

ACTION

MANITOBA ACTION COMMITTEE ON THE STATUS OF WOMEN NEWSLETTER

June 1993

Vol. 20 No. 5



**Stop Violence in our Homes, Communities & Mother Earth
June 19, noon, Legislative Bldg.**

**Inside: Osborne House Hierarchy--Emotional Abusers
Leaping Lesbians in Washington**

About MACSW

The Manitoba Action Committee on the Status of Women is a volunteer-based, non-profit feminist organization working through political action, public education and personal growth in order to improve attitudes, raise issues and remove inequalities affecting women today.

MACSW was formed in 1971 by a group of women who presented a brief to the federal Royal Commission on the Status of Women in 1967. MACSW has branches in Brandon, Dauphin, Thompson and Winnipeg.

About ACTION

ACTION is published 9 times a year by the Manitoba Action Committee on the Status of Women, with the assistance of the Secretary of State Women's Program. The purpose of *ACTION* is to inform MACSW members about MACSW initiatives, to encourage members to take action on a personal and political level, and to serve as a forum to discuss all issues affecting the changing status of women. Articles express the views of individual writers and do not necessarily reflect MACSW policy.

About ACTION Articles

News and feature-style articles, profiles, reviews, essays, letters to the editor, illustrations, cartoons and photographs are all welcome! Written submissions should be double-spaced and typed (2 pages max.) Material may be edited. Sorry, submissions will not be returned unless accompanied by a stamped, self-addressed envelope. **Deadline for the next issue is the 15th of the month.**



Send stuff to:
ACTION Newsletter
MACSW
16-222 Osborne St.S
Winnipeg, Manitoba
R3L 1Z3
Phone 453-3879


This issue: MACSW staff, Cathy Dekker, Kelly Logan, Pat Sadowy, Leslie Jackson, Marion Foster, Doreen Wuckert, Allison Dewar, Peggy Jubinville, Treaty Support Network, Julie Friesen, Clare Thomas, Pam Jakubec, Marjorie Turton, Len Grier & Tabitha Daly (cover artwork) & Newsletter Coordinator Fiona Muldrew.

Thank you New & Renewed Members!

Stella Crozier
Angela Mulgrew-Richards
Michelle Hess
Leslie Braun
Sandy Millen
Connie Cohen
Gustine Wilton
Cheryl Farmer
Cathie Gold
Terrie Kaufmann

Denisce Davis
Wpg. Public Library
Carolyn Turner
Helen Warner
Women's Educational Resource Centre-OISE, Toronto
Fred Saunders
Northern Women's Resource Service
Zanna Joyce
Fort Garry Women's Resource Centre





Winnipeg Branch Report

Susan Banks, Administrative Coordinator

During the past month, there has been a lot of activity at the Winnipeg Branch. On April 28, a sentencing hearing was held for Richard Carter, a linguistics professor at the University of Manitoba, who was charged with sexually abusing his step-daughter, who was 10 years old at the time. In spite of his pleading guilty in December, 1992, Carter had continued to teach up until his sentencing hearing at which he was given an 18-month jail sentence. Despite evidence to the contrary, the university claimed that they were not aware of the charges and the restraining order (which was supposed to prevent Prof. Carter from being with females under the age of 18). MACSW sent out a press release in protest of the apparent coverup on the part of the university and to raise awareness with regards to the incidence of sexual abuse in all classes of society. There were a number of reporters from the media at the hearing, and although both the victim and her mother wanted the abuser's name and occupation printed by the media, the judge ruled that his name and occupation could not be published. Both CBC-TV and the Winnipeg Free Press challenged the publication ban, which is actually designed to protect the rights of the victim, and were successful in lifting the ban. The judge was out of his jurisdiction in placing the publication ban in the first place.

On May 5 the Action Canada Caravan was in Winnipeg to raise awareness about the negative effects of NAFTA (North American Free Trade Agreement) on Canadians. Some MACSW staff and members attended the NAFTA Caravan/Canadian Dimension Magazine event at the West End Cultural Centre. Tony Clarke from the Action Canada Network spoke about NAFTA and the corporate agenda which presently exists in Canada.

We are forming a sub-committee to examine issues and do public education around the federal election. Call the Winnipeg Branch to get involved.

Thanks to everyone in Thompson for a great AGM! In spite of the mid-December weather warnings, a few of us from Winnipeg (I won't mention any names) were hoping for warmer temperatures and wore our sandals and jean jackets...always the eternal optimists!

Have a great summer!

WANTED!--Cheap Office Space

We need a cheap space for the MACSW Winnipeg office--an empty floor in someone's house or other affordable space. We need to save money because of federal cutbacks to the Women's Program. Also, if you hear of a group that would like to share an office or a house, please phone the MACSW Winnipeg office--453-3879.

MACSW Fundraising Dinner -- Celebrating our Herstory October 16, 1993, 6 p.m.

Mark this herstorical date on your calendar to celebrate Women's Herstory Month. There will be a dinner at Merk's Restaurant, 2517 Portage Avenue, Wpg., followed by entertainment at 8 p.m.:

Nellie McClung Theatre introduced by the founder Millie Lamb,

Deborah Romeyn,

Rachel Wall & others.

Dinner will be a deluxe smorgasbord with lots of selections for vegetarians. Tickets will be \$25 each, \$6 for children under 12, \$10 if you come just for the entertainment (sliding scale available). There will also be a Silent Auction with tons of fabulous prizes. We're collecting anecdotes and pictures on the herstory of MACSW for the fundraising dinner so let us know if you have any. Merk's Restaurant is wheelchair accessible. Please help us sell tickets or put up posters. For tickets or more information ph. 453-3879 or Doreen at 837-9613.

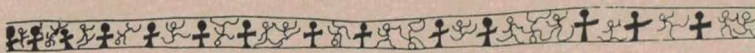
Folk Festival Funky Females July 8-11, Birds Hill Park, Winnipeg. 20th Anniversary Highlights:

Ferron
Heather Bishop
The Bird Sisters
Margaret Christl
Ellen McIlwaine
Shari Ulrich
Cathy Winter
Sophia Bilides

Ani DiFranco
Welfare Starlets
Anne Hills
Mother Tongue
Ann Reed
Penni Lang
Laura Smith
Roulez Fillettes!

Saffire-The Uppity Blues Women
Darcie Deaville & Jane Gillman
For more info phone 231-0096.





Parkland Branch Report

Heather Dootoff, Administrative Coordinator

What a month! So much for thinking things would slow down. Here are the highlights:

April 20 - Attended Women's Institute Luncheon in Brandon to hear June Callwood (since I missed Gloria Steinem, there was no way I was going to miss June too!) I enjoyed her presentation, and wanted to take her on a tour of rural Manitoba. She had two messages in particular which I appreciated. She spoke of a palliative care circle she had been part of and how each of the volunteers/friends thought they knew how this woman should die but they came to realize that to truly support her they had to allow her to die in her own way. We need to keep that in mind when we are providing support or help to anyone--what is it they want, not what do we think they should want! She also cautioned women about distancing themselves from "those feminists". She feels that a lot of the goals of women who consider themselves not to be feminists are in fact feminist goals. At the end of the presentation I couldn't resist giving her one of the International Women's Day pins that Kathleen Baleja has been making. Kathleen has since received a very gracious note. Kathleen is selling the pins for \$16.05 and donating \$5 per pin to MACSW.

April 23, 24 and 25 - Hi ho, hi ho, it's off to Thompson we go! Great trip, great people, great hospitality, not great weather! Just before we got to Thompson we came upon several police cruisers parked at the side of the road, lights flashing. My first thought was "Oh no, they've closed the road" (It was snowing in a major kind of way). My next thought was, "Oops, they heard the feminists were coming to town and they've set up a roadblock!" Thanks to TACSW members for all their hard work and to the female police officer who gave us a police escort to Jean's house! Too bad she couldn't have escorted us home, I wouldn't have missed the turn then. Oh, well, the drive through The Pas was just as nice.

April 27 - Elder Abuse conference in Dauphin. Community Legal Education Association sponsored the workshop. Penny Yellen from the Elder Abuse Resource Centre was our guest speaker. Her presentation was very informative and enlightening. In the afternoon we heard from Victim Services

Jill Town

Kathy Burke-Gaffney

HOUSEFITTERS
Carpentry
786-2231

Coordinator, Jason Alf, and had a panel discussion with representatives from the legal, health and financial community. It was an excellent day and since I had taken on the responsibility of coordinating it, Parkland Status of Women will be reimbursed for my time through the organizing grant.

April 28 - I met with the "new" owners of our building and found out we're moving, same building ... smaller space but same rent, which is the most important factor.

May 1 - Earth Day Celebration at the Arts Centre. Thanks to Kathleen, Liz, Meera, Chris, Sheila, Judy, Dan, Kathi and anyone I missed for all your hard work. We had a successful day of sales for Bridgehead, Unicef and Green Earth products.

May 2 - Action Canada Network Caravan in Dauphin. It was great to see the wise words of Brandon women on the protest banner, to add our own and to think about all the other women across Canada whose voices will speak out against NAFTA, government cutbacks and government policies.

May 5 - Attended Swan Valley Crisis Centre's Annual General Meeting as one of two guest speakers. I spoke on the Media's Portrayal of Women and How it Perpetuates Violence Against Women. The second speaker was Christine Lichti from Winnipeg and she spoke of the Church's Role in Perpetuating or Stopping Violence Against Women.

May 13 - Vigil for Marjorie McConnell and son Christopher

- Branch meeting, a great evening with friends to regain some sanity.

May 18 - Back to Swan River to talk with the COPE group.

May 19 - Workshop on Conflict Resolution and Time Management (Do I need these or what!)

The rest of the month ... move the office, have the Coalition for Reproductive Choice come out for a presentation, off to Saskatoon for NAC and finally ... collapse!

Thompson Branch Report

Debra McVittie, Administrative Coordinator

There was an interesting day at R.D. Parker High School when TACSW accepted an invitation to attend the second annual R.D. Parker Health Fair. Information on MACSW, feminism and date rape was made available, and was well received. Tammy Barter, our volunteer student, also helped throughout the day--thanks Tammy!! TACSW has also been approached by the Faculty of Social Work at Thompson to place a student from September '93 until April of '94. The student's third year practicum will consist of analyzing MACSW'S structure and working with groups and individuals within the framework of a feminist perspective. This will definitely be a great learning experience for both staff person and student.

A presentation was made by Hari while the Action Canada Caravan was in Thompson. The discussion that followed centered on the effects of NAFTA and on developing a coalition in Thompson. Much support was given to this suggestion. Interested persons were encouraged to sign the available petition opposing NAFTA as well as to sign the banner that will be presented at the end of the journey.

Goodbye to Jean Snow who has once again made her home in Winnipeg and welcome back to Leah Passler who has returned from Calgary. This will be my last report as I will be resigning my position as of July. I hope to be returning to school this fall and would like to add that this has been a very good experience for me. We are in the process of selecting a hiring committee. In September, ACTION will be hearing from our new staff person. Have a nice summer everyone!!

Income Tax Services

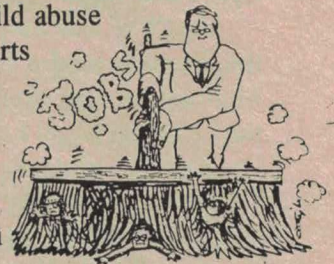
Maureen Schwanke
Income Tax Services
(204) 562-3662

Box 23
Arrow River, Mb
R0M 2H0

Women's Demands for the Federal Election

Women from Western Manitoba came up with the following list of demands to ask candidates about in the upcoming federal election, possibly in October, 1993:

- Unimpaired Universal Medicare
- More women members of parliament who represent women's concerns
- Safety
- Jobs, less unemployment
- A healthy environment
- An end to racism
- Women in leadership positions
- An end to poverty
- Equal rights for lesbians
- No North American Free Trade Agreement
- Abrogation of the Canada-U.S. Free Trade Agreement
- Affirmative Action Programs
- Universal Quality Childcare
- An end to Violence Against Women--not more "studies"
- Equal pay for work of equal value
- Universally accessible Post-Secondary Education
- Better access to affordable abortion services
- A minimum tax on corporations
- Stricter laws against child abuse
- More funding for the Arts



Bed & Breakfast in Dauphin

Planning on attending Dauphin's Countryfest or National Ukrainian Festival? Then why not enjoy your stay at a country-like acreage or a character home, with great conversation and great food.

Parkland Status of Women are offering a Bed & Breakfast service for these two events. Funds raised will go to MACSW. Limited room, so book early. Phone 638-3599. \$20 per person, \$30 per couple/ \$5 discount for MACSW members.

Dauphin Countryfest: July 2-4 featuring Sawyer Brown, Diamond Rio, Sweethearts of the Rodeo, Good Brothers and more.

Ukrainian Festival: July 30, 31 and August 1.

Brandon Branch Report

Jennifer Howard, Administrative Coordinator

A new idea for alternative funding for MACSW—selling ourselves as a Bird Sanctuary! I walked into the office this morning and was greeted by the fervor of cooing and flapping of wings of two very large pigeons. Apparently they had flown in through the open window to escape the cold and made themselves quite at home, even leaving little reminders of their presence on the files. I asked them if they needed some information and offered them membership forms but they must have been from REAL Pigeons because they just squawked at me and flew away.

April/May was another busy time at the Brandon office—surprise, surprise. We attended a Canada Pension Plan Presentation on Credit Splitting for Divorced and Separated Women, an underused but effective plan that equally splits the credits earned by a couple during their partnership. This is very important to women's financial security, as women earn, on average, \$200 less per month in Canada Pension Plan payments. This credit splitting also affects disability payments for women and their children. If you are divorced or separated and haven't applied for this, phone your nearest department of Health and Welfare, Income Security Office and find out about your eligibility.

MACSW was very vocal this month, speaking at the Brandon and District Labour Council Day of Mourning for workers killed or injured on the job, the Canadian Legal Education Association conference on Family Violence and at the Action Canada Caravan against NAFTA stop in Brandon. NAFTA and the economy in general are going to be big issues in the election and it is essential that women educate themselves on what's really going on. We have some excellent resources in the office on Free Trade, NAFTA and the Deficit, so come in and learn—Knowledge is Power!

We were also invited back to speak to women in the COPE (Career Opportunities in Preparation for Employment) Program. This is the fifth class we've spoken to about the women's movement, herstory and empowerment. The issues that these women brought up were education, employment and childcare. Every time I speak to these women and hear them start to talk about their lives and concerns, I remember that this is the real work of MACSW.



It makes all the budget woes, backlash damage and general frustration go down a little easier.

Speaking of frustration, we didn't get a grant this year to hire a student for the summer and without the Rural Coordinator position there's a lot of opportunities for volunteers. Call and find out how you can help.

The Westman Coalition for Equality Rights in the Canadian Constitution has changed their name to Women for Equality (WE). Their goal is to get women's issues on the agenda in the upcoming election. WE meet weekly and if you want to get involved with an exciting group of truly uppity women, call Margaret at 727-3187.

Mark your calendars—June 17 - 20 is the 100% agenda and meeting-free feminist get-away at Nancy McLennan's cabin at Wellman Lake in the Duck Mountains. You can swim, boat, sunbathe, read, hike or just sleep. Bring some food and a sleeping bag. The cabin sleeps 12, but there's lots of room for tents and other shelters. Call 725-2955 for details.

A great big thanks to all the women in Thompson who opened their homes to all of us weary, cold travellers from the South. The food was great even if the weather was a bit of a surprise, especially for Allison and Susan who arrived in their Birkenstocks. I feel that we still have to meet the challenges of restructuring for survival in a hostile economic environment, but the energy and sisterhood that we experienced in Thompson bode well for the future of MACSW.

Since this is the last ACTION until September and we will soon be going to a federal election (October 25 is my bet), I offer the wish that we all have a restful and productive summer. When I look back on the kind of country I grew up in, before free trade, massive deregulation and privatization, and the death of universality, I am angry. Angry because it is always women who bear the brunt of economic "downsizing", especially poor women, women of colour, aboriginal women, lesbians, women with disabilities, old women and young women.

But anger is a great source of energy. It is so important that women make their voices heard. Voting is ground zero. We have to make whatever contribution we can, inside and outside of political parties. Writing letters, asking questions, organizing forums, demonstrating, running for office, whatever you can do. Sisterhood is Powerful.

Sandi Funk: A Woman of Distinction

Peggy Jubinville

A powerful and outstanding woman from the Aboriginal community was honoured at the YM-YWCA Seventeenth Annual Women of Distinction Awards on May 7. Sandi Funk was one of five Winnipeg women chosen from a list of 33 women nominated for recognition of their contributions towards making a difference in their communities.

"I feel that the honour reflects in the community, especially in the strength of the women of the community," Funk said. "Nothing is ever done in isolation--all of the things that were cited about my accomplishments were not mine alone."

Funk was nominated by the Manitoba Action Committee on the Status of Women for her work in the improvement of life for Aboriginal people. Funk's accomplishments include:

- As program coordinator for the Original Women's Network, she led advocacy on violence issues and economic/social issues for Aboriginal women.
- Funk worked for four years to establish Neechi Foods, an Aboriginal-run co-op in the North End.
- She was treasurer of the Aboriginal Cultural Society and president of the board of Ma Mawi Wi Chi Itata (Aboriginal service agency) for two years.
- She was a founding member of both the Aboriginal Unity Steering Committee and the Aboriginal Women's Unity Coalition.
- She is involved in "Not Vanishing", Canada's only Aboriginal women's radio program and now trains other women to operate radio equipment and produce shows. Funk has also helped set up the First Nations International News Gathering Service.
- In October, 1992, Funk ran for city councillor in Winnipeg, becoming an inspiring and powerful role model to Aboriginal people.

After receiving her award, Funk made a stirring and emotion-filled speech to the 680 people in attendance at the dinner held at the Westin Hotel. She thanked her co-worker and role-model, Kathy Mallett and made a pledge to continue working for the benefit of all Aboriginal people--especially the children, who she said, were the hope of our future.

Sandi Funk won the Woman of Distinction Award along with Mona Brown, Dr. Stella Hryniuk, Winnifred Sim, and Mary Wilson. (Reprinted with permission from Weetamah, April 6, 1993.)



Treaty / Aboriginal Rights Being Extinguished

The federal government is in the advanced stages of preparing First Nations self-governance and taxation legislation that will effectively extinguish Aboriginal rights as defined by the Royal Proclamation of 1763 and the Treaties. We understand that the particular pieces of legislation include: The First Nations Chartered Lands Act, the First Nations Governance Recognition Act, the First Nations Forest Lands & Resources Act, the First Nations Government Finance Act, and the First Nations Government Taxation Act. This is being done without any regard for democratic process, with the vast majority of Aboriginal people totally unaware that the federal government is trying to push through legislation that profoundly affects their rights. While we understand that the original timeline for passing this legislation by mid-June has been extended, we are concerned that the process may not allow for the necessary debate to take place in the Aboriginal community. Those opposed to this new legislation are convinced that, should such a debate take place, First Nations people would overwhelmingly reject it.

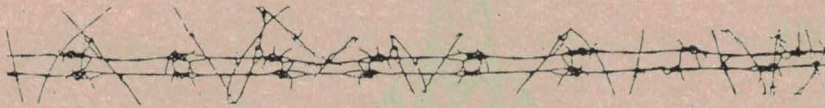
URGENT ACTION IS NEEDED NOW!

Please help to ensure that democratic process is observed. **Write your M.P.** and the **Honourable Tom Siddon, Minister of Indian & Northern Affairs**, House of Commons, Ottawa, ON, K1A 0A6, and urge that the government do either or both of the following:

A) Do not proceed with any new legislation until the provisions of existing Treaties are fulfilled to the satisfaction of First Nations people,

B) Create the space, i.e. more time, public hearings, etc., so that there can be full debate in Aboriginal communities. So far, the federal government has only presented one side of the debate so it is important to give an opportunity to those opposed to the legislation to present their perspective.

For more information, please contact the **Treaty Support Network:**
Louis 957-0648 or Judy 586-0151



Emotional Abuse at Osborne House

Fiona Muldrew

A former crisis counsellor at Osborne House, Carol deHedervary, has dropped off a 94 page report to MACSW and several other women's organizations in Winnipeg, outlining oppressive treatment of staff and clients by management at Osborne House (O.H.), the largest shelter for battered women in Canada, run by the YW-YMCA in Winnipeg. Carol mentions the mistreatment of staff and clients before and during the time she worked there (Jan.'90 - Sept.'92). She notes the irony of staff and clients being emotionally abused at a shelter that is supposed to be countering abuse. Carol's report explains how O.H. management use techniques of emotional abuse to control and exert power over the staff like an abuser exerts power over an abused woman. The hierarchy prevents a feminist model for collective decision-making where staff have input into the decisions that affect their work.

Approximately fifty women have quit or were fired from O.H. over the 2 years and 8 months that Carol worked there (excluding management.) There were only 24 staff positions and 5 managers when Carol started. Now there are 27 staff and 8 managers. Carol and other staff note that this extremely high turnover is due to the stress of the workplace not the stress of the work. Counsellors have done a great job despite abusive management but they deserve a supportive work environment. Managers were described as controlling, demeaning to staff and uneven in their treatment of staff, firing some for unjustified reasons. The high turnover results in poor morale and mistrust among staff but works out well for management since more staff are on six month probation when hired, they are paid less and can be fired at anytime with no grievance process, new staff complain less at staff meetings and the collective memory of the staff gets shorter.

According to Carol's report, backed up by 21 current and ex-employees of O.H., clients were also treated in a condescending way by management. Some were kicked out of shelter or cut off crisis line and walk-in counselling services with little reason and poor alternatives provided. These women were in a state of crisis so were not emotionally prepared to understand their treatment or fight for their rights.

Management spends time maintaining control in

the hierarchy and making it appear the staff are to blame. As with emotional abuse in a relationship, the victim is not respected or treated like an adult and they often feel there is no use in complaining. **The emotional abuse techniques used by O.H. management are listed below:**

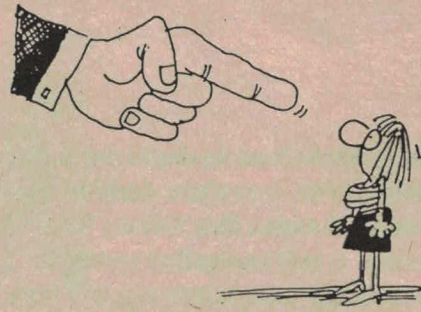
1. **isolation**--O.H. staff isolated from the Winnipeg social services community, staff have little privacy, counsellors are reprimanded for talking to "outside people", staff encouraged to report on each other, staff told "no socializing on company time" therefore little support or debriefing for staff.
2. **emotional distance**--no positive feedback from management, ignoring or refusing needs of staff, cold/mistrustful treatment of staff.
3. **humiliation**--menial tasks for staff not shared by management (ex. counsellors cleaning toilets), staff patronized--required to check off their completion of chores to get a gold star, staff have to ask permission and are often unfairly denied requests to change shifts, take overtime back, etc.
4. **enforcing trivial demands**--strict dress code, staff not allowed to have coffee or water while they work, strictly timed lunch and coffee breaks, staff not allowed to put up or take down anything from bulletin boards, changing rules about what goes in the log book and what goes on a memo.
5. **helplessness & exhaustion**--long, erratic working hours that are non-negotiable, complainers are ignored or punished, understaffed departments, residential staff are given additional tasks so they have little time for counselling.
6. **crazy-making**--policies are changed/created without writing them down where staff can refer to them, contradictory statements are made about cutbacks, minutes from staff meetings are changed.
7. **Jekyll & Hyde behaviour**--some staff or departments treated better than others, favouritism promotes mistrust of complainers, management put on a show for politicians and guests, staff are blamed then praised in front of visitors.
8. **occasional indulgences**--random gifts: balloon bouquets or free pizza, these gifts undermine the perception of abuse, "evidence" of "fair treatment".
9. **demonstrating power & threats**--firing people suddenly with little or no cause, reprimanding staff without warning long after the event occurred, preventing staff input into decisions that affect them, unfair privileges for management.

This hierarchical management model has seriously impacted clients as well as staff. While management positions have increased from 5 in 1990 to 8 in 1993 (60% increase), crisis services have been reduced. In 1990 there were 6 full time crisis counsellors--now there are only 4 full time and 3 "casual" counsellors. Casual counsellors work part-time and don't see walk-in clients, they have less familiarity with clients and they are not eligible for full benefits. Clients also suffer because there have been long delays in replacing people who quit. The high turnover of staff leaves them with new counsellors in transition and unnecessary interruptions when they should have consistency. The needs of Aboriginal clients are ignored considering there are NO Aboriginal employees among 27 staff and 8 managers even though 50-60% of Osborne House clients are Aboriginal.

Walk-in appointments have been reduced from 15-20 per week to 0-10 per week, even though demand has increased. Clients used to be able to book appointments two weeks in advance--now they are only allowed one week. Consequently there are more clients competing for less appointments and less staff, on a more last-minute schedule. Counsellors have recently been told to limit walk-ins to 2 or 3 visits per client, when short-term counselling is usually 1-10 sessions. The crisis line supervisor reasoned that "we can't have all these walk-ins tying up our time." One supervisor said there was no funding for walk-in counselling even though the original crisis line proposal included walk-in counselling. Counsellors were also told they couldn't counsel women on sexual abuse issues even if it was related to an abusive adult relationship. They were told to refer clients with sexual abuse issues to Klinik, thereby fragmenting a client's life and her counselling. Staff were not included in any of these decisions about counselling.

Understaffing on crisis lines means that women in crisis are put on hold. There is often only one crisis counsellor for 2 crisis lines. Management has told counsellors to shorten their write-ups of crisis calls. New counsellors have less information to go on and inadequate support from management. Management have told counsellors to cut off services to some clients with no clear reasons or direct clients to Women's Services where there is no counselling.

Policies for residential clients in the Osborne



House shelter are patronizing, disrespectful and disempowering. Inadequate food and personal medications are tightly guarded. Clients are talked about by management in the staff room, where they can smoke, in the presence of non-counselling staff and within earshot of clients in the laundry room nearby. A strict dress code for employees forms a barrier between staff and clients. Money is spent on decorating Osborne House when more invisible needs are ignored. In 1991, only \$975 was budgeted to feed up to 45 people per month (about \$22 per month per person). The shelter depended regularly on Winnipeg Harvest for food donations. O.H. still feeds clients and their children powdered milk.

Despite horrendous working conditions at O.H., complaints by numerous staff and several internal investigations, the management and the YW-YMCA have done little to change the power imbalance. Surprise! Surprise! In 1984 an independent investigator was brought in to examine concerns of staff. The YW-YMCA promised to make the report public and implement the recommendations. When the report was finished in April of 1985, there was no public disclosure of the 75 recommendations and no accountability. Upper management wrote their own heavily edited, watered down synopsis which was then released to the public.

In 1991, after a counsellor lodged a harassment complaint against the former Director, the CEO of the YW-YMCA called in O.H. employees one by one. They were not told what the meeting was about beforehand but several staff complained about the treatment of staff and clients by management. The counsellor with the harassment complaint was fired and the Director was exonerated. The CEO said he didn't have the background in counselling so he wasn't in a position to judge the treatment of staff and clients. Carol rightly asks "Why was he running a professional counselling agency then??"

Last spring, Carol and an ex-employee complained to Joanne Thibault, executive assistant to the Minister of Family Services, about O.H. management. She said she'd look into it. A year later, they're still waiting to hear from her.

In early 1993, the YW-YMCA hired a

management consultant to build team work among management. The consultant decided she needed to speak to staff--the idea didn't come from the Y. The entire process is still controlled by the Y. They have already heard the complaints and did little to budge the boulders of bureaucracy. This will be the third internal review in eight years.

Carol's main recommendation is the need for an independent inquiry immediately into operations at O.H. with full public accountability. She also recommends that O.H. separate from the YW-YMCA and elect a board of directors made up of professionals in the field of domestic abuse, counselling and women's issues, rather than former lifeguards and other YW-YMCA executives. The abuse of power is built into the hierarchical system so a change of individual managers will not make a difference. There should be a collective decision-making process implemented where decisions are made by the people that will have to live with them.

Carol deHedervary's report raises many questions about how many social services are run in a hierarchy, how people get into positions of power, how they make their decisions and what public accountability is there? For example, the former Director of Osborne House, Marlene Bertrand is now the Director of Family Dispute Services for the provincial government. She did not criticize the closing of the Flin Flon Crisis Shelter. We still don't have a clear answer from the provincial government about why they did this. The Ministry of Family Services has appointed a Program Specialist to investigate complaints at Osborne House but this Program Specialist will report to guess who??...Marlene Bertrand and Harold Gilleshammer. Hmmm. Do I smell a conflict of interest?

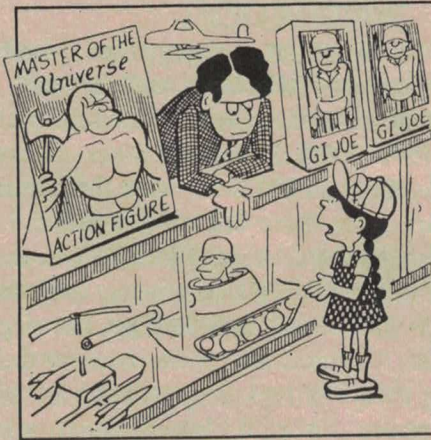
Please call or write to the following politicians and ask for an immediate independent investigation with public accountability into treatment of staff and clients at Osborne House:
Harold Gilleshammer, Minister of Family Services
945-4173

James McCrae, Minister of Justice 945-3728

Gary Filmon, Premier 945-3714

Sharon Carstairs, Liberal Family Services Critic
945-3712

Doug Martindale, NDP Family Services Critic 945-2645 (He is recording the number of people asking for an independent investigation)



DO YOU HAVE A FEMALE ACTION FIGURE THAT SPEAKS OUT AGAINST DISCRIMINATION AND WAR!?

Walk for Peace--Stop Global, Community & Domestic Violence

June 19, noon at the Legislative Bldg., Winnipeg

This year MACSW and other Women's groups in the Winnipeg Women's Task Force are working with the Peace Alliance (formerly the Winnipeg Coordinating Committee for Disarmament) to organize the Walk for Peace. There is a special emphasis on ending violence in all levels of society. Leslie Spillett, Director of Anishnaabe Oway-Ishi, will speak about the connections between violence against women, Aboriginal people, people of colour, economic violence and global violence. Loonisee, a clown troupe, will perform a short piece after the walk. Stick around after the walk for free mini-workshops including:

Building Peace Through Play - alternatives to war toys & violent play

Wen-Do (Self-Defence for Women)

Safe Neighbourhoods by the Bear Clan Patrol

Empowerment for Women by the Fort Garry Women's Resource Centre

Ending Homophobia & Violence against Gays & Lesbians

To accommodate families with young children the Walk will be shorter and child care will be provided at the Legislative grounds during the workshops. If you want to volunteer, set up a display table, donate money for the Walk, get pledge sheets to raise money for the Walk and your favourite group, register for child care or get more info on the Walk phone 453-3879.



Anessa Maize, traditional midwife, with homebirthed kids.

papers can't sensationalize it, they won't cover it," she said.

The rally was organised by the Traditional Midwives Collective and the Manitoba Homebirth Network.

Below: Kim Meades with budding feminists. Her doctor told her she wouldn't have twins but the "midwife knows best."

International Midwifery Day Rally

Clare Thomas

The work of midwives around the world was celebrated at a rally and picnic on May 5, International Midwifery day, at the Manitoba Legislature.

About 100 people gathered to honour midwives and to affirm the right of women to have their babies at home. Speakers urged the province to legalize midwifery and establish direct entry training for women without nursing experience. Midwifery has recently been legalized in both Ontario and British Columbia.

One speaker told of her own birthing experiences--one in a hospital and one at home with a doctor in attendance. Anne Lindsay is expecting a child in a few weeks and is planning a homebirth with two midwives in attendance.

She said the issue is one of choice in where and how women birth. "For me, it's important to have a sense of autonomy in the birth," she said.

Lindsay also believes that homebirth is the obvious choice, since birth is not a sickness. Using homebirths would cut health costs, she said.

A picnic lunch, complete with songs and dancing, was held after the rally. There was also a moment of silence to remember midwives who have been persecuted throughout history.

Although organisers had hoped to keep the issues of homebirth and midwifery in the public eye, the rally was given little coverage in Winnipeg's two daily papers. Midwifery usually hits the papers only when there is a death or a trial, said Anessa Maize of the Traditional Midwives Collective. "If the





A Million "Out" in Washington, D.C.

Julie Friesen

"A Simple Matter of Justice" was the theme for the April 25, 1993 March on Washington for Lesbian/Gay/Bisexual & Trans-gender rights. I had heard about the last such march, held in 1987, and when I read about the plans for this one in my Ms. magazine, I decided to go and participate in it.

It was an incredible experience to be in the U.S. capital with hundreds of thousands of lesbian/gay and bisexual people, and be in the majority there. There really was a sense that history was being made, and that this was a defining moment in the evolution of the lesbian and gay rights movement. Many parallels were drawn to the historic 1963 march for racial equality and civil rights, and that lesbian and gay issues will, at the very least, be given a high profile and public discussion in the 1990's.

The March was surrounded by a week of activism, organizing, lobbying and celebrating. When a group of friends and I attended an ACT UP "Hands Around the Capitol" demo to call for more funding for AIDS research and care, we found that there were enough people there to form at least three complete circles around Capitol Hill. The Names Project Quilt was displayed over a huge area near the Washington Monument. I attended a fundraiser for a women's health care centre in Washington, which serves many lesbians and women with HIV and AIDS.

The Lesbian Avengers, a direct action group from New York City, organized a "Dyke March to the White House" the evening before the official march. It was loud, proud and in your face, and it was a wonderful way to emphasize lesbian visibility (God knows, we're used to being "invisible!") It was estimated that over 20,000 women participated, and it was followed by lesbian fire-eaters, a slide-show of erotica and a special surprise serenade from k.d. lang. This woman is a really big heroine of many American dykes! It was announced that this was the largest-ever gathering of lesbians in recorded history.

The "official" march and rally took place under

a brilliant sun in 80 degrees F weather. Two years in the planning, each state, and numerous organizations had banners and representation. There were some wonderful signs, too, like the Asian woman whose sign said "Exoticize my fist", and the "Salsa Soul Sisters" from New York. There were a lot of Canadian flags and banners too. I know of at least nine other Winnipeggers who were there. It was amazing to see the diversity of our community in one place--women and men of all colours, ages and sizes, people with disabilities and significant support from our friends.

It took about seven hours for all the marchers to complete the route. Organizers and the Mayor's Office estimated the crowd to be one million people. The Park Police, notorious for underestimating numbers at political events, said 300,000--must have been all those invisible lesbians!



nothing more

EQUAL

nothing less

The speeches and entertainment were powerful, moving and fun. Jesse Jackson, Martina Navratilova, Urvashi Vaid (former head of the National Gay and Lesbian Task Force in the U.S.), Phil Donahue, Svend Robinson, Cybill Sheperd, Kate Clinton, Lea Delaria, Robin Morgan, Toshi Reagan, Melissa Etheridge (who had "come out" publicly a few weeks before), the Indigo Girls (one of whom also "came out" recently) and many more spoke and sang passionately all day and into the evening. A highlight was a special tribute to Audre Lorde.

There were some mixed reactions to President Bill Clinton's non-attendance at the March (he was in Boston at a gathering of media representatives, talking about his first 100 days in office.) He had a representative read a letter to us instead. While many expressed disappointment at this, others felt that his meeting a week before, where he invited lesbian and gay activists to the Oval Office, was very positive and that he is sincerely committed to pressing for significant civil rights guarantees and health care funding, although he will definitely need to be pushed. While the atmosphere is totally different from that under Reagan and Bush, the religious right has chosen homosexuality as its new target and moneymaking enemy since they don't have Russians to rail against any more.

This is precisely why it's imperative that we show strength in numbers and add our voices to support and pressure the first sympathetic administration ever in our neighbouring country. It has such an impact on us. It is this administration which not only has the power to change laws, but also to appoint people to key positions which will have far-reaching effects.

I really urge every lesbian to participate in an event like this at least once. It's incredibly affirming and exciting to be in such a huge crowd. It's not known when the next March on Washington will be, but the next Gay Games will be in New York City from June 18-25, 1994. A massive Lesbian and Gay Pride March will follow on June 26, 1994, which will have an international focus. The march will go past the United Nations, and organizers are expecting one million people! Make your reservations now--you won't regret it!

MACSW is Hiring a RESOURCE DEVELOPMENT OFFICER

**6 month position, 20 hours per week,
\$11.76 per hour**

Start Date: July 5, 1993

Application deadline: June 15, 1993

Responsibilities: to coordinate the development of programs to raise funds and other resources required to support secure, productive operations of MACSW programs.

- establish a one-year strategy for MACSW fund raising efforts and implement a plan to raise funds as budgeted.
- keep informed about MACSW program planning in order to identify "fundable" components and funding sources.
- attend all Provincial Coordinating Committee meetings.
- explore sources of funding for MACSW activities, including but not limited to government grants, major donors, other organizations, affinity cards, corporations, product sales, planned giving and special events.
- research and write proposals to possible funders. Conduct follow-up and maintain relations with all donors. Insure that acknowledgement and reporting on funds received is timely and complete.
- coordinate reporting and accounting of fund raising income and expenses with MACSW Bookkeeper.
- work with MACSW Provincial Personnel Committee to identify needs and funding sources for staff positions.
- coordinate the solicitation, accounting of and acknowledgement of in-kind donations.
- establish cooperative/collaborative fund raising strategies with other women's organizations involved in fund raising.

Qualifications: some experience with fund raising and feminist organizations an asset.

Please send resumes by June 15 to MACSW, #16-222 Osborne St. S., Winnipeg, MB, R3L 1Z3, ph. 453-3879 for more information.

Announcements

June 2, 7 p.m., **Women & Mental Illness** is the topic for a community-based play project of the Popular Theatre Alliance of Manitoba. Come out to a participatory research workshop on this topic. Women are invited to share stories of when mental health is endangered: recovering from past abuses, coping with unresolved stress, or women at risk physically. Come and share with us in a fun, confidential, non-threatening atmosphere. Rm. 2C16, Centennial Hall, U of Wpg., ph. Donna or Lee Anne at 589-8408.

June 2 & 9, **Exploring a vision for Tomorrow: The Whole Thinking Revolution**, sponsored by Foundation for Global Community, Unitarian Church, 790 Banning, Wpg., ph. 488-9350.

June 2: **Whole Thinking**--examining the communication process and systems analysis necessary for a sustainable future, 7:30 p.m.

June 9: **The Vision for Tomorrow**--reconnecting our individual lives to the entire system, 7:30 p.m.

June 6, The Fort Garry Women's Resource Centre **AGM and Volunteer Appreciation Brunch** at the Norwood Hotel, Wpg., 11 a.m.-3 p.m., \$15/\$7.50 Children (sliding scale). Call 269-6836.

June 8, **Candis Graham**, author reading from Imperfect Moments, new short stories (Polstar Press). Canada Council sponsored event. Bold Print, 478 River Ave., Winnipeg, 7:30 p.m.

June 9, Making the World a Better Place: **The International Development Projects of Women With Disabilities**. A panel of women with disabilities engaged in international development work will share their experiences, Centennial Library Auditorium, Wpg., 7-9 p.m. Sponsored by the ILRC, COPOH and the Canadian Authors' Association (MB Branch).

June 10, 7 p.m., **Endometriosis Support Group**, Women's Health Clinic, 419 Graham Ave., Wpg., ph. 947-1517.

June 11, noon-2:30 p.m., **North End Women's Centre's 9th Annual Meeting**, 410 Pritchard Ave., Wpg., Refreshments served, RSVP 589-7347.

Evening Film Series at the Fort Garry Women's Resource Centre, Southwood Mall, 1910 Pembina Highway, Wpg.:

June 15, "**Steel Magnolias**", 7:30-9:30 p.m.

July 21, "**Thelma and Louise**", 7:30-9:30 p.m.

August 19, "**Fried Green Tomatoes**", 7:30-9:30 p.m.

June 17, 7 p.m., **Weight Preoccupation Workshop**, Women Helping Women, why women risk their health in pursuit of thinness, body image & self-image, self-help, Rm. 202-419 Graham Ave., Women's Health Clinic, Wpg., ph. 947-1517.

June 21, 7:30 p.m., **W.I.S.H. (Women in Second-Stage Housing)** invites you to their **AGM** at Robert Steen Community Club, Ruby & Palmerston, Wpg., coffee & doughnuts, door prizes, ph. 786-4440.

June 23, 8:30 a.m., **Women's Health Clinic AGM**, Berlin Ballroom, Marlborough Inn, 331 Smith St., Wpg., \$10 includes breakfast and presentation by Dr. Carol Scurfield, entitled "Caught in the Middle--Being a Feminist Physician", ph. 947-1517.

June 24, **Klinic Community Health Centre AGM**, 11:30 a.m.-1 p.m.: lunch, meeting & speaker: Wayne Helgason, Executive Director of Ma Mawi Wi Chi Itata Centre, speaking on Aboriginal Health & Wellness Services in Winnipeg, \$6 for lunch, 870 Portage Ave., ph. Kathie at 784-4076.

June 24, Family Centre of Wpg. **AGM & Workshop "Are we raising Children to be Responsible, Caring Individuals?"** by Barbara Coloroso. Wpg. Convention Centre, Rm 5, 5:15 p.m. Call 947-1401.

June 26 - Sept. 12, **Indigena: 500 years after Colonization**, 18 Aboriginal artists from across-Canada show their work at the Winnipeg Art Gallery, **Opening Ceremony, June 27, 2-6 p.m.**, followed by a round dance at Memorial Park, ph. 775-7297.

Post Partum Stress Program, phone Mothers First Phone Line 947-3472, a program of the Women's Health Clinic. If you are the mother of a baby or child under three years of age, you're probably feeling overwhelmed. Conversations are confidential. Individual counselling is also available by counsellors who are mothers themselves.





MACSW MEMBERSHIP FORM

Yes! I want to add my voice to the hundreds of Manitoba women who belong to MACSW.
_____ Please indicate if you want to receive the MACSW newsletter in a plain envelope without the MACSW identifier.

NEW MEMBERSHIP **RENEWAL**

Name _____

Address _____ City/Town _____

Postal Code _____ Phone _____ (H) _____ (W)

INDIVIDUALS _____ Regular \$25 (or what you can afford) **ORGANIZATIONS - \$50**
Please sign up, even if you can't afford the membership fee.
_____ Sustaining \$40

Your membership includes a subscription to the ACTION Newsletter, published 9 times a year.

Make cheques payable to MACSW and send this form to:

MACSW Winnipeg Branch
16-222 Osborne St. South
Winnipeg, Manitoba R3C 1Z3

I'm interested in getting involved with the following issues: (please check)

ISSUES

- | | | |
|--|--|---|
| <input type="checkbox"/> Childcare/Parenting | <input type="checkbox"/> Media Monitoring | <input type="checkbox"/> Prostitution |
| <input type="checkbox"/> Equal Pay/Workplace | <input type="checkbox"/> Midwifery | <input type="checkbox"/> Women of Colour/Racism |
| <input type="checkbox"/> Family Law | <input type="checkbox"/> Aboriginal Women | <input type="checkbox"/> Reproductive Health Issues |
| <input type="checkbox"/> Farm/Rural Women | <input type="checkbox"/> Trades & Technology | <input type="checkbox"/> Senior Women |
| <input type="checkbox"/> Health | <input type="checkbox"/> Pensions | <input type="checkbox"/> Violence Against Women |
| <input type="checkbox"/> International Women's Day | <input type="checkbox"/> Pornography | <input type="checkbox"/> Women & Poverty |
| <input type="checkbox"/> Lesbian Issues | <input type="checkbox"/> Education | <input type="checkbox"/> Women/Disability |
| | | <input type="checkbox"/> Young Women's Group |

ACTIVITIES

- | | | |
|--|---|--------------------------------------|
| <input type="checkbox"/> Newsletter | <input type="checkbox"/> Political Action | <input type="checkbox"/> Lobbying |
| <input type="checkbox"/> Office Duties | <input type="checkbox"/> Public Education | <input type="checkbox"/> Fundraising |

NEAREST MACSW BRANCH

- | | | | |
|---|---|---|---|
| <input type="checkbox"/> WINNIPEG
16-222 Osborne St. S
Winnipeg,
R3L 1Z3
453-3879
453-4157 | <input type="checkbox"/> BRANDON
202-107-7th St
Brandon,
R7A 3S5
725-2955 | <input type="checkbox"/> PARKLAND STATUS
OF WOMEN
118 Main St. S.
Mail: Box 23
Dauphin, R7N 2T9
638-3599 | <input type="checkbox"/> THOMPSON
Box 722
Thompson
R8N 1N5
778-8549 |
|---|---|---|---|



Calendar of Events - JUNE, JULY & AUGUST

JUNE

- 2 Winnipeg Branch Meeting, 6 p.m., YWCA Mtg.Rm.C, 2nd fl.,301 Vaughan St.
- 4-6 Taking our Place: Feminism in the 90's, NAC AGM in Saskatoon.
- 8,15,22,29 TACSW Business Meetings, 3rd floor, YWCA, 12-1 p.m., Thompson
- 10 Planned Parenthood Manitoba AGM with excerpt from "Everybody's Business" by Popular Theatre Alliance, Union Centre, 2nd fl., Wpg., 11:30 a.m., \$15. Call 982-7800.
- 10 Parkland Branch meeting in New Office, 5:30 p.m., bring your own meal, ph. 638-3599.
- 10 Outdoor Women's Network: Planning and Playing at Birds Hill Park-Planning meeting for summer outings, a chili-dog roast, three-legged races and hike. Call Laurie at 772-3931.
- 12 Exploring Poetry as a Tool for Empowerment, free workshop for women with disabilities, led by poet Di Brandt. ILRC, 201-294 Portage Avenue, 10 a.m.-4 p.m. Call 947-0194 to register.
- 17 Coalition for Reproductive Choice Info Evening, Dauphin, ph. 638-3599 to confirm details.
- 19 Walk for Peace--Stop Global, Community & Domestic Violence, noon at the Legislature (Univ. of Wpg., Riddell Hall if rainy), workshops to follow walk, ph. 453-3879, see p.8.
- 20-27 Gay/Lesbian Pride Week, June 27, March from Memorial Park, 1 p.m., Social at the Rendezvous, speaker: Svend Robinson, for info ph. 783-6115.
- 27 Parkland Status of Women Wind-up, Moon Lake, Barbecue & Potluck, 3 p.m., bring the family.

JULY

- 6,13,20 TACSW Business Meetings, 3rd fl., YWCA, 12-1 p.m.
- 7 Winnipeg Branch meeting, 6 p.m., YWCA Mtg. Rm.C, 2nd fl., 301 Vaughan St.
- 8-11 Winnipeg Folk Festival featuring many uppity women, see p. 1.
- 20 Brandon Branch meeting at Mary Annis's, 1437 McTavish Ave.
- 24 Brandon Branch Fundraising Garage Sale, ph. 725-2955 to volunteer & for more details.

AUGUST

- 4 Winnipeg Branch meeting, 6 p.m., YWCA Mtg. Rm.C, 2nd fl., 301 Vaughan St.
- 7&8 Ninth Annual Brandon Folk Music & Art Festival. Come see the Welfare Starlets, Wendy Isaac and much, much more! Ph. 727-3928 for details.
- 17 Brandon Branch Yearly Planning Meeting & Potluck. Come on out to help set the Brandon Branch's course for the upcoming year. Call 725-2955 for location.