BEEN IN THE HOMES OF PEOPLE WHO ARE DIFFERENT FROM US?

YET, IN THE YEARS TO COME, WE HAVE TO GO TO SCHOOL AND WORK TOGETHER. CAN WE DO THIS IN A SPIRIT OF COOPERATION AND FRIENDSHIP IF WE DON'T ATTEMPT TO KNOW EACH OTHER. PEOPLE TEND TO FEAR WHAT THEY DO NOT KNOW; FEAR IS THE GREATEST CAUSE OF PREDJUDICE.

WHAT WE CAN DO:

R. R. 2, Box 38
Fairfax, MN 55332
(507) 426-7653
August 27, 1990

Barbara Jo Davis
Ken Davis Products Inc.
4210 Parkglen Road
Minneapolis, MN 55416

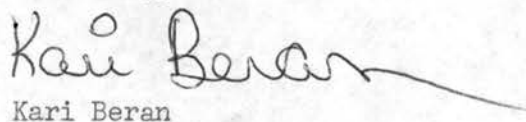
Dear Barbara Jo,

I would be honored to continue working with you as a mentor. I have sent you my curriculum of course for both my Home Economics-Education and Food and Nutrition majors. I have also included my transcript of classes taken and a sheet listing what I plan to take yet before graduation. Any advice you have to offer would be greatly appreciated.

I was impressed with the list of activities you gave to improve my spelling. I will try to use a few of these as they all do make a lot of sense in improving vocabulary.

Lastly, I would like to thank you for agreeing to speak at the Fall Convention for the Student Member Section. The Convention is November 9 and 10th. The Theme is "Visions for the 90's". This is what we would like you to speak about on Saturday, November 10th. You would be our keynote speaker at 9:15 a.m. You have a maximum of 45 minutes to speak. The Convention is held at Mankato State University. I would like to invite you to attend any or all of the convention as will fit into your schedule. I will send you out a copy of the program when we get them printed and also a map to Mankato State University. If you need any more information just call or write me.

Sincerely,


Kari Beran

Enclosures

411 Holly Lane Apt. 204

Mankato, MN 56001

(507) 625-8411

Oct. 26, 1990



Dear Barbara Jo,

The Fall Convention for the Minnesota Home Economics Association Student Member Section is fast approaching. I want to personally take this time to thank you for agreeing to speak to us. We are working and planning hard in preparation for you coming to share your experiences, time, and talents with us. Just a reminder that you are to speak at 9:15 in the morning on November 10th in Wiecking Auditorium.

We look forward to hearing you at this time and would like to have you share with us in the convention as much as possible. We know you are all busy, but you are welcome to come on Friday, Saturday, or both days of the convention as it fits into your schedules. We have Walt Wolff speaking on interviewing skills, Barb Kubik speaking on Project Home Safe, Kay Emel-Powell and Melanie Nelson-Smith speaking on non-traditional careers in Home Economics, and Dr. Lois Hughes on personal goals and setting goals.

It would also be a help to me if you could send me a short bibliography on yourself, so I would have an idea of some of your varied background experiences. Again we look forward to seeing and hearing from you at the convention. I have enclosed a map of Mankato and of the Mankato State University campus for your use. If you have any further needs, feel free to contact me.

Sincerely,

Kari Beran

November 7, 1990

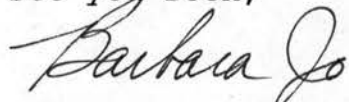
Kari Beran
411 Holly Lane
Apt. 204
Mankato, MN 56001

Dear Kari

As you requested, attached is a brief autobiographical sketch. I'm looking forward to addressing your Student Member Section on Saturday, November 10 at 9:15 a.m. I plan to arrive at Weicking Auditorium no later than 9 a.m.

As we discussed, my topic will be "VISIONS FOR THE 90'S". I will not require any audio-visual equipment.

See you soon,

A handwritten signature in cursive script, reading "Barbara Jo".

BARBARA JO DAVIS

BARBARA JO DAVIS
Certified Home Economist
President, Ken Davis Products, Inc.

Education: B.A., Dietetics, University of Northern Colorado,
Greeley, Colorado. Minors in English and Chemistry.

Dietetic Internship, Freedmen's Hospital, Howard
University, Washington, D.C.

Job History: Research Dietitian, Cox Heart Institute, Dayton,
Ohio, 1965-1968

Consumer Foods Home Economist, General Mills, Inc.,
Minneapolis, Minnesota, 1968-1970

Supervisor, Betty Crocker Food Center, 1970-1978

Manager, Betty Crocker Food Center, 1978-1986

Manager, Betty Crocker Publications, 1986-1988
President, Ken Davis Products, Inc., Minneapolis,
Minnesota, 1988 until now

Professional/Civic Activities:

Member, AHEA, MHEA, HEIB

Advisor, Past President, Coalition for Black
Development in Home Economics

Co-Chair, Home Economics Leadership Program, 1990-1991
AHEA Membership Committee, 1990-91

Home Economics Advisory Committee, Iowa State
University, 1987-88

Past Member, Board of Directors, Minneapolis YWCA

Member, National Association for the Advancement of
Colored People (NAACP)



411 Holly Lane Apt. 204

Mankato, MN 56001

December 6, 1990

Dear Barbara Jo,

Thank you for coming to Mankato State University to share your knowledge and time with us at the Fall Convention of the Minnesota Home Economics Student Member Section. We greatly appreciate you taking time out of your busy schedule to put together your presentation for us. We all learned so much from you. Thank you again for caring about the Home Economics profession so greatly that you took the effort to help us as students grow to be more informed, better prepared professionals ourselves.

Sincerely,

Kari and fellow students

Kari Beran

MHEA-SMS Chairperson

Ken Davis

KEN DAVIS PRODUCTS INC. • 3601 Park Center Boulevard Suite 906 Minneapolis, MN 55416 • Phone 612-933-4642

NEW ADDRESS:
4210 PARKGLEN ROAD
MINNEAPOLIS, MN 55416

January 9, 1991

Kari Beran
411 Holly Lane
Apt. 204
Mankato, MN 56001

Dear Kari

A long time has passed since the Student Member Section Meeting, but I wanted to take the opportunity to tell you how impressed I was. You did an outstanding job of organizing it and keeping everyone on time. Your speaking style is very comfortable, yet concise (and that's important for any presentation).

You must be very excited that the end of school is in sight. Have you begun your job search yet? Since the economy is so tenuous, it's wise to start early, 'cause it may take longer than usual.

Our friend Brian Smith stopped by to see me last week. He's looking for a job that will get him into International trade. I suggested that he apply for government aid to take his own farm equipment repair company international. Once you've run your own business, it's hard to work for someone else.

I hope your Holidays were wonderful, and that 1991 will be all that you want it to be!

Fondly

Barbara Jo Davis

BARBARA JO DAVIS

Specializing in the Best Bar-B-Q Sauce

This is a speech I
gave to the Leadership
Program at the Annual
Meeting of the American
Home Economics Association
in Denver, Colorado

June 27, 1992

Program is attached

FROM THE DESK OF

Barbara Jo Davis

UNDERSTANDING THE POLITICAL CLIMATE

What political climate? Every organization has one--from the family to multi-national corporations to the Federal Government--and they exist throughout life. Example: Story of Jerome.

Will Rogers: "Any time more than two Americans meet on the street, one of them is sure to begin looking around for a gavel to call the meeting to order".

Ambrose Bierce: "Politics is the conduct of public affairs for private advantage."

Think about the morning bathroom ritual in you own home. Or Holiday celebrations.

Now think about any organization that you're a part of. When you join, they give you the official RULE BOOK--the Policy Manual, the By-laws--and they give you the official ORGANIZATION CHART.

Your job, then, is to find out what are the real rules and who really wields the power--the corporate culture, the personality of the organization:

- Dress code
- Forms of address
- Socializing
- Language (are 4-letter words part of the culture? Is "Black" or other ethnic English accepted?)
- Attitudes about attendance (productivity- or attendance-driven)
- Attitudes about family concerns (Example: parental leave for men)
- Attitudes about change (slow-moving or progressive)
- Attitudes about new-comers (Notice how the politics change when you are the "first" or the "only")
- Who has the President's ear?
- How do things change when an officer is in attendance?

Understanding the political climate really means understanding where the power lies within the organization. Understanding the political climate means tailoring your behavior so that you fit in

Hans J. Morgenthau: "Man is born to seek power, yet his actual condition makes him a slave to the power of others". In other words, "Everybody's tail belongs to THE MAN".

Unwritten rules: You don't see them anywhere, but you know when you run into them. They may not have any basis, but anyone who has other ideas is seen as "crazy".

Do not mistake "playing the politics" for "brown-nosing", "goody-two-shoeing" or "Uncle Tomming". If you wear a suit instead of jeans to the office in a conservative company, that's common sense. If you laugh loudly at the boss's ethnic jokes, that's Tomming.

Experiment: Most organizations allow you a mistake or two.

Examples: Thrown out of boss's office, "Rare Opportunities", Marilee's questions.

How do you find out about the politics of your organization?

1. We've already talked about experimenting to find out what the rules are.
2. Observation
3. Inquiry--your immediate supervisor, your peers, a mentor, outsiders who interact with your organization

Once you've identified the politics or unwritten agendas you can choose only to what degree you will participate in them. If you are a part of the organization, you are a part of the politics. You cannot choose not to participate. The only ways you can NOT join in the politics is to choose, in advance, not to join the organization or quit the organization. "You have 3 choices in life: you can quit 'em, you can fight 'em or you can join 'em!"

Set your own rules up front; ask questions about issues that are important to you:

Do you have an affirmative action program? Is it only on paper or actively pursued?

Do you have a policy regarding sexual harrassment?

Will I be penalized if I have to stay home with a sick child (or parent)?

Remember: Getting along in any relationship involves compromise, but you don't want to compromise your integrity. Sometimes, though, you have to prioritize. Is getting ahead the most important thing in your life?

Examples: Anita Hill did not report sexual harassment
 Kate did not report racial harassment
 Someone else missed a Promotion because he refused to move to another city
 Ken hired white males to get funding from the bank

AND any organizational or policy change requires sponsorship--a champion, and not just any champion--someone in power. THAT'S POLITICS!

Examples: Congressional bills, Piper-Jaffray female CEO, Mom

Let's talk a little about VISIBILITY. You have a cause that you wish to promote, including your own promotion. Just knowing who has the power means nothing, unless they also know you.

Do your homework, then speak up! Have opinions. But be prepared to make them seem like your boss's ideas
 Volunteer: chair a committee, write a report
 Market your successes. Make them known to the people who make policy; they will then allow you to do even more.
 Share your successes (team player vs. prima donna)

The "Old Boys' Network" and the Glass Ceiling. In the case of AHEA, it's probably the Old Girls' Network. Remember the old African-American spiritual that goes something like, "It's so high you can't get over it, so wide you can't get around it, so deep you can't get under it. You must go in through the door.?"

USA TODAY writing about Women in Congress (April 1, 1992): "Congress is a tough place to be a woman. Even for a tough woman...Every day, they walk a fine line between being seen as 'pushy broads' and staking claim to their issues. In a town as male dominated and power driven as Washington--where women are excluded from the highest circles of decision-making--most women in Congress feel they work on the fringe, at best. And these are the most successful women in their field."

If these powerful women face these challenges, imagine what challenges each of us faces! And these challenges are the reasons why we must understand the politics of our organizations. The two most powerful (most likely the only powerful women in Congress), Pat Schroeder and Barbara Kennelly understand--and use--the politics of the "Old Boys' Network" very well. Schroeder chooses to work outside it (fight 'em) by using publicity and force. Kennelly is an "insider", who golfs with the powerful and has mentors and sponsors (join 'em).

If politics means "the conduct of Public affairs for private advantage", then each of us must turn our apparent disadvantages to our favor. Take Affirmative Action, for example. Take tokenism, for example. Take the fact that you had to work your way through school. Take the fact that you were a latchkey kid.

Example: Public appearances since Ken's death.

Summary: Politics are everywhere, all around us. To survive, we MUST learn to deal with them. The only choice we have is how.



WINGS THAT WORK

1992 HOME ECONOMICS LEADERSHIP PROGRAM

June 26-27, 1992
Radisson Hotel - Denver
Columbia Room

Sponsored by the
AHEA Foundation
and the
Coalition for Black
Development in
Home Economics

*An affirmative Action Program
Open to all men and women
in home economics who are ready to get
involved in leadership roles*



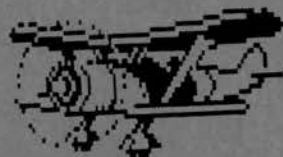
Friday June 26, 1992--Morning

Breakfast on your own

Opening Session

Columbia Room, Radisson Hotel

Presiding: Barbara Jo Davis



7:45-8:00 Registration, Get Acquainted

8:00-8:45 OPENING GENERAL SESSION

"Aerodynamics of AHEA" - The 1992 Prepared Strategic Plan and Directive - Carol Anderson

8:45-9:05 "Headwinds and Tailspins" - Audience Reaction to Strategic Plan - Group Facilitator: Chloe Merrill
Group 1 - Sheron Sumner
Group 2 - Julia R. Miller
Group 3 - Peggy Meszaros
Group 4 - Mary T. Friel

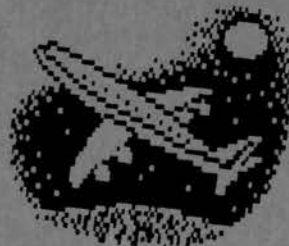
9:05-10:00 "Frequent Flyers" - Panel Response by Group Facilitator and Leaders, above

10:00-10:30 "The Edge of Space" - Challenges for Next Year
- Gladys Gary Vaughn

10:30-10:45 Refreshment Break

10:45-11:45 "Individual Flight Plans" - Huddles and Hurdles
- Lollie Christensen and Carol Tuttle

12:00-1:00 LEADERSHIP PROGRAM LUNCHEON - Century, Spruce, Denver Rooms, Radisson Hotel
Presiding: Barbara Jo Davis
Special Presentation: "Career Dressing"
- Cynthia Smith Washington



Friday, June 26, 1992--Afternoon

Columbia Room, Radisson Hotel

1:15-2:00 Presiding Ouida Pittman

"Staying on Course" - The Risks and Benefits
- Maribeth Christensen

2:00-2:50 "Where's My Parachute?" - Newcomer's Panel
Panel Moderator: Wilma Ruffin

Panel Members:

Robert Bagley
Anna Cropper
Jacquelyn Jensen
Brian Smith
Rick Clements



2:50-3:00 Response - Carol Centrallo

3:00-3:15 Refreshment Break

3:15-4:00 "Lift and Thrust" - Welcoming and Creating Change - Harriet Light

4:00-4:30 "Working in the Command Center" - Diplomacy the Forgotten Art of Remembered Few
- Agatha Huepenbecker

Friday, June 26, 1992--Evening

Terrace Room, Radisson Hotel

6:00-7:30 LEADERSHIP PROGRAM DINNER

Presiding: Ouida Pittman

Presentation: "Wings that Work"
- Dr. Maxine Lewis-Rowley

Saturday, June 27, 1992--Morning

Breakfast on Your Own

Morning Session

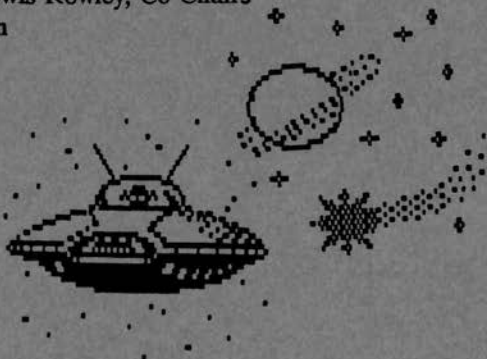
Columbine Room, Radisson Hotel

- 9:00-10:00 Presiding: Dr. Gwendolyn Newkirk
"Clearing for Take-Off" Managing the Things, Time
Energy and People that Exhaust You as a Leader
- Virginia Caples
- 10:00-10:45 "Perils and Precautions" - Understanding the Political
Climate - Barbara Jo Davis
- 10:45-11:00 Refreshment Break
- 11:00-11:30 "Landing and Crash Landing" - Leadership Development
Activities - Elaine Goodwin
- 11:30-12:15 "The View from the Launching Pad" - Being a Catalyst in
Change and Leadership Development - Raygene Paige
- 12:15-12:30 "Remodeling the Model" - Evaluations and
Recommendations - Ouida Pittman

** Refreshment Breaks courtesy of EMC Publishing

COMMITTEE

Barbara Jo Davis, Maxine Lewis Rowley, Co-Chairs
Maribeth Christensen
Elaine Goodwin
Jacquelyn Jensen
Gwendolyn Newkirk
Ouida Pittman



Planning Committee

Marna Canterbury, Health Partners, Center for Health Promotion, Minnesota Nutrition Council, Inc.

Mary Darling, Assistant Professor and Extension Nutritionist, Department of Food Science and Nutrition, University of Minnesota

Lisa Harvey, Minnesota Nutrition Council, Inc.

Marcia Hayes, M.P.H., R.D., Nutrition Educator, Preventive Cardiology Institute, Southdale Medical Center; Minnesota Nutrition Council Inc.

Joanne Kendrick, St. Paul-Ramsey Nutrition Program

Donna McDuffie, Extension Educator, Minnesota Extension Service-Ramsey County, University of Minnesota

Dan Panshin, Urban Extension Specialist, Minnesota Extension Service, University of Minnesota

Boni Petrich, Program Associate, Professional Development and Conference Services, University of Minnesota

Peg Plumbo, Instructor, Nurse-Midwifery Program, School of Nursing, University of Minnesota

Felisha Rhodes, Extension Educator, Minnesota Extension Service-Dakota County, University of Minnesota

H. William Schafer, Extension Food Technologist, Department of Food Science and Nutrition, University of Minnesota

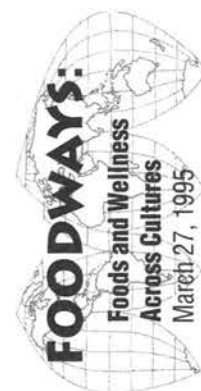
Pat Splett, Assistant Professor, Division of Epidemiology, University of Minnesota

Mao Thao, Health Educator, Ramsey County Nursing Service

Sharon Vegoe, Program Director, Professional Development and Conference Services, University of Minnesota

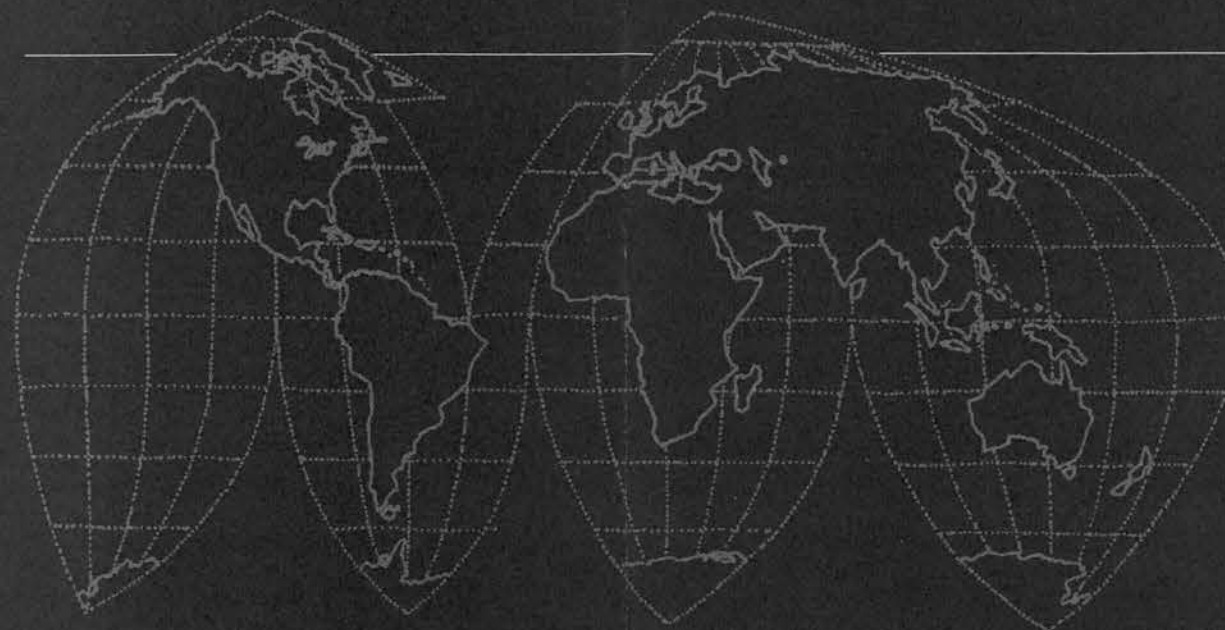


Professional Development and
Conference Services
University of Minnesota
214 Nolte Center
315 Pillsbury Drive S.E.
Minneapolis, MN 55455-0139



FOODWAYS:

Foods and Wellness Across Cultures



March 27, 1995

Earle Brown Continuing Education Center
1890 Buford Avenue
St. Paul, Minnesota

Sponsored by:
Minnesota Nutrition Council Inc.
University of Minnesota
– Minnesota Extension Service
– Continuing Education and Extension
– Professional Development and Conference Services



UNIVERSITY OF MINNESOTA

Who Should Attend

The program is designed for nutritionists, dietitians, nurses, physicians, social workers, educators, other health care and human services providers who work cross culturally, and individuals interested in cultures and foodways.

About the Conference

This exciting full-day conference will bring together a unique variety of speakers on cross-cultural nutrition issues. Through plenary sessions and many concurrent session options, participants will learn about the meaning of food, food choices, and the relationship of nutrition to health in many different cultures.

In this age of increasing sensitivity to diversity, this program will provide participants with a rich opportunity to expand their knowledge in foodways of different cultures and respond to their need to develop culturally sensitive practices.

Keynote Speaker

Norge Winifred Jerome, Ph.D., is a dynamic, innovative, creative woman. She is a Professor of Preventive Medicine and Director of the Community Nutrition Division, Department of Preventive Medicine, University of Kansas School of Medicine. She teaches medical and graduate students and conducts research on community health, community and international nutrition, nutritional anthropology, and nutritional epidemiology. She is a prolific writer of scientific articles, reports, abstracts, and books, and has made guest appearances on numerous television and radio programs throughout the United States and Canada. Her current research focuses on such areas as acculturation and dietary patterning and food consumption patterns in African American urban communities.

Objectives

- Compare the meaning of food and eating behaviors across cultures, traditions, family systems, and developmental stages.
- Describe the relationship of food choices, eating behaviors, and food safety on health and wellness across cultures.
- Identify examples of culturally appropriate education programs and intervention strategies.
- Experience the traditions and foodways of diverse cultures.



FOODWAYS:

Foods and Wellness Across Cultures

Agenda

8:00a.m. Registration and Refreshments

9:00 Keynote Session:
The Meaning of Food Across Cultures
Norge W. Jerome

10:00 Towards Diversity:
The Changing Demographics of Minnesota
Joanne Kendrick

10:30 Refreshment Break and Exhibits

11:00 Concurrent Session I
(Choose one)

1. Native American Foods in an Urban Setting
Annemarie Hess
2. African American Foods "Like Mama Used to Make"
Barbara Jo Davis
3. Hmong Food Traditions
Mao Thao, Tia Yang
4. Korean Food Traditions
5. Russian Foodways and Folk Medicine
Yanina Gerner, Khana Alexandrova
6. Diet for a Holistic Lifestyle
S. Colet LaHoz
7. Diet and Cancer Prevention: Cultural Differences
Larry Kushi
8. Lead Poisoning and Related Nutrition Issues
Diane Corrin, Marla Reicks
9. International Food Trends
Swate Elavia
10. Adapting Nutrition Education Delivery for Multicultural Clients
Debra Palmer Keenen

12:15 Lunch

1:30p.m. Concurrent Session II
(Choose one)

11. North African Foods and Health
Hadj Moussa-Brahim
12. Cambodian Food Traditions
Phalla Keo
13. Health, Medicine, and Nutrition in the Islamic Tradition
Yousria Ibrahim
14. Mexican American Food
Minnie Cardenas, Margarita Ortiz
15. Diabetes and Nutrition: Cultural Considerations
Cindy Halstenson
16. Native American Issues Related to Diabetes
Steve Rith-Najarian
17. Body Image and U. S. Culturalization
Barbara Loeb
18. Food Safety Issues and Native American Practices
H. William Schafer, Juanita Walker
19. Nutrition Concerns of Chemically Dependent, Pregnant Native American Women
Stephanie Graves

2:45 Refreshment Break

3:00 Plenary Session
American Variety Theater Company

3:15 Communicating and Understanding
Across Cultures
Oliver J. Williams

4:15p.m. Evaluation and Adjourn

Guest Speakers

Khana Alexandrova, M.D.
Minnie Cardenas, New Patient Representative, La Clinica (West Side Health Center), St. Paul
Diane Corrin, Extension Educator, Environment Natural Resources, Minnesota Extension Service-Metro Cluster, University of Minnesota
Barbara Jo Davis, Home Economist, Ken Davis Products, Inc., Minneapolis
Swate Elavia, Ph.D., R.D.
Yanina Gerner, St. Paul
Stephanie Graves, R.N.
Cindy Halstenson, R.D., C.D.E., Nutrition Educator, Hennepin County Medical Center
Annemarie Hess, R.D., M.P.H., WIC Nutritionist, Indian Health Board, Minneapolis
Yousria Ibrahim, Ph.D., Research Associate, Department of Food Science and Nutrition, University of Minnesota
Norge W. Jerome, Ph.D., Director of Preventive Medicine, Director Community Nutrition Division, Department of Preventive Medicine, University of Kansas School of Medicine
Debra Keenen, Ph.D., Assistant Professor, Department of Food Science and Nutrition, University of Minnesota
Joanne Kendrick, R.D., St. Paul-Ramsey County Nutrition Program, St. Paul
Phalla Keo, Nutrition Education Assistant, Minnesota Extension Service-Ramsey County, University of Minnesota
Lawrence H. Kushi, Ph.D., Associate Professor, Division of Epidemiology, School of Public Health, University of Minnesota
S. Colet LaHoz, M.S.N., R.N.
Barbara Loeb, Teaching Specialist, Department of Theatre Arts and Dance, College of Liberal Arts, University of Minnesota
Hadj Moussa-Brahim, Owner and Chef, Barbary Fig Restaurant, St. Paul
Margarita Ortiz, Financial Assistant, La Clinica (West Side Health Center), St. Paul
Marla Reicks, Assistant Professor, Department of Food Science and Nutrition, University of Minnesota
Steve Rith-Najarian, M.D., Indian Health Service, Bemidji
H. William Schafer, Extension Food Technologist, Minnesota Extension Service, University of Minnesota
Mao Thao, Health Educator, Ramsey County Nursing Service, St. Paul
Juanita Walker, Nutrition Education Assistant, Minnesota Extension Service-Ramsey County, University of Minnesota
Oliver J. Williams, Ph.D., Associate Professor, School of Social Work, University of Minnesota
Tia Yang, Nutrition Technician, St. Paul-Ramsey County Nutrition Program, St. Paul

Accreditation

This conference will provide six contact hours of continuing professional education or .6 Continuing Education Units (CEUs) for participants who attend the entire program. Permanent CEU records are maintained by the University of Minnesota.

The program has been submitted for approval to the American Dietetic Association, American Association of Family and Consumer Sciences, and the Society of Professional Health Education (SOPHE) for approval of continuing education hours.

Location

All sessions of the conference will be held at the Earle Brown Continuing Education Center located on the St. Paul campus of the University of Minnesota. Public parking is available adjacent to the Center at a cost of \$2.50 per day or at the State Fairground Parking lot across from the Center on Randall Avenue at a cost of \$1.50 per day. A map indicating the location of the Center and the nearby parking lots will be mailed with confirmation of registration. Out of town registrants are responsible for their own lodging accommodations and reservations. A list of hotels and motels located near the campus will be sent to you on request.

Registration Fees

The fee for the conference includes all program sessions, program materials, multi-cultural lunch, refreshment breaks, and CEU recordkeeping.

Fee Schedule:

\$85 Full day
\$75 Current MN Nutrition Council, Inc. Member
\$100 Combined fee: Conference (\$75) and new MN Nutrition Council, Inc. Membership (\$25)
\$25 Student

Scholarships are available, contact Boni Petrich at 612-625-1832.

Payment of fees can be made by check or money order (payable to the University of Minnesota) or by credit card (VISA, MasterCard, Discover, or American Express). Billing can be requested to an agency or organization if a letter of authorization and/or purchase order number is included with the registration.

Registrations should be received by March 13, 1995.

A refund of the fee (less \$15 administrative charge) will be made if written cancellation of the registration is received by March 20, 1995. A full refund of fees paid will be made if the event is not held. The University of Minnesota reserves the right to cancel the conference if necessary.

Participants will receive written confirmation of registration.

The University of Minnesota is committed to the policy that all persons have equal access to its programs, facilities, and employment without regard to race, color, creed, religion, national origin, sex, age, marital status, disability, public assistance status, veteran status, or sexual orientation.

This brochure is available in alternative formats. Disability accommodations will be provided upon request. Call Boni Petrich at 612/625-1832.

For further information, contact: Boni Petrich, Program Associate, Professional Development and Conference Services, University of Minnesota, 202 Nolte Center, 315 Pillsbury Drive S.E., Minneapolis, MN 55455-0139 612/625-1832 FAX: 612/626-1632
e-mail: bpetrich@mail.cee.umn.edu

Registration

**Foodways:
Foods and Wellness
Across Cultures**
March 27, 1995
Earle Brown Center

1262SV

Please print or type

First Name M.I. Last Name

Social Security Number (for CEUs)

Title

Employer

Business Address

City State Zip

Daytime Telephone Number

The information on this form is private data, used to identify and locate you, obtain and enable instructors to better know their audience. Name, address, and payment method are mandatory. Information on this form, except Social Security number, may be shared with instructors and program co-sponsors. If you desire CEU certification and do not supply a social security number, an alternative identifier will be used.

☐ I agree to be listed in the registrant list for this conference and for distribution to conference participants.

Fee Payment:

(Make checks payable to the University of Minnesota) Enclosed is:

☐ \$75 in full payment of conference fee for current MNCI members.

☐ \$85 in full payment of the conference fee.

☐ \$100 in full payment of combined conference fee (\$75) with MNCI membership (\$25).

☐ \$25 in payment of student conference fee (attach fee statement).

☐ Scholarship requested.

☐ Please bill my agency \$ _____. A purchase order, voucher, or letter of authorization is attached.

☐ Charge the total of \$ ____ to
____ VISA, ____ MasterCard, ____ Discover, ____ American Express

Account # Expiration date

Name as printed on card Signature of card holder

Please indicate your workshop choice for each concurrent session:

Session I 01 02 03 04 05 06 07 08 09 10

Session II 11 12 13 14 15 16 17 18 19

Mail to: 1262 Registrar, University of Minnesota, Professional Development and Conference Services, 235 Nolte Center, 315 Pillsbury Drive S.E., Minneapolis, MN 55455-0139.

This registration form may be copied.

You may FAX your registration to 612/626-1632 if accompanied by credit card bill information or a signed purchase order.

Registration without payment or payment authorization will not be accepted.

UNIVERSITY OF MINNESOTA

Twin Cities Campus

*Department of Professional
Development and
Conference Services
Continuing Education and
Extension*

*214 Nolte Center
315 Pillsbury Drive S.E.
Minneapolis, MN 55455-0139
612-625-6616
Fax: 612-626-1632*

April 24, 1995

Barbara Jo Davis
Home Economist
Ken Davis Food Company
4210 Park Glen Road
St. Louis Park, MN

Dear Ms. Davis:

On behalf of the planning committee, we would like to thank you for sharing your expertise and experience at the Foodways: Foods and Wellness Across Cultures conference. We appreciate the thought and time you gave to preparing and presenting your session.

As you can see from the enclosed evaluation summary, the program was a success. It is rewarding to know that the conference content met the needs of so many people. We look forward to presenting other programs on issues of diversity related to foods and wellness.

Thank you again for your excellent presentation.

Sincerely,

Sharon Vegoe
Program Director



Boni Petrich
Program Associate

PROFESSIONAL DEVELOPMENT & CONFERENCE SERVICES
UNIVERSITY OF MINNESOTA
214 Nolte Center, 315 Pillsbury Drive, S.E.
Minneapolis, Minnesota 55455

1262SV
March 27, 1995

Earle Brown Continuing Education Center
St. Paul Campus, University of Minnesota

FOODWAYS: Foods and Wellness Across Cultures

PROGRAM EVALUATION

I. PROGRAM CONTENT EVALUATION: Please rate the topics of this program (5=excellent and 1=poor)

SESSION TITLES

CONTENT

PRESENTATION

11:00 a.m. Concurrent Session I (evaluate one)

If the conference is offered
again, should this workshop
be included?

2. African American Foods--"Like
Mama Used to Make"

5 4 3 2 1
12 3 0 0 0

5 4 3 2 1
13 1 0 0 0

Yes No
15 0

Great speaker--really enjoyed her humor.

Barbara Jo Davis was a wonderful speaker, and included lots of history (fascinating!) on African-American foods, old sayings, and slang names for certain dishes. She was wonderfully helpful.

The presenter was very interesting and made session enjoyable.

Nice presentation. Presenter had wonderful enthusiasm.

Really outgoing speaker--very open--really hit on what I needed.

**AFRICAN-AMERICAN COOKING
LIKE MAMA USED TO MAKE**

BARBARA JO DAVIS, C.H.E.

THE EARMARK OF AFRICAN-AMERICAN COOKING

FLAVOR

FLAVOR

FLAVOR

SALT

SWEET

FAT

SPICES

SALT AND SPICES

FAT

SWEET

DIET-RELATED HEALTH PROBLEMS

HYPERTENSION

DIABETES

OBESITY

FOOD TASTES GOOD

**AFRICAN-AMERICAN COOKING IS AN
ACCUMULATION OF INGREDIENTS AND FLAVORS
FROM THROUGHOUT THE AFRICAN DIASPORA**

AFRICA + ASIA

SOUTH AMERICA + CARIBBEAN

SOUTHERN UNITED STATES

AFRICA

CHILIES

FISH AND SEAFOOD

BANANAS / PLANTAINS

CASSAVA

LEAFY GREENS

GARDEN VEGETABLES

TOMATOES

OKRA

EGGPLANT

NUTS

ONIONS AND GARLIC

BEANS AND PEAS

POULTRY

YAMS

TROPICAL FRUITS

PINEAPPLE

COCONUT

MANGO

PAWPAW/PAPAYA

ASIA

RICE

CURRY

SPICES

SOUTH AMERICA/CARIBBEAN

CHILIES

LIMES

UNITED STATES

PEANUTS AND PEANUT BUTTER

SWEET POTATOES

POTATOES

BELL PEPPERS

PORK

CORN AND CORNMEAL

KITCHEN BASICS (STAPLES)

FLOUR, SUGAR, CORNMEAL

CHILIES

**SMOKED MEAT (BACON, SALT PORK, SMOKED
PORK SKINS, HOCKS, FEET)**

ONIONS, GARLIC

SALT, PEPPER AND SPICES

LARD OR VEGETABLE SHORTENING

DRIED BEANS AND PEAS

RICE AND GRITS

YAMS OR SWEET POTATOES

BAKING POWDER, SODA AND YEAST

HOT SAUCE

IS

ALWAYS

ON THE

TABLE

CHARACTERISTIC FOODS--ENTREES

MEATS AND MAIN DISHES:

CHICKEN

**FRIED CHICKEN
CHICKEN AND DUMPLINGS
BARBECUED CHICKEN
SMOTHERED CHICKEN**

PORK

**SMOTHERED PORK CHOPS
HAM HOCKS AND BLACK-EYED PEAS
CHITTERLINGS
BOILED NECKBONES
SOUSE
BARBECUED RIBS**

NOTE: PORK IS ALSO USED AS SEASONING FOR VEGETABLES

FISH AND SEAFOOD

**FRIED FISH OR SHRIMP
STIR-FRIED SHRIMP AND RICE
SALMON CROQUETTES
SHRIMP GUMBO**

GAME

**SMOTHERED RABBIT
'POSSUM AND DUMPLINGS
BIRD PIE
'COON AND SWEET POTATOES**

BEEF, LAMB OR MUTTON

**OXTAIL STEW
SMOTHERED STEAK
LIVER AND ONIONS**

LEGUMES

**BEANS AND RICE
HOPPING JOHN
POT 'O BEANS**

PASTA

**SPAGHETTI WITH MEAT SAUCE
MACARONI AND CHEESE**

CHARACTERISTIC FOODS SIDE DISHES

VEGETABLES:

EGGPLANT, OKRA AND TOMATOES

GREENS

**CABBAGE, COLLARDS, TURNIP, MUSTARD,
DANDELIONS, BEET, KALE, SPINACH**

STRING BEANS WITH PORK

SALADS

COLE SLAW

BEAN OR BLACK-EYED PEA SALAD

POTATO SALAD

STARCHES:

SWEET POTATOES AND YAMS
CANDIED, MASHED, FRIED, CHIPS, BAKED

RICE

CORN
FRIED, PUDDING, FRITTERS, ON-THE-COB

POTATOES
HOME FRIES, POTATO SALAD

PASTA
SPAGHETTI WITH MEAT SAUCE
MACARONI AND CHEESE

**BREAD AND DESSERT ARE
SIGNIFICANT PARTS OF EVERY MEAL**

CHARACTERISTIC FOODS--BREADS

CORNBREAD

- MUFFINS**
- HOE CAKES**
- FRIED BREAD**
- SPOON BREAD**
- HUSH PUPPIES**
- FRITTERS**

BISCUITS

- BUTTERMILK**
- BAKING POWDER**
- ANGEL (YEAST-RAISED)**
- FRIED**

YEAST ROLLS

NUT BREADS

FLAPJACKS (PANCAKES)

"LIGHT" BREAD

CHARACTERISTIC FOODS--DESSERTS

PIES AND COBBLERS:

**SWEET POTATO PIE (SOMETIMES SQUASH OR NAVY BEAN)
PEACH COBBLER
BERRY COBBLERS OR PIES
FRIED PIES**

CAKES:

**POUND CAKE
COCONUT CAKE
UPSIDE-DOWN CAKES
GINGERBREAD AND OTHER HEAVY, MOIST CAKES
FRUITCAKE**

OTHER DESSERTS:

**BANANA PUDDING
FRIED OR BAKED FRUITS, SUCH AS APPLES OR BANANAS
TEA CAKES
PRALINES
PEANUT BRITTLE (SOMETIMES SESAME OR PECAN)
AMBROSIA**

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YOUTH AT RISK: OPTIONS FOR HOPE

**BARBARA JO DAVIS, CFCS
OWNER/PRESIDENT
KEN DAVIS PRODUCTS, INC.
MINNEAPOLIS, MINNESOTA
SEPTEMBER, 1995**

YOUTH AT RISK: OPTIONS FOR HOPE

AT RISK. It's a term we hear day after day regarding America's youth. They are *at risk* of having their families torn apart by divorce or violence. They are *at risk* of being abused. They are *at risk* of finishing school without learning to read and write--or not finishing school at all. They are *at risk* of finishing school and finding no jobs available. They are *at risk* of contracting serious venereal disease, including AIDS. They are *at risk* of becoming parents during their teenage years. They are *at risk* of dying in a pool of blood--violently. They are *at risk* of becoming drug addicted or landing in jail for dealing. They are *at risk* of living in poverty, homeless, without hope.

AFRICAN-AMERICAN YOUTH

African-American youth are even more *at risk*. Here are a few examples: The Center for Disease Control reported at the end of 1994 that 33 percent of all reported cases of AIDS were among African-Americans. Yet, African-Americans comprise only 15 percent of the total population.¹ In 1992 African-Americans earned only 3.4 percent of the bachelor's degrees. 70 percent of black students in four-year colleges drop out. U. S. census data point out that the average black male graduate earns 76 cents for every dollar earned by his white counterpart.² The jobless rate among young black males is far above the national average--as high as 50 percent in some urban areas.

One African-American teenaged boy I know (we'll call him Jamal) said, "In America, **no one ever smiles at me**. They assume I'm a menace to society. In reality? Society is a menace to me."

What a commentary! He's a kid! A kid shouldn't be assumed to be someone to fear. A kid is supposed to have people to love him, to take care of him, to help him on his way to adulthood.

Oh, it's not a new problem. The great poet Langston Hughes wrote this poem decades ago:³

DELINQUENT

*Little Julie
Has grown quite tall.
Folks say she don't like
To stay home at all.*

*Little Julie
Has grown quite stout.
Folks say it's not just
Stomach sticking out.*

*Little Julie
Has grown quite wise--
A tiger, a lion, and an owl
In her eyes.*

*Little Julie
Says she don't care!
What she means is:
NOBODY CARES
ANYWHERE*

Across America headlines vibrate with news about black kids in trouble, kids like Jamal and "Little Julie", kids who solve their problems and express their fear and frustration with violence.

Nicky, a young woman of color said, "Anytime I turn on the TV, I don't see me. Anytime you see us, something's sick, something's wrong....You don't see us going shopping or fishing".⁴

Should young people live without hope? Isn't youth supposed to be a carefree time, a time of dreams--and hope? Is it true that "**NOBODY CARES ANYWHERE**"? Do you think Jamal and Julie and Nicky are equipped to be caring adults, loving parents?

PEOPLE WHO CARE

In the Twin Cities, Minneapolis and St. Paul, Minnesota, there are people who care. One of the slogans for the 1995 United Way campaign is "A Community Nurtures its Children". The Juvenile Corrections Department ran an advertising campaign that said, "GIVE KIDS IN TROUBLE EXACTLY WHAT THEY DESERVE, TIME. YOURS."

But all the slogans in the World won't help kids to become contributing citizens. All the political debates over orphanages

and prisons, all the new laws, all the government programs won't grow kids into proud men and women. Only proud men and women can do that. This article explores two options.

THE STAIRSTEP INITIATIVE

In 1992 a young African-American minister, Alfred Babington-Johnson, decided to take action. He looked at the ills of his community and said, "This has got to stop!" He believed fervently that black people could no longer wait for things to get better. If America holds a future for its dark citizens, those dark citizens had better to take care of their own youth, for the future lies with the youth.

An African proverb says, "A family cannot raise its children alone; it takes the village". Writing in the January/February 1992 issue of *COLORS*, Rev. Babington-Johnson said,

The time has come for African American people to rouse ourselves from reminiscences about the "I have a dream" speech and begin to pursue the vision that Dr. [Martin Luther] King saw in his visit to the mountaintop. The promised land will never be reached or even draw any closer unless we as a people clarify its borders, define the route of travel, and "get to steppin'!" ⁵

With those words he walked out into the community and started an organization called THE STAIRSTEP INITIATIVE. Its primary goal is to "reclaim the village" and the young people of the village. Its mission is "to bring together African Americans of all income and resource levels in the Twin Cities metropolitan area to participate in the articulation of community values and in the operation of businesses consistent with those values".⁶

How does it work? There are really two parts to the initiative. One part focuses on education; the other, on economics.

EDUCATION. Reading, writing and arithmetic--the basics. Without them a person cannot expect to go far in this society. America has always placed a high value on those skills. The Founding Fathers created a free public school system to to make sure their children were educated. So important was education that they made it illegal to teach a slave to read and write. Today all Americans have access to education. However, the public schools often fail to educate children. Have you seen the statistics on illiteracy? Millions cannot read or write well enough to function, yet they hold high-school diplomas, some even college degrees. African-American children are often ignored or chalked up as stupid and unteachable.

"...many black students feel...like an outsider

bumping up against whites' low expectations, says Stanford University psychologist Claude Steele. The sense of having to prove yourself at every turn--or risk confirming negative stereotypes--doesn't just feel bad...It also hurts academic performance, he says. Because of the anxiety it generates, awareness of racial stereotypes is a key cause of the huge gap in grade-points and dropout rates between white and black students, Steele's new studies suggest."⁷

As important as they are, there is more to education than reading, writing and arithmetic. Our children need to learn values and life skills. They need to learn how to make a living and how to make a life. They need to know how to survive when life hands them misfortunes. For African Americans this means learning also how to deal with prejudice, stereotyping and racism.

Babington-Johnson knew all of this and developed a *Stairstep Curriculum*. Kids go after school to study African and African-American history, traditions and culture. They study nine essential values--values that sustain the people of Africa around the world:

- Accountability
- Community
- Creativity
- Education
- Excellence
- Faith
- History
- Humor
- Respect

The Minneapolis School System gives students one elective credit towards graduation for each of the three classes in the *Stairstep Curriculum*.

A partnership with Northwest Airlines allows some young people to have the opportunity to visit Ghana, in West Africa, as part of the *African Immersion Project*. They come from varied socioeconomic groups, and travel with a group of adult mentors. They visit important cities, tiny fishing villages, and, importantly, the castles that were slave warehouses. They talk with Ghanaian teenagers and tribal chiefs. They eat traditional West African foods in private homes. They dance with the children in the orphanage and the school for the blind. They watch as men weave the famous Kente cloth and women refine coconut oil in cauldrons over hot fires. They roam through a gold mine and a chocolate factory. They meet the U. S. Ambassador. They go to church.

These kids come home newly empowered, with a new-found sense of themselves. They say,

"I didn't know black people were so strong."

"I had no idea how resourceful poor people can be."

"I've never felt so much love".

"I'll never think of myself as a minority again; there is nothing minor about me."

Success is rampant. One young man (let's call him Maceo) was a street kid, a hoodlum, a high-school dropout and troublemaker--an all around bad boy. At a community meeting his mother said, "My son's trip to Africa was the best thing that ever happened to our family".

Maceo is back in school and holding a full-time job. He's helping with the younger kids and even goes into classrooms to help kids stay in school. The gangs lost their hold on him. That's success! That's reclaiming our youth!

ECONOMICS. In America, the Golden Rule has been modified to read, "He who has the gold makes the rules". Without economic power people have no power. Without economic power African-American people can never be free. Babington-Johnson knew this, too. In addition he realized that self esteem comes from helping yourself, not from accepting charity. Again he went into the community. He asked black people to put up their money to buy shares in *The Stairstep Initiative*. It is an idea whose time has come--reclaiming the village, black people helping each other. Thousands of dollars came from people with small businesses, from doctors and teachers, from people who worked hard for their money.

Soon the organization had enough seed money to secure a loan with the assistance of the Minneapolis Community Development Agency. Stairstep bought a parcel of land and a Dairy Queen® franchise in the heart of the black community. They hired people from the community to build the building; they hired people from the community to staff the Dairy Queen. As they work, managers and full time employees earn shares. Eventually the franchise will be 100 percent employee owned. The kids who work there have a whole new set of role models--African-American business owners. Kids who never held a job before get to learn a work ethic. Some of them will, themselves, own that business. One of the young women who works there has been on the streets, in trouble with the law, kicked out of her parents' home. But she shows up for work every day. That's success! That's reclaiming our youth!

BUSINESS INTERNSHIPS

Another visionary program in the Twin Cities is the *Meyerhoff Business Alliance (MBA)*. Its primary purpose is to encourage entrepreneurship. Each student works in a minority-owned business for the nine months of the school year. They are paid by the Meyerhoff Business Alliance with funds from sponsors such as Anheuser-Busch Companies, General Mills Foundation, Chrysler Corporation and Medtronic Foundation. By placing them in businesses owned by people of color, the MBA fills an important gap in the education of economically and socially disadvantaged college students. It exposes them to the risks and rewards of entrepreneurship while they're making their career choices.

Some of the students in the program have never met minority business owners other than drug dealers. The people they encountered in their communities were teachers, police officers, social workers, nurses, preachers, mail carriers, trash haulers, factory workers, janitors. Furthermore, students who were not majoring in Business were seldom guided by their professors and counsellors into careers in business. The entrepreneurs became a new kind of role model, a previously untapped resource.

The students went to work in a financial planning office, in a food company, in an advertising firm, in a computer software business. They did everything from washing dishes to strategic planning, since that's what small business owner have to do. They worked long hours, including weekends. They prepared presentations and reports. They answered consumer mail and took out the trash.

Again, if people expect to be truly free, they must be economically independent. U.S. Census data indicate that 58 percent of all white-owned firms employ **no** minority workers and 89 percent of black-owned firms employ more than 75 percent minority workers. Jobs for many of these young people will come from "their own kind".⁸

The accomplishments of the MBA program are myriad:

Students get a firsthand look at the day-to-day operation of a business. They are encouraged to consider starting their own businesses.

Any future employers of these students get employees with experience, who understand how businesses operate.

The business owners act as mentors for the students, helping them to know what kinds of job opportunities are available in their field and helping them to choose appropriate coursework.

The students provide valuable help to the business owners--help that they otherwise might not be able to afford.
(These are not "make work" situations.)

Some of the students were hired after graduation by the companies in which they interned.

In the 1994 Annual Report of the *Meyerhoff Business Alliance*, interns wrote,

"Skills learned in school were redefined by my work-site supervisor through practical application."

"My internship...gave me the opportunity to give back to my community and work toward my career goals..."

"My internship gave me the hands-on experience no classroom can provide..."

These are kids who can look at a small business and see themselves--and they can look at a multinational corporation and see themselves. You won't hear them say, "I wish I could, but black people don't do that."

REDUCING THE RISK

No one can deny that America's youth are at risk. No one can deny that African-American children have even more risks to face than most others. No one can deny the endless debates going on in the Congress over which government programs help, which don't, which ones should be cut, which ones should stay.

Meanwhile, average citizens in every community are stepping forward and doing things to help reclaim our kids. They're starting urban scout troops; they're starting "Peace Gardens" and small businesses run by teenagers. Some are tutoring and some are acting as Big Brothers or Big Sisters. Some are mentors; others, care givers. Some volunteer their time independently.

In every community there are those who start organizations such as The Stairstep Initiative or the Meyerhoff Business Alliance. Both of these organizations and others like them are alive and well, thank you. They thrive because the work they're doing is vital--they provide hope for the future.

Yes, the children of America are "at risk", but these days they don't have to be without hope.

BARBARA JO DAVIS, CFCS, has spent her entire career in private industry. While working as a Home Economist in the Betty Crocker Food and Publications Center at General Mills, she collaborated with her husband in starting their own small business, **KEN DAVIS PRODUCTS**. After Ken's death in 1991, Barbara took over as sole owner and President. She serves on the Board of Directors of Stairstep, Inc., the economic arm of the Stairstep Initiative. As a Director of the Meyerhoff Business Alliance, she hosted one of the student interns in their entrepreneurship program. Barbara Jo Davis holds a degree in Dietetics from the University of Northern Colorado. She lives and works in Minneapolis, Minnesota.

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May 24, 1995

Barbara Davis, President
Ken Davis Products
4210 Park Glen Road
Minneapolis, MN 55416-4758

Dear Barbara:

I am writing to ask you to submit an article for the Winter 1995 *Journal of Family and Consumer Science* special issue on "Investing In Youth". I am asking you to do this because you have been so very successful in your business and have so much expertise to share.

Let me explain what I have in mind. You could write about how business owners/leaders can assist young people through motivation, inspiration, mentoring, and/or practical advice. Or you could tell your story of success - how you got started, challenges you faced, what you learned about working with people, successful marketing, networking, and/or priorities. Or it could be about how adults should prepare young people to succeed in the business world...what are the skills they need to learn. On the other hand, perhaps you would like to write about something that is totally different - and that would be alright, too.

I really hope you will write this article for the Journal. It should be very practical and be like a "conversation with Barbara Jo Davis". It can be as long or as short as you wish. I would need your article by September 15 to accommodate the publication schedule. It should be on computer disc, plus a copy on paper.

Please give me a call at 701-231-7099 or you can write to me at:

College of Human Development
North Dakota State University
Fargo, ND 58105

I really hope your answer to my request will be "YES".

Thanks much, Barbara Jo.

Sincerely,

Harriett Light
Journal Editor

Harriett Light, Editor
College of Human Development and Education
North Dakota State University
Fargo, ND 58105
701-231-7099



Journal of Family and Consumer Sciences

September 13, 1995

Barbara Jo, your article for the Winter Special Issue of the Journal of Family & Consumer Science just arrived. It is wonderful! I really think it is one of the most interesting articles I have ever read. Not only is it informative, but it is written from the heart - full of compassion and hope.

Thanks ever so much!

Harriett Light

A handwritten signature in cursive script, appearing to read "Harriett", written over the printed name "Harriett Light".

TRY US Resources, Inc.

2105 Central Avenue N.E. • Minneapolis, MN 55418 • Telephone: 612-781-6819 • FAX: 612-781-0109

September 18, 1995

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Ms. Barbara Jo Davis, President
Ken Davis Products, Inc.
4210 Park Glen Road
Minneapolis, MN 55416


Dear Barbara:

Thanks so much for sending me the article you wrote on "Youth at Risk." It's really, really good!

I wonder if you could get me a copy of the edition of the Journal of the American Association of Family and Consumer Sciences in which it will appear -- or get me their phone number so I can order some. I would like to send copies to those MBA donors you refer to, as nothing makes donors more pleased than to know their generosity is getting some good press.

Again, thanks for putting this important message down on paper.

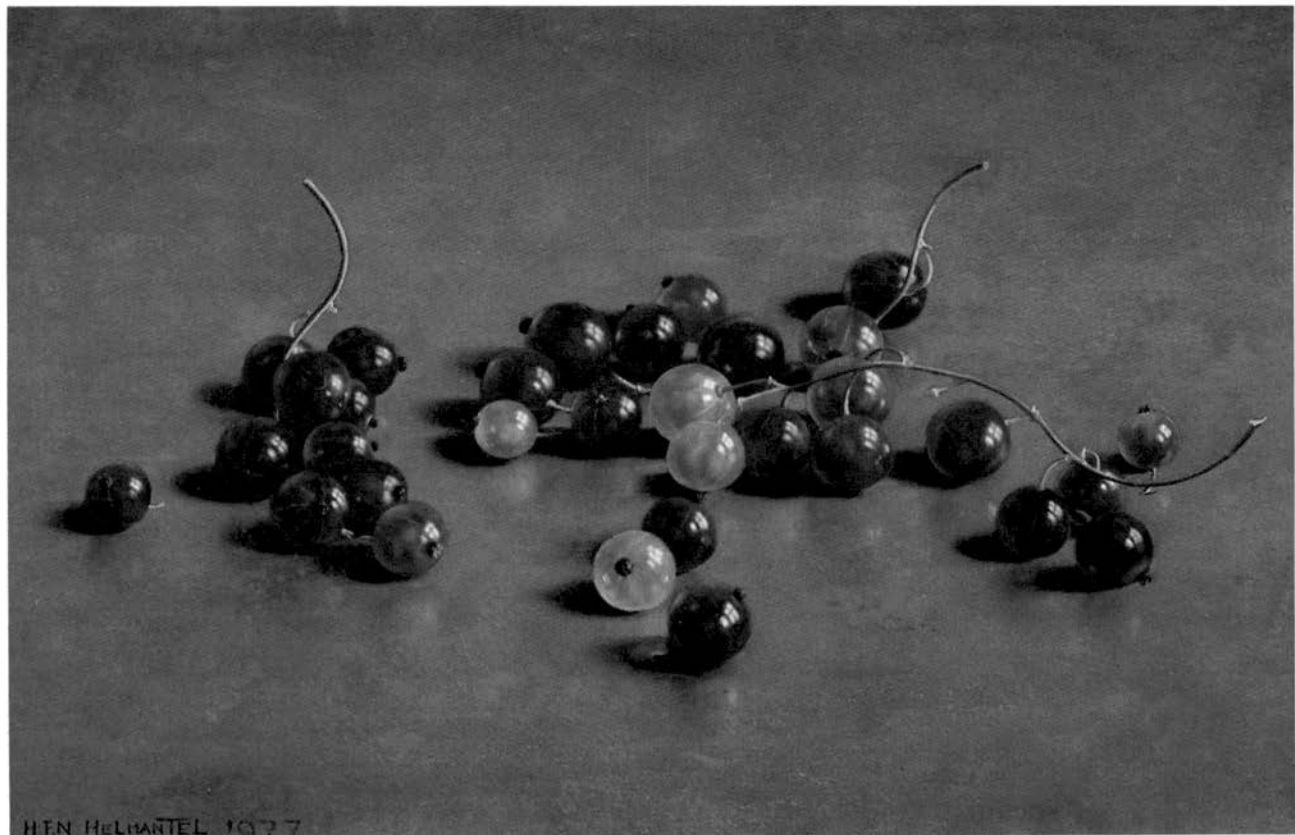
Best regards,


Liz Kahnk
Executive Director

Liz Kahnk
Executive Director



NON-PROFIT



HEN HELMÄTEL 1977

1/2/96

Dear Barbara Jo,

Congratulations on the fine, well-crafted article you wrote for the Journal of Family & Consumer Sciences! Besides giving Stairstep and Meyerhoff some much needed exposure, you wrote a compelling article that should motivate others to contribute, to think, to do something!

Two pieces of news for the New Year, Dave & Carol are engaged, no date set. Win! ecstatic but not surprised! Second, Ralcie told me this morning that the doctors have discovered a 2-inch spot that is cancerous on one of his lungs. They discuss treatment tomorrow. (George's) Ralcie is scheduled for retirement Feb. 29; George retired 12/31/95.

Barbara, thanks for raising consciousness for all of
us and helping us to understand that there is hope
for our youthful Americans of all colors.
May 1996 be very good to you, dear friend.

Red Currants, 1977
Henk Helmantel
oil on board 19 x 29 cm.



Loue,
Marina



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Fairfield, California



BL 25982

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τBs

1-4-96

Dear Barbara Jo,

Your article in the Journal of Family and Consumer Sciences is very well written and informative. This past issue had two other articles besides yours that were also interesting.

Clark and I heard Alfred Babington-Johnson and his wife speak at our Church Christ Presbyterian about $1\frac{1}{2}$ years ago. He had a lot of passion for the things he is involved in.

We just started supporting Urban Ventures; matter of fact, Clark was -over-

over at the old Angies helping to clean
out to get ready for the food
business to use the space. Are
you involved in that business?
It sounds like a great idea - offering
a place to manufacture food items
for start-up companies.

We live in the city and hope to
remain committed to its positive
growth.

Thank you for writing your article
and helping our youth of the city.
Sincerely, Tina Bain

Outline of
Speech entitled

"Collaboration: Taking
the Education of our
Youth into Our Hands"

given at

American Association of
Family + Consumer Sciences

7/1/96

Nashville, TN

Imagine 15 years old black
teenaged boy
Poor or ^{working} ~~Middle~~ Class You're bright
Excited about High School
but you can't let your
buddies know because school
it's uncool

Daily on the way to school
watching ^{the fear} white women's eyes
as they cross the street when
they see you coming - tightly
clutching their purses

The squad car makes a
U-turn and follows you

When you arrive at the crumbling
overcrowded ^{school} building, whites
or Chicanos try to pick a
fight by saying something
like "Hey, it sure is DARK
in here" The word "NIGGER"
is scrawled on your locker

OPRYLAND HOTEL



Born to Tradition

You Know you could become a basketball star or a football hero. You've seen people ^{who look} like you become ~~stars~~ rap stars and actors. You know you can be a criminal, 'caz every brother you see on TV is in handcuffs'

You do not Know you can be a college professor or a businessman or a carpenter or a plumber. No one you know has ever been one — not even in the fantasyland of TV

In
~~When you reach~~ the classroom,
you see either hate or pity
in the white teacher's eyes. She
has decided that you're Public
Enemy #1 OR that you (poor

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OPRYLAND HOTEL



Born to Tradition

thing) ~~past~~ come from a dysfunctional home and can't read. The only time she pays attention to you is to discipline you. While others in your class are being groomed for college, your advisor tells you about jobs available at the local "sanitary land fill"

You look in the mirror. Nowhere do you see a sign that says, "Menace to Society". Yet, you're treated as though that sign were emblazoned on your forehead. ^{nobody} ^{ever} smiles ^{at you}. Even your parents ^{are} constantly ~~teasing~~ ^{you} and on your case

"You better not get mixed up with them gangs"

"Boy, what's wrong with you?"

What, indeed? Why was I born to be so black and blue" You know that to succeed you must be white - or as close as you can get

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OPRYLAND HOTEL



Born to Tradition

So what if you overcame all
of that and learned reading,
writing and arithmetic? It's
simply not enough.

To be successful, people need
theoretical Knowledge, yes, but
they also need

Social Skills

Self-esteem

Moral Values

Perspective

And they're not going to get
all that from the ^{classroom} schools alone.
It does not end with a diploma or degree - ^{Common sense}
nor should teachers be required
to give ^{students} all that

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Born to Tradition

Instead, they should provide a portion of the child's education. The task is less formidable if it's divided

I'd like to talk about some collaborative projects aimed at preparing kids for life. Isn't that what FACS is about?

1. Ghana Trade School Partnering with Community (Don't denigrate honest work)

2. Meyerhoff Business Alliance

3. Stairstep Initiative

a. Education/Culture (Curriculum

b. Economic/Business (Dairy Queen)

c. Spiritual (Community Reclamation Project)

4. Teacher internship

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S.SLP High School "Revisioning"

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OPRYLAND HOTEL



Born to Tradition

The Kids are our replacements.
They will run this world when
we are gone. ^{Their} Education never
has been, never will be, something
that can occur in a vacuum.

~~Partnering - Forming Co~~
Collaborative efforts take the
burden off each person.

OPRYLAND HOTEL



Born to Tradition

Well Mohny
85% aptitude
15% aptitude

I. Trade School Program

- Teach trade: Dressmaking or Fabric Printing
- Master craftsman is mentor
- Business executive is mentor
- Community uses as resource
- School/craftsmen + business exec continue mentoring once business is established

II. Meyerhoff Business Alliance

Matches minority students w/
entrepreneurs

Small business gets help

Student gets role models/mentors

Student learns how to run a business
in the hope that someday he/she
will be a provider of jobs, not a
seeker of jobs

Important because many people of
color will not be employed by
majority-owned businesses

OPRYLAND HOTEL



- III ^{Born to Tradition} Stairstep Initiative - 3 parts
- a. Educational/Cultural Component
Teaches values, history ^(self) and basic living skills
Partner w/ educators, community members and parents
 - b. Economic/Business
Employee ownership
Provides jobs
Role models
 - c. Spiritual (Community Reclamation)
Church partnership
- IV Teacher Internships in Business
Learn what people need to know to even get in the door
- V SHP High School "Revisioning"
Education for Everyone
Partner high school staff and parents

Ken Davis Products
Barbara Jo Davis

*I designed
and authored
this report
in August 1996*

FINANCIAL STATEMENT

During FY 1995-1996 the Treasurer input all financial records of the corporation using "Quicken" computer software. Basic checking and savings accounts were moved from Norwest to Liberty State Bank in order to lower bank charges. Members' meeting fees were subsidized as needed to keep each meeting under \$10.00.

Income

Cookbook Sales	\$ 186.75
Donations	1,800.00
Interest Earned	793.18
Meeting Fees	4,419.33
Membership Dues	3,675.00
Transfer from Savings	3,065.81

Total Income \$13,940.07

Expenses

Bank Charges	\$ 94.05
Board Meetings	984.34
Bonding	100.00
Meetings	4,247.51
Miscellaneous	-13.06
Phone	99.90
Rent/Overhead	1,619.00
Consultant	1,818.75
Staff	2,907.78
Supplies	2,081.80

Total Expenses \$13,940.07

Balance in Savings (5/31/96) \$15,140.96

MINNESOTA NUTRITION COUNCIL

ANNUAL REPORT 1995-1996

MISSION

To improve the quality of life for Minnesotans through education about food, nutrition and health.

Minnesota Nutrition Council, Inc.
1910 West County Road B, Room 212
Roseville, MN 55113-5448

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PRESIDENT'S MESSAGE

This was a year of transition, when the Board of Directors worked to implement the new Strategic Plan and developed a Marketing Plan. Significant progress was made in making member meetings more interesting, more accessible and more contemporary. A number of liaisons were formed within the Board to better serve the needs of the membership. At a retreat in January, 1996, the Board redesigned the governance of the corporation so that all the tasks defined in the Strategic Plan can be carried out. We're well on our way to becoming the NEW Minnesota Nutrition Council.

Barbara Jo Davis

MAJOR ACCOMPLISHMENTS

Marketing

Working with an outside consultant the Board of Directors developed a Marketing Plan with these major objectives: 1) Develop a clear and strong image and communicate it to current and potential members. 2) Expand membership base and attract a diversity of members. 3) Develop linkages to allied groups.

Organizational Change

We revised the structure of the Board of Directors to accommodate the Strategic Plan that was adopted in 1994-95. Some positions were added, others eliminated. Meanwhile, the Membership Committee worked closely with the Marketing Committee to develop strategies for recruitment and to revise the membership guidelines. The By-laws have been rewritten to reflect the changes in the Board structure and the membership guidelines. All of this is pending approval. New By-laws will be presented to the Board in August, 1996 for approval and voted on at the business meeting in September.

In addition, the paid position of Office Manager was upgraded to Executive Director, a change that allows more active involvement in committees and in the Board of Directors.

Education

The four member meetings this year emphasized current topics in nutrition: "Antioxidants: Rx for Health?", "Impact of New Food Technologies on Consumer Nutrition", "Nutrition through the Life

Cycle of Women", and "Folic Acid--the Latest".

MNCI cooperated with the University of Minnesota to present **Foodways II: Working with Foods and Wellness across Cultures**. The conference was well-attended (156 registrants) and well-received. The Development Committee raised over \$2000 to support the conference.

Communication

The official newsletter of the corporation, **NUTRITION GRAM**, was published five times during the year. The letterhead and membership brochure were both updated to be more contemporary and to reflect the Strategic Plan.

SNE Affiliation

MNCI is an affiliate of the Society for Nutrition Education. This year we participated in the SNE membership drive, submitted an article about the Foodways Conference for the newsletter and attended the Council of Affiliates at the annual meeting.

Elections

In May, a new Board of Directors was elected. They represent the professional diversity of MNCI: community nutrition, business, academia, students, consultants, school food service, public health and nutrition education. New to the Board are Kathy Jorgenson, Barbara Hann, Debbie Zwiefelhofer, Natalie Robinson, Jackie Labat, Annemarie Hess and Deb Campbell.