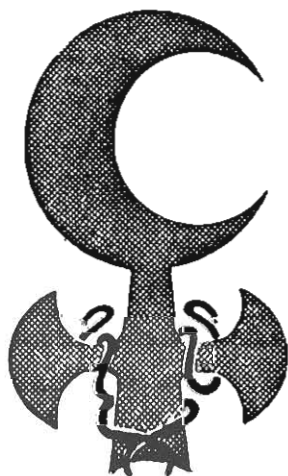


CASSANDRA

radical feminist nurses newsjournal

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If we can imagine it, we can create it. . . . Imagine a society that was in synchrony with the cycles of nature, where human life was sustained on renewable sources of energy as is the rest of nature, where the earth is cherished, and whatever is taken out is returned. . . . Imagine a time where everyone welcomes diversity in people because they know that is what gives community its richness, its strength, its cohesion. Imagine being able to relax into our connectedness -- into a web of mutually supportive relations with each other and with nature.

--Margo Adair, Working Inside Out

CASSANDRA: RADICAL FEMINIST NURSES NEWSJOURNAL

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BACKGROUND

The name CASSANDRA is a tribute to Florence
Nightingale who wrote an essay titled Cassandra two years
before her service in the Crimean War. In it she states:
"Why have women passion, intellect, moral activity - these
three - and a place in society where no one of the three
can be exercised?" Like the mythical Cassandra,
Nightingale possessed the gift of prophesy and despaired at
not being heard. CASSANDRA: RADICAL FEMINIST
NURSES NEWSJOURNAL is dedicated to re-creating the
Cassandra myth by providing a place where the passion,
intellect and moral activity of women who are nurses can
be voiced and heard. The Newsjournal is a means for
actively preserving and passing on written materials coming
from a woman-defined perspective. Our hearing one another
is critical to establishing a network among feminist nurses
who need to be heard in nursing practice, education,
research, administration and health care.

NEWSJOURNAL PHILOSOPHY

The Newsjournal is produced by Websters in Buffalo,
NY. We are committed to a feminist approach to media,
which includes sharing and nurturing of skills, non-
hierarchical relationships, and valuing of diversity. There
are no editors or review board members; the material for
each issue is reviewed, selected and prepared by local
Websters whose names appear in the "Thrums" section of
each Newsjournal.

We publish original work developed from a feminist
perspective. We encourage exploration of issues that
radically effect nurses and women. While opinions
expressed are those of the author and not necessarily those
of CASSANDRA as a whole, we do accept responsibility for
what we print. We will not intentionally print material
that is harmful to women because of color, sexuality,
religious or cultural background, physical ability or economic
situation. We reserve the right to edit with the intent of
remaining true to the author's own message. Insofar as
possible, edited material will be available to the author
prior to publication.

MAILING LIST

CASSANDRA's mailing list is confidential and will not be
sold or given to any other group. Names and addresses of
women who join CASSANDRA are provided to Contact
Women in their geographic area; only the names and
addresses of Contact Women and Coordinating Crones
(women responsible for specific tasks) are published in the
Newsjournal. The Newsjournal is distributed to members and
friends of CASSANDRA, and to institutions or groups that
subscribe to the Newsjournal.

ADVERTISING

Display ads will be published for businesses offering
products that are consistent with CASSANDRA'S philosophy
and purposes. Write to CASSANDRA for rates. Judgments
about the suitability of ads for the Newsjournal will be
made by the Web responsible for producing the Newsjournal.

CONTRIBUTION GUIDELINES

We welcome the contribution of articles, information,
and letters that are of interest to women who are feminist
nurses. Our regular features include nursing history,
feminist research, myths influencing women's lives, reviews
of books and journal articles, resource information, and
notes that promote networking.

Articles should be original work that has not been
previously published; preference is given to articles written
by women who are members of CASSANDRA. The suggested
length of articles, commentaries and reviews is 2-4 pages,
typed double-spaced. Manuscripts of articles and book
reviews are reviewed and selected by members of the Web
that produces the Newsjournal. Manuscripts are reviewed in
relation to consistency with CASSANDRA's purposes and
philosophy, conciseness, readability, and strength of
presentation.

We welcome letters, notes and resource information from
anyone interested in sharing information with members of
CASSANDRA. Letters should be no longer than one page in
length, typed double-spaced. Notes and resource
information need to be very brief, approximately 12 double-
spaced typed lines.

All material must be accompanied by the author's name
and address in order to be published. We prefer to publish
names and addresses, but we will withhold your name and/or
address if requested.

Please mail your contribution so that it reaches us by
the following lifeline dates:

January issue: November 15
May issue: March 15
September issue: July 15

OUR PURPOSES . . .

CASSANDRA: RADICAL FEMINIST NURSES NETWORK is
a gathering of women in nursing practice, education,
research and administration. Our primary commitment is to
end the oppression of women in all aspects of nursing and
health care. We believe that oppression of women is
fundamental to all oppressions and affects all women.

Our primary purposes are to:

- Develop and communicate radical feminist, woman-
centered analyses of issues in nursing and health care.
- Nurture local, regional, and national networks of
women in nursing who are committed to a radical-feminist
perspective.
- Provide an environment for communication, support and
safety among nurses regardless of race, class, creed, ability,
or sexual preference.
- Share and pass on skills of leadership, analysis and
communication.
- Take strong public actions on nursing and health care
issues.
- Preserve and publish past and present significant works
of nurses.
- Publish writings on women's health that are rooted in
feminist analysis.
- Support nursing research using a feminist approach.
- Develop feminist educational material for nursing
programs.
- Establish a feminist nursing journal.



TALES OF THE PATRIARCHY:
A Collection
of Short Stories

by Kathy Pike Parker

Dedication:

...to those women who feel that they
have never been oppressed...

Introduction

In "Beyond Power", Marilyn French (1986) lists the central tenets of feminism. These tenets are:

- 1) Women are human beings.
- 2) The sexes are at least equal in all significant ways.
- 3) This equality must be publicly recognized.
- 4) Feminine principles and qualities are equal to masculine principles and qualities.
- 5) The personal is the political.
- 6) The goal of feminism is not to assimilate to society but to change it.
- 7) Feminist tools and influences offer a vision and alternatives to the patriarchal cul-de-sac.
- 8) Feminism increases the well-being of those who adhere to it. (pp. 442-445)

Although one may agree in principle with these tenets, it is frequently difficult

to understand how they could possibly impact on life experiences. Moreover, because of the subtle, pervasive nature of the patriarchy, women oftentimes are not able to perceive how it has molded, shaped, and limited their lives.

The purpose of these stories is self-exploration -- an attempt to examine the patriarchal influences in my life. By doing so, I hope to be able to gain a better understanding of my past and an increased sense of control and direction in the present and in the future. This exercise is relevant to all dimensions of my wholeness -- and as a nurse, the concept of wholeness is especially significant. By exploring and identifying my personal experiences with oppression, I hope to facilitate a growth and development in myself that will impact on my potential to enhance the growth and development of others.



Sugar and Spice

My family was fairly typical of those of the early 1950's. It was composed of a father who worked, a mother who stayed home, three daughters, one cat, and two parakeets. (no, the cat never did do away with the birds.) We lived in a "nicer than average" home, attended a private school, and participated in community and church activities. In retrospect, child rearing practices in my home were probably also reflective of the average family during those times.

My two sisters and I were supervised closely. "You can never be too careful with girls", my mother would often say. We were instructed in ladylike behavior, given dolls with which to play, cautioned frequently to keep clean and neat (as girls were supposed to look pretty), and above all, were forbidden to fight. The behaviors that were most often punished were expressions of anger, frustration, hostility, and aggression. "ladies do not behave that way - you three are not to act like a bunch of boys", we were told. If an infraction of this code did occur, we were promptly sent to our rooms and isolated from the family in disgrace. In time, fighting, anger, and struggles for dominance between us disappeared. My parents often remarked on how good we were.

As I grew up, I maintained the idea that women should attempt to look as good as possible, not because they should do it for themselves, but rather because it increased their worth. The "Vogue" image was the ideal. I believe that I was almost 20 before I recognized that it was "OK" for

me to become angry and that aggressive behavior (perhaps assertive is a better word) and taking risks had positive outcomes.

Patriarchal Moral of the Story:

Girls should be seen, (particularly pretty ones), and not heard. Girls should not become angry, aggressive, or hostile. To do so, is to exhibit behavior only acceptable in boys. In short:

Girls are made of sugar and spice and everything nice. Boys are made of snakes and snails and puppy dogs tails.



Sex and the Single Girl

I attended Catholic schools until the eighth grade and, looking back on my educational experiences there, must admit that I received a good, strong academic background which has served me well throughout my life. Integrated in the curriculum was, however, a strong emphasis on religion and within that framework, very specific male and female roles were taught. Mysteriously (or so I thought at the time), when we reached the fifth grade, the girls and boys were divided into separate classes, not even being permitted to eat lunch in the cafeteria at the same time or simultaneously share the playground.

My first experience with formal sex education also occurred in the fifth grade. With written permission from our parents, we were allowed to see a film on menstruation. In reality, it turned out to be an educational endeavor "after the fact" as several of the girls had already reached menarche and the topic had been thoroughly



Made in God's Image

discussed by those "lucky" few with pride. Along with this introduction, the nuns who were our teachers also attempted to deal with the subject of awakening sexuality -- something about which they obviously knew precious little. Fortunately, my parents were always relatively open about sex, but many of those of my classmates were not.

We were instructed not ever to touch our bodies unnecessarily -- to do so might cause evil thoughts to enter our minds. And as we all knew, sins committed in the mind were almost as bad as those committed in reality, punishable by a long haul in purgatory.

If our underwear was too tight, we should tell our mothers promptly. After going to the bathroom we should clean ourselves with toilet paper, being careful not to rub too hard or too long. We should absolutely never let a boy touch us or see us, for if we did, it would put bad thoughts in his mind and that would be our fault. And finally, and above all, we should never, ever masturbate. That was a sinful activity sometimes indulged in by boys (and something for which they would surely pay for in the hereafter). It was certainly not something nice Catholic girls would ever do. The female ideal to which we should aspire was the Virgin Mary -- some of us knew what that meant, others did not.

When my classmates and I would talk about this (which wasn't very often considering the risks we were taking with our immortal souls), we would, from a childlike perspective, wonder what was so evil about us. I imagine that some of those girls carried those feelings throughout their lives.

Patriarchal Moral of the Story:

Women should not enjoy their bodies, at least not to the extent which a man does. Women's bodies have the potential to stimulate evil thoughts and actions. These evil thoughts and actions are their fault. From a religious perspective, parthenogenesis is the ideal.

In "Women's Ways of Knowing" (Belenky, Clinchy, Goldberger and Tarule, 1986), methods by which women explore and come to know reality are discussed. The type of "knowing" which best characterizes my early thinking, particularly regarding religious beliefs, is that of the "received knower." Typically, a received knower learns by listening to the words of others. What this knower hears in the words of others is concrete and dualistic -- things are right or wrong, true or false, good or bad, black or white. (p. 37). This type of knower has little confidence in her own ability to speak and think. Authorities are the source of all significant information and the self is not an authority. The received knower assumes that in times of conflict between the self and others, she must choose one or the other but not both. She worries that if she were to develop her own powers it would be at the expense of others. (p. 46).

As children "of God", we were instructed by the nuns and priests in religious truths -- nothing was open for discussion. We were required to memorize answers to a list of questions in our catechism and were quizzed regularly on our ability to recite these answers verbatim. Catholicism clearly taught us that man is made in the image and likeness of God and that woman was made from the rib of man. Woman was responsible for the downfall of man and the exile of them both from the Garden of Eden. Martyrdom was glorified and it was clearly stressed that self-sacrifice was highly valued. We studied the lives of the saints, most commonly the female saints, and from their examples were given recommendations on how to live our daily lives. Although it was unfortunate that we would not have a chance to be thrown to the lions like those early martyrs, as women we would have ample opportunity to give of ourselves to the Lord and to others. Choices in life were dicotomized -- things were good or bad. We were good or bad. The ultimate blasphemy was to question the teachings of the Church -- punishment for that offense was excommunication -- a one way ticket

to eternal damnation.

I was in high school before I even began to question the validity of those doctrines. It was a very frightening experience. I really was afraid that I would go to hell.

Patriarchal Moral of the Story:

Man is a God-like creature. Woman has questionable beginnings. Women are responsible for the less-than-perfect nature of man. Indoctrination is a sure-fire way to control the masses. Fear also works well.



Blame the Victim

I had been out for a lovely evening with a date. It was 2:30 a.m. before we arrived back at my apartment and because of the hour, we said good-night at the front door. The apartment building was always kept very secure and a key was needed to even enter the building after 10:00 p.m. Therefore, I wasn't at all concerned about the short walk to my own apartment. For some reason, I didn't notice that the usually locked door was ajar as I entered.

I was about half way down the hall when a hand grabbed me from behind, covered my mouth, and threw me against the wall and then to the floor. The man held a knife to my throat and proceeded to search my purse for money and other valuables. When he realized that I didn't have any significant amount of money, he again shoved me against the wall, uttered some obscenities, and ran away. It could have been worse -- much worse.

I made it back to my apartment, sobbing hysterically. My roommate called the police. When the officer arrived, he asked

the usual questions about the age of the man, height, weight, etc. He offered me no real hope of catching this person, and quite frankly, seemed very unconcerned. Then, in spite of my fatigue, fright, and severe bruises, I was subjected to a lecture on how not to let this happen again. Didn't I know that New York was dangerous at night? What was I doing out until 2:30 a.m. Surely my parents wouldn't approve. Next time I should have my date walk me to the door.

For years, I really believed the episode, at least in part, had been my fault.

Patriarchal Moral of the Story:

It is the victim's fault. Women often ask for the trouble they get. Women invite assault by being there (there is everywhere).



Motherly Love

Although the first three months were characterized by morning sickness, I really enjoyed my pregnancy. I was totally delighted with my first born and very concerned that I should be a "good mother." My early teachings had given me a relatively narrow view of "good mothering", but having dealt with other issues over the years, I felt emotionally capable of deciding what "good" was for myself -- or so I thought.

The day after the birth, I had my baby girl brought to my room (so that effective bonding could begin, I thought). The nurses were very supportive and promptly brought the child to me. After a short time, I realized that I was too sore from the C-section and generally too tired to care for

the baby, so I requested that she be taken back to the nursery. The nurse informed me that she would be happy to take the baby but that most women want their babies left in their rooms so that they could get to "know each other". In short, the nurse clearly did not approve of my request. I felt awful. I cried, in part, because of the fatigue, but mostly because I felt like a "bad" mother.

I stayed home for the next six weeks on maternity leave from work, enjoying my baby and making suitable day care arrangements. I was relatively satisfied with a woman we employed to care for the baby in our home. Many of my in-laws, however, were less than supportive of my decision to return to work and couldn't understand why I should want to pursue a career now that I was a mother. It was inferred that the only, really good caretaker was the mother and suggested that my child might grow up calling our "nanny", mommy. Also, didn't I read about all those episodes in day-care centers -- one never knows.

Not one time was any of this dialogue directed to my husband. Not one time was the topic of being a "good father" discussed. I failed to notice this discrepancy at the time, probably because I really believed that the baby was my primary responsibility. I felt guilty for months about going back to work. Then I felt guilty about letting them make me feel guilty. Two years and one more baby later, I felt comfortable with my view of mothering and less sensitive to the criticism. It was a very painful time.

Patriarchal Moral of the Story:

Inflicting guilt is a good way of controlling behavior. New mothers are particularly susceptible to guilt --that is how we have kept them in the home doing child care and house work all those generations. If they recognized this strategy, then we can try to make them feel guilty about letting us make them feel guilty. We determine what a good mother is. A "bad mother" is the most despicable of all creatures.



Liberated Woman

I am a liberated woman, I think. I had, until recently, a full-time job, I currently attend school also full-time, care for two children, and run the household. My husband helps me with the child care and household duties. He does the grocery shopping, puts the dishes in the dishwasher every night, and pick the children up from school. When the children become ill, however, he assumes that I should be the one to stay home from work since I am the mother and I am a nurse. (Nurses, by the way, make wonderful mothers.) Although I know better, I have to try not to be too grateful for this assistance. In summary, in spite of the fact that I work full-time and have other interests, the major responsibility for running the house and taking care of the children still remains my responsibility. My close friends, who are also married with children, also often remark about this phenomenon.

Why don't we feel liberated??? We have careers, don't we? What is liberated anyway???

Patriarchal Moral of the Story:

Let them have careers, if they want. But don't share equally in domestic work. After all, women's work is still women's work. Let's see if they can survive.



On Responsibility

I recently quit my job -- a job that, I believe, I was very dedicated to for almost ten years. The hours were good. The pay was excellent. I had five weeks of paid vacation. Basically, I also loved my work. To those who didn't understand, it was a wonderful job. So why did I leave? I was simply being oppressed and it took a number of years for me to recognize it.

Every time I tried to excel, I was informed either verbally or non-verbally that I was a "power monger". I would start on projects, get ideas developed, the ideas would be used, and then I would be taken off the project. "This is not a one women show", I was once told. This phenomenon was experienced by a group of nurses who were responsible for inservicing a project to the entire nursing service. Mysteriously, we were all taken off the project after several years of work, and it was given to others less knowledgeable in the area. When the quality of the work was less than acceptable, we were told that the others were doing the best that they could. My accomplishments, such as presentations and publications, were never recognized.

Several letters were sent to my supervisor complimenting me on my work and I would never be told that they had been received.

The "straw that broke the camel's back" occurred during a meeting of several clinical specialists, including myself, and our supervisor. We were informed that the poor clinical care in the hospital was our responsibility (in spite of the fact that we had no formal power). Because of the shortage of nurses, we would now be required to spend thirty percent of our time doing staff nursing. This act would serve as a "symbol" (of what, I don't know, and we were never told). Our other responsibilities were of secondary importance. Our feelings were of no importance. "If you don't like it, we don't want you." We were responsible for everything, to everyone, except ourselves. I suddenly realized that I couldn't work and live under those circumstances for the next thirty years.

I am currently unemployed. I plan to take the time I have "given myself" to enjoy school and my family. I plan to envision -- a process of setting my goals and examining strategies to achieve them. Looking back on that work experience, I now realize how unhappy I had been there for the past few years. I could have never been anything more there than what I am right now.

Patriarchal Moral of the Story:

Women are responsible to and for others. The sense of self is not to be developed -- if it is, it will be at the expense of others.



On Becoming

My brief exposure to feminism has been a very liberating experience. From a feminist perspective, I have been able to examine my life and understand much more deeply many feelings and experience that have bothered me throughout my life. By achieving such an understanding, I can also "let go" and "look ahead." Such an examination was painful in many ways, fun in others. Descartes, a philosopher, once said, "I think, therefore I am". Feminism could be interpreted to say, "I think, therefore I am and I have the right to become."

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- Belenky, M; Clinchy, B.; Goldberger, N; and Tarule, J. (1986). Women's ways of knowing: The development of self, voice, and mind. New York, Basic Books, Inc.
- French, M. (1985). Beyond power: On women, men and morals. New York, Ballantine Books.

WHO ARE THESE WOMEN, ANYWAY?

by Sharon Deevey

Nurses who have never studied nursing theory voice a dread and fear of the subject. Stories spread in nursing practice settings of the difficulty and irrelevance of theory. Even beginning graduate students in nursing question the requirement to study theory. Yet among nurses with advanced preparation, there is pride and excitement and hope in the discussion of nursing theory and its implications. The transition from dread to delight occurs, at least for some, in the process of graduate education. My own interest lies in making that transition quicker for the eager, and easier for the hesitant.

It is my belief that nurses, no matter our undergraduate preparation, come from the practice setting to graduate study with an unclear image of ourselves as nurses. Each of us would be quick to reject the traditional images of physician's handmaiden, angel of mercy, shift worker, or sex object; but we are not yet ready to see ourselves as nurse-scientist, nurse-philosopher, computer expert, or political activist. Most might agree that clinical expertise is the final goal of further education, and may be unprepared for the jolt that visionary nursing gives to our self-definition as nurses.

Many of us have studied and practiced nursing unaware of its historical and political context. We bring to graduate education many myths that reflect the transitions taking place in nursing today.

Nursing is in transition from a blue-collar skilled trade to a learned profession. Depending on class upbringing and experiences, many nurses have lived in a working class culture that views the learned profession as what Spiro Agnew called "effete intellectual snobs".

Nursing is in transition from a service to a service-and-academic profession, where the definitions of "work" and "achievement" are strikingly different. In service, the visible and the manual are valued, while in the academic, the less visible and the mental are valued. In practice one may have understood that nursing includes both tasks and processing information, especially if one has been both a staff and a head

nurse. But a myth persists, "if you can't do, teach". As nurses make a transition from concrete to abstract thinking, some may cling to negative feelings about the "ivory tower". Many of us arrive suspicious of the very academic world we worked so hard to enter.

Furthermore, nurses may have internalized myths about women of intellectual achievement, who are still rare and threatening in both male academia and in society as a whole. Such women are called "uppity" or "castrating".

In the context of these myths, the study of nursing theory raises many emotions in the beginning graduate student of nursing. Even more than nursing research, nursing theory represents the truly intellectual in nursing. We bring to the first class feelings of fear --both of the unknown and of failure --and feelings of anger if our service-oriented self-image is challenged.

Encouraged to express these feelings, students in Dr. Gretchen Crawford's autumn 1985 nursing theory class at Ohio State University boldly complained that the theorists were wordy, obtuse, and incomprehensible. I argued that the theorists are, after all, the intellectuals, the sages, of our profession, and we should expect their writing to be complex and inaccessible on initial reading. One student asked, "Who are these women, anyway?" I knew only part of the answer to her question, and found myself wanting to give her answers beyond my own knowledge.

Drawn originally to nursing because of my interest in the history of women, I have always noted information about nurses -- who are they? what is their work? what are the networks between them?

The first collection of biographical information about nurses, Early Leaders in American Nursing was published in 1923 by the National League for Nursing. In 1929 Adah B. Thoms wrote Pathfinders, a History of the Progress of Colored Graduate Nurses which includes biographical information and many photographs. Makers of Nursing History - Portraits and Pen Sketches of 109 Women by Pennock was published in 1940. Yost (1965) and McKown (1966) also collected biographical information on nurses.

Interest in women's history in general increased after 1970. Fifteen nurses were included in the 1971 Notable American Women (James, ed.), and 12 in the 1980 edition (Sickerman and Green, eds.). The American Nurses Association (ANA) published the International Directory of Nurses with Doctoral Degrees in 1973, and Gwen Safier published an oral history of 17 nurses in 1977. In 1983 the ANA published Contemporary Minority Leaders in Nursing, and in 1984 an updated directory of doctorally prepared nurses.

I have haphazardly collected photographs and biographies over several years in a "Who's Who in Nursing" file folder. The folder contains clippings from the candidacy issues of The American Nurse and "About the Author" pages from Image.

I found myself telling stories to my theory classmates of those theorists I have met (at an ANA Convention) or knew something about. I realized the theory reading seemed accessible to me in part because I saw the theorists as individual women, as nurses trying to make sense of this wonderful, infuriating profession of ours. Reading Chinn and Jacobs (1983) I pictured Peggy Chinn when I saw her at a Cassandra in Cleveland gathering in 1983. She strode into the farmhouse to the potluck, radiating warmth and intelligence. A classmate responded, when I shared the story, "I thought she was a Chinese pediatric nurse." When I began to bog down in the theory reading assignments, I'd remind myself, "Come on! Peggy wrote this! You can make sense of it! Keep trying!"

In search of more information about the theorists, I first made a list of 12 who are of particular interest to me (Henderson, King, Leininger, Newman, Orem, Paterson, Peplau, Rogers, Roy, Schlotfeldt, Watson, and Zderad). I also included two authors who write about the theorists (Chinn and Fitzpatrick) in my search.

I requested photographs and anecdotal information from Ohio State faculty in an announcement in a faculty newsletter. Drs. Mary Ellen Echelbarger and Mary Beth Strauss shared their photographs of King, Orem, Roy and Peplau with me.

Enlargements and slides were made for classroom use. I also made a print and slide (from Dr. Echelbarger's photographs) of one "mystery woman", whom she later identified for me as Rosemary Parse. In my own collection I located pictures of Chinn, Fitzpatrick, Rogers and Schlotfeldt.

The best source of written biographical information proved to be the newest edition of the ANA Directory of Nurses with Doctoral Degrees (1984). This source includes educational information, interests, positions, held, and a current address and phone.

Who's Who in American Nursing (1984) is a second good source. Initially I disdained this publication as "commercial", because of mass mailings encouraging nurses to list themselves and get a special pre-publication discount on the new edition. After searching for biographical information in other resources (Who's Who in Health Care, Who's Who in America, Who's Who in American Women, etc), I changed my position. The Directory of Directories (1985) lists 185 different biographical directories on all subjects, nationalities, cultures, and ages. Who's Who in American Nursing is not yet included, however, and nurses seem to be excluded from the numerous scientific and medical biographical directories. Although the criteria for inclusion is unclear for many of the directories, they do provide information that might otherwise be unavailable, and all appear to be "commercial".

There are three biographical computer databases, American Men and Women of Science, Biography/Master Index, and Marquis Who's Who, which I did not search because of time and cost factors. The name section of the International Nursing Index includes articles about individuals and obituaries, as well as names of authors. In 1984, several of the theorists were listed as authors, but none as the subject of a biographical article.

Theresa Christy (1978) and Lois Monteiro (1972) have described the difficulty of tracking down historical information about nurses. After my initial search for biographical information about the nursing

theorists, I am very concerned about the implications of my search for nursing history and for the nursing profession. I was able to find only limited information about most of these nurses. Eight of the fourteen are not included in Who's Who in American Nursing. I can get no real sense of who these women are from the summary of their education and positions -- although that is a beginning that I do not discount. If our leaders and intellectual pioneers are barely visible today, they may be lost tomorrow. Their thinking and their books may continue to be taught to resisting graduate students, but our lives and our profession will be richer and more viable if we do more to recognize and celebrate each other.

Why have we as nurses done so little to recognize our pioneers? In the past women have competed with each other for the attention of men, or ignored each other with the same disregard and disdain which men in groups have had for women. Individual women have been called "unfeminine" for succeeding, or for discussing their accomplishments. As a woman's profession, nursing needs to acknowledge the pressures that have kept nurses, as women, from asserting themselves and from supporting each other.

I hope that someday all nursing theory courses will include photographs, videos, and tape recordings of each theorist. The theorists, and other nurses, need to be encouraged to save documentation of our lives, and plan to deposit these records for safekeeping and posterity. Currently, two theorists, Scholtfeldt and Henderson, have contributed some of their papers to the Nursing Archives at Boston University.

Other ideas we could pursue include:

- 1) To look at each theorist's master's thesis and doctoral dissertation;
- 2) To check each theorist's publications for photographs and biographical information;
- 3) To contact the ANA and American Academy of Nursing to find out what information is available on active individuals;
- 4) To encourage oral historians to work with nurses to record and organize our experiences;

5) To prepare poster sessions on biographical information for national nursing conferences;

6) To include biographical information and resources in graduate level courses on the history and politics of nursing.

7) To contact individual nurses and request photographs, vitas, and anecdotal information for use in projects like these.

The nursing theorists, and those who write about them, would ideally be household names to nurses, both in graduate school and on every division of every hospital. Like Freud to psychologists and Koch to microbiologists, Peplau and Orem and Rogers should be known to us. As individuals, as intellectuals, as risk-takers, these women can be our heroines. Studying their complex thinking need no longer be a dreaded ordeal, but can become instead our inspiration.

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LESBIAN-PHOBIA: A SURVEY OF BSN EDUCATORS

by Carla E. Randall

Nursing is dedicated to the ethic that all people deserve to be cared for with respect, openness and regard (American Nurses' Association, 1980; International Nursing Code, 1975). Although a holistic approach to individuals and groups is widely recommended in the nursing literature, the degree to which this approach has been integrated into nursing practice remains undocumented. One way to assess holistic practice is to explore nurses' prejudices and biases toward alienated subgroups within a given society.

It is a monumental but necessary task for nurses to articulate the specific forms in which their biases arise (Travelbee, 1971). These biases and prejudices are often communicated directly or indirectly to students, who in turn alienate themselves from other students and from a client group with whom they will come into contact, whether knowingly or not.

A search of the nursing literature including nursing theory, nursing practice and nursing education, revealed a widespread lack of information regarding

lesbians. The attitudes of nurses and particularly nursing educators are not addressed adequately in the current nursing literature. The absence of this content suggests that the nursing community has not sufficiently evaluated the unique needs of lesbians in today's society. This apparent lack of concern for the needs of lesbians may signal the presence of a value system that works in opposition to the concept of holistic nursing care.

This article deals specifically with the stereotypes and potential for restriction of civil rights that are suggested by the results of my descriptive cross sectional survey identifying BSN faculty attitudes towards lesbians (Randall, 1987). During the winter of 1986 I sent the survey to all BSN faculty members in a midwestern state. One hundred completed surveys (50%) were returned.

Responses from these BSN educators were indeed mixed, and many seemed accepting of lesbians and lesbian lifestyles, and there were a small number of identified lesbian respondents. There were, however,

an alarming number of respondents in this sample that indicated they would prefer some degree of restriction towards lesbians and lesbians' interactions with others.

Probably the most startling response, given that this is 1987, is the fact that over half of the BSN educators who responded to the survey indicated that lesbianism is not a natural expression of human sexuality. In addition, nearly one-quarter thought that lesbianism is immoral and that lesbian behavior is just plain wrong, while one-third thought that what lesbians do is disgusting. If these educators' premise is that lesbianism is not natural it is of no wonder that other results of this study suggest that some of the educators responding to the survey want to restrict the civil rights of lesbians and the contact they have with others.

Over one-fourth (28%) of these educators responded that they would have difficulty communicating with a woman they knew to be a lesbian. This is shocking given the emphasis on communication skills and therapeutic interactions with others that nursing stresses. The integrated use of therapeutic communication permeates nursing curricula and the nursing literature. Those who teach must utilize therapeutic communication in their practice. Yet the results of this survey suggest that communication is adversely affected by lesbian-phobia.

Lesbian-phobia can be specifically seen when looking at attitudes these educators hold toward lesbians teaching and having contact with children. A small but constant group (6 to 16% depending on age of the children) would restrict lesbians from teaching at various educational levels. A greater number would prefer that lesbians not teach in schools of nursing as opposed to universities or colleges. This suggests that there are some BSN educators who do not want to have lesbian colleagues within their schools of nursing, supporting the myth that lesbian lifestyles adversely affect students.

While some educators indicated a desire to restrict lesbians from teaching, others indicated opinions that nurses who are lesbians should not care for children. This

is indeed surprising, yet consistent, with other findings in the study. For example, respondents indicated that as the age of the child decreases so does the BSN educator's comfort level of contact with lesbians. The younger the age of the student, presumably the more influential an educator might be and the less contact lesbians should have. Seventeen percent of the respondents indicated that lesbians would molest children and an almost equal number indicated that they would verbally object to a nurse who is a lesbian caring for a friend's child.

These results are alarming. They suggest that BSN educators have internalized phobic myths regarding lesbians. Numerous studies have clearly documented that child molesters are heterosexual men usually with a family connection to the child (Brownmiller, 1975; Rush, 1980). Yet, a surprising proportion of the BSN educators in this study seem to be unaware of or discount these facts and want to maintain some degree of restriction toward lesbians having direct contact with younger students or children.

When asked about what may be the most publicized disease of our time, AIDS, a startling and disappointing number, one-fifth, thought that lesbians were a common source of transmitting the AIDS virus. AIDS has only been documented as transmittable through blood and semen (although present in other body fluids). Unless lesbians have received blood from a contaminated individual (blood transfusion, contact with contaminated needles) or engaged in sex with men, there are rather limited possibilities of transmitting the AIDS virus into the blood stream. In addition to this low risk of transmitting the AIDS virus, sexually active lesbians have the lowest transmission rate of sexually communicable diseases. Although lesbians are at low risk for AIDS, by sharing the label "homosexual" with gay men, they are potentially at high risk for discrimination. This is one reason to stop using the term "homosexual" and refer instead to "lesbians" and "gay men."

The results from this survey indicate that many misconceptions regarding lesbians and lesbianism exist among this sample of

BSN faculty. This raises questions about the specific information that is communicated to nursing students regarding AIDS and about lesbians and lesbian lifestyles.

BSN educators set the example of acceptance, tolerance and general attitudes toward others. These are formative years for students regardless of the age of the student. It is a major task of nursing education to communicate openness, regard, and respect for others. It seems inconceivable to me that those faculty members who hold beliefs such as those reported in the survey responses can provide quality, safe, and meaningful care to lesbians. Lesbian-phobic attitudes are communicated to students who in turn internalize them and perpetuate negative attitudes when in contact with others who may be different from themselves.

The fact that any nurse educator, nurse practitioner or nursing student can hold an accumulation of negative attitudes toward lesbian women is an indication of the need to pursue research in this area. Lesbian-phobia is everywhere. Every nurse, no matter what area of nursing s/he practices, has and will continue to come in contact with lesbians, knowingly or not. The beginning of change occurs when one is able to call an issue by name, to step forward and say "this is not right, this is not necessary, this must change." Clearly this is not a simple task. It begins within

the individual nurse and the identification of one's own biases and prejudices towards lesbians.

If nursing and nursing education is dedicated to the provision of quality care for people and a holistic approach as the means by which this care is provided, then all of us must take the first step to start breaking down our personal prejudices, our stereotypes and our incorrect underlying assumptions about lesbians and other minority groups. Within this opportunity lies the key to creating change that will have a lasting effect on ourselves as well as the clients for whom we care.

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LETTERS ON RACISM IN NURSING

These letters are in response to Nancy Pfaff McDonald's article in the May 1987 Newsjournal (5:2, pp. 20-23). Thank you, Nancy, Lana and Mary!

Dear Websters,

I appreciated reading Nancy Pfaff McDonald's article on "Racism in Nursing Practice". I agree that racism impacts on health care and liked her suggestion that a discussion of race should be integrated into the thought, writing, and practice of nursing at every level. I would add that we also need to look at how our society

organizes relations around sex and class, and their connections with racism.

I liked her constructive ideas for working on racism in nursing practice, too. Let's begin with ourselves and work together challenging our own and other's day to day racist behaviours.

Lana Miller

Dear Websters,

I am writing in response to Nancy Pfaff McDonald's article: Racism in Nursing Practice. I think Nancy has done a wonderful job of tackling the issue of racism in nursing head on. White supremacy is so normalized in our culture that most of us who are white are not even aware of the things we do to oppress people of color. As a white nurse, I not only agree with what Nancy has written, but I support her position wholeheartedly!

I too would like to see a breakdown by both race and class of nurses with AD, BSN and diploma degrees - and would like to know if anyone has information on this subject. I know for a fact that I would not have been able to enter nursing with my working class roots if I had not had a 2 year AD option available. I also know that most of the black nurses I know entered nursing with an AD or a diploma degree. As nursing went through the process of professionalization, black women were denied admission to "accredited" nursing schools. For example, of the 1,679 accredited schools surveyed by ANA in 1922, only 3% admitted black students. Thirteen percent of the 160 non-accredited schools (all in hospitals "for coloreds") admitted black students. Things have not changed all that much. Racism is a social institution, and the correlation between race and socioeconomic status is high. Although I think that two years is not really enough time in which to learn everything one needs to know to be a nurse these days, I cannot support the ANA proposal regarding an entry level BSN because we will be systematically excluding people from our ranks on the basis of socioeconomic status - and that's often just another way to disguise racial discrimination.

I also want to add one more interesting historical statistic that ties into Nancy's article. A 1941 survey of 6,291 hospitals asked "Are Negro patients admitted?" Fifteen percent of government hospitals said "no," 21% of not-for-profits said "no," 43% of proprietary hospitals said "no," AND 23% of all hospitals did not respond to the question. Legal challenges to these forms

of discrimination did not even BEGIN until the 1950's. And with the way we've been backsliding lately --well, I think it is really important for nurses and nursing to deal with the issue of racism in medical care. I hope to see more on this issue in Cassandra in the future.

Mary C. Vrtis
722 Farragut
Romeoville, IL 60441

Trained Nurse and Hospital Review 74
(March, 1925): 259-262.
JAMA 116 (March, 1941): 1055-1067.

Dear Websters,

Many thanks for printing my article on racism. I was surprised to see it! I would like to add a dedication to Nkenge Touré of the District of Columbia Rape Crisis Center, who served as a teacher and model to me for many years.

Please print my address in the next issue because I would like to hear from others on this topic. Keep up the good work. There's a fledgling chapter of the Nurses Alliance for the Prevention of Nuclear War starting here, and I met a nurse while doing health care at the CIA action on April 27. There's lots of us "rads" out here!

Your sister,
Nancy McDonald
132 F St. SE
Washington, DC 20003



S I S T E R S

S end
I n
S ome
T houghts
E pistles
R esponses
S oon



Dear Sisters,

Last night I had the strangest dream!
In my dream the women of Cassandra were
gathering in a room. The power of the
energy woke me, and I consulted the
Newsjournal to find that it was, indeed, the
day.

Something wonderful is happening.
Thinking of you,
Dolores
6/25/87

Dear Sue Gibsons and Jini Miller,

One of the first things nurses must
realize if they wish to make changes is
contained within the idiom, "Power in
Numbers". It is indeed noble for one to
wish to better a bad situation, but short of
ridiculous to suffer the "slings and arrows
..." alone, for then two good things may be
lost: the cause and the nurse.

There is one good thing I have learned
about politics: the attention paid to large
groups supporting the same theme. The
second good thing I have learned is in order
for nurses to effect change they must first
find an appropriate vehicle. That
appropriate vehicle is "political power."
The third good thing is that to use that
power effectively, nurse must be united in
their efforts or risk being totally ignored
by politicians. Air differences privately but
support each other publicly. Finally, have
patience, for time sometimes moves very
slowly and when frustration heightens, pray.

I greet you in love and powerful
numbers.

Sincerely,
Helen Thompson

A sister Webster sent the following quote
to share because it has meant a lot to her
in keeping courage in the struggles at work:

"There was a time when you were not a
slave, remember that. You walked alone,
full of laughter, you bathed bare-bellied.
You may have lost all recollection of it,
remember. . . You say there are not words
to describe it, you say it does not exist.
But remember. Make an effort to
remember, or failing that, invent. . ."

-- Monique Wittig in Les Guerilleres

Dear Sisters,

Thank you for your efforts. Issue 2 of
Vol. 5 is of particular interest to me --
three articles: on nursing uniforms, racism,
and unity are important food for thought.

Sincerely,
Joy Mappes

Dear Sisters,

I must enclose a note to say how
delighted I was to find that such a group
as this exists when I found your table at
the California State NOW convention a
couple of weeks ago! Thank you for being
there.

Sincerely,
Margie Struble

Dear Sisters,

Here is a copy of a letter I wrote to
the "Network News" of the National
Women's Health Network, that I want to
share with Cassandra:

Dear Editor:

I am disappointed at the invisibility

of nurses in the "Network News."

The tribute to Therese Dondero in the Jan/Feb 1987 issue was excellent, but did not state that she was a nurse. She was referred to as a midwife and no differentiation was made between lay midwives and certified nurse midwives who are registered nurses with years of specialized training enabling them to provide skilled prenatal and intrapartum care.

Nurses are approximately 97% female and provide most of the health care in this country. Educational preparation for nursing is often extensive and some nurses even have doctorates in nursing. Yet nurses receive little public recognition or status for the work we do. I look to women's health organizations to increase our visibility by providing needed recognition and sisterly support.

I hope the Women's Health Network will do this in the future.

Sincerely,
Helen M. Ramirez

Dear Sisters,

In September, 1986, the School of Nursing in which I work initiated a PhD program in Nursing. I was the course coordinator for the first course in the curriculum; it is on caring. During that course, we touched briefly on feminism as we discussed why caring is not a recognized and explicit focus in current nursing practice. At that time, I had not studied feminist theory but found Chinn and Wheeler's article in Nursing Outlook to be very helpful (thanks!). There was a student in this class who had extremely negative reactions to this article, and to the issue of feminism in general -- "as far as I know, feminism has only caused problems for my friends -- I certainly want no part of it."

Although I experienced a great deal of frustration as I interacted with this student, this frustration led me to act -- I decided I wanted and needed to know more about feminism (this realization had been in a less articulated form in my head since the birth of my daughter 2½ years ago). I bought lots of books (I especially enjoyed Marilyn Frye's "The Politics of Reality, Mitchell

and Oakley's Feminist Theory Re-Examined," and Belenky et al's Women's Ways of Knowing).

I signed up for a continuing education course entitled "Feminar," I located an existing network of feminists in the University in which I work, and I joined Cassandra (this also had been something I had wanted to do for a while, but just "hadn't gotten around to it").

The reading was enlightening and stimulating, but by far the most empowering experience for me has been participating in the Feminar. The opportunity to explore with other women what feminism is, to begin to name the oppression that exists for us, to be able to develop skills that will enable us to live in the patriarchy at the same time realizing that the patriarchy does not equal the universe, and to begin to understand how we must tap into our background, were just a few things I experienced in the Feminar. The Feminar is also special because its founder and leader, Kay Hagan, truly uses feminist process in facilitating the group, and is a personification of the "the personal is political." The money I spent on this course was by far the best investment in myself and in life that I have ever made.

At the same time that I was experiencing the Feminar, I was teaching a second doctoral course, Research Issues. As I planned this course, I felt a need to incorporate what I was learning and experiencing in my reading and in the Feminar. I did this generally by setting up the course format using feminist process (used Hawxhurst and Morrow's book "Living Our Visions" as a guide for the students), and incorporated "real talk" as discussed by Belenky, et al in women Ways of Knowing. I also felt a need to offer an opportunity to specifically explore feminist issues in nursing research. Students were able to select a particular issue on which to spend one third of the quarter -- interestingly, five of the seven people in the course chose feminist perspectives. We spent some time talking about what is feminism and time discussing issues such as women in science, the potential impact of feminism on science, and the use of feminist

perspectives in conducting research. These discussions were transforming for me, in that they offered me an opportunity to talk about the things I had been reading and thinking -- to make it mine by speaking it. At the same time that we were discussing these issues, Mary Daly was in town to speak at a local conference. What a journey -- to spin with her for an evening makes the power of spinning visible -- what an experience!

We ended the Research Issues course by examining support for nursing research. We focused on the Center for Nursing Research, and analyzed its programs, priorities and funding mechanisms. As you might imagine, this examination made explicit the inherently oppressive nature of the Center for Nursing Research. To conclude the course, we had an "envisioning." We envisioned what a center for nursing research might be like, an entity that would help nursing and nursing research become what we would like for it to become. What an energizing experience. I was concerned that our creativity and imaginations had been damaged by living in the patriarchy -- but not so in this group. The vision gave the group a sense of possibility, a sense of hope, and a sense of

the need for action. We hope to write more extensively about our vision -- I look forward to sharing that with you.

It is difficult to put into words just how special and how important this quarter has been to me; an aspect of its importance has been the excitement and new hope I have seen in the students with whom I have an opportunity to interact. As I move on into spring quarter, I am finding new opportunities to share feminist perspectives with people. I sought an opportunity to present a two hour class to the master's level students in a health issues class; the talk was entitled: Living in the Patriarchy: Survival Skills. (The Faculty coordinating this course approved the title; their concern was that I include negotiation and confrontation -- they were surprised at how these "s-kills" are incorporated!) I am speaking to a critical care nurses group in a few weeks on caring. A large portion of that talk is directed at an analysis of why caring is not a major focus in nursing, by focusing on the general valuelessness and invisibility of women's work.

Many thanks to all of you who have contributed to my awakening, especially Mae Jacobs and Sue Huether.

Patty Gray

SECOND NATIONAL CONFERENCE ON VIOLENCE AGAINST WOMEN

by Gaëa Aeölus

"If I had to find a name for the relationship I find with many women I would use the term 'sisterhood.' By this I mean the immediate trust and intimacy based on our shared experiences and commonality of purpose. Partly it's self-help. Partly it's net-work ..."

These are the words of Frances Lear, activist and writer, on a handout enclosed in the packet of information given to participants at the Second National Nursing Conference on Violence Against Women at the University of Massachusetts, Amherst (UM/A) held on March 13-15, 1987, and presented by the Nursing Network on Violence Against Women (NNVAW), the

Division of Continuing Education, and the Division of the Nursing, School of Health Sciences at the UM/A.

The 180 participants from throughout the United States and Canada attended over 50 workshops which emphasized the effect of nursing practice and education on specific issues of violence against women. Among the issues covered were rape and sexual assault, child sexual abuse, socialization and violence, and elder abuse. There were over 30 exhibitor tables with literature providing information about local and national efforts to end violence against women and children. As Christine King stated: "The conference

provides an opportunity for nurses involved in the area of domestic violence to get together and share information, ideas, and resource, and to get support for the work that we do. Nurses play a key role in mitigating violence in women's lives."

The conference planning committee included Christine King, RN, MS, Chairwoman and faculty member of the School of Nursing at UM/A; Peggy Perri, RN, MEd, Co-chairwoman and doctoral candidate, School of Education at the UM/A; Geraldine Crisci, MSW, Director, Personal Safety Program, Hadley, MA; and other activists in the violence against women movement.

The conference began Friday night with Chris King welcoming everyone, giving a brief history of the NNVAW, and presenting the idea of a NNVAW steering committee which would plan future conferences. This goal became a reality during an early Sunday morning session when representatives from throughout the U.S. and Canada volunteered to become steering committee regional representatives. Laura McKenna, RN, PhD, from San Francisco will serve as the third conference Chairwoman, the newsletter editor, and is in the process of locating support services in San Francisco as a possible site for the third conference in the Spring of 1988. Jacquelyn Campbell, RN, PhD, Assistant Professor of Nursing, Wayne State University, Detroit, Michigan, will be the NNVAW column editor for articles in Response, Journal of the Center for Women Policy Studies. Peggy Perri and Chris King will publish a network directory of participants attending the second conference.

On Saturday morning Ann Sheridan, RN, EdD, interim Director, Division of Nursing at the UM/A gave the opening remarks, followed by Jacquelyn Campbell who delivered the keynote address titled: "There But For the Grace of the Goddess, Go I."

During Jacquelyn Campbell's keynote address, she stressed that nurses and others working with battered women should think 'us', not 'them' and focus on the strengths of survivors rather than their weaknesses. "Let us transform her, alone and victimized,

into us, together." In the abstract for her presentation she wrote: "In order to keep one's faith in a 'just work' and thereby feel safer from violence, people need to feel different from survivors of violence. Nurse have the same needs in this regard, therefore research which shows nurses to attribute considerable responsibility to battered women and rape survivors for the victimization is not surprising."

King agrees with Campbell. Her research presentation, "Issues of Blame and Control when Helping Battered Women," concludes that, "Interventions which blame the victim and do not hold the abuser accountable for the violence are considered ineffective and inappropriate. The type of help which is seen as most effective must focus on empowering women to take control of their own lives and destinies."

Following the first NNVAW conference in November 1985, King and two other network members, Josephine Ryan, RN, DNSc, faculty at the Division of Nursing at the UM/A, and Peggy Perri were awarded two grants to conduct a project entitled "Improving the Emergency Room Care of Battered Women." They have been developing a training manual for emergency room staff and providing 8 hours of hospital training and 12 hours of consultation to the emergency room staff of 15 hospitals in Western Massachusetts.

Kathleen Alexander, Director, Educator/Advocate Program at the Everywoman's Center, UM/A, summed up the overall feeling of the conference during the closing panel, when she shared the following remarks: "In all our uniqueness, in all our rich diversity we came to this place ... We found ourselves listening to the researchers, the social workers, the counselors, the healthcare providers, the veterans of war, the Puerto Rican woman, the doctor, the teacher, the puppetress, the advocate, the locals, the nationals, the directors, the Native American, the Mexican American, the lesbian, the mother, the heterosexual, the bisexual, the undecided, the students of nursing, the students of life, the programmer ... We saw facilitation, education, dissemination, scholarship,

Alliance is an organization of nurses working with other nurses, finding creative ways in which our profession can respond productively to the issues of the nuclear arms race.

The Nurses' Alliance conducts educational outreach to nurses and nursing students, teaching how we can all help each other find the knowledge and strength to say 'no' to the arms race. We give programs in hospitals and schools of nursing, we publish articles in nursing journals, we create internships and independent study programs for students; we do research on the health implications of the arms race; and we hold workshops on overcoming the

despair of our nuclear age.

Together, nurses can do anything. We must all remember that there are over two million nurses in this country, and that we represent a powerful force for American's health and well-being. By definition, we are caretakers. The nuclear arms race is presenting us with a formidable challenge, with its present-day compromises to health care and its potential threat of global annihilation.

But we can face this challenge and triumph over it. Together, as nurses, we will respond to the imperatives of our nuclear times.



FEMINIST DISCUSSIONS PLANNED FOR ANA

Elizabeth Berrey from Cleveland and Peggy Chinn from Buffalo will be hosting an on-going discussion at the ANA convention (June 11-15, Louisville, Ky) around the issue of the 1987 Resolution to have all State Nurses Associations include in their membership both registered nurses and the future associate nurses (inclusive of all legal titles proposed for technical nursing practitioners, or "second level" nursing practitioners).

We anticipate that this will be an issue that will be the focus of continuing debate at the June convention. The New York State Nurses Association Board of Directors is presenting a resolution at the October 1987 State convention to withdraw from the ANA as a result of ANA's adoption of the resolution --regardless of the outcome in New York this fall this issue is destined to be alive and well at the June convention.

Our plan is to reserve a room that all Cassandrans can locate after we arrive at

the convention (information will be provided in the May issue of the newsjournal) where women can meet to talk together about this issue, posters can be placed, and ideas can be shared on flip-charts. Delegates who want and need a feminist perspective on this issue can also come to this space to find out what is being discussed, and gain information and resources to assist in making decisions. We anticipate having the room open for this purpose for extended hours that will be posted, but with no particular agenda planned other than ongoing discussion and sharing on this issue.

If you want to contribute information on this issue for the January newsjournal, or share thoughts as to how to develop some ideas on this issue before the convention, please write. If you want some background information, see "Point/Counterpoint: Who should be the future SNA member?" in Nursing Outlook, May/June 1987, pp. 129-131.



SUMMARY OF 1987 CASSANDRA CONTINENTAL GATHERING

June 25, 26, 27, 1987, Salt Lake City
Report contributed by Sue E. Huether



Websters attending the Gathering:

Ann Voda
Kirste Carlson
Sharon Deevey
Carol Ashton
Judy Colletti
Maeona Jacobs
Muffy Eastman
Sheila Bunting
DeAnn Wegwert
Joyceen Boyle
Merrie Kaas
Judith Carr
Marvel Bramwell
Kay Rousseau
Sue Huether

SUMMARY OF THE AGENDA:

June 24: Welcoming picnic

June 25 A.M.: Carol Ashton, convener, Sue Huether, Recorder. Review of purpose and process of rotating chair, check-in, agenda development for the gathering, clarification of Spinning Bees.

June 25, P.M.: Spinning bee, Kirste Carlson: "Women's Ways of Knowing and Feminist Critique and Research Methods."

June 25, evening: Buffet supper at home of Ann Voda and Carol Ashton. Spinning Bee, Marvel Bramwell, "Addiction Processes among Nurses."

June 26, day: Judith Carr, convener, Ann Voda and Merrie Kaas, Recorders: Development of policies and procedures for the bylaws; sharing of Web activities.

June 26, evening: Bar-B-Q, home of Maeona Jacobs; Spinning Bee, Sharon Deevey, "Coming Out on Company Time."

June 27, A.M., Joyceen Boyle, convener, Sheila Bunting and DeAnn Wegwert, Recorders: Larger Directions for Cassandra, Review of purposes and objectives of Cassandra, Resource utilization, Outreach; Visibility at the ANA convention, ANA Council membership.

June 27, Saturday P.M.: Passing of Coordinating Tasks, Future Directions, planning a national conference, utilization of the Wilma Scott Heide Research Fund.

REPORT OF THE GATHERING:

June 25

Discussion of the history of incorporation: Merrie Kaas reviewed the work of the San Francisco Web in 1984 and 1985 as they worked with lawyers to develop Articles of Incorporation in the state of California. The Principles of Unity and the Bylaws of Cassandra were made available to Cassandrans attending the Gathering. The information provided an historical perspective for the development of the policies and procedures accomplished at this gathering. Proposed policies and procedures were distributed for Cassandrans to review in preparation for discussion on Friday. Lawyers consulting with the San Francisco Websters advised we need to reach consensus on ways to respond to men who request membership. It was noted that Cassandra had no members, only Websters. We did not reach a solution to this problem, although everyone recognized its significance in light of recent supreme court rulings, and were frustrated that our precious time would have to be spent dealing with patriarchal requirements rather than the concerns of Cassandra.

June 26

The draft form of policies and procedures developed by the San Francisco Websters was forwarded to the gathering by Jeanne DeJoseph. Merrie Kaas presented the proposal and raised the following questions: Once we have made decisions regarding policies and procedures, how do we distribute them to all Cassandrans? If we had Webs in every state, this would be OK, however, not all states have Webs. Mary emphasized in the form of review that the language of the bylaws was deliberately non-specific. Also, regarding the composition of the Coordinating Council (Section 2, Article IX of bylaws page 5), since we do not want to elect the Coordinating Crones, how do we get people into the cronships and/or make it possible to rotate out? At present there are 7 Coordinating Crones. Questions that need to be answered are: Do the Crones remain on the Coordinating Council for a definite



period of time, i.e. 2 years? What process will be operationalized so that Cassandrans have an opportunity to be a Crone? It was noted that all Cassandrans need to be able to have access to croneships, but also they need to have resources to handle the responsibility. It was also suggested that whatever system be evolved, not all Crones vacate at once, and a method of alternating membership in the Coordinating Council be considered.

A question was raised as to whether the Coordinating Crones have an ethical responsibility to be at the continental gathering. Since money is always a factor in getting to meetings, a suggestion was made to provide money for Crones who are financially stressed. There was consensus, however, that if a Coordinating Crone could not be present at the continental gathering, a report should be submitted to the Council for the gathering, or a representative could give the report.

Also it was agreed that Coordinating Crones needed to reaffirm their commitment to croning at the continental Gathering. There was consensus that 1) tenure of Coordinating Crones would be two years and 2) Cassandrans have an opportunity to volunteer for croneship. The wording is included in the second paragraph of the language of Coordinating Council in the policies and procedures.

It was suggested that the administrative, archivist, finance and planning Crones of the Coordinating Council rotate off the Council every other year commencing in 1988.

There was lengthy discussion regarding the process of conflict resolution. The intent of the 1987 Continental Gathering was that we attempt to first handle a dispute internally and then seek outside mediation as a last resort. The internal mediating process begins when the conflict/dispute is submitted in writing, by the person/persons with the conflict, to the administrative Crone; the administrative Crone in consultation with the Coordinating Crones will then initiate the internal mediation process.

The policies and procedures that we agreed on are based on those prepared by

the San Francisco Web. After our discussions we agreed to a draft that will be the basis for the final wording that will be worked out by the San Francisco Web in consultation with our lawyer.

Policies and Procedures:

I. Language

The following list is provided to describe the terms used in the bylaws:

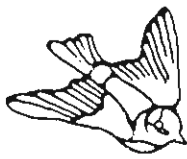
Webster: "Webster is the name given to dues-paying participants in Cassandra: Radical Feminist Nurses Network. The title Webster conveys the privilege of participating in consensus formation around issues of concern to Cassandra

Gatherings: Gatherings are meetings in which Websters participate. They may be local, regional, or continental. An annual Continental Gathering is held in the third week of June each year, unless the Board of Trustees fixes another date and so notifies the Websters as noted in Article VII Section 3 of the bylaws.

Board of Trustees: The Board of Trustees is composed of all Websters of Cassandra.

Coordinating Council: The Coordinating Council is the Executive Committee of the Board of Trustees, and is composed of at least seven coordinators selected by the Trustees. It is the responsibility of individual webs to nominate representatives for the Coordinating Council. These nominations will be presented at the annual gathering, and consensus of the group present, in addition to written statements submitted by Websters unable to attend the annual gathering, will determine those who will serve on the Coordinating Council. The composition, power, accountability and responsibilities of the Coordinating Council of Cassandra are described in Article IX of the bylaws.

The Coordinating Council Crone term is two years. Selection of the Coordinating Council Crones will occur at the continental gatherings by consensus. Websters who want to be a Coordinating Council Crone may attend continental gatherings, personally volunteer, be recommended by Websters or Webs, or by



personal letter if not able to attend the gathering. Preference will be given to new Crone development. Not all Coordinating Crone positions will be changed at once to allow for nurturance of the Coordinating Council. Information on how to be a Crone and Crone life is available, and support in Crone development is available and encouraged.

Consensus: In Cassandra, decisions are reached by consensus of the group present at a local, regional or continental gathering. If the issue is of consequence to the entire board of trustees, publication in the Newsjournal is done, and the responses are considered by the Coordinating Council. If consensus cannot be reached, voting or mediation may be considered, at the discretion of the Coordinating Council. If disputes arise, the procedure for conflict resolution is to be used.

II. Conflict Resolution

If a conflict/dispute should arise every attempt to reconcile the conflict by consensus of the affected parties shall be made. The first attempt to resolve conflict through mediation will begin with Cassandra by methods that are mutually agreed upon by all parties. If internal mediation does not resolve the conflict, outside mediation will be initiated, which will be binding on all parties.

III. Procedure of writing Annual Report

In the bylaws of Cassandra, Article XII, Section 5 describes the procedure and the contents of the annual report. In addition to financial information, each coordinating crone will bring or send to the Continental Gathering a report of the year's activities for which the Crone is responsible. The report will be submitted to the Newsjournal for the annual spring issue and reported at the Continental Gathering.

Web Sharing

Issues that we discussed during Web sharing were: how to energize Webs, encouraging new membership, and communication between Webs within the same state.

Sharon Deevey reported that the Columbus Ohio Web is growing and Websters are willing to take on some continental tasks. Concerns were expressed about timing of meetings, relationships among Web members, and inclusion of non-Cassandrans at meetings.

The San Francisco Websters expressed concern about "creating" activities for meetings, and expanding the image of the Web.

The Salt Lake City Web spent most of the time this year planning the continental gathering.

The Illinois Web has not met for about 1½ years due to the small number of members. DeAnn Wegwert represents a one Webster Web; both she and Sheila Bunting recognize Cassandra as very significant and participate via the Newsjournal.

June 27

Throughout the gathering there was general frustration that the agenda for Continental Gatherings for the past several years has been driven by the legal necessity of developing bylaws and policies and procedures in order to maintain an incorporated status. Such activities have taken heavily from our time to plan and implement activities and programs which truly fulfill the purposes of Cassandra: teaching and communicating our woman-centeredness and radical feminism to the greater nursing community.

Since the major work on the bylaws and policies and procedures is finished we began to prioritize our purposes and objectives in order to develop a 5-year plan.

The planning of a national conference focusing on feminist nursing issues, perspectives, research, etc. emerged as the best approach to satisfy most of our purposes.

Several factors need to be explored including: site, conference space, program development cost, publications, and advertising. Suggestions such as co-sponsoring the conference with another feminist organization, fund raising activities, or acquisition of funds from private foundations, and obtaining feedback from



other Cassandrans through the Newsjournal were explored.

An initial discussion of outside funding concluded with agreement that any funds would need to be given outright without sales representatives, or blatant advertising during the conference by the donating corporation. Because there is a considerable amount of exploration that needs to be completed, a planning committee was suggested. Marge Peck, Kay Rousseau, and Ann Voda volunteered to form the committee. They will use the Newsjournal to request information from Cassandrans regarding the conference. The conference is tentatively planned for 1989, and the committee will report at the 1988 gathering.

In preparation for such a conference Cassandrans could be making presentations at regional nursing meetings and conference, with both activities serving to increase our visibility.

As a refocusing of our efforts, there was consensus to have the primary activities of the 1988 Continental Gathering be Spinning Bees. In addition to emphasizing feminist process and content, it will provide a supportive environment of "unseasoned" presentors.

Visibility at ANA convention:

Information about the success of the Cassandra Booth at the 1986 ANA convention in Anaheim was not available for the gathering. Serious questions were raised about spending \$1000 on a booth when we have limited resources, and the money could be used to support the sponsoring of a conference. We need to explore other ways to represent Cassandra to other nurses, to have a presence at nursing meetings, and to demystify and share information about Cassandra. Some suggestions included: having a room at conventions or meetings where Cassandrans can meet and information can be shared, have a Cassandra poster at all state, regional, and national meetings where poster sessions are included; making presentations at meetings where there are invited papers as a representative of Cassandra; distributing items which are low cost and

carry the Cassandra name and logo at major meetings and conventions.

There was consensus not to have a booth at the ANA convention in 1988. Ann Voda volunteered to assume responsibility for coordinating Cassandra's visibility during the ANA convention from June 11-16, 1988.

Sharon Deevey agreed to explore the cost of having three posters about Cassandra prepared, including carrying cases, within a range of \$600-700. The posters would be used to promote Cassandra by Cassandran's attending various meetings across the country. If we had three posters, one could be available to Cassandrans in east, middle and western regions of the country. The posters would fulfill part of our public relations purposes.

It was suggested that Cassandrans running for office in ANA should notify Websters by way of the Newsjournal so we can support them.

ANA Council Membership: A decision was made during the 1985 gathering in Ann Arbor to investigate ANA Council membership as a way to increase our visibility. The ANA Guidelines for Council formation were distributed. After reviewing the requirements it was clear we could not meet them at this time. Websters supported the formation of a council of Feminist Nurses, but agreed not to pursue Council membership with ANA further.

1988 Cassandra Gathering: Cassandrans from the Columbus, Ohio web volunteered to have the 1988 gathering near the Columbus area. It is not too far from Louisville for Websters who may be attending the ANA convention, and there are adequate facilities for a variety of living arrangements. One day will be devoted to business such as the identification of Coordinating Cronos and the planning of a national conference. The major focus of the 1988 gathering will be Spinning Bees related to feminist nursing thought, issues, strategies, etc. Two to three days will be devoted to such activities. Requests for Spinning Bee topics will be placed in the winter Newsjournal followed by an agenda of topics in the spring issue.



The Columbus Web will need to explore sites and dates for the Gathering. There was a request not to have the gathering conflict with other national meetings such as Women in Science or National Women's Studies.

Wilma Scott Heide Research Fund: Currently there is \$4500 in the Wilma Scott Heide Research Fund. To date, no requests have been made for use of the funds. Questions raised included: do we need to have a research coordinator? Could the planning coordinator assume responsibility for managing research proposals? There was consensus that we need to develop guidelines for receiving and evaluating proposals; determining how much money should be awarded per proposal, determining how much money should be awarded per year, and the minimum research fund to be maintained. Sue Huether volunteered to draft guidelines for discussion at the next gathering.

Passing of Tasks: Sheila Bunting is willing to continue as Administrative coordinator for the next year.

Kay Rousseau wants to continue as Archivist Coordinator. Although the archive holdings are small now, they will continue to grow. We need to be concerned about how to store our "herstory", and consider how to transfer materials with the passing of tasks. Sharon Deevey suggested some items be placed in a nursing archive (i.e. the Luger Memorial Archives in Boston). Privacy of Cassandrans would need to be assured. Kay will explore the possibilities and report at the next gathering.

There has been no indication in the past year that Peggy Chinn desires to pass the Webster coordinator task. Judith Carr and Sue Dibble have indicated that they would be willing to assume the Webster coordinator tasks. After discussion with the San Francisco and Columbus Websters, Judith Carr agreed to contact Peggy Chinn regarding the passing of Webster Coordinator responsibilities.

Concerns related to Webstership were raised at the gathering. Information about new Websters or non-renewing Websters is

not being received by the Webs. There is a need to have current Webster information so connections can be made by the contact women, new Websters can be nurtured, information can be share, and non-renewing Websters contacted.

Kirste Carlson indicated she wants to relinquish the Public Relations coordinator task effective at the end of the 1987 gathering. There was concern that we not leave the Public Relations position vacant for a year. Ann Voda volunteered to fill the position, at least for the next year. As the Public Relations Crone, Ann will coordinate Cassandra activities for the 1988 ANA convention in Louisville.

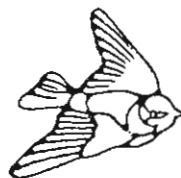
Maeona Jacobs is ready to pass the finance coordinator task at the next gathering. She plans to send a notice along with the annual report for the winter or spring Newsjournal.

During the past year Charlene Eldridge Wheeler has given no indication she is ready to pass the Publications Coordinator position. Cassandrans attending the gathering have heard the plea that is in all Newsjournals, that additional material be made available for publication. Several options were explored including: Webs taking responsibility for contributing material for particular issues of the Newsjournal, have each of the Coordinators write a column, have Webs rotate the responsibility for editorial work, instead of having Charlene and the Buffalo Web do all of it.

The San Francisco Web will discuss taking responsibility for generating material for the January (winter) Newsjournal, and communicate with Charlene.

Ann Voda volunteered to write a column on women's health for one year.

The agenda for the 1987 Gathering was compelted. Cassandrans finished with crit-self/crit, formed a friendship circle and said good-bye until the next gathering.



LETTERS FOR CONNECTIONS

Dear Women,

It's long ago that I received an issue of "Cassandra: Radical Feminist Nurses Newsjournal." I would like to request a new volume and get back on your mailing list.

I would like to ask you if you can provide me with information on "Nursing and reproductive technologies, especially gen-technologies". I'm asking this, because I'm organizing a national conference on this topic with the goal to prepare a position paper which includes the standpoints or views of nurses regarding these technologies from their perspective as health care providers as well as health care consumers. If there is an interest in this paper I will be glad to send a copy for publishing. The conference is planned for October this year and is supported by the regional nurses association of Bremen, Hamburg and Schleswig Holstein (northern part of Germany). I hope to hear from you soon. With scholarly regards,

Yours sincerely,
Maria Mischo-Kelling
Krohnskamp 3
2000 Hamburg 60, FRG

Dear Gentlewomyn,

I am writing for input on a film I am putting together. I am interested in identifying and contrasting the popular image of nursing with actual lives of nurses throughout history. If any one has access to cartoons, get-well cards, advertisements, media clips, etc. depicting visual images of nursing and nurses, I would be most interested in receiving a copy and citation of the source for possible inclusion in the film. In addition to this more or less negative image of nursing, I am interested in obtaining photographs of influential nurses who have made social contributions to the advancement of womankind in a variety of ways within or out of nursing.

Also, I am interested in knowing if Cassandra is able to provide some funding, or knows of any possible funding sources, for this film. I have just begun my search for funding and so any possible leads will be most helpful. I have a sponsoring

agency that shares in the political beliefs from which this film is being made. Public or private funding can be channeled through this agency: Carla Randall, c/o Hera Psychotherapy, East Washington Street Suite #310, Iowa City, IA 52240.

Thanks for the remarkable amount of energy you all put into Cassandra and the advancement of nursing. I look forward to hearing from you and others who might have information helpful to my projects.

In sisterhood,
Carla E. Randall
809 Page St.
Iowa City, IA 52240

Dear Cassandra,

Lesbian nurses of Los Angeles (LNLA) was formed two years ago to serve as a professional and social support group for registered nurses who share in common: being a woman, being a feminist, being lesbian. We meet monthly in private homes on a rotating basis. There is an annual membership dues of \$5.00 to handle postage and operating costs with additional periodic requests for donations for special events.

We do various forms of consciousness-raising of political and social issues which affect our lives as lesbian, feminist nurses. We collaborate with other community groups who fight homophobia and discrimination. We provide a warm, supportive climate in which to focus on those issues unique to us.

As founder of this group, I have found Cassandra to be a highly influential network from which I draw many of my own professional philosophies. Thanks!

Sue Duynstee
1351 McCollum St.
Los Angeles, CA 90026

Dear Cassandra,

I came across your advertisement in Woman of Power. I would like to subscribe, but I am dead broke, nay I am being supported through parental coffers. Hence largesse is not mine to distribute.

It would have been interesting to have read about how radical feminists survive as nurses in the male-dominated medical services in the Woman of Power issue on

"Healing." But since it was not included, I am writing to ask. The reason I am interested is that I would like to be a nurse. For the past six years I have been occupied with researching the behavior of some tropical wasps. It has been very difficult to complete the writing-up of the thesis because the futility of academia has become increasingly apparent to me.

Nursing has always appealed to me for its very practical nature in facilitating the process of healing. What I want to know is how radical feminists function in traditional feminine service roles. How do you keep sane in the medical structural hierarchy where men are allowed to throw their weight around and where the contribution of women is marginalised. What advice would you give a 30-year old feminist who is contemplating launching herself into nursing.

I would like to train in the United Kingdom. Is there a sister organization I can contact in the UK for a run-down on the scene there?

It would be marvelous if someone can find some time and energy to tell me why she became a nurse.

Meanwhile, I send you my spiritual support and look forward to the day when it can become concrete and financial! Till then, I greet you from the periphery of the tropical rain forest in the company of my two cats and dog.

Yours in love and peace,
Charlotte Samuel
c/o K. Rubeli
P.O. Box 186
Pejabat POX Gombak
53700 Kuala Lumpur,
Malaysia

THANK YOU . . .

to all Websters who participated in our pilot study for the AJN Friendship Survey. The Survey is now in press and will appear in AJN later this year. All are welcome to participate.

In sisterhood,
Peggy, Charlene, Adrienne and Liz

A FRIEND INDEED

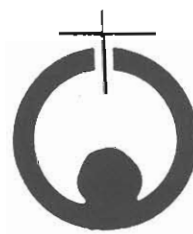
for women in the prime of life...



MENOPAUSAL?

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WOMEN-CHURCH CONVERGENCE
Announces A Second National Conference

WOMEN-CHURCH: Claiming Our Power

October 9 to 11, 1987, 3 pm to 3 pm
Cincinnati, Ohio

Join these women at the conference

Theresa Kane	Joan Chittister	Mary E. Hunt	Mary Ann Bellinger
Ellie Smeal	*Mary Rose Okar	Carolyn McDade	Yvonne M. Cherena
Marga Buhag	Dagmar Celeste	Nadine Foley	Elisabeth Schussler Fiorenza
Carol Coston	Sandra Schneiders	Gloria Steinem	*Geraldine Ferraro
*Leontine Kelly	Marsie Silvestro	Mary Luke Tobin	Margaret Ellen Traxler
Kwok Pui Lan	Frances Kusling	Mary Gordon	Francis Borga Rothuebber
Fanchon Shur	Maureen Fiedler	Barbara Zanotti	Cheryl Townsend Gikes
Silvia Marcos	Ann Patrick Ware	Nancy Sylvester	Rosemary Radford Ruether
Joan Martin	Marjorie Williams	Mary Jo Weaver	Jeanne Grammick
Dann Neu	Peggy Antrobus	Fran Ferder	*Barbara Mikulski
*to be confirmed		America Sosa	...and many more

Registration fee (\$10 of which will be put toward a scholarship fund): Early \$70; After July 1, \$85; at door, \$100.
Child care. Sign language. Scholarships. Wheelchair-accessible.

For registration and/or further information:
Women-Church Conference Center
8035 13th Street
Silver Spring, MD 20910 (301) 589-3150

RESOURCES

NATIONAL CLEARINGHOUSE ON WOMEN AND GIRLS WITH DISABILITIES

114 East 32 Street, New York, NY 10016. 212/725-1803

The Women and Disability Awareness Project of Educational Equity Concepts, Inc. (a nonprofit organization) announces the establishment of the clearinghouse as a means of gathering and providing information, resources and referrals regarding women and girls with disabilities. The planned programs include research, services, programs and materials that will have a positive long-term effect on the educational, career, and independent-living opportunities of women and girls with disabilities.

A FEMINIST APPROACH TO PAP TESTS

Vancouver Women's Health Collective, 888 Burrard Street, Vancouver, BC V6Z1X9

First published in 1983 and used by women all over Canada, the U.S. and Britain, this is the only comprehensive women's publication about Pap tests. Now updated, expanded and written in easy to understand language it includes current medical information, who really is at risk, what to ask your doctor, treatment options, facing fears about abnormal test results and cancer, and a self-help guide to healing yourself. The 41 page booklet printed and bound in an attractive, easy-to-use format. The booklet is \$2.50 (being sold at their cost). Include postage per copy of \$2.00 outside of Canada, \$1.00 in Canada. Bulk postage rates are available on request.

HERBAL MEDICINE WORKSHOPS AND RESOURCES

Susan S. Weed, P.O. Box 64, Woodstock, NY 12498. 914/246-8081

Women-only intensives and apprenticeships are offered throughout the year. Intensives are 3 to 4 day sessions that include fabulous vegetarian meals, camping or dorm sleeping space, individual attention, swimming, sharing of healing experiences and time to relax; cost is \$175-250. Apprenticeships are a minimum of 2 weeks, with 40 hours of instruction per week, half private and half in groups;

cost is \$350 to \$500 per week, including all meals and a private room or tipi; barter and work exchange is available.

ISHTAR FILMS AND HOME VIDEOS

6253 Hollywood Blvd., Suite 623, Hollywood, CA 90028. 213/461-1560

This all-woman film company produces and distributes distinguished films for and about women. Currently available are "One Fine Day", acclaimed as a strong, spirited and stirring film about the road women are travelling to clear a path to peace, economic justice and equality; "Kate Chopin's The Story of an Hour", and "World of Light: A Portrait of May Sarton."

CURRICULAR MATERIAL ON WOMEN'S HEALTH

UCSF School of Nursing, Women, Health and Healing Program, N-631-Y, Univ. of California, San Francisco, CA 94143. 415/476-3047

Three new volumes have just been published: "Minority Women, Health and Healing in the U.S.: Selected Bibliography and Resources" \$7.00; "Syllabi Set on Women, Health and Healing: 15 Courses" \$10.00; "Teaching Materials on Women, Health and Healing" \$7.00. All three for \$20.00. Prepayment is required, make checks payable to Women, Health and Healing.

THE INFERTILITY BOOK

Volcano Press, 330-J Ellis Street, San Francisco, CA 94102. 415/664-5600

A clear and complete source of information on the medical and emotional aspects of infertility and the paths to resolution, by Carla Harness. Also available are "Menopause, Naturally," and "Period", superb book for preadolescents about puberty. Write for prices and ordering information.

POSTCARDS CELEBRATING U.S. LATINAS AND LATIN AMERICAN WOMEN

Helaine Victoria Press, 411 E 4th St., Bloomington, IN 47401. 812/331-0444

A new series of seven postcards available in English and Spanish, with

supplies the Mexican revolution might have taken a very different course; Jovita Idar, journalist, educator, feminist and humanitarian on behalf of Mexican-Americans; Dora Maria Tellez, Nicaragua's minister of health and a leading Sandinista commander during the Nicaraguan revolution; and Emma Tenayuca, indomitable Chicano labor leader and fighter for Mexican worker's civil rights. All seven cards are \$4.25 plus \$1.00 postage.

EXCHANGE

COMMUNEQU'ELLES

mutilation and the spread of AIDS. The Centre appeals to women all around the world to contribute to a fund to help support the campaign, through sending cash, cheques, bankdrafts or international money orders in any currency, as well as material aid such as projectors, films, loudspeakers, cassettes, books and literature.

The July 1987 issue includes an article titled The Medicalization of Women's Lives by Jacquie Manthorne, reporting a panel discussion held at the Women's Centre of Montreal on April 22, 1987. Topics addressed included: The role of the pharmaceutical industry in women's lives, the new reproductive technologies and technological intervention during pregnancy, assisted childbearing techniques, prenatal diagnosis, and women as health care clients, workers and policy makers.

NATIONAL ASSOCIATION OF NURSES
AGAINST VIVISECTION NEWS

The Spring 1987 issue includes reports of nurses acting to protest against animal research. The article "Nurses Support Campaign to End AIDS Research of Chimps" explains the devastating toll that AIDS

research is taking on chimpanzees, literally threatening the species, despite the fact that no animal other than the human has developed AIDS.

Nurses are urged to take steps to help end this abuse of chimps:

1) Educate yourself about AIDS and the use of animals in AIDS research; NAVNAV can provide complete copies of the Physician's Committee for Responsible Medicine report titled "The Animal Model in AIDS Research."

2) Show a tape titled "Breaking Barriers" to friends, nurses and others. The tape clearly shows the physical and psychological suffering of animals in laboratories. NAVNAV has the tape available on both VHS and Beta, for either a refundable deposit of \$35 or for purchase at the same price.

3) Write letters to the editors of area newspapers as a nurse opposed to the use of chimpanzees in AIDS research.

MINERVA: QUARTERLY REPORT ON WOMEN AND THE MILITARY

1101 S. Arlington Ridge Rd., #210, Arlington, VA 22202. 703/892-4388

In the summer 1987 issue, Brenda Denzler authored a feature article titled "Acceptance and Avoidance: The Woman Vietnam Vet. The article addresses the pain of the Vietnam experience and how it has been exacerbated by gender-based

difficulties not only in Vietnam, but at home in the veteran's community, and in society at large. The story of Susan, a Vietnam nurse with the Army nurse corps is told to show not only the difficulties of one nurse, but experiences that are common for the estimate 20,000 women who served in Vietnam. An analysis of the deep connections between military encounters and nursing is addressed from historical and socio-political perspectives.

RADICAL NURSES NEWSLETTER

83 South View Road, Sheffield 7, South Yorkshire England.

We were lost for a time, but have found one another again! RADICAL NURSES have begun publishing a new national newsletter, beginning with a spring 1987 issue. It includes a report of the Radical Nurses Conference held in Edinburgh in August 1986, and articles not only from their local areas, but from Australia and Paraguay.

In the opening column, they say "We have not taken over any hospitals yet, but the chances of meeting another 'Radical Nurse' on the ward are increasing." The newsletter is packed with articles, cartoons, resources and information.

If you want to contact them and receive their newsletter regularly, write directly to find out about fees. We will continue to publish general news notes as we receive the newsletter.

Everyday Heroes 1988 Calendar of Celebration

A wall calendar featuring ordinary women whose extraordinary work deserves celebration. Includes Lillie Allen, Trudy Cox, Clara Beyer, Dolores Sibonga, Rosemary Curb, Byllie Avery, Judith Logan-White, Kirste Carlson, Loretta Ross, June Kazuko Inuzuka, Bonita Hampton, and Jacquelyn Campbell. Cover features women of the National Black Women's Health Project. \$9.50

Inquire at your local women's bookstore, order through EMMA: Women's Books and Gifts in Buffalo, or order direct. For direct orders, include \$1.00 postage per calendar up to \$5.00.

Women's Words A Calendar for 1988

Features a diversity of writers whose portraits appear with original messages prepared especially for this wall calendar. Includes Rita Arditti, Jessie Bernard, Gena Corea, Mary Daly, Suzette Haden Elgin, Oliva Espin, Sonia Johnson, Machiko Matsui, Janet Palmer Mullaney, Melissa Ragona, Shulamit Reinharz and Sonia Sanchez. Includes selected bibliography. \$9.50

Margaretdaughters, Inc.
P.O. Box 907
Buffalo, NY 14215-0907



WEB REPORTS

Notes from the Northwest - Seattle

Last summer, the Cassandra web of Seattle geared up to develop a public presentation on "Nursing and Feminism" for the district nursing association's fall symposium. It was readily accepted as a topic, although there was some debate about the title. The district's staff members first asked us to make the title more exciting and controversial, eg "Feminism: Is it a help or a hindrance?" Since we were not about to debate the merits of feminism, we made a counterproposal: "Beyond Patriarchy: Radical Feminism in Nursing." Too radical, they said: "You'll turn people away." (A straw poll at the presentation revealed that the majority of those present preferred our "radical" title to the one we ended up with: "The Influence of Feminism on Nursing.") Twenty-six nurses attended the presentation, 24 women and 2 men; all participated in the discussion, revealing a broad cross-section of values and attitudes, as well as very diverse personal and professional histories.

We followed a format roughly parallel to Cassandra's presentation in New Orleans. There were three topic-sections. Part 1 was a "Consciousness-raising" discussion, raising questions of sex-role stereotyping and how sexism had influenced choices in our lives. Part 2 was more theoretical; a presentation of feminist theory and ethical analysis of health care issues. Part 3 was the action-oriented section: "How do we use this information to bring about change in the world?" Intermingled with these topics was a variety of women's music and poetry. We also had a book table, including of course, Cassandra newsjournals and brochures.

The Websters who developed and presented this course felt very good about the process and the outcomes. We received

the course evaluations which were extremely positive on both the topic and the format. Comments included: "excellent suggestions", "interesting variety", "very important topic to spend even more time on and develop further."

There were good directions for future work also. For example, we discussed how we might pass all this along to the next generation. Six nurses signed up to be notified of the next Cassandra gathering.

Among the group that attended the program, there was energy for further exploration of feminism and nursing, including the history of nursing. The three of us who presented this course are planning to repeat it in other settings. The jail nurses have invited us to give a presentation for them next! We hope that our first offering stimulated enough interest in Cassandra that the group presenting the course will expand in the future.

Alice Lind
Donna Poole
Susan Wilburn

Columbus, Ohio

Cassandra in Columbus recently celebrated our first twelve full moons together. Judith Carr convened our first gathering on February 27, 1986. Several in the web were originally connected through the Ohio State University College of Nursing, public health nursing and the Ohio Nurses Association. Some had met initially at the Cassandra in Cleveland gathering in 1983. Three of us have relocated already, to Connecticut, California, and Cincinnati, and we miss them. Peggy Chinn and Charlene Eldridge Wheeler of Buffalo, and Kirste Carlson of Cleveland joined us for one of our early gatherings.

We have talked of feminist process, the Nurse Practice Act, lesbian issues,

menstruation, and outreach. We made a Cassandra in Columbus banner and participated in Hands Across America in May 1986. The banner was designed and created using the feminist process of consensus decision-making -- a remarkable growing experience for those Websters whose previous creative experience was solitary.

We have required that new Websters join continental Cassandra before joining our gatherings. This decision has limited our size, decreased one-time-only visitors, and increased the overall sense of commitment of those participating regularly.

In the beginning we had difficulty deciding when to gather -- a problem which

got worse during the summer. One strategy we developed which has helped give us structure and continuity is to schedule gatherings quite far in advance, once a month, rotating through the homes of the Websters. We also have made a real effort to use feminist process, and found that our most significant communication grew out of that process.

Several non-Cassandran nursing colleagues have indicated their belief that one joins Cassandra by invitation only; so we plan to distribute brochures and to invite everyone we know during the coming year!

-- Prepared by the Columbus Web
4/28/87; photo by Lana Wall



Shown from left to right: Pat, Ruth, John, Stephanie, Susan, Sharon and Judith



WRITING FOR THE NEWSJOURNAL

In April of 1987 the Buffalo Web sent out a Cassandra's Action Network addressing the need for material for the Newsjournal and giving everyone some suggestions about writing. We have received several requests to provide the information in the newsjournal.

The richness of this and the last issue of the Newsjournal demonstrate that we all have a wealth of information and ideas to share. These suggestions are offered to help everyone contribute to the development of the Newsjournal, working together in relation to our mutual purposes.

Need assistance?

The women in the Buffalo Web have renewed our commitment to work with you to develop your idea into an article for publication if you want or need a boost. Also, there are women around the country who can and are willing to assist.

For the CASSANDRA Newsjournal, your article doesn't have to be perfect. At least two of us from the newsjournal Web will proofread your work and give you feedback if it needs revision. We won't rewrite it for you -- we'll just offer suggestions about what you might do differently and why we think so. We will edit for things like repetition or ideas or awkward sentence construction.

About the lifeline dates:

The lifeline dates for each issue are published on page 2 of every issue of the newsjournal. We plan each issue giving priority to including all contributions that arrive by these dates. If your contribution arrives after the lifeline date and we can still get it in before we go to the printer, we will do so. If we can't get it in until the next issue, we will hold it. We will also save your article for the next issue if there is some work that needs done before it is published.



Hints for the newsjournal, continued:

DO . . .

- Remember that the ideas you want to talk about need to be relevant to the purposes and philosophy of CASSANDRA (published on page 2 of each Newsjournal)
- Know that we'll help with grammar, punctuation and spelling,
- Use an informal style of writing.
- Believe that you do have important things to share with (or ask of) the rest of us.
- Type your article or letter, double-spaced.

You DON'T HAVE TO . . .

- Produce a finished product the first time you send it to us.
- Use a traditional "nursing journal" type of format, topic or language
- Be "politically correct"
- Write an article longer than three type-written pages (it can be less than one page, but we can work with articles up to about 8 pages long).
- Have an overabundance of citations.

Here are some ideas that might help to get started!

If you are a student . . .

- polish a feminist-oriented class paper (or part of it)
- condense a portion of your thesis or other longer paper
- adapt a school paper to include the feminist ideas you couldn't include for the school version
- write the letter you've always wanted to write to your teachers

If you are a teacher . . .

- adapt a manuscript exploring feminist dimensions of the topic
- encourage other Cassandrans you know to work together to develop ideas for publication
- share your experiences and visions of feminist approaches to education

If you are a practicing nurse . . .

- write about incidents you have experienced, or envisioned, that involved feminist activism, or might have been altered by a feminist perspective
- share your vision of solutions to a practice issue from a feminist view
- write the letter you always wanted to write to your employer, your supervisor, or your co-workers

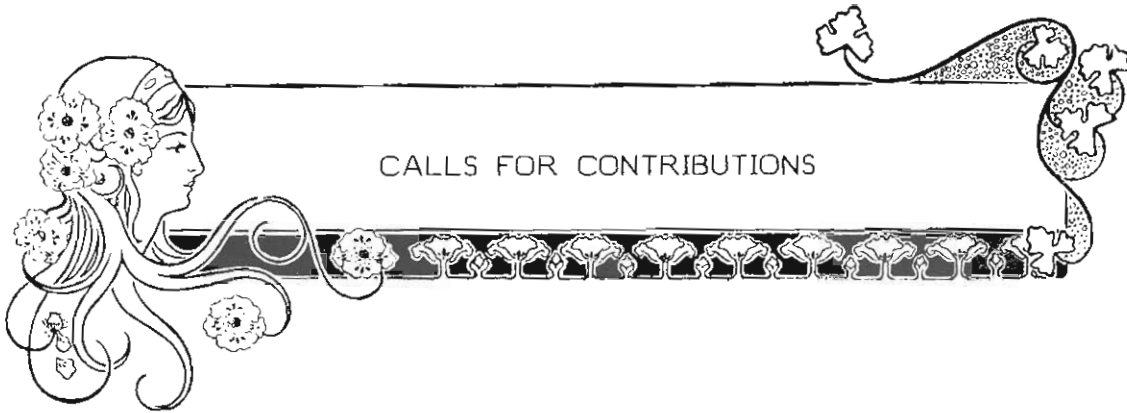
If you are retired, unemployed, or working outside of nursing . . .

- write something about your personal experiences in nursing from a feminist point of view
- adapt a paper from your nursing days, re-written with your more recent feminist perspective
- write the letter you always wanted to write to the women you know/knew in nursing

EVERYWOMAN . . .

- share why you became a nurse, why you remain a nurse, or why you are considering another occupation.
- write about women who have been important to you as you developed your identity as a nurse and a feminist
- share your memories of events that contributed to your feminist awareness
- write about books you are reading or have read that are meaningful to you
- critique textbooks or practices that deserve a feminist viewpoint





CALLS FOR CONTRIBUTIONS

NATIONAL LESBIAN HEALTH STUDY

Fenway Community Health Center, 16
Haviland Street, Boston, MA 02115.
617/267-7573

The Fenway Community Health Center has received a grant from the Chicago Resource Center to fund a National Lesbian Health Study, which has been named the Boston Lesbian Health Project. The purpose of the study is to develop accurate information on lesbian health status and health care. The project staff has developed a questionnaire dealing with health practices and history, stress in personal and work lives, sexual practices, and family history. About 5,000 questionnaires will be distributed nationally to a broad network of lesbians across the country. If you are interested in being a contact for the study to help distribute questionnaires, or participating individually in the study, or have a suggestion of a place where the questionnaire could be distributed, please write or call. The contact person at the Health Center is Darci Vanderhoff.

INFORMATION ON MILITARISM OF NURSING SOUGHT

Nancy Pfaff McDonald, 132 R St. SE,
Washington, DC 20003.

I am interested in developing an article on militarism and nursing, and would like to connect with anyone who would like to participate or share information.

CALL FOR PROPOSALS: NWSA 1988 ANNUAL CONFERENCE

Lori Graven or Ann Veverica, NWSA'88,
University of Minnesota, 217 Nolte Center,
315 Pillsbury Drive S.E., Minneapolis, MN
55455-0139. 612/625-9023

Proposals for programs and presentations at the National Women's Studies Association conference are sought addressing the theme "Leadership and Power: Women's Alliances for Social Change" which will be held in Minneapolis at the University of Minnesota campus June 22-26, 1988. For information and proposal forms (which must accompany your proposal) write or call. All proposals must be postmarked no later than October 15, 1987.

CALL FOR CONTRIBUTIONS: FEMINIST TEACHER

Feminist Teacher Collective, Ballantine
442, Indiana University, Bloomington, IN
47405.

Feminist Teacher is a non-profit, multidisciplinary magazine committed to combatting sexism, racism and other forms of oppression in the classroom. The magazine is designed for teachers at all grade levels, preschool through graduate school, and for those in traditional as well as nontraditional settings. A wide variety of material is sought, including articles and short essays about teaching, educational projects and personal experience; course syllabi, lesson plans and annotated bibliographies; news of conferences, publications, research, teaching resources, legislation and events of interest to feminist educators, information about the activities of political and cultural organizations, and photographs, drawing or other artwork.

CONTACT WOMEN

Names and addresses of all Cassandrans are forwarded to their nearest contact woman; otherwise our mailing list is not distributed. The women listed here have agreed to have their names published in the newsjournal, and to help other women in their area connect through local gatherings, sharing of information, and other ways of networking. To begin networking in your area, find the location nearest you to connect with the nearest contact woman. If there is no contact woman in your area and you would like to be one, please let us know. If you are a contact woman and you are not listed, or if the information given here is incorrect, please notify us. Write Cassandra, P.O. Box 341, Williamsville, NY 14221.

Arizona:

BARBARA SCIACCA
Box 4432
New River Stage, II
Phoenix 85029

British Columbia

MARGARET NIXON
1645 Broadmead Ave.
Victoria V8P2V5

California:

SUE DIBBLE
141 Leslie Dr.
San Carlos 94070

SUSAN PASTOREK
918 Palm Ave.
S. Pasadena 91030

SUE DUYNSTEE
1351 McCollum St.
Los Angeles 90026

Colorado:

LINDA BERGSTROM
1086 Corona #17
Denver, 80218

MAGGIE WILLETT
180 S. 42nd St.
Boulder, 80303

Connecticut:

ANNE TEITELMAN
17 Grafton St.
New Haven 06513

District of Columbia:

NANCY PFAFF MCDONALD
132 R St. SE
Washington 20003

Illinois:

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5615 N. Kimball
Chicago 60659

Iowa:

MARY HETTINGER
2408 Jennings
Sioux City 51104

CARLA E. RANDALL
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Iowa City 52240

Kansas:

SYDNEY H. PENDLETON
3112 West 73 St.
Prairie Village 66208

Michigan:

JACQUELYN CAMPBELL
3777 Greenook
Ann Arbor 48103

Minnesota

SHARON McDONALD
6001 11th Ave. South
Minneapolis 55417

Mississippi

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1806 Curcor Dr.
Gulfport, 39507

Missouri

JOAN GARY
16480 Walnut Rail Rd.
Chesterfield 63017

New Jersey

DOROTHY VERNA
29 Faber Place
Nutley 07110

Ohio:

JUDITH A. CARR
28560 Blackjack Rd.
Logan, OH 43138

KIRSTE L. CARLSON
3085 East Overlook Rd
Cleveland Hts. 44118

BRIGHID KELLY
9040 Spooky Ridge Lane
Cincinnati 45242

South Carolina:

PAMELA CLARKE
Rt. 1, Box 93
Irmo 29063

SHEILA REIHING TRUBY
11 Ashwicke
Greenville 29615

FORTHCOMING EVENTS

OCTOBER 1987

WOMEN-CHURCH

8035 13th Street, Silver Spring, MD
20910. 301/589-3150

An history conference "Women-Church: Claiming Our Power" will be held October 9-11, 1987, in Cincinnati, Ohio for thoughtful people of every tradition who care about changing culturally ingrained patterns of discrimination in religious as well as secular society. Women-Church Convergence, the sponsoring organization, is a coalition of groups working for the "recognition, empowerment and development of women" as church. Registration information is found in the closing pages of this newsjournal.

NOVEMBER 1987

DOMESTIC VIOLENCE IN THE 80's: 2nd Annual Conference

P.O. Box 15673, Columbus, Ohio 43215.
614/222-7187

This will be a multidisciplinary conference presenting practical approaches for responding to the problem of domestic violence in the 80's. November 5 and 6, 1987 at the Ohio center, 400 N. High St., Columbus, Ohio.

JUNE 1988

AMERICAN NURSES' ASSOCIATION CONVENTION

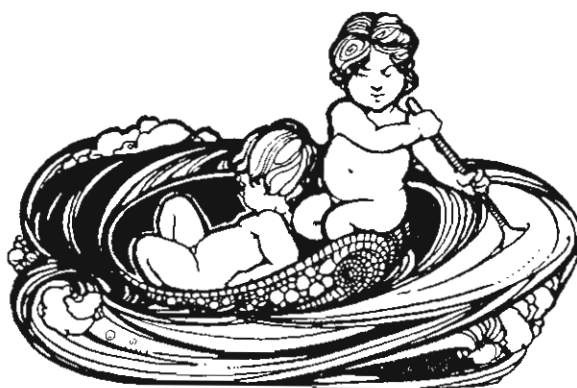
2420 Pershing Rd., Kansas City, MO
64108.

June 11-15, 1988 at the Commonwealth Convention Center, Louisville, Kentucky. The theme of the convention will be "Proud to Care."

NATIONAL WOMEN'S STUDIES ASSOCIATION 1988 ANNUAL CONFERENCE

NWSA'88, 217 Nolte Center, 315
Pillsbury Dr. S.E., Minneapolis, MN
55455-0139.

June 22-26 at the University of Minnesota campus in Minneapolis. The theme of the conference will be "Leadership and Power: Womens' Alliances for Social Change."



Budget Report
March 2, 1987 - July 31, 1987
Draft Account: Available for Operations

Balance Fwd: \$4506.12

INCOME

Membership:	
Websters: New	\$910.00
Websters: ReNew	\$2550.00
Friends: New	\$75.00
Friends: ReNew	\$25.00
Subscribers: New	\$35.00
Subscribers: ReNew	\$196.34
Newsjournal Sales	\$9.00
Interest Income Checking Acct.	\$94.86
Total	\$3697.20
Total Income	\$8403.32

EXPENSES

Transfer Wilma Scott Heide Fund	\$493.13
Membership	\$394.83
Newsjournal	\$1376.42
Finance	\$9.01
Coordination	\$129.37
Check Charges	\$10.00
CAN	\$135.80
Gatherings	\$300.00
Public Relations	-0-
Total	\$2648.56
CLOSING BALANCE	\$5554.76

Wilma Scott Heide Research Fund
Not Available for Operations

Balance Fwd: \$4027.14

13% Webster Dues:	\$493.13
Interest Dividends	\$111.03
	\$604.16
	\$604.16

Closing Balance: \$4631.30

THRUMS

(Any loose end, fringe, or tuft of thread; the fringe of warp threads left on a loom after the cloth has been cut off).

This Newsjournal was produced by:

The Buffalo Web. The Newsjournal Staff Nurses who were responsible for production of this issue were Charlene Eldridge Wheeler and Peggy Chinn.

Appreciation to:

- Women who felt our vibes yearning for substantive material to print. The result is another issue of the newsjournal with articles -- full and overflowing. Thank you from all of us;

- Sue Huether for preparing the report of the gathering for everyone to share, and to the women at the gathering for their energy and time on behalf of all of us.

- Women of the Buffalo Web who assist with mailing tasks.

- Frigid, the technological wonder, without which all of this would be infinitely more difficult.

Illustrations:

Unless otherwise specified, the graphic/clip art illustrations are from Jewels Graphics' Feminist Clip Art, P.O. Box 29303, Oakland, CA 94604.

Dover publications: Women: A Pictorial Archive from Nineteenth Century Sources (1978), Treasury of Flower Designs by Susan Gaber (1981), Banners, Ribbons and Scrolls ed. by Carol Belanger Grafton (1983), Treasury of Art Nouveau Design and Ornament by Carol Belanger Grafton (1980), & Art Nouveau by E.V. Gillon (1969).

Quote:

The quote on the front cover of this issue is by Margo Adair, Working Inside Out: Tools for Change (1984), Berkeley, CA, Wingbow Press, pp. 283-284.



Earrings and Pendants

We have a limited number of Cassandra earrings and pendants available. These were designed by Charlene Eldridge Wheeler of the Buffalo Web and crafted by ACACIA in Tuscon, Arizona. The earrings are a high quality brass with a 14-k gold french ear wire. The brass can be left to develop a deep patina, or it can be kept polished (toothpaste works well) to resemble gold. The pieces are about one inch in diameter. As shown in the picture, the crescents of the moons for the earring face each other and frame the face. The pendant is the same design as the right earring -- it forms the "C" of CASSANDRA.

The earrings are \$25 a pair; each pendant is \$13. Send your check or money order to Cassandra, P.O. Box 341, Williamsville, NY 14221.

Oh those wonderful
Cassandra women! The
newsjournal is getting
better all the time. When I
get up I must remember to
look and see if it's time to
renew. Maybe I'll write a
letter too. Or I could send
that cartoon I just drew.
I'll think about that a
while.



If your mailing label has the renewal date circled in red, then your renewal is due before the mailing of the next Newsjournal. Websters contribute \$35-75, students, retired, unemployed, and differently abled \$15, Friends \$25, Institutions \$35. Our address is P.O. Box 341, Williamsville, NY 14221.