

Good morning. I extend to you an enthusiastic ^{and warm} welcome back to another challenging and hopefully satisfying year of service to students and staff in the BCPS. I am particularly pleased to welcome two new staff members who have joined our family - Barbara Cutho and Beverley Loveague. Most of you know Beverley, who was with us a few years ago in the Chapter I program. I'd like to ask each of you ^{if you} would stand and tell us briefly what you were doing before you decided to join us in the school system.

Thank you - we're delighted to have you. We know you will be excellent contributors to our social work program.

I would like to share with you some of my thoughts about the school year ahead of us - ^{also, a little} ~~something~~ ^{about the} ~~superintendent~~ ^{expectations of the} ~~and the~~ ^{superintendent} ~~will begin with~~ ^{the} ~~the~~ ^{assessment assignments - and balance of} ~~the~~ ^{my part} ~~agendas.~~

There are two periods during the course of time that are particularly exciting for me, and maybe for ^{some of} you. One is the beginning of school in September and the other is the beginning of the year in January. There is something about beginnings that is refreshing and hopeful. There is the sensation of newness - the anticipation of the opportunity to begin anew - to start all over again - to change or self - to rectify the mistakes of the past - to erase the slate - to ^{change things} ~~make~~ ^{this time.} ~~make a difference.~~ For some, there is the

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Optimism of youth - which is not always relegated to the young. The young in spirit possess it. At the administrative academy last week, I saw a principal ^{and} commented to her, "Are you looking forward to school opening next week?" She smiled confidently and warmly and replied "Always". She's an excellent principal, she works hard and she loves her job. For me, in addition to the anticipation of a new beginning, there is also the challenge of new experiences - ^{some positive - some less constructive, but} dealing with them is growth - enhancing. One never knows what a new calendar year will bring - or what will come up during the course of a school year - Experience teaches us that life's design for us may be different from our hopes and expectations - and we must be prepared to rise to the occasion. ^{I believe that} A positive, optimistic outlook on life gives us the strength, courage and resourcefulness to do just that - to rise to the occasion - to accomplish things we never thought possible. I'm sure that all of us have looked back and wondered how we ever got through something we found resources within ourselves we never knew existed - and that discovery gives us the confidence to deal with the new challenges facing us.

The Superintendent of Schools - Mrs. Pinderhughes - has given us some new challenges. She expects all staff, at all levels, to be role models for students. It is her contention that we cannot

staff tell students they must work hard, keep trying, take challenging courses, put extra time in developing themselves as ^{well-regarded} individuals if we ^{the} are lazy, give up easily, put as little effort into our jobs as possible, and so forth. Significant emphasis was given to this theme by Mrs. Pinderhughes at the ^{recent} meeting for administrators. and it was apparent that she wanted this message to be relayed to staff. She went on to state that students ~~will be~~ ^{will be} expected to speak the language well - to use standard English. The same expectation is held for staff in the BCPS. The use of jargon and poor grammar is not to be tolerated, she said, they have no place in a school system. The spoken word as well as the written word in memos, reports and letters should be exemplary models for students.

In the same vein, Mrs. Pinderhughes spoke of ^{the necessity for} high standards of dress and personal appearance for all staff. We cannot expect students to adhere to dress codes regarding attire appropriate for the occasion if staff also is not held to a standard ^{of} ~~of~~ ^{professional} appearance. ^{she} ~~she~~ ^{was} ~~was~~ ^{not} ~~not~~ ^{advocating} ~~advocating~~ ^a ~~a~~ ^{specific} ~~specific~~ code for staff - she was advocating dress appropriate for professional encounters with students, parents, and the community.

In keeping with the theme for this year - Partners in Pursuit of Excellence, Mrs. P. spoke of excellence as being almost synonymous with

hard work. one does not excel without effort. Excuses for failure to complete ^{assigned} tasks ~~assigned~~ ~~thoroughly~~ ^{and well} cannot be accepted for students, ~~staff~~ staff. Laziness, slothful behaviors and attitudes also came under attack. Unwillingness to work hard and to extend oneself, she stated, are incompatible with standards of performance expected of students and staff at all levels. If we expect to teach students habits of hard work, perseverance, and high standards of performance in the academic and personal spheres, we must provide ~~high standards~~ worthy examples for them to emulate. All of us were challenged to examine ourselves and to assess our staffs to ensure that performance and accountability factors were at a high level, and that our behaviors were as responsible as we expect our students' performance and behaviors to be. Mrs. Pinderhughes was well aware that ~~many~~ ^{many} staff persons did not need to be reminded of the ~~importance of~~ ^{high standards of} personal and professional performance of which she was speaking. Her awareness of and concern about the poor image of public school students and staff appeared to have prompted her remarks. ~~She~~ She wanted to ensure that staff paid more than usual attention to this problem of image and our need as staff to involve ourselves in changing that image. However, she ~~she~~ expected more than a superficial

9 minutes

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change in image. Substantive changes ~~are~~ ^{were} also ~~needed~~ ^{deemed necessary} in programs, curricula, and teaching strategies. And everyone is being held accountable for his or her role in ~~the~~ ~~mission~~ addressing the mission of the school system. You will note that one of the sheets in your packet of materials states the theme and mission of the school system in social work terms. We have included social work objectives in support of the educational goals set by the Super. and Board. More about this later.

During the past school year, many of you worked very hard and did an outstanding job in helping students and families, in contending with dysfunctional aspects of the job - and in handling the psycho-social assessment process. You will be interested in reading the annual report compiled by our Office from data you supplied, and our records, when we get it duplicated for you. I feel very good about the tremendous job you did. I also feel very good when I see principals and other staff at meetings and they tell me of the accomplishments of ^{SW} staff assigned to their schools. Indeed, one principal of a CFC school last week told me how very much she appreciated the SW who was not assigned ^{regularly} to her school, but who took time after her regular assignment to go to her school ^{help} her out in several situations. The worker she was referring to was Ponjola - she stated that

Ponje did a fantastic job. Hearing that type of praise is very satisfying as it means the SW image has been enhanced and will ~~be~~ ^{hopefully} counter-balance the negatives on the rare occasions when I meet a principal as I did ^{also} last week who asked "you're not returning that person to me ~~are you~~ this year, are you". Fortunately, I hear for more praise than criticisms - and for that I thank you ^{also thank you} for your dedication, hard work and concern for students - and your pride in your work.

In some ways this year may be an easier one than last, because we have more experience in doing psycho-social assessments. Now we can work on refining our skills and ensuring that techniques are covered, as alluded to by Mr. Friedlander yesterday. More than ever, we will need to use our planning and organizational skills - in order to stay in control - or top of the job. With the reports that are required, effective use of your office day is a must - and quality must be built in to your work. The demands on your time and energy will be tremendous - but the ^{internal} rewards and satisfactions can be great in a job well done.

In closing, ^{these words provide} I challenge you with the words of a great woman, Mary McLeod Bethune, who in her last will and testament wrote, shortly before she died on May 18, 1955 - the following.

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Postage Stamp Honors NCNW Founder



The Mary McLeod Bethune Commemorative Stamp was issued March 5, in tribute to one of America's distinguished educators, humanitarians and, the visionary Founder, 50 years ago, of the National Council of Negro Women. NCNW members, after years of convention resolutions and petitioning for recognition of Mrs. Bethune, gathered from all over the country in Washington, D.C. for a day of historic salutes to Mrs. Bethune, her life and her legacy.

Mary J. Layton, Assistant Postmaster General, was the principal speaker and Postmaster John R. Cochran presided over the stirring morning ceremony.

Early afternoon brought the historic marking ceremony of the Bethune Council House, 1318 Vermont Avenue, N.W., Mrs. Bethune's last Washington residence and the first national headquarters of NCNW. The site which now houses the Bethune Museum Archives has been designated a national historic site by an Act of Congress.

Honored guests included Albert Bethune, Jr.,

grandson of Mrs. Bethune, thirty Bethune family members, members of the United States Congress, Dr. Oswald P. Bronson, Sr.-President of Bethune Cookman College, founded by Mrs. Bethune, Dr. William Trent, one of Mrs. Bethune's "boys" and a co-worker in the "Black Cabinet" during Mrs. Bethune's years of public service in the administration of President Roosevelt.

The day concluded with a gala reception of Sponsors, Patrons and Donors at the Embassy of the Democratic Republic of the Sudan.

March 5 was only the beginning. Mayors around the country issued proclamations declaring Bethune Days. There were post office ceremonies, school events and booklets published, and the end is not in sight at this writing.

Black Heritage Covers with a silk cachet painting of Mrs. Bethune and a Bethune Stamp cancelled on the First Day of Issue are available for \$3.00 while supply lasts.

Frito-Lay Announces Prestigious Award for Black Women

NCNW Members Asked to Submit Nominations

Five Black women will be honored for their significant achievements at the 50th anniversary convention of the National Council of Negro Women (NCNW) in November as a special "Salute to Black Women Who Make It Happen" awards program joint venture between Frito-Lay, Inc. and NCNW. The program will provide an opportunity to applaud the historic strength of Black women and the contributions they have made to American life and culture, often against odds.

Dr. Yvonne Ewell, NCNW board member chairing the awards committee, unveiled the program to affiliate representatives at the National Affiliate Assembly meeting in Washington DC last December, stating that the success of the awards program is based on the participation of NCNW members across the country.

"Nominations for the prestigious achievement awards will be submitted by NCNW members, our community based sections and affiliates, or interested people," says Ewell. She stressed that all nominations must be postmarked by June 29, 1985.

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MESSAGE FROM THE PRESIDENT



This issue of *The Black Woman's Voice* marks a new beginning. It comes to you on the eve of a milestone in the history of the National Council of Negro Women—The 50th Anniversary.

What an appropriate moment to salute our Founder, Mary McLeod Bethune and her legacy of love, faith and hope.

In 1935 when Mrs. Bethune founded the National Council of Negro Women the nation was recovering from deep depression. President Roosevelt had brought Mrs. Bethune to Washington as Director of Negro Affairs with the National Youth Administration. From her vantage point in the "Black Cabinet" Mrs. Bethune had developed a keen appreciation of the power inherent in coalition and collaboration. In the face of critical problems confronting Black women and Black families Mrs. Bethune said she could not rest to see the unharnessed womanpower. What was needed, she felt was not another organization, but a national organization of organizations. Thus, she structured an umbrella organization that would assure each member group its clear identity and add new strength through unity of shared purposes and actions. The founding of the National Council of Negro Women in itself was a kind of national recovery act.

Task-oriented from its inception, NCNW has grown into a coalition of 30 national organizations, 216 community based Sections and concerned individuals—an outreach to 4 million women. NCNW channels volunteer energies and skills into significant innovative programs of advocacy and vital human service—hunger and malnutrition, child care, youth services, education, employment, voter education and economic development at home. Thus building the capacity to work in partnership with women in developing countries, particularly in Africa. Empowerment is the key to helping women to help themselves. Today the priority needs of Black women and Black families make NCNW's work more important than ever.

continued on back cover.



Jewell Jackson McCabe, Natl. Coalition of 100 Black Women; Joan Krupa, Association of Junior Leagues; Mary Hughes, March of Dimes; Dorothy I. Height, NCNW; Marian Wright Edelman, Children's Defense Fund. Sept. 1984 — Adolescent Pregnancy Child Watch launched as natl. project.

Adolescent Pregnancy Child Watch Launched as National Project

In the March issue of *Ebony* Magazine NCNW President, Dorothy I. Height, presented a call for the mobilization of groups in all walks of life to deal with teenage pregnancy which has reached epidemic proportions. The article makes clear that the majority of Black children born since 1980 are to single teenage mothers. The problem of preventing children from having children is disproportionately severe for the Black communities. The article provides a base for discussion and action.

Since 1968 when NCNW Affiliates established the Collaboration for Children and Youth to focus on the problem, adolescent pregnancy has been a priority.

Black women's organizations, voluntary health and social service groups and governmental agencies for years have been addressing the problems associated with teenage parenting. This has included developing new approaches and programs, educating young men and women in preventing unwanted pregnancies, helping the young mothers learn parenting techniques and encouraging their return to school. But too often the young people who need services most do not know that they exist or they lack the motivation to seek them out.

To this end, the Children's Defense Fund spearheaded Adolescent Pregnancy Child Watch (APCW) as a major program to maximize information and resources on teenage pregnancy. It will document the incidence of teen pregnancy and the programs and services available to teenagers and their families within the community. It is not a service delivery program.

The NCNW with its Affiliates is the lead organization coordinating the APCW in 9 states and 16 communities. In each site, the task is to reach and involve all groups who want to deal with the problem. NCNW volunteer coordinators and project sites are as follows:

Ida Hassen, Oakland, CA
 Alberthia Brooks, Jacksonville, FL
 Lucille W. Neely, Atlanta, GA
 Sally Polk, Detroit, MI
 Carol Capers, Bayshore, NY
 Dr. Manderline W. Scales, Winston-Salem, NC
 Melinda Bartley, New Orleans, LA
 Mary Mallette, Raleigh, NC
 Linda Hubbard, Durham, NC

Martha Joyce, Mt. Erie, NC
 Arlo Cooper, Greensboro, NC
 Mildred Hardey, Greensboro, NC
 Dorothy Taylor, Cleveland, OH
 Francine Childs, Columbus, OH
 Delores Reid, Dayton, OH
 Betty Ayers, Springfield, OH
 Dr. Alma Byrd, Columbia, SC

Speaking of Careers/Jobs

Transit Management Careers

Want to move ahead? The National Council of Negro Women's Transit Management Careers Project (TMC) is designed to increase awareness of opportunities in the transit industry and to recruit women for transit training programs throughout the country. The NCNW/TMC office serves as a resource center for minority women seeking information about careers, training programs, internships, and financial aid. Contact Alma Cogg, Project Director, at Headquarters.

On-The-Job-Training

For youth in the 17-21 age range, with little or no job experience and no marketable skills, On-The-Job-Training is offered. In addition, classroom

training is offered for Clerk-Typists and Data Entry Clerks. Free career counseling and placement are only a few of the many services provided by the OJT program located at 1360 Fulton Street, Brooklyn, N.Y. Contact Sadie King, Project Director, for further information.

Adolescent Vocational Exploration

This program provides career counseling and introduces young people, 14-21 years, to the "world of work." In addition to the support services they need to stay in school, the participants spend time in "field exploration," including trips to businesses and corporations. Contact Denise Pedro, Project Director, at Bayley Seton Hospital, Box 243, Staten Island, N.Y.

Elizabeth Catlett Designs Award

A screening panel will narrow the nominations to 15 and a prominent Blue Ribbon Panel of Judges will select the five winners. Winners will receive a sculpture designed by distinguished artist, Elizabeth Catlett. Each of the five winners will also receive a cash award of \$1000 from Frito-Lay.

Honors Achievements

During the past eight months, Frito-Lay and the NCNW have worked closely on the development of this prestigious awards program, focusing on the following four key objectives:

- To identify and give visibility to gifted and talented Black women for their contributions to society;
- To enhance career progress and achievement among Black women;
- To provide exemplary role models for youth;

Judging Criteria

Judging criteria used for the selection of winners consists of a 100 point rating system in five categories: need, level of achievement, impact of achievement, future impact and obstacles overcome by nominee. All five criteria are weighed equally.

Frito-Lay's minority public relations/advertising agency, Focus Communications Group, (Dallas, TX), will help coordinate the awards program throughout the year.

"After the careful examination of the philosophy of the National Council of Negro Women, we felt a kinship to their efforts," said Charles Suscavage, Group Manager of Public Relations for Frito-Lay. "We look forward to a long partnership with the NCNW."

"We're indebted to Frito-Lay for its vision, motivation and mind set in approaching NCNW with this program," said Dr. Ewell. "It will undoubtedly have a special place in our hearts for years to come."

For additional information, contact the New York or Alexandria, Virginia offices or call (214) 749-7812.

International Division Offers Help to Third World Women

In its 10th year of formal involvement with Third World women, the International Division of NCNW is working with African women in the areas of agriculture and food production, training, skills development, income generation, leadership and institutional development, cultural and educational exchange, and health and family planning. Through its regional representatives in Dakar, Senegal; Mbabane, Swaziland; and Nairobi, Kenya; the International Division helps women to help themselves.

A swine production cooperative in Swaziland is

designed to increase income and improve living conditions. A health and family planning project in Senegal provides information, education and communication about child spacing, pre-natal care, reproductive health and contraception. An adolescent pregnancy prevention model is being tested in several African countries for possible replication.

A development education program has been designed to train Black women as Development Education Advocates. The research and training materials will focus on women in development, women as food producers, methods to combat world hunger and adverse consequences of drought and famine, as well as women's health issues.

Discussions are currently under way with the National Council of Kenyan women for a reforestation, soil conservation and tree planting project in rural Kenya. There are also requests to assist women's groups in Rwanda with an orphanage project and the purchase of mills; in Guinea, with a nursery school and Daycare care project; in Botswana, with a youth hostel project.

If you, your local section, national organization, church or other group are interested in sponsoring any of these projects, please contact Dr. Paulette Coleman, Director, International Division, at NCNW National Headquarters.

NCNW Women's Center Offering Unique Programs

What goes on at the NCNW Women's Center for Education and Career Advancement? This downtown New York program, now entering its 16th year, remains unique in the attention it gives to minority working women, their progress and problems, and the careers they hope to build in business, government and the professions.

The Most Popular Women's Center Program

"A Better Job in '85." This four-session course is for experienced working women seeking a promotion or a change of career. The student who completes this month long course (for a modest fee) can gain self-understanding, realistic education and job goals, a professional resume, self-confident job interviewing performance, plus a new world of business contacts.

The Center's Newest Offering

Intensive daytime services to a single mother with little or no work experience who wants to prepare for jobs and financial independence. Since 1982, the Center has been helping under-educated, inexperienced women who are seriously motivated to get off welfare and into full-time jobs.

Six weeks of Test Preparation, the current Center course, helps women brush up on rusty skills and overcome the fear of testing. It also gives them a

chance to work with Center career counselors on interview skills.

After seven successful cycles of Test Preparation, Women's Center Director, Merble Reagon says proudly: "We know how to identify the women we can help and the majority of these do succeed, after one or two tries, in winning a subsidized training slot and the job that follows."

Support for this daytime program has come from the Rockefeller Foundation, New York State Department of Labor's Displaced Homemaker and WIN programs, and a number of private corporations and foundations. continued on page 5



Be Slim-Safe With NCNW

Want to lose weight and support NCNW at the same time? It's not only possible, but definitely recommended.

Dick Gregory, celebrity and nutrition expert and long time friend of NCNW, has developed a special Slim-Safe Bahamian Diet, featuring his effective 4X formula and Cernitin Flower Pollen. We've tried it and it works! Now being made available to the public by a Swedish firm, AB Cernelle, and distributed nationwide by Cernitin America, Dick Gregory's Bahamian Diet is a first step in introducing you to a line of high-quality Pollen-based products.

Many NCNW members and friends have become actively involved as distributors and/or sponsors. You too can take part in this unique opportunity for self-employment by becoming an independent distributor. Sign up with any NCNW distributor or contact the NCNW Staff Coordinator, Nelson E. Peebles, at the New York Office. Among the NCNW distributors are:

- Elsie Carney, NYC, N.Y. (212) 534-5859
 - Juet. Coleman, New Jersey, (201) 763-9096
 - Vera Clanton, San Francisco, CA. (415) 929-9564
 - Virginia Clark, NYC, N.Y. (212) 864-2417
 - Josephine Felder, Chesapeake, VA. (804) 485-1825
 - Emma Fulwood, Corona, N.Y. (718) 899-0514
 - Robert A. Hall, NYC, N.Y. (212) 683-3895
 - Leon Langford, Washington, D.C. (703) 361-9273
 - Esther McCall, NYC, N.Y. (212) 926-7965
 - Peola H. McCaskill, Washington, D.C. (202) 526-7866
 - Laverne McPherson, NYC, N.Y. (212) 320-0212
 - Kathleen Mosley, Bronx, N.Y. (212) 379-5289
 - Leslie P. Myers, Bronx, N.Y. (212) 671-7980
 - Maurine Perkinson, Los Angeles, CA. (21) 734-0880
 - John H. Jones, Paterson, New Jersey (201) 523-6146
- Sign Up Now!

How Are We Doing? Nairobi Conference to Review Progress During UN Decade of Women

A world conference on the achievement of the United Nations Decade For Women: Equality, Development and Peace is set for July 15-26. An independent non-governmental organization (NGO) Forum will also be held in Nairobi, from July 8-17. Concurrent workshops will address issues of special interest of women of color.

NCNW is offering two travel packages which allow you to participate in the Forum and see more of Kenya and other countries such as Egypt, Swaziland and Senegal.

If you're interested in a NCNW tour, act quickly. Write to Ruth Anita Sykes, Assistant to the President, National Council of Negro Women, 701 North Fairfax Street, Alexandria, Va. 22314.

Reading is Fundamental NCNW Louisville, Kentucky

By Laura A. Brito, Chairperson

A child who won't read
becomes an adult who can't read!

The Louisville Section of NCNW is in its second year of the "Reading is Fundamental" (RIF) program. RIF encourages young people to read more and to read for pleasure. It engages children in activities that highlight the fun of reading. Book distributions are scheduled several times a year; youngsters three years old through high school are offered free books which they are allowed to keep.

Last year, the program was conducted at three participating pre-school centers. Children 3, 4 & 5 years of age received 785 books. Funds for books were donated by the Louisville Section and the Louisville Chapter of Jack & Jill, Inc.

The Section's RIF and Education Committee combined forces to submit the proposal to the RIF national office and organize the program. The program sponsored its first activity in April, 1984. The Mayor and the Aldermanic Board issued a proclamation for "Reading Is Fun Week." Six local women recognized and received certificates for their commitment to young people and their efforts to promote reading.

For information on submitting a proposal to stem the tide of rising functional illiteracy write:

Program Services Division
Reading Is Fundamental Inc.
60 Maryland Avenue S.W.
Smithsonian Institute
Washington, D.C. 20560

NCNW NATIONAL AFFILIATES

ALPHA KAPPA ALPHA SORORITY

Mrs. Faye B. Bryant
Supreme Basileus

AUXILIARY, NATIONAL MEDICAL ASSOCIATION

Mrs. Mildred Lord
President

CHI ETA PHI SORORITY

Mrs. Essie Rowser
Supreme Basileus

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Mrs. Audrey Coleman
Grand Basileus

LAS AMIGAS

Ms. Lona Florence
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NATIONAL ASSOCIATION OF FASHION & ACCESSORY DESIGNERS (NAFAD)

Dr. Berdia Bush
National President

NATIONAL ASSOCIATION OF NEGRO BUSINESS & PROFESSIONAL WOMEN'S CLUBS, INC.

Mrs. Frankie Jacobs Gillette
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SUPREME GRAND CHAPTER, ORDER OF EASTERN STAR

Dr. Julia Fitzpatrick
Most Worthy Grand Matron

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Mrs. Elnora Starks
Supreme Basileus

THE CHUMS, INC.

Ms. Ponjola Priest *BCPS-SSW*
National President

THE WOMEN'S CONVENTION, AUX. TO THE NATIONAL BAPTIST CONVENTION, U.S.A.

Dr. Mary O. Ross
National President

TOP LADIES OF DISTINCTION, INC.

Ms. Bobbie W. Moorehead
National President

TRADE UNION WOMEN OF AFRICAN HERITAGE

Mrs. Thelma Dailey
National President

WOMEN'S HOME & OVERSEAS MISSIONARY SOCIETY AME ZION CHURCH

Mrs. Alcestis Coleman
National President

WOMEN'S MISSIONARY COUNCIL CME CHURCH

Mrs. Thelma Dudley
National President

WOMEN'S MISSIONARY SOCIETY AME CHURCH

Mrs. Wilhelmina Lawrence
National President

WOMEN'S SECTION, NATIONAL BAR ASSOCIATION

Ms. Carolyn Howard
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Mrs. Evelyn Lowery
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PI OMICRON RHO OMEGA SORORITY

Ms. Delores O. Washington
Supreme Basileus

ZETA PHI BETA SORORITY

Dr. Edith Francis
Grand Basileus

Special Fund Raising Project Planned With Frito-Lay

The National Council of Negro Women (NCNW) and Frito-Lay Inc., the Dallas-based snack food manufacturer, will begin in August a consumer promotion and fund raising project as part of the special "Salute to Black Women Who Make It Happen."

One million coupon booklets will be distributed to NCNW sections and at key affiliate conventions beginning August 1, 1985. The booklet will feature 15 cent discount coupons for various Frito-Lay products, including LAY'S Brand® and BAKEN-ETS®. For every coupon redeemed between August 1 and October 30, 1985, Frito-Lay will contribute 5 cents to NCNW.

In addition to the coupon booklet, a free 11x17-inch full-color commemorative poster suitable for framing will be available with three proofs of purchase. Frito-Lay has commissioned prominent Black female illustrator, Barbara Higgings Bond, to

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What Else Happens At The Center?

A variety of information, career counseling, education, personal development courses, workshops and services, both at the lunch hour and after work. The Center sponsors a self-help group, Debtors Anonymous, to help people get and stay out of debt, and Displaced Homemaker Program which enables women to prepare for entry into the job market.

Most importantly, the Center provides a hub for the contacts so many Black women in business lack: a network of volunteers from business and the professions.

YOU CAN HELP NCNW FIGHT AGAINST HUNGER IN AFRICA



NCNW village garden project in Senegal. This is a part of NCNW Long-term project to fight hunger. Photo by Julie Steedman.

Starvation and malnutrition are rampant on the African continent. Emergency assistance to Africa has helped in the short-term, but over the long-term much more is needed. Famine is not an overnight occurrence. Long-range programs designed to increase food production, improve farming techniques, combat soil erosion, and prevent the spread of the desert are necessary solutions to fighting hunger in Africa for the future.

African women are crucial in any long-term solution to the hunger problem. They make decisions about which food crops to plant, how much, when, and by what methods. Women also carry major responsibility for processing, storing, and marketing the agricultural products. Women in Africa produce 60 to 80 percent of all agriculture produced and about 90 percent for the food crops.

For almost ten years, the National Council of Negro Women, Inc.-International Division

(NCNW/ID) has been making a difference in the lives of rural African women through community gardens, pig banks, farming cooperatives, and nutrition education. As partners in development, NCNW-ID has worked with rural African women to build wells and introduce improved vegetable seeds in the Casamance Region of Senegal; increase the productivity of vegetable gardens in Togo; and to introduce alternative techniques for poultry production in Mauritania and pig production in Swaziland. You can help fight hunger in Africa by making a tax-deductible contribution to NCNW-ID to support long-term development projects in Africa. Your contribution can make a difference. Send your tax-deductible dollars to:

HUNGER

National Council of Negro Women, Inc.
International Division
701 North Fairfax Street, Suite 330
Alexandria, Virginia 22314

NCNW National Affiliates Assembly Confab Held in Washington, D.C.

"Come let us work together for the good of the whole"

By: *Christene Chambliss, Chair*
Women's Missionary Society AME Church

The National Council of Negro Women, Inc. held its National Affiliates Assembly in Washington, D.C., December 7-9, 1984. The theme was "Increasing Effectiveness in Linkages and Collaboration." It was heart-warming to listen to the different organizational representatives (26 of the 29 affiliates were represented) give brief descriptions of the work of their organizations. It would be more heart-warming to get all of these wonderful groups speaking in the same voice at the same time on the same issues. There is no end to what could be accomplished. It is rewarding, however, to have a part in trying to make this all happen and I congratulate the officers and staff of NCNW for its efforts in this direction.

During the meeting the direction was simple; first we gathered information, we received the challenge, then strategically planned for action. After we introduced ourselves, an elaborate International Reception was held. The ladies dressed in their most beautiful international garb from Africa to the Isles of the Seas. It was one way to show our solidarity with our sisters in other lands. Mrs. Effie Barry, the first lady of Washington, D.C. welcomed NCNW to the city, congratulated us for the work that is being accomplished in the interest of Black causes and human beings everywhere, and encouraged us to continue.

To accomplish the planned program, workcenters were set up: I. The Role of National Women's Organizations in International Development; II. Women's Opportunities and Challenges in the

Transit Industry; III. The Role of Women's Organizations in Community Health Protection; IV. Women and Work.

As usual some of the very best authorities were available to offer information and expertise. The list of knowledgeable panelists was impressive. A myriad of information was gathered from these workcenters and ideas were given for implementation.

Fresh from the heated discussions in the workcenters we were given the challenge by the Keynote Speaker, The Honorable Shirley Chisholm, who said "Black women must seriously organize for change. The impact of the present Administration will be felt by all of us, so the Affiliates must become 'foot soldiers' and get rolling. We must become more than mere card-carrying members of NCNW. If necessary, we must march on Capitol Hill and let the world know we are 'Big, Black, Beautiful and Bold.' We need less rhetoric and more action."

Mrs. Chisholm lighted the torch, passed it, and, we accepted the challenge, reassembled and set up for strategic planning under I.; 1985-50th Anniversary Celebration; II.; Children Having Children - a Collaborative Effort; III.; Supporting NCNW Operation. Every participant was free to have input in these planning sessions.

The delegates voted to go public with two important resolutions supporting the effort to fight Apartheid in South Africa and to improve Education in America. You will be reading more about these issues.

We must learn how to be individuals who can always collaborate on issues that affect us as a people. It doesn't matter what our religion, what social club we join, where we live. When an issue affects us as a race, we should band together and convince others that we do not stand still.

There are other times when we must disburse and spread out for the best effect. We must use the great intellect that we know we possess to the greatest benefit. Versatility and the ability to make value judgments at the proper time will give us the desired results.

I pray and long for the day to come when we can act collectively for mankind with no personal strings attached and give God the glory!

Excerpts from MISSIONARY MAGAZINE

The 50th Anniversary Campaign Will your name be there?

The NCNW is in a campaign to raise funds which are greatly needed to . . . Preserve the Past . . . Strengthen and Support the Present . . . and Assure the Future. Be a part of this drive to lay the base for self-reliance for both general support of the national organization, and program development. A beautifully designed "Founder's Book of Honor" will provide a permanent record of the Golden Anniversary and all who contribute to

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50th Anniversary

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achieve the financial goal. You are urged to contribute as follows: Sponsor \$500., Patron \$100., Donor \$50. The *Black Woman's Voice* will publish the names of those who make their contributions by June 30, 1985.

A highlight of the Convention will be a glory march to place the "Founder's Book of Honor" in the NCNW Archives. All contributions are tax deductible and should be made payable to NCNW, Inc.

GIRLS IN TROUBLE WITH THE LAW: THEIR CUSTODY AND COMMUNITY CARE

*By Ruth A. Sykes
Assistant to the President*

(*Editor's Note)

*This article was excerpted from a speech given by Ruth A. Sykes for the U.S. department of Labor Women's Bureau in Washington, D.C., April 24, 1985

The National Council of Negro Women takes the role of an advocate in attacking a wide range of economic and social issues. One of NCNW's largest service programs—Operation Sisters United was developed from a proposal written in 1967.

In November 1972, the National Council of Negro Women was funded by the Law Enforcement Assistance Administration, to conduct a demonstration project in the District of Columbia: a non-residential alternative for female youth, age 11-16 years, to "provide a useful model for developing detention alternatives for young female offenders utilizing community volunteers."

According to a 1974 study, by the National Assessment of Juvenile Corrections project nearly 75% of the girls detained in juvenile correction facilities are status offenders as compared with only 25% for boys. A majority of juvenile girls in custodial institutions are charged with status offenses such as truancy, running away and incorrigibility—offenses for which adults could not be confined. However, most boys who are institutionalized have committed offenses which would be criminal if committed by an adult. This study found that girls detained for less serious offenses, are confined for longer periods of time.

In 1974 Congress adopted the Juvenile Justice and Delinquency Prevention Act which was to prevent dependent, neglected and abused children from entering the system and to assist communities in establishing non-institutional facilities. This act mandated deinstitutionalization for status offenders

and more importantly it provided funds for community based care for status offenders and their families.

The amendment on October 3, 1977 to this act, forced the National Council of Negro Women to tailor its program to include youth who are in danger of becoming delinquent, drop outs or who are suspended from school and to extend their capabilities while releasing energies, creating opportunities and preventing crime.

A community-based alternative is judged by two most common criteria, effectiveness and cost. The effectiveness of the Operation Sisters United Program is reflected in its less than 2% recidivism rate and cost of this program is approximately \$3000 per girl per year while placing a girl in a secure setting would cost \$24,000 a year.

Operation Sisters United in Washington, D.C. is located at 4604 13th Street, N.W. a two story, church-owned, family dwelling unit in a quiet residential neighborhood in the northwest sector of the city. The house is available for use from 10:00 A.M. until 7:00 P.M. daily, five days a week, with a variety of special, events scheduled for weekends. Special accommodation is made to meet the needs of out-of-school youth during daytime hours and an expanded program tailored to school vacation requirements is instituted during the summer months.

So successful was Operation Sisters United that on October 1, 1978, NCNW was funded by the Law Enforcement Assistance Administration to conduct the program in six communities, Washington, D.C.; Greenville, Mississippi; Dayton, Ohio; St. Thomas, Virgin Island; Newark, New Jersey; and Alameda County, California.

LEAA Acting Administrator James M.H. Gregg, states "Operation Sisters United is the kind of self help that may prove to be effective in communities throughout the country—it demonstrates that funds are only part of the solution—the real way to rehabilitate youth is through caring communities that direct the energies of citizens toward helping their own youth." This is the premise upon which Operation Sisters United continues to function.

NATIONAL BAPTIST CONVENTION OF THE USA INC. SUPPORTS NCNW

The National Baptist Convention of the USA Inc. under the leadership of Dr. T.J. Jemison, President, voted wholeheartedly to support the National Council of Negro Women with a generous contribution. And that's only the beginning.

During National NCNW month, which is May, pastors from across the country have been called to enlist at least 10 NCNW members. Additionally, they have been urged to have their church take a group life membership. This promising partnership sets a

worthy example to insure NCNW of reaching its goal of 1 million members to broaden the base of self support and strengthen collective power.

The Women's Convention, Auxiliary of the National Baptist Convention, is a national affiliate under the leadership of Dr. Mary O. Ross.



NCNW Convention A Celebration of Celebrations November 11-17, 1985

When was the last time someone told you how wonderful and powerful you are? When was the last time anyone celebrated your efforts?

November 11-17, 1985, The National Council of Negro Women will celebrate its' 50th Anniversary and the strides that have been made by Black Women.

The theme of the Convention, being held at the Hyatt Regency Hotel in Washington, D.C., is "Black Women United—A Powerful Force." The entire convention is dedicated to Black Women for a job well done. It will be a time to celebrate, To look back on the victories in your history and in your own life and feel empowered to invent solutions for your future.

For more information on registration and convention activities, contact your local NCNW Affiliate or Community Based Section Representative.



Health Protector Program to Improve Quality of Life

Health protection always has been a concern of NCNW. For five decades NCNW has worked to improve the quality of life for Black women and their families.

In these times of environmental pollution, carcinogens, and dangerous drugs, the appropriate question seems: Can we really protect our health in the same manner that we protect ourselves from other risks and dangers? In attempting to answer this question, it has been found, for example, that cigarette smoking is the single most preventable cause of death.

NCNW membership mandated by convention resolution that highest priority be given to ways and means to improve the health of the Black community. Recently, NCNW has been involved in networking and collaborative efforts with the National Medical Association. The National Immunization Program (NIP) immunized thousands of children who otherwise might not have obtained this important preventive measure for early childhood diseases.

With a grant from the U.S. Department of Health and Human Services, the NCNW launched the National Health Protector Program in partnership with the National Association for Human Development. This self-care project is to develop a model in Washington, D.C. and Atlanta, that will involve a cross section of community leadership. The focus will be on stress management, high blood pressure control and education, occupant safety, nutrition, exercise, and smoking cessation.

The Health Protector Program will attempt to improve the quality of life and save dollars for individuals, families, and communities.

Dr. Gertrude Hunter, Howard University College of Medicine, serves as Senior Advisor to the national project and Chair of the Advisory Committee; while Dr. Miriam Chivers, West End Medical Center in Atlanta, and Dr. James H. Carter, Jr., Morehouse College of Medicine, serve as Chair and Co-Chair, respectively, of the Executive Advisory Committee for the Atlanta-based project.

For more information, contact Linda Bass, MPH, Project Director at NCNW Headquarters.

Fund Raising continued from page 4

create a unique and distinguished work of art depicting five black women "who have made it happen" with their signature making the poster a collector's item. The women to appear on the poster are: Mary McLeod Bethune, Dorothy I. Height, Lena Horne, Shirley Chisholm and Barbara Jordan.

"After careful research, we felt the five Black women selected for the poster represent important historical and contemporary Black women who have and are making things happen", said Debra Mars, Promotional Planning Manager for Frito-Lay.

"Frito-Lay Salutes Black Women Who Make It

Happen" is the theme of the joint venture between Frito-Lay and the National Council of Negro Women, which includes a special achievement award program along with the commemorative poster and the discount product coupon program.

Call to Regional Consultations of NCNW Affiliates

"Black Women Helping Black Women"

Black women representing the national organizations affiliated under the NCNW umbrella, along with representatives of community-based NCNW Sections, are called to gather in Regional Consultations. The meetings mark the launching of the 50th Anniversary of the National Council of Negro Women and the forthcoming world conference

on the U.N. Decade for Women to be held in Nairobi, Kenya in July 1985.

As Black women, we want to speak for ourselves, about our status, our needs and aspirations. We want to come together to develop forward-looking strategies of implementation for the advancement of women.

The one day sessions are designed to have morning HEARINGS in which Black women from different walks of life SPEAK OUT on issues affecting their lives, their children and families.

In afternoon STRATEGY SESSIONS, the focus will be on using our organizational strength for the empowerment of Black women, finding ways to help one another to cope and to utilize our interorganizational network effectively to improve the quality of life in the tradition inspired by Mary McLeod Bethune.

Heads of NCNW national affiliates are calling leaders and members of their respective organizations to meet together in consultations. Findings from the sessions will be utilized in connection with the Nairobi Conference.

MEMBERSHIP APPLICATION

Say YES and help reinforce NCNW's efforts to improve the quality of life for the Black woman, her family and community.

DUES STRUCTURE

- Annual\$ 8.00
- Junior 2.00
- Rural 3.00
- Direct Annual Membership through an affiliated organization 5.00
- Contributing 25.00
- Life Membership (payable in \$75.00 installments) 300.00
- Associate (Men) 10.00
- Associate Life Membership (Men) 300.00
- Group Life Membership (payable in \$125.00 installments) 500.00
- Legacy Life Membership (payable in \$250.00 installments) 1,000.00

Check Type of Membership

I am a member but would like to make a contribution for NCNW program support.

Date _____ Amount _____

Please Print/Type

Name _____

Address _____

City _____ State _____ Zip _____

Organization affiliation (if any) _____

Please make checks payable to: National Council of Negro Women, Inc.
701 No. Fairfax Street, Suite 330
Alexandria, Virginia 22314

All contributions are tax deductible

The Bethune Recognition Program

The concept of self-reliance has governed NCNW since its inception. With faith in God, five little girls and \$1.50, Mary McLeod Bethune founded a school which is today Bethune-Cookman College. She set a tradition that challenges women to contribute time, money and energies to forging a strong, national movement for equality and justice.

The evolution of NCNW from a totally volunteer organization into one with funded projects throughout the United States and on the African continent, has increased the need for administrative and organization support through which to manage this growth.

An Independent Sector Study reports that the tightening economy has "...impacted disproportionately and severely on already vulnerable persons in our society and is weakening many of the voluntary organizations that are now counted on to expand services - they are being forced to cut services at the exact time when more people are unemployed or whose public programs are being curtailed."

NCNW indeed has been affected. Within reach of 50 years of unbroken service, retrenchment is a possibility at a time when those we serve need us most.

In 1975, NCNW launched a nationwide effort - the Mary McLeod Bethune Recognition Program. The Program gives deserved recognition to those who raise, or make a contribution of \$250, \$500, \$1,000 or more to support the work of the National organization - to become a "Bethune Achiever". At special occasions, throughout the country, awards are presented to Bethune Achievers and new Life Members are honored and presented their life membership certificates.

Funds raised through the Bethune Recognition Program support a variety of program initiatives. While projects are funded primarily by foundations or public dollars, many critical voids in funding are

filled from the Bethune Recognition avenues. General support is the hardest money to raise. In the Bethune tradition, we do not ask others to do what we must do ourselves.

The Bethune Recognition Program provides the best opportunity for women and men committed to the ideals of NCNW and the legacy of Mary McLeod Bethune to demonstrate their support in a significant way. Each Bethune Achiever and life member moves NCNW a step forward in its quest to assure that opportunity is guaranteed to the Black woman, her family, and community.

This, our 50th Anniversary Year, is the time to become a Bethune Achiever or new life member to help propell NCNW to complete - Self-Reliance. Bethune Recognition Programs are already scheduled in the following areas; New York, May 18; Connecticut, June 8; South Carolina, September 14; New Jersey, September 28; Mid-Atlantic, October 3; Southern California, October 12; and Northern California. Date to be announced.

Black Woman's Voice

Black Woman's Voice is published quarterly by the National Council of Negro Women, Inc.

Black Woman's Voice welcomes news items, comments and suggestions which will aid and stimulate those who work to improve the status of Black women. Send information, letters and request for more copies to N.Y. Office.

New York Office:
777 U.N. Plaza, Third Floor
New York, N.Y. 10017

National Headquarters:
701 N. Fairfax, Suite 330
Alexandria, Va. 22314

Founder:
Mary McLeod Bethune

National President:
Dorothy I. Hieght

Message continued from cover

In a united drive, NCNW Affiliaes are working to enlist 1,000,000 members to broaden the base of self support and undergird our collective power. NCNW affiliated member national organizations are forging new patterns of unity by collaborating on the problems of children and youth. Through NCNW the concerns and aspirations of Black women and their families are represented on Capitol Hill and at the United Nations.

Shortly, before she died on May 18, 1955, Mrs. Bethune gave these words in her last will and testament

I leave you love,
I leave you hope,
I leave you the challenge of developing confidence in one another.
I leave you a thirst for education.
I leave you a respect for the use of power.
I leave you faith.
I leave you racial dignity.
I leave you a desire to live harmoniously with your fellow man.
I leave you, finally, a responsibility to our young people.

Commitments, unity and self reliance are the underlying concepts of NCNW's programs that challenge all of us to live the legacy and take a hand in shaping the future.

Dorothy Hieght

President,
National Council of Negro Women

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Worshipful Diocese of Liverpool Training
Concern that teachers for work in schools
is a pre-requisite for work in schools
and give sense of perspective
social workers bring
to problems in the schools
situations outside agencies
handle what when it's
interventions needed in
the school situation

Case Situations for Certification Presentation

Take through typical day of a SSW - do not
want to use contrived situations - want real
situations - names not revealed of course. Want
to have SSW receive calls, make an emergency trip
from one sch. to another, attend a screening
committee mtg. presenting a psycho-social assessment,
stop by a home of a parent enroute to her ^{his own} home.

Situations - I handled Woker - All contacts for details

1. Student refusing to go home fr. sch. Sutton, Gardner
Reel, Priest, Woker
2. Suicide threat Griffins Woods, Hines, Burke, Purjes
3. Mrs. ill / dying - child moved - Woods, Sutton, Purjes, He's
stay home to care for her
4. Depressed student - Bondell, Griffins Wood, Priest, Alexander
5. Child who fell through cracks Lada, Smith, Frouth of
failed twice never screened - Burke, Purjes
6. Child observed mother kill herself - Duplessy - ^{Said mother murdered} - Journal - ^{Guard - Fo}
7. Child never entered sch. until 12 - Brody
kept in closet or confined to home
8. Child dropped from speech therapy - Brody
mouth + teeth so bad - needed to secure dental treatment -
9. Parent refused to sign permission
forms for assessments or placements Eposito, Cross, Woker
is disagreed w/ ITP and SSW
helped resolve issue Bondell, Purjes