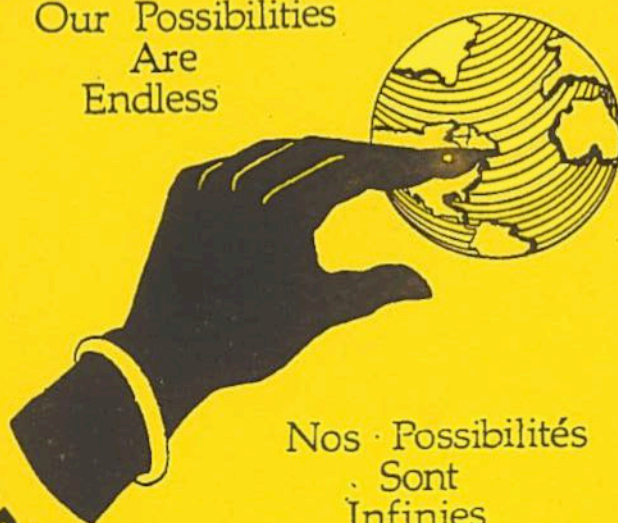


CONGRESS OF BLACK WOMEN OF CANADA

Our Possibilities
Are
Endless



Nos Possibilités
Sont
Infinies

LE CONGRÈS DES FEMMES NOIRES DU CANADA

Halifax May 1989

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STEWARDSHIP

October 1988 to April 1989

During October 1988 I took over the presidency of the Congress. The transition period has been a difficult one: the executive and board have continued to maintain our credibility and place at the National Level as an effective organization concerned and involved with the issues of Black Women and their families within Canadian society.

The two main foci for the executive and Board members since October 1988 when I assumed the presidency has been specially to:

- 1) inform all chapters about national affairs;
- 2) continue efforts and lobbying for funding to each province to continue their activities.

The national body received our first payment of the activities grant of \$35,000. This enabled us to meet the following:

Needs Assessment Study

The research committee has begun its work on the "Needs Assessment Project". This research is intended to provide a picture of the situation of Black Women in Canada.

An interim report will be presented by the Chairperson of this committee Dr. Glenda Simms. I would also like to pay tribute here to Dr. Simms. She is immediate past president of the Congress. Glenda's efforts have placed the Congress in a position of strength and the organization itself among the top level of national associations. Her contribution during the past eight years has been valuable.

Communication

Etti Rutherford was appointed chairperson of communications. She has diligently continued the most impressive work previously done by Florette Osborne. The result of this has been that communication is getting better between the chapters and the national and also between chapters themselves. We hope that this will strengthen interactions and relationships.

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News from across the country:

Several chapters have implemented activities to inform Black women on different issues such as:

- Equal Opportunity Employment
- Meech Lake Accord
- Free Trade Agreement
- Domestic/Family Violence
- Black and Aging

These were some of the range of issues which were examined, debated and discussed relative to its impact on the Black woman.

Meetings

At least two meetings of the National Executive and Board were held. Meetings dealt with putting together ideas and consideration of future program plans. In addition the biennium conference planning was a part of these meetings. We were able to finalize the conference program and choose in a democratic way the guest speakers and resource persons. These meetings, discussions, and decisions permitted all board members to participate actively in the ninth national conference.

We have invested a lot of work and effort into keeping the Congress together, bilingual and giving grass roots Black women the places they deserve within the organization.

Conference Funding

Much effort was expended to secure funding for the conference as well as the second half of our activity grant. The funding for the conference leaves much to be desired. The outcome certainly indicates that a stronger stance must be taken by this organization as an important voice for Black women in Canada.

On behalf of the Congress I was invited to participate in the "Status of Women" Annual Conference. During the Conference, as president of the Congress I took the defense of Black women's places in this society.

The non-representation of Black women in the marketplace at different levels was an issue which the Congress highlighted and a request sent to the government to correct this situation.

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I attended a conference and also intervened at a table which brought together women with different backgrounds to discuss issues of "women and sentencing". The Congress made strong points and recommendations that the Congress be consulted regarding policies, and legislative bills concerning women and justice. This will enable use to prevent and fight the discrimination on this issue.

At the conclusion of the Conference the Congress was asked by the Elizabeth Friès Society to host its next meeting at which there were 35 women in attendance from all over Canada and from different backgrounds.

I leave this position with two points of view. The Congress should realize the importance of this project relative to black and the justice system because it is our concern to fight against any kind of discrimination.

We must also pursue the completion of the Needs Assessment research because this is the first time the Congress is doing a scientific research to find out the needs of Black women.

Another important objective is to continue the structure of communication we have now established.

Finally, it is necessary for the chapters to continue to defend, inform and promote the best for Black women by different manners such as workshops, intervene in political debates, write press releases, and give press conferences against any political, racist representation which does not consider Black women and their families.

I would like to thank the executive and board members for their support, hardwork and encouragement throughout my tenure of office.

Yolene Jumelle
President

THE CONGRESS OF BLACK WOMEN OF CANADA
LE CONGRES DES FEMMES NOIRES DU CANADA

Rapport de la Presidente
Octobre 1988 - Avril 1989

Cette periode a été très difficile. Nous avons travaillé beaucoup afin de ne pas perdre entièrement la place et la crédibilité que nous avons mis des années à obtenir au niveau national.

Notre travail consistait spécifiquement à informer les réseaux provinciaux des activités de du National, les efforts déployés afin d'obtenir des subventions permettant au Congrès tant au niveau national qu'au niveau provincial de poursuivre des activités.

Nous avons finalement eu une subvention de \$65,000 nous avons dépensé dans les activités suivantes:

1. Nous avons formé un comité de recherche pour évaluer les besoins des femmes noires. Ce Comité présidé par Glenda Simms qui a servi au niveau national pendant 8 ans et qui a fait du Congrès un succès, nous présentera une partie de ses résultats au cours de cette 9^{ème} conférence bi-annuelle.
2. Comme vous avez pu le constater, depuis que Ettie Rutherford a succédé à Florette Osborne qui battait le merveilleux réseau de Communication du Congrès, le dialogue est devenu très harmonieux entre le National et les provinces et entre les provinces elles-mêmes.
3. Quant aux réseaux provinciaux, leurs activités ont consisté dans l'information et la formation des femmes noires à travers le Canada sur différents sujets tels: a) Accès à l'égalité en emploi, b) L'accord du lac Meech, c) Le libre échange, d) la violence familiale, e) Les personnes âgées de race noire etc.
4. Nous avons mis beaucoup d'efforts sur la recherche de subventions pour notre conférence. Les difficultés à ce niveau furent énormes, car les femmes noires ne semblent pas constituer une importance pour les gouvernements.

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5. Au moins 2 reunions du Conseil d'administration furent tenues afin de determiner les noms de nos oratrices, de nos personnes ressources, de mettre ensemble nos opinions, nos idées et ce de facon demoncratique pour finaliser cette conférence et d'en faire un succès.

Nos plus grands efforts furent dépeusés pour garder l'organisme en un morceau, pour lui conserver son caractère bilingue et pour donner aux femmes noires de la base toute la place qui leur revient.

Alors que nous représentions le Congrès à la conference armuelle du Conseil du statut de la femme nous avons insisté sur notre absence, nous femmes noires, sur la scène politique, la fonction publique, les postes decisionnels. Nous avons recommandé au gouvernement fédéral de corriger cette situation.

Nouse avons lors d'une fin de semaine de consultation organisée par la société Elizabeth Frige sur la femme et al sentence mis en avant la volonté des femmes noires de en pas etre laissées poin compte dans ce dossier et suggené notre participation à tous les niveaux decisionnels concernant la Femme et le système judiciaire.

La socelté nous a demandé officiellement d'etre P'Lotesse de la prochaine table ronde. A notre humble avis, it est important que la Congrès relève ce defl. Il va de sa réputation. Il est e'galement important que le Congrès pour suive la recherche sur l'evaluation des besoins des femmes noires, car il ne faundra pas rater l'occasion d'etre à la base de la première recherche vraiment scientifique faire par le Congrès.

Finalemeut notre système de Communications tel que structure maintenant gagnerait à survivre. Les réseaux gagneraient e'galement pour le bon maintien du Congrès et pour l'amélioration de l'educaton, de la formation des femmes noires à accentué leurs efforts sur les activités defa eutrepris. Le Congrès se devra de contineur à entre vigilaut et à combattre toute loi, toute politique à caractère raciste et discriminatoire pour les femmes noires et leur famille.

Yolene Jumelle
presidentente

PROVINCE OF NOVA SCOTIA
HALIFAX/DARTMOUTH METRO CHAPTER

BIENNIAL REPORT 1987 - 1989

The Halifax/Dartmouth Metro Chapter has been very active over the last two years. A number of workshops have been held, for members and non members of the Congress, these include:

- a "Political Awareness Workshop" informing Black women on how to become actively involved in the political process through Municipal, Provincial or Federal participation.
- a workshop on "Domestic Violence Within the Black Family".
- two life-skills training workshop sessions.
- three Leadership and assertiveness workshop sessions. These personal development programs were well attended by members and non members of the Black Communities.

In July, 1988 the Halifax Chapter hosted a Tea for women who attended an International Conference on "Women and the Economy" held at and sponsored by Mount Saint Vincent University. Many of these women were from around the world including Africa and the Caribbean.

In September, 1988 the Halifax/Dartmouth Chapter held their first Annual Dinner. Blair Lopes, Executive Director of Public Service Commission of Canada was Guest Speaker, the dinner was well attended.

In March 1989 the Chapter participated in a walk commemorating International Day for the Elimination of Racial Discrimination Day.

Upcoming events by the Halifax/Dartmouth Chapter include the production of Historical Bibliographies of four Black Women and life histories from Nova Scotia.

A research is planned on Nova Scotia Black Women and the effects of racism in their lives.

Future plans include a workshop on "How to Access the Media".

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A new chapter, the Prestons/Cherry Brook and Westphal Chapter was formed in April 1989; this new Chapter has many plans for the future and is looking forward to working with those in the Congress Family.

After a couple of trips to Saint John, New Brunswick, I am very pleased to say that the Saint John, New Brunswick Chapter was formed. Jean Augustine, President 1987-88 attended a meeting with the women of Saint John, N.B. Erma Brothers is the Representative for New Brunswick.

The newly appointed provincial Representative for Nova Scotia is Iona Crawley who has served for the past three years as the Alternative Rep for Nova Scotia.

The Ninth National Conference is being hosted by Nova Scotia and it is indeed our pleasure to have congress members and all non members visit with us. We do hope that you will enjoy your time here in our beautiful province of Nova Scotia, and that you will come again.

Submitted by:

Dolly Williams

PROVINCE OF ONTARIO

ONTARIO CHAPTER

BIENNIAL REPORT FOR 1987 - 1989

Ontario has maintained a high profile of the Congress of Black Women of Canada. Chapter development, Membership drive, Provincial and local educational programs, Networking and Outreach were some of the activities undertaken by the chapters. The period was a busy but productive one. Since the Congress has already established roots in Metropolitan Toronto and its municipalities, my challenge as the Ontario Representative during 1987-1989 was to develop chapters outside of metro, support the existing chapters and implement Regional Programs.

These three goals were accomplished with the support of the women of the chapters

Chapter Development:

New chapters were opened in Brampton, Cambridge, Hamilton, London, Midland, North Eastern Ontario, and Waterloo. Of these, five new chapters are very active, while the other two are working through their social and geographic difficulties.

Ontario is now represented by ten active chapters across the province. They are Brampton, Durham, Hamilton, London, Mississauga, North Eastern Ontario, North York, and Waterloo. More chapters will be developed in the near future.

Regional Programs:

While each chapter responded to their local needs and organized their own programs, it was important to bring the region together through a Provincial Program "Family Violence". Family Violence Workshops were conducted throughout the province to educate the public on the impact of violence within the family and the service agencies available for help. These workshops were well received.

Leadership workshops were also implemented and are still in progress, with the new chapters as the target group. Resource persons came from within our chapters and from the Black Community as the topics warranted.

These programs were funded partly by the Government of Ontario.

The co-ordination of these programs warranted a person assigned specifically to research, publicity and overall co-ordination. As a result we now have a co-ordination for the Leadership Program, employed on a part time basis.

New Development:

(a) Regional Office

Ontario's business and programs are now conducted from the Ontario Regional Office which was officially opened on April 1st 1989. We are very proud of this accomplishment as it adds some identity and status to the overall Congress of Black Women of Canada.

(b) Kay Livingstone Award's Function

In honour of the founder of this organization, Ontario Region has organized an award's Luncheon to honour Black women who have made exceptional contributions to the community. September 27th 1987 the first Kay Livingstone Award's Luncheon was hosted and the second was held in September 1988. The congress, the Black Community and the Livingstone Family look forward to this event as one of the greatest reflections of sisterhood.

Along with those developments, support and communication continued among the chapters and between the regional representative and the members. Networking with other organizations, public speaking, interviews and responding to issues continued throughout the period.

The region made a valuable contribution to the Gwen MacKenzie Fund from funds accrued through the first Kay Livingstone Awards Function held in 1987 \$350.00 were donated.

The Ontario Region also donated \$659.00 to the Fish Clinic in Jamaica for the purchase of health supplies for the women.

Although funds are usually needed in a non-profit organization the Ontario Region somehow managed to sacrifice enough to donate to the worthy cause.

The following is an individual report from the chapters.

PRESIDENT'S ANNUAL REPORT

Hamilton Chapter:

It is with great pleasure that I present to you a summary of the first year existence for the Congress of Black Women Hamilton Chapter.

As your President, I have had the privilege of attending many community functions and meeting with some decision-makers of local, provincial

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and federal government. I have been spreading the work about our organization and its aims. We can expect to receive continued recognition and be included in any plans that both effect and interest our community.

Through the loyal support of the membership and the hard work of our Secretary, Heather Rennalls, we have met on a continual basis since September 1987, holding our meetings on the second Wednesday of each month, including throughout the summer.

We carried out a number of exciting projects as follows:

- 1) The members filled five Christmas food hampers with donated, non-perishable goods and these were distributed to five local churches which were identified as having a highly integrated congregation.
- 2) Black History Month 1988 was celebrated with an Open House to which the general public was invited. The film "Field of Endless Days" viewed and participants perused various displays of historical memorabilia from the Black Heritage Society of Ontario, a collection of literature written about Black people by Black authors, an arrangement of authentic African artifacts and a showing of the works by local Black artisans.
- 3) A display table was set up for the four-day multicultural festival "It's Your Day" at Gage Park in Hamilton. Members staffed the booth and gave out information flyers and answered questions regarding our group.
- 4) Two public forums were held, (July and August) to bring group consciousness to bear upon the community needs, problems and concerns relating to the justice system of Canada.
- 5) A/Sgt. Jorge Lasso, Hamilton Wentworth Police, Ethnic Relations Division addressed the group on the topic of the Young Offenders Act and answered general questions pertaining to the concerns of the Black parents in attendance.

I expect that 1989 will see continued growth of interest in our Chapter. With the support of old and new members we will be able to develop programs that meet the needs of our community as well as the objectives of our group.

I wish to thank Heather Rennalls for her dedication in producing minutes and special reports for us throughout the year. We also owe a big thank to the Hamilton Police Community Services for printing our flyers free of charge. Finally, I wish to express my sincere appreciation for the loyal support of members who helped develop and execute our plans.

We have had a good year and can look forward to building upon the base

we have so far established.

To all of you, your families and friends, I wish the special joy that comes with the Christmas season and extend warm wishes for a New Year filled with health, happiness and hope.

Evelyn G. Auchinvole,
President

Mississauga Chapter:

Addressing community concerns, supporting and recognizing achievements of our sisters and their families while educating ourselves through monthly information sessions continue to be some of the ways by which our chapter achieve its goals.

As president of this chapter I feel privileged to be associated with a group of women who are there when there are successes or failures; who make that extra sacrifice when the media reports that a black woman lives in a church basement; who responds when three "Academically" bright youths are being denied assistance by the system; and who gives "Warm Fuzzies" when needed.

I will highlight a few of our activities over the last two years:

Citizenship Court:

We continue to address community needs by being involved in citizenship court sessions. At these we make congratulatory presentation to new citizens and host receptions afterward. A plaque was awarded to our chapter in recognition of our services.

Heritage Language Classes:

"A people without a past has no future" we recognize the importance of our children knowing their history. As a result, we have been successful in having the Peel Board of Education offer heritage language (Black History) classes to our children on Saturday mornings.

Scholarship Awards:

"Youths are our future" in recognition, our first scholarship cash awards will be made later this year.

Recognition by Mississauga Recreation and Parks Dept.:

Came in the form of chapter's representatives' attendance at a wine and cheese reception.

Family Violence Workshop:

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Through the efforts of the Regional representative, Sybil Garrick, funds were made available by the Ontario Women's Directorate for workshops to address family violence. A workshop, hosted by our chapter with funds from the region was successfully held on this important but troubling topic.

Hurricane Gilbert In Jamaica:

Our vice president, Madeline Edwards, initiated and with the support of members and friends collect clothes, food and funds. This was sent to Jamaica through the Jamaica Canada Association.

Education Forum:

Understanding the school system remains a challenge for many parents and students. In an effort to assist parents and students in making informed decisions about their education, we offered information sessions.

Youth Group:

Our youth group provides training, learning and fun for our children. The skills and talents of our members and other black sisters and brothers were utilized to facilitate the above activities.

The needs in our community are many; our elected officials deny that racism exists in Mississauga; the Peel Board of Education cut Multicultural funds from the budget because trustees "Do not understand the issues" and I could go on and on, so sisters, our work has just began and like our fore mothers we will continue to work in the trenches and board rooms.

Yours in Sisterhood,

Fay E. Cole
March, 1989

North York Chapter:

The City of North York provides an environment for fulfillment of many Educational, Recreational and Social Services. Many of our sisters in the North York Chapter of the Congress of Black Women of Canada are directly involved in other groups, and therefore bring varied backgrounds and interests to this chapter.

The North York Chapter of "The Congress" continues to grow slowly but steadily, and to participate in the community's network system. Our present membership is twenty six, with average attendance of eighteen monthly.

Our meetings are so planned, as to provide Education and to take care of the chapter's business. Contribution to personal growth is accomplished through self education of each; either in the form seminar or presentation.

Our resource personnel were drawn from within the group; from the other chapters; or from the Black community.

This format is well received by members and guests. Some topics / areas covered were Financial Planning, Fashion and Colour Co-ordinating. Health, Xmas Crafts, Self Defense and Physical Fitness.

Credit is due to our Education Committee for some of the special presentations other than at monthly meeting.
Black History Presentations.

Mrs. Rella Brathwaite was our speaker in 1988 and gave an enlightening presentation on the Life and accomplishments of some of the black people in Ontario during the 50's and 60's. Our Education Committee prepared and circulated a valuable bibliography. Mr Alex Darrell assisted the education committee in presenting the video "Home Feelings" in 1989. Again very well received.

With the assistance of money provided by the Ontario Women's Directorate to the Ontario Region of "The Congress" North York and Scarborough Chapters jointly presented - Workshop on Family Violence and Wife assault. This workshop was well attended and received by members of the congress and the community at large.

The feedback and recommendations from the workshop exposed the need for further education on the topic. It is hoped that the Ontario Region/ Congress on the whole will repeat and continue to address the issue.

Special Events presented by Social/Entertainment committee

Banquet:

At our annual Mother's Day Banquet women from the Congress/Community were honoured for their contribution to the community at large - the Black Community especially. They were presented with a pendant designed by one of our young Art Scholars, Donna-Lee Bolden. In the Artist's view, "TROLOGY" the three head medal is the composition of the Congress of Black Women of Canada. It depicts Age; Tradition; Totality; and yet respecting individuality. Hopefully this award will continue to be presented in the future to women who meet the criteria.

X-mas Party

The christmas party was well received by the community and chapter.

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Outreach Committee

Although North York is serviced by many organisations "The Congress" recognizes further needs of some of our sisters and their families. In an attempt to help fill the void, contributions of food and other necessities were given to Black families at Christmas. Other contributions were made to :

Metropolitan Toronto Children's Aid Society
Catholic Children Aid Society
Sunny Brook Hospital - Mental health adolescent assessment program
Jane Finch Concerned Citizen's youth support program

We have encouraged and provided information to many youths who participated Mayor Mel Lastman's "REACH FOR THE TOP" Program. One of our young women were selected. We are proud of her and she acknowledged her responsibility as a role model. We believe she performed credibly in the programme.

Fund Raising

Like most non-profit organisations, we depend on members and friends. Our long term goals for the North York Chapter include:

- a) Networking with other organisations who share our objective.
- b) Continued support education and leadership for our youth
- c) To improve our fundraising skills and knowledge.
- d) To help in building the C.B.W.C to the calibre of an organisation which can truly represent and address the needs of Black Women in Canada

Sheila Mascal
President North York

Scarborough Chapter :

The Scarborough Chapter in an effort to function as a support group to Black Women is actively trying to develop an awareness of this group as a body addressing issues that affect blacks with special emphasis on the Black Woman of Tomorrow. With current events and public awareness of racism there will be changes, but we have to be prepared for the opportunities that these changes will bring.

It is to this end we have set our goals as:

- 1) Education as a means to the solution of oppression.
- 2) Fund Raising to give us the capital necessary to achieve our goals for recognition INDEPENDENTLY
- 3) Recruiting to give strength to the voice of a United Force.
- 4) A support group to share our common problems and to offer support to its members, when needed.

Education:

- a) We participated in Political Awareness workshop, represented by Bill Davis / Tories; Alvin Curling / liberals; and Bob Rae / NDP. Here each party representative stated their party policies so that we may vote for the party in keeping with our aims and objectives.
- b) The Scarborough Chapter was well represented at a seminar held at O.I.S.E. by George J McKenna III, an accomplished educator and hailed as "a hero with faith in common sense values" by President Reagan. We learnt about Blacks in the Education System. Dr McKenna, a strong advocate of building stable communities from within, believes that the education system - emphasising justice, equal opportunity and non violence - is the primary vehicle for positive change in a pluristic and technological society.
- c) We held a Financial Planning seminar with special emphasis on women achieving Financial Independence. The values of credit and establishing a credit rating independent of her spouse's.
- d) The Scarborough Chapter also participated in The 1st of a series of workshops on Leadership Training. The Topic was Volunteerism and how it could help in our search for employment. Faye Cole was the guest speaker. The afternoon session was on Parliamentary Procedure by June Veacock of the Ontario Ministry of Labour. This information was transposed so that every member could have an understanding of:
 - i) What to expect in Parliamentary Proceedings
 - ii) How to practice on a formal/informal setting

Fund Raising:

Our 1st annual brunch was a success. Guest speakers were The Hon. Messrs. Alvin Curling and Gerry Phillips. The presidents of all the chapters in Ontario were invited and present. Jannet Lambert did a magnificent job in co-ordinating the brunch and members volunteered both time and money. Non members were also very helpful - the results were impressive. We have set new goals for our 2nd annual brunch to be held on June 11, 1989.

Recruiting

We have launched a full scale Membership Drive designed to make contact in specialized areas of work. This diversification of members will help other qualified Blacks to penetrate these protected areas of the workplace and be proportionally represented.

Support Group

As a support group the Scarborough Chapter:

- a) - gave financial support in campaign for a Black School Trustee in North York
- b) - kept a christmas party for local black children
- c) - participated in the Family Violence workshop financed by the provincial government. This was a joint effort with the North York

chapter. The workshop brought some important points into focus.

- i) Continuing education in this area of family life
 - ii) Recognizing the problem and seek professional help early for both victim and victimizer.
 - iii) Addressing the impact of options available and dealing with the situation
- d) - supported the Kaye Livingston Award (Founder of the C.B.W.C)
- Sybil Garrick the Ontario Rep and member of this chapter initiated this award.
- e) - gave financial support and a hamper donated by members of the group to a needy single parent as a Christmas cheer.
- f) - assisted the twin sons of a single parent a new immigrant to attend Art Camp in the summer of 88.
- g) - donated a wheel chair to a lady in Trinidad
- h) - contributed financially to the Jamaican Hurricane Relief Fund, the funds were to be used for medical supplies for women.
- i) - sent floral arrangements and plants to members who were ill.

Goodwill and comaradarie were shown when Patsy Dick ex-chairperson offered her home for a barbeque in the summer of '87, and Claudette Antoine offered her home for our last Christmas Party.

The new year startes with a new executive committee, committed to fulfilling the goals and objective as set out above. Foremost on the agenda is The Black Woman of Tomorrow and preparing her for the Corporate Ladder. Areas of discussion and workshops will be:

- a) - Health and Natural Medicine
- b) - Hair care
- c) - Public Speaking
- d) - Dress for success
- e) - Self Esteem

March 1989 the Scarborough chapter turned out to play their role in the provincial elections for provincial rep and alternate. Sybil Garrick founder of our chapter was elected for a second term by acclamation.

Last but by no means least we were represented at the National level also by Edla Belasco as treasurer. Edla has indicated she has the energy to run for a second term.

Patsy Dick
Past President
March 1989

Toronto Chapter:

The symbol of the Toronto chapter is the CACTUS, " A plant symbolic of the strength and resilience of Black Women. [for] no matter how arid

the soil, the cactus survives, multiplies and bears fruit." This year, we kept our symbol before us and indeed the chapter has survived, multiplied and borne fruit. The report I am presenting shows that the congress, within the Toronto area, is firmly rooted and continues to grow.

Mandate:

At last year's annual general meeting, the membership gave a clear signal which the new executive interpreted as a desire for less business at meetings, more programmes and more visible and concrete moves to effect changes within the larger society. This was the new mandate that the new executive accepted and attempted to fulfill. At the end of its term of office, the executive feels satisfied with its accomplishments.

Executive Development

The last few years have taught us that for an organization to function effectively, its executive should be committed to the vision of the organisation and the acceptance of its role and responsibility. Therefore, the first activity that the new executive engaged in was a Board Training workshop conducted by two members. The areas covered in the workshop were Principles of Organisational Development, organizing at the grassroots level and the role and responsibilities of each executive member. This was a very successful workshop. I would recommend that each new executive undergo such a workshop.

Programmes

Since members had identified a need for more programmes, the executive planned and organised a mixture of educational, social/political awareness and entertainment activities for the year. One of the activities was a presentation by a member of the CUSO (Canadian Universities Services Overseas) staff who is stationed currently in Zimbabwe. Marlene Greene, field staff officer, spoke to the chapter and other interested individuals and organisations, on the need for people of African decent to work for CUSO in Africa. Videos on CUSO's work in Africa were viewed.

The place of blacks in the history of the world generally and in Canada particularly, is often ignored and forgotten. The chapter attempted to start redressing this problem by hosting programmes that spoke of black's contribution to the world. Two programmes held by the chapter that celebrated and remembered our past were first of all a screening of the film, Home to Buxton which captures the annual homecoming celebration of the people of Buxton / Chatham, Ontario. The film was produced by the Black, female film maker, Claire Prieto. Claire attended the screening and shared with us her experience in making the film. As a result of the viewing, some chapter members attended the homecoming on the labour day weekend.

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A second programme which celebrated our history was held in Black History month. At this session Esme Hunte, a teacher made a presentation on our African Roots, and the Ontario Black History Society showed their video A Proud Past, A Promising Future. Both presentations were well received and generated much interest and discussion.

The need for Blacks to be involved in the political process is often articulated. In November last year, Carol Ann Wright, Black Canadian, took up the challenge and became a candidate for the position of mayor of Toronto. Later, at a general meeting of the chapter, Carol Ann spoke to us, reiterating this need and explaining the progress to be followed

An issue that is of constant concern to all community organizations is the need to attract and retain members. To this end our final programme for the year was a workshop on volunteering in the Black community, presented by two very active community members. The workshop was uplifting and invigorating. We hope that we can put some of the suggestions given into action.

Membership:

One of the chapter's objectives for the year was to increase our membership. To this end, we held a membership Tea and Bazaar which was successful in attracting new members. Our frequent mention in the community news papers has ensured sustained interest in the Congress and has led to the registering of new members.

Finances:

Like all voluntary organisations, finances is a critical factor in their survival. Therefore fundraising continues to be a constant objective of the chapter. To this end this year, we held a number of fundraising activities. These were a Tea and Bazaar; A Fall Dance; A Christmas Dinner and Raffle, and a Film and Supper evening. As a result we will be leaving the incoming Executive with some funds to carry on the year's work.

Outreach / Mainstreaming:

The chapter is making deliberate and concrete efforts to link with the larger community in an effort to eradicate racism in the larger society and to ensure a place for for black people.

Therefore applications have been made to various levels of government for funding to undertake two projects:

- a) A housing project for seniors and single parent families
- b) Production of a film on anti-racist strategies for child care workers

In addition, the chapter has been interviewed by the Share Newspaper and Ryerson Radio Station on its housing project.

The chapters has been represented at meetings of a network of organizations in the Black community, co-ordinated by the Black Secretariat. It has also been represented at the council of Jamaicans and affiliated organizations and was a part of the planning team for the employment equity conference hosted by this group last year.

Sadly, the chapter participated in the protests at the shooting of two Black men by the police. Participation took the form of attendance at Black Community planning meetings, attendance at a press conference called by the black community and presentation of a statement; attendance at rallies and memorial services.

Altogether this has been an activity filled year. We have been pleased and satisfied with the results for the year. The Congress has become even more widely known. Interest in it continues to be high, but much work still needs to be done. I have enjoyed working with the Toronto Chapter's Executive and members, The regional representative and the other Congress of Black Women presidents. I thank all for their help.

Bernice Campaigne
President Toronto Chapter
April 9, 1989

Brampton, Durham, London, North Eastern and Waterloo are all very productive in their own town. They are usually called upon for input in the decision making for the benefit of the community and in responding to issues as they arise.

The growth of the Congress in Ontario demands more structure to officiate its business.

- 1) It is recommended that a Regional Council Board be instituted for giving input and direction to the Regional Representative and for identification.
- 2) That emphasis be placed on recruiting young women. (Youth Group)
- 3) That an "Issues" committee be formed in each chapter, so that Ontario speaks on Women 's Issues with one voice.
- 4) That leadership development be an ongoing activity within the chapters.

The end

Submitted by:

Sybil Garrick

PROVINCE OF MANITOBA
THOMPSON CHAPTER

BIENNIAL REPORT FOR 1987 - 1989

Within the past two years we have focused on the development of the Thompson Chapter in Manitoba. Our involvement has been centered around the identification of Black Women in Northern Manitoba. In accessing women to be part of this chapter, you must realize our numbers are small, and geographically we are isolated from larger groups of Black Women.

Though our resources are limited, we realize how necessary it is to be part of the Congress of Black Women of Canada. All the activities that we have undertaken in the past two years has been a community effort. We will highlight a few of those for your information. Keep in mind when you read this, it is the same women who have been involved in the development of the Afro-Caribbean Cultural Association of the North and the Harambee concept.

The activities we plan are usually directed to the whole family. Black women in Thompson also participate in other community activities. Since our last report, there has been a continued focus on presenting the Heritage program, Canada Day Picnics, (a way to reach and involve the men and children).

Our young Black women under our direction wrote and presented a "West Indian Christmas Party". One of the main projects was the development and adaptation of the Harambee Concept. A visit from the Winnipeg Chapter was a highlight of the 1987 program. As a small group we worked diligently in raising funds for Jamaica after the devastating hurricane. The chapter meets on a monthly basis.

Our focus for the coming years will include the monitoring and participation in Congress Activities. We would anticipate recognition from the National Congress in our struggle to get over the feeling of isolation.

We would like to thank Norma Walker and the Winnipeg Chapter for their support and encouragement.

Submitted by:

Eunadie Johnson
Thompson Chapter
Congress of Black Women of
Canada

PROVINCE OF BRITISH COLUMBIA
VANCOUVER CHAPTER

BIENNIAL REPORT FOR 1987 - 1989

The women of Vancouver Chapter continues to be enthusiastic, dynamic members in meeting the objectives of Congress and providing leadership in the Black Community.

Meetings are held every third Friday of the month with occasional Sunday workshops to include a wider sector of the community.

The following were some of the activities undertaken:

1) Political Awareness and Participation Workshops:

- Meech Lake Accord
- Free Trade Agreement
- Abortion Issues

2) Employment:

- Sponsored a Recruitment Drive for the R.C.M.P.
- Equal Opportunity Employment within the Federal Civil Service

3) Social/Entertainment:

- Annual Children's Christmas Parties
- Mother's Day Tribute
- Slide Presentation/Discussion
- Membership Drive
- Cheese and Wine Evenings

4) Community Activities:

- Public Relations appearances at various community activities
- Book Award to the Junior Black Achievement Awards
- Co-Sponsor of the Black History Month Celebrations

A group of women from Victoria, Vancouver Island held meetings and will be applying for membership to form a second British Columbia Chapter.

- 2 -

The next annual General Meeting will be held in May. The current officers are:

President	Barbara London
Vice President	Gwen Koenigbaur
Secretary	Sonia Sterling
Treasurer	Rose Rouse

Provincial Reps 1989-1991:

Rep	Yvonne Ashby
Alternate Rep	Marlene John

Submitted by:

Yvonne Ashby

PROVINCE OF MANITOBA
MANITOBA CHAPTER

BIENNIAL REPORT FOR 1987 - 1989

Since our last Conference in Vancouver in 1987, the Congress of Black Women of Canada, Manitoba Chapter has made important strides in continuing to make our Black Women conscious of issues and concerns which impact on them on a day-to-day basis.

This success has been due to the sterling efforts of the Executive (Daphne Howard, Edris Bridgewater, Joan Lloyd, Cynthia Manswell, Doloris McFarlane, Josephine Paul, Merle Fletcher, Phyllis Clark, Carmen Taylor and June James).

Exciting programs both for the Congress and for other women in the community were executed and participation from the community was good.

Towards the end of last year, 1988, the Executive had some setbacks when our Vice President, Edris and Treasurer, Doloris moved to Toronto. Later on our President, Daphne, had to resign for personal reasons and so far the past three months we have continued with our management committee until our elections scheduled for April 9th, 1989.

Our meetings were held at the YMCA but with the sale of this building we are now holding our meetings at the offices of the Manitoba Advisory Council on the Status of Women thanks to the efforts of Daphne who is a Member of this illustrious group.

We have four standing committees:

Membership: Our membership numbers have not grown as much as we had anticipated. We feel that there were two factors for this. First, some of the other organizations in the city of which there is a total eighteen have decided to have their own women's groups and, as well, some women find it difficult to come out on a Sunday to our meetings because the work shift arrangements. Our members, however, do continue to give support to the programs and projects which we plan.

Publicity: Members have been kept informed of issues by newsletter and also through the television since one of our members, Cynthia, has a weekly program.

Social and Fundraising: Most of our fundraising activities were family oriented. Social events consisted of our Annual Banquet with our guest speakers in 1987 being Eunadie Johnson and in 1988, Jean Augustine. Three brunches were held to celebrate the special events under Black History celebration and International Women's Day Celebration. We also held a children's Christmas party in 1987 and did a pot luck supper in 1988.

Program: There have been some very educational and social awareness programs planned over the past two years.

- 2 -

Educational Programs: Black history celebrations were held in 1988 and again in 1989. In 1988 the focus was on Caribbean women including Eugenia Charles and Nanny of the Maroons. Members gave brief biographies during brunch and celebration. In 1989 the film, "No Way, Not Me" introducing the subject of poverty in elderly women and its beginnings with teenage pregnancy was superbly illustrated by Rosemary Brown, the Keynote Speaker in this film. IN 1989 as well, members, Norma Walker and Eunadie Johnson, participated in a forum of women issues arranged by another group.

International Women's Day 1988 took the format of a Conference held at the University of Winnipeg. The Keynote topic was Union Membership, Rights and Responsibilities, a Speaker from Edmonton led the workshop. This topic was chosen since the Congress at that time had women who were having difficulties in the workplace.

In 1989, Rebecca Matlou, a South African woman, spoke on the difficulties which black women in particular encounter under the apartheid regime in South Africa and the ways in which they were trying to address this monster.

Programs at Our General Meeting

1. Parenting

A series of parenting workshops conducted by Miss Carmen Nemhardt were held. The Congress will be having further sessions on this important area.

2. Health Issues

Surgical preparedness was facilitated by Daphne Howard who is an Operating Room Nurse Supervisor. The emphasis was on vascular surgery particularly in relationship to Diabetes, a common complaint among Black Women.

3. Other Workshops Included a film on Incest:

Library

A chapter library was established by Mrs. Lisa Hackett, a Teacher/Librarian. Some of our initial books were purchased at the Vancouver Conference and members have been making use of this educational adjunct.

Bursaries

Two scholarships were awarded to young women to pursue their careers. The bursaries are open to any young women who are pursuing post secondary education.

- 3 -

Outreach Programs

June James spoke to a St. Vincent's Women's group on the detection and treatment of breast cancer.

We co-sponsored the Jamaican Theatre group, Sistren, in 1987 and in 1988 we supported the Popular Theatre Alliance in the South African Production by the Vusiziver Players who performed the play "You Strike the Rock, You Strike the Women". This play which was held in Vancouver as well met with good reviews in Manitoba also.

Networking with other women's organizations and Black organizations. Congress continued to participate and support other group activities. We have Membership on the Citizenship Council of Manitoba, the Advisory Council on the Status of Women and work on the International Women's Day Planning Committee and the Manitoba Intercultural Council.

June James, Marva Ferguson, Collette Walker and Daphne Howard joined with the Manitoba Nursing Research Institute in welcoming Dame Nita Barrow to Manitoba.

Advocacy

We had two cases where our past President helped women who were experiencing difficulties in the workplace. Case one was a hospital employee who was unfairly dismissed and with her help was able to negotiate a better settlement than the one initially planned by the union. In case two, an employee was experiencing difficulty in terms of getting adequate work hours despite seniority in a nursing home and was threatened with dismissal, and loss of professional license and again in meeting with the licensing representatives was able to improve the situation here.

Submissions and Briefs

Members of the Congress of Black Women, Manitoba Chapter continue to be vigilant.

A news release was sent out to the news media and elected officials in regards to the Meech Lake Accord agreement.

June James served as the Chairperson of the Affirmative Action Task Force sponsored by the Manitoba Association of Rights and Liberties and the Department of Urban Studies at the University of Winnipeg. This task force examined the affirmative action progress in Manitoba over the past five years and had provincial hearings. The publication "Affirmative Action, Where is the Action" was released in June 1988 and provincial, federal and city governments are examining at this report.

- 4 -

Our Regional Rep, Norma Walker, presently serves as a Member of the University of Winnipeg Task Force on Student Accessibility. Joan Lloyd made a presentation to the Winnipeg School Division #1 Task Force on Race Relations on behalf of the Congress. Norma Walker submitted articles which were published in the Union Women's Publication, the Manitoba Advisory Council Newsletter and the Manitoba Teacher.

THOMPSON CHAPTER, NORTHERN MANITOBA

Women in Thompson under Eunadie Johnson, have continued to promote our organization in Thompson. These women provide the support and encouragement for each other and network with other women's groups as well as the local Harambee to address important issues that affect them and their families. The Members in the Thompson Group also have contact with persons in the other surrounding areas such as Dauphin and Flin Flon. In 1987 members from the Winnipeg Chapter journeyed to Thompson and had an interesting weekend. One of the featured films "The Global Assembly Line" provoked a great deal of discussion and concern for the plight in women in the electronic and sewing industries internationally.

Submitted by:

Norma Walker

PROVINCE OF SASKATCHEWAN
SASKATCHEWAN CHAPTER

BIENNIAL REPORT FOR 1987 - 1989

The years 1987-1989 have been very eventful for the Regina Chapter, we have been increasing our visibility in the community, networking with other Women's groups and sending delegates to workshops.

1987

"Sisteren", the grass roots Jamaican Women's group, conducted a workshop on racism for members of the Chapter.

The Regina Coalition for Social Justice, planned a march for June, to bring to focus the affects the cutbacks would have on residents lives in Saskatchewan. Rachelle Putman represented the Chapter at the meetings.

Heather Crichlow attended the World Congress of Women which was held in Moscow in June of 1987, this was a follow up to the conference in Nairobi, which ended the decade of Women, this meeting with the theme "Toward the Year 2000, without nuclear weapons for Peace, Equality and Development, especially for the Third World", saw Heather reporting to the assembly of the workshop "Women in Society". This Congress was attended by over 2800 women from 154 countries.

June also saw Glenda Simms, The National Past President leaving Regina to take up an Associate Professorship at Nipissing University at North Bay, in the Faculty of Education.

The Chapter was represented on the Planning Committee for the annual Jamaican Independence celebration, Ettie Rutherford was the speaker at the banquet, she also conducted a workshop on the Implications of Jamaica's Independence.

There was a children's Christmas party to end the year 1987.

1988

Icylin Grant represented the Chapter at the Southern Symposium of Women's Groups called by the Saskatchewan Women's Programs, division of the Secretary of State. She reported on the activities, the aims and objectives of the Chapter.

- 2 -

1988

Icylin Grant represented the Chapter at the Southern Symposium of Women's Groups called by the Saskatchewan Women's Programs, division of the Secretary of State. She reported on the activities, the aims and objectives of the Chapter.

Heather represented the chapter at the reception celebrating the enshrinement of the Canadian Multiculturalism Act.

Jestina Blake-Hill was the Chapter's delegate to the Biennial Conference of the National Organization of Immigrant and Visible Minority Women of Canada. She was elected as the Saskatchewan Representative, and will serve as a board member of that organization.

Heather Crichlow attended a meeting called by the Director of Immigration, Canada Employment and Immigration. She raised questions about the rights of Black people coming to Canada and especially the domestic workers. Grievances were aired, and suggestions were made as to how the Congress could help immigrants and domestics integrate into the Regina Society.

The Women Vote Coalition, a coalition that included women from the Saskatchewan Action Committee on the Status of Women, the Regina Coalition for Social Justice, the Congress of Black Women (Regina Chapter) and other Womens groups organized to get women informed about the issues that concern women in the November Federal elections. A special day of informaton was held November 5, 1988.

1989

February saw a cultural display including books, at the Regina Public Library, and, another display at the Regina Public School Board office, these were very well received. The Chapter also had a public film showing in cooperation with the Regina Public Library, this was well received.

After the National meeting in Saskatoon, and follow up by myself, the New Northern Chapter was reactivated, after meeting them again on the 11th March, this energetic lot are anxious to carry on the work of the Congress. There will be 2 delegates from the Northern Chapter to the Conference in Halifax.

We have finally received a grant from Secretary of State to carry on our Cultural Hertiage workshops, we will invite social studies teachers to some of these workshops this, we believe will give them a greater understanding of the Black culture, and Black Children in the Regina School System.

Submitted by:

Heather Crichlow

PROVINCE OF ALBERTA
EDMONTON AND CALGARY CHAPTERS

BIENNIAL REPORT FOR 1987 - 1989

Since the last conference in 1987, the Congress of Black Women of Canada has been active in Alberta. In both chapters, Edmonton and Calgary, the members have been engaged in meaningful activities which more than anything else, have enabled Black sisters from both chapters to meet on three occasions: firstly, at the Affirmative Action workshop in Calgary; secondly, when some of the Calgary members attended Edmonton Chapter's annual banquet and thirdly, at a joint meeting to select the Provincial Representative for the 1989-91 term of office. These cooperative activities have been welcomed by all.

Separately, both chapters have done well in keeping alive the profile of the Congress in the province.

Edmonton Chapter

The Edmonton Chapter has continued to organize and implement its annual summer and residential camp for Black children. It also joined with other Black organizations in condemning the shooting death of a Black youth in Montreal. Through their keynote speaker, Jean Augustine, at one of their annual banquets, the chapter highlighted to all Alberta its concerns regarding the Free Trade and Meech Lake issues. Black History Month activities were celebrated both years in cooperation with other Black organizations. Some of a series of workshops which were done were "Forward, Looking to the 1990's", "Aids and the Black Woman", also "Black Youth and the Justice System" to name a few. The chapter participated actively in the Jamician Hurricane Relief Efforts. The Profile Dancers, a group organized by the Edmonton Chapter, continues to grow and perform. In making this Black Community more aware of the contributions of Black Women, the chapter also maintains its focus in that regard by having Mother's Day celebrations each year.

Calgary Chapter

Although the Calgary chapter is relatively new, it has, in two years, done quite a lot. Membership increased from thirteen to fifty members and activities were initiated to sensitize the community to the needs of the Black woman and her family. A symposium was held with speakers dealing with Family violence, Human Rights and Immigration issues. In 1988, through the Congress, for the first time, the City of Calgary celebrated Black History Month.

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Activities were: a Thanksgiving Service, book display at public library, film night, lecture at the University of Calgary on "Racism in the Women's Movement" and Black Jubilee - a program highlighting Black achievement and our legacies to the world in the areas of sports, education, civil rights, politics and women's struggles.

The chapter also started a Black Heritage tutoring class to assist students not only with the 3R's but also to teach Black history, awareness and pride. Parenting meetings were also held.

As a result of Ettie Rutherford (who began the term as Provincial Representative) moving from the province in 1988, Lucille Ooko, the Alternative Representative had to assume the role in the last eight months.

Submitted:

Ettie Rutherford

ALBERTA REGIONAL REPRESENTATIVE REPORT
FOR PERIOD OCT. '88 - present

In the absence of any information from the Calgary Chapter, the following is submitted on achievements of the Edmonton Chapter.

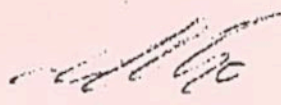
1. Summer of 1988, the Chapter again held a Children's Summer Camp the main focus was on Black Children, History of Blacks in Canada the rest of the Americas, Black achievements all over the world, Black art, and drama. Attendance at the camp did not reach previous years levels but nevertheless, we were able to provide summer employment for six of our Black youths, and we are encouraged by the community to maintain the efforts and the program.
2. The Chapter's Annual Christmas Banquet was well attended. Our original Guest Speaker, Dorothy Willis had to cancel her original acceptance as the result of her appointment to the Immigration Review Board. Pam Barrett, NDP House Leader in the Alberta Legislature kindly accepted our late invitation to be the Guest Speaker. Her address on WOMEN/MINORITIES AND POLITICS, was timely and well received.
3. December 17, 1988, The Chapter held its traditional and very successful Children's Christmas Party.
4. February 1989, Black History Month in EDMONTON, the Chapter participated with hosting a West Indian style breakfast.
5. The said month February, the Chapter commenced in earnest raising funds to supplement members travel to the 1989 Bi-annual Conference in Halifax. The Chapter was successful in raising sufficient funds to supplement each non-delegate by as much as 50% of Air Fare.
6. For the first time the Chapter successfully applied for funds for a special PLACEMENT position from the Alta. Government and hired a secretary full time for our office for six months.
7. The Chapter had a very productive meeting with the National President, Yolene Jumell in January 1989. Many important issues and concerns were discussed with Yolene. The Chapter hopes the new President will maintain the tradition of face to face communication with the Chapter women whenever possible.
8. April 1st the Edmonton women met with the Calgary women to elect their Regional Representative for the next term. Norma Ellis of Calgary was selected as Regional Rep. and Maureen Braun as Alternate Rep. This was a very amicable meeting held at Red Deer. The Chapter have agreed to hold other joint ventures during the coming months.

ALBERTA REP REPORT CONTD.

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9. April 14, 1989, the Edmonton Chapter women in fine fashion staged a very well attended and very successful reception for the all Black Cast of the world acclaimed Stage Play, "MA' RAINEY'S BLACK BOTTOM" This play had three weeks of top review performances at the Edmonton Citadel Theatre. The members of the cast were most appreciative of this gesture of Black sisterhood and hospitality. They summed their gratitude by stating that "THIS RECEPTION WILL ALWAYS REMAIN THE MOST MEMORABLE PART OF THEIR VISIT TO OUR FAIR CITY OF EDMONTON"
10. April 16, 1989, the Chapter women joined with ~~400~~ other volunteer groups in the city of Edmonton and hosted a Citizenship Court and reception to mark the beginning of Citizenship Week. The Chapter's efforts were commended by presentation to the chapter a framed Declaration of Citizenship week from the Right Honourable Brian Mulroney, Prime Minister of Canada and a Canadian Court of Arms from the Fed. Minister of Culture and Multiculturalism.
11. Other Program plans for this year include
 - Tribute to Mothers Concert, May 14, 1989
 - Summer Picnic with the Calgary Chapter
 - Children's Summer Camp
 - Chapter Executive Elections in September
 - Membership drive

In closing, congratulations is in order for one of our Chapter members, currently our Treasurer, Mrs. Corinth Lewis, who successful defended her PhD Thesis in Educational Psychology and Family Counselling, April 19, 1989.


 Lucille L Ooko

CONGRESS OF BLACK WOMEN OF CANADA

FOURTH BIENNIAL CONFERENCE

VANCOUVER, BRITISH COLUMBIA

MAY 15 - 17, 1987

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page 1

INTRODUCTION

The Congress of Black Women of Canada staged a very successful fourth biennial conference in Vancouver, B.C., May 15 - 17, 1987.

The 200-plus delegates and friends who participated in lively debate of the conference's theme produced material which will propel the Congress forward in this twentieth century.

Since its formation eight years ago, the Congress was mainly involved with developmental matters, reaching out to women in Canadian cities thus becoming a household word. The discussion emerging from the weekend workshops proved that membership is ready to attack some of the crucial issues facing Black Women.

Areas which Black Women have avoided in the past came under scrutiny at the conference. Feminism as it applies to Black Women was one of the concerns. There was also the expression from the gathering that more time should be devoted to the dialogue which began in Vancouver.

The consequences of the proposed free trade pact between Canada and the United States of America on Black Women in this country was another matter of grave concern.

The attached recommendations illustrate the seriousness with which delegates approached the conference agenda.

congress

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OPENING ADDRESS BY
DR. GLENDA SIMMS,
OUTGOING PRESIDENT
THE CONGRESS OF BLACK WOMEN OF CANADA

8TH BIENNIAL CONFERENCE

Today, in this room, in this beautiful city of Vancouver, in this most unpredictable province of British Columbia, the most representative group of Black Women have come together in the name of the most significant Women's organization in Canada to celebrate, to plan and to move forward in strength and unity.

It is my hope that each of you will leave this conference with a sense of renewed commitment, determination and hope for the future because you would have experienced the Congress of Black Women of Canada as a supportive and nourishing organization, in which we can all feel safe and in which our lives and our struggles can be validated.

The theme of our 1987 Conference is On the Move: Forward Together. At our last executive meeting in Toronto it was suggested that this theme should become our motto and the guiding philosophy of our organization.

Within the framework of this vision of Black Women as a growing force moving forward in unity, the participants in this conference will examine the issues of Employment, Health, Racism, Sexism and Feminism from the unique vantage point of the Black Woman, her family and community.

In the process of addressing these most important issues we need to keep in mind a sense of the history of concerns in this organization. In order to do this, I will share with you a small sampling of the issues that our sisters raised in the conferences held in 1973, 1974 and 1976.

These sisters identified amongst many other issues:

- the need to develop more conscious black pride in youth;
- the possibility of organizing a chartered flight to Africa for Black Youth;
- the need to petition government authorities to pay attention to the needs of the Black community, and to funding the activities of the Congress;
- the need to obtain funds to enable more working class women to attend the Congress;
- the need to be realistic about the role of religion in Black family life and the need to foster respectful attitudes for religious conviction;
- the need for the Black community to recognize the plight of the Black child in the educational system.

(continued)

On this 16th day of May, 1987, we are carrying on the work that was started by many of these sisters who are still working in the Congress and many of whom are in this audience today. We continue to struggle and to build because we recognize the nature of the world in which we live and we realize that we need to be organized, to be vigilant and to be always ready to confront the issues that threaten our survival as a people.

Today, all over the world, our Black sisters are fighting against great obstacles, and everywhere, women feel the need to organize and to internationalize their struggles.

The Congress of Black Women of Canada is our organizational response to continuing struggle for dignity within the Canadian society.

In building this organization we have effectively confronted the contradictions and negative forces that bombard us from without and those that reside within our community and within us as individuals.

We have questioned, challenged and defied the systemic barriers of racism, sexism and classism, all of which have resulted in making Black Women an international underclass.

Daily, we see the implications of negative social forces, and generations of our women have had to deal with the inter-relationship of these with poverty, poor health, unemployment, family violence and the overall breakdown of our traditional support system - our families and our community.

It is this universal experience of oppression, marginalization and injustice that inform us that we must take nothing for granted. We will, in the name of Black Women of Canada, challenge many issues including - Racism within the Women's Movement - the inability of all political parties to institute measures that are effective in ensuring that skilled Black men and women gain access to the Public Services and to other institutions that impact on their lives.

In the name of this organization, we will continue to confront an educational system that under-educates and mis-educates our sons and daughters and we will vigilantly monitor all the other agencies that perpetuate and reinforce institutional racism and sexism. These are some of the external contradictions that we tackle through the work of the Congress.

And what of our internal contradictions? How have we tackled these as an organization?

We have challenged regionalism, insularity, elitism and shadism. We have built an organization that in 1987 includes - descendants of the earliest Black Settlers of Nova Scotia - the brave mothers who helped to build the villages and townships of Ontario and Quebec, - the farm women who helped to establish settlements such as the Amber Valley in Alberta and Maidstone in

(continued)

Saskatchewan - and the Black Women who have more recently migrated to Canada from all regions of the world to work in a variety of professions, to pursue training, to scrub floors and to give unconditional love to another generation of white babies.

Our organization reflects this diversity. It is this diversity that has brought us to this stage where we can say with pride and a sense of dignity that the Congress of Black Women of Canada is the most significant national Black organization in this country today. As such, our mandate is broad and almost unlimited. As such, we cannot confine ourselves to the issues that are defined by others. We must chart our own path while we support and network with all those who are committed to fighting the injustices of our society.

It is my hope that this conference will have some impact on each of us who is here today. We should try to meet someone new and make a meaningful and long-lasting link with a Black Sister and continue to exchange information, share resources, network and provide social and emotional support to each other.

I also hope that after you have shared your ideas within your workshop that you will make an even more determined commitment to return to your communities to involve and link Black Women of all economic classes around the concerns that are raised in this conference.

This organization will not fulfil its mandate if it does not reach out to all our Black sisters, mothers and daughters. We must find those not able to be here today, those who do not know why we are here today and those who, in this very city, know where we are, but cannot afford the registration fee so that they can also be here.

We must reach out to these women because they are a major part of the reason for the existence of the Congress.

This organization cannot afford the false status of exclusivity, and those of us who lead must never believe that we are part of a trendy vanguard.

My sisters, let us never forget that all Black Women of Canada are affected by the racism that oppresses us, the sexism that discriminates against us and the poverty which entraps us as a people.

(continued)

congress

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DR. GLENDA SIMMS
PRESIDENT'S STEWARDSHIP REPORT

At the annual general meeting of the Congress of Black Women of Canada held at the Chelsea Inn, Toronto, on November 18, 1984, I was elected to the presidency for a second term. This was a responsibility which I accepted wholeheartedly along with the mandate which delegates gave to the Executive Council.

The four main issues in our mandate were affirmative action, parenting, youth, and male-female relationships.

As you can imagine, we were confronted with quite a chore. Never-the-less, we prevailed. In our effort to carry out your objective the council met in the following cities during its term of office: Calgary, Winnipeg, Regina, Halifax, Toronto and Vancouver.

PROGRAMMING:

The Executive Council struck two committees: a Parenting Committee chaired by Dr. Dorothy Wills of Montreal and an Affirmative Action Committee chaired by Past-President Fleurette Osbourne. Both Committees had a planning meeting, presented a proposal for carrying out the national programme and presented a budget to the Executive Council.

Both budgets were included in a funding proposal which was presented to the Secretary of State.

The Executive Council has made a concerted effort at building a strong and truly national organization. We now have the following chapters and associate members: In Ontario - Durham, Toronto, Scarborough, Mississauga. Focus on Black Women and Tropicana; in Nova Scotia - Halifax; in Quebec - Montreal and the Coloured Women's Club; in Manitoba - Winnipeg and Thompson; in Saskatchewan - Regina; in Alberta - Edmonton and Calgary.

The number of registered members up to March 31, 1987 is 462.

Credit must be given to the members, the provincial representatives and the many local executives who worked so hard and diligently to encourage Black Women to join their chapters. Every initiative has been necessary and I think we should pause to applaud ourselves for moving ahead despite the challenges which faced us.

As usual, funding has always been a major issue with the Congress, and this term was no exception. The Executive Council began the 1984-1987 year activities with a small cash balance. This balance was carried over from the previous term from the first operational grant of \$30,000.

A proposal seeking funding for the Affirmative Action, the Parenting Programme and Operations was submitted to the Secretary of State's Women's Programme in 1985. The proposal set in process an ideological struggle between the Secretary of State Women's Programme and the Congress. The outcome was a victory for the Congress.

(continued)

Congress

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For the first time in its history, the Women's Program was forced to accept the fact that Black Women's concerns must be part of the mandate of its department and that it must not be seen as the sole responsibility of the Multiculturalism Department.

The Women's Program agreed to fund the Affirmative Action Program of the Congress, and Multiculturalism agreed to fund our Parenting Program. The Women's program found it difficult to see Parenting as a Status of Women's issue.

During a very tedious process of negotiation, I had to meet in Ottawa, write several very strong letters and place too many long distance phone calls. In the end, after more than one year of negotiation, the Congress received \$39,815 for Affirmative Action, Parenting and Operations.

This initial breakthrough in funding has resulted in this fourth biennial conference receiving a grant of just over \$60,000 which has allowed the largest, broadbased participation in any conference of your Congress to date and the entire funding of this conference came from the Women's Programme.

During the term I had the privilege of representing the Congress at international and national assemblies. This was in keeping with our main objectives. Among the activities in which your Congress was proudly included were the United Nations End of Decade Conference in Nairobi, Kenya which was an important milestone for us as an organization.

I was proud to be the Congress' representative on the 60-member delegation of non-governmental organizations from Canada.

The conference gave me the privilege of addressing a panel on Research and Teaching for Black Women.

I also had the distinction of being invited to be the guest speaker at the People's National Party Women's conference in Kingston, Jamaica, last year. I addressed that gathering on "Women for Peace and a Better Life".

My travel and accommodation costs were covered through a discretionary grant from the former Minister of State for the Status of Women, Walter McLean, with assistance from Kay Stanley.

I also addressed the Canadian Teachers Federation in Winnipeg, Manitoba, earlier this year and spoke on "The Myth and Reality of Racism As Feminist Issue".

In November '85 I spoke on behalf of the Congress at the Saskatchewan Council for International Cooperation and spoke on the topic "Women and Education: A Third World Perspective".

At the National Farmers' Union conference in Saskatoon in November '85, I spoke on the topic "The African Woman: Focus on Kenya". During the same month I participated in the Canadian Research Institute for the Advancement

(continued)

of Women's conference and I was a participant on the panel which dealt with events in Nairobi.

It was necessary to let the Congress' views be known on other matters which impact on our existence and our general circumstances. For instance, letters to federal and provincial governments addressing issues are outlined in your newsletters and a copy is enclosed in your kit.

My experience at these assemblies has enforced in my mind the necessity for networking. I want to urge Congress members across Canada to continue the struggle and support your executive fully. With a unified body, we can indeed move mountains and gain the respect for which our predecessors have fought so hard and so long.

The Congress has joined the National Action Committee on the Status of Women. Fleurette Osbourne, our Past President, has been elected for a second term as a member of the executive of that organization.

In your newsletter, other major representations of the Congress are detailed. Dr. Pat Horsham, Dr. Dorothy Wills, Vice President Yolene Jumelle and Past President Fleurette Osbourne, all took major responsibilities to represent the Congress in the number of forums and these are detailed in your newsletter.

THE GWEN MCKENZIE SCHOLARSHIP:

On April 13, 1985, at a meeting of the executive in Calgary, we observed a moment of silence in honour of our departed sister Gwen McKenzie. A scholarship committee chaired by Dr. June James in Gwen McKenzie's name was struck. Dr. James has circulated a report on this scholarship to all your reps and so you will have access to the information on the Gwen McKenzie Scholarship.

In conclusion, I would like to leave with the incoming executive, a few suggestions that you might find appropriate to our concerns. Since Black Women have traditionally been charting the destiny of the race, I urge the Congress to take charge of our destiny and forge links with other national organizations and work towards unity within our organization and solidarity with all Black People. We also need to recognize our youth and face our responsibility for financing ourselves and therefore we should embark on creative self-employment programmes so that we can show our youth and ourselves a brighter future in this country and in the world.

I close by urging you to set a goal to double your membership by the next convention and to broaden the base of involvement in these kinds of conferences to more poor Black Women, for in numbers we have strength to develop a Canadian Black Feminist Movement. I also ask you to be mindful of the right wing forces in our midst and in all institutions in Canada. We must be vigilant and ready to deal with these forces which may attempt and will attempt to retard our progress.

Thank you very much.

(continued)

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RECOMMENDATIONS

JUNE VEECOCK REPORTS ON EMPLOYMENT PANEL

WORKSHOP: IMPLICATIONS OF RETRAINING FOR EMPLOYMENT OF BLACK WOMEN

Recommendations:

1. That the Congress of Black Women Act as a resource to the school in terms of training for our black youth.
2. That the Congress develop a directory showing regional and community resources available within the Congress.
3. Encouraging the setting of goals and five year plans as a way of life for members as well as our youth.
4. That they examine the government job re-entry program and the Black Persons' opportunity to access into those programmes.
5. Develop information programmes at all levels, provide retraining for non-traditional roles and Black Guidance Counsellors for students, or counsellors who lead students to Blacks who can more adequately guide them.

WORKSHOP: FREE TRADE

Recommendations:

1. Increase immigration to stimulate market increase.
2. Look at the implications for wages.
3. Educationally, resource material from the U.S.A. will not be in the best interest of Canadian curriculum and this must also be monitored.
4. Look at the implications for wages.
5. Get updated information regarding free trade.
6. Stimulate national press regarding our organization and our position on free trade.
7. On FREE TRADE: We can stimulate government to give information to the country as a whole. If not at federal, then at provincial levels.
8. Urge the Government to look at implications for the Black population.
9. Ontario and Quebec are recommending a one-day conference to sensitize the governments re the concerns coming out of those areas.
10. Use the ethnic and national newspapers to our advantage.
11. Access government services.

(continued)

12. Labour/government manpower should get demographic profiles of Black workers in specific work areas in relation to how free trade will impact on those workers.
13. Increase Congress' awareness in isolated areas so that all Black Women can be educated regarding employment, labour council implications of government policy etc.
14. Instigate trade with Third World Countries and investigate the impact of Free Trade on Affirmative Action.

WORKSHOP: EMPLOYMENT EQUITY AND THE BLACK WOMAN

Recommendations:

1. That the Congress plan and carry out a plan of action to ensure that mandatory employment equity is introduced at all levels of government. Further that any such legislation provide for enforcement mechanisms to monitor the programme and the progress of the Employment Equity Programme.
2. That Congress obtain copies of recommendations for employment equity submitted by the Visible Minority and Immigrant Women Advisory Committee.
3. That Congress through its educational committee access the education system to ensure that Black youths starting high school are informed and educated about the realities of the world of work; the opportunities and requirements of that reality that must be fulfilled for upward mobility; further that Congress work with school boards to implement Black studies programmes where they don't currently exist.

WORKSHOP: UNEMPLOYMENT AND THE BLACK WOMAN

Recommendations:

1. That the National Congress do research to compile relevant statistics on Black Women and unemployment for self knowledge and to counter mainstream statistics.
2. That Congress lobby on behalf of domestic workers to obtain their landed immigrant status after one year and to eliminate all fees charged.
3. That Congress make a special effort to embrace the youth, domestic workers, the large middle group and seniors.
4. That Congress lobby for institutional changes at all levels for fair evaluation and validation of non-Canadian qualification.

(continued)

DR. JUNE JAMES REPORT ON HEALTH PANEL

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WORKSHOP: MENTAL HEALTH
Recommendations:

1. Black Women must be helped at all levels to come to terms with stressful situations and provide communication avenues.
2. There must be a mechanism for developing coping mechanisms in the area of mental health.
3. Provisions must be made for members at local levels to articulate health concerns.
4. Documentation of cultural variables as they apply to mental health of Black Women.
5. Investigate local health support for Black Women.
6. Establish a local hotline.
7. Look at women's mental health in the family, not only in society at large.
8. Provide workshops at local levels to deal with the whole issue of mental health.

WORKSHOP: FIBROIDS
Recommendations:

1. To have a communication with medical associations about the problem of fibroids and the need of information booklets to go out to patients.
2. An increased awareness of the concerns of Black Women in regards to fibroids and education of physicians.
3. Within the Congress we advise all women to demand a second and third opinion before surgery for fibroids.
4. That we arrange workshops and information sessions about fibroids in non-Caucasian organizations and magazines.
5. The Congress should have available a resource list of doctors who can be contacted via a hotline for information.

(continued)

WORKSHOP: STRESS

Recommendations:

1. That you have dialogue with mate, children, colleagues on the job.
2. That mediation, exercise, hobbies are ways of dealing with stress.
3. That we develop detachment in difficult work situations particularly where the clientele discredit our qualities.
4. That we acknowledge the fact that we are not super women.
5. That we take credit for the fact that we are strong and that we contribute positively to the content in which we find ourselves.
6. That we recognize that we are at the crossroads torn by a memory of a treasured background and by the desire to accommodate to a new culture particularly for our children.
7. That we have discussions with youth who are particularly stressed but often lack the coping skills and confidence we have as resource.
8. Occasional indulgence in a few luxuries: material or cultural that give us life.
9. Recommended reading: "Women Who Love too Much" by Noreen Norwood.

WORKSHOP: FAMILY VIOLENCE

Recommendations:

1. That the Congress put family violence on its agenda for the next two years with focus on research, education, counselling and support.

(continued)

JOYCE BURPEE REPORTS ON RACISM AND SEXISM

WORKSHOP

Recommendations:

1. That dialogue needed to continue on racism, sexism and black feminism.
2. That various chapters within Congress' locals should get together and continue the discussion possibly to come back to another forum.
3. That Ontario and Quebec meet to deal with the matter because they are geographically closer.

(continued)

RESOLUTIONS

We move that the Eight Biennial Conference of the Congress of Black Women of Canada send a telegram to Prime Minister Brian Mulroney to demand immediate and mandatory sanctions against the oppressive South African regime.

Further the inhumane incarceration of Black children in South Africa is abhorrent and intolerable to us as Black women, Black mothers and as a people.

We demand the Canadian government ask for their immediate release.

Move that the National Conference allow us to state their support in a telegram to Premier David Peterson and Premiers of other provinces where necessary:

Whereas Black and immigrant women are grossly unemployed and underemployed.

Whereas a case by case approach by the Ontario Human Rights commission will not eradicate systemic discrimination toward Black and immigrant women.

Therefore the Black Women at this eighth biennial conference see mandatory enforceable employment equity as a means towards redressing the institutionalized racism and sexism Black and immigrant women face in employment and calls on the Ontario provincial government to legislate and implement employment equity now.

Move that the Eighth Biennial Conference send a telegram to Prime Minister Brian Mulroney stating that:

The Congress of Black Women of Canada demand a dissolution of all free trade negotiations and policies. We feel that Black and immigrant women will bear the hardships and the cost of such a policy through the loss of jobs and chronic unemployment.

Also the recommendations for retraining programmes for women who have lost their jobs (due to said policies) will not be of benefit to Black and other visible minority women for a variety of reasons. These are:

1. Black Women have had difficulty accessing retraining programmes.
2. Black Women who work in the vulnerable manufacturing sector belong to an older age group and have a lower educational level.

Retraining programmes have not been of benefit to these women. We urge you to take immediate action to stop all free trade talks.

Whereas Black and immigrant women have been historically segregated into job ghettos.

Whereas these jobs have been traditionally undervalued.

(continued)

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Whereas their contribution to the economy of this province has never been financially acknowledged.

Whereas Bill 154 in its present form will not address the pay inequities of Black and immigrant women.

We call for pay equity to cover all working women in Ontario regardless of the number of employees in the establishment. Bill 154 in its present form will perpetuate the exploitation of Black and immigrant women.

cc: Bob Rae - Evelyn Gigantes
Larry Grossman - Susan Fish



CONGRESS OF BLACK WOMEN OF CANADA
LE CONGRES DES FEMMES NOIRES DU CANADA



THE CONSTITUTION AND BY-LAWS

PREAMBLE:

The CONGRESS OF BLACK WOMEN OF CANADA, Le CONGRÈS DES FEMMES NOIRES DU CANADA, is a non-profit national organization established to focus on and bring due recognition to the role of Black Women in our society.

Article 1 Name of Organization.

The name of the Organization shall be the CONGRESS OF BLACK WOMEN OF CANADA, Le CONGRÈS DES FEMMES NOIRES DU CANADA, hereinafter referred to as the Congress.

Article 2 Purpose and Objectives.

The purpose and objectives of the Congress shall be as follows:-

- 2.1 To provide a network of solidarity for Black Women of Canada and to be a united voice in the defence and extention of human rights and liberties for Black Women of Canada.
- 2.2 To foster a climate in which it is acceptable for Black Women to openly examine the issues which affect them and their families.
- 2.3 To plan and implement a programme of education for Black Women of Canada.
- 2.4 To provide a dynamic forum for the Black Women of Canada to discuss those issues that are relevant to them and to develop the solutions to bring about constructive change.
- 2.5 To plan and implement a programme of service and action geared to the needs of Black Women of Canada.
- 2.6 To cooperate with other organizations on those specific issues, particularly relevant to Black Women.
- 2.7 To develop relations with other local, national and international organizations whose aims and objectives are in keeping with those of the Congress.
- 2.8 To constantly re-examine our objectives and purpose, and adjust our efforts accordingly.

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Article 3. Membership

- 3.1 Individual membership in the Congress shall be open to all Black Women in Canada, sixteen (16) years of age and over, who accepts the objectives and abide by the policies of the Congress.
- 3.2 Where six (6) or more members exist in a geographical area, e.g. town, village, city, region, a chapter shall be formed. All members of that geographical area must belong to that same local chapter.
- 3.3 The Congress shall be a coalition of chapters and associate organizations whose membership has been approved by two-thirds of the Executive Council, on receipt of an application.
- 3.4 Applications shall include a statement of objectives and policies of the Organization.
- 3.5 Any chapter or associate organization which is refused membership by the Executive Council shall have the right to appeal to the Assembly at the next General Meeting, at which time a decision will be taken by a two-thirds majority vote of the Assembly.
- 3.6 The Executive Council may ~~suspend~~ or recommend to the Assembly suspensions or termination of membership of an individual, chapter or organization for either or both of the following reasons:-
- (a) actions which tend to defame the name of the Congress.
 - (b) any act which is derogatory to the aims and objectives of the Congress.
- (c) In case of suspension by the Executive Council that suspension must be submitted for approval at the next General or Special Meeting of the Congress.

Article 4. Membership Fees

- 4.1 On the proposal of the Executive Council, membership fees shall be determined at the General Meeting. Fees are due and payable on January 31 of each year.
- 4.2 Each chapter shall be levied a fee based on their membership.
- 4.2 Associate organizations shall pay a membership fee to be determined at a General Meeting.

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Article 4. - Membership Fees (Cont'd)

- 4.4 All membership fees expire on December 31.
- 4.5 Non-payment of fees for two consecutive terms, automatically terminates membership.

Article 5. Standing.

- 5.1 Members shall be deemed to be in good standing if fees have been paid by January 31 of each year.
- 5.2 Members shall be deemed to be in arrears if fees have not been paid by January 31 of each year.
- 5.3 Notwithstanding 5.2, the Executive Council may, in particular circumstances, extend the date of payment of fees to a specified date beyond January 31, and may deem the chapter or associate organization that pays its fees by that date to be in good standing.

Article 6. Chapters And Associate Organizations.

- 6.1 The autonomy of the Chapters will be encouraged within the framework of the constitution, objectives and policies established at a General Meeting of the Congress.
- 6.2 The method of electing officers in a chapter, their replacement, the number of officers, their terms of office and their functions in a manner compatible with the Congress, shall be determined by its members.

Article 7. Associate Organizations.

- 7.1 An associate organization shall be defined as an organization which is already structured and functioning within the framework of its own aims, objectives and policies, and which subscribes to the aims, objectives and construction of the organization.

Article 8. The Executive Council.

- 8.1 There shall be an Executive Council of the Congress elected every other year at a General Meeting. Members of the Executive Council may not be eligible for elections for more than two consecutive terms of office.



CONGRESS OF BLACK WOMEN OF CANADA
LE CONGRES DES FEMMES NOIRES DU CANADA



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Article 8. The Executive Council (Cont'd)

8.2 The Executive Council will comprise the following four (4) officers:-

- (a) Chair-person, Vice Chair-person, Secretary and Treasurer.
- (b) Immediate Past Chair-person and Regional Representatives.

To properly constitute an Executive Council meeting, it must have a quorum of seven (7) members, including three (3) members of the Executive Committee.

8.3 There shall be an Executive Committee composed of four(4) officers.

- Chair-person, Vice chair-person, Secretary and Treasurer, and the Immediate Past Chair-person of the Council.

The Executive Committee shall be responsible for the current management of the Congress.

8.4 Any Executive Council member who fails to attend two (2) consecutive meetings without a cause, shall automatically cease to be a member of the Council.

All absences must be indicated in writing and submitted to the Executive Council preferably prior to the schedule meeting of the Council.

8.5 Regional (Provincial) representatives shall be subject to recall by the Executive Council and adapted by a two-thirds majority vote of members present at the Council.

8.6 All elected officials are accountable to their members and are subject to recall. Any elected officials may be recalled at a special meeting held for the specific purpose.

8.7 Any Council member who resigns, is recalled, or for any other reason ceases to hold office, shall forthwith upon termination as officer, hand over to the Executive Council all documents, records, books, assets and other property of The Congress.

8.8 Members of the Executive Council may be re-imbursed for reasonable expenses incurred while performing any duties

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Article 8 The Executive Council (Cont'd)

- 8.8 on behalf of the Congress. No officer or member of the Executive Council shall be remunerated for executing her functions as an officer or member of the Executive.
- 8.9 The Executive Council shall have the right to enter into co-operative relations with other organizations by majority vote, at the request of a chapter or its own initiative. Co-operation shall be based on the extent to which the objectives, practices and policies of the organization(s) are in accordance with the objectives of the Congress.
- 8.10 The Executive Council may increase its number by appointing a new voting member, upon recommendation of the Assembly.
- 8.11 The Executive Council may appoint non-voting members as consultants for expertise in special projects.

Article 9 Vacancies.

- 9.1 With the exception of the Regional Representatives, the Executive Council by majority vote, shall appoint a member of the Congress to fill the vacancy on the Executive Committee until the next General Meeting at which general elections occur.
- 9.2 Vacancies occurring in Regional Representatives shall be filled by the Council by the appointment of the alternative Regional Representative who shall remain in office until the next General Meeting at which general elections are held.

Article 10. Duties of the Executive Council

- 10.1 The Executive Council will be charged with the responsibility of carrying out the decisions of the Assembly at the General Meetings and will have the authority to direct the affairs of the Congress between General Meetings, and will be answerable to the Assembly.
- 10.2 The Chair-person shall preside at all meetings of the Executive Council and the General Meetings unless the Assembly decides otherwise. The Chair-person or person designated by Council shall be the authority to speak and act on behalf of the Congress at all times.



CONGRESS OF BLACK WOMEN OF CANADA
LE CONGRES DES FEMMES NOIRES DU CANADA



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Article 10. Duties of the Executive Council (Cont'd)

- 10.3 The Vice Chair-person shall preside at all meetings where the Chair-person is absent, unless otherwise decided by Council.
 - 10.4 The Secretary shall be responsible for keeping minutes of Council Meetings and shall maintain all records, documents and correspondence of the Executive Council.
 - 10.5 The Treasurer shall be responsible for keeping a true and proper record of all monies received and expended and by maintaining accurately and properly such book-keeping systems as shall be established under the instructions of the Council.
- The Treasurer shall submit a detailed financial report to each Council Meeting and to the General Assembly.

Article 11. Signing.

- 11.1 All official documents shall be signed by the Chair-person or designate as approved by the Executive Council and at least one other designated officer.
- 11.2 All cheques, drafts and money orders shall be signed by two (2) officers;- the Treasurer or the authorized designate and the Chairperson or Vice Chair-person.

Article 12. Election of Executive Council.

- 12.1 The election of the members of the Executive Council shall take place every second year at the Annual General Meeting.
- 12.2 Officers shall be elected by secret ballot on the individual positions for Chair-person, Vice Chair-person, Secretary and Treasurer.
- 12.3 Regional Representatives shall be elected on one ballot.
An alternate Regional Representative shall be designated at the same time and in the same manner as each respective Regional Representative.
- 12.4 Each member of the Executive Council must receive a majority of the votes cast.

Article 13. Nominations.

- 13.1 Nominations for the Executive Council may be submitted in writing with consent of the nominee by any chapter, associate organization, or individual member to the Chairperson of the Nominations Committee, or to the Secretary two (2) weeks before and in the manner directed by the Executive Council.
- 13.2 The office(s) for which the candidate is being nominated shall be indicated by the nominator.
- 13.3 A candidate may be nominated for more than one office, but shall hold only one, that being the highest office for which she is elected.
- 13.4 Notwithstanding 13.1, nominations will be accepted in writing from the floor at the General Meeting with prior consent of the nominee.
- 13.5 Regional Representatives shall be nominated by a member group from the region.
- 13.6 Nominees unable to attend the General Meeting should notify the Chairperson of the Nominations Committee, or the Secretary.

Article 14 General Meeting

- 14.1 The Annual General Meeting shall be held each year at a date and place determined by the Executive Council.
- 14.2 Notice of the date, time and place of the meeting shall be mailed to every member at least sixty (60) days in advance of the meeting.
- 14.3 A quorum at the General Meeting shall be constituted by ten(10) percent of the Chapter's members.
- 14.4 The General Meeting shall elect members of the Executive Council, receive reports from the Executive and other Committees, receive the audited financial report and the Treasurer's report, adopt recommendations and resolutions and transact any business that may properly be brought before the General Meeting.
- 14.5 When there is no provision for procedure, Roberts Rules Order shall apply.

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Article 14. General Meeting. (Cont'd)

- 14.6 Changes to the Constitution shall require two-thirds majority vote of the members registered at the General Meeting.

Proposed changes to the Constitution must be submitted in writing to the Council and the Constitution and Resolutions Committee three (3) months prior to the regular bi-annual meeting or a special meeting called for that said purpose.

Proposed changes to the Constitution must be circulated to members two (2) months prior to the regular bi-annual meeting or special meeting called for that said purpose.

Article 15. Special General Meetings.

- 15.1 Special General Meetings shall be called by two-thirds of the members of the Executive Council, or at the request of fifty (50) percent of the member chapters. To call, members shall state the time, place, purpose and shall identify the sponsor of the meeting.
- 15.2 If the request is made at a meeting of the Executive Council, the call shall be sent out immediately, if made between Executive meetings, a meeting of the Executive Council shall be called within one(1) month of the receipt of the request and the call shall be sent out within one(1) week of that meeting.

Article 16. Voting Rights.

- 16.1 Voting rights at a General Meeting shall be granted to the following members in good standing:-
- (a) The official delegates of each member organization as described in 15.2
 - (b) The members of the Executive Council.
 - (c) The Chair-person or designate of an associate organization.
- 16.2 Member chapters shall be granted official delegates and votes as follows:-
- Every six (6) members, One(1) vote.
- 16.3 Where it is possible to form a Chapter, the individual members in a specific area (one to five) will collectively be allowed one (1) vote.



CONGRESS OF BLACK WOMEN OF CANADA
LE CONGRES DES FEMMES NOIRES DU CANADA



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Article 17. Committees.

- 17.1 Committees shall not comprise of less than three (3) members named by the Council Meeting, or subsequently by the Executive Council.

Subject to Paragraph 16.5, the Chair-person of Committees shall be named by the Executive Council from among the persons named to that Committee.

- 17.2 The terms of office, the composition and duties of Committees shall be prescribed by the Executive Council..
- 17.3 All Committees shall report to and be accountable to the Executive Council.
- 17.4 Ad Hoc Committees shall be struck by the Executive Council as it deems advisable.
- 17.5 Standing Committees. There shall be four (4) Standing Committees.
- 1) Budget & Finance.
 - 2) Constitution & Resolutions.
 - 3) Membership.
 - 4) Nominations.

The Nominations Committee shall strive to present nominee representatives of all Black Women.

The Chair-person of these Committees shall be named from within the Executive Council.

Article 18 Regional Representaitves.

- 18.1 There may be twelve (12) representatives, one(1) from each of the Provinces, the Yukon and the Northwest Territories.

Article 19. Revenue.

- 19.1 The Fiscal Year shall be from January 1 to December 31.
- 19.2 Revenue is to be derived from membership fees, and any other sources as decided by the Executive Council.

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Article 19 Revenue (Cont'd)

- 19.3 The members shall, at each General Meeting, appoint an auditor to audit the accounts of the Corporation and to hold office until the next General Meeting. The Executive officers may fill any vacancy in the office of auditor. The remuneration of the auditor shall be fixed by the officers.
- 19.4 It is the unalterable provision of this By-law that members of this Congress shall have no interest in the property and assets of the Congress, and that upon dissolution or winding up of the Congress, any funds and assets of the Congress remaining after satisfaction of its debts and liabilities, shall be transferred to a recognized organization, or organizations having non-profit objectives most closely in accord with those of this Congress as determined by its members at dissolution.

CONGRESS OF BLACK WOMEN OF CANADA

Biennium General Meeting
Sunday, May 7, 1989
1030 hours to 1230 hours

AGENDA

1. Call to Order
2. Minutes of 1987 biennial general meeting
3. Reports
 - a) President Stewardship Report
 - b) Committee Reports
 - c) Treasurer's Report
4. Election of Officers
5. Any Other Business
6.
 - Presentation of 1987-1989 Executive and Board
 - Presentation of 1989-1991 Executive and Board
7. Adjournment and Closing

ELECTION OF OFFICERS

ELECTION OF OFFICERS - CONGRESS OF BLACK WOMEN OF CANADA

A call for nominations for the officers of the 1989-91 Executive was mailed to all provincial representatives prior to March 1, 1989.

The following information was circulated in the call for nominations.

Nominations

Nominations are being sought for individuals to be elected as officers of the Congress of Black Women of Canada. All nominations should meet the following criteria:

1. Nominations submitted must be endorsed by two other signatures in addition to the person submitting the nomination.
2. Individuals nominated must indicate in writing their willingness to serve if elected.
3. Nominations must include an indication of qualifications of the individuals nominated. This should include community work and experience, membership or leadership of organizations etc.
4. Officers are: President, Vice-President, Secretary and Treasurer.
5. Please forward the completed form by March 30, 1989 to:

Nominating Committee
c/o Yoleme Jumelle
7450 Du Summit
Laval, Quebec
H7A 2N8

Procedures for Nomination of Candidates for National Executive

Positions: President, Vice-President, Treasurer, Secretary

*Deadline for sending nominations is March 30.

Criteria for nominating candidates:

- at least 2 years in the Congress
- currently paid up member
- someone who identifies with the Black Community
- experience in organization and community work
- give consideration regarding bilingualism
- willing to travel to meetings at least four (4) times per year.

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Congress '89

Voting Procedures and Ballots

- Voting will be by secret ballot

Each designated voting delegate will check her credential at registration and will be issued a name tag indicating her delegate status.

Ballots

- Each voting delegate will be given an official ballot form for each position to be elected that is President, Vice-President, Secretary, and Treasurer
- Voting delegates are requested to indicate a vote for one candidate in each position.
- Ballots are to be returned to the returning officer

The Scrutineers will oversee voting procedures and counting of ballots.

All ballots will be destroyed at the end of the voting for all positions.

General Procedures

To be eligible to vote all the general meeting all chapters and individual members must be in good standing with memberships paid to the National as of March 31, 1989.

Each Chapter in good standing has one (1) vote for every six (6) paid up members.

THE CONGRESS OF BLACK WOMEN OF CANADA
LE CONGRES DES FEMMES NOIRES DU CANADA

Nominations for the Election of Officers
1989-1991

Election

- | | | | |
|----|---------------------|------|-----------|
| 1. | Enunadie Johnson | Man | President |
| 2. | Esmeralda Thornhill | Que. | President |

- | | | | |
|----|--------------------------|-------|----------------|
| 1. | Etti Rutherford | ONT | Vice President |
| 2. | Sybil Garrick | | Vice President |
| 3. | Kathy Hellman | ALTA. | Vice President |

Betty Lough BC

- | | | | |
|----|-----------------|------|-----------|
| 1. | Eola Belasco | ONT | Treasurer |
| 2. | Nalda Callendar | B.C. | Treasurer |

- | | | | |
|----|------------------|--|-----------|
| 1. | Saundra Aneirobi | | Secretary |
|----|------------------|--|-----------|

→ Etti Rutherford

→

**Presidential Candidate
Eunadie Johnson (Manitoba)**

Eunadie Johnson was born on the Island of Dominica in the Carribean where she attended elementary school, high school and training to be a Police Constable. She was employed as a Police Constable in Dominica for five years, a position she enjoyed tremendously.

Eunadie immigrated to Canada in 1967, settled in Winnipeg for three years and then moved to Thompson, Manitoba. She is married and has a twenty-five year old son and a four year old grandchild. She has lived in the community of Thompson for the past 18 years and the following information tells you about her work present, past, volunteer, and other activities.

Executive Director: Thompson Crisis Centre Inc., 1979 to present.

Duties and Responsibilities: Plan and implement programs for the Centre and Battered Women's Shelter; responsible for the administration and the direct supervision of 15 staff members and 20 volunteers; financial and budget preparation of several grants and operational funds for the organization's service delivery.

Most significant previous employment in Canada was the supervision of 8 staff personnel at the Thompson General Hospital as the Admissions Supervisor for seven years.

Actively involved in the community of Thompson, the province of Manitoba and the national scene. These activities include:

Thompson/Northern Manitoba

- Founding member and President of the Afro-Caribbean Cultural Association of the North
- Member (appointed by the Provincial Government) of the Burntwood Housing Authority
- Member of the Manitoba Action Committee on the Status of Women
- Member of the Immigrant Women's Association of Manitoba

Province of Manitoba:

- Past Chairperson of the Manitoba Committee on Wife Abuse
- Member of the Congress of Black Women
- Past Board member of Immigrant Women's Association of Manitoba

Presidential Candidate

Esmeralda M.A. Thornhill, B.A. Hon., Dip. Ed., Lib (Quebec)

Esmeralda Thornhill is a lawyer, linguist and educator who has been working in the Human Rights field of anti-racist education for the past 12 years.

Her academic training includes Post Graduate Studies in Spanish, French, and Pedagogical Sciences at the Université de Montréal, McGill and Denver Universities. She holds a law degree from the Université du Québec à Montréal and a Diploma in International Law, from the University of San Diego.

Ms. Thornhill has completed international internships both in England and in France at UNESCO headquarters. In August 1988 she returned from Washington D.C. where she had spent the year working as an International Fellow with the Lawyers' Committee for Civil Rights Under Law.

Ms. Thornhill has to her credit nearly two decades of teaching experience in the Quebec public school system and in public education. This solid professional experience along with her expertise has led her to serve three (3) terms, as a Government appointed Member of the Conseil général (Board of Governors) of the Quebec Bar Association. She also has served on and chaired several Ministerial Committees, and, since April 1987, is the first non-white Member named to the Quebec Council on the Status of Women.

Herself a critically conscious product of the Quebec Educational system, Ms. Thornhill has for more than twenty (20) years been engaged in advocacy work. She is a founding member of organizations such as the Congress of Black Women of Canada, the International Resource Network for Women of African Descent (IRNWAD), the Congress of Black Lawyers and Jurists of Quebec, and La Maison-née. Ms. Thornhill is also responsible for conceptualizing, developing and teaching the first ever University accredited course on Black Women's Studies to be offered in Canada (Concordia University). In addition, she serves on as a member of the Editorial Board of the Canadian Journal of Women and the Law.

Published writer, lecturer, organizer and participant in many conferences, Esmeralda Thornhill has been sought after time and time again not only nationally at local, provincial, and federal levels, but also internationally by grassroot organizations as well as public and governmental institutions.

An inveterate traveller, Esmeralda Thornhill is a published poet in English, French, and Spanish who has entertained audiences both at home and abroad.

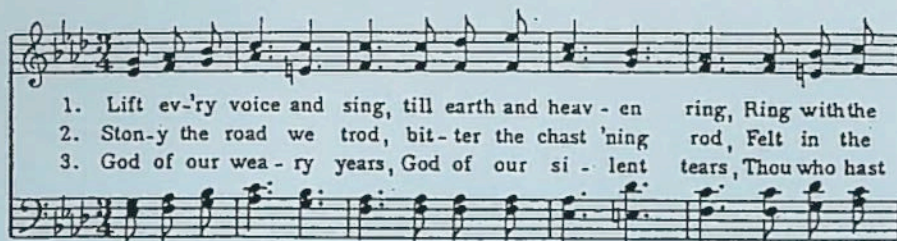
Lift Every Voice And Sing

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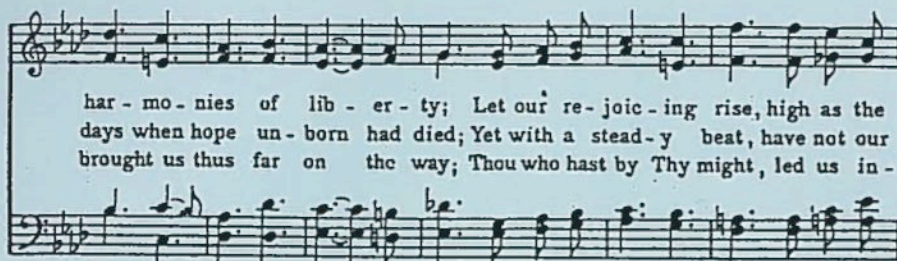
JAMES WELDON JOHNSON

National Negro Hymn

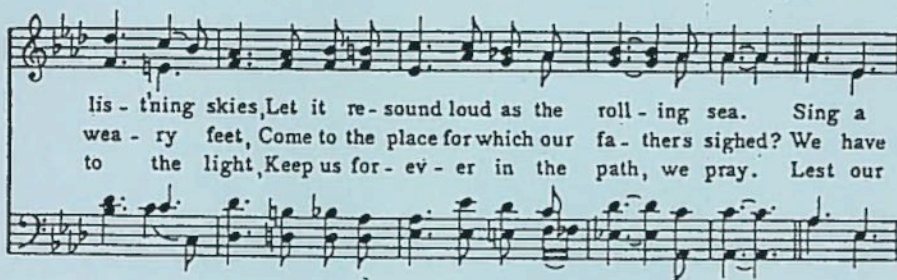
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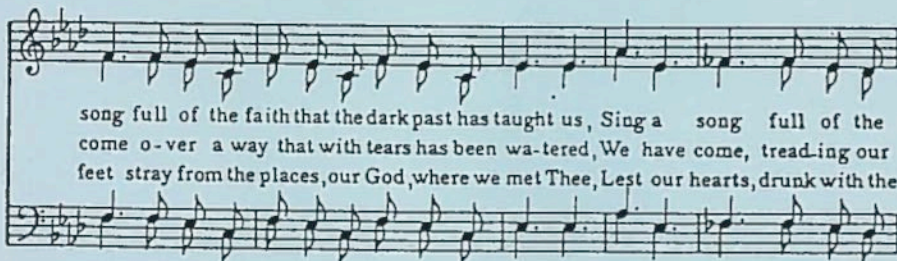
1. Lift ev'-ry voice and sing, till earth and heav - en ring, Ring with the
 2. Ston-y the road we trod, bit-ter the chast 'ning rod, Felt in the
 3. God of our wea - ry years, God of our si - lent tears, Thou who hast



har - mo - nies of lib - er - ty; Let our re - joic - ing rise, high as the
 days when hope un - born had died; Yet with a stead - y beat, have not our
 brought us thus far on the way; Thou who hast by Thy might, led us in -



lis - t'ning skies, Let it re - sound loud as the roll - ing sea. Sing a
 wea - ry feet, Come to the place for which our fa - thers sighed? We have
 to the light, Keep us for - ev - er in the path, we pray. Lest our



song full of the faith that the dark past has taught us, Sing a song full of the
 come o - ver a way that with tears has been wa - tered, We have come, tread - ing our
 feet stray from the places, our God, where we met Thee, Lest our hearts, drunk with the

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