

ASWAC

Alberta Status of Women Action Committee

DECEMBER NEWSLETTER 1989

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INSIDE: ASWAC AGM Reports



1989/90 Board Members

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

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Valda Roberts - Edmonton
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Debbie Foster - Edmonton
433-9679

Marla Seeber - Drayton Valley
434-6268

Shirley MacEachern - Medicine Hat
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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.

Since August ASWAC has gratefully received donations from the following people: D. Payne, Marie Plazier, Mary Burley, Shirley MacEachern, Shawn Choi, S. Kirby, A. LeRougetel, Laurie Blakeman, Barbara Prescott, Susan Smith-Boyer, Betty Crown, Lynda Costello, Tracey Gillespie, Dorothy Jones and Marily Lukosk. Thank You! We also received donations from women to specifically help subsidize other women to attend the assembly. Special thanks to Ruth Miller, the firm of McBean, Becker, Couchard and Gordon, Lori Crocker, Diana Chown, Pam Barrett and Jacqueline Preyde. And also thanks to the many people who assisted and participated in the urban Women Against Poverty Public Hearings in September.

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 a schedule for upcoming newsletters:

January/February 1990 Newsletter
Deadline will be January 24

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 photos by Meaghan Dean
(top left: Marjorie Cohen; top right: Della Dries with Jean Munn's daughter, Catalina; bottom: women at work)

Stories Of The Year

Most Important Lesson: Keep Trying Despite Differences, Difficulties

by Jane Haslett

Sitting down to write my story of the year, I hardly know where to begin. Where I am now? Where I was two years ago, when this journey started? Or where I have been along the way?

Two years ago in Camrose, I joined the ASWAC Board. I cannot

ever say how much working with all the women who were on the last two boards has meant to me. We are all so different, even though we are working in the same organization, on the same women's issues, and we all are feminists.

To me those differences are our strength. It may be extremely difficult

at times, or impossible at others, to work with each others' processes and attitudes. But it seems, after all, that the most important part was trying.

The exhilaration that comes when women work together, building on each others' ideas, visions and energy is just amazing. Even during difficult times, there is creativity and wisdom no matter what the surrounding chaos.

I cannot pretend there have not been really depressing times during the last two years. There were times when nothing seemed to work, there was never enough money, enough energy, enough time and enough commitment to carry out the work. But the funny thing was, the right women just seemed to appear at the right times to keep ASWAC rolling along.

It was hard to maintain the balance between doing tasks and taking care of ourselves and the processes involved. However, somehow these two facets of ASWAC work were completely intertwined and worked together in a rather extraordinary way to make ASWAC a unique organization.

To me, ASWAC is not a radical organization, being funded as it is at present by the Secretary of State and working within the system to effect social change. But it does work in radical ways.

Women working in ASWAC are continually trying to avoid the hierarchical, patriarchal, malestream models and value systems of our society and work in solidarity with each other.

As I said before, the most important part is the trying. I will never forget the lessons I have learned while I was part of that trying, during the last two years on the ASWAC Board.

With love.

Members At Assembly Agree To Fee Raise To Cope With Thirty Per Cent Funding Cut

ASWAC is the largest provincial feminist organization in Alberta. It has more than 400 individual members. All these members are concerned with women's issues and creating progressive feminist social change.

ASWAC is funded by the Secretary of State Women's Program. This year (ASWAC's fiscal year is from April 1 to March 31 of the following year) the funding given to ASWAC was cut by 30 per cent. This cut reflects the policies of the federal government regarding most social programs and certainly women's programs, as there were numerous other women's programs which suffered funding cuts. The National Action Committee on the Status of Women, the feminist organization which works on women's issues at a national level, received a 50 per cent funding cut.

The result of this budget cut to ASWAC means the ASWAC Board has had to make drastic cuts in our budget. The incoming ASWAC Board will be looking very closely into alternate funding sources and ways of increasing our income ourselves. One of these ways involves YOU, the ASWAC members.

ASWAC membership fees have remained at \$10 for many years. ASWAC has been an organization with a commitment to being

accessible financially to ALL Alberta women, and therefore we have always had a sliding fee scale so any woman unable to afford the \$10 membership fee pays whatever amount she can afford.

Because of these recent budget cuts, and as a start to raising more of our money ourselves, the 1988/89 ASWAC Board recommended at the 1988 assembly that ASWAC membership fees be raised to \$20 per year. The board also recommended the sliding fee scale remain in effect to keep ASWAC financially accessible to all women.

Members at the assembly accepted these recommendations and endorsed efforts leading towards financial self-sufficiency for ASWAC. All of us on the ASWAC Board hope that you, the members of ASWAC, will understand the reasons behind this fee raise.

We also would like to note that among our members are a number of generous women whose donations over the years have been a great and very much appreciated support to ASWAC.

We must keep in mind that we all contribute to ASWAC in different ways, and financial contributions are just as important in our work as time spent on committees, board work, etc., etc. We all help when and where we can.

Staff Member Leaves With Mixed Feelings

by Helen Greaves

I'm sure you are aware of my resignation from our ASWAC effective October 31, 1989. I have worked for 13 months and leave ASWAC's paid staff with mixed thoughts and feelings. There have been good and bad times throughout the year. It seems there have been few balanced moments between the good and bad times.

I think 1989 gave us Red Deer as ASWAC's meeting capitol. The Women Against Poverty (WAP) Provincial Co-ordinating Committee made Red Deer its home base as Edmonton and Calgary board members created the hearings. It was a real hit to be there the same night as "Meet The Premier" during the 1989 provincial election.

In 1989, we were able to encourage our local press to hear our voices. The provincial election news conference and the march at the offices of the Alberta Advisory Council on Women's Issues were covered in detail by television, radio and newspapers. I believe such media work is necessary if we are to be effective in lobbying for change.

The Nisku Assembly targeted the Alberta Advisory Council on Women's Issues as an issue. Throughout the year, I worked with Margaret, Theresa, Barb and Julie Anne to advance ASWAC's position.

In January, 1989, we met with Elaine McCoy and reviewed ASWAC's "shopping list" (as termed by Margaret) for an effective council. I believe several of the appointments made to the council in June, 1989 reflect positively on our work.

However, the council continues

to do little and seems to have become a non-voice. We must continue to insist the council be effective and to ensure the government is aware of that position.

In 1989 we worked with groups, organizations and individuals to build coalitions for our work. Coalition building flowed from the remarks of Jean Swanson at the Nisku Assembly.

Our issue work has included outside groups in the WAP Public Hearings, the 1989 provincial election strategy and the lobby for an effective Advisory Council.

In addition, Shelley and I attempted to build a coalition with a number of social solidarity groups in Edmonton. This work requires more energy and time, and in all likelihood, should include only women's groups. The Women Looking Forward model from Calgary is a good model for a similar Edmonton group.

I will have a separate report on the WAP Hearings. Suffice it to say, we held the hearings and we need to complete a comprehensive final report. Numerous people worked on the hearings and, I believe, despite problems, the hearings were great. I found the Northern Task Force experience extremely positive, and to work with Evelyn Vardalas, Mary Hickmore, Noreen Bell-Geekle and Margaret Duncan, a rewarding experience.

Over the last year, we have been involved in a number of short-term hirings. We must fully review the procedures concerning such hirings and what seems to be government programs that dictate our needs.

In respect to our paid staff, the unionization was a necessary step to direct attention and formalize the working environment of our employees. There is still work to be completed on the collective agreement, and I believe the process to negotiate the collective agreement must be totally re-examined.

I decided to leave my part-time position with ASWAC for a number of reasons. I will outline several of the reasons for you. Firstly, the provincial office does not allow for a part-time project co-ordinator. The demands and expectations are full-time. Secondly, basic requirements of the present Personnel Policy have not been followed by our organization. These two reasons together make it extremely difficult to be at ease with one's work and performance evaluation.

I believe the political work of ASWAC will always be a struggle. It is difficult to struggle as a feminist with today's political environment. The agenda of the federal and the Alberta provincial governments are frightening because of the negative impact on women's lives. The Claw Back provisions and the Goods and Services Tax and the cutbacks in funding for feminist organizations are direct attacks on universal social programs and women's purses.

In order to effect change, it is my opinion we must, within our process, work together and focus our efforts.

I have enjoyed working with ASWAC, and at times regretted it.

I have decided not to directly thank any particular member of the board. There are several particular persons in our organization who work extremely hard for their ideals and dreams, and I will thank them privately for their impact on me.

However, it would be remiss not to thank my co-workers throughout most of 1989 -- Shelley and Ann for their work and their political struggles.

In sisterhood.

The ASWAC Board wishes to extend many hugs of appreciation and congratulations to the Newsletter Collective for continuing to produce a FANTASTIC NEWSLETTER!!

Many, many thanks to all the volunteers across the province who have contributed so much to making the Women Against Poverty Campaign and hearings a major success -- without your dedication it could not have been done!!

Reassessment Should Be Our Next Step

by Annette Aarbo

When I think about last year's assembly and coming "on board" ASWAC, it's reflection time. One year, and to have to write about that year in a nutshell is a difficult task for me. The range and scope of the tasks involved are awesome! Board accomplishments are amazing this year and are cited in our newsletters and no doubt highlighted in other's Stories of the Year. The committees I'm involved with are Budget, Membership and Personnel, which are all ongoing. The one-shot deal was the Hiring Committee for a Student Temporary Employment Program grant for the Women Against Poverty Edmonton project, and even that keeps coming up to haunt me. Short-term employees? First question -- more to come.

My focus for the year has been money and that has had heavy overtones to the Personnel Committee and that leads to staff -- which involved 78 per cent of our budget. If one had to weigh the negatives and the positives during the year I find a dilemma in the total. However, the board proposed I act as a sort of treasurer, so I will write about

ASWAC's finances.

ASWAC is not a sinking ship yet, but some ships sink fast, like the Titanic, and others go down slowly. Something *must* be done about our total dependence on funding from Secretary of State in the year 1990. If we want to do *our work our way* we need independence.

We have a 15 per cent budget cut from last year's funding (\$115,000), but we were encouraged to submit a budget of \$130,000. We received \$97,750 for the 1989/90 fiscal year. The difference of \$32,250 from the original budget resulted in *major* cuts. We have produced a budget of \$115,805, which eats into our surplus and that "we don't get back". Fifty-nine per cent of the budgeted funds have been spent, to September 30, 1989, and we are six months into the year. Good you say. Yes, we are close to being "on target" for spending this year. But some of the major budget cuts resulted in staff areas: a half position, no four per cent cost of living increase, as of September 1 the benefits package for staff was reduced from a level of 21 per cent to a basic level of 10 per

cent, holiday pay is an issue and so the list exists and will grow unless we do something about our dependence financially. This means FUNDRAISING AT A MAJOR LEVEL. A shift into major fundraising will involve a shift in philosophical changes. (It is proposed that 25 per cent of staff time be spent on fundraising!)

We operate at approximately \$10,000 per month with 2.5 staff. Also, keep in mind our assembly runs at a deficit each year. This is of concern because funding in this area has also been cut *again* this year, from \$4,000 to \$2,000 from the provincial government, again eating away at the surplus. Between the end of the fiscal year (March 31) and the time we receive our funds from Secretary of State, (usually three months -- this year it was four), we absorb our surplus funds. This cushion of \$30,000 keeps us operating over these months. Safe place for 2.5 staff?

We must tackle a number of questions, such as: Can we be responsible employers before establishing ourselves philosophically and financially? This question alone more than hints at the need to REASSESS. In particular, considering finances alone, a "time-out" is needed to refocus. What do we want in the 1990s? Such an assessment time would give us the opportunity to explore, for instance: Why have our short-term hiring projects become less and less satisfying to us? We *cannot* continually propose, in essence, deficit budgets (eating away at the cushion) with a hope of being long-term responsible employers. All these questions concern me greatly!

Perhaps it is time to really get down to the question of whether or not we want to go on in the ship that is ASWAC, bailing our heads off, and furiously plugging leaks in the ship or build a whole new ship that is ours, sails on a course that is ours and whose sails fill with the winds of real change for women!

Board Member Not Alone In "The Deep South" Thanks To ASWAC Members And Meetings

by Debbie Foster

Well, it's assembly time again which means I have been on the board for a whole year -- it seems like just yesterday we were all meeting in Nisku. This year has been a growing one for me both personally and professionally. Moving from downtown Toronto to the Deep South was much more difficult than I anticipated. Thank goodness for ASWAC in Lethbridge, though. For when I would begin to believe I was the only one left of centre in the Deep South I would go to an ASWAC meeting and realize I was not alone.

The board meetings were a goddess-send also. I always looked

forward to escaping and going to the "big city". The other women on the board have taught me much about myself, feminism and working in a collective. Although I had my ups and downs during the year on the board I'm glad I was a part of it. But, alas, I will not be returning to the board for another term right away since my life is about to undergo another big change. The weekend after the assembly I am moving to Edmonton. I hope to stay actively involved in ASWAC in my new home and I hope to make as many new feminist friends in Edmonton as in Lethbridge. I am grateful for having been able to serve a year on the board.

Board Holds Meeting In Edmonton

In attendance: Annette Aarbo, Jane Haslett, Jean Munn, Noreen Bell, Rita Kolpak, Terri Ann Marco, Maria Seeber, Nancy Miller, Jacqueline Preyde, Debbie Foster, Cathy Welch, Helen Greaves (board members). *Missing:* Marilyn Seeley.

Friday, September 8 and Saturday, September 9

1) PERSONNEL COMMITTEE - Anne gave notice at the end of July. Terri Ann was hired for 2.5 months to work on the southern hearings and the assembly. Terri Ann was hired part-time at \$1,200 per month plus unemployment insurance and Canada Pension Plan benefits for 17.5 hours per week.

Some questions regarding travel time, board meetings and part-time workers were raised. The Personnel Committee needs to clarify how these will be dealt with.

Discussion arose around what to do with a vacant position in Calgary. A suggestion was presented by the Personnel Committee that the Calgary office remain open and we hire someone on a part-time basis, and in addition we increase the project co-ordinator position in Edmonton to full-time. In principle, the board supports keeping the Calgary office open by hiring a part-time staff person; the Edmonton position will become full-time.

Other comments were made of which we need to remain aware: a) we should not abandon completely a full-time position in Calgary. If there is funding we should upgrade it to full-time; b) it is important not to neglect outlying areas, especially Lethbridge/southern Alberta; and c) we need more discussion on the relationship of ASWAC-Lethbridge and ASWAC and how staffing is funded.

The Personnel Committee will draw up new job descriptions for these positions.

Hiring - At this time we learned Helen has resigned as of November 1, 1989.

Two hiring committees were struck. The Calgary committee will be: possibly Anne, Jean, Jacqueline and a fourth person from the community (Evyonne Stanford, Michelle Butout???) The Edmonton committee will be: Jane, Helen, Cathy and someone from the community (Monica Walker, Jane Templeman, Mary Hickmore???)

Positions will be publicized by a mailout to the membership and member organizations, as well as in places feminists are likely to hang out (i.e. bookstores, women's resource centres, etc.) We'll use the old job descriptions to publicize the jobs. Board members are not excluded from applying for either position. Decisions on who to hire will be made by phoning the board after the respective committees have selected someone.

The Personnel Committee consists of Jane, Annette, Jean, Helen, Cathy and someone the staff will appoint.

2) BOARD SURVEY - Which board members intend on staying on the board for the next year? Rita, no;

Jacqueline, yes; Noreen, yes; Annette, unsure; Terri Ann, ?; Maria, ?; Jane, no; Helen, no, possibly in the future after a break; Cathy, yes; Nancy, unsure; Debbie, ?; Jean, yes.

3) FINANCE COMMITTEE/BUDGET - We expect the next installment of Secretary of State money in October/November. (Note: The check will be forwarded to us when the final report from last year is received by their office. Cathy is writing this.)

As we set out in the budget, membership dues will be increased to \$20 per year in 1990. This proposal will be put forward by Annette to the membership at the assembly. Shortly after a letter will be sent to the membership reminding them to renew their membership.

Jean will look into petty cash receipts from the Calgary office.

Blue Cross benefits have ended. Annette will look into alternative benefits packages.

Discussion was held on whether or not we should cancel our *Edmonton Journal* subscription. It was decided not to cancel it.

Annette reminded us **not to go over budget**.

3) BILL C-21 - Anne McGrath is preparing a brief which will be presented on September 13. We need someone to present it. Meaghan Dean or Cathy will do it. Anne is sending the brief to the Edmonton office.

4) NEWSLETTER COLLECTIVE - There has been lots of praise for the quality of the newsletter and we all agreed it should continue on in the same vein.

5) TAKE BACK THE NIGHT - The Calgary committee can't obtain a permit because they don't have insurance. In Lethbridge, they are planning a rally with a keynote speaker. The speaker isn't confirmed yet. Lethbridge is still working on getting a permit. Nothing has been organized in Edmonton.

ASWAC will cover insurance to both Lethbridge and Calgary, and will use the insurance for the Edmonton office.

6) ASSEMBLY - Child Care - We have a room at the El Rancho, but need people to work. Lethbridge board members will take care of this, and Jacqueline will co-ordinate.

Exhibits - Lethbridge (Terri Ann) will co-ordinate these.

Subsidies - All subsidy requests will go to the committee. Jane will draft a letter to be sent to the membership stating our financial constraints and encouraging pre-registration. We'll also ask women who can help subsidize someone else to send a donation to the Edmonton office. Women who require subsidies are being encouraged to pre-register.

Membership - The board recommends that memberships be sold for a calendar year and we begin selling memberships for 1990 at the assembly. Any member-

ships sold between this meeting and the assembly will be good until December 31, 1990.

Registration - We are all to encourage people to attend and pre-register. Board and staff are to pay registration fees. Lethbridge people will contact friendship centres and other organizations to see if they will provide some subsidy money. We have to give the El Rancho a deposit for about 20 rooms.

Public Forum - Helen will introduce Marjorie Cohen. Anne has agreed to be moderator.

Workshops - Noreen will co-ordinate the Native Women workshop. Jacqueline will look after the Rural Women and Child Care workshop. Rita will facilitate Immigrant Women's Issues. Nancy will facilitate The Right Response.

Meals - Breakfast will be a continental breakfast, and lunch and dinner will have veggie options.

Board Meeting - This will take place at 6:30 p.m., Friday, October 13 in the Assembly Room, for those who can make it.

Agenda - The following is a tentative agenda -- *Saturday*: Financial Report (Annette); Membership (Annette); Board Report/Recommendations/Future Assemblies; Women Against Poverty (WAP) Preliminary Report (Helen and Terri Ann). *Sunday*: Bylaw Changes (Jean); Unionization (?); Board Selection.

Reminder: Send stories of the year to the Edmonton office by the end of September.

National Action Committee of the Status of Women (NAC) National Day of Action - We will take some time Saturday to hold a march and rally at Henderson Lake Park, which is close to the El Rancho.

Caucuses - These will be: Vintage Feminist, Lesbian, Pro-choice, Spirituality and the NAC Regional Meeting.

Saturday Entertainment -- *play*: Prairie Winds; *dance*: Rita will look into a sound system, and Nancy will

get a disc jockey from Calgary. Cost of the play and the social is included in the registration, or \$10.

Advertising - We need to advertise across the "Deep South" with emphasis on the public forum as well as the assembly. We'll advertise in the *Kanal News*, *Lethbridge Gazette*, *Calgary Herald* and smaller community papers. Rita and Terri Ann will co-ordinate this. The board allocated \$150 for advertising.

Priority Campaign - We want to focus on a specific issue and do coalition building around it. Possible choices are: a) maintenance enforcement; b) pro-choice (do more coalition building around this); c) wages, specifically minimum wage/women's wages/traditional women's work; and d) financial autonomy of ASWAC. A long discussion followed this, and everyone is to come to the assembly with ideas and proposals.

Board recommendations to the assembly will be: a) that coalition building be the main objective for ASWAC work this year; b) that maintenance enforcement be the priority issue around which coalition building and other strategies will occur; c) that financial autonomy and grassroots organizing will be planned; and d) that the board will support continued member involvement.

7) WOMEN AGAINST POVERTY - In Calgary, Jean Swanson is going to be on the Task Force. We are paying air fare only (\$200); hall rental is \$100; the WAP group has had some great posters printed at no cost to us.

Each region had a budget of \$100; Calgary with two nights of hearings was allotted \$200.

We'll produce a brief at the end of the hearings, and audio tapes will be provided by ASWAC at each hearing.

8) CROSSWIRES - We'll get a subscription for \$25.

9) LEARNER CENTRE - We've agreed to participate in their workshop series this year. Workshops are by request. Thus far we have not been contacted to provide a workshop.

10) REGIONAL REPS - Maria is interested in being regional rep from the Drayton Valley area. The board acknowledged the importance of regional reps in coalition building across the province.

The regional rep budget for 1989/90 is \$2,000, to be used as they wish. As of July 31, 1989 (33 per cent of the budget year) \$674 (34 per cent of the budget) had been spent. This leaves \$1,326 in the regional rep budget.

11) INFORMATION SHARING - We need to review and resurrect the phone tree. Someone is needed to co-ordinate this. Jane will look after the Edmonton phone tree.

12) OTHER - Northern Alberta Women's Archive Project - A summer student interviewed prominent feminists during the summer. She'd like to include a brochure in our next mailout; if the cost of the newsletter mailing increases, she'll put an article in the newsletter instead.

The next board meeting will be at 6:30 p.m., Friday, October 13, 1989 in the Assembly Room of the El Rancho Motor Lodge in Lethbridge.

International Support Requested

The feminist movement in Peru has requested international support for the publication of a Women's Agenda. The theme of the 1990 Agenda is Women Struggling for Peace, Organizing for Survival.

The Women's Agenda has been published yearly since 1982 by Lilith Ediciones, a non-profit women's collective. This year a 6,000 per cent inflation rate, the result of strict adherence to International Monetary Fund policies (among other factors) is threatening to end the publication unless international support is received.

ASWAC members and friends can help out either with a cash donation or by selling the Agendas (in Spanish) when they arrive in late December. For more information call Laverne Booth-Caceres at 424-3297 (Edmonton).

Old Board Meets In Lethbridge

In attendance: Helen Greaves, Jane Haslett, Nancy Miller, Jean Munn, Noreen Bell, Annette Aarbo, Jacqueline Preyde, Rita Kolpak, Cathy Welch, Debbie Miller.
Saturday, October 14

1) CALGARY HIRING - There were nine applications. Four interviews were done with women who had previous experience in feminist work. Questions were asked on: administrative skills; media relations; network and outreach (externally and internally). The decision was to offer the job to Nancy Miller, who accepted. The decision came down to who was ready and able to take the job **immediately**.

The hiring criteria included the following: a) ability to

take on responsibilities immediately; b) media relations skills; c) network and outreach skills, particularly in terms of maintaining a Calgary network of women doing feminist work and expanding this community network; d) fundraising skills; and e) administration skills.

2) EDMONTON HIRING (AND WHY IT DIDN'T HAPPEN) - Personnel Committee issues were discussed. Points of view included: a) hold off hiring until further process takes place; b) hire fundraiser only; c) hire project co-ordinator only; d) hire both positions, leading to deficit financing; and e) contract work out.

3) NEW DIRECTION TO BOARD - Input can be solicited from old board members and general members. New board should set meeting dates as soon as possible and include a joint meeting of old and new boards.

New Board Meets In Lethbridge

In attendance: Terri Ann Marco, Jean Munn, Allison Cameron, Cindy Willet, Michelle Williams, Noreen Bell, Jacqueline Preyde, Heather Moss, Annette Aarbo, Cathy Welch, Helen Greaves.

Sunday, October 15

1) ORIENTATION - Discussion took place on the orientation package given to new board members last year.

A letter to old board members will be drafted, inviting them to the first meeting of the new board.

The new board will meet with the old board on the Saturday afternoon of the first board meeting.

Red binders will be procured for new board members.

The new board will meet at Nancy Miller's in Calgary, Friday evening, November 3, prior to the next board

meeting on November 4 and 5.

2) PERSONNEL - Helen is effectively finished, but will finish up loose ends from the Women Against Poverty hearings and the assembly, as a volunteer.

3) HIRING COMMITTEE - This committee will consist of Cathy, Jane Haslett, Heather and one person from the community. They will select someone from the present list of candidates.

4) CHILE REPRESENTATIVE - Sylvia Waller will represent ASWAC in Chile, where she will be going as an election overseer.

5) IWD Calgary - We decided not to allow the International Women's Day Committee in Calgary to use ASWAC as a way to apply for a Priority Employment Program (PEP) position, as we don't have the resources nor do we want staff to spend time on administrative and/or financial work that is required with PEP positions. However, we will support what the group is doing.

In-Sight Mini-Festivals Being Held Throughout The Province

In-Sight, Edmonton Women's Film and Video Festival, has gone on provincial tour with a selection of films and videos by Canadian women!

The tour comprises a sampling of films and videos taken from the 1988 and 1989 Edmonton In-Sight festivals, with consideration for the desires of each individual community. Screenings include animated films, documentaries, full feature films and experimental works. The In-Sight tour is endeavoring to show works by Alberta women and the group is proud to offer them to a public that has had a limited opportunity to see them.

Included in the mini-festivals are:

Shattered Dreams, 1988, directed by Wendy Hill-Trout; 28 minutes. A powerful documentary that explores the effects of schizophrenia on the lives of one family;

Persons Case, 1989, directed by Barbara Evans; 15 minutes. In celebration of the 60th Anniversary of the Person's Case, this video explores some of the aspects

that led to a change in laws that finally recognized women as persons;

The Bum Rap, 1989, directed by Femke Van Delft; 2.5 minutes. A rap music video about changing diapers, a home-grown innovative approach to video art and women's work; and

Goddess Remembered, 1989, directed by Donna Reed; 55 minutes. This documentary traces the history of goddess-worshiping cultures of 35,000 B.C. to the growing contemporary women's spirituality movement.

Organizers of In-Sight are working with women in five communities in Alberta to bring this smaller version of In-Sight to people throughout the province.

Mini-festivals have already been held in Red Deer, Lac La Biche, Calgary and Canmore, and are still to be held in Lethbridge December 15 and 16.

For more information about the Lethbridge screenings, contact the Women's Resource Centre at 329-8338.

AGM Includes Long Talk On Hiring Policies

Saturday, October 14

1) FINANCIAL REPORT - Annette Aarbo presented an audited financial statement (ending March 31, 1989) and moved we accept it. Doris Robbins seconded. **Passed.**

2) ASWAC MEMBERSHIP FEES - Annette moved we increase membership fees to \$20 and keep a sliding fee scale so ASWAC can remain financially accessible to all. Valda Roberts seconded. **Passed.**

There was discussion around a suggestion to have membership run from January 1 to December 31 of each year. Jane Wylie moved that memberships run from assembly to assembly and all fee payments following September 1 count towards next year's fees. **Passed by consensus.**

3) BOARD REPORT AND RECOMMENDATIONS

Jane Haslett presented recommendations from the 1988/89 board. These were: a) that coalition building be the main objective of ASWAC work this coming year; and b) that the board compile information received during the Women Against Poverty (WAP) hearings, construct a report

and then prioritize issues. Recommendations were left at this point, but were to be returned to after a "hiring discussion".

4) STAFF HIRING - Possibilities discussed included: a) holding off hiring a full-time Edmonton project co-ordinator while we discuss process, and hire someone on contract in the meantime; b) hire a full-time fundraiser; c) hire an Edmonton project co-ordinator; and d) hire both, which would require deficit financing.

Anne McGrath addressed the idea of hiring both a project co-ordinator and a fundraiser, suggesting all we have to sell is our projects, so we must continue to employ someone to work on them. We also must become financially self-supporting to continue this work, so we need to raise funds. She pointed out we can expect funding cuts to continue.

Valda suggested we hire a fundraiser/volunteer co-ordinator as opposed to a project co-ordinator.

Sylvia Waller (Medicine Hat) spoke in support of Anne's proposal.

Dayna Daniels agreed with Anne but suggested we need long-term planning to get away from federal funding altogether.

Debbie Foster spoke in support of Anne's proposal.

Meaghan Dean suggested we look at elements and implications of fundraising. She suggested we take six months to research other groups who have become financially self-sufficient.

Jane H. suggested if we have a goal of self-sufficiency, process will follow.

Laverne Booth-Caceres supported Anne's proposal but suggested we need to fight for government funding (and that we deserve it!)

Kathy Davies discussed limited finances, hiring options and suggested we hire a project co-ordinator immediately, and a fundraiser.

etc...etc...etc...

The issue will be discussed amongst ourselves Saturday night and a decision will be made Sunday.

5) ASSEMBLY - Because we always lose

money on assemblies, Terri Ann Marco asked for discussion regarding assembly options.

Anne suggested we have one every second year in Edmonton, and a yearly workshop in another area of the province.

Consensus was that this needed to be discussed in conjunction with the topic of funding proposals (fundraising) to be discussed Sunday.

6) WOMEN AGAINST POVERTY - Helen Greaves presented background to the WAP hearings and discussed work Diane Wazny did before the hearings. She encouraged us to thank Diane for the tremendous amount of contacts she made in the province (including communities that didn't have hearings) and for the good work she did. Helen gave thanks to Terri Ann for organizing Southern Urban Hearings. She explained the Northern Alberta Task Force and how hearings proceeded. She received written submissions and recorded all presenta-



Jane Wylie, Terri Ann Marco, Rita Kolpak, Frances Adams (Photos by Meaghan Dean)



Jean Munn (Board)



Valda Roberts (Regional Rep)



Nancy Miller (Board)

tions. Helen recommended we ask Secretary of State for project funding to complete the WAP report as soon as possible. She stressed we need to meet the needs of Alberta women by completing this report and using it as a tool.

Terri Ann gave a brief report on the hearings in southern Alberta.

Kathy thanked all staff and volunteers for the wonderful work done organizing all the hearings.

Sunday, October 15

STAFF HIRING (continued from Saturday) - Jacqueline Preyde suggested we hire a fundraiser as soon as possible, but not ignore our programs.

Dayna suggested we have a one-day workshop with a facilitator who has some expertise, to consider long-term stability.

Anne said: we need to combine process and projects; fundraising will only work along with programs; government funding is our right and we must pressure the government and fight for it; a fundraiser could study diverse funding bases (different government programs, other institutions, "politically correct" business ventures).

Helen said it is not the government's money; it is the Canadian taxpayers' money.

Debbie said the fundraiser should be hired before planning.

Valda said we need a fundraiser to be part of the planning from the beginning.

Gerry Bailey said we cannot afford to hire two people. Because this is not a large membership meeting, we should think about the repercussions of this decision.

PROPOSAL: To hire a skilled feminist full-time project co-ordinator in Edmonton, and hire a skilled feminist fundraiser on a deficit financing basis, as soon as possible before the planning meeting. Fundraising should be pursued along with programs and planning. We should lobby the government with the fact that funding is our right and should not be cut -- that it is not government money but Canadian taxpayers' money. Our core funding should be diversified for long-term funding and planning. **Consensus is reached!**

7) PERSONNEL POLICY - Kathy suggested we must prioritize putting the Personnel Policy in place.

Jane H. clarified that the Personnel Policy was rati-



Terri Ann Marco (Board)



Alison Cameron (Board)



Adeline Miron (Regional Rep)



Annette Aarbo (Board)



Michelle Williams (Board)



Jacqueline Preyde (Board)

fied at last year's assembly but is being used as the collective agreement, thus is being negotiated in the Personnel Committee, whose members include staff and other board members.

Clarification: The project co-ordinator hired in Edmonton will co-ordinate the writing of the WAP Hearings report.

Helen said personnel policies must be an ongoing priority for the board. Until the collective agreement is in place, we must always follow what we have in place already, in fairness to our staff.

Jane H. responded that evaluation is difficult in a collective. An evaluation procedure was formed this summer, but two staff subsequently resigned.

Jean Munn said no consensus has been reached on the Personnel Committee.

We agreed that until another collective agreement is reached, we must follow what we already have in place in fairness to our staff. The Personnel Committee should continue to strive for consensus. Personnel policies must be an ongoing priority for the board.

8) THANKS - The assembly thanked out-going staff:

Helen, Anne and Shelley Scott. The assembly welcomed new staff: Cathy Welch in Edmonton, and Nancy Miller in Calgary.

9) BYLAWS - Changes to the bylaws and amendments were passed by consensus at the assembly. Due to space constraints the new bylaws will be published in the next issue of the newsletter.

10) CHANGE TO AGENDA - It was decided to select the board and regional representatives during lunch, because the meeting was going over time limits.

11) BOARD AND REGIONAL REPRESENTATIVE SELECTION - The process was explained: Self-selected women would speak a little about themselves. Ballots would be handed out and marked with a "yes" or "no" for each woman. If there was 50 per cent "no" for any woman, then self-selection was denied.

Board candidates were: Terri Ann Marco, Lethbridge; Jean Munn, Calgary (was on the board last year); Alison Cameron, Lethbridge; Cindy Willet, Calgary; Michelle Williams, Lethbridge; Noreen Bell, Edmonton; Jacqueline Preyde, Lethbridge; Heather Moss, Slave Lake; Annette Aarbo, Edmonton; Donna Dhaliwal-Magrath (not



Noreen Bell (Board)



Gerry Bailey (Regional Rep)



Cindy Willet (Board)

present).

All were accepted except Donna Dhallwal-Magrath. Since Donna was not present the assembly could not ratify her nomination. A chosen board member will have to nominate her and then the chosen board must ratify the nomination at a board meeting for her to join the board.

A concern was expressed because there were so few Edmonton women selected to the board.

Regional rep candidates were: Shirley MacEachern, Medicine Hat; Maria Seeber, Drayton Valley; Gerry Bailey, Wetaskiwin (key issues: membership, board criticism, regional rep bylaws); Elaine Peters, Calgary; Valda Roberts, Edmonton (key issue: membership involvement); Kathy Davies, Edmonton (key issue: membership); Adeline Miron, Lethbridge (key issue: membership); Lori Crocker, Innisfail; Debbie Foster, Edmonton (formerly of Lethbridge); Evelyn Kelman, Lethbridge.

Marie Plaizler from Peace River will be invited to be a regional representative. If members have any input, they can get in touch with their regional rep.

12) LETTER - Anne read a letter from the National Action Committee on the Status of Women greeting all women at the assembly and expressing solidarity.

Postscript

The ASWAC Assembly over, the drive back to Edmonton soothed our exhaustion: through sun-washed open spaces, harvested and serene in the aftermath of summer growth, the shock of Red Deer hills dusted with snow softened by the harvest moon, rising enormous, first pink, then orange, as her sister sun left the western sky pink, apricot and then darkened into burnt orange.

At a coffee stop not too far from home, the retiring project co-ordinator and assembly organizer was heard to ask, "Where do beavers go in the winter anyway?"

New Board Holds Meeting In Calgary

In attendance: Cindy Willet, Cathy Welch, Jacqueline Preyde, Elaine Peters (regional rep), Heather Moss, Nancy Miller, Terri Ann Marco, Alison Cameron, Noreen Bell, Annette Aarbo. *Missing:* Michelle Williams, Jean Munn.

Saturday, November 4

Much juggling of the agenda took place to incorporate participation in a rally against proposed legislation on abortion.

1) ROUND - Everyone expressed feelings of excitement and anticipation at working together on the 1989/90 board.

A pro-choice group has started in Lethbridge! They are stirring up considerable interest in the community.

Emphasis was placed on all board members being involved in decisions to hire contract workers.

2) HIRING - The Edmonton Hiring Committee held interviews with two applicants for the full-time project co-ordinator position. All applicants were highly qualified for the job. The committee was prepared to re-open the process if none of the candidates met our criteria. Emphasis was on communication skills, knowledge of and willingness to work with feminist process and familiarity with issues related to the ASWAC priority campaign. The committee recommended Noreen Bell for the position. Noreen will start work on December 1, 1989.

3) BOARD ORIENTATION - New board members were given red binders full of all sorts of goodies to acquaint them with ASWAC policies, board procedures and resource information on working in collectives and consensus decision-making.

We discussed this material, added comments and emphasized certain points as follows: a) breakfast at board meetings is important!; b) money is available for child care (up to \$25 per day) and hotel accommodation

(up to \$20 per night); c) community reports: these allow for groups and organizations in the community to meet with us on Saturday afternoons of board meetings and it is the responsibility of the host area to book groups; d) budget items: long distance phone calls should be kept to a minimum. Co-ordinate information so all business can be discussed in one phone call and use conference calls for committee work when needed -- this can help save on travel time; and e) media strategy: the phrase "not available for comment" can be used when approached by media if you don't want to comment.

At this time we broke for lunch and to participate in the rally to oppose new abortion legislation.

When we resumed, we discussed updating a resource list of board and members who have knowledge on specific issues. All agreed this was important to do on an ongoing basis.

Discussion took place on the need to acknowledge work done by volunteers. Letters will be sent to women who have volunteered their time to ASWAC, especially those who have worked on the Women Against Poverty campaign, the assembly, the past board, and others.

4) FORMATION OF COMMITTEES - Discussions took place on committee job descriptions, regarding staff on committees and what the Fundraising Committee does.

Assembly Committee - will consist of Noreen, Terri Ann, Heather and Alison. We discussed setting up an ad hoc committee in Edmonton, to include non-board members.

Personnel Committee - will consist of Annette, Terri Ann, Nancy, Cathy, Noreen and Jacqueline. Since Jane Haslett has been involved in this committee in the past, the board agreed she was welcome even though she is no longer a board member.

The Committee will appoint a negotiating team to work on the collective agreement.

Women Against Poverty (WAP) Committee - will consist of Noreen, Terri Ann, Jacqueline, Heather and Cathy.

A timeline for producing a brief was set for spring of 1990. We will advise all who wish to make submissions to get their material in by December 30, 1989.

Budget Committee - will consist of Annette, Cathy, Noreen and Heather.

Fundraising Committee - will consist of Heather, Alison, Noreen and Jacqueline.

We decided that board members not present during this discussion (Cindy, Jean and Michelle) will be asked to decide which committees they wish to be on and contact present committee members regarding this.

Newsletter Collective - Those who have indicated interest in working on the newsletter so far are Jane Haslett, Sue Mattas, Lori Crocker, Cathy Welch and Nola Erhardt. Nancy Miller will submit material from Calgary and Lethbridge and find a Lethbridge correspondent.

A big thank-you and hug to those women who have worked on the newsletter the past year -- especially Jane Haslett, Sue Mattas, Leslie Stewart, Lori Crocker, Nola Erhardt, Heather Moss, Annette Aarbo and Meaghan Dean.

5) SIGNING AUTHORITY - Annette, Noreen and Cathy will remain signing authorities until December 1. Signing authorities should be based in Edmonton. We will decide at the next board meeting what to do after Noreen joins the staff. (Attempts to find another board member in Edmonton will continue.)

6) CROSSWIRES - Discussion took place on what to include in our submission to *Crosswires*. Cathy will write this and mail it out.

6) FEMINIST PRACTICE: WORKING IN GROUPS WORKSHOP - Discussion took place on participating in this workshop (sponsored by the University of Alberta Faculty of Extension Women's Program) as a group. Annette, Noreen and Cathy will attend as individuals and report to the board.

7) HEALTH CARE AND DENTAL PLANS - Annette outlined a plan in which we may be interested. Discussion took place on what we need and what we can afford. Annette will get figures for the next meeting. Nancy indicated she would like her partner and her son covered under her Alberta Health Care and any other medical insurance we have.

We discussed providing access to alternative health care in lieu of conventional health care. We will continue to investigate this possibility.

8) REGIONAL REPS - Noreen will continue to be the board liaison at regional rep meetings. Board minutes and agendas will be sent to regional reps.

Sunday, November 5

1) GROUP DYNAMICS AND CONSENSUS DECISION-MAKING WORKSHOP

- At this time we participated in a few fun exercises designed to address group dynamics, recognize our differences and how we can work with these differences for a common good and to consider some of the causes for conflict within groups. We all agreed they were very helpful in addressing group dynamics and creating a sense of community among board members. We'll continue this workshop at the next board meeting. The next phase will address specific skills used in working towards consensus and group cohesiveness.

2) BOARD MEETING SCHEDULE - In 1989, the board will meet December 9/10 in Edmonton. This will be a fundraising and planning meeting.

In 1990, the board will meet: January 20/21 in Calgary; February 24/25 in Calgary; April 7/8 in Calgary; May 26/27 possibly in Lethbridge or for a retreat; July 7/8 possibly at Gerry Bailey's place; in August we thought we should all meet in Michigan; September 8/9 in Edmonton; to set an October date we will need to determine the date for the assembly by first contacting other groups planning activities at this time. The assembly will be in Edmonton.

3) TIME OFF - Discussion took place regarding overtime and taking compensatory time. Cathy will be taking time off from November 21-27.

4) UNIONIZATION - We had a discussion to inform new staff and board members about what unionization involves. When we have a collective agreement in place, staff will pay dues of 1.5 per cent of their salary. Unionization was discussed with new staff members present at the meeting. The Personnel Committee will discuss how to provide a package on the union for employees. We also want questions and information on the union incorporated into hiring interviews.

5) OFFICE EQUIPMENT, CALGARY - We discussed applying for a grant to help us get office equipment, such as a typewriter, and updating the Edmonton computer, FAX machine, etc. In the meantime, Nancy will buy a chair and typewriter for the office and will use Calgary SWAC's computer.

6) LESBIAN CONFERENCE - The Lesbian Mothers Defence Fund and Lesbian Information Line are working on holding a Lesbian Conference in Calgary. We would be interested in doing a workshop on Feminism: Exploding the Myths.

7) SECRETARY OF STATE SPECIAL PROJECTS GRANTS - These may assist us in the writing and production of the WAP Report and for publicity to launch it. Terri Ann and Noreen will work on this.

We also need to consider doing research on fundraising to provide background and information on what we need and what is possible. Jacqueline and Alison will look into the possibility of getting a Special Projects grant for this.

The next meeting of the board will be December 9/10 in Edmonton, at 9930 - 106 Street.

Racist And Sexist Discrimination Focus Of Letter

Dear ASWAC,

The following is a copy of my letter to the Honourable Doug Lewis, Minister of Justice, concerning my individual human rights with regard to discrimination sexually and racially. I would appreciate your support and acknowledgement of my needs and concerns.

Donna Paul, Lethbridge

The Honourable Doug Lewis,

As an individual, I propose to set a precedent by overcoming racist and sexist discrimination.

As a white Status Indian and a woman, discrimination affects me in concerns such as: housing -- to receive housing I must be taking care of dependants, working or going to school, or all of these and married. Since I'm not in an income bracket high enough -- the White Racist Sexist System keeps me in poverty, unable to benefit from the tax shelters provided for the hidden welfare system.

I am an outcast to white people for my native association and an outcast to Indians who are forced to adopt white policies and attitudes in order for them to survive the White Indian Affairs Department.

I protest the prejudiced attitude of the White Supremacist system because you have the power to perpetrate this discriminatory action and behavior, therefore you have the power to stop it! To exemplify my point, I have submitted an application for on-reserve housing September 20, 1989.

It is very discouraging for me when I have to work and still be in poverty. This keeps me socially and economically inferior. Since I am kept in poverty I want to live in my own house at least and I resent the psychological abuse of being blamed as an individual woman and as an "Indian lover" for my condition.

As a single person, having been divorced twice, raising four children alone, I am still on welfare assistance after 20 years of trying to live a decent, respectable life. I resent being sys-

tematically forced to believe that I am mentally and humanly defective and inferior in which case I am in need of being rehabilitated and developed into acceptance by the system which oppresses me!

I want to impress upon you that I've managed to survive this indignity for 43 years and can still find an outlet which allows honest expression.

My political and personal goals are intimately combined since everything that affects my basic human needs and rights is a political issue. So you can believe that I have been

Archive Project Will Preserve Women's Herstory

The days of Alberta women's herstory disappearing into a void are over now that the Northern Alberta Women's Archive Project (NAWAP) is in place.

Women's herstory has been disregarded and we have not yet recognized its value, both personally and collectively. Our herstory is an untapped body of material hidden away in nooks and crannies of cupboards and attics.

The NAWAP committee wants to recover the stories of women by facilitating donation of these archives.

What is an archive? It is any personal material or photographs that represent your involvement with friends in your community, in the business world, in family life and in arts and local crafts. Your archives are the vital raw material of our past.

An archive doesn't have to be a government document or formal financial record. Your personal material will contribute to the documentation of women's herstory. Other ways of supporting the NAWAP include letting other women know about the importance of donating material, and making a financial contribution.

If you have something you wish to pass on to the archives, these are the basic steps:

1) Call the Provincial Archive at 427-1750 and they will send staff to your home to discuss your materials.

criminally deprived of life. It's a wonder that I am alive at all or even sane.

I need a response of support and acknowledgement from you. I have the ability to be an asset to my former reserve community. My personal experiences and formal self-taught knowledge of facts and highly conscientious discretion makes me a valuable participant for enlightened social and economic progress.

This is the method I have chosen to move myself away from an inferior and stagnant state of mind and circumstances. To progress in achieving equality. It is my inalienable and legal right.

2) After arranging the terms of your donation they will put the material in boxes and take it to the Provincial Archive where it will be reviewed and selections made. Any material not selected will be returned.

3) The selected material will be indexed and catalogued, using archival methods sensitive to the lives of women.

4) The donated material will be treated to protect it from deterioration.

Your archival material could be housed at the Provincial Archives, the Glenbow Museum, the University Archives or any municipal archive. Though NAWAP is working with the Provincial Archive, you would be encouraged to donate to the archive of your choice.

Who will have access to your archive will be up to you, as the conditions for access will be arranged by you and the archivist. Access can be open or closed to the public. If you do apply restrictions to your archive, you will decide what they are.

The NAWAP is sponsored by the Women's Program and Resource Centre of the University of Alberta Faculty of Extension and the Women's Research Centre of Athabasca University. For more information contact the Women's Program at 492-3093 or the Women's Research Centre at 492-8950.

happeningshappeningshappenings

December 5 - Symposium on Wholeness and Global Survival, with Pam Colorado, from 9 a.m. to 4 p.m. at the Providence Centre, 3005 - 119 Street, Edmonton. This symposium is intended to provide a forum

lethbridge happenings

Pro-choice Committee

A group of committed and daring women have formed the first-ever pro-choice committee in Lethbridge. We are calling ourselves Pro-Choice South, so we can represent all communities south of Calgary and north of the U.S. border.

We formed to provide a forum for southern pro-choice supporters to work actively on preventing the re-criminalization of abortion and to lobby for improved access to abortion services. We hope to give a voice to the "silent majority" living in the "deep south".

Spokespersons for Pro-Choice South are: Alison Cameron (381-3994); Linda Kilfoyle (327-1749); and Jacqueline Preyde (327-8191 after 4 p.m.).

Job Available

Job Title: Resource Support Worker

Duties: general office, event co-ordination, handling media, crisis support when necessary

Skills: feminist perspective, general office, media, experience with collective process necessary, must have own transportation

Duration: eight months, part-time

Wage: \$10 per hour

Deadline for Resumes: December 1, 1989

Please send resumes to: ASWAC Lethbridge Women's Resource Centre, #202, 325 - 6 Street, Lethbridge, T1J 2C7.

for reflection on issues in our physical and social environments. It is sponsored by Grant MacEwan Community College with support from the Edmonton Learner Centre, Environmental Resource Centre, Mother Earth Healing Society and the Nechi Institute. Registration fee is \$45, and \$15 for students. Call 462-5550 for more information.

December 9 - Solstice Dance. sponsored by the Edmonton Women's Music Collective at Riverdale Community Hall, 9231 - 100 Avenue from 8:30 p.m. to 1 a.m. Cost is \$7, with a sliding scale. Non-alcoholic beverages available. Separate space for smoking. All women welcome.

December 9-10 - An ASWAC Board Meeting will be held in Edmonton. Call 421-0306 for more information.

December 31 - A fifth annual Gay and Lesbian Awareness New Year's Eve Dinner and Dance will be held at The Inn on Seventh, 10001 - 107 Street in Edmonton. Cash bar opens at 7:30 p.m., dinner will be at 8 p.m. and dancing will be from 9 p.m. until midnight. Tickets are \$25 and are available at Common Woman Books (8724 - 109 Street), Abacus Books (10449 - 124 Street) and the AIDS Network (10704 - 108 Street).

February 3-4, 1990 - Feminist Practice: Working in Groups, a workshop sponsored by the Women's Program, Faculty of Extension, University of Alberta will be held from 9:30 a.m. to 4:30 p.m. Facilitator Pat Leginsky will address the inter-relationship of structure and process within groups. Issues of leadership, power, membership, size and scope will be examined. Fee is \$75. Call 492-3093 for more information.

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 Trent University, Peterborough, Ontario, K9J 7B8, (705) 748-1430.

Calls for Submissions

The Lesbian Non-Fiction Group of Women's Press, a women's publishing house, is collecting material for a non-fiction lesbian anthology. The goal of the anthology is to have work in the form of interviews or individually written articles about lesbians who include their lesbian identity into their daily lives. Send submissions to: Lesbian Non-Fiction Group, Women's Press, #204, 229 College Street, Toronto, Ontario, M5T 1R4. Deadline is April 28, 1990.

Submissions are being solicited for a Disabled Women's Anthology. Material does not have to revolve around being disabled or having a disability. Requested are: short stories (1500-2000 words); essays (2000 - 2500 words, fully documented); poems (maximum length 20 lines, batches of four to six); anecdotes (truisms, i.e. confrontations with the medical profession, 200 words or less); and quotes (maximum 75 words). Send material, with a short auto-biographical sketch and a self-addressed stamped envelope to 15165 88 Avenue, Surry, B.C., V3S 2S6. Deadline is December 31, 1989.

Research Directory

The Edmonton Social Planning Council has recently published a Social Research Directory of 1989 -- a guide to libraries and resource centres in Edmonton. Designed to assist librarians, social researchers, teachers and students, the directory provides listings of 80 Edmonton libraries where social issue information can be found. Contact the Edmonton Social Planning Council at 423-2031 for more information.

The Alberta Status of Women
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