

ASWAC

Alberta Status of Women Action Committee

AUGUST NEWSLETTER 1989
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INSIDE: Official Notice of Proposed Changes to ASWAC Bylaws



1988/89 Board Members

Annette Aarbo - Edmonton
Noreen Bell-Geekie - Edmonton
Maria Seeber - Edmonton
Jane Haslett - Edmonton
Helen Greaves - c/o Edmonton Office
Cathy Welch - c/o Edmonton Office
Jean Munn - Calgary
Marilyn Seelye - Calgary
Anne McGrath - c/o Calgary Office
Nancy Miller - Calgary
Debbie Foster - Lethbridge
Rita Kolpak - c/o Lethbridge Office
Jacqueline Preyde - Lethbridge

1988/89 Regional Representatives

Elaine Peters - Calgary
285-1214

Addie Miron - Lethbridge
327-4396

Lois Soderstrom - Westeros
586-2091

Gerry Bailey - Westeros
586-2983

Joan White Calf - Camrose
672-6770

Kathleen Davies - Edmonton
438-5480

Lori Crocker - Innisfall
227-1141

Elln Harley Barlem - Innisfall
227-2927

*All numbers are home phone numbers.

The Alberta Status of Women Action Committee gratefully acknowledges the financial support it receives from the Secretary of State Women's Program.

ASWAC's mailing address is: Box 1573, Edmonton, T5J 2N7. The Edmonton office is located at 9930 - 106 Street, on the lower floor with the rest of the Edmonton Women's Building. Phone 421-0306. Office hours are Monday to Friday, 9:30 a.m. to 5 p.m. The office will be closed in August.

ASWAC Lethbridge is located in the Women's Resource Centre on top of Woolworths, at #202, 325 - 6 Street South, T1J 2C7. Phone 329-8338.

The Calgary ASWAC office is located in the Old Y Centre for Community Organizations, #303, 223 - 12 Avenue S.W., T2R 0G9. Phone 233-0731 for recorded information and to leave messages.

Since May, ASWAC has gratefully received donations from the following wonderful people: Erica Wuensch, Sheila Johnston, Wilda Kruize, Leslie Ayre-Jaschke, Cynthia McCallum, Angela Blatt, Alison Smith, C.A. Nelson, Elaine Spencer and Roseanne Tarnowski. Thank-you! And thanks also to the many people who assisted and participated in the rural Women Against Poverty Public Hearings in June.

The ASWAC Newsletter is produced in Edmonton by the Newsletter Collective, with contributions from across the province. Feedback, input and suggestions in the form of ideas for articles, graphics, and especially notices of events that are happening in your area would be very much appreciated.

Here is the schedule for upcoming newsletters:

September/October Newsletter - CANCELLED. Instead, expect to be receiving information in the mail on the Women Against Poverty Public Hearings in September, and the ASWAC Annual Assembly in October.

November/December Newsletter - Deadline will be the week after the ASWAC Assembly.

February/March 1990 Newsletter - Deadline to be announced.

Thanks to all contributors, and to the *Newsmagazine by Alberta Women* collective and Nola Erhardt for typesetting and layout, and to Central Web for printing.

ASWAC BOARD MEETS IN PIGEON LAKE

Members are reminded they are welcome to attend board meetings in their area. The last meeting of the 1988/89 board will be September 9 and 10 in Edmonton. Don't forget the ASWAC Annual Assembly October 13-15 in Lethbridge.

In attendance: Helen, Jane, Rita, Noreen, Shelley, Nancy, Jean (board). Missing: Annette, Maria, Jackie, Anne, Marilyn, Debbie. Regional Reps: Gerry, Lois, Kathy.

Saturday, July 8

1) HIRING - Shelley described the hiring process, the interviews, and the candidates: we had 25 applicants, compiled a short list of six, and interviewed four. The Hiring Committee recommended we offer the position of administrative co-ordinator to Cathy Welch. The board approved that decision; Shelley phoned Cathy, who accepted the position.

Cathy will come in to the office for an orientation from July 11 to 14. She will be out of town after July 15 and Shelley will be leaving July 28. **THE OFFICE WILL BE CLOSED FROM JULY 31 TO AUGUST 28**, when Cathy will return to Edmonton and begin work. During that time, Helen will pick up the mail. We will ask Mary Hickmore, who works down the hall at Edmonton Working Women, to come in each day, listen to phone messages and refer them to board members or others, as she sees fit. We will offer Mary an honorarium of \$100. We felt this would ensure some continuity and organization in the office, despite its being closed.

2) BYLAWS - Please see pages 5-7 of this newsletter for complete proposed bylaws. The following are comments for clarification on some bylaw changes:

a) .06 - Regarding membership fees, the present policy is that an individual applicant decides whether or not her case is a case of economic hardship.

b) Board .01 - If there are less than 11 members of the board, those positions will be considered vacant and will be filled as per the provisions in .10.

c) .06 and .08 - These will be included on the inside of the back cover of this newsletter, along with other information about the assembly.

d) .07 - This is the recommendation of the board regarding staff remaining as board members. The Personnel Committee will write up our rationale for this

recommendation, have it approved at the September board meeting, and include it with the assembly mailout.

3) BUDGET - Shelly explained that our cheque from Secretary of State has not arrived yet; it is expected within the next three weeks, but in the meantime we have very little money. We have asked Frances at SecState to write a letter to our bank saying the grant is forthcoming, so the bank will give us an overdraft. Until that letter is received no further cheques will be issued, including expense claims for this board meeting.

Jane explained that we are presently 25 per cent into our fiscal year and have spent 33 per cent of our budget. We had a \$30,000 surplus at the beginning of April and it has been used for expenses since then; we will want to ensure that a similar "surplus" exists at the beginning of April, 1990.

Vacation Pay

Linda Cumming, Women Against Poverty (WAP) Edmonton researcher, will be paid four per cent vacation pay, the amount required by the Student Temporary Employment Program.

Newsletter

We will not have a September/October issue, as planned. Instead, the money saved will go toward two brochures that will be sent out, one to cover the September hearings, and one to cover the October assembly. The next newsletter after

this one will be November/December.

Membership Fees

We will propose to the assembly that the membership fee be increased to \$20. The rationale for this increase will be included with the assembly mailout.

The budget was deferred until the next day, after the regional rep discussion.

4) PERSONNEL COMMITTEE - The collective agreement will be ready for the September board meeting; it will be distributed beforehand and discussed/ratified at that September board meeting.

The next Personnel Committee meeting will be in late August.

Evaluation

An evaluation occurs after the six-month probation period, with the intention that a decision is made to either terminate or continue employment.

An evaluation then occurs once a year, with the intention of providing feedback both ways, possibly revising job description, and making other recommendations.



Suzanne Camu

The Evaluation Committee consists of:

- a) the person to be evaluated;
- b) one person she has selected (could be on the board or not);
- c) one person designated by the board (a board member);
- d) the administrative co-ordinator (in the case of the administrative co-ordinator's evaluation, the other two staff will decide which of them will sit on the committee).

Helen and Jane will develop evaluation forms to be used, based on the job descriptions and with space for recommendations.

Anne will be evaluated in August and Helen in September. Since the administrative co-ordinator will be so new, they will sit on each other's evaluation committees.

Job Descriptions

Helen will write a draft of the job description for the half-time project co-ordinator. The main points will be (but need not be exclusively):

- a) provincial projects and priority campaign work in Edmonton;
- b) the assembly;
- c) media work related to the above.

Anne will write a draft of the job description for the full-time project co-ordinator that will include:

- a) provincial projects and priority campaign work, including: research and writing; outreach and networking; attending provincial issue committee meetings.
- b) strategy, policy and media response.

5) WAP PROVINCIAL COMMITTEE - We have the final report and audio tapes from the June hearings in the Edmonton office; they will be sent down to Anne for analysis.

We all felt the rural hearings in June went very well; the majority of speakers and presenters were excellent, good information came out in the report, and the hearings provided a valuable outreach function in the rural areas. For a full report, please see page 13 of this newsletter.

Gerry felt planning for the Wetaskiwin hearing should have started sooner, and that more effort should have been made to contact groups, rather than individuals.

September Hearings

Anne is co-ordinating Red Deer, Calgary, Lethbridge and Medicine Hat. Helen is co-ordinating Edmonton, Fort McMurray and Grande Prairie. The main thing that needs to be done is the creation of two task forces, one each for north and south.

The task force will consist of a keynote speaker, a Provincial WAP Committee member, a local board member and a local community member. They will hear presentations and ask questions.

The individual communities are asked to arrange presenters.

Once we have established who the keynote speakers will be, we will have a clearer idea of how much money is

left for other expenses.

Calgary has recently formed an ongoing action group which will work on the Calgary hearing, and Anne and Helen are in touch with women in each community.

After the September hearings, Anne and Helen will compile the accumulated materials and the WAP Committee will decide on the format in which the materials will be presented to the assembly and used as a lobbying tool.

Another likely possibility is that issues identified in the hearings as most pressing will guide us in our choice for a priority campaign for next year: something still within the women and poverty area, but perhaps more specific and manageable.

WAP Edmonton Researcher

Linda has compiled a list of resources available in Edmonton and will continue working on that throughout the summer. Noreen and Jane are working with her on writing a brief for the Edmonton hearing.

Sunday, July 9

1) FUNDRAISING - Information on a new Fundraising Development Project from SecState was given to the Fundraising Committee to look into in more detail.

2) CROSSWIRES - *Crosswires* is a new resource and networking tool. ASWAC has submitted an entry to be included in the initial directory. We do not have an item in the budget for a subscription to the quarterly publication, however. The regional reps will look at possibly buying the subscription with their budget; it will also be considered again at the September meeting. It will not be published until late November.

3) WOMEN AND DEVELOPMENT - The Edmonton Learner Centre has requested we co-sponsor an education series on women and development and possibly host one of the sessions on women and poverty. We agreed to do the workshop and be a co-sponsor, but cannot make any financial contribution.

4) ASSEMBLY (October 13-15 in Lethbridge) - Helen will look at the cost of renting a bus to bring women from Edmonton and further north down to Lethbridge. However, we will be aware that women from Calgary and further south are more likely to attend, and will try to make the assembly appealing for them and for the general Lethbridge public. We will aim for an attendance of 100.

We set the registration fee at \$50. This will include attendance and meals and will be the set fee no matter what time a person arrives. It will also include a ticket to the Saturday night banquet and dance. Tickets for Saturday night can also be purchased separately.

The fee for children will be \$15. This includes attendance, meals, snacks and child care.

Rooms will cost \$11 a night, with four to a room. We

will have women book their rooms directly with and pay the hotel (at reduced ASWAC rates).

We also decided to have Saturday's keynote address after lunch, instead of after dinner.

The Assembly Committee will consider the problem of subsidies and how they will be handled, as well as the question of whether or not board and staff must pay.

5) REGIONAL REPRESENTATIVES - Minutes from the recent regional rep meeting were circulated to all board members and regional reps, along with some comments and further information. A letter from Elin to the board was also discussed.

Kathy will find out from Fiona (our bookkeeper) how much of the regional reps' \$2,000 has been spent. They will also try to arrange for a monthly statement.

The regional reps must decide on a plan of action at the beginning of each year, setting their priorities for the year, along with guidance from and communication with the board. A board liaison will attend all regional rep meetings (Noreen agreed to do this), and a regional rep should try to attend all board meetings; it was agreed by

all we need increased communication.

6) BUDGET - The budget was passed as submitted by the Budget Committee. Regarding a proposal that Blue Cross coverage for staff be discontinued, it was agreed Blue Cross would continue to be paid until September's meeting. This will allow the Personnel Committee time to look at the money allocated for staff salaries and benefits and consider possible alternatives, including the possibility of a less expensive benefits plan. A final agreement will be reached at the September meeting.

CORRECTION

In the June/July Newsletter, the following statement appeared in the board meeting minutes: "Anne suggested we look into applying for special funding to update our publication *When Your Dollar Is Not A Dollar - The Pay Equity Debate*." The word "our" implies the publication was produced by ASWAC. In fact, the publication was produced in March, 1986 by the Ad Hoc Committee On Pay Equity, consisting of Nancy Kotani, Julie Anne Le Gras and Trudy Richardson. We apologize for the error.

Bylaws To Be Discussed At '89 Assembly

The 1988/89 ASWAC Board will present the following proposed bylaws to the 1989 ASWAC Assembly for discussion and voting. Please note that many of these bylaws are the same as the ones we have had since 1984; only some have been changed based on concerns and clarifications that this board considers necessary. Please review these proposed changes carefully and come to the assembly prepared to vote on them.

ARTICLE ONE -- NAME

The name of the organization shall be THE ALBERTA STATUS OF WOMEN ACTION COMMITTEE. It may be designated by the initials ASWAC.

ARTICLE TWO -- PURPOSES AND OBJECTIVES

The purposes and objectives of ASWAC shall be to involve women living in Alberta in activities aimed at understanding and improving the social, political and economic position of women in Alberta.

Specific objectives of ASWAC include:

- a) seeking the implementation of policies which will improve the status of women in Alberta;
- b) communicating to both ASWAC members and the public knowledge about women's relative status in the economy, the family, and other social institutions;
- c) assisting women in Alberta to acquire the understanding and skills necessary for full participation in all areas of society;

- d) mobilizing women at the constituency level to become involved with existing political structures, in order to assist in the pursuit of ASWAC's policies;
- e) developing and maintaining an effective organization, with a network of contacts throughout Alberta, which will provide structure and continuity and act as a vehicle to fulfill ASWAC's activities; and
- f) lending support to other groups and to individuals in their efforts to help women become equally valued members of Canadian society.

ARTICLE THREE -- DEFINITIONS

1. "Board" means the Board of ASWAC.

ARTICLE FOUR

- .01 Any woman may be eligible for full membership in ASWAC.
- .02 Any man may be eligible for associate membership in ASWAC.
- .03 Any organization may be eligible for affiliate membership in ASWAC.
- .04 There shall be annual membership fees as determined from time to time at General Meetings of ASWAC.
- .05 Any person or organization who subscribes to the purposes and objectives of ASWAC may join upon application and payment of a membership fee.

.06 The membership fee may be waived in cases of economic hardship in accordance with the policy of the Board as determined from time to time.

.07 A member shall be deemed to be in good standing when she has paid her membership fee and otherwise fulfills the requirements of membership.

.08 Membership may be terminated voluntarily by withdrawal or involuntarily by revocation.

.09 A member may withdraw from ASWAC by submitting a notice in writing to ASWAC or by allowing one's membership to expire.

.10 Membership may be revoked:

- a) if a member contravenes the bylaws of ASWAC;
- b) if a member acts in violation of the purposes and objectives of ASWAC; or
- c) for other just cause.

.11 The Board may initiate the revocation of membership and shall give written notice to a member that such action is being considered, thirty (30) days in advance of the Board meeting at which the action will be considered. The member shall have the right to make representations to the meeting, in person or in writing, to show cause why her membership should not be revoked.

.12 Revocation shall be by two-thirds vote at the designated meeting of the Board.

.13 A member whose membership is revoked by the Board shall have the right to appeal the decision to the next Annual General Meeting. If the member appeals, a vote of two-thirds of the members present at that meeting shall be required to ratify the Board's decision.

.14 If membership is revoked, re-application for membership may be made to the Board after one year from the date of revocation. The Board shall act upon the application within three months.

ARTICLE FIVE – MANAGEMENT

.01 There shall be a Board comprised of eleven to fifteen full members in good standing.

.02 The Board shall, subject to these bylaws and directions given to it by the general membership at General Meetings of ASWAC, manage and control the affairs of ASWAC.

.03 The Board shall meet as often as may be required, but at least once every three months, at such times and places as may be fixed by the Board.

.04 A Special Meeting of the Board may be called upon the written request of three of its members stating the business to be brought before the meeting.

.05 A simple majority of the members of the Board shall constitute a quorum for the transaction of business.

.06 The members of the Board shall be chosen at the Annual General Meeting of ASWAC and shall serve a term of two years.

.07 Every permanent full-time and permanent part-time staff member of ASWAC shall function as a member of the Board.

.08 Subject to the provision of *Articles 5.01 and 5.07*, five to eight members of the Board shall be chosen at the Annual General Meeting of ASWAC in odd-numbered years and five to eight members of the Board shall be chosen at the Annual General Meeting of ASWAC in even-numbered years.

TRANSITIONAL: In 1989, five to eight members shall be chosen for a term of two years, five to eight members shall be chosen for a term of one year. In 1990, those members who were chosen for a term of one year shall have completed their term and shall be replaced by chosen Board members for two years.

.09 The members of the Board shall assume their office immediately upon the conclusion of the meeting at which they are elected.

.10 Any vacancies on the Board occurring between Annual General Meetings shall be filled as described below:

- a) a potential Board member shall be nominated by a Board member who was originally chosen at the Annual General Meeting;
- b) the potential Board member must be approved by a simple majority of the members of the Board.

.11 A Board member may withdraw by submitting a notice in writing to the Board.

.12 A Board membership may be revoked by the Board upon the application of three serving Board members or upon the application of ten members of ASWAC in good standing, if the Board member:

- a) contravenes the bylaws of ASWAC;
- b) acts in violation of the purposes and objectives of ASWAC; or
- c) provides ASWAC with good cause.

.13 Revocation of Board membership shall be by two-thirds vote at the designated meeting of the Board.

.14 A Board member whose membership is revoked by the Board shall have the right to appeal the decision to the next Annual General Meeting. If the member appeals, a vote of two-thirds of the members present at that meeting shall be required to ratify the Board's decision.

.15 All Board members of ASWAC or other persons who have undertaken, or are about to undertake, any liability on behalf of ASWAC or any body controlled by it, and their heirs, executors and administrators, shall be indemnified and absolved from personal liability out of the funds of ASWAC from and against:

- a) all costs, charges and expenses whatsoever which such above-mentioned persons sustain or incur because of any action or proceeding which is brought, commenced or prosecuted against them because of any act or thing done by them in the course of their duties or actions as Board members of ASWAC; and
- b) all other costs, charges and expenses which they sustain or incur in relation to the affairs of ASWAC, except for such costs, charges or expenses which occur through their own willful neglect or default.

ARTICLE SIX -- FINANCES

.01 The principle revenue of ASWAC shall be obtained from the annual membership dues and monies raised, borrowed or secured in such a manner as decided by the Board.

.02 All funds of ASWAC shall be disbursed by cheque or other bills or exchange, in the name of ASWAC. All such cheques or bills of exchange shall be signed by ASWAC's designated signing officers.

.03 The fiscal year of ASWAC shall be April 1st to March 31st.

.04 The books, accounts and records of ASWAC shall be audited once each year by a duly qualified accountant or by two members of ASWAC appointed for that purpose at the Annual General Meeting. A complete and proper statement of the standing of the books for the previous year shall be submitted by such auditor at the Annual General Meeting of ASWAC.

.05 The books and records of ASWAC may be inspected by any member at the Annual General Meeting, or at any time upon giving reasonable notice.

.06 Upon the winding up of ASWAC, any and all funds to the credit of the Organization are to be donated to a charity to be agreed upon by the Board.

ARTICLE SEVEN -- COMMITTEES

.01 There shall be four standing committees of ASWAC:

- a) Personnel;
- b) Budget;
- c) Membership; and
- d) Assembly.

.02 The standing committees shall consist of Board members.

.03 The Budget Committee shall contain amongst its membership the Administrative Co-ordinator.

.04 The Assembly Committee shall contain amongst its membership the Edmonton-based Project Co-ordinator.

.05 The Personnel Committee shall select from its membership a negotiating committee to draft and review the collective agreement and shall consist of two members who shall represent the interests of the staff and two members who shall represent the interests of the Board.

.06 The Board shall have the power to constitute ad hoc committees, set the terms of reference and appoint and terminate the appointments of ASWAC members to such committees.

ARTICLE EIGHT

.01 The Organization shall hold an Annual General Meeting on or before the 30th of November each year. The place and date of such meeting shall be set by the Board. One month's notice of the meeting shall be given to all members.

.02 Special Meetings may be called by direction of the Board or upon written request of at least one-third of the members in good standing.

.03 Where a Special Meeting is called, notice in writing shall be given to the last known address of each member, giving not less than twenty-one (21) days notice of the time and place set by the Board, together with statement of the business to be considered.

ARTICLE NINE -- REMUNERATION

No volunteer member of the Board shall receive remuneration for her services as a Board member.

ARTICLE TEN -- AMENDMENT

The bylaws may be amended by an Extraordinary Resolution passed by a majority of not less than three-fourths of such members entitled to vote, as are present in person at the Annual General Meeting of the Organization, provided that such proposed amendment has been circulated to the members in writing at least one month before the Annual General Meeting at which it is to be considered.

NAC Has Answer To Divide And Rule Tactic

A REPORT ON THE 1989 ANNUAL MEETING

by Helen Greaves

It was fun, work and very political. I had never attended an annual meeting of the National Action Committee on the Status of Women (NAC), nor had I spoken to anyone about what to expect. I must say it was overwhelming to be with so many feminists working towards social solidarity.

Throughout the four days, women worked and struggled together over numerous issues. In addition, NAC's executive pressed its position in reply to the Tory Caucus' refusal to meet with the membership at the annual lobby on Parliament Hill. The four days gave me an overwhelming feeling of the strength of the feminist movement in Canada.

There were numerous resolutions passed, which set out the policies of NAC on specific issues. It is impossible in this limited space to detail the resolutions or suggest examples of the diverse issues. I am thankful there are feminists in all areas of life who see women's oppression. The 1989 resolutions are policies for NAC's pro-active work to confront the injustices women face in Canada and throughout the world.

On Friday evening, the keynote address was given by a journalist from Bolivia. The two-hour address was powerful. In great detail (with fascinating statistics, and believe me, I'm not keen on stats) Rosamaria Ruiz outlined the evils of capitalism and its impact on "our world". The economic analysis was frightening. We are investigating the possibility of printing the full keynote address in the next several newsletters.

Women for Social Solidarity was the theme of the annual meeting.

Throughout the weekend, Innu women from Labrador spoke about the Canadian military's low level flying over Innu land. The military base, and particularly the low level flying (war games) have intruded upon the Innu way of life. The Innu story is devastating in a great many ways. I found most disturbing the Innu women's statement: "It's not a land claim; we just want the low level flying to stop." I felt the callousness of the low level flying every time the Innu spoke. I find the Canadian military's position sickening. To think the language of the Innu indicated they were asking for survival and justifying their claim by stating, "It's not a land claim."! The realism of their oppression and their response to it is frightening. We must work with Canada's aboriginal people to achieve changes in Canada.

The NAC meeting includes every year a no-holds-barred lobbying session with members of Parliament. Of course, I knew nothing of the lobby. Believe you me -- the lobby is well worth flying (maybe) to Ottawa. On the Monday of the annual meeting, the NAC meeting participants are taken to Parliament Hill for the lobby. There were 300 of us at the 1989 version! The lobby is in one of the buildings on Parliament Hill. Usually, except for this year, the entire caucus of each political party is at an hour-long question and answer session. By the rules of the lobby, NAC questions are lengthy (stating our policy, of course) with a limited reply from a particular political party's hack. The lobby was very empowering.

I'm sure you are well aware the government decided to skip the

lobby. There is no doubt the Tories would have been in trouble as they have broken many of the promises they made during the federal election. In addition, the Tories have funded REAL Women, an anti-feminist group, and cut back funding to NAC. The encroachment on the universality of social programs would have been debated. Quite frankly, with the government's right-wing agenda, it would have been surprising if they had appeared.

Since my return from the meeting, I've encountered questions implying that NAC must be non-effective and weak if the government wouldn't meet with them. Listen sisters, it's all part of the agenda to undermine our strength. Don't forget the words of song-writer Faith Nolan, "Divide and Rule Us is a political tool." The government's refusal further united NAC, which had already overcome problems of the 1988 meeting. The membership completed its work, handled the lobby and planned two pro-active national demonstrations against the federal budget. ASWAC members participated in both the June 4 Bake-Off and the June 5 Via Rail Demonstration in Edmonton.

The NAC meeting was great! There was a strong feeling of solidarity amongst the women present. There were many overwhelming moments during the four days, but no moment of strength equalled Rosamaria Ruiz's remarks on Sunday, when she addressed the concerns of the Innu women, and then the women embraced. It was one of those rare moments to cherish and a time to remember that only together will we effect change.

Struggle For Rights Not Nearly Over

by Judy Rebick

Over the past couple of years, there has been a lot said and even more written about "new tactics" needed in this age of "post-feminism". One magazine even had a cover article on the new "F" word, stating that feminism is now a dirty word in Tory circles, as if this were a *change*.

Many of those who no longer see a need for a women's movement, including the Tories among them, also no longer see a need for the National Action Committee on the Status of Women (NAC). Suddenly, NAC is an anachronism stuck in the "old-fashioned" rut of fighting for establishment of women's equality.

Reporters, columnists and cognoscenti tell us to adjust to the realities of the '90s. Presumably this means white, middle-class, educated women who now have access to most professions and some boardrooms should get into them and stop making so much noise about women's rights.

As a result of the struggles of the women's movement, demands for choice on abortion, universal child care, equal pay for work of equal value and affirmative action, all considered the domain of a radical fringe of the '70s, are now accepted by the majority of society. While the '70s saw the birth of the women's movement, the largest and most successful mobilizations on women's issues have taken place in the '80s. Moreover, while the vast majority of women from all classes and backgrounds may not call themselves feminists, they do support all major demands of the women's movement.

For the majority of women, however, though attitudes have changed, life has not. Fifty-six per cent of low-income Canadians are women. The average full-time working woman makes 60 per cent as much as her male counterpart. Recent employ-

ment equality reports reveal continuing discrimination. Visible minority, immigrant, native and disabled women face double discrimination. Despite promises, there has been no major increase in child care spaces, and abortion rights remain tenuous. Violence against women continues on the street and in the home.

Yet for many white professional and business women, the fight for equality is almost won. A few adjustments are needed, but certainly no major battles. These women, including journalists, have seen a lot of doors open up in the last few years. Today it is poor women, visible minority and immigrant women, working class women, disabled women,

Today it is poor women, visible minority women and immigrant women, working class women, disabled women, who have the most to gain from continuing the struggle.

who have the most to gain from continuing the struggle.

The women's movement and NAC are at a turning point. We can accept the views of *Star* columnist Carol Goar and others that the women's movement should move from traditional methods of organization into the back rooms of political power, since a few women are now there. Or we can dedicate ourselves to the next stage of women's concerns where racism, poverty, unfair taxes and housing are just as important as abortion and child care. All women must now have equal rights -- not just a privileged few.

We can learn an important lesson from the civil rights movement in the U.S. The American government co-opted that movement by accepting a few of its leaders into positions of power and creating a small black middle class. Institutionalized racism was made illegal. Attitudes, at least public ones, have changed. But the

majority of blacks still live in poverty and hopelessness.

Most journalists reporting Barbara McDougall's boycott of the NAC lobby missed the real story at the NAC Annual General Meeting.

Innu women, fighting low-level NATO test flights which are destroying their traditional way of life, came to NAC for support. For the first time, a native woman was elected to the NAC executive.

Affirmative action targets and timetables for representation of visible minority, native and disabled women on committees, executive and staff were adopted. An equal number of reports were given in English and French.

NAC has gotten some negative press in the past few months. It has become fashionable in the corridors of power to consider NAC, and by implication the rest of the women's movement, to be a kind of pathetic throw-

back.

But women are used to not being taken seriously by those in power. In the early '70s they called us bra-burners and man-haters. Now we are old-fashioned and stuck in the past.

All this self-serving talk about post-feminism is really pressure on women to trade the tools of a grass-roots social action movement for a tiny hand on the reins of power. To bend to this would be to betray what the women's movement stands for. Our challenge is to take the organizations we have built and the skills we have developed over the last 20 years and continue to put them to work until all women achieve equality.

Judy Rebick is a Toronto feminist and member of the Employment Committee of the National Action Committee on the Status of Women.

Reprinted from the Toronto Star, June 13, 1989

Shedding Oppressive Attitudes Hard Work

by Anne McGrath

It's a bad budget.

With all the brouhaha over the budget leak, it is important to remember that the main problem with the federal budget is not the fact that it was leaked. The focus of our disagreement with the budget is the fact that it will have a devastating impact on women and children. There has rarely been, in any of the so-called developed countries, such a blatant and vicious financial policy designed to strip away even a pretense of commitment to social equality. This signifies a restructuring of our society to widen the gap between rich and poor, women and men, and to solidify the existing dichotomies of power in Canada.

Under the guise of tackling what the government has called a crippling national deficit, we now have a federal budget that accelerates and deepens the income redistribution from middle and low-income people to the wealthy and the corporations. This is a free trade budget and it fulfills many of our predictions about free trade. Free trade will be all we said it would be and all the government denied it would be.

Is it because the government has just discovered the deficit? Does anyone honestly believe that during the last federal election -- fought on the issue of free trade with women and other groups in opposition and the government promising job protection and the sanctity of social programs -- that the Progressive Conservative Party was totally unaware of the federal deficit? Not bloody likely! This has obviously been in the cards all along.

The business community spent millions of dollars buying the federal election for the Conservatives and this federal budget pays them back amply.

Immediately following the federal election the major business interests began their instructions to Finance Minister Michael Wilson. The Business Council on National Issues, the Canadian Manufacturers' Association, the Royal Bank, the Chamber of Commerce and the Bank of Canada made no pretense of sticking to their pre-election rhetoric about the sanctity of social programs and the safety of Canadian identity under free trade.

Jean Swanson of British Columbia's End Legislated Poverty Coalition has this to say about the effect of the business agenda on the non-corporate sector:

"For those of us who are fighting poverty, the pieces of the post free trade corporate agenda are falling into place.

"We are the hungry children in schools across the country whose parents are living on welfare rates that are about half the poverty line.

"We are the single parents mixing powdered milk with fresh and trying to disguise it in the real milk carton so the kids will get some protein.

"We are the disabled, living on inadequate pensions.

"We are the unemployed for who there are no adequate jobs.

"We are the people who work at necessary jobs, cleaning, serving, caring. Yet we continue to live in poverty because our wages are so low, because the Big Business groups are using us as their soldiers to fight inflation. Our babies and our children are the ones who pay. They pay with an infant mortality rate that is twice as high as it is for other Canadians.

"Adults pay. We pay with a shorter life expectancy. We pay with our suffering. The poorest 20 per cent of Canadians have more of nearly every disease than other Canadians."

Is the deficit the most pressing problem facing Canadians? The government certainly wants us to believe so. They spent \$2.7 million

convincing Canadians that the federal deficit is mortgaging our children's futures and that we must all sacrifice in order to reduce it.

So what is the deficit? Quite simply, it is the amount of money the government borrows each year to balance the difference between revenues and spending. The government spends money on either government programs or on interest on past deficits.

The deficit is money that we owe but it is mostly money that we owe ourselves. Eighty-two per cent of the public debt (the sum of all past deficits) is owed to Canadians. If you have any Canada Savings Bonds, part of the deficit is owed to you. Investment in public assets such as schools, hospitals, roads, power plants and so on is also part of the deficit.

At this point the most significant factor in increasing the deficit is high interest rates. The government policy of high interest rates is intended to "cool down" the economy. The amount of money the government is spending on interest on the debt is inflated because of the deliberate government policy of high interest rates.

So under the guise of dealing with the deficit we have been treated to a very nasty budget. A budget that reflects neo-conservative ideology. A budget of which Ronald Reagan and Margaret Thatcher could be proud. A budget of which Canadians should be ashamed. We will not be able to eliminate poverty with these kinds of economic policies -- poverty will increase. Sexual and racial inequality will thrive, social justice will move farther away, and violence will increase.

The first problems facing Canada today are unemployment and social inequality, not the deficit. Here are the problems with this budget that have been identified by a coalition of groups including the National Action

Committee on the Status of Women (NAC):

- 1) changes and cutbacks to unemployment insurance;
- 2) erosion of family allowances and old age security;
- 3) abandonment of any commitment to nationally-funded child care programs;
- 4) cutbacks in federal transfer payments for health and post-secondary education;
- 5) privatization and cuts to the Canadian Broadcasting Corporation, Air Canada, Via Rail, Canada Post and social housing programs;
- 6) reductions in federal support for regional economic development and development of native communities;
- 7) cuts to farm programs;
- 8) cuts to the funding of social advocacy groups;
- 9) cuts to foreign aid;
- 10) abandonment of a progressive tax system;

11) introduction of a goods and services tax; and

12) maintenance of high interest rates.

On the basis of these 12 points, NAC, the Pro-Canada Network, Rural Dignity, Transport 2000, the Canadian Labour Congress, the Canadian Teachers' Federation and dozens of other groups have joined together in a campaign to "get the budget on track".

A successful cross-Canada train journey to gather protests and get the message out was conducted the week of June 4 to June 12.

This type of organizing is not new to the women's movement. In the recent federal election NAC organized a major campaign to ensure that women's voices were heard and that women's issues were high on the political agenda.

The success of that effort can be seen in the government's attempt to silence groups like NAC and ASWAC. The \$2 million cutback to

Secretary of State programs for women, native and multicultural groups (compare this to the \$2.7 million spent in advertising to convince us that cuts are necessary) is clearly connected to the desire to eliminate social advocacy groups.

But it won't work. We learned through the anti-free trade campaign in the federal election just how powerful we can be when we work together in coalition and support each other.

The historic significance of groups such as women's organizations, labor, churches, farmers, seniors, aboriginal peoples' organizations, immigrant organizations, students, educators, environmentalists and peace groups united in a pro-Canadian movement to fight for our social programs and our country has not been lost.

We've learned from that experience and those lessons will carry us on to gain the strength we need to fight this renewed attack.

Women's Institutes Celebrate 80 Years

by Lois Soderstrom

On June 5, I put on my two hats and went to Olds College for the annual convention of the Alberta Women's Institutes. I was a delegate from the Pigeon Valley branch, and also a regional representative from ASWAC.

Since I have only been a rural woman for about two years (full-time), and had never belonged to the Women's Institute before, it was my first convention.

It was good in that it gave me a good, solid overview of the work of this organization in Alberta since 1909.

The five priorities chosen for this past year have been: child care, meeting management, stress, conservation and safety. Much energy was expended, according to the reports, in these areas and many of the convention speakers reflected this, especially regarding the area of con-

servation. This will also be a priority for the coming year, along with AIDS and rural child care.

There were messages from Madame Calve, Canadian area president for Associated Country Women of the World, Honourable Monique Landry from CIDA and Marion Brown, who showed slides of her tour with Oxfam of Nicaragua.

Bonnie Thompson from the National Film Board showed the films *The Great Grandmother* and *No Way, Not Me!*, and did some imaging with us on the subject of our images of ourselves as women in comparison to the images the media often portray.

Of the eight resolutions considered, four were about the environment, two about health care, one about safety and one about employment (rural post offices).

An additional motion was passed, asking that the considerable volume

of papers and recommendations already amassed by the Alberta Advisory Council on Women's Issues be preserved and not "lost" in the current changeover of chairperson and members.

I found this convention excellently organized, the content of the workshops and addresses well-balanced, and many speakers -- both from the platform and the floor -- well-informed and open-minded.

My recommendation after attending this event would be for us in ASWAC to pursue more contact, as in building coalitions, with this group.

The Alberta Women's Institutes have provincial, national and worldwide membership and so much expertise gained over many years of concern about women's issues, especially in the rural setting.

We have much to gain, as they have, from such contact, maintained in the true spirit of sisterhood.

"Story Of The Year" Details ASWAC 's Work

by Shelley Scott

As many of you know, I will be leaving my position as administrative co-ordinator of ASWAC at the end of July; I am off to attend graduate school. Since I won't be around in October for the assembly, I thought I would submit my *Story of the Year* now, in the form of a very brief summary of some of the work that ASWAC has done since the last assembly in November of 1988.

Basically, I think ASWAC has done a tremendous amount of very important work. We have increased our sense of ourselves as a provincial organization, through actions like clarifying and strengthening the relationship between the board and the Lethbridge group. Lethbridge now has an office co-ordinator who is also a board member, and has recently formed a core co-ordinating committee. Calgary has formed an action group, which will meet regularly and work on projects as they arise. In Edmonton, we have a functioning phone tree and plans in the works for a network of women's groups, something like Women Looking Forward in Calgary. Also in Edmonton, the Women's Building has a new lease and has just been newly renovated. The Edmonton office is in great shape, with a newly organized and indexed library, resource files and Herstory files.

At the board level, we have done some great work in consolidating the membership list and getting it on the computer, making future updates and accuracy much easier. We have had a good look at our bylaws and have some interesting proposals for discussion at the assembly in October. The assembly itself is going to be very exciting and will definitely increase our visibility and membership in the south of the province. Membership and outreach have also resulted from the Women Against Poverty Hearings, one of the most ambitious projects ASWAC has undertaken in

some time, and one which is sure to produce some valuable lobbying materials as well.

We have begun to look again at the regional representative system, we have helped in the monitoring of the Alberta Advisory Council on Women's Issues, we have continued with the Feminist: More Than A Label campaign, and we have strengthened our relationship with the National Action Committee. We have a good working relationship with the media and have had increased media coverage, particularly in Calgary. One of the most important accomplishments has been the unionization of the ASWAC staff and the establishment of a standing Personnel Committee. This has already resulted in work on a collective agreement, job descriptions, and an evaluation process, and will hopefully also result in an increased awareness of

In Lethbridge:

Marches, Film Nights, Hearings Planned

by Rita J. Kolpak
Office Co-ordinator, Lethbridge

For the past few weeks, our Co-ordinating Committee has been meeting once a week. We have put together a proposal for Secretary of State and are now waiting with bated breath for any sort of confirmation. We are also planning the Women Against Poverty Hearings, the Take Back the Night March and the formation of our work groups.

Here's a list of upcoming events: *Wednesday, July 26 at 7:30 p.m.* ASWAC Lethbridge, the National Film Board and the Lethbridge Public Library will present **Still Killing Us Softly**, complete with a short **Tender Tale of Cinderella Penguin**, introduced by Karen Lea Cox. The event will be held at the Public Library's theatre gallery.

Thursday, July 27 from 7 p.m. to 9 p.m. ASWAC Lethbridge is holding an **Open House** at the Women's Resource Centre at #202, 325 - 6 Street

the importance of wise hiring decisions and fair labor practices.

In this time of real financial hardship for ASWAC, when the government has launched a direct attack on feminist organizations through the media and through cuts to the Secretary of State Women's Program, it is important to remember that it is the government we need to criticize and oppose, not our own organizations or each other. I hope that the essential work that ASWAC and its members have done and will continue to do will receive the recognition and appreciation and strong, vocal support that it deserves from those whose opinions matter most -- you, the members.

I will conclude by thanking you all, particularly the 1988/89 board, for a very rewarding employment experience, and wishing Cathy Welch the best of luck as the new administrative co-ordinator.

South. The Co-ordinating Committee will be introduced, and work groups will be initiated. Come join us for tea, coffee, dessert and fun!

Wednesday, August 30 at 7:30 p.m. Our **Film Night** will be on the topic of Women and Poverty. The film is to be announced, as well as the speaker, but it will definitely be held at the Public Library's theatre gallery.

Things to watch out for:

Friday, September 15 - The Third Annual Take Back the Night March.

Saturday, September 16 - Peace Walk and Peace Festival.

Friday, September 22 - Women Against Poverty Hearings.

Wednesday, September 27 - Film Night at the library.

October 13, 14 and 15 - Annual ASWAC Assembly.

If anyone wishes to know more about the above, would like to get involved with any of the above or would like to initiate any other sort of activity, please call Rita at 329-8338.

Poverty Hearings Draw Diverse Response

by Anne McGrath

It's not hard to see how the statistics on the feminization of poverty are manifested when women are asked to come forward and talk about their lives and how the economy affects them. The speakers at the ASWAC Women Against Poverty Hearings have put those statistics into perspective. They gave moving and insightful submissions about the poverty they face and a message about the ability of women to fight for change that will address the feminization of poverty.

Five of the 12 scheduled poverty hearings have now been completed. The success of these hearings is hard

to convey in a short article, but those of you who attended any of the hearings or who have spoken to others who attended can attest to the quality of the presentations that were made and honesty of the women who came to speak out.

Hearings have now taken place in the Crow's Nest Pass, Lac La Biche, Fairview, Canmore and Wetaskiwin. At each of these places there were about 30 people and a panel to hear approximately ten submissions per evening.

Keynote speakers began each evening with an overview of some of the issues and then community people were invited to make their

submissions. The variety of presentations was impressive. Besides many individual submissions there were speakers from groups such as churches, women's groups, unions, literary groups, organizations for people with disabilities, prisoner's rights groups, health educators, social service groups, food banks, senior's groups, family violence prevention agencies, etc.

The material from these hearings will be put together with the information that will be generated from the September hearings and will be presented publicly in a report at the ASWAC Annual Assembly in Lethbridge this October.

IN-Sight Film Festival Changes Dates

IN-Sight, an Edmonton Women's Film and Video Festival, has re-scheduled its dates for this year's events. IN-Sight '89 will be held October 20-22, a week later than previously announced.

IN-Sight's steering committee decided to delay the festival one week when they became aware the festival weekend conflicted with ASWAC's Annual General Assembly. The decision was deemed a courtesy to the members of the women's community who have supported IN-Sight since its inception and a considerate gesture for those wishing to at-

tend both events.

IN-Sight's gala opening will be held at the Provincial Museum Theatre October 20. The gala will feature film and video screenings, with a reception. At last year's gala, 300 people mingled with several film and video notables: Kay Armatage (director of *Artist on Fire: The Work of Joyce Wieland*); Kathleen Shannon (producer of *If You Love This Planet and Not A Love Story*); Marusia Bociurkiw (director of *Playing With Fire*); and Rina Fraticelli (executive director of the National Film Board's (NFB) Studio D).

IN-Sight's schedule of events will continue with weekend screenings in downtown Edmonton. The NFB Theatre in Canada Place and Ziedler Hall in the Citadel Theatre will house this year's festival. Film and video works will run concurrently in the two theatres throughout the weekend.

Denis Themens, operations manager of the Citadel Theatre, says he is satisfied with the new location.

"The Citadel has been extremely happy with the community response to the various festivals in downtown Edmonton. We look forward to the success of a new and innovative festival such as IN-Sight in this city, especially in the autumn when summer memories are fading in the face of another Edmonton winter."

Workshops will provide a forum on many issues facing women in the motion picture industry, and will provide the audience with an opportunity to exchange ideas with women producers, directors and scriptwriters.

IN-Sight is organized by the North West Media Network, an Alberta women's film and video co-operative. The IN-Sight office is located at 9722 - 102 Street in Edmonton.

ASWAC Vintage Feminists Plan To Meet During August Full Moon Total Eclipse

by Gerry Bailey

A "vintage feminist" is one who can remember coat hanger abortions and doesn't want her granddaughters to have the same memories.

The long-awaited meeting of ASWAC Vintage Feminists is scheduled for August 16, 2 p.m. to 2 a.m. (or when everyone falls asleep). The full moon total eclipse begins at 7 p.m.

The meeting and a potluck supper

will be held at Gerry Bailey's farm, 70 km south of Edmonton on Highway 2, then 30 km west on Highway 13, another 10 km northwest on Highway 771, then .5 km south. A sign will be posted.

For more information about ASWAC Vintage Feminists, contact Doris Robbins at 436-0379, Lois Soderstrom at 586-2091 or Gerry Bailey at 586-2983.

happeningshappeningshappenings

Aug. 17 - A regional representatives meeting will be held at Gerry Bailey's house. Call 586-2983 for more information.

Through Our Eyes is a series of workshops on issues related to women and development, in both Third World countries and in Canada.

A program of the Edmonton Learner Centre, in conjunction with a wide range of co-operating groups including ASWAC, the workshops are being organized by a women and development group which grew out of the March 1989 Third World Film Festival. They will utilize many excellent resource people.

Workshop topics are:

- 1) Women in Poverty
- 2) Women in Conflict Zones (Eritrea and El Salvador)
- 3) Women and the Debt Dilemma (Bolivia)
- 4) Women and Agriculture (Africa)
- 5) Women in the Global Assembly Line
- 6) Children in the Third World
- 7) Sex Tourism (Philippines)
- 8) Women as Peacemakers
- 9) Women Refugees
- 10) Challenges Facing Immigrant Women
- 11) Canadian Women in Poverty
- 12) Women Organizing
- 13) Women's Rights
- 14) Women Against Racism (South Africa, Canada)
- 15) Women and Aid
- 16) Women and the Environment
- 17) Issues Facing Native Women
- 18) Women's Spirituality

Workshops will be 1.5 hours in length, including a half hour audio visual presentation. Times offered will be at the convenience of your group and the facilitator. To book a workshop, phone the Edmonton Learner Centre at 439-8744 or write them at 10920 - 88 Ave., Edmonton, T6G 0Z1.

Sept. 8 - A concert and dance with the Dianne Davidson Band, hot from the Michigan Women's Music Festival, will be held at Victoria Community Hall, 1302 - 6 St. S.E., Calgary. Bar opens at 7 p.m., concert at 8 p.m., dance to follow. Tickets are \$12 advance, \$15 at the door, and are available at Holomagic (917 - 17 Ave. S.W.) and A Woman's Place Bookstore (1412 Centre St. S.). For more information, call 229-0069.

Sept. 15-17 - Alberta Womenshine '89 will be a provincial forum for all women with disabilities. Forum topics will include families, self-esteem, relationships, assertiveness, access to the women's movement, others. There will also be an attempt to reach out to women with disabilities who are isolated and to provide them with ongoing support. For more information, call Tanis Doe at 492-4291 (Voice or TDD) or write her at 25B Brown St., Stony Plain, T0E 2G0.

Sept. 23 - The Edmonton Women's Music Collective will present a **Women's Dance** at Riverdale Community Hall, 9231 - 100 Ave., from 8:30 p.m. to 1 a.m. Cost is \$7, with a sliding scale. All women are welcome.

Oct. 20-22 - **IN-Sight '89**, the second annual women's film and video festival will be held in Edmonton. Please note date change, and see page 13 for more information.

Oct. 20-21 - Alberta Hospital Association and Royal Alexandra Hospitals is presenting **Wellness For Women: Help Yourself!** at the Edmonton Convention Centre. Key-note speaker will be June Callwood. There will be a choice of three of ten concurrent sessions. Cost is \$55, including lunch and refreshment breaks. For more information, or to register, call 423-1776, Ext. 408 or

write Education Services, Alberta Hospital Association, 10009 - 108 St., Edmonton, T5J 3C5.

Oct. 22-Nov. 12 - Calgary's Maenad Productions will present *There*, a new drama by Nancy Cullen. Phone Maenad at 245-2491 or 283-2259 for details and membership information.

Nov. 16-18 - The Alberta Association for Adult Literacy is presenting a **conference on adult literacy** at the Grande Prairie Regional College. Write Angie Dixon, regional chair, at 10237 - 112 Ave., Grande Prairie, T8V 1V9 for more information.

June 3-8, 1990 - A **First World Summit on Women and the Many Dimensions of Power** is to be held at the Palais de Congres de Montreal.

The year 1990 is an important one in the history of Quebec women, marking the 50th anniversary of winning the right to vote. Femmes regroupées pour l'accessibilité au pouvoir politique et économique (FRAPPE; Women for Access to Political and Economic Power) is organizing this summit as a fitting commemoration of that major milestone.

Objectives are to create an international network for exchange and communication among women; to draw up common strategies for gaining access to corridors of power and to put in place means to give women the role we merit in all the decision-making structures of modern society.

For information, write to: FRAPPE at 822 Sherbrooke est, 3ième étage, Montreal, Quebec, H2L 1K4.

June 15-17, 1990 - A conference titled **Moving Forward: Creating a Feminist Agenda for the 1990s** will be held in Ontario. For conference materials write or call: Women's Studies Conference, c/o E.C., Trent University, Peterborough, K9J 7B8, (705) 748-1430.

**THE ALBERTA STATUS OF WOMEN ACTION COMMITTEE
ANNUAL GENERAL ASSEMBLY
OCTOBER 13, 14 AND 15 IN LETHBRIDGE**

PLEASE COMPLETE THIS FORM, TEAR OUT, AND MAIL TO THE EDMONTON ASWAC OFFICE IF YOU WISH TO HAVE A PARTICULAR ITEM ADDED TO THE AGENDA OF THE MEMBERSHIP MEETING. THIS ITEM MUST REACH THE EDMONTON OFFICE NO LATER THAN OCTOBER 1, 1989, AND PREFERABLY EARLIER.

I would like the following item included on the agenda of the membership meeting:

Rationale (Why do you want to see this item included? Do you want it only discussed, or do you expect to see some action or recommendation result from the discussion?):

All members of ASWAC who are intending to stand for selection as a 1989/90 Board Member or Regional Representative, and all members who intend to vote, should be aware of and should carefully consider the following proposed changes to the ASWAC bylaws:

.06 The members of the Board shall be chosen at the Annual General Meeting of ASWAC and shall serve a term of two years.

.07 Every permanent full-time and permanent part-time staff member of ASWAC shall function as a member of the Board.

.08 Subject to the provision of Articles 5.01 and 5.07, five to eight members of the Board shall be chosen at the Annual General Meeting of ASWAC in odd-numbered years and five to eight members of the Board shall be chosen at the Annual General Meeting of ASWAC in even-numbered years.

TRANSITIONAL: In 1989, five to eight members shall be chosen for a term of two years, five to eight members shall be chosen for a term of one year. In 1990, those members who were chosen for a term of one year shall have completed their term and shall be replaced by chosen Board members for two years.

.09 The members of the Board shall assume their office immediately upon the conclusion of the meeting at which they are elected.

NAME: _____

ADDRESS: _____

PHONE NUMBER: _____

I INTEND TO STAND AS A REGIONAL REPRESENTATIVE: YES _____ NO _____

I INTEND TO STAND AS A BOARD MEMBER: YES _____ NO _____

The Alberta Status of Women
Action Committee
Box 1573
Edmonton, Alberta T5J 2N7

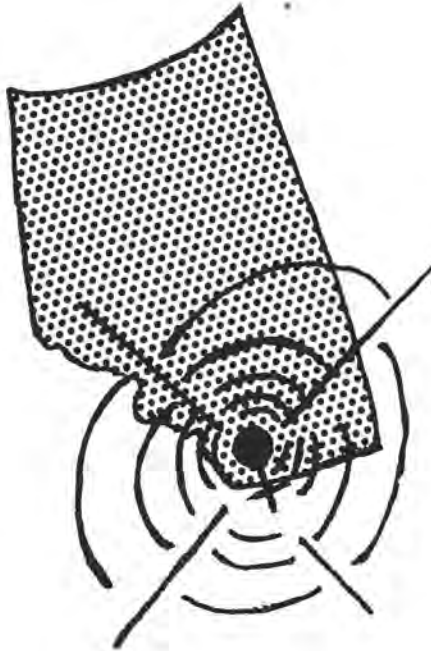
**ALBERTA STATUS OF WOMEN
ACTION COMMITTEE
ANNUAL GENERAL ASSEMBLY**

**OCTOBER 13, 14 & 15, 1989
at the EL RANCHO CONVENTION INN
in LETHBRIDGE, ALBERTA**

**This year's theme is:
REACHING OUT -- COALITION BUILDING.**

Plan now to join us in Lethbridge! Look forward to:

- a Friday evening public forum on Feminism and the Family
- Saturday workshops on: Native Women, the Criminal Justice System and the Child Welfare Act; Rural Women and Child Care; Immigrant Women; The Right Response: Fighting the New Right
- Saturday evening banquet, with music and entertainment
- membership meetings and the selection of the 1989/90 ASWAC Board and Regional Representatives
- on site child care, an exciting keynote speaker, information, sisterhood, and fun!
- watch for the registration brochure, due out in early September!



For those of you with an "88" on your mailing label, it is past time to renew for 1989. Please remember that your membership fees and donations are an important part of ASWAC's income.

Name: _____

Address: _____

Postal Code: _____

Phone: _____ (home) _____ (work)

Membership: \$ _____

New Renewal

Donation: \$ _____

Legal Defence

Fund: \$ _____

**Suggested membership fee is \$10, but we will accept whatever you can afford.*

Please make cheques out to: ASWAC, Box 1573, Edmonton, Alberta, T5J 2N7