

CASSANDRA

radical feminist nurses newsjournal

Vol. 4 No. 1 January 1986

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We need to raise our voices a little more, even as they say to us "This is so uncharacteristic of you." To finally recognize our own invisibility is to finally be on the path toward visibility. Invisibility is not a natural state for anyone.

- Mitsue Yamada

**CASSANDRA: RADICAL FEMINIST
NURSES NEWSJOURNAL**

A publication of Cassandra: Radical
Feminist Nurses Network
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BACKGROUND AND PURPOSE

CASSANDRA: RADICAL FEMINIST NURSES NEWSJOURNAL
is published at the time of the full moon in September, January
and May. There are no editors or review board members; the
material for each issue is reviewed, selected, and the issue pre-
pared by a local Web which assumes responsibility for three
sequential issues. The name of the Web producing each issue
and the names of women who contribute to the production of
the issue are printed in the "Thrums" section.

The name CASSANDRA is a tribute to Florence Nightingale
who wrote an essay titled Cassandra two years before her ser-
vice 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 pre-
serving 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.

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.

PHILOSOPHY

CASSANDRA: RADICAL FEMINIST NURSES NEWSJOURNAL
publishes original works coming from a feminist perspective and
encourages exploration of issues that radically affect nurses and
women. While opinions expressed are those of the authors 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 disability or economic
situation. We reserve the right to edit material submitted, with
the intent of remaining true to the author's original material.
Insofar as possible, edited material will be made available to the
author prior to publication.

ADVERTISING

Display ads will be published for businesses offering pro-
ducts 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 net-
working.

Articles should be original work that has not been pre-
viously 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 evaluated in relation to con-
sistency with CASSANDRA's purposes and philosophy, con-
ciseness, readability, and strength of presentation of ideas and
analyses of issues.

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 doubled-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 mailing address is:
CASSANDRA
P.O. Box 341
Williamsville, NY 14221

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 com-
munication.
- 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.



THROUGH THE LOOKING GLASS AT ANN ARBOR
Transition From Traditional Hierarchical to Feminist Process

by Sheila M. Bunting

When Alice slips through the "looking glass" she finds herself in a world where the old rules do not necessarily apply. Alice's reality, her comfortable assumptions (and those of the reader) are systematically questioned and an alternative reality is proposed.

Through my own looking glass I came to my first continental Cassandra gathering eager to meet with nurses I assumed would be philosophical sisters and to steep myself in the strong brew of feminism I expected to find. I had read Peace and Power and it made sense to me, but seeing those principles acted out by a group of very human nurses was something of a revelation to me.

My group decision-making experience in nursing came from being a participant, sometimes a leader, on committees, boards of directors, senates, houses of delegates, etc. for the various functions in hospitals and nursing organizations. Characteristics of such meetings include organized agendas, a time frame to which there is strong pressure to conform, and a general goal or task-oriented atmosphere or flavor. "Strategy" is a commonly heard term, and there are caucuses of small groups outside the main assembly who plan offensive and defensive tactics that will ultimately

accomplish a desired goal. Delegations go to conventions instructed on what they can and cannot "give away" if pushed to the wall. The skills of bargaining and compromise are perfected and highly valued. Convincing the majority to vote your way wins the prize, and "calling the question" to close debate is an oft-used technique to quell the opposition.

The structure of traditional organizations, nursing and others, is hierarchical. Starhawk describes these as ladders with rungs meant to be climbed, but she admits that we are familiar and comfortable with ladders because we have dealt with them always and we certainly know what to expect of them. The structure of the web is circular, a ring where energy and power are distributed equally. (1,p.115)

At my first continental gathering, my reactions were tentative. I quietly listened and observed to get a feeling for the different processes.

The beginning exercise was similar to many opening gambits of hierarchical groups: each person introduced and told something about herself. Some women were more self-disclosing than others, but people seemed to be restrained in this first exchange. The break for

dinner allowed people to get acquainted individually, and the dialogue later in the evening reflected this. Members were risking more personal and controversial opinions and were experiencing acceptance and support.

This quality of openness and acceptance of each other continued and grew throughout the three days of the gathering. Many women had real problems with ideas and principles, proposed policies and decisions, but they were accepting of the person expressing the ideas. Speakers were able to disagree with and simultaneously support each other in a way I have not seen in any other organized decision-making group.

The "Power of Diversity", which is described in Peace and Power (2,p.10) as the valuing of alternative views, was definitely alive and well in the 1985 Cassandra Gathering. This was a powerful group of women, each accustomed to thinking for herself and fighting for her beliefs. Yet each was willing to be vulnerable and each was willing to listen. The level of trust was built day by day to a palpable level. "Coming together" was not an easy process; it was hard work.

I did not find, as I so often do in hierarchical or even social groups, that women sorted themselves into cliques according to their common opinions. There was no strategy planning during breaks. Perhaps because we were all nurses and all women, communication was a high priority. I'm sure these are among the most articulate people communicating today and they did not play games or manipulate. They were honest and open in their feelings as well as their opinions, even when this was clearly difficult.

I learned a new meaning for the word "consensus". Consensus in traditional groups sometimes means a certain intimidation of the minority to the point where opposition is limited. At the gathering, opinions of individuals were considered and valued. Many times a minority concern would be defended by a person holding an opposing viewpoint because the process and the person were as much valued as was the outcome.

There were times when the process seemed interminable, and I found my anxiety rising. I was not alone. We had a hefty agenda to consider. Experienced Cassandrans were reassuring: "Somehow we always get it done, and it all comes together." I learned the "power of letting go", which I saw as a form of trust in

the group process. It was a fantastic feeling to experience that kind of unified power and to be part of it. The group that had started out as discrete particles somehow coalesced into a whole greater than its parts.

Some of the activities which contributed to the development of the feelings of unity:

- Checking in: honestly disclosing where you are at that moment.

- Rotating chair: a way of passing "the floor" from one webster to another.

- Crit/Self Crit: a constructive specific evaluation of each day's process.

- The marvelous evening and luncheon spinning bees when individual websters shared their wealth of knowledge and experience.

- The nurturing singing circles of warmth and love. It seemed risky and vulnerable to look into the face of a sister and tell her in the presence of the group what you valued about her. We have spent our lives avoiding this type of intimacy. Yet each woman embraced the experience as though she had been seeking it always.

This was an acting out of what Starhawk describes as community: "strength that joins our strength to do the work that needs to be done. Arms to hold us when we falter. A circle of healing. A circle of friends. Someplace where we can be free." (1,p.92)

Cassandra is that kind of community.

1. Starhawk. Dreaming the Dark: Magic, Sex and Politics. Beacon Press, Boston, 1982.

2. Wheeler, Charlene Eldridge and Peggy L. Chinn. Peace and Power: A Handbook of Feminist Process. Margaretdaughters, Inc., Buffalo, NY, 1984.





THREAD OF THOUGHTS

Traditional journals use the euphemism "letters to the editor" in order to print responses to an article that appeared in a prior issue. The letters are addressed to the editor (unnamed) when in fact they are intended for all journal readers! The following two contributions were sent in response to previous newsjournal content, and address issues that concern us all. It seemed to us that they provide a beginning for a growthful exchange of ideas and thoughts. Since we have no tradition of "letters to the editor" or "open forum", we decided to create a tradition of devoting space in the newsjournal where all readers can freely share responses to these as well as other items that you read in the newsjournal.

We are calling this column "Thread of Thoughts" to symbolize the thread of ideas that create connections between us. We hope that the ideas shared might spark new ideas for new threads as well, and that your thoughts will appear in print in the next issue!

— The Newsjournal Staff Nurses

SOME THOUGHTS ON BEING SAFE

by Sheila Truby

"Our primary commitment is to end the oppression of women in all aspects of nursing and health care." Can we be committed to creating a safe environment for all Cassandrans and meet this primary commitment? Cassandra is changing the world, changing norms and relationships and restructuring society. We are learning a new way of being together. This is not safe. At times it entails so much risk on the part of so many that I wonder how we can do it.

When I make these commitments I feel very vulnerable. I am growing and searching and sometimes I want to run away. Cassandra for me has been a relationship where I can be unsafe, where I can take risks with the knowledge that I will be supported and helped to grow. Where I can search and fail. The word for me is trust. Trust focuses on the

potential bond between us, no matter what the risk. Safety focuses on our differences as a potential threat. My dear friend, Mary Gail, says that it is a trust that knows other Cassandrans have my best interest at heart. Can we concentrate on our connectedness rather than our differences?

Cassandra for me has been such a nurturing experience, one that I have not found elsewhere in nursing. All the same it has required much soul-searching and self-criticism, not a safe situation for me. I hear Cassandrans sharing their personal risks and I am overwhelmed with how far apart we are as women. We are developing a new way of being together, that is the commitment of Cassandra. Can we expand the principles of trust, self care, and valuing of our diversity to accomplish our purposes?

SEPARATISM: A Comment on Choice and Autonomy

by Maeona K. Jacobs

In the last Cassandra Newsjournal (Sept. 85) David Allen, a Friend of Cassandra, shared a perspective on some issues related to separatism as a choice for women. He made several relevant points. First, discrimination may be justifiable on the basis of "confidence". For example in the instance of a woman refusing care by a male nurse her lack of confidence in the male nurse's ability to care for her justifies her refusal. To claim that competence justifies a male nurse's right to care for female patients falsely identifies the problem. Allan notes that since men carry with them male privilege, regardless of the disposition of an individual male, they represent male power and domination. Under these circumstances, which certainly exist in this society, the woman should have the choice to "separate" from the male care giver and care systems should allow such choices. Allen states that we need to support choice for the least powerful in the system and recognizes that allowing choices for some (women) denies choices for others (men). Finally, he points out the need to work on conditions that created the problem, and ... if ... we only knew what they were!

Hopeful that I did not misinterpret David Allen's comments, I would like to share my perspective on separatism as a choice for women in the space of Cassandra, sparked by a desire to share my thinking on some of the issues surrounding separatism.

I have no disagreement with Allen's position, and it is contemplation of the issues which intrigues and enlightens. However, how the issue of separatism has finally resolved for me, albeit tentatively, had very little to do with its analysis and contemplation. I believe the issue of separatism (women creating women-only spaces to deal with their concerns and needs) can be viewed as a practical moral problem. A practical moral problem presents a dilemma that has no good, best or right answer. For me, it is not clearly right or morally just to make Cassandra a women-only space; nor is it obviously wrong or morally unjust. Allen acknowledges this dilemma when he notes that granting choices for some will limit choices for others. The issue of separatism can be "rationally" approached by examining the ethical perspectives operating in approaching the decision to become or remain separatist.

Approaches to making ethical decisions, that is resolving practical moral problems

related to separatism (or anything else for that matter) may loosely be thought of as the rules approach or the consequences approach. I say "loosely" because in real life decision-making, "the" approach used is hardly ever cleanly categorizable. A rules approach implies the formulation and holding of a principle (rule) related to some good which is applied in making a decision. For example, suppose autonomy of choice is held to be ultimately right or good. When decisions of moral significance are made it is that value against which the final decision will rest. If my action limits an individual's autonomy of choice, it is not justified and actions that promote autonomy of choice are the moral ones.

But whose choice? The choice of a male to be present or the choice of women to bar the presence of all males regardless of individual characteristics and thus to create a women-only space? A rules approach may work fairly well when the decision affects only you, but when others are significantly involved their utility changes significantly. David Allen acknowledges this when he notes that "we cannot allow these problems to be reduced to the problem of individuals." Rules may also come into conflict with one other. Suppose I hold that people ought to have autonomy of choice, but I also hold that the well-being of women must be supported. I may not be able to apply or hold both rules at once. My support of autonomy of choice for all, including males, may be in conflict with my support of well being for women.

Another type of approach is consequentialism. Here what is "good" is judged so on the basis of projected consequences. This is the position that the ends justify the means. In its extreme, consequentialism requires the individual to evaluate every moral decision for consequences and make a decision based on outcomes projected. In the case of the morality of separatism, one could hold autonomy of choice to be good and reason that its achievement would be better accomplished by a here and now separatism even though autonomy of choice is violated for some. Of course, this approach requires the impossible — projecting outcomes required to make the ethical decision. However, one can review history to help with projecting the consequences of separatism in relation to values held by the separatist group.

In discussions among Cassandrans surrounding the issue of separatism, there are

elements of both ethical positions. This is not surprising since we hardly ever approach a moral dilemma "cleanly" from either a consequentialist or rules perspective. Comments like "it doesn't seem right to exclude males we know could be helpful to us" indicate a rules position is operating. Such remarks may indicate some set of ethical principles that separatism violates, for example a principle of equality or freedom of choice. Comments like "oppressed groups have always had to separate themselves for a period of time" are indicative of a consequentialist position. These remarks reference some tacit acknowledgement that what we do now may be justified on the basis of what it will accomplish. The tension between these two ethical approaches may create some of the discomfort attending any decision we make.

Perhaps it would be helpful to think of separatism as being not right or wrong, but right and wrong. This acknowledgement helps me recognize that there is no final answer. I think the best we can do is recognize and analyze the sources of our individual and collective conflicts and come to terms with the fact that they will not "go away" until those fundamental factors that created the problems in the first place "go away." How do we then act to resolve the problem of separatism if no matter what we do it seems both right and wrong? Allen suggests that we hold a rule that grants choice to the least powerful in a system - that women ought to be able to choose to separate themselves from men. That poses no problem unless the decision collectively concerns women and they happen to disagree on its resolution. The decision to make Cassandra a women-only space concerns the women of Cassandra and we have disagreed in the process of reaching consensus. It is in instances like these that the feminist process works so beautifully. It fosters a sharing of our mutual concerns and perspectives and allows us to come to terms with any collective action we take. It provides us with information about the context in which our personal values are operating, and it provides information and insights we can each use to grow and turn. As a Cassandran I can still hold that autonomy of choice is good, yet, in some contexts, I can forego autonomy of choice for men in the face of autonomy of choice for women.

Perhaps it is because women are oppressed in our current social system that I can agree

we ought to have certain choices. But, let me confess that it was not any rational analysis of issues that brought me to this point. Rather it was coming to know a group of women — in a women only space — that gave meaning to the importance of separatism for our being and becoming. In the context of a separatist group, the fundamental truth of its essentiality became obvious. I have experienced its significance.

One evening a year or so ago, I watched a TV interview of Maya Angelou. In a simple comment she captured and conveyed to me the significance of separate spaces for women and for Cassandra. I can't quite recall the context but I believe she was responding to a question about her priorities and why she did what she did. Her reply was simple and straightforward: "I HAVE MY WORK." As Cassandrans I submit that our deliberations and response to separatism be grounded in the vision that we too, have our work.

RECOMMENDED READINGS

ON SEPARATISM

by Newsjournal Staff Nurses

Peggy and Charlene

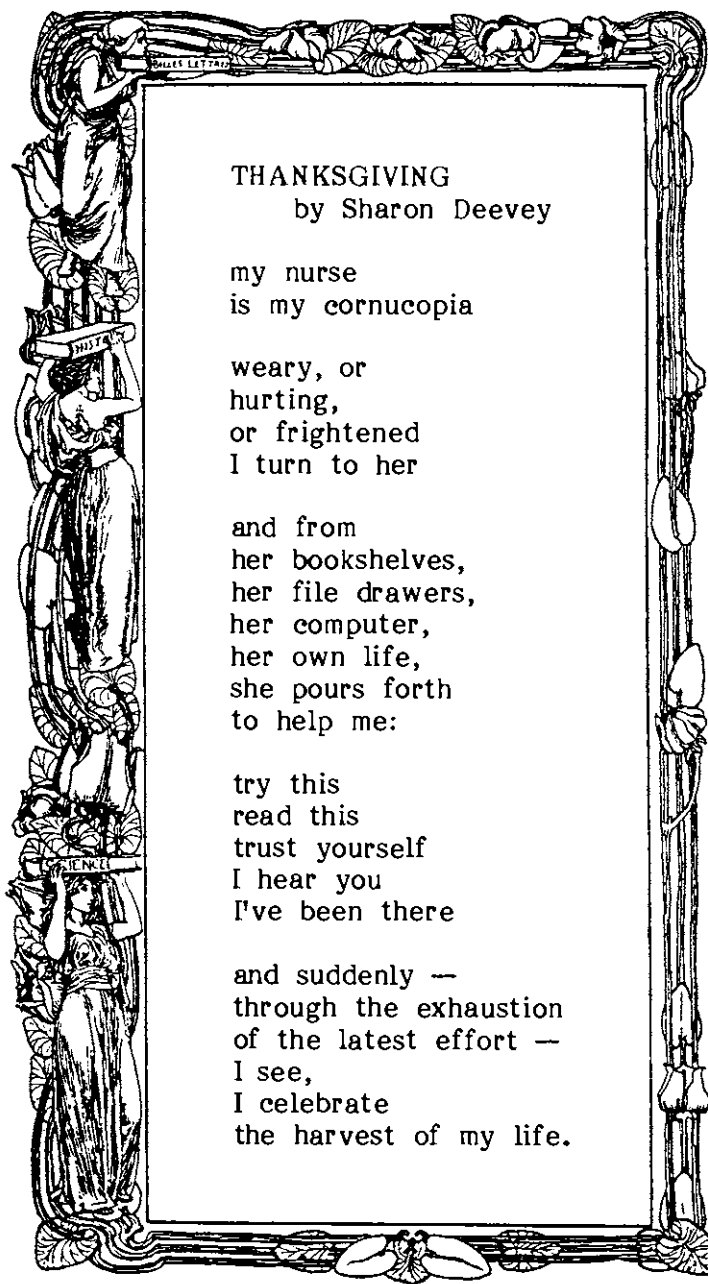
There are four significant feminist writings that address separatism and women-only space from a radical perspective. For us, these four readings are foundational to an informed discussion of separatism and many related issues. We are providing an all-too brief annotation for each of these, in a spirit of contributing to our continued growth. We believe that these readings (and re-readings) will be helpful as we continue to discuss this issue. Either through the newsjournal or at a gathering, share your own ideas and thoughts, and how these or other readings have influenced your thinking/feeling.

Gyn/Ecology: The Metaethics of Radical Feminism, by Mary Daly (Boston, Beacon Press, 1978). In her chapter titled "Sparking: The Fire of Female Friendship" Daly provides her earliest analysis of separatism. She first separates the concept from male definitions, and defines separatism as "paring away from the Self all that is alienating and confining." (p. 381). Her analysis remains fundamental to a radical understanding of separatism.

Pure Lust: Elemental Feminist Philosophy, by Mary Daly (Boston, Beacon Press, 1984). Daly expands her analysis of separatism in the chapter titled "Be-Friending: The Lust to Share Happiness." Here she exposes the reversals that are fundamental to phallic separatism (Self-blocking separation), and envisions radical feminist separatism which focuses on "context-weaving that can release the flow of Presence within and among women." (p. 373).

The Politics of Reality: Essays in Feminist Theory, by Marilyn Frye (Trumansburg, NY, Crossing Press, 1983). In her essay titled "Some Reflections on Separatism and Power Frye examines the relationships between feminist separatism, and political and personal change in women's lives. She makes explicit a crucial difference between feminist separation, which is initiated or maintained, at will, by women — and masculinist separatism which is the partial segregation of women from men and male domains at the will of men. Frye recognizes woman-only space as a fundamental challenge to the structure of power.

Feminism for the Health of It, by Wilma Scott Heide (Margaretdaughters, Inc., P.O. Box 70, Buffalo, NY 14222, 1985). In her chapter titled "Women's World: International Politics" Heide gives her own unique perspective on the necessity to exclude men from international women's conferences. She views women-only conferences as a matter of compensatory civil rights, but even beyond this consideration she states: "Challenge and profound changes in perceptions, values and power phenomena are precisely what women's conferences on international issues need to be about. Because so many women have actually or apparently internalized androcentric concepts and values, conference planning requires sophisticated honesty. . . . Conferences, and much more of and by women-only, are necessary to prepare more women to reject patriarchy. . . ." (p. 151, 152)



THANKSGIVING
by Sharon Deevey

my nurse
is my cornucopia

weary, or
hurting,
or frightened
I turn to her

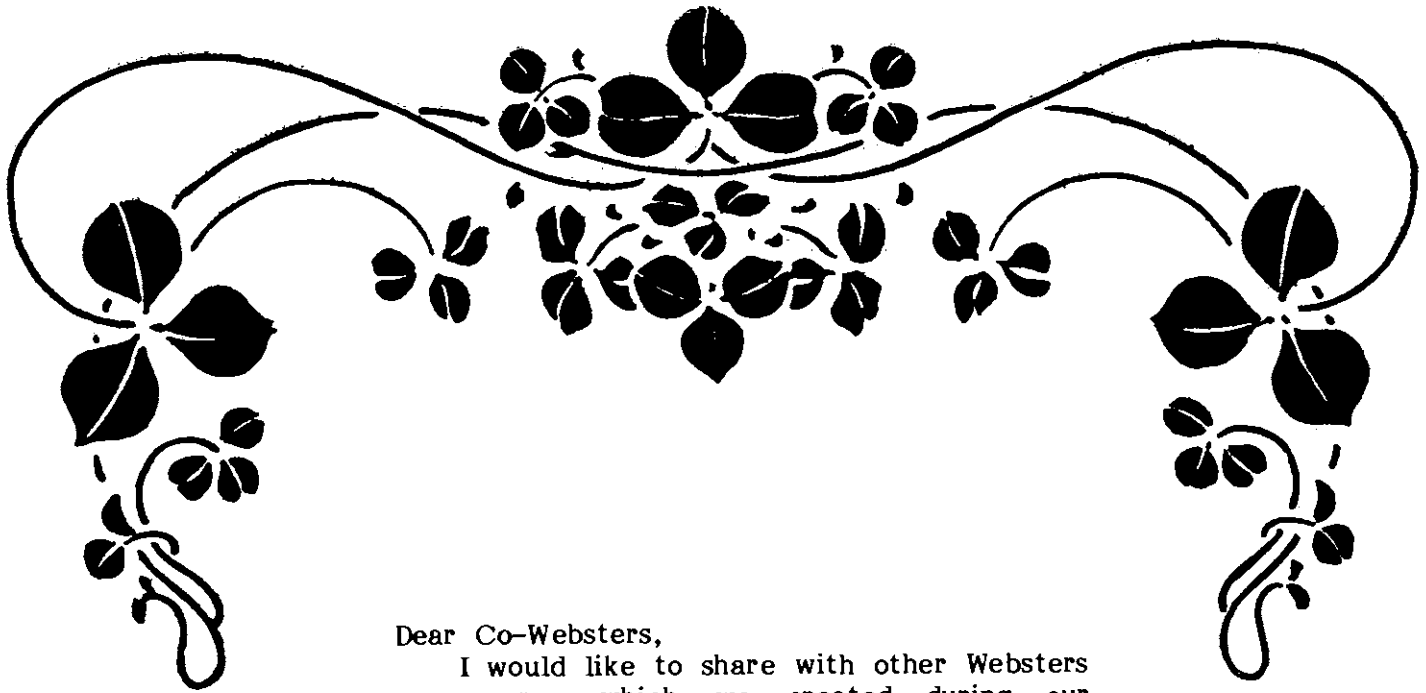
and from
her bookshelves,
her file drawers,
her computer,
her own life,
she pours forth
to help me:

try this
read this
trust yourself
I hear you
I've been there

and suddenly —
through the exhaustion
of the latest effort —
I see,
I celebrate
the harvest of my life.

THANK YOU . . .

To all the women who wrote warm and enthusiastic responses to our question "Are you reading this Newsjournal?" Your notes and letters were terrific and gave us a renewed sense of the networking that we collectively are creating.



Dear Co-Websters,

I would like to share with other Websters a resource which we created during our Feminist Sociology class at Northeastern Illinois University, Chicago, Illinois. I have personally found our work useful in preparing what I write or say, and in the analysis of other people's works.

As indicated in the preface to the questions, the list is work in progress. With that in mind, I would hope that we, as women working in the health and behavioral sciences, could share additional ideas and raise other questions.

In that spirit, I offer this piece from us for your consideration.

In sisterhood,
Lana Miller

WHAT MAKES A FEMINIST SOCIAL SCIENCE?

Audrey Karabinus
Lana Miller
Helen Nagel-Bamesberger
Angie Rossiter
Martha Thompson

As we began discussing the readings for a class in Feminist Sociology, our discussions challenged us to articulate specifically why we reacted negatively to some of the readings and positively to others. As we discussed our reactions to the course readings, we developed a clearer understanding of the readings, and we developed a clearer understanding of the elements characterizing a feminist social science.

Our attempts to capture our ideas in writing pushed us to more complex and deeper levels of understanding. We have each benefited enormously from the works we have read and the opportunity to discuss the readings in a supportive, collaborative setting.

We see the following list of questions as work in progress that could be used by writers, speakers, or readers. We hope others will use our questions as a framework for presenting and evaluating work in the social sciences. We also encourage the expansion and revision of these questions resulting from others' readings and discussions. Though we use the word 'writer' in the following questions, these questions could also be considered when preparing or evaluating oral presentations.

1. Does the writer describe her or his relationship to the subject? For example:

a. does the writer explain why she or he has written the work in question, e.g. did personal experience, knowledge, political commitment, and/or human concern motivate the writer?

b. does the writer indicate the ways her or his own biography, circumstance, or attributes have contributed to her or his interest in the subject?

c. does the writer discuss the ways her or his writing in this area has personally changed her or him?

d. does the writer discuss her or his social status (e.g. sex, race, class, culture) vis-a-vis the participants in the research and how these statuses might have affected the information collected?

e. does the writer give enough information to enable the reader to distinguish between the writer's assumptions and the assumptions of the people she or he is writing about?

f. does the writer discuss the conditions under which the work was produced, reflect on these conditions, and discuss how they influenced the work?

g. if the writer is a member of a privileged group vis-a-vis the topic about which she or he is writing, does the writer discuss the risks and benefits in writing about the subject?

h. does the writer acknowledge the contributions of less privileged people to her/his understanding of the subject?

2. Does the writer place the subject in a sociohistorical context? For example:

a. does the writer take into account other time periods and other cultures?

b. does the writer discuss the history of the subject and its current status in society?

c. how does the writing compare to other writing at that time and place? If there was a visible women's movement at the time and

place the writer was writing, does the writer acknowledge the issues the movement was raising?

3. Does the writer ground her or his work in a feminist body of literature? For example:

a. are women cited?

b. are feminist works cited?

c. when a work is cited that includes bias, does the writer acknowledge the theoretical limitations of the work cited?

d. do questions and topics chosen for study direct attention to issues of sex and gender?

4. Does the writer use concepts which illuminate the complexity of reality? For example:

a. is gender a variable?

b. does the writer acknowledge the diversity of culture and society instead of assuming a single culture and society exist?

c. are continua used for complex behaviors instead of dichotomies?

d. does the writer acknowledge and discuss the complex interactions between sex, race, class, and sexual preference?

e. are differences in power and opportunity (e.g. by sex, race, class, sexual preference) acknowledged and discussed?

5. Does the methodology make gender and women's experience and concerns visible? For example:

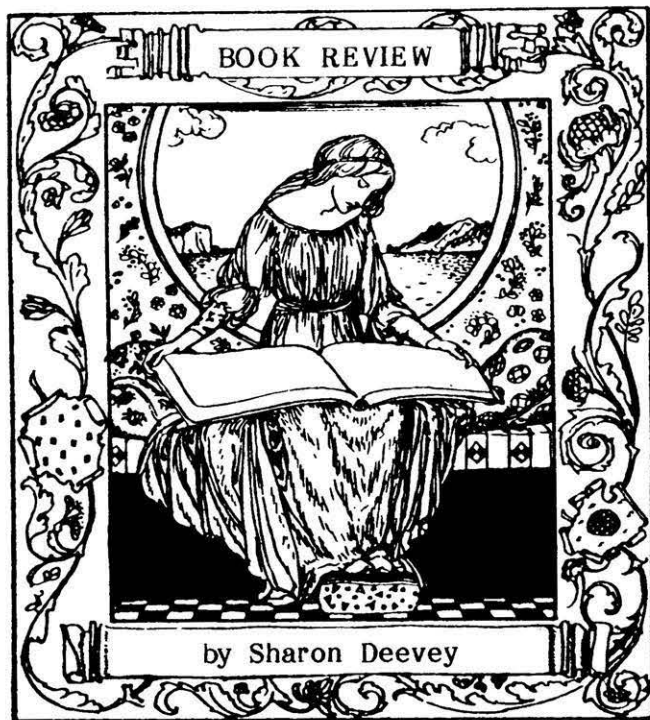
a. are women included in the sample?

b. are generalizations appropriately made, i.e. does the researcher avoid generalizing to female experience based on data collected about male experience?

c. are problems and limitations of a method, statistic, or measurement discussed?

d. do case studies and examples include both women and men, where appropriate?

- e. does the researcher use non-sexist frames of reference when presenting the study to participants in the research?
- f. if an interview is edited for presentation, does the writer indicate how this reflects the priorities of the interviewee?
- g. are open-ended questions used so that participants have an opportunity to use their own language for talking about themselves, their emotions, and their experiences?
6. Does the writer use language to make gender, females and female experience visible? For example:
- a. does the writer use non-sexist language?
- b. do the labels that are used include gender, women and women's experience?
- c. if visible, are women presented in a way which avoids sexist, racist, heterosexist, or classist stereotypes and images?
- d. are women's full names used, if appropriate, rather than referring to women in terms of their relationships to others?
7. Does the writer use language to demystify a subject for her or his readers? For example:
- a. when unusual or foreign words and phrases are used are they defined or referenced?
- b. are vocabulary, sentences and paragraphs simple and direct instead of unnecessarily complex?
- c. do words and phrases chosen emphasize understanding over judgment?
- f. if the writer is discussing a multi-dimensional concept, does the writer acknowledge the full range of the concept rather than selecting only those aspects reflecting traditionally male concerns?
- g. does the concept or label chosen reflect the reality of the phenomenon rather than masking it, e.g. woman abuse rather than spouse abuse?
8. Does the writer avoid sex stereotyping? For example:
- a. does the researcher use labels, concepts, images, and analogies which dispel myths rather than perpetuate them?
- b. if sex differences are found, does the analysis satisfactorily discuss the differences or simply accent them?
- c. is the sexism of people being studied acknowledged and discussed?
- d. are concerns of females and female experience treated as important in the analysis?
- e. does the writer encourage understanding of people who do not fit sex role expectations?
9. Does the writer act as an agent of change? For example:
- a. does the writer discuss how problems in doing research or writing were handled and whether or not attempts were made to resolve the problems in a way consistent with feminist principles?
- b. is the power of ordinary people recognized and are solutions, actions, or strategies for ordinary people proposed?
- c. does the writer discuss ways in which privileged people contribute to the problem and address privileged people as an audience about changing?
- d. does the writer discuss her or his accountability to the people she or he has studied?
- e. does the writer indicate she or he provided information to research participants when requested and discuss whether or not she or he has or will share the results of the research and/or analysis with the people she or he has studied?
- f. does the writer encourage readers to raise questions about her or his analysis, to test her or his hypotheses, to pursue further lines of inquiry?
- g. does the writer identify future directions for research and action?



Priscilla Scherer is a research nurse in neurology in a large New York City teaching hospital. It was a delight to see her articulate defense of modern nursing entitled "Nurses Get a Raw Deal" (*New York Times*, 5/4/85), and "Why Nurse Gets Angry" (*Cleveland Plain Dealer*, 5/7/85). Her recent novel, *Half-Life* (G.P. Putnam's Sons, New York, 1985) is a fictional account of the world of neurological nursing she knows firsthand.

Half-Life holds your attention. The novel is well-written, the dialog is credible, and the main character, Lydia Weber, is well-drawn. The atmosphere and the quiet heroism of patients in the nightmare world of intensive care medicine are realistically described. Ms. Scherer clearly identifies the dilemmas nurses face, both in ethical questions in practice, and in their personal lives.

What is Lydia Weber's life as a nurse? It is the near-total isolation of unpredictable around the clock rotating shift working hours; a hopeless affair with a married physician; one (and only one) woman nurse friend (who dies); and relentlessly complex responsibility that gobbles time and energy. When Lydia's life gets too painful "she worked non-stop, long hours. The despised routine brought some peace. The repetition, the tasks, the automatic observations and responses, the exhausting boredom of cycles and circles, they were a comfort, the sameness of them." (p. 257)

A half-life indeed, a horrible life. Lydia's life is a far cry from the world of nursing at its best — the history of caring, capable women; the daily satisfaction of answering and asking the hard questions; the camaraderie of professional meetings, the hope of greater health and self-esteem for our patients and for ourselves.

I wanted to scream "No, no, don't let anyone read this book! Hide it!" Any loving parent would go to great lengths to protect a daughter or son from such a future. Better the convent, the mission in Africa, the cut-throat world of business, but not the half-life of nursing.

But *Half-Life* brings to mind another novel that was either hidden from or urged on daughters to warn them against a miserable life — Radclyffe Hall's *The Well of Loneliness*. Written in 1928, the story of Stephen Gordon remains the classic lesbian novel, because, in all its bleakness and despair, it was the first novel to frankly portray a lesbian life. And for the young lesbian invisible in heterosexual society (and fiction), reading something about oneself was better than nothing. Today's heroines of lesbian fiction are less self-hating, funnier, bolder than Stephen (and often as brave). These modern fictional lesbian women both reflect and contribute to a changing awareness of lesbian reality in society.

The reality of being a nurse is almost as unknown as that of being a lesbian. One's identity as a nurse is greater than what one does at work, just as a lesbian identity is much more than what one does in bed. Certainly nurses are more visible and few people could say they'd never met one. But frequently the stereotypes of angel of mercy, handmaiden, or seductress interfere with understanding the actual life of a nurse. When I have tried to tell stories at the dinner table about the joy and struggle of nursing in an acute psychiatric hospital, I've quickly noticed that people would really prefer not to hear about it.

I crave novels that describe my experience, and I salute Priscilla Scherer for writing about her life as a nurse. I only hope that one day we can look back at *Half-Life*, as at *The Well of Loneliness*, and say, "Read it — it describes how it was then, and it was pretty grim. It will help you appreciate how far we have come."

RE-SOURCES

Compiled by Newsjournal Staff Nurses

The ANNOTATED GUIDE TO WOMEN'S PERIODICALS lists over 250 publications in the U.S., Canada, Mexico, Central and South America. Each publication is briefly reviewed by category and indexed by title and geographically. The GUIDE is a 150 page, perfect bound booklet. Subscriptions are \$12/2 issues. Order from Annotated Guide, Box E-94, Earlham College, Richmond, IN 47374.

BROOMSTICK is a unique, reader-participation magazine by, for, and about women over forty; a national communication network printing the work, experience, and thoughts of midlife and older women. "We repossess the BROOMSTICK as a symbol of our strength and unity. It stands for many aspects of our lives and interests: Skills, homemaking and paid jobs; Healing, witches were ancient healers; Change, the new broom sweeps clean; Power, the witch flies on the broom; Confrontation, exposing what society calls ugliness." Content includes articles about jobs, health, peace, sexism, agism, biographies, stories, poems, etc. Individual subscription: \$10.00. Writer's Packet: \$2.50. Write to BROOMSTICK, 3543 18th St., San Francisco, CA 94110.

The CELIBATE WOMAN: A Journal for Women Who Are Celibate or Considering this Liberating Way of Relating to Others, 3306 Ross Place, N.W., Washington, DC 20008. Irregularly published since 1982. Subscriptions: \$8/2 issues.

The CIRCLE NEWS is published quarterly for members of the Birthing Circle, "a group formed to promote safe and sane births and positive parenting". Dues are \$12/year. Write to The Birthing Circle, 303 E. Main St., Burkittsville, MD 21718.

COALITION FOR ALTERNATIVES IN NUTRITION AND HEALTHCARE, Inc. (CANAH) is a non-profit, grass-roots coalition, established to educate the public in nutrition and alternative healthcare, through lobbying, public awareness presentations, and publications. For further information write CANAH, P.O. Box B-12, Richlandtown, PA 18955.

EARTH WISDOM MUSIC is a resource for a wide variety of new age music tapes and records with a focus on health and healing. Catalog available from P.O. Box 7845, Ann Arbor, MI 48107

Feminist Collections is published by Women's Studies Librarian-at-Large for the University of Wisconsin System, 112A Memorial Library, 728 State Street, Madison, Wisconsin 53706. Other publications include New Books on Women and Feminism, Feminist Periodicals: A Current Listing of Contents, Women's Studies in Wisconsin - Who's Who and Where, and Wisconsin Bibliographies in Women's Studies. Publications of the Office of the Women's Studies Librarian-at-Large are available free of charge to Wisconsin residents. The subscription rate outside Wisconsin is \$12.00/year for individuals and women's programs, \$24.00/year for institutions. This fee covers all publications of the Office.

GAIA'S GUIDE is a publication for women only, published yearly. It consists of over 1000 listings - all detailed and rated; bars, clubs, discos, restaurants, resorts, hotels, travel agencies, and personal contact/pen pal clubs, bookstores, newspapers and magazines, special interest groups, publishers and books for lesbians, mail order houses, hotlines and switchboards, correct, current local information contacts and much, much more. Listings for USA, Canada, Europe, Australia and New Zealand. Request your 1986 edition at your local feminist bookstore or order direct by sending \$10 to Gaia's Guide, 132 West 24th Street, New York, NY 10011.

HERS: Hysterectomy Educational Resources and Services is a quarterly publication containing reviews of scientific literature, book reviews, articles, letters. \$12/yr. HERS Foundation, 501 Woodbrook Lane, Philadelphia, PA 19119

LADYSLIPPER is a North Carolina non-profit, tax-exempt organization which has been involved in many facets of women's music since 1976. Their basic purpose has consistently been to heighten public awareness of the achievements of women artists and musicians and to expand the scope and availability of musical and literary recordings by women. One of the most unique aspects of their work has been the annual publication of the world's most comprehensive Catalog and Resource Guide of Records and Tapes by Women. This annotated catalog provides information about and access to recordings by an expansive variety of female musicians, writers, comics, and composers. To request a copy of the 1986 Catalog

write to LADYSLIPPER, P.O. Box 3130, Durham, NC 27705

LESBIAN INCITER provides Dyke space for the sharing of ideas, thoughts, controversy, poetry, humor. The INCITER will be publishing articles by and about lesbian nurses, exploring the tremendous risks for lesbian nurses in the traditional health care system. Published bimonthly. \$10/yr. The Inciter, 2215-R Market St., #307, San Francisco, CA 94114

MEDIA REPORT TO WOMEN is published by the Women's Institute for Freedom of the Press. Contains reports of women's actions, ideas, philosophy, facts, research, items of national and international interest. \$20/yr. Donna Allen, Ed., 3306 Ross Place, N.W., Washington, DC 20008

MINERVA: QUARTERLY REPORT ON WOMEN AND THE MILITARY began publication in March, 1983. Each issue contains news of various women's military organizations (including nurse corps), fiction and non-fiction reviews, and commentary. \$30.00/4 issues. For more information write MINERVA, 1101 S. Arlington Ridge Rd., #210, Arlington, VA 22202.

NEW DIRECTIONS FOR WOMEN is a bimonthly paper "committed to publishing the many voices of feminism". A sample copy is free. Subscriptions for individuals are \$10/year, \$15/2 years, or \$25/3 years from 108 West Palisade Ave., Englewood, NJ 07631.

RESEARCH SUMMARY For Business and Professional Women's Foundation. Research Summary Series 11:2 is Women on the Move: Creating Job Satisfaction - Nurse Control of Nursing and is based on research by Betty Dix Robinson. The report is a seven page monograph summarized from Robinson's dissertation (Boston University, 1983) which focused on the effects of work roles, family roles and socialization on the beliefs and activities of nurses within their professional association. Nurse Control of Nursing is the second in the series, WOMEN ON THE MOVE: CREATING JOB SATISFACTION. These research summaries, based on dissertations which received support from BPW Foundation grants, focus on fields in which women have been striving to improve or change their working conditions. The first

examined career development of Flight Attendants; the third (scheduled for publication in late 1985) will examine issues affecting clerical workers. A second series, WORK, WOMEN, AND PUBLIC POLICY, will be published in 1986. To order Nurse Control of Nursing, ten or more copies of the summary (#NF1312) are available for \$1 each, plus \$1.10 postage per ten copies, from BPW Supply Service, 11711 Parklawn Dr., Rockville, MD 20852.

SAGE- A SCHOLARLY JOURNAL ON BLACK WOMEN is a biannual journal, the purpose of which is "to provide an interdisciplinary forum for the discussion of issues relating to Black women and to share this knowledge with a broadly based audience of people committed to improving Black women's lives." Individual subscriptions are \$15; institutional, \$25 from SAGE, P.O. Box 42741, Atlanta, GA 30311-0741.

TELEWOMAN is a newsletter/network of lesbians and other woman-identified women living in the US and Canada. This monthly publication costs \$12/year and can be ordered from P.O. Box 2306, Pleasant Hill, CA 94523. A sample issue is \$1.00.

TRIVIA: A JOURNAL OF IDEAS began publication in the Fall, 1982. In the first issue, Anne G. Dellenbaugh and Lise Weil (the editors) describe the journal as follows: "The kind of writing we plan to publish falls into a category for which we as yet have no name. We could call TRIVIA a journal of feminist scholarship - if scholarship were defined broadly enough to include any form of writing which applies a probing and disciplined analysis to the questions at hand, and if 'scholarly' did not so often serve to disqualify highly creative thinking. We could call TRIVIA a journal of radical feminism if 'radical' were taken to refer, not necessarily to a particular political line, but to a habit of thought, as described in the O.E.D.[Oxford English Dictionary]: 'going to the root or origin; touching or acting upon what is essential and fundamental; thorough.' We decided to call TRIVIA 'A Journal of Ideas' and let the content speak for itself." TRIVIA is published three times yearly. Individual subscriptions are \$12.00/3 issues; \$24.00/6 issues. TRIVIA, P.O. Box 606, N. Amherst, MA 01059.

VALLEY WOMEN'S VOICE, C/O Everywomen's Center, Wilder Hall, University of Massachusetts, Amherst, MA 01003. Connecticut Valley feminist newsjournal, by and about women. Local, national, world feminist news, analysis, art and culture. Letters, articles, graphics welcome. Subscription: \$8/9 issues.

WEST VIRGINIA CASSANDRA
by Jini Miller

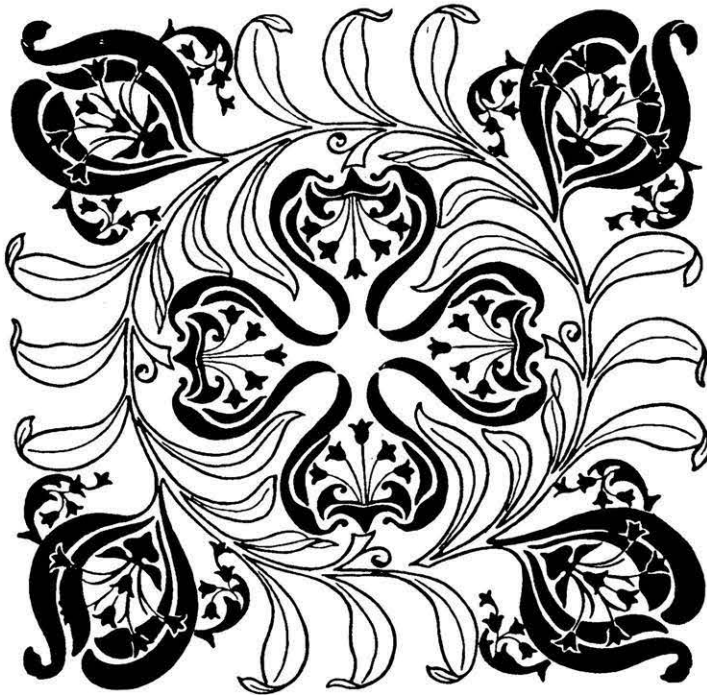
One and all, we have appreciated the Newsjournal which links us in W.Va. with one another as well as with websters "out there". We have tried a mini-newsletter among ourselves, but that is recent, so we don't know if that will help us feel more in touch with one another or not.

At various times some of us struggle with the feeling that we haven't "done anything" in relation to what we read about other webs doing. In our mini-newsletter we raised the issue of our individual expectations and needs in relation to Cassandra and our particular web. We hope to share information about Cassandra at the W. Va. Nurses Convention in November.

Jini Miller and Lissa Barker enrolled in the PhD program at the University of Texas at Austin this past summer and presented a seminar with a woman from North Carolina on "feminism and Nursing". They had a gathering at their place and were able to share with other women ideas and observations and some of the insights gained in reading the Newsjournal. Thanks to Denise Connors and Margaret Crowley who shared information about Cassandra's beginnings at the Austin gathering.

Feminist process, as described in Peace and Power, was used by the Charleston Division Faculty Practice Group (W.Va. University School of Nursing) as they tried to look at their group process in writing an article about a new model of faculty practice. An article describing their experience entitled "Nursing Faculty Collaboration Viewed Through Feminist Process" has been accepted for publication in Advances in Nursing Science (8:2, Jan. 1986). Cassandrans who are members of the Faculty Practice Group are Lissa Barker, Libbie Bragg, Mary Gail Nagai-Jacobson and Sheila Truby. At the time of the writing of the article there were nine women in the faculty group.

We'd like to plan a raft trip down the white water of beautiful southern West Virginia next summer for the Cassandra Web and friends! Anyone want to join us? It's an all-day trip and those of us who have experienced the New River in this way say it's worth doing at least once!



ANNOUNCEMENT

"Take strong public actions on nursing and health care issues" — one of our primary purposes. Here is our chance to make Cassandra and nursing visible on an important issue to women. MARCH FOR WOMEN'S LIVES will be held on March 9, 1986 in Washington, DC and on March 16, 1986 in Los Angeles. These marches are organized by NOW and are designed to serve notice that women's lives are threatened by efforts to outlaw abortion and birth control. We can gather in Washington and Los Angeles and join with other women from our respective states to do something about the oppression of women in health care. For more information call the NOW chapter in your area or NOW's national office at 202/347-2279

Sheila Truby, South Carolina Web

We share Cassandra with nurses in our work settings by circulating the Newsjournal and discussing Cassandra with interested persons. Our web has grown from four in 1982 (one in Charleston and three in Morgantown) to ten in 1985 (six in Charleston and four in Morgantown)! Due to the distance between our homes, we have not been able to gather often, yet we maintain close ties via the phone and letters. Mary Gail's idea for a mini-newsletter reflects our desire to maintain bonds among ourselves.

As a web, we contributed to the Vietnam Women's Memorial Project (511 11th Ave., South; Box 45, Minneapolis, Minn. 55415) which is proposing to erect a statue of a Vietnam War Nurse veteran in Washington, D.C.

Websters offer each other support in many of one another's professional endeavors. We may be small in number, but we are mighty in spirit. The sharing is wonderful.

Mona Counts is still seeking contributions to the book, Divorce — A Growing Process to be published by Margaretdaughters. Please share your experience, supports, etc. written or taped by sending to: Mona Counts, RD 2, Box 149, Waynesburg, Pa. 15370

SOUTH CAROLINA WEB

by Sheila Truby

(now living in S.C.)

The South Carolina Web met for the first time this fall. The gathering was planned in conjunction with a visit by Peggy Chinn to our state. We needed this inspiration to get us going. We planned a gathering and invited nurses in the area to come and learn about CASSANDRA and feminist nursing networking. We had a wonderful evening together and this evening opened many discussions about women's lives in South Carolina. The climate for feminism can best be explained by a few of the comments that were made at the gathering. "I can't believe that you had the nerve to hang up a flyer here that had the words 'radical feminist network' on it." "Why do you have to wave red flags by calling yourselves radical feminist?" Nine people attended the evening and twice as many have inquired about the evening and what happened. There is much interest now and women asking for another opportunity. We have planned our next meeting using the Experience Process shared by the Cleveland Web in the January 1985

Newsjournal. We want to especially thank Peggy for her gifts of sharing and love and answers to the hard questions that opened doors.

SAN FRANCISCO WEB

by Merrie Kaas

The San Francisco Web finally made it out of the Bylaws and Articles of Incorporation and into the world, with a lot of help from our friends, fellow Websters and lawyer! Our Web has been entrenched in drafting Cassandra's operating structure during this last year and was very pleased that consensus regarding the major points was reached at the Continental Gathering this summer in Michigan. Sue Dibble, Jeanne DeJoseph, Kay Rousseau, and Merrie Kaas attended the Continental Gathering in Ann Arbor in August and reported back the wonderful experiences and sense of community they had there.

Susan Browne and Barbara Limandri completed their doctoral dissertations and presented their research at our Web meetings. Susan Browne did a presentation about her recently published book With the Power of Each Breath.

Our Web is celebrating Winter Solstice by having a special Web meeting and party and we are looking forward to planning future Web activities for 1986.

WANTED: WOMEN TO CONTRIBUTE MATERIAL FOR THE NEWSJOURNAL

This is the most important way that you can contribute to Cassandra's health and well-being. If you are shy about writing, drawing, or sending material for the Newsjournal, let us know and we will help find a way! There are several women who are willing to help polish ideas for publication, and we provide editing assistance. So don't delay — we want to hear from you.



CASSANDRANS NETWORKING AT ANA HOUSE OF DELEGATES

by Muffy Eastman

The American Nurses' Association House of Delegates met in Kansas City, Missouri July 22-25, 1985. Like last year in New Orleans, I was a delegate from Maine. Liz Calderon, a delegate from Washington, DC, noticed my Cassandra button and suggested that we try to arrange a gathering of Cassandrans during our stay in Kansas City.

Hoping to be noticed by as many Cassandrans (or future Cassandrans) as possible, we wore our buttons at the House of Delegates sessions. One delegate asked Liz, "Why are you wearing a button from another organization?" I was surprised that only a couple women asked me about Cassandra, and no one asked where they could get a button or how they might become a webster. I wondered if this might mean that Cassandra is still quite unknown within ANA; or if I simply did not meet Cassandrans who were there; or if Cassandra is known within ANA and that few members are interested.

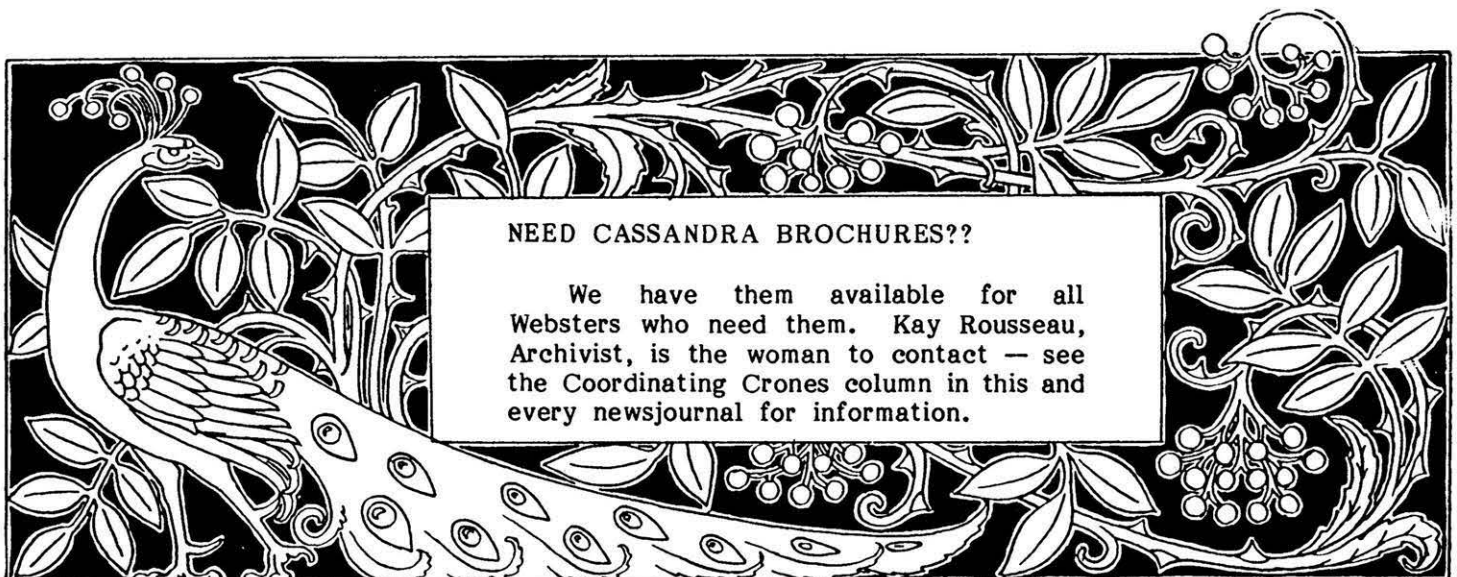
At the close of the final session I met Sheila Bunting from Illinois. Unfortunately Sheila was leaving directly after the meeting and could not join our "gathering" that evening. We exchanged addresses, and Sheila said she would carry greetings to the 1985 Cassandra Continental Gathering in August.

Later during dinner, Liz and I shared about our own consciousness raising as feminists, the women's movement, families, relationships, careers, and Cassandra, etc. Liz encouraged me to continue writing letters to

my local newspaper. (I had told her how my outspoken letters to the Editor had decreased sharply since I became a city employee and heard disapproving comments about my feminist views from higher-ups at city hall!) Letters to a newspaper reach many people, Liz reminded me; and one never knows their full impact.

Liz and I also talked about an issue that was discussed by Maine/New Hampshire Websters in March 1985. That is the fact that some women want to "get" from rather than "give" to Cassandra. Again we affirmed that the work of ending women's oppression in nursing and health care is too urgent. Our efforts may not be successful if we concentrate on enumerating the benefits of becoming a webster. The writers to Dear Cassie (May, 1985, p.24) expressed the same feelings of inspiration, hope and enthusiasm that I have experienced in Cassandra. I am confident that Cassandra will continue to grow.

Early in the week at Kansas City, I grumbled about using my vacation days and savings there instead of going to the Cassandra gathering in Michigan. People spoke of "Anaheim next year" and I said I'd pass. But towards the end of the week, I thought again — as I had thought in New Orleans — that the ANA Convention is a great place to network. So — I'm planning on going to Anaheim in 1986 — not as a delegate, but as a Cassandran and a staff nurse from Maine. Hope to see you there!



ANA CONVENTION IN ANAHEIM
June 13-19, 1986

As this Newsjournal goes to press, we are still waiting to receive word as to whether our application for a booth at the ANA convention is accepted. We will not be able to have a formal convention program, because of a new policy that only affiliated groups can be on the convention program. As soon as we hear about the booth, we will all begin to plan for what to feature in our booth and how to staff it.

If we are not assigned a booth, we will all need to begin to plan for how to be visible at the convention, and most of all how to manage to network among ourselves more effectively than we did in New Orleans. We will let everyone know through Cassandra's Action Network, and the May Newsjournal, just what is happening.

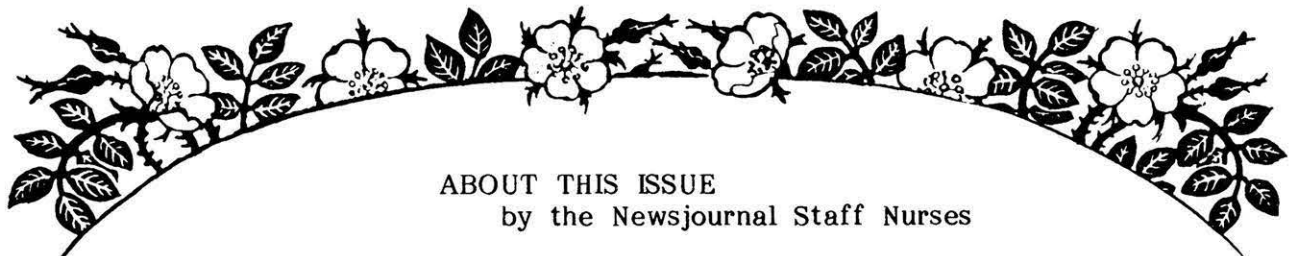
We may still try to plan for an off-site program of some sort. Women in the San Francisco, Salt Lake City, and Buffalo Webs have been exchanging ideas about the booth, a possible program, and other possibilities.

If anyone has any ideas about all of this, please contact Sheila Bunting, our Convening Coordinator.

DID YOU SAY 1987!
Carol Ashton

Having been urged by my co-websters, I started searching for gathering space that might be available for the June, 1987 gathering to take place in Salt Lake City. "Did you say 1987?" was a frequent response to my inquiries so, with the exchange of a smile or laugh, I have gone forth with my task and have found a number of "city" and "mountain" locations. At this time, the Utah Web is leaning toward a more centrally located, city gathering rather than a mountain spot. Our thoughts have gone in the direction of having a comfortable, woman-centered, open space that is close to sources of transportation, within walking distance of housing, and with a variety of food and recreation opportunities. The mountain locations tend to be less accessible, much more costly, and with an additional factor of altitude (fatigue does set in quickly at high altitude!).

Please share your thoughts with us if you have a preference or any special needs that we may not have considered yet. Send your comments to: Carol Ashton, 3685 Palisade Dr., Salt Lake City, UT 84109. We hope to have a space by early 1986.

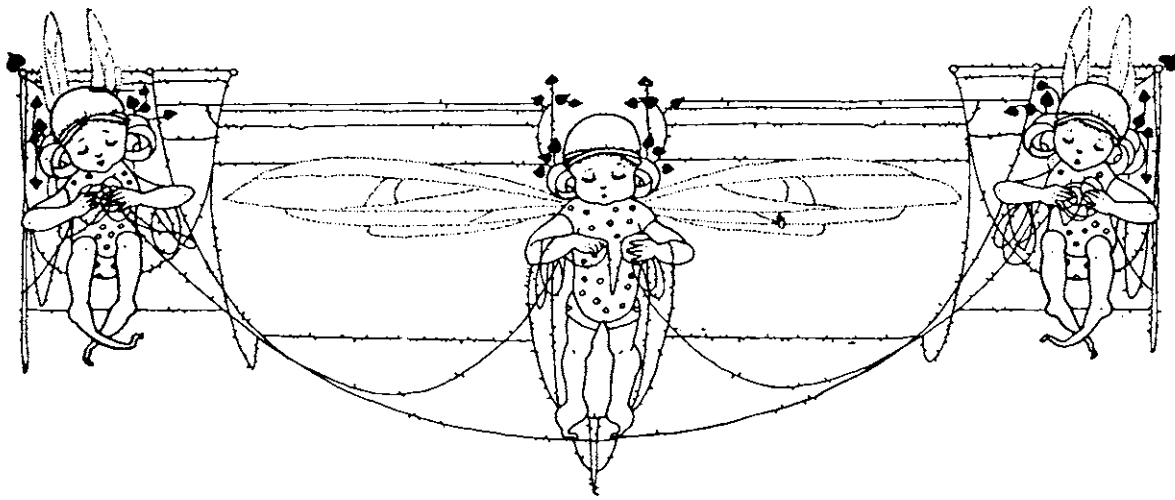


ABOUT THIS ISSUE
by the Newsjournal Staff Nurses

There is one obvious difference between this issue of the newsjournal and the past few issues — it is lighter weight! Maybe less obvious, but more important, this issue of the newsjournal contains a substantial number of contributions from websters! We were delighted with the response to our many calls for contributions, and look forward to this continuing and growing.

This issue is lighter because we did not feel that it was necessary to compose additional material! This was a great relief for us, and we personally appreciate each and every contribution. Many, many hugs of appreciation — and encouragement to keep up the good work.

Another reason this newsjournal is lighter is that EMMA's reading column and book ordering information is missing. We regret that EMMA is in the process of transition and evolution — perhaps into another form that will not make it possible to continue to offer the reading list and order form. If you want to continue to have this feature of the newsjournal, please write and let us know. If EMMA is able to resume the column, we will arrange to have this continued. If not, we may find another bookstore that would be interested in providing this service for us. If you have other similar ideas, please let us know.



COORDINATING CRONES

If you want to get INVOLVED - this is the information you need! This column contains the names and addresses of women who are coordinating our major tasks, and they need support, assistance and participation.

Convening Coordinator: Sheila Bunting, 1203 Searle Dr., Normal, IL 61761. This responsibility involves coordinating information and decision-making that needs to be done by coordinating crones on behalf of continental Cassandra. If you have any ideas or suggestions that need to be shared with all the coordinating crones, contact Sheila.

Archivist: Kay Rousseau, 1506 10th Ave., San Francisco, CA 94122. If you take an action based on any of the items included in the Newsjournal or Cassandra's Action Network, please send a copy of your letter or an account of your action for our archives. If you have media coverage of your Web in your local area or any other information that would be valuable for our archives, send it to Kay.

Kay is also the webster to contact if you need a supply of brochures. Please be sure to give her ample time to respond to your request.

ANA 1986: P.K. Scheerle, 3012 19th Street, Metairie, LA 70002; and Sheila Bunting (see Convening Coordinator). This is a large task, and P.K. and Sheila would appreciate hearing from you if you are willing to contribute some time and energy to making our presence known at Anaheim.

Cassandra's Action Network: Penny Bresnick and Muffy Eastman, 53 Middle St., Orono, ME 04473. Send material for the next issue directly to Penny and Muffy.

Feminist Educational Materials: Denise Connors and Margaret Crowley, 101-A Stark Ave., Dover, NH 03820.

Finance: Maeona Jacobs, 9855 South 3100 East, Salt Lake City, Utah 84092.

Planning Coordinator: Jeanne F. DeJoseph from the Bay Area. At the request of individual Websters, local Webs, or Continental Cassandra, the Planning Crone will assist with the development of long and short term goals. In collaboration with other members of the Coordinating Council, she functions as a bridge for communication and a network resource. Contact Jeanne through the Williamsville P.O. Box if you have ideas related to planning!

Public Relations: Kirste L. Carlson, 3085 E. Overlook Rd., Cleveland Hts., Ohio 44118. This is a responsibility formed at the 1985 Gathering. Kirste will be focusing on working with women who want to create an active web - sharing ideas, resources, and encouragement! Contact her if you are interested.

Publications Coordinator: Charlene Eldridge Wheeler, c/o P.O. Box 341, Williamsville, NY 14221. Remember the lifeline date for contributions to the May issue of the Newsjournal is March 15, 1986.

Research Fund: Violet Malinski, 3382 Colwyn Rd., Shaker Heights, OH 44120. If you have suggestions about the research fund please contact Violet.

Webster coordinator: Peggy L. Chinn, c/o P.O. Box 341, Williamsville, NY 14221.

CONTACT WOMEN

Names and addresses of all Cassandran's are forwarded to their nearest contact woman; otherwise our mailing list is not distributed. This list is organized by zip code, so find the zip code nearest you for the nearest contact woman! If you would like to be a contact woman for your area, 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.

Canada:

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DIANE PINGETON 22 Brook St. Somerville 02145

New Hampshire:

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PENNY BRESNICK RD 2 Box 4570 Canaan 04924

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Lousiana:

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Texas:

SUSAN GIBSON 1110 W. Saner Ave. Dallas 75224

Utah:

CAROL A. ASHTON 3685 Palisade Dr. Salt Lake City 84109

Washington:

ALICE LIND 9329 Lima Terrace S. Seattle 98118



ANNUAL FINANCE REPORT FISCAL YEAR 1984-1985

by Mae Jacobs

In August, 1984 the Utah Web assumed responsibility for the management of Cassandra's finances. Since that time, our funds have been deposited in the University of Utah Credit Union. Currently we have a draft (checking) account and a savings account, both of which are interest bearing. Three Websters' names are on each account and two Websters must sign all checks. We are using the McBee accounting system for check-writing and also have our financial records organized for home computer entry and management.

A financial statement for our fiscal year which runs from September 30 to October 1 is included with this report. Since we received the books in August of 1984, all transactions during August and September 1984 are also included in this report.

Our income is almost exclusively from membership contributions. Less than 5% comes from other sources, such as sales of back issues of the Newsjournal, t-shirts and buttons, and interest on our bank accounts. Membership income is fairly evenly distributed between new Websters and renewals.

Currently we have budgeted 9 expense accounts: Check Charges, Membership, Newsjournal, Cassandra's Action Network,

Gatherings, Public Relations, Finance, Archives and Coordination. Within each of these categories we are accounting for the following expenses: Supplies, Postage, Printing/copying, Equipment, Personnel, Travel, Phone, and Space.

Our major expenses are for the Newsjournal (49%) and Membership (21%). The remaining 30% of our expenses are distributed over the other budget categories. For all budget categories, the major expense to date is for the use of a word processor (approximately \$3,300) in producing the Newsjournal and for Membership tasks. We have also spent around \$1,500 for postage and about \$2,000 for printing and copying. We have also reimbursed expenses for personnel (legal fees); travel (mileage reimbursement), phone, and space (gatherings).

Our draft account has maintained a balance between \$2,200 and 3,800 over the past year, and we seem to be able to adequately support our current expenses. Currently we are reimbursing women for some expenses incurred on behalf of Continental Cassandra but not for expenses incurred by Webs for local activities. We have an

agreement with Margaret daughters, Inc. to pay \$10/hr for equipment usage related to production of the Newsjournal and Membership tasks. Other expenses being reimbursed to individual Websters are for travel (milage) at \$.23 mile; phone calls, supplies, and printing. We are paying for such things as legal services related to our incorporation and will incur some expense at the ANA Convention, June, 1986.

With the incorporation of Cassandra pending we have implemented some new procedures to insure appropriate record keeping for the IRS. If you need to be reimbursed for expenses, you will need to fill out a voucher. Receipts must be submitted for all receiptable expenses. A space for recording mileage and accounting for phone calls is provided on the voucher. A supply of these vouchers has been made available to Coordinating Croners or you can write the Utah Web and request one. (See Coordinating Crone column for addresses.)

As for the future, we will be considering how to reimburse travel costs for individual Cassandrans who wish to attend meetings and programs on behalf of Cassandra or who need financial assistance to attend a Continental Gathering. A tentative set of travel policies has been developed, however, given our present financial picture we decided at the Gathering in Ann Arbor to not provide assistance with travel yet. We plan to encourage donations to Cassandra on the membership form, which may generate some funds for travel and other projects to be decided at the 1986 or 1987 Gathering. We have affirmed our intent to recognize Cassandrans by paying them for their work, however, again due to our current finances, concrete planning for this was deferred to a later date.

A plan for utilization of the Wilma Scott Heide Research Fund is being developed and will be proposed at the 1986 Anaheim Gathering. Any suggestions should be sent to Violet Malinski (see Coordinating Croners column).

If you have questions, directions or encouragements regarding Cassandra finances, please contact us. We welcome your suggestions and input. Let us hear from you.

ANNUAL FINANCIAL REPORT

Fiscal Year ending September 30, 1985

I. WILMA SCOTT HEIDE Research Fund

Opening balance:	\$1,144.34
13% Webster contributions:	1,104.77
Interest:	136.02
Total:	<u>\$2,385.13</u>

II. DRAFT ACCOUNT

INCOME:

Opening Balance:	\$3,060.00
Webster contributions:	
New: \$3958.65	
Renewal: 5200.70	
	9,159.35
Newsjournal Sales	78.78
Donations:	60.00
Promotional Sales (Net):	182.14
Check Interest:	<u>237.92</u>
TOTAL INCOME	\$12,778.19

EXPENSES:

Transfer WSH Research Fund:	\$1,104.77
Check charges:	78.06
Membership:	1,959.19
Newsjournal:	4,685.01
Cassandra's Action Network:	369.14
Gatherings:	508.24
Public Relations:	37.48
Finance:	71.10
Coordination:	<u>715.49</u>
TOTAL EXPENSES	9,528.38

CLOSING BALANCE: \$3,249.18



T H R U M S

(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.

We are constantly challenged by ways to work without a hierarchy and false status symbols in doing the work we do, yet having ways to give credit and assume responsibility for what we do and write in producing the newsjournal. With this issue we begin using the title "Newsjournal Staff Nurse", followed by the first name of the specific women who assume the responsibility for the material that precedes or follows. We like the implications of sharing the nitty gritty work equally among all of us. In addition we like the traditional image of "the staff of life", not only for this newsjournal but for staff nurses everywhere.

Appreciation to:

- Frigid, the technological wonder, without which all of this would be infinitely more difficult, if not impossible.

- Women of the Buffalo Web who assist with mailing tasks and other details of preparation of the newsjournal.

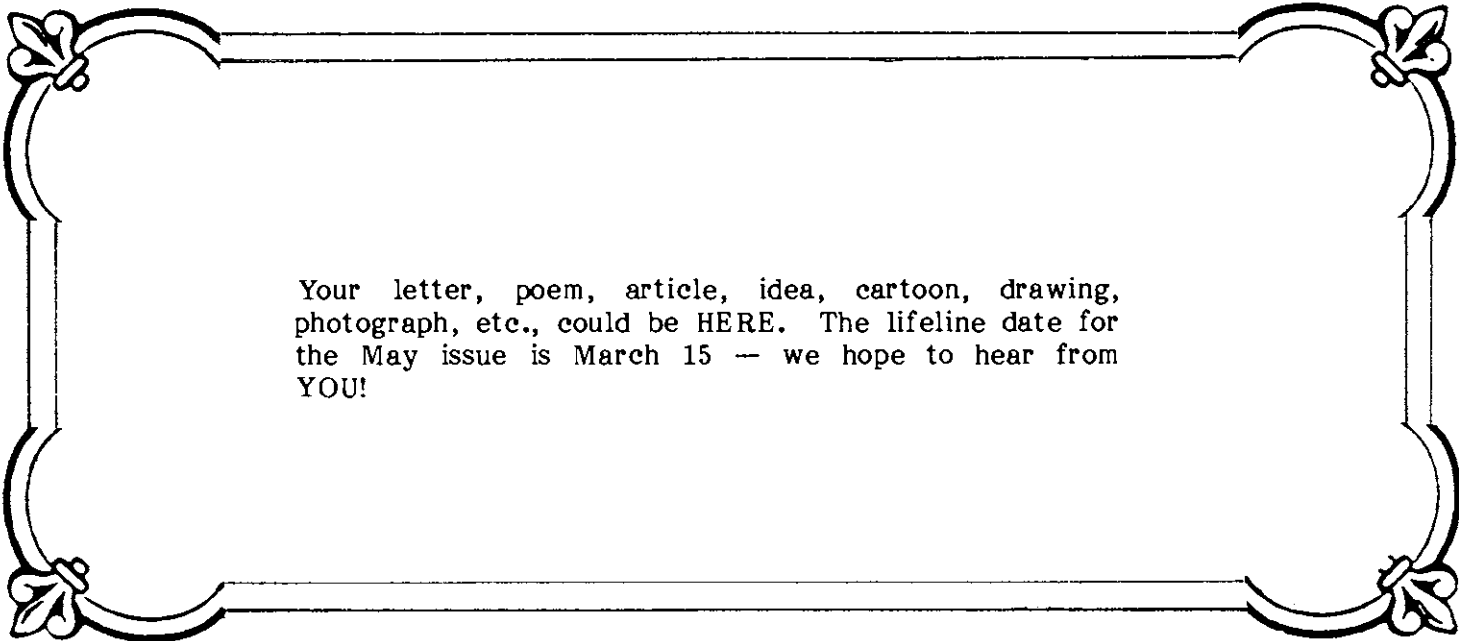
- All the wonderful women who wrote us notes of encouragement and support in response to the last newsjournal.

Illustrations:

Unless otherwise specified, the illustrations are from the following Dover publications: Women: A Pictorial Archive from Nineteenth-Century Sources, New York, Dover Publications, 1978; Treasury of Flower Designs (1981 by Susan Gaber); Banners, Ribbons and Scrolls (1983 ed. by Carol Belanger Grafton); Treasury of Art Nouveau Design and Ornament (1980 by Carol Belanger Grafton); and Art Nouveau (1969 by E.V. Gillon).

Quote:

The quote on the front cover of this issue is from Mitsue Yamada, "Invisibility is an Unnatural Disaster: Reflections of an Asian American Woman," in This Bridge Called My Back: Writings by Radical Women of Color, edited by Cherrie Moraga and Gloria Anzaldua, Persephone Press, 1981, p. 34. (Now published by Kitchen Table Press, New York)



Your letter, poem, article, idea, cartoon, drawing, photograph, etc., could be HERE. The lifeline date for the May issue is March 15 -- we hope to hear from YOU!



IT MAY BE TIME TO RENEW . . .

Check your mailing label - if your renewal date is circled in red, it is time for you to renew! Send your contribution, with your name and complete address to CASSANDRA, P.O. Box 341, Williamsville, NY 14221. Be sure to let us know if your address has changed. If you want to have your telephone number available for your contact woman, please include your phone number. The contribution for Websters is \$35 to \$75, (students, retired, unemployed and differently-abled nurses \$15); Friends, \$25; Institutions, \$35.