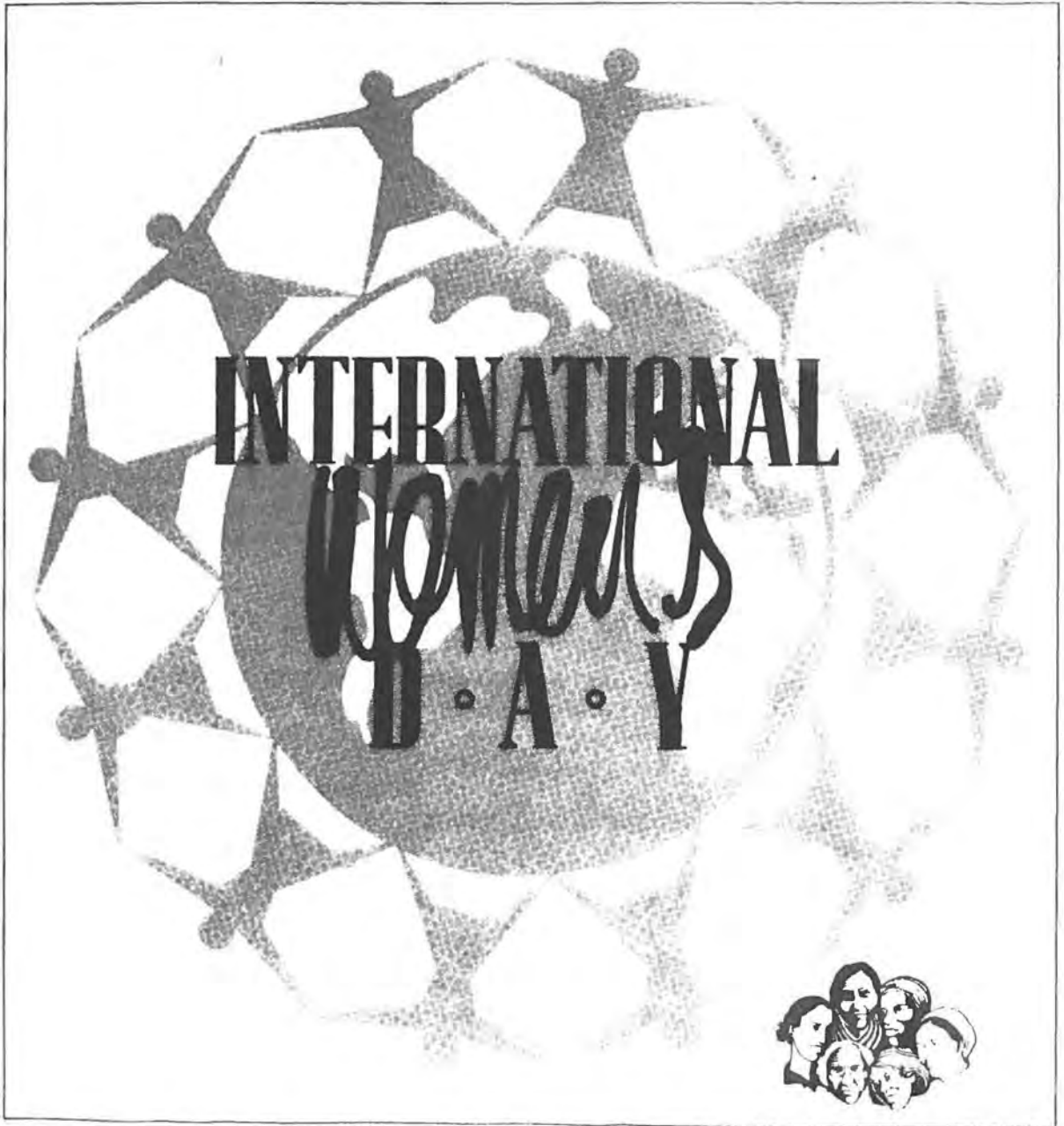


ASWAC

Alberta Status of Women Action Committee

MARCH NEWSLETTER 1990
Volume 10, Number 6



INSIDE: What's Happening for IWD in Edmonton and Calgary



1989/90 Board Members

Heather Moss - Slave Lake
Annette Aarbo - Edmonton
Noreen Bell - c/o Edmonton office
Jean Munn - Calgary
Cindy Willet - Calgary
Nancy Miller - c/o Calgary office
Terri Ann Marco - Lethbridge
Jacqueline Preyde - Lethbridge
Allson Cameron - Coalhurst

1989/90 Regional Representatives

Valda Roberts - Edmonton
439-5724

Debbie Foster - Edmonton
433-9679

Maria Seeber - Drayton Valley
434-6268

Shirley MacEachern - Medicine Hat
526-8184

Kathleen Davies - Edmonton
438-5480

Elaine Peters - Calgary
285-1214

Addie Miron - Lethbridge
327-4396

Gerry Bailey - Westeros
586-2983

Lori Crocker - Innisfail
227-1141

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.

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.

Between November 30, 1989 and January 30, 1990 ASWAC has gratefully received donations from the following people: Marilyn Assheton-Smith, Valerie Bucyk, Shawn Choi, Renee Cochard, Elaine Filax, Inga Jesswein, Karen Lodi, Jamie McKay, Rose Marie McLean, C.A. Nelson, Nora Parker, Marlene Rankel and Helen Raycheba.

What would ASWAC do without volunteers and caring members? Well, she wouldn't have a new sign for the Edmonton office door, and she does. Thanks Ann.

Also, many thanks to: Lois Martin, ASWAC volunteer, for all your support and help in the office; Jane Haslett, ASWAC former board member, for your continuing help with the Personnel Committee.

And especially, thanks and acknowledgement to the families, friends and acquaintances of ASWAC staff and board members for whatever energy it has taken to keep caring and get through the stressful and difficult process of the last two months.

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 happening in your area are very much appreciated. Here is a schedule for upcoming newsletters:

March 1990 Newsletter
Deadline will be March 12

May 1990 Newsletter
Deadline will be April 23.

July/August 1990 Newsletter
Deadline will be July 9

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.

Cover graphic courtesy 1990 Calgary IWD Collective

Committee Work Focus Of Board Meeting

In attendance: Jean Munn, Nancy Miller, Cindy Willet, Elaine Peters, Terri-Ann Marco, Jacqueline Preyde, Allison Cameron, Heather Moss, Jane Haslett, Annette Aarbo, Noreen Bell, Cathy Welch, Valda Roberts.

The board meeting held the weekend of January 13 and 14, 1990 was a somewhat unusual meeting as it was mostly committee meetings. It was held in Calgary at the Prince Royal Hotel. The location was chosen so that all board members could stay in one place and food was brought in so that board members had all their meals together. In this way, the weekend was like a retreat. Some Calgary board members slept at their homes to relieve the bed space problem, but the plan worked well in that board members were together for the maximum amount of time -- Friday night, Saturday and half of Sunday.

Friday Evening

The board met to form the agenda for the rest of the weekend.

Saturday

1) FUNDRAISING COMMITTEE - This committee met to brainstorm and discuss ideas for fundraising, and to continue work the board has already done. The committee met all morning and a full report on proposed activities is in another article in this newsletter. The committee members felt it was a very exciting meeting.

2) EVALUATION COMMITTEE - This committee

met to conduct an evaluation of ASWAC Administrative Co-ordinator Cathy Welch. The group met all day Saturday and was comprised of Cathy Welch, Cathy's representative Valda Roberts, board member Jean Munn, and staff member Nancy Miller.

3) PERSONNEL COMMITTEE - The Personnel Committee met on Saturday afternoon and did preliminary work on turning the ASWAC Personnel Policy into a collective agreement between ASWAC and CUPE, the union to which ASWAC staff belong. The committee was using collective agreements from the National Action Committee on the Status of Women, the Saskatchewan Status of Women Action Committee and the Edmonton Learner Centre as models. The discussion went extremely well, and the process was a happy one.

4) BOARD - The board met on Saturday evening after dinner to review the agenda for Sunday.

Sunday

1) EVALUATION COMMITTEE REPORT - The board met to hear the report of the Evaluation Committee. All board members, including all staff members, were present for this report and discussion.

The board asked for and received Cathy Welch's resignation, effective immediately. It was a very painful decision for everybody. Cathy will be given overtime benefits, vacation pay and 30 days severance pay. She will also participate in the newsletter accounts concerning her resignation. All documents connected with Cathy's resignation will be held for safekeeping in a lawyer's office.

2) PERSONNEL COMMITTEE - This committee will meet on February 3 in Calgary to continue work on the collective agreement.

3) FUNDRAISING COMMITTEE - This committee will also meet on February 3 in Calgary to continue working on fundraising projects. The board agreed this committee could obtain cash advance of amounts totaling up to \$1,000 for printing and other expenses.

4) CHARITABLE NUMBER - Annette Aarbo will continue working with Fiona Mitchell, our bookkeeper, to obtain a charitable number for ASWAC, so anyone donating money to ASWAC can have a tax receipt.

5) OFFICE COMPUTER - The Edmonton office computer is outdated and needs replacing if it is to effectively print labels, membership lists, etc. The board will look into replacing it and donating the present one to another ASWAC office for wordprocessing.

6) TEMPORARY OFFICE STAFF PERSON - Someone will be hired for the Edmonton office until the next board meeting on February 24 and 25 in Calgary.

7) ASSEMBLY - Space will be booked immediately for the 1990 ASWAC Assembly.

Check It Out! New Hours At ASWAC!

FINALLY! The ASWAC Edmonton office is going to be more accessible to all you hard-working folks who for whatever reason can't make it down to see us during the day.

As of Thursday, February 1, the ASWAC office is going to be open until 9 p.m. on Thursdays.

Among other things, it is a great opportunity to drop down and have a look around, to talk about the issue closest to your heart, to catch up on the latest scuttlebutt, make use of our computer and/or typewriter, get the rundown on some of ASWAC's current major projects (and help out if you want) and find out what the volunteer possibilities are.

Our office is loaded with interesting resources and desk space while our common room has wonderfully comfy chairs and sofas for curling up on while you chat or just hang out. Of course, there's coffee and tea.

So, check it out -- we look forward to seeing you!

We are located at #10, 9930 - 106 Street.

Complicated Events Led To Resignation

by Annette Aarbo and Jane Haslett,
on behalf of the ASWAC Board

Cathy Welch, ASWAC administrative co-ordinator, resigned effective January 21, 1990. The events and struggles that culminated in this are many and, in some ways, complex. It is hard to convey perfectly, and with as much clarity as being there accorded, what happened.

However, it is very important to us to at least try to communicate to the ASWAC membership what has been happening. More yet may be written about it, but we hope the following fairly "no frills" description of the sequence of events is a starting point.

Cathy Welch had worked for ASWAC as the administrative co-ordinator for approximately five months. In that time we had an assembly, Women Against Poverty

Hearings and much more.

Helen Greaves, project co-ordinator (half-time) finished her term with ASWAC at the end of October. During the month of November, regular meetings took place each week with the two other board members from Edmonton, and paid temporary assistance was provided in the Edmonton office for Cathy. Cathy had a week's holiday earned with overtime and paid assistance was provided in the office over that time. Noreen Bell started work on December 4 as a full-time project co-ordinator working out the Edmonton office.

At the board meeting in Edmonton on December 8 it started to show that the Edmonton office was not operating smoothly. The board talked about this late Saturday afternoon for a short time, and then for the

rest of the meeting time on Sunday much discussion took place. At this time the board felt things would be okay and that the situation would improve. But a couple days later the staff in the Edmonton office were not working well together. This situation did not improve and in fact deteriorated fairly quickly. Mediation was suggested and agreed upon by both parties around the week of December 13 to 15, but this did not happen.

The board had constant contact with each other on the phone during this time. On Wednesday, December 20, the board with consensus provided the following options verbally to Cathy (neither of the Edmonton staff were part of these discussions). A.i) that you agree to an immediate evaluation instead of at the end of the six month probation period.

ii) with possibly bi-weekly reviews of performance until the end of the probation period (February, 1990). B. that you take leave of absence for a three to six month period without pay.

Cathy requested these options be put in writing. Cathy responded to these options with a letter and these letters were exchanged on Sunday, December 4, 1989 just prior to Cathy taking bereavement leave from Christmas to January 8, 1990.

On January 3, 1990, the board had a conference call with all parties present except Cathy. The board decided to withdraw the existing options that were presented to Cathy on December 20 and another letter was handed to Cathy when she returned to work on Monday, January 8. This letter advised Cathy that her evaluation would take place at the next planned board/committees meeting on January 19-21 in Calgary and in that letter Cathy was advised of the possibilities to resolve the current situation in the Edmonton office. These options were extended period of probation or dismissal.

A draft Evaluation Form and

Administrative Co-ordinator

Letter of Resignation

January 28, 1990

Dear ASWAC Board and members,

I am writing this letter at the request of the board. This is my letter to acknowledge the constructive dismissal of myself from my position of administrative co-ordinator by the ASWAC Board on January 21, 1990.

I am leaving as a result of recent events which have indicated to me the inability and unwillingness of the present board to look at our collective problems and shortcomings and to deal with conflict in a creative and constructive manner. My decision to accept the board's request for my resignation came as I began to realize that I no longer wanted to work with women whose sense of justice and sisterhood included continually restricting my input into decisions which greatly affected me and who shunned dialogue, mediation or other similar ways of resolving conflict in ways that are mutually beneficial for all parties. I feel that I have been singled out and scapegoated for a whole series of events and difficulties, the majority of which are a part of ASWAC and how ASWAC operates. In saying this, I do not intend to imply that I am not responsible for anything that has happened. On the contrary, I want to make it clear that I *am* responsible for my actions. I wish I had handled things differently and expressed my concerns in a more constructive manner.

However, I do feel there are many other less destructive and alienating ways that these conflicts and issues could have been dealt with by the board. Using patriarchal methods in times of crisis undermined our process and hurt us all very much.

Sincerely,

Cathy Welch

Process were worked on by the Personnel Committee, which includes all staff members, at an all-day meeting in Calgary on Saturday, January 13. Minor changes were made to the Evaluation Form that day and the Process was agreed upon by all committee members although Cathy did not agree to one part of this, that being the time frame of her evaluation, which was to be the following weekend. The Personnel Committee all agreed that the Evaluation Form and the Process were good, but that the time frame was short. It was felt the situation could not wait until the next board meeting, which was six weeks away on February 23. The final Evaluation Form was handed to Cathy on Tuesday, late afternoon, prior to the meeting the following weekend.

The Evaluation Committee, consisting of four women (this included Cathy and her selected representative, another staff member and a board-selected representative) met at 9:30 a.m. on Saturday, January 20. This committee met all day and provided partial information to the board late Saturday night. The reason for partial information was that Cathy's representative had returned to Edmonton that evening and the other committee members needed to contact her on Sunday regarding further information they had received.

On Sunday morning Cathy's representative was contacted and the board met to go over the Evaluation Committee findings. You must realize that information gathered for evaluation of staff is strictly private and confidential, therefore this information will not be printed in our newsletter. There was indeed discussion and several rounds were made to clarify where each of us was with this situation. The eventual result of this was to ask Cathy to resign from her position with ASWAC as of Sunday, January 21. Cathy agreed to this, so the board and Cathy worked on terms of her leaving and these were agreed upon, one of which was 30 days severance pay.

Temporary paid staff has been provided in the Edmonton office until the board meets again on February 23 in Calgary. The Personnel Committee will meet in Calgary on February 23 to work on and possibly finish the review and revision of the Personnel Policy and hence the collective agreement.

Altogether, the process was a very painful one, obviously for Cathy, but also for the board as a whole. It is not easy for any of us doing feminist

ASWAC Troubles Hurt Deeply

Dear ASWAC staff, board, members, friends,

Lately I've been indulging in some sick humor. It goes like this: How does a life member resign her ASWAC membership -- does she have to die?

I've been trying to say some things about my feelings as an ASWAC member for a while. The challenge is to have what I say understood in its context, otherwise I'm afraid individual defensiveness will stand in the way of understanding.

My involvement with ASWAC goes back to the very beginning, as a founding mother, steering committee member, first full-time staff person, member of various boards, committees, collectives and task forces. I was on staff the year of the "board that didn't do anything", which was a year we made a serious though only partly successful attempt to shift direction away from a patriarchal, hierarchical model toward something more conducive to the work we were trying to do. That year was the most exciting and challenging of my life -- new possibilities opened up for the kind of world I want to be part of and for the kind of relationships I yearn for. I changed radically. I tell you this not to impress you with my credentials or disgust you with my arrogance, but to give you a sense of the part ASWAC has played in my life -- it's been a long, committed and passionate relationship which has shaped my life irrevocably. Having seen a glimpse of the

work, particularly on a day-to-day basis. Cathy is certainly not the first ASWAC person to leave her position with negative feelings and will unfortunately probably not be the last. We all have tried to work through our difficulties in as supportive a way as possible, but we cannot say that it was without much sadness and regret on everyone's part.

Note: Cathy has reviewed and had input to this article prior to publication.

vision, I am no longer content to settle for a limited view of reality I had before then. I'm constantly looking for ways to bring the vision here and live it.

Right now, the ASWAC that helped give me the vision is in trouble, headed in a direction that hurts and concerns me. I've thought a great deal about what I want to do about this situation. It isn't the first time -- many times I've felt nervous or alienated by our process and strategies, and have chosen not to take any action. This time, however, I get the sense of a patriarchal beast out of control, and I want no part of it.

I know many people reading this will be asking -- what on earth is she on about? What problems? One thing that happens in patriarchy when relationship problems occur is the wish to keep up a good front, to make it seem as if everything is fine. This is understandable given the unsafe environment we live in, as anyone who has tried to hide a bad work or marriage situation will know. I'm as scared as anyone else of public laundry, but the alternative is private laundry and right now I find that even more frightening. There's no such thing as one true vision -- not yet, anyhow I don't have it, so I don't intend to impose my version of who-said-what-to-whom on you, giving it more weight than it deserves. The tip of the iceberg is a staff-board relationship problem. If you want to know more, ask someone. You'll get someone's version. Ask a few more people, get some more versions, distill your own.

After all this time it's obvious that no one person or board can possibly be held to account for either the good or bad things happening. The present board and staff has inherited 14 years of work, decisions and reputation made by hundreds of brilliant, visionary women. Every year we knew we were breaking new ground, going places without maps, and every time we made a choice we sent a message to the future. I know that as a very active member for a long time my messages are there too. The present strengths and weaknesses belong to all of us. However, the system we work under, which elects a board each year to manage the organization, puts the whole responsibility for the present on the present staff and board, and they take it on. It's convenient that way for the rest of us -- we do our stint, learn our lessons, wear ourselves out with work and responsibility, pass on our learnings as best we can and get on with our lives. There's nothing wrong with this, except it builds the notion that the people we elected at the last assembly and the people they hire can cope with anything that comes up, but sometimes, like now, it's just too big.

I've been thinking a lot about what the root cause of the present malaise might be. My conclusion is it comes from something very positive, and truly amazing given the environment we work in. I believe that ASWAC has throughout her life attracted outstanding women, visionary women, brilliant, committed and deeply caring women, and that this is still the case. Just think about the board members and staff people you have known and see if you don't agree. That's quite an achievement for an organization of this age. The "problem" starts when those women start to feel the weight of bureaucratic responsibility that seems to go with the task, and start to try to work together on that responsibility. If the major task appears to be a bureaucratic, hierarchical and patriarchal one, naturally we start using those methods to perform it, and soon the

vision gets clouded and the relationships confused and sometimes deeply painful. This isn't a theoretical conclusion I've reached -- it's consistent with my experience of having lived through this shift many times and observed what happens to us. I also have observed how much this confusion hurts us, individually and collectively. I'm at the point now when if a friend asks my advice about running for the board or applying for a staff position I would strongly discourage her -- too many women I care about, including myself, have been hurt in the process and I want this hurting to stop.

I believe a root cause of our confusion is our perceived need for government funding, and our consequent relationship with our major funding body, Secretary of State Women's Program. I have some fairly radical views on the matter which I know are unacceptable to most members, and these are irrelevant here. However, I do want to ask that people at Sec State take some responsibility in the present situation, and my fantasy goes something like this: that a Sec State program officer would call one day and say, "Hey, ASWAC! I hear things aren't too easy over there. You're really important to us. What do you need?" And that whoever answers the phone would be able to answer honestly, without fear of hidden agendas or that her honest answer would jeopardize future funding or community credibility. Can this happen? If not, do we need to take a good hard look at the relationship?

I want us to stop yelling across vast patriarchal chasms and start crying in one another's arms. Meanwhile, I'm not planning to die for quite a while, so I guess I'm stuck with that life membership. This means I have to take some responsibility for helping ASWAC be an organization I can be a proud and useful member of, though this means taking risks. Guess that's why I wrote.

Blessed be.

Mair Smith

Project Co-ordinator Has A Busy Month

by Noreen Bell

I think the initial stages of any new job are extremely important and this theory may apply particularly to a job that includes the type of work done at ASWAC. Attending numerous meetings I meet a lot of different people, hear a lot of different attitudes, become aware of even more(?) issues and see a lot of different offices.

The outreach, coalition-building part of the position is extremely interesting and gratifying. However, there are other aspects to the job that have high priority, such as the Women Against Poverty (WAP) campaign and building a broader knowledge base of women's issues. So, slowly but positively, I am learning to balance the outreach with the substance, slugging-away work...

The highlights of the month are numerous: I've been involved with the Coalition for Choice; I've reconnected with the planning committee for a Motherhood: Challenge and Changes in the '90s conference to be held in Edmonton in May; I've worked with the Alberta Advisory Council on Women's Issues (honest!) around a Celebrating Alberta's Families conference to be held in February (a big thank-you to Heather Moss for her actions on ASWAC's behalf -- there will be more to report later); I've made a commitment to the Northern Alberta Women's Archive Project; and of course, I've attended internal ASWAC committee meetings. Throughout all this I've had a constant awareness of the report on the WAP campaign and what is to be accomplished around it in the immediate future.

The past month has been one of challenge and education. In many ways I am a novice, but to take a positive view, I know more now than I knew then...I look forward to the future.

Fundraising Becoming More Important

This is the beginning of a new section in our newsletter! Dollars have always been an important focus in ASWAC, as there are NEVER enough of them to go around for all our work on women's issues.

BUT -- this year, because of a mandate from the 1989 Assembly, they are even more important. At this assembly, the membership gave strong direction to the board to seek alternate sources of funds, and even to hire someone to facilitate the organization of fundraising on a long-term and large scale basis. Obviously, that will take some time, and is proceeding at the board level.

Meanwhile, women are continuing to work creatively in ASWAC to save money and help us financially. We know the bad news -- that women's issue groups in Canada, including ASWAC, have suffered severe budget cuts. We feel you should also all share in the good news -- how women are supporting each other and ASWAC.

Assembly Donations: ASWAC members responded very positively to a request for donations to support subsidized registration for the assembly. Women sent in donations if they were not attending themselves so that other women could attend, or sent in donations if they were attending so that women unable to afford the fee could attend as well. We thank these women for their generosity and support.

General Donations: ASWAC members and members of the general public send in donations continually. These women are listed on page 2. Donations have increased lately, because of a response to our budget restraints and also in response to the tragedy of the Montreal massacre. Women have sent in money because they perceive ASWAC to be committed to bettering the status of women and continuing to do much valuable work in our province. We thank all of these women for their support and

their validation of ASWAC work.

Membership Fee Raise: ASWAC members have not only supported a raise in fees, but many have sent in their fees plus donations, in recognition of budget cuts. This incredible support from our membership is not only financially beneficial to ASWAC, but also gives us so much more. It means faith in ASWAC and hope for the future of women.

Charitable number: The board is working on obtaining a charitable number for ASWAC, so that anyone making a donation to ASWAC can be

issued a tax receipt.

We know ASWAC members and members of the general public are not all able to give financial support. There are many ways women support ASWAC. But we do feel that those who can and do support ASWAC financially should have our thanks. We should all know that financial news is not always bad!!! Please read the article by the Fundraising Committee (this page) on ideas for fundraising being worked on by the board.

ANY THANKS TO ALL YOU GENEROUS WOMEN!!!

News Flash From Fundraising Committee: Plans For Raffle, Art Show Already Underway

by Heather Moss

The Fundraising Committee has plans in the works for two exciting schemes which will hopefully make ASWAC independently wealthy while promoting and supporting the diverse talents of women artists and artisans in Alberta.

Well, perhaps we won't become wealthy, but at least further along in our commitment to become less dependent on government funds.

We have collected a number of items, ranging from paintings to hand-crafted jewelry, donated for a raffle. Though not all are in yet, we expect to have five to ten pieces.

Ticket prices will vary from \$1 to \$5, depending on which selection the buyer is interested in. If a particular painting is what strikes your fancy you may wish to buy tickets on that alone. There may be a couple items you find yourself interested in, so why feel restricted? Buy ten tickets on one item or one ticket on each of ten.

Marketing packages complete with photos will be available to ASWAC board members and regional reps and will be sold province-wide. The winning tickets will be drawn in Edmonton on the summer solstice -- June 21, 1990.

But that's not all.

We are pleased to announce that in addition to the raffle, ASWAC will be sponsoring her first annual Travelling Provincial Art Show (as yet unnamed).

We are inviting any Alberta women artists and artisans interested in showing their work to contact Noreen Bell in the Edmonton office.

The show will be launched this fall in the downtown area of Edmonton the same weekend as the ASWAC Assembly. From there we hope to move the show to Red Deer, Calgary, Lethbridge, Medicine Hat and any other place where there is a demand.

A collection of pieces will travel from place to place throughout the entire show, collecting bids along the way, with these pieces going to the highest bidder. Other pieces will be available for direct sale to the public.

All entries will be approved through a juried process to assure quality and we most definitely welcome applications from "new" artists.

Of course, if anyone out there comes up with a perfect name for such an important event, please let us know!

In the meantime, watch for the raffle tickets and support the women who have generously donated their work in support of ASWAC.

MARCH

						2 One World Film Festival (Cal) 270-3200 10th Annual 3rd World Film Festival (Edm) 439-8744	3 One World Film Festival (see Mar 2) 10th Annual 3rd World Film Festival (see Mar 2) Dangerous Goods: Contemporary Canadian Feminist Art Practice (Edm) Edmonton Art Gallery, Latitude 53 492-2436 (Jan)
4 One World Film Festival (Cal) (see Mar 2) 10th Annual 3rd World Film Festival (Edm) (see Mar 2)	5 Women's Radio: Pandora's Vox (Edm) CJSR FM 88.5, U of A, 5-6 p.m.	6 NFB Film In Her Chosen Field (Edm) U of A Education N. 2-115, 7:30-9:30 p.m., 482-1965 (Shawna)	7 Concert: Jennifer Berezan (Edm) Centennial Library, 7:30 p.m., tickets at Common Woman Books	8 ASWAC IWD Wine and Cheese (Edm) 9930-106 St., 5-9 p.m. 421-0306 IWD (Cal) march from Memorial Park, 5 p.m.: dinner at Alexandra Centre, 6:15 p.m.; Jennifer Berezan Concert at Alexandra Centre, 8 p.m. 233-0731 Lesbian Drop-in (Edm) Women's Building, 7-9 p.m. 425-0511	9 IWD (Cal) NFB Film In Her Chosen Field, Castell Library Theatre, 7:30 p.m. Lucie Blue Tremblay Concert (Cal) Orpheus Theatre - SAIT, 8 p.m., tickets at 263-5256 Coffee House (Edm) Tools For Peace, 9328 Jasper Ave., 8 p.m.-12 a.m. 421-1495 Law Forum - Women & Equality Rights (Edm) U of A, RSVP by Mar 2 492-2500, 492-3115	10 IWD (Edm) march from Canada Pl. 11:30 a.m.; speakers, 1:30 p.m.; displays, entertainment, workshops, 1-5 p.m. 421-0306 IWD (Cal) Conference: Celebrating Women's Creativity, YWCA 233-0731 10th Anniversary Dinner & Dance (Cal) National Eritrean Women in North America 264-2469 (Araya)	
							17 Free Seminar: Wrongful Dismissal (Edm) U of A Law Centre, 9:30 a.m.- 12:30 p.m. 492-3115
	19 Women's Radio: Pandora's Vox (Edm) CJSR FM 88.5, U of A, 5-6 p.m.		21 Workshop: Women Aging Well (Edm) Meg Parrish, \$70, 9 a.m.-4 p.m. 492-3093	22 Workshop: Women Aging Well (see Mar 21)			24 Women's Dance (Edm) Riverdale Hall (no alcohol, separate smoking area), 8:30 p.m.-1 a.m.
25 "Firebird" (Cal) Maenad Theatre 245-2491	26 Women's Radio: Pandora's Vox (Edm) CJSR FM 88.5, U of A, 5-6 p.m.					30 Workshop: Female Sexuality II (Edm) Meg Parrish, \$70, 7-9 p.m. 492-3093	

	2 Women's Radio: Pandora's Vox (Edm) CJSR FM 88.5. U of A, 5-6 p.m.			5 Workshop: Women Imag(in)ing (Edm) U of A 488-0416 (G. Stephenson)	6 Workshop: Women Imag(in)ing (see Ap 5)	7 Workshop: Women Imag(in)ing (see Ap 5) ASWAC Board Meeting (Cal) 421-0306
8 ASWAC Board Meeting (Cal) (see Ap 7)	9 Women's Radio: Pandora's Vox (Edm) CJSR FM 88.5, U of A, 5-6 p.m.					
	16 Women's Radio: Pandora's Vox (Edm) CJSR FM 88.5, U of A. 5-6 p.m.	17 Course: Lesbian Visibility/Invisibility (Edm) U of A. Faculty of Extension, \$75 492-3093				21 Free Seminar: Buying a Home (Edm) U of A Law Centre, 9:30 a.m.- 1:30 p.m. 492-3115
	23 Women's Radio: Pandora's Vox (Edm) CJSR FM 88.5. U of A. 5-6 p.m.					28 ASWAC Social Event - dancing, dessert auction. entertainment (Edm) 421-0306
	30 Women's Radio: Pandora's Vox (Edm) CJSR FM 88.5, U of A, 5-6 p.m.	APRIL				

Roots of IWD Go Back 133 Years

International Women's Day (IWD) has become a quite familiar, almost routinely celebrated event in the community now. However, sometimes such familiarity breeds a certain kind of historical amnesia, so it never hurts to remind ourselves of exactly what the herstorical roots of IWD are.

It was in 1857 that women textile workers from New York City's Lower East Side stopped working and marched through the streets to protest 12-hour work days, incredibly

low salaries and unsanitary working conditions. In addition, they demanded an end to child labor and the right to vote for women.

The police force reacted swiftly and brutally to this strike -- severely beating several women, while many others were trampled by police horses.

Then in 1910 at the Second International Socialist Conference in Copenhagen, Denmark, Clara Zetkin (leader of the German Socialist Party) got the following motion

adopted: "that March 8 be proclaimed International Women's Day". March 8 was celebrated for the first time in 1911 in remembrance of the women who led the New York Strike in 1857.

Those first countries to celebrate IWD were Denmark, Germany, Austria, Switzerland and the U.S. Today dozens of towns and cities in each Canadian province alone observe IWD in a variety of ways.

Info source: *Communiqu'elles*

New Format To Provide At-A-Glance Reading

As you may have noticed, starting with this issue, the ASWAC Newsletter features what we hope you will find a "new and improved" format for its "happenings" section.

We've put it in the centrespread in calendar format so it can be quicker to read, as well as easily torn out and posted for greater convenience. We also expect this format will give a better at-a-glance reading of the variety and volume of what goes on for women in Alberta.

Each newsletter issue will carry two months' worth of listings. This means we need your items in to us as soon as you can before the month your listing needs to appear.

Here are the "happenings" schedules and deadlines for the next two issues of the ASWAC newsletter:

March Issue: events for April and May. Deadline is March 12.

May Issue: items for June and July. Deadline is April 23.

Items for "happenings" can be mailed to ASWAC at Box 1573, Edmonton, AB, T5J 2N7; phoned in at 421-0603 (Edmonton), 233-0731 (Calgary) or 329-8338 (Lethbridge); or brought in to the Edmonton office at 10, 9930 - 106 Street between 9 a.m. and 4 p.m. weekdays and until 9 p.m. on Thursdays.

Jennifer Berezan To Perform In Alberta for IWD

Feminist folksinger and former Albertan Jennifer Berezan will celebrate International Women's Day with the women of Alberta in concerts March 6-8.

Jennifer, who now lives in Oakland, began her musical career by performing at the Kensington Cafe during her student days at the University of Calgary. She played in Edmonton in 1988 at a fundraising concert for the Halyna Freeland campaign. The *Edmonton Journal* wrote, "Heather Bishop was the main attraction, but opening act Jennifer Berezan stole the spotlight..."

Jennifer's political roots emerged in the Calgary-Edmonton women's community and the political community at large. She has performed at events for feminist, peace, solidarity and environment groups, as well as at folk and women's music festivals in Canada and the U.S.

Many of the songs on Jennifer's album, *In The Eye of the Storm*, express her strong commitment to feminism. *Middle Class Doors*, which grew out of Jennifer's work at the Calgary Women's Shelter, condemns the "silence in the night, silence in the day/violence in the night, violence in the day". *Kitchen Revolution* features a lively reggae beat and the chorus, "We are the women and we are rising all over the world." *Burning Times* tells the story of nine mil-

lion women who were killed as witches during the Inquisition. Jennifer always invites the audience to join her when she sings the Holly Near classic *Singing For Our Lives*. With songs of love and songs of courage, Jennifer sings to all women.

Folk-jazz duo Riverdale Red (otherwise known as Denise Spitzer and Arlene Carlson) will also be featured at the Edmonton concert. Edmontonians will remember their irreverent approach to music with social content from last year's May Day Celebration.

Times and Places

Lethbridge, March 6 at 7:30 p.m. at University Recital Hall. Tickets \$8 advance, \$10 at door, available from the University Box Office. Proceeds to a memorial fund for the Montreal women. For more information, call Danya Daniels at 381-0885.

Edmonton, March 7 at 7:30 p.m. at the Centennial Library. Tickets \$12 regular, \$9 low income, available at Common Woman Books (8724 - 109 Street). This is a fundraiser for Common Woman Books. Free child care. For more information, call Carol Johnson at 429-8159.

Calgary, March 8 at 7 p.m. at Alexandra Centre (922 - 9 Avenue S.E.). This is an IWD Coffeehouse. Admission is free, donations requested. For more information, call Denise Young at 265-3574.

Several Events Planned For IWD Edmonton

A march, entertainment and displays are among the events planned for International Women's Day In Edmonton.

The afternoon of Friday, March 9 there will be entertainment in the atrium at Canada Place (corner of Jasper Avenue and 97 Street).

Saturday, March 10 there will be an IWD march. Gather at the Canada Place Jasper Avenue entrance about 11:30 a.m. The march starts at noon and will probably go along Jasper Avenue and through some of the subway stations, including a

brief rose-laying ceremony in a subway station where an Edmonton woman was murdered a year ago.

After the march there will be hot refreshments, then speakers at 1:30 p.m. There will also be entertainment, displays and workshops at Canada Place from 1 to 5 p.m.

The theme of this year's celebration is "power of women". Groups interested in having a display table on the Saturday are welcome to call the ASWAC office (421-0306) for more information on bookings.

It is shaping up to be a good

time, so plan on taking it in! For more information, call ASWAC.

ASWAC Plans Party

ASWAC is having a wine and cheese get-together in honor of International Women's Day on Thursday, March 8 from 5 to 9 p.m.

Plan to drop down to the Edmonton ASWAC office, located at 9930 - 106 Street, and have a nice evening. It will also be a good opportunity to view some women's art ASWAC is receiving for a fundraising art raffle to be held in June.

Conference Should Have Feminist Flavour

by Noreen Bell

Last spring I attended, as a volunteer, a planning meeting for a conference to be held May 11 and 12, 1990 called Motherhood: Challenge and Change in the '90s. Pat Leginsky of the Women's Program and Resource Centre, Faculty of Extension at the University of Alberta, invited me back; consequently I attended two meetings January 8 and 22.

It is a conference designed for many purposes, including examining the attitudes and beliefs that currently exist about motherhood and mothers and how motherhood is embedded in the social, political and economic context of the country. It will bring together women by providing a chance to network and build alliances. A resource guide for mothers will be published and available at the conference.

When we speak of "mothers" in

this regard, we speak of women across the life cycle continuum.

The women involved will be: Catherine Caine, Edmonton Local Board of Health; Monika Wickman, Edmonton Community and Support Services; Anna Fodchuck, Singles Resource Centre; Kathleen McCalla, Family Life Education/Family Stud-

ies, U of A; Sylvia McKinley, Alberta Women's Institutes; Pat Leginsky, Women's Program, Faculty of Extension, U of A; Donna Jamieson, Alberta Social Services; Rosa Spricer, mother and feminist therapist; and myself for ASWAC.

This conference has a distinctly feminist flavor -- plan on attending...

Effect Of Violence On Women's Mental Health Topic Of Conference To Be Held In Banff

A major conference focusing on violence against women, both individual and institutionalized, that affects women's mental health will be held in Banff May 9 - 12, 1991. The conference is being sponsored by the Canadian Mental Health Association and is a follow-up to a first conference held in May 1989 on social, political and economic issues.

Submissions are invited for presentations related to the following themes: institutionalized/system violence; impact on individual women; and empowerment for change. Presentations could take a variety of forms from single presenter, panel discussions or workshop format; length can either be 1.5 or three hours. Of particular interest are innovative programs in mental health

service delivery and topics addressing concerns of minority groups, including women of color, immigrant women, native women, lesbian women, disabled women, women as mental health consumers, rural women, elderly women and women affected by poverty.

Presentations should be submitted by March 15, 1990 to Dr. Linda Trigg, Committee on Women and Mental Health, 440 - 700 Portage Avenue, Winnipeg, Manitoba, R3G 0N3.

Submissions should include information about the presenters, summary of the proposed presentation, and time of length requested. Call Dr. Trigg at (204)786-7051 or Renee Cochard at (403)488-9493 for further information.

The Event

Don't Miss It!

Don't miss The Event! Mark your calendar for Saturday, April 28.

Dancing, dessert auction, feature personality, entertainment. Watch this newsletter for more information or call the ASWAC office!

Woman Feels Cheated By Court System

by Loretta L. St. Jean

As a battered woman I feel greatly cheated by our court system.

On August 1, 1989 I was brutally beaten by my husband. We had been separated for a period of one year.

I managed to escape and run to my neighbors for help. The police arrived and took me to the hospital for medical treatment, which included five stitches to close my bottom lip. They also took several pictures of my face and strangulation marks on my throat.

Then they laid charges of assault causing bodily harm and aggravated assault against my husband. Court day was October 2, 1989.

After seeing the pictures, his lawyer changed the plea to guilty. Sentencing day was January 17, 1990. His sentence is 60 days to be served on weekends, plus six months probation.

This is a man with previous assault charges against women who is getting such a weak sentence.

In 1985, he received three months in jail upon conviction of a charge of assault causing bodily harm to a woman with whom he was living.

In 1986, it cost me \$150 for a restraining order which the police refused to enforce. In 1987 I was beaten again and he was fined \$500

and given a warning by the judge that if he ever hit me again he could serve a two to five year sentence.

Now again, in 1989, a repeat performance.

Where and to whom do battered women turn to? I turned to the law hoping the court system would give a just sentence. I'm tired of running from province to province and town to town.

Who really is the criminal here? A man spending very few hours a week in a cell, or me -- the one living in fear he will again find me and make good his threats?

I was forced to leave my home. I live with permanent physical scars. There are mental scars caused by the trauma of this nightmare.

Was justice done?

In my opinion when the courts hand down such weak sentences for such serious crimes, it is encouraging men to beat women. Does a marriage licence provide a husband with a hitting licence? I wonder why a common law wife beater is given a harder sentence than a man who beats his wife. I feel there should be just punishment regardless of status.

I feel so strongly about this that I am prepared to do whatever is necessary to have this case investigated. I also feel this sentence should be appealed and just punishment given.

No wonder there is so much crime in our society.



"This gruesome picture is a very useful tool in putting some perspective into my life. When I feel lonely, empty and start thinking of the long, hard road ahead in starting over, my mind starts reminding me of all the good times. Then I take out this photo and the reality hits of the way it really was. The gruesome truth is it never gets better -- It only gets worse. This is the insane destruction of a woman done by the insanity of a man. After looking at this picture, I never need to ask the question of whether or not I want to go back."

Planned Parenthood: Learning and Helping

Learn more about birth control and communication skills -- become a volunteer with Planned Parenthood of Edmonton and help those in the community. For more information, call 423-3737. Training provided.



Radio Program For Women

FM88 is Edmonton's campus and community radio, located on the University of Alberta campus. The News and Public Affairs Department endeavours to give a voice to minorities and under-represented groups in society.

The station has recently formed a women's program which airs every Monday evening at 5 p.m., and it consists of news, views and music from a female point of view.

Men are encouraged to partici-

pate in the program also, as FM88 endeavours not only to inform female listeners but to educate the male population.

The long-term goal is promotion of tolerance and understanding towards women.

Any help you can provide by way of human resources and information would be appreciated.

Contact Amy Santoro, news and public affairs director, with your ideas, at 492-4643.

Regional Rep Hosts Brunch, Attends Vigil

by Lori Crocker

Lori Crocker (ASWAC regional rep) and Elin Barlem hosted the Fourth Feminist Isolation Brunch on Saturday, January 27. Although there were fewer people in attendance than we anticipated, discussion was lively and time together very nourishing for us all. It was so good to have Noreen Bell join us from Edmonton. In attendance also were Janet Beebe, Joan White Calf, Elin Barlem and Lori Crocker.

As we had not seen each other for quite some time it was a great opportunity to catch up. We also shared good reflections on racism, parenting, budgeting, networking and just in general, the state of the world from a feminist point of view!

Thanks for the notes from all of you who said you would have loved to come but couldn't. We hope to see you at the next one. Watch in the newsletter for the date.

Council Members Available By Phone

Following is a list of Alberta Advisory Council on Women's Issues members:

NORTH

Grande Prairie: Lauraine Howatt
Edmonton: Ann Tweddle, Olga Cylurik

Spruce Grove: Brigit Hawkins (vice-chairperson)

CENTRAL

Olds: Hazel Smith
Consort: Leona Walsh

SOUTH

Calgary: Elva Mertick (chairperson),
Edna McHutchion, Amal Umar,
Reva Joshee

Vulcan: Donna Leigh Graham
Cardston: Geraldine Many Fingers
Lethbridge: Lori Andreachuck

To contact the council member in your area, go through the government RITE operator and ask for 422-0668.

Fax number is 422-9111.

Also, we could use your thoughts and suggestions. The last three brunches have been held in Innisfail. Perhaps we should change location every now and then! Would anyone like to invite us to her area?

Vigil

Lori was also a part of a prayer vigil for the 14 women who were slain in Montreal. It was held at Red Deer

College December 4, 1989 with about 40 people in attendance. It was painful, healing and helpful for both women and men to gather together to publicly express their grief.

The following is a letter received by the Central Alberta Women's Outreach Society, who helped organize the event. It was written by a man who attended the vigil.

Men Need To Talk More About Feminism

by Wink Barron

Men talk. Men talk a lot about a lot of things. But one thing they don't talk about is feminism. That's what I'm going to talk about.

Feminism always seemed irrelevant to me. I had no argument with equality (being certain of my own slight superiority) but the rest of it I forbore as best I could. It was always a "woman's issue", like runs in stockings, chipped nails and being afraid to go out alone at night. I just clenched my jaw and put up with it.

But a few years ago things caught up to me. I noticed that whenever I was felled by frustration or depression, it was always a woman who saw something in me worth rescuing. And I noticed that whenever my own rage and fear burst out of me, the victim was always a woman. This didn't seem very fair, so I decided to change.

I made uneven but noticeable progress; I was still a dinosaur, but at least I did housework. And then, last month, a madman walked into a Montreal university and murdered 14 women.

The horror of that day ripped a hole in my mind. Like many Canadians, I had nothing to help me understand those needless deaths.

So I went to the memorial service at the College, not knowing why I went or what I would find, not even sure if I would be welcomed.

But I was welcomed. And more than that, the words of each speaker seemed to go straight to my heart. There was no hatred of men there, only a hatred of violence -- violence in all its forms -- rape, poverty, discrimination, exploitation.

We few sat there and wept -- for the 14 women who died, for all the women who live in fear, and I wept not least for my own shame.

Since then, some things have become very clear to me. Women have suffered too much at the hands of men for too long. It is no longer just that it should always fall to women to do something about our violence. We as men must take responsibility for our own actions. Women's issues must become men's issues.

Some people -- all of them men -- will try to tell you that Mark Lepine was a madman and his actions are no evidence of sexist violence in society as a whole. Don't believe them. Lepine was certainly motivated by madness. But his choice of victims and his method of revenge came not from tortured labyrinths of his own mind, but from male-driven ideology of violence and anti-feminism that pervades our culture.

The sexist massacre in Montreal showed us there is no harmless sexism, no innocent bystanders. It's time for us to see that all women are our sisters and our equals. If you're still looking for a New Year's Resolution, consider becoming a feminist. After all, all you have to lose is your fear.

A Positive Result From A Tragedy?

by Margaret-Ann Armour
Department of Chemistry, University
of Alberta

My personal reaction to the murders of 14 female engineering students at the Ecole Polytechnique of the University of Montreal on December 6 is shaped by the fact that I am a woman, that I am a scientist and that I work at a university.

The initial shock, anger and grief gave way to a profound sorrow over the deaths, for the parents and friends of the students and for fellow students. After reflection and conversations with friends and colleagues, I

continue to see this act as an extreme of a continuum of violence against women in our society.

It has strengthened my desire to work to bring about equality of opportunity for women so there is less sense of powerlessness. However, I recognize the kind of change that is occurring in our society where women are entering fields such as engineering produces a new source of competition for men who are already there; a new sharing of power. At the extreme, the resentment which results can lead to an event such as the Montreal killings which could be

described as martyrdom.

This resentment can be countered by bringing to disciplines such as engineering, the recognition that they need women; that women bring a somewhat different approach, viewpoint and solutions resulting in a stronger and healthier discipline.

Personally, this event has made me aware that I must continue to recognize my own biases and be willing to talk with others having different biases, raising consciousness and helping to change attitudes. Thus may something positive result from a profound tragedy.

Material For Lesbian Anthology Needed

The Lesbian Non-fiction Group of Women's Press, a women's publishing house, is collecting writing for a non-fiction lesbian anthology.

The goal of the anthology is to have work in the form of interviews or individually written pieces about lesbians who include their lesbian identity into their daily lives.

The group is looking for writing by lesbians everywhere. Lesbians living their lives in all kinds of ways: lesbians raising/having raised children; lesbians organizing politically

in their cities; lesbian writers who write literature for or with lesbian content; lesbians who are "out" in professional jobs; lesbians who are hookers...

Writing that carries an awareness of lesbian oppression in our oppression as women, mothers, working class women, poor women, native women, black women, Asian women, Jewish women, northern women, rural women, women from Canada's economically oppressed regions is being sought for the

anthology.

What does this awareness mean for you, your political and daily work and women around you, and why do you do it anyway?

If you want to write about your work and experience but do not want to be identified, please use another name.

Deadline is April 28, 1990. Send submissions to: Lesbian Non-fiction Group, Women's Press at 204, 229 College Street, Toronto, Ontario, M5T 1R4.

Volunteers Needed

Heather is a single parent with three children living on social allowance. She is 21 years old and has a Grade 12 education.

Child Welfare recently became involved with the family when Heather was unable to feed and clothe her children properly. Her new boyfriend, Bob, was becoming abusive to the children and behavioral problems were occurring at school.

Heather lacks the self-confidence to approach agencies for assistance and she lacks ideas and information on how to access these

resources. At times, she suffers from low self-esteem and this is reflected in her inability to manage and cope with the children.

The Family Service Association of Edmonton is presently recruiting volunteers to work with families like Heather's. The Family Support Volunteer will establish a supportive relationship focused on the parent's needs.

For information please call Nancy McC Calder, co-ordinator of Volunteer Services at the Family Service Association, at 423-2831.

YWCA Resource List Now Being Updated

The Calgary YWCA Women's Resource Centre List is currently being updated for publication in April, 1990.

Written submissions are invited from all groups, services and resources available to women in and around the Calgary area.

Send submissions to: YW Women's Resource Centre, 320 - 5 Avenue S.E., Calgary, AB, T2G 0E5.

For more information, contact Sandra Falconi, co-ordinator, at 263-1550, Local 330.

Mediawatch Is Seeking Alberta Rep

Mediawatch is a national women's organization dedicated to improving the portrayal and status of women in the mass media. It is guided by a national volunteer advisory board and is represented in each province and territory by volunteer representatives and their networks.

The mandate of Mediawatch includes:

- public education in decoding media imagery;
- development of educational materials;
- advocacy on behalf of the public concerned with the images of women and girls in mass media;
- lobbying for legislative and regulatory change to improve the status of women in the mass media;
- research in the field of sex-role stereotyping and mass communications.

Mediawatch is seeking a volunteer representative for Alberta. The position provides an exciting opportunity to effectively voice concerns about the image of women in the media and to educate others on the issue. A one-year commitment is requested, with a review to occur after six months and renewal subsequently done on an annual basis (April to April).

This is a volunteer position and Mediawatch provides \$100 per month to cover such expenses as photocopying, postage and car travel. Supplementary funds may be applied for to develop small-scale projects (i.e. media monitoring, production of a resource guide, development of a speakers bureau, regional workshops, sex-role stereotyping seminars with local industry members, etc.).

Reps from across the country meet for a two-day conference once a year and are also expected to attend the Mediawatch Annual General Meeting in Vancouver. All meeting expenses are paid by Mediawatch.

The skills a rep would need to

have or be willing to acquire are: good verbal and written communication skills; organizational skills; ability to work independently and cooperatively to deal with media industries and to work with groups and individuals with divergent ideologies.

A primary goal for a Mediawatch rep is to establish a core group of activists to facilitate education of both the public and the media in the area of sex-role stereotyping.

Duties include familiarizing oneself with the issues surrounding role stereotyping, developing an overall strategy for community outreach and for generating comments and complaints about media images of women and girls.

Each regional rep provides

PASSP Wants Feedback On Ad Guidelines Developed By Toronto City Councillor

These advertising guidelines were presented by Toronto City Councillor Marilyn Churley and have now been adopted. What do you think of them? Should Edmonton consider adopting similar guidelines?

Send your thoughts to: Positive Action and Sexual Stereotyping and Pornography: 209, 9246-34 Avenue, Edmonton, T6E 5P4.

The guidelines are:

- Advertising commissioned by the city or appearing on city property should not exploit the bodies of women or men, boys or girls, solely for the purpose of attracting attention. Their presence must be relevant to the advertising product.

- Advertising commissioned by the city or appearing on city property should reflect the intellectual and emotional equality of women and men, and of boys and girls, of various ages, races, ethnicity, physical appearances and lifestyles.

- Advertising commissioned by the city or appearing on city property should reflect the diversity of our

regular bi-monthly reports for *The Inside Story* (an internal newsletter).

Regional representatives play a crucial role in Mediawatch, educating and lobbying around the issue of sex-role stereotyping at the local level -- with necessary support and resources from the national office (located in Vancouver). A training manual for reps and background information is provided and supplemented with regular contacts with the national volunteer co-ordinator.

Additional information can be obtained from and resumes should be sent to: Suzanne Strutt, a/Executive Director, Mediawatch, 180 Fir Street, Suite 250, Vancouver, B.C., V6J 3B1. Phone number is (604) 731-0457.

culture, portraying women and men and boys and girls of various ages, races, ethnicity, physical appearances and lifestyles participating in a variety of activities and occupations.

- Advertising commissioned by the city or appearing on city property should use inclusive and non-gender specific language. For instance, "man-hours" should be replaced by hours or working hours; "man-made" by synthetic; "businessman" by executive; and "fireman" by firefighter.

Nominations Open For YWCA Annual Awards

Nominations for the 11th Annual Women of Distinction Awards are now open. With these awards, the Calgary YWCA honors women who have made a distinctive and significant contribution to society.

Nominations close March 5. Contact the YWCA at 320 - 5 Avenue S.E., Calgary, T2G 0E5 for more information. Phone number is 263-1550.

The dinner will be held May 11 at the Westin Hotel.

The Alberta Statu
Action Committee
Box 1573
Edmonton, Alberta T5J 2N7

STEP BOLDLY INTO THE NINETIES



Jewels Graphics/Sarita Johnson

WITH THE WOMEN OF ASWAC

It is past time to renew for 1990. 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 \$20, but we will accept whatever you can afford.*

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