



Cassandra

radical feminist nurses
newsjournal

Vol. 1 No. 3 September, 1983



Just as long as newspapers and magazines are controlled by men, every woman upon them must write articles which are reflections of men's ideas. As long as that continues, women's ideas and deepest convictions will never get before the public.

- Susan B. Anthony

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

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 Cronos (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 effect 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.

SUBMISSION GUIDELINES

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

Articles should be original work that has not been previously published; preference is given to articles written by women who are members of CASSANDRA. The suggested length of articles, commentaries and reviews is 2-4 pages, typed double-spaced.

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 information submitted 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.

SUBMISSION DATES

For each September issue: August 1
For each January issue: December 1
For each May issue: April 1

WHERE TO SUBMIT

For the January, 1984 issue (Vol. 2, No. 1), send material to:

CASSANDRA
P.O. Box 341
Williamsville, NY 14221

Material needs to be received by December 1, 1983 to be considered for this issue.

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PURPOSES

(As agreed upon at the San Francisco gathering, June, 1983)

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

Our primary purposes are to:

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

FUTURE AREA GATHERINGS

THE CLEVELAND WEB is planning an all-day gathering on October 1, 1983. Other Webs from Ohio, Western New York, Pennsylvania and other surrounding areas are invited. For information on the time and place, contact Kirste Carlson, 2446 Kenilworth, Cleveland Hts., OH, 44106.

NEW ENGLAND CASSANDRANS and CASSANDRANS attending the Sigma Theta Tau biennial convention will gather October 13, 1983, at 6 pm at the Park Plaza Hotel, headquarters for the convention. The exact location of the gathering may not be at the hotel, but watch for details in the convention news. For more information contact: Linda White, 617/424-5084(w)

ITEMS OF INTEREST

CASSANDRA: RADICAL FEMINIST NURSES NEWSLETTER has been entered in the 1983 Sigma Theta Tau Regional Media Awards Competition. The Regional Media Awards will be presented during the Sigma Theta Tau Biennial Convention, October 12-14, Boston, MA.

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"Florence Nightingale (1820-1910): A Radical Genius Re-membered" by Denise Donnell Connors appears in TRIVIA, Spring 1983, pp. 87-90. Denise describes our Network in the conclusion of the article.

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"Nurses Organize Around Socialist and Feminist Theories" by Kathleen I. MacPherson appears in THE MAINE NURSE, April 1983, p.5. Kathleen describes both the Nurses' Caucus of the Democratic Socialists of America, and Cassandra.

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REPORT OF THE GATHERING

compiled by Peggy Chinn and Charlene Wheeler

On June 27, 1983, 30 women gathered at the Women's Building in San Francisco to spin and weave the next epoch in CASSANDRA'S development. The women who gathered were: Barbara Limandri (CA), Dolores Dawn (WI), Peggy Myers (TN), Kate Sculti (CA), Lisa Guravitz (CA), Kay Rousseau (CA), Merrie Kaas (CA), Catherine J. Dodd (CA), Sue Dibble (CA), Marilyn Dodd (CA), Jeanne DeJoseph (CA), Peg Shepherd (WA), Lisa Jeanine Chickadonz (OR), Emily Anderson (MA), Kathy Gregory (CA), Judith Carr (OH), Lana Whall (OH), Carol Ashton (UT), Maeona Jacobs (UT), Marta Johnson (CA), Susan Browne (CA), Ann Voda (UT), Charlene Eldridge Wheeler (NY), Peggy L. Chinn (NY), Betty J. Carmack (CA), Adrienne M. Roy (NY), Bev Hall (CA), Janet Allen (CA), Margaret Dunlop (CA), Chris Vourakis (CA).

The following summary of the gathering is extracted from minutes that different women recorded during the three days of the gathering. Some of the notes we worked from in preparing this report are scanty; we particularly regret omissions of credits to individual women. We feel fairly confident that the decisions reported are accurate, but welcome any corrections from the women most directly involved in the work related to each topic.

Monday

Barbara and Susan provided a welcome to San Francisco and oriented women to the facilities of the women's building, things of interest in the area, transportation systems, housing arrangements, and answered questions from the group about coping in the big city! Following the introduction, they provided an overview for the day's agenda. Next, Charlene and Peggy led a group presentation, which included quotes read by women in the group, women's music, and poetry. The presentation was titled "Will the REAL Nurse Please Stand Up?". The first section "Mother, Lover, Bitch, Whore" began with the poem "For Strong Women" by Marge Piercy,

and ended with Malvina Reynold's singing "Their Pocket's Got a Hole." Using a wide variety of quotes from men defining women, this section focused our attention on the patriarchal lies and myths prevalent in our history, but still alive and well today.

The second section "The HOLE - women who value women" focused on realizing the strength of our potential through listening to the words of women - Pat Parker, Mary Daly, and Janice Raymond. The song "You Bet" by Holly Near summarized the message relevant to all of us - ". . . loving myself - it starts with myself."

The third section "A Nurse is A Nurse is A Nurse - Will the REAL Nurse please stand up?!" again had us listen to the words of the men as they have defined and still define the IDEAL nurse. Realizing that we have heard these voices all too well, internalized them and even spoken them as our own, we listened to the words of our fore-sisters Florence Nightingale and Jo Ann Ashley who echoed our own self-endorsing sense of ourselves as women and nurses. Kay Gardner's song "Wise Woman" paid tribute to all wise women's knowing.

The fourth section began with Robin Morgan's quote:

"I want a women's revolution like a lover.
I lust for it, I want so much this freedom,
this end to struggle and fear and lies
we all exhale, that I could die just
with the passionate uttering of that desire."

The words of Florence Nightingale, Lucy Stone, Ruth Abrams, and Elizabeth Oakes Smith focused our attention on CASSANDRA as a revolutionary force, CASSANDRA as a space where women may exercise "passion, intellect and moral activity"; CASSANDRA as a means for uniting with our history as a way to no longer bow down to the "fears and lies". The song "Coming Into My Years" by Cathy Winter and Besty Rose celebrated women growing older, wiser, speaking out, and getting off our knees! The presentation ended with the poem "Low Road" by Marge

Piercy which beautifully describes what women are capable of when united in strength.

Following a discussion of the presentation and a break, we spent the remainder of the morning introducing ourselves to one another and sharing what we each wanted to contribute to CASSANDRA. We all then went to lunch at The Artemis Cafe, a woman-owned deliciously-different restaurant within walking distance of the Women's Building. Several of us discovered "Old Wives' Tales" (San Francisco's women's bookstore) on the return walk and found it almost difficult to remember to return for the afternoon's portion of the gathering!

Charlene began the afternoon with an explanation of rotating chair as the process that we would use for our discussions. The process of rotating chair is consistent with CASSANDRA's philosophy in that it models a feminist alternative to hierarchical power structures where vocal individuals or individuals with "prestige" tend to dominate discussions and control or manipulate decision-making. Rotating chair, as a concept, has several distinct components that encourage maximum participation by every individual. Gatherings begin with "Check-in," when women share with the group circumstances and events that are likely to influence their participation and processing during the discussion. The convener's responsibility is to facilitate the group's attending to the mutually-agreed upon agenda and lead the process of decision-making by consensus. Rotating chair, as a process, is a mutually shared responsibility for facilitating group interactions, and whoever is speaking holds the chair until she passes it along to another woman who indicates her desire to speak. Some basic understandings are fundamental in passing the chair along. A woman expresses her desire to speak by raising her hand rather than verbally interrupting. The individual speaking is under no obligation to relinquish the chair if she has not completed the ideas she wishes to share. Once she has finished her thoughts, she then recognizes the next woman, giving preference to a woman who has not spoken or not spoken recently on the issue at hand. The primary intent of the process of rotating chair is to avoid dialogue between two individuals, which while valuable when only two are present, does not promote every woman's voice in a larger group being heard. Also, dialogue promotes argument and debate between individuals, and can be intimidating for many women. The process of rotating chair, by contrast, honors each woman's input as valuable and necessary if group consensus is to be achieved. When potential dialogue is interrupted by other members of the group, women have time to reflect on their own position, hear the thoughts and feelings of group members, and decide if their thoughts and feelings are facilitating or hindering group process. Group decisions are reached by consensus. This contrasts sharply with patriarchally-defined concepts of voting, where the

majority rules. When all relevant positions on an issue have been heard (preferably without repetition and reiteration!), the convener summarizes what appears to be the predominant sense of the group, and asks if this summary is satisfactory to all. At this point, any dissenting viewpoint is expressed, and the discussion continues with a focus on reaching an acceptable conclusion that takes into account all viewpoints. Although the process seems at times interminable, by encouraging dissension, discussion and exploration of areas of agreement, each individual's thoughts and feelings are considered by everyone. If an issue is not amenable to decision by consensus, the group can decide not to decide at that time, but leave the issue open for discussion later. Central to the concept of rotating chair is that a group decision reached by consensus is a stronger decision than that achievable by any one individual, no matter how well informed. Such a decision is also stronger and more acceptable to all individuals than one achieved by a majority, where (sometimes large) minority preferences are not taken into account.

The final component of rotating chair is that each session ends with "criticism/self-criticism". At this point the issues under discussion are laid aside, and the focus becomes one of examining the actual process of the discussion. Crit/Self-crit is a commitment to examining one's own behaviors in the group, as well as the behaviors of others. While criticism of one's self or of others feels like a risky thing to do publicly, in this process the commitment is to each individual's growth within the group as a whole. Often during crit/self-crit, feelings that were undercurrents in the discussion become expressed openly, and everyone in the group leaves with a better understanding of one another and of the group.

Following the explanation of rotating chair, the afternoon's session was convened by Peggy Chinn (there were three Peggy's there!). The focus was the "dressing of the loom", which included identifying agenda items for the remaining two days and setting priorities for discussion of issues. We reviewed the agenda as outlined in the March issue of the newsletter and decided that there were no other topics that needed to be added. We decided that our purpose, priorities and philosophy needed to be addressed first since would provide the foundation for all other discussions. We also decided to intersperse spinning and weaving - weaving being decision-making topics and spinning being sharing of ideas, planning and dreaming!

For the remainder of the afternoon the group discussion centered around clarifying who we are as a group, what is feminism, and more specifically, what is radical feminism?! There were probably as many definitions of these concepts as there were women present at the gathering! We heard one another's thoughts and feelings, responded ten-

tatively, and privately questioned our own commitments and definitions. As a result of this discussion, we decided to focus Tuesday on further discussion of our purposes and philosophy, how we want to define our membership, and what we each have to contribute. Peggy C. and Charlene offered to share with the group a presentation they had formulated for Case Western Reserve on "Feminism and Nursing" around which the group could further clarify some of the issues surrounding radical feminism, lesbianism, male members, the value of feminist critique.

We ended the day with our first decision reached by consensus! We decided to proceed with an order for CASSANDRA T-shirts, using a graphic rendition of our logo (originally designed by Emily Culpepper) prepared by Charlene which included "San Francisco 1983" and "CASSANDRA". The women who placed orders in San Francisco provided the seed money that made it possible to establish an on-going T-shirt supply for all CASSANDRAN's! We all left Monday's gathering full of new ideas, excited with new dreams, overwhelmed with the potential, energy and intensity generated by our day's activities. Additionally, we each left with many questions and needs to re-consider and think through the many issues that were raised in the early afternoon discussion of feminism and radical feminism.

Tuesday

Tuesday morning's session, convened by Peggy C., began with "check-in". On Monday we all left with many questions and realized that although we came together with a common bond, we were a remarkably diverse group. By Tuesday morning we had had time to re-consider and think through issues and share informally in small groups, but many women approached the morning with a "fear of no-fit!" As a result, we made a commitment to creating and maintaining the safety of this space for everyone to be heard, and to the process that would help each of us resolve for ourselves and with the group the questions and issues that had emerged.

We began with women sharing what they wanted to contribute to CASSANDRA. The discussion was diverse and at times was very personal in nature, while at other times very task-oriented. Individual women periodically queried the group as to whether we were discussing what we have to offer to CASSANDRA or if we were discussing the purposes of CASSANDRA. Much of the discussion centered around the issues of what "radical" meant to the individual women present, what it meant to be a feminist, whether membership should include men or non-nurses, how oppression affects nurses and nursing and the effects that male members might have in perpetuating that oppression, lesbian experience and how this influences individuals and groups in nursing. The group affirmed the basic concept of radical as meaning "going to the root", and the implications of examining fundamental "isms"

as they have influenced nurses and nursing. One woman observed that the very fact that a group of nurses was gathering to examine nursing from a feminist perspective was indeed a radical act.

The group affirmed that CASSANDRA is a place of safety for all nurses. In our discussions of lesbian experience and the influence of that experience in nursing, women who are lesbians were able to openly articulate how their lesbian experience shapes the reality of their lives and how the nursing community has denied the reality of that experience. Women who are not lesbians were able to hear, perhaps for the first time, the realities of their sisters' lives and respond openly with their feelings of confusion, support, concern, and acceptance, as well as acknowledging differences that they could sense. The group affirmed the importance of CASSANDRA providing a place where the experience of all women can be understood, regardless of race, creed, class, ability or sexual preference.

During the discussion a sense emerged from the group that while we had common assumptions around certain definitions or priorities, we needed to articulate more clearly and reach consensus regarding our purposes and priorities. This discussion touched upon just about all of the projected agenda items both for weaving and spinning, and while seeming disjointed, provided material from which our work proceeded thereafter. Kathy summarized the major points that seemed to be emerging from the group as our primary purposes - 1) a network of radical feminist nurses, 2) political action, and 3) feminist analysis of issues relating to nursing and to women's health care.

Following a break (we did take them occasionally!), Charlene and Peggy C. shared their presentation that had been given at Francis Payne Bolton School of Nursing, Case Western Reserve in April 1983. The title of the presentation was originally "Feminism and Nursing," and one of the main purposes was to familiarize the CWR audience with the formation and goals of CASSANDRA. The presentation incorporated women's music and poetry, along with text prepared by Charlene and Peggy. The content of the presentation included a summary of feminist theories, the relevance of a radical feminist critique in nursing, what a feminist perspective means in nursing, nursing as an oppressed group, explored relationships between feminist theory and nursing theory, and shared the visions of CASSANDRA (which were extracted from Gretchen's article in the first CASSANDRA newsletter). The presentation addressed distinctions between a radical feminist approach contrasted with other feminist approaches (i.e. Liberal, Marxist and Socialist), as well as two questions that had formed the basis for some of our early morning discussions: 1) what about the men? and 2) is feminism a lesbian ideology? The presentation seemed to provide a framework of common definitions and shared senses

of fundamental philosophy, which in a sense, cleared the air and enabled us to be more cohesive in our deliberations and decision-making. For example, the group felt that the statement of vision for CASSANDRA that was shared in the presentation was a comprehensive and acceptable summary of our position as a group. We placed the list on an easel so that we could continue to refer to it throughout the following discussions, and ultimately refined it taking into account philosophic viewpoints that required some adjustment in the language.

While we enjoyed the Artemis for lunch on Monday, on Tuesday we were feeling the pressure of time constraints and members of the San Francisco Web fetched luncheon goodies to the Women's Building so that we could maintain our flow. During the afternoon we began to address some practical issues such as the idea for a monthly issue (which is now Cassandra's Action Network), the role of the newsletter (which is now Newsjournal), the possibility of a telephone tree or other ways to pass along information, how committed we are to action and how to facilitate action, how local Webs might get involved in doing some of the major work (like producing the Newsjournal), our financial viability, the issue of incorporation, and countless other issues. As we paused to validate consensus at various intervals during the discussion, we discovered that while we had a unity of central focus, there were still dissenting points of view on most issues that needed to be taken into account, and that it was premature to reach final consensus on some critical issues. For example, when we proposed consensus on the position that men would not be a part of Cassandra's membership, there was one woman who expressed a strong dissenting viewpoint based on a concern that we were becoming too insular. Several other women expressed ambivalence. We explored the issues at that point for a brief period of time, and realized that we were not ready to reach consensus and that further discussion would not be fruitful at that time. Again, the group was feeling somewhat overwhelmed with the minutia surrounding critical decisions. We decided to re-set the agenda and discussed breaking up into small groups so that our work could proceed on Wednesday morning more efficiently. We identified conveners for the small groups, which would focus on the monthly issue, the newsletter, the brochure, incorporation, and membership. We concluded the day with crit/self-crit.

Wednesday

On Wednesday morning we began with check-in and a brief discussion of ideas, thoughts or actions that we might not be attending to sufficiently. We decided that we needed to proceed with the tasks of the small groups, and that in small groups women would take into account the many related issues and ideas that had been discussed. The remainder of

the morning was spent in the small groups. There was indeed some ambivalence about breaking up into groups; many women wanted to be a part of each of the groups since each topic was so pressing and exciting! But realizing the volume of what we yet wanted to accomplish, we proceeded reluctantly as planned.

After lunch (which we decided to grab outside of the building for some fresh space and air!) we reviewed the work of each small group and began to reach consensus on several critical issues. Because of the vast array of material that we dealt with, it is difficult to distinguish exactly what came from our previous discussions, what came from the small groups and what the total group decided by consensus. This report summarizes in general what the outcomes were, with a summary of some of the major views that influenced those decisions.

We began with the work of the group on the monthly issue. There was agreement on the need for a monthly news-bulletin to serve the purposes of alerting Cassandran's of issues, problems and concerns related to feminism in nursing; to provide opportunities for action in relation to feminist nursing concerns; to foster development of Cassandra Webs in local areas; and to provide more frequent contact and opportunity for networking in CASSANDRA. The purposes of the bulletin are clearly different from the newsletter. The Newsletter was felt to be "pre-journal" in quality and intent, thus containing material actually or potentially suitable for publication in a feminist nursing journal. The bulletin would contain action-oriented items with information for Cassandrans to actively express viewpoints on timely actions and events. The proposed name for the monthly bulletin was "Lunacies"; the rationale for the name related to re-defining the term, coordinating the mailing of the bulletin with the lunar cycles, and the nature of the items to be contained within it. The group was not able to reach consensus on this name, and about 50 alternate names were placed under consideration! The name was finally decided to be Cassandra's Action Network. The Network will be issued monthly (except for the months the Newsjournal appears) for one year on a trial basis. Women volunteered to be responsible for compiling and mailing each Network, with Maeona beginning the tradition in August, and coordinating the network for one year. More detail on this item was published in the August issue, and the guidelines for submission of items are included in this Newsjournal.

The small group that worked on the brochure presented a proposal for content of the brochure. The brochure was developed as a means for communicating to women who inquire about CASSANDRA, and for use in distributing information to other interested groups and individuals. This approach was determined to be a better approach than the rather expensive one of sending out copies of our first

newsletter (which has been our practice to date). The group agreed on the content proposal for the brochure, and it is now under development (more details are in the Coordinating Cronos column of this Newsjournal). The brochure group, in designing the brochure content, dealt with several issues around how we want to present ourselves to others and to each other, and polished the statement of purpose that we had been deliberating from the first day. The final statement of purposes agreed upon by the group is included in this Newsjournal.

The small group that worked on incorporation also addressed a number of other issues that were relevant to establishing a solid financial basis for CASSANDRA's future. Some of the ideas brought back to the large group overlapped with other small groups' work, but we were delighted with the independent consensus reflected in their proposals even though they had not collaborated directly! After considering the limited amount of information that any of us knew about incorporation, and the information that Barbara obtained by telephone from a woman lawyer in the area who is experienced with incorporating feminist groups, the consensus of the group was to explore the issue of incorporation further with the intent of becoming incorporated unless some major rationale for not doing so emerged. Barbara's follow-up work is reported in this issue of the Newsjournal. Emerging from that small group, the large group reached consensus that 13% of the annual membership contributions be set aside for establishing a fund to support feminist nursing research. (13% was selected because of that number's significance in women's history). With incorporation, certain expenses will be incurred and alternate banking and bookkeeping systems may need to be established, but we will retain what we have until this task is completed. This group had recommendations about membership contributions that were deferred to the discussion of membership.

The small group on membership suggested membership categories and contributions which were in accord with the group's previous discussions on these issues. The group reached consensus on the following terms of membership: Cassandra membership is open to women in nursing. Membership contribution ranging from \$35-\$50 based on a woman's desire or ability to contribute enables her to receive the Newsjournal, Cassandra's Action Network, and to participate in local, regional or continental gathering where issues central to our purposes are discussed and decisions are reached. A membership contribution of \$15 enables nursing students, and nurses who are unemployed, retired or disabled to participate as a full member. Other individuals (men and non-nurses) who are supportive of CASSANDRA may contribute \$25 and as a Friend of CASSANDRA will receive the Newsjournal and Cassandra's Action Network. Institutional rates were set at \$35 for receipt of the Newsjournal.

The group agreed to continue the practice of exchanging our Newsjournal with other women's and health organizations. The discussion about membership raised the issue of who we mean by "nurse"; we decided not to exclude women based on a male/hierarchical model, but to accept each woman's definition of herself as a nurse. However, we agreed that our focus would be registered nurses. For networking, the membership group proposed having a program at ANA. The large group agreed to move forward with plans for alternative sessions at the ANA convention in New Orleans in 1984. (See the Coordinating Cronos column for more information). Further networking efforts would be pursued by writing letters to editors of nursing journals and women's journals, by becoming visible as CASSANDRANS in local nursing groups, and nursing activities. Individuals made commitments to contact various journals and groups with information about CASSANDRA.

The group working on the Newsletter recommended that we copyright the Newsletter and that we sell back issues for \$4 each, which was affirmed by group consensus. The group sense was that the Newsletter is a precursor to a Journal, and we agreed to change the name of the Newsletter to Cassandra: Radical Feminist Nurses Newsjournal. It was agreed to continue publishing the Newsjournal three times a year in September, January and May. The responsibility for producing the Newsjournal will rotate from one Web to another on a yearly basis, with the previous Web assisting and coordinating the transition. The rationale for this plan was that the skills involved in producing the Newsjournal need to be developed over a period of time, and then passed along to other Cassandran's (see our statement of purposes). We reached consensus that beginning with the September issue, that editorial philosophy will be clearly stated, and will be published each issue along with the format that has already been established (i.e. Notes/Networking, Resources, Book Reviews, etc.). We reached consensus that names of women who write letters will be published unless the woman requests otherwise.

About mid-way through the afternoon, we took a break from the intense discussions and decision-making and all changed into our new CASSANDRA T-shirts! As Carol stated "we all felt a surge of power"; Sue commented that reaching consensus seemed easier after putting on our T-shirts! We certainly did appear to be an impressive group sitting in that circle so clothed!

As the day began to grow to a close, we realized that we had been so task-oriented that we may have neglected some essential nurturing. Looking at the remaining time, we agreed to spend a limited amount of time with crit/self-crit, and to preserve time and space for a closing spiritual ritual. A group of women had devoted some time during the day to planning the ritual, which was

coordinated by Lisa Jeannine.

In order to share a sense of the gathering with Cassandran's who were unable to be present, women wrote after-thoughts and impressions that could be published in the September Newsletter. These appear in Re-memberings!

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RE-MEMBERING THE GATHERING

THE GATHERING

We gathered together as familiar strangers,
familiar in our strangeness,
strangely familiar to one another.

Strangely frightened while comforted -
pushed while pulled -
alienated while united.

We experienced feminist process and felt it
strangely familiar -
hurting while healing -
suffering while celebrating -
searching while finding -
stumbling while running.

We leave as familiar strangers -
comfortable in our strangeness
comfortable in our familiarity.

- Charlene Eldridge Wheeler

(Composed on the last day of the gathering
and read by Peggy Shepherd as part of the
closing ritual)

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I have been very excited about the idea of Cassandra since I first heard about her, but now Cassandra is real and a part of me. As one of the women working on coordinating things in San Francisco for the gathering, I was first nervously focused on all of the details, but as I talked with some Cassandran crones on the phone and planned with other websters, the worry changed to excitement and relief. It quickly became very clear to me that we really do exist, we were in this together, and

we were going to create something radically new and important. Although I was philosophically committed to the process, it was hard for me at first. The responsibility and power were a little overwhelming. By the end of the gathering, I was thrilled with what we were able to accomplish. Not only had we made lots of decisions, but we had done it based on extensive discussion and in a way that acknowledged our differing views as well as our agreements. I feel a special closeness with the women I sat in that circle with for those many hours. It has been very strengthening to know as I struggle alone at my desk with issues of sexist and heterosexist assumptions in much of the research I read, and struggle to make my work different, that I am only alone spacially. I now know in a new way that there are other radical feminist nurses who would support my radical questioning of the status quo. I now know their names, faces, thoughts, smiles and hugs. I look forward to knowing many more as we gather to spin our webs and realize our visions. . . . Susan E. Browne

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The meeting in San Francisco was moving and heartening on many levels. The most profound and lasting phenomenon for me was the process by which the meeting evolved. The consensual process has always seemed, in theory, to be simple and clearly desirable. I now consider it even more desirable, but certainly not simple. This was my first actual experience with it in which the issues were ones so essential to each of our souls (particularly, certainly, to the original Hags who first had the dream). Issues were ones that formed the basic foundations for future direction: Are we "radical"? If so, why? What does "radical" mean? How can supportive men participate? These are only examples.

While each Cassandran presented her opinion at the time and in the manner that would give it the best possible chance to be positively evaluated, there was a conspicuous absence of manipulation or intimidation. It was clear that the central agenda item was the process -based on valuing each other as sacred beings with whom some resolution could be worked out that all could live with. The organizational detail agenda items then flowed naturally from that. It was not easy!!

My hope is that this commitment to process will permeate each web, and that I personally can catch myself if I fall into behaviors with Cassandrans that I must use to survive in the patriarchy. Perhaps we can help each other.

With warmth and power for us all - there is no question we are on our way . . . Peggy Myers

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I've been involved in many nursing and non-nursing organizations. Never before have I been so touched by each person. Each person had input. No one dominated or controlled the agenda. It was amazing.

Commonality - deeper than having nursing in common. In two days we each blossomed - opened to one another - shared our individual lovely colors and fragrances. The work accomplished made a beautiful bouquet. Beautiful-loving-honest women from all over the country - friends I have now whom I may never have known.

Hope for nursing - Marta said "...nursing is the only profession which so perfectly combines the right and left side of your brain..." We are so very amazing - we radical feminist nurses! . . . C.J. Dodd

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These re-memberings are dedicated to the women with whom I shared my pre-gathering questions and who fantasized with me all possible answers, and to every woman who was at the gathering with whom I shared the reality of the experience.

Who will be there? Many women who have worked very diligently for the past year were not there and I missed them each and every one. The women who were there were, for me, a mix of good friends from years past with whom it was a joy to re-unite, of women I knew through other friends or correspondence who I was delighted to finally meet face to face, and of women who I delighted in getting to know for the first time.

Will the process work? It worked! It was sometimes tedious, we were short on time, and we did not get to discuss thoroughly some of our agenda priorities this time. I had to keep mentally reminding myself of the verbal commitment that I made on the first morning, which went something like this - "what we get done here is not nearly as important as how we do it; there are no decisions that absolutely have to be made; the decisions we feel we can make here will determine the direction we go from here - that direction will depend on us as a group." Our most important accomplishment, to me, was creating a safe and caring space for every woman present. For the first time in a nursing group (at least for those of us there), we were able to discuss openly the fearsome topic of lesbianism. Women expressed dissenting views even when they felt that they were the only one in the group that felt that way - and sometimes they were! But they were heard, and the group diligently worked to take their feelings and thoughts into account before reaching consensus. For me, it was a great risk to propose the process of rotating chair among a group of nurses. We have all been so thoroughly socialized to conduct our affairs in a patriarchal, hierarchical manner. Out of that tradition, we have acquired subtle, damaging and manipulative ways of relating to other women that I sometimes feel are impossible to overcome. The process of rotating chair is not magic, nor is it the only way to establish a feminist-based, woman-centered process. So it felt very risky to make such an attempt. At the gathering, there were a

few of us who had some experience working with a process like rotating chair; this helped considerably, but the willingness and diligence on the part of every woman present to learn, to try it out, and to be responsible for her own participation were the main ingredients that did, indeed, make it work. What a delight! Maybe not utopia, but certainly close to my own sensibilities as a woman. When I got home, I began thinking about the need to continue to develop our own philosophy of group process and decision-making, the overwhelming prospect of making decisions consistent with that philosophy among a group scattered over the continent, and the inevitable prospect of finding ways to re-form the essence of the process when we gather in larger groups. I came across a chapter by Joreen in Radical Feminism (edited by Anne Koedt, Ellen Levine, Anita Rapone, Quadrangle/New York Times Book Co., 1973) titled "The Tyranny of Structurelessness" that was quite helpful to me in thinking over our own process. It addresses the feminist reaction to the overstructured patriarchal society, elitism, "star" systems, political ineffectiveness of unstructured groups, and finally basic principles of democratic structuring. All of the issues addressed have been concerns for those of us who have worked on the formation of Cassandra from the beginning, and I recommend this chapter for others who are giving some thought to how we will continue to develop our own process.

Will this group affirm the basic philosophy that was formed last year? We affirmed! Having been involved in the process from the beginning, I went to San Francisco with a strong commitment to what had been proposed or set forth. But still, I knew in my heart that Cassandra would only go forward in that initial direction to the extent that women who have become involved feel committed and convinced that this direction is right for them. If not, I was prepared to facilitate whatever emerged, share my own honest responses to it, and then decide my own position in relation to this group. I do not hold the illusion, even now, that we are all of one mind. Part of the tedium of the process in San Francisco, in fact, was much discussion around issues that are central to our direction, our philosophy, our commitment. We thoughtfully went through the process recognizing the varying needs and doubts and fears of every woman present - sometimes some women felt the group was much too radical for them, others felt that we were not nearly radical enough! We emerged, not necessarily of one mind, but with clarification, a core of purposes and beliefs, and a sense that our direction is indeed what we want and need individually and collectively. . . . Peggy L. Chinn

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I wish I were more artistic or poetic because my reflections upon our Cassandra gathering are unbefitting ordinary prose. Not to be histrionic but the reality of Cassandra (as evidenced by our

seeing, touching, debating with each other) was immensely fortifying to me at a time when I sorely needed it. In our closing Bev commented how different I seemed as compared to the past year and I didn't quite know how to respond. Unfortunate, because she verbalized what I could not quite express then. I am different. In our convocation I felt validated in my personal, political and career struggles--they are integrated. As I looked around our embraced circle the last day, I saw strong, bright, capable, sensitive and determined women--all nurses. All of us coming out as radical feminist nurses! What a rare and exhilarating experience.

We all have so much in common yet also diversity that enriches each of us. In a selfish way I feel I got something deeply personal from each woman at the gathering. I hope I gave something in return. I hope we can maintain those feelings even if it is only through spiritual energy.

Although I have worked in collective, feminist organizations for the past five years, for the first time I saw the process really working. People quickly caught on and helped each other. I suspect that was because there was inherent trust among us, even as relative strangers to each other. There was a sense of caring/love even in our disagreements. We tackled some very basic yet critical issues that I believe traditional nursing has been afraid to discuss. For example, what it really means to be a mostly female profession, the strengths of that as well as the drawbacks, and the homophobia. We will have more struggles, I am sure, and at times the process will not work as well but we know it can. We know we do not have to succumb to hierarchical, bureaucratic decision making; even if consensus is time consuming, our decisions are solid. We accomplished a great deal in three short days.

A skeptical word of caution, we have to remind ourselves of the significance and audacity of what we are doing. Past experiences have shown me that women revolutionists pose a tremendous threat to our society and external forces quickly mobilize to produce schisms within the group. We can easily get distracted with external issues that hamstring us. I hope we can sustain the spirit of our first gathering and radiate it among our sisters who could not attend. We need to expand our circle of contagiousness and involve our sisters of many ethnicities and experiences so we can remain unified.

Until our next gathering, . . . Barbara J. Limandri

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Opening

Sharing social smiles

- "Where are you from?"
- "How was your trip?"
- "Is there coffee?"
- "What a 'different' building this is!"
- "What will we do for three days?"

Then the first session - an intro to "the process" shared presentations... songs and speaking and writings, beautifully done

My spirit belonged...

- ...my petals opened
- ...I relaxed

The introductions

I expected...

- "I make a living by..."
- "I believe..."
- "I want..."

I heard...

- "I am..."
- "I feel..."
- "I want to give..."

And then..."the process"...

tedious...affirming...pattern-breaking... endless...clear...exhausting...new... exhilarating...instructive...personal... strong...political...gentle...open...and, most surprising - productive!

The days raced by

- shifting images
- "the panic of no fit" (Peggy's words)
- working and giving and getting and working and sharing and holding and working
- the certainty of belonging
- connecting with eyes and words and arms and voices and souls and minds
- new faces becoming soft, comfortable sisters

Closing

- "When are you leaving?"
- "Do you need a ride somewhere?"
- "I'll wash dishes" "I'll clean up"
- "Leaving here is leaving home."
- "We can't go, it's not time, we've just begun."

See you in New Orleans...

See you in New...

See you in...

See you...

See...

. . . Jeanne DeJoseph

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PREPARING FOR THE GATHERING
by Susan E. Browne

I would like to share some of the decisions and work that the San Francisco Web did in preparation for the national gathering in hopes that it will be useful for Webs who take on this job in the future.

Space. Early decisions had been made to have the gathering at the Bay Area Women's Building. This was a chance for us to support a feminist, women-owned facility unique in the world, and for CASSANDRA to have visibility in the San Francisco feminist community. Also the building was wheelchair accessible, reasonably priced, had sufficient and flexible space, and kitchen facilities. Criticism/self-criticism (C/SC): There was some confusion about the actual price to be charged for the space. We could have prevented this by getting our verbal contract in writing. Acoustics were poor, making it difficult for women to hear the discussion. The seating was less than comfortable especially when we spent the best part of three days sitting. In the future, I suggest more frequent breaks for stretching, exercise, etc. as well as softer seats.

Food. Because we had easy access to kitchen facilities, we were able to provide continuous hot water for drinks, snacks, and food for our group lunch. C/SC: We tried to get donations of beverages and snack food from local businesses. We found them very supportive, but already committed to donations relative to Gay Pride Week. Seeking donations earlier might have helped in this regard.

Helping the Process. We provided name tags for everyone. Our room was large with flexible seating, so we were able to all sit in a large circle for discussions. We had flip charts for keeping public minutes. Music for presentations and relaxation was played on a portable tape player. We had a Cassandran photographer (Kay Rousseau) making a visual record of our time together. At several points we used the connections local

Cassandrans had with other feminist organizations to get useful information and resources, such as lists of women-owned housing, xeroxing facilities, etc.

Security. Even though the building provided security and a thoughtful Cassandran stayed in our room during a lunch break to guard our possessions, in the few minutes that the room was unguarded a man stole a Cassandran's camera. We thank our self-appointed guard for her courage in preventing more from being stolen. In the future, we all need to be more aware of such potential dangers and take action to prevent them from happening.

Enjoying San Francisco. We gathered information about local transportation, sightseeing, nearby restaurants, entertainment, etc. for a resource table. We also had information about free housing with Cassandrans, and women who had cars and were willing to help with local transportation. We had considered hiring musical entertainment for one evening but decided against this. C/SC: As it turned out, we all worked so hard that there was no problem filling "spare" time. Providing rides for out-of-towners worked well, except better coordination could have helped us share this job more equally. We would recommend keeping gathering location and housing close to each other to save time and energy.

Special thanks to all the San Francisco Websters who provided housing, food, transportation, guidance, information, connections, tape players, xeroxing, photographs, energy to manage T-shirt orders and financial reimbursements. And a very special thanks to all the Cassandrans at the gathering who came from near and far for offering your help, jumping in and doing all the little things that helped everything run so smoothly, for figuring out what needed to be done and doing it even when we weren't sure of what to ask for!

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INCORPORATION

by Barbara Limandri
July 26, 1983

I have some answers regarding incorporation but Lenore (consulting Attorney) has to do some research on the interstate affairs. Let me just summarize the process of incorporation, the costs and benefits, some answers to specific questions asked at the gathering, and some curious/interesting trivia I discovered in my quest.

In deciding to incorporate as a non-profit organization it is first necessary to be clear on basic definitions. A corporation is a legal term which "allows a group of people to pool energy, time and capital to engage in profit or nonprofit activities." Incorporation allows the organizers "limited liability" or peace of mind that debts or liabilities incurred by the organization do not fall entirely on their shoulders nor out of their pockets.

More about the concept of limited liability later. To be a nonprofit does not mean to not make a profit but rather that the profit must be limited (specifically defined by IRS Code) and widely distributed. Therefore, a nonprofit can indeed make a profit on activities as long as that profit benefits many people and not a select few. Furthermore, a nonprofit organization can hire employees and pay them out of the profit income.

There are several kinds of corporations which are usually slightly different depending on the state in which the organization is incorporating. For example, in California there are basically three types: public benefit, religious, and mutual benefit corporations. Since the religious and mutual benefit corporations do not really apply to Cassandra or are specific to California law, let me discuss public benefit organizations in more detail. Basically an organization must have as a primary purpose to benefit a public audience of some kind through charitable, scientific, literary, educational or humane purposes (there are other types of examples but I think they are much less related to our work). In reviewing our purposes we definitely are oriented to the advancement of education and science and maybe even to promoting nursing public interest through literary material. For IRS review as a nonprofit, tax exempt status we would have to make these purposes crystal clear as I believe we have already done.

There are very specific requirements for incorporation, some of which are mildly (or even strongly) repugnant to feminist senses. First, we need "incorporators" who make the arrangements for getting the money, people, purposes, places, etc. for starting the organization. The promoters then become the "Fiduciary" agents of the group. Then there are directors who have the authority and responsibility of managing the organization, making decisions and policies and carrying out the wishes of the corporate body. The IRS and state code also expect that officers will carry out the day-to-day business of the organization. At the minimum this includes a president (or Chairperson), secretary and treasurer although most also include a vice president. The officers may be compensated for their work or expenses incurred in carrying out their duties without them necessarily being considered employees. Also there are expressed, implied and apparent authorities vested in the officers that they are operating on behalf of the organization and in good faith. Of course, where would an organization be without members? Members are not as we ordinarily perceive them in considering the law's view but at this point did you expect anything to be so simple? Members are those persons who are "given the right in the articles of Incorporation or Bylaws, to vote for the election of directors, for the sale of substantially all of the assets of the corporation, for a merger or dissolution of the corporation, or, for the selection of delegates. . . ." Therefore, not

all those who are paying dues are necessarily members unless the Bylaws (or established modes of conducting business) state they are.

Now all of these roles can be confusing and redundant. I think we can take license, however, and decide if we want these roles to be overlapping, i.e. directors=members=officers and simply comply with regulations through a "paper" designation of responsible women as officers. Incorporators are only those who sign the Articles of Incorporation and for herstorical purposes maybe these really should be our founding sisters. Further requirements are that the organization have an election of officers and directors, write some bylaws or modes of conducting business of the corporation (this is my suggested phrase to replace bylaws which is particularly obnoxious to me), meet periodically and keep minutes of those meetings, and design approved means of dissolving the organization. There are many other nuances of a corporation but I don't believe they are immediately necessary to consider.

There are some advantages and disadvantages to consider before incorporating:

1) There are specific tax benefits in that the organization can receive tax-exempt status from the IRS and thereby not have to return any valuable income to the governmental coffers. Also those who in any way contribute monetarily to the organization can deduct these contributions from their taxes. Therefore the tax benefits encourage foundations and private parties to donate to the organization.

2) A major incentive for forming a nonprofit corporation is because of the limited liability it affords. That is, "corporate creditors can only go after corporate assets to satisfy debts and obligations or other liabilities incurred by the corporation." Oftentimes in getting a corporation started the incorporators or directors seek loans for seed money. Without the limited liability, if the corporation defaults on loans, those who signed for the loan are completely responsible. Similarly if there are tax penalties the treasurer would have to pay out of her assets rather than the corporation's.

3) Incorporation also designates the corporation as a legal entity separate from the people who are involved in starting or maintaining it. Accordingly incorporation insures the "perpetual legal existence" of the organization. When the incorporators leave or key people quit, the organization lives on.

4) Another advantage that may not feel all that important at the outset but might emerge as significant later is that incorporation also allows for members to be employed by the organization and receive benefits like any other employee.

Disadvantages are fewer according to my source (which is admittedly biased):

1) There is a lot of paperwork involved in starting a corporation as well as keeping it legal. For example Articles of Incorporation need to be written, tax exempt status must be applied for, etc. We also need to keep records both for the IRS and

the state Attorney General.

2) There are fees for filing the intial paperwork which varies state by state (in California it is approximately #50). A major reduction in costs that we will receive is in attorney fees. Lenore has done a fair amount of telephone and informal consulting with me and suggested the reference I have been quoting. She will bill us for the more complex research but I expect that to be minimal. Going rate for such legal work is between #1000 to \$5000.

Although not necessarily an advantage or disadvantage, the state in which we incorporate must also be the place we do our "business." That is, if we incorporate in Delaware then business we do in other states is considered foreign and therefore subject to taxes on any generated income. This is significant as I understand it if we should have webs doing specific income generating tasks in states other than the state of incorporation. If we want to do that we may need to consult Lenore further.

A question that was raised in the gathering was whether we would be restricted in political activity as a corporation. In a sense we would, however, the limitation is only in the amount of time and cost we invest in such activity. The law refers to prohibiting attempts on influencing legislation "except to an insubstantial degree." Courts have translated the degree to be not more than 5% of the corporation's budget, time or effort on political activity. There are elaborate formulii to help judge for the IRS's satisfaction the percentage of time, budget and effort but I will only provide the reference! Lenore suggested using person power rather than money power (e.g. talking to politicians) because it is more effective with small groups anyway. Also volunteer time (can be defined as non-paid members) is not taxable, even though it is work. We would need to write into our articles of incorporation that volunteer members may do this type of activity.

In summary I think there are more advantages than disadvantages to incorporation from a legal sense. However, we will probably have to brainstorm how we can meet the requirements and maintain our philosophical beliefs. In a way I think it would be fun and a useful exercise to discuss how to circumvent governmental (masculinist) red tape while staying within the legal boundaries. Maybe we can teach them something or at least make their machinery work harder. There are, or course, many things that I have left out for simplicity sake. I have used Mancuso, C. The California Non-Profit Corporation Handbook (Berkeley, CA, Nolo Press, 1983) as my reference and all quotations come from this book. When Lenore finishes her reserach and makes recommendations about where to file for corporation, I suggest someone in that state purchase a similar book (I am assured they are available) and use the included forms for doing the paperwork. I will be glad to share the book with whoever needs it.

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COORDINATING CRONES

At the San Francisco gathering, we identified a number of responsibilities that need to be assumed in addition to those that had been carried during the first year. Also, lacking a traditional organizational structure, women are not always sure about who to contact or call if they have an idea, a question or a problem (we have no vice president for this purpose, just as we have no president who delegates!). Charlene and Peggy, in preparing the material for this issue of the newsjournal, had lots of questions about a number of items submitted for publication, and found the women who had volunteered to be responsible for various tasks to be very helpful and cooperative in helping to get this issue together. We began to think of these women as coordinating crones, and decided that it would be helpful for everyone to know who these women are, what they are coordinating, and where they can be reached. Each of them needs lots of support and help, so if you are interested in working on a specific task, please contact the Coordinating Crone and get involved!

Finance: Denise D. Connors, RR1, Box 251-11, Montague, MA 01351. Denise opened our bank account last year, has kept a record of our expenses and income, and has prepared our budget report for each newsjournal. We need to set up a comprehensive bookkeeping system, and our progress on incorporation may influence this. If you have knowledge and resources to work on this, please contact Denise!

Cassandra's Action Network: Maeona K. Jacobs, 6757 S. 2485 East, Salt Lake City, UT, 84121. Maeona convened the group that worked out details for this project in San Francisco and produced the August issue of the Network. She will be coordinating the list of women who will be responsible for each monthly issue of the Network for 84-85, and now is the time to contact her if you are interested in getting involved. She is preparing a "how to" manual and will answer questions as they emerge. This plan, if it works well, will be a major action toward our purpose of sharing and

passing on skills of leadership, analysis and communication. If you are willing to learn how to produce one of these issues next year, contact Maeona now!

Newsjournal: Charlene Eldridge Wheeler, c/o CASSANDRA, P.O. Box 341, Williamsville, NY 14221. Charlene has been involved in the production of each issue and has been responsible for planning, graphics, and layout of the final product; her graphic art and weaving background is evident visually and cognitively in each issue! She gathers the information that is sent for the newsjournal, and makes sure it gets included! Charlene, Peggy, and the technological wonder Frigid, have provided the teamwork that has made it possible to produce each issue to date. As the Buffalo Web has formed, other women in the Web have assisted in production and mailing. Responsibility for the newsjournal will be a rotating task each year, and in January we will be passing this task along (together with a "how to" manual) to another Web. The next newsjournal will give a new Coordinating Crone for this task, but until then if you have specific questions or ideas for the newsjournal, contact Charlene!

Membership: Peggy L. Chinn, c/o P.O. Box 341, Williamsville, NY 14221. Since our mailing address for CASSANDRA has been established here, and since Frigid shares Peggy's living quarters, Peggy will continue to be the Coordinating Crone for membership. (Frigid makes this task manageable!) This task, the details of which are shared by Charlene, primarily involves responding to queries from women who want information about CASSANDRA, responding to women who send membership contributions (the funds are forwarded to Denise), sending membership information to contact women, providing mailing labels for women who produce Cassandra's Action Network and for the Newsjournal, and now keeping track of renewals and non-renewals! As with the Newsjournal, women in the Buffalo Web have begun to assist with these tasks. If your mailing address changes, or if you have any problems with your mailings, Peggy is the woman to contact! She will pass the information along to Frigid!

ANA 1984: Jeanne DeJoseph, 16 Cape Hatteras, Redwood City, CA 94065. Jeanne has made initial contact with ANA in preparation for our involvement at the ANA convention in New Orleans, June 22-28, 1984. She will be working with Margarete Sandelowski in the New Orleans area, and more information concerning this event will be in the January and May issues of our Newsjournal. If you want to help work on any of the many dimensions of this event, or have some ideas for action, contact Jeanne soon!

T-shirts: C.J. Dodd, 61 Deming St., San Francisco, CA, 94114. As you can see from the T-shirt order form, C.J. is handling our T-shirt orders for this year. This involves working with the folks who are making the shirts, receiving your

orders, mailing your shirts to you, and keeping track of the \$. When you want to order T-shirts, or if you have any questions or problems with a T-shirt order, C.J. is the woman to contact!

Brochure: Kay Rousseau, #6 Adolph Sutro Ct., San Francisco, CA 94131. Kay is coordinating the complex task of getting the new brochure printed that can be used to send to women who inquire about CASSANDRA in place of the first newsletter, and will be responsible for supplying quantities to individuals and groups who need them for informational purposes. When the brochure is completed, you can write to Kay to obtain copies for use in your local area or at meetings that you plan to attend! More information on this will be in the next Newsjournal.

Incorporation: Barbara J. Limandri, 557 59th St., Oakland, CA 94609. As you can see from Barbara's article on incorporation, she is already doing a lot of work to answer questions and clarify issues, as well as taking careful effort to share the information and her thoughts with all of us. If you have any information related to her work so far, or know of any resources that would be helpful in this regard, please contact Barbara!

Journal: Charlene Wheeler, P.O. Box 47, Akron, NY 14001. Although we were not able to pursue specific planning for a feminist nursing journal in San Francisco, there were many references to this as an ultimate goal for CASSANDRA. Since the gathering, Charlene has volunteered to assume major coordination for this effort as it evolves. There will be many dimensions to achieving this goal, one of which we can certainly begin now - establishing a financial basis. If you are interested in working on this project now and over the next several years, contact Charlene!

Jewelry: Sue Dibble, 3998 Duncan Pl., Palo Alto, CA 94306. Since the early days of CASSANDRA in 1982, we have envisioned jewelry designed with our logo as a basis. Charlene has created a design for earrings and pendants, and now Sue is exploring women artisans who can render the design in metal. We hope to have some specific information ready for the January Newsjournal, and if you have any ideas or thoughts about this, now is the time to let us know. Prices vary immensely with different metals, and if you have a preference or your pocketbook has a preference, it would be helpful to let Sue know this kind of specific information now!

Herstorians: Linda White, 29 Atlantic Ave., Rockport, MA, 01966; Emily Anderson, 152 Pearl St., Cambridge, MA, 02139 (East Coast); Kay Rousseau, #6 Adolph Sutro Ct., San Francisco, CA 94131 (West Coast). Linda (from our initial gathering at the 1982 ANA convention), Emily and Kay (from the San Francisco gathering) are all interested in documenting, preserving and organizing records of our actions and development. As you know, we have requested that if you take an action

based on any of the items included in Cassandra's Action Network, we would like for you to 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 Linda, Emily or Kay. Ultimately we would like to have an archive that would be useful to women who are doing historical work. If you have ideas on this, contact Linda, Emily or Kay!

Coordinating Crones still needed:

There are still a few other tasks and responsibilities that need to be assumed in relation to our purposes. As you look over the purposes and this list, you might think of others. If you are willing to assume these or any other tasks, write to the Williamsville address; Charlene and Peggy will make sure that your willingness and interest are published in the next Newsjournal so that you can connect with other interested women.

Finance long range planning: In San Francisco Barbara mentioned the need to have a group attending to our long-range financial planning, and we all concurred by lack of dissent! Given the lofty goals and actions that we have projected, we do need a sense of how these might be accomplished financially. Some projections need to be made based on our membership and renewal contributions, and resources designated for specific purposes.

Planning for 1985 continental CASSANDRA gathering. In San Francisco we failed to determine a specific time and date for the next continental CASSANDRA gathering. It seems logical to tentatively project another gathering solely devoted to CASSANDRA in 1985, since we will be primarily focusing on ANA-related activities in New Orleans next year. If you have other thoughts on this "logic," please share them for the next Newsjournal. If you think your city would be a good location, if your Web is likely to be willing to work on arrangements, and if you like (or at least don't mind) the kinds of things Susan Browne described in her article on preparing for the gathering in San Francisco, you are a prime candidate for this responsibility!

Planning for 1986 ANA Convention: We may decide not to continue with active involvement at ANA conventions. However, Jeanne found out that we were already too late for certain types of planning for the 1984 convention in New Orleans, so now is the time to begin preparation in the event that we want to continue with this type of action. If you are interested in taking on this responsibility at least for the early stages, let us know.

Planning for future area gatherings: If you want to plan for Cassandrans in your region to get together and would like to connect with others in the area to determine dates, places, etc., let us know and we will publish your interest in future Newsjournals. If your Web knows of an event coming

to your area (like the October Sigma Theta Tau convention in Boston) and would like to plan a CASSANDRA event in conjunction with it in order to connect with others who are attending from around the continent, start planning and let us know!

Research Fund: In San Francisco we made a commitment to begin a research fund. We projected that it will take a period of time before we are ready to begin dispersing this fund, but did not begin to work out details for doing so. If you are interested in working on such a plan, and coordinating ideas from other Cassandran's for this plan, let us know!

Educational Materials: One of our purposes is to develop feminist educational materials for nursing programs; another is to preserve and publish past and present significant works of nurses. In San Francisco we affirmed these purposes but did not get to a discussion of details as to how we might begin. There are some ideas along this line floating around in the minds and file drawers of many Cassandrans, but the ideas need to be gathered and ways developed to accomplish these purposes. Let us hear from you if you would like to begin working on this, or have some ideas to pass along!

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CASSANDRA'S ACTION NETWORK

Cassandra's Action Network is designed to provide newsworthy information related to feminist nursing concerns which require action by Cassandrans. Content of Cassandra's Action Network provides a means for the united voice and actions of Cassandran's to be heard and felt. The Network is issued in coordination with the lunar cycle every month except those months when the Newsjournal is published. The mailing date for distribution is at the time of the full moon and items to be included must be received by the time of the previous new moon. Guidelines for submission of items are:

What to submit. Events, actions, or concerns which relate directly to feminist nursing issues, and which would benefit by actions of Cassandrans. Items should be current, of general or national interest, and should not duplicate information found in other nursing publications.

How to submit. It would be helpful to discuss potential items with other Cassandrans in your local area prior to submission. If there is no local Web, consult the Contact Woman in your area. If consultation with other Cassandrans is not feasible, send the item directly to the woman responsible for compiling the next issue. The intent of local Webs discussing items for submission is not to exclude input from individuals, but to strengthen and solidify local Cassandra networks. Items submitted should include: 1) A brief description of what the event, action or concern is, and 2) concrete direction

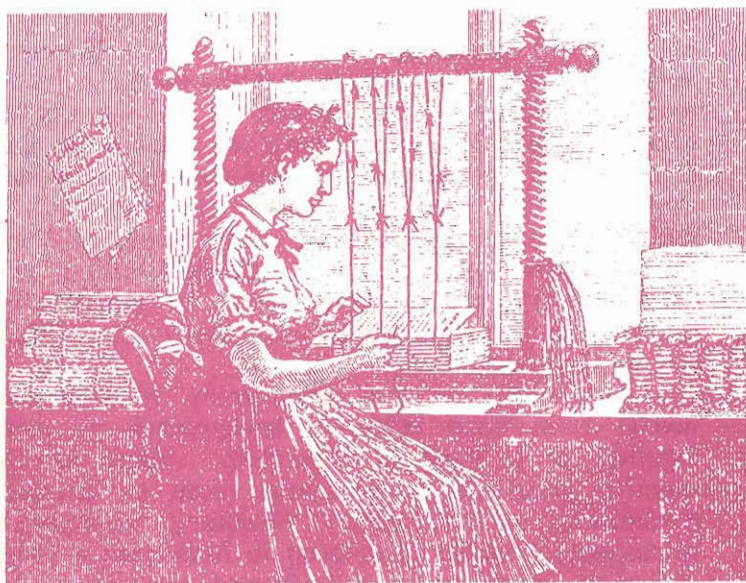
regarding suggested action to be taken. Provide a name, address and phone number of a woman within the local Web who can supply information should questions regarding the item occur. Items for submission should be typed, single-spaced, without errors. Items should be as brief as possible and typed within margins 7 1/2 inches apart.

When and where to submit. Items should be sent directly to the woman responsible for compiling the forthcoming issue. The name and address of the woman responsible for each subsequent issue is printed in each issue, and in the Newsjournal during those months that a Network does not appear. Items for the OCTOBER, 1983 issue should be sent to:

Peggy Myers
4821 Deanbrook Rd.
Knoxville, TN 37920

Items must be received for the October issue on or before October 7, 1983 (the Gregorian date for the time of the new moon).

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BOOK REVIEW

by Charlene Eldridge Wheeler

IN A DIFFERENT VOICE by Carol Gilligan.
Cambridge, MA.: Harvard University Press, 1982.
(174 pp., \$5.95 paperback)

Daily we encounter logic that seems unreasonable; we are given reasons that seem illogical. Ronald Reagan tells us that but for the moral sense of women, men would still be wearing skin suits (who can tell when a politician or an actor is serious?!). Reagan also - logically - appointed a woman to identify federal laws which discriminate against women, then reasonably explains his ill-logic for making only cosmetic rather than substantial changes in the more than 48 laws that she identifies. In view of these and other mind-

boggling events that confront us, IN A DIFFERENT VOICE by Carol Gilligan is welcome and enlightening reading.

For more than a decade, Gilligan has been listening to the voices of people as they speak about morality and their own lives. She began noting the differences between how men and women speak about moral problems; how men and women differently describe the relationship between "self and other". Gilligan critiques the prevailing psychoanalytic theories of identity and moral development and finds them, not surprisingly, lacking in their ability to account for the moral development of women. Rather than viewing woman as "mysteriously flawed" for failing to measure up to the standards espoused by the masculine bias, Gilligan moves beyond the theories to examine moral development as it is represented in actual life-decisions made by the women in the three studies she draws from. She documents in this timely book the distinctly different voice of women as they examine critical moral issues in their lives.

Gilligan carefully reports and analyzes the differences between how males and females define and apply concepts about relationships, rights and responsibilities, separation and attachment, violence and intimacy, and the resolution of conflict. Suggesting complementarity of the two views, Gilligan notes that: "The moral imperative that emerges repeatedly in interviews with women is an injunction to care, a responsibility to discern and alleviate the 'real and recognizable trouble' of this world. For men, the moral imperative appears rather as an injunction to respect the rights of others and thus to protect from interference the rights to life and self-fulfillment." (p.100) She suggests that men and women may, indeed, speak different languages while assuming they are the same; as well as use similar words to reflect disparate experiences of the self and of social relationships. Gilligan urges us to listen to the silences of women and to the differences of our voices as we speak. She provides insights that make it possible to understand our Selves and other women.

IN A DIFFERENT VOICE is relevant reading for Cassandran's for a number of reasons. By listening to the different voice of which and in which Gilligan speaks, we become more aware of some of the fundamental flaws in the theories we have been taught and continue to teach; we become more aware of some of the fundamental motivators that bind us to our profession. As we strive to exert our feminist sensibilities in a patriarchal system, we begin to better understand why that feels so futile, yet compelling. As we struggle with language in our attempts to depict a woman-centered reality, we begin to further appreciate the significance of the words "web of connectedness" and "network" as we listen to the voices of other women and of our Self.

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WOMEN'S PEACE ENCAMPMENT
by Anne Montes

This summer I had the opportunity to see first hand, women of many different backgrounds working together creatively on a common concern.

I'm talking about the Women's Encampment for a future of Peace and Justice at Romulus, N.Y. (hereafter referred to as the Encampment). The concern these women share is the prevention of the storage of nuclear weapons, and the deployment of first strike Cruise and Pershing II missiles to Europe from the nearby Seneca Army Depot.

My impressions are based on a few day trips and one overnight stay at the Encampment. Unfortunately, I was unable to spend any length of time as an Encampment resident. However, in talking to women who were able to spend more time in residence, my impressions were reinforced.

There is a feeling of serenity in the midst of highly charged energy. All around the Encampment, groups of women learn about nonviolence in civil disobedience workshops, collaborate in affinity groups on upcoming actions, prepare media presentations, work on logistics of finances, legalities of the Encampment (ie, health department rules and regulations) and food and water procurement.

Volunteers from the encampment are responsible for all aspects of camp operation, including security, greeting visitors, outreach, child care, evening meal preparation, carpentry projects and health care. Encampment decisions are made by consensus at evening and morning gatherings. As anyone who has used this method can vouch, it can lead to interminable discussions and strong feelings. However, all I spoke with agreed that they felt free to speak their piece. There is no official spokeswoman for the Encampment; all are asked to make clear if interviewed that they are giving personal opinion.

This lack of a hierarchical structure was viewed by some not familiar with feminist workings as a

total lack of organization. I'm sure in retrospect they are amazed at how well a non-organization has successfully functioned thus far.

It's hard for me to describe the feeling I have when at the Encampment. It's a safe feeling. In spite of threats of violence from the outside community, I feel safe when there. I feel accepted for what I am. My physical appearance doesn't make me feel awkward. Age differences seem immaterial. I admire the strength, courage, love, creativity and commitment I find around me. Lest this sound too unrealistic and utopian, there are, of course, problems. Whenever a large number of people gather there is the potential for problems but in this setting I had the feeling that solutions were a real possibility.

The health care provided at the Encampment was a marvelous blend of disciplines. All on a volunteer basis, and depending on who was in attendance, one could choose medical care, nursing care, herbalist therapy; or depending on need, just some one to offer emotional support.

Each time I visited the Encampment, I met nurses. I got the distinct impression however, that we were all operating incognito. When volunteers were requested to provide health care, I would recognize women I had spoken to earlier but to whom I hadn't identified myself as a nurse or they to me. The impression of nurses viewing themselves as second class feminists somehow came across. Is this our heritage from nursing being viewed as a low status profession? Is this self-recognition that nursing hasn't always "done right" by women when health care concepts (male originated) were taught and carried out?

The nature of the Encampment is such that women from many different backgrounds all work together in a blend of expertise. There are no specific groupings by profession such as lawyers, physicians, artists, etc. However, somehow in retrospect, I would have loved to have seen a group of nurses identified as NURSES and speaking to the issues of peace and non-violence. I know there are nursing organizations such as the Nurses Alliance for the Prevention of Nuclear War Inc., but I would love to see the informal bonding together of nurses, proudly speaking up for the many issues we face daily, rather than hiding in the anonymity of the crowd. As my own personal commitment to the connectedness of my membership in CASSANDRA and my involvement in the Encampment, I painted the CASSANDRA logo on the "Dragon of Life". The "Dragon of Life" was a creation of the Buffalo WAND women and represented those things held dear, that we wanted to survive.

The work of the Encampment gives me hope for the future.

I am interested in hearing other responses from those who may have visited the Encampment. You may write to me at: 2316 Shadagee Rd., Eden, NY 14057

Northeastern Illinois University. The conference will be held at McCormick Inn in Chicago. For registration information, contact Safiya Karimah, Northeastern Illinois University, Center for Inner City Studies, 700 East Oakwood Boulevard, Chicago, Illinois 60653.

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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. Subscriptions are \$30.00 for 4 issues. For more information write MINERVA, 1101 S. Arlington Ridge Rd., #210, Arlington, VA 22202.

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WLW JOURNAL, now in its eighth year of publication, is published quarterly by Women Library Workers, an organization working to end discrimination against women in libraries and librarianship. A feminist publication, each issue of the journal contains features of general interest including news of events, women's presses, and resources for women; views concerning political, management, research and other issues; and critical reviews of books, films, records, periodicals and other media that might be acquired by libraries. Subscription includes membership in WLW and is \$15.00 for one year. Sample issues and back issues are available. For more information, contact WLW, 2027 Parker St., Berkeley, CA 94704.

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WOMEN'S STUDIES QUARTERLY, an educational project of the Feminist Press, contains a wide range of features and articles of interest to women in Universities and involved in women's studies programs. The Summer 1983 issue contains a report of two women's studies conferences, a directory of women's studies projects, information on sources, course development information and newsbriefs. The women of the Feminist Press (which publishes Nightingale's Cassandra) have been interested in and supportive of our development and included in this issue a half-page notice of our formation. There are several subscription options; a one-year subscription to Women's Studies Quarterly is \$18.00; a joint subscription to the Quarterly and the Women's Studies International supplement is \$25.00. For more information, write to the Feminist Press, Box 334, Old Westbury, NY 11568.

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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 \$10.00 for 3 issues; \$20.00 for 6 issues. For subscription or information write TRIVIA, P.O. Box 606, N. Amherst, MA 01059.

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Nurses in Transition is a support organization for nurses undergoing personal and professional change towards a holistic and progressive orientation in health care. They have local chapters in several major cities, and offer support groups, health education services, and health services. The San Francisco chapter can be contacted at P.O. Box 14472, San Francisco, CA 94114. The New York City Chapter can be contacted at 478 Third Ave. # 3B, New York City, NY 10016. Each of these chapters publishes regular newsletters, and provides interesting programs and workshops.

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BUDGET REPORT			
Date: AUGUST 17, 1983			
Prepared by Denise Connors			
ASSETS:			
	Balance brought forward	\$ 575.80	
	Membership and Donations	3421.00	
	T-Shirts	90.00	\$4086.80
	TOTAL		
EXPENDITURES:			
	Gathering	\$400.00	
	Postage	508.77	
	Stationary	100.80	
	Word Processing, mailing list	279.00	
	Nightingale's <u>Cassandra</u>	338.22	
	Phone	15.00	
	Printing/Duplication	414.17	
	Bank Fees	3.35	
	Checks returned Insuf. funds	55.00	
	TOTAL		\$2114.31
	BALANCE		\$1972.49

CONTACT WOMEN

Names and addresses of all members of CASSANDRA are forwarded to their nearest contact woman; otherwise our mailing list is not distributed. 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.

Massachusetts:

DENISE D. CONNORS	RR1, Box 251-11	Montague	01351
LINDA WHITE	29 Atlantic Ave.	Rockport	01966
KIRSTIN L. MAHLER	94 Upland Rd.	Brookline	02146

Maine:

KATHLEEN MACPHERSON	23 Sheridan St.	Portland	04101
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PAT HURLEY	4 Washington Sq. Village #132	New York City	10012
YVONNE SINGLETARY	SUNY at Stony Brook, S of N	Stony Brook	11790
CECILIA TAYLOR	S of N, 426 Ostrom Ave.	Syracuse	13201
CONNIE SPENTZ	24 Worchester Pl.	Buffalo	14215
JACQUELYN CAMPBELL	4 Lawton Dr.	Pittsford	14534

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MARGARET NEUMAN	792 W. Aaron Dr.	State College	16801
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West Virginia:

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Alabama:

MARY PRAHLER	522 Grove Park Dr.	Montgomery	36109
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Tennessee:

PEGGY MYERS	4821 Deanbrook Rd.	Knoxville	37920
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Kentucky:

NATALIE C. GRAY	Rt.4, Slaters Landing	Harrodsburg	40330
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Ohio:

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KIRSTE L. CARLSON	2446 Kenilworth	Cleveland Hts.	44106
BRIGID KELLY	9040 Spooky Ridge Lane	Cincinnati	45242

Michigan:

LINDA CRONENWETT	806 Sycamore Place	Ann Arbor	48104
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Wisconsin:

DOLORES DAWN	1115 Millwood Ave.	Waukesha	53186
CAROLYN DAWSON	7400 Old Sauk Rd.	Madison	53717

Illinois:

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HELEN M. RAMIREZ	5615 N. Kimball	Chicago	60659

Missouri:

D. ANN CHASE	9021-D Eager Rd.	St. Louis	63144
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Kansas:

JUDY SCHROCK	Rt. 4, Box 24	Manhattan	66502
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Louisiana:

MARGARETE SANDELOWSKI	2300 Edenborn #393 III	Metairie	70001
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Utah:

I. KELII SINE	2626 E. 3020 SO.	Salt Lake City	84109
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California:

BEVERLY HALL	443 Price Street	Daly City	94014
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Washington:

PEG SHEPHERD	7414 N.E. 36th Ave.	Vancouver	98665
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A WORD IS A WORD IS A WORD . . .

THRUMS

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

This Newsjournal was produced by:

The Buffalo Web. The Coordinating Crone who was primarily responsible for the issue was Charlene Wheeler, c/o CASSANDRA, P.O. Box 341, Williamsville, NY 14221. Other women who worked on the production of this issue were Peggy and Anne.

Appreciation to -

-Denise Connors, for keeping track of our funds.

-Women who attended the San Francisco gathering who contributed their notes and remembrances for this issue.

-Women who provided follow-up on tasks after the gathering and gave us information that could be included in this issue.

-The Buffalo Web, for addressing first newsletters sent to the women who are still eagerly inquiring about CASSANDRA.

-Charlene Wheeler for layout of this newsjournal and for a major portion of preparation of the material for layout.

-Peggy Chinn and Anne Montes for assisting in getting the material for this newsjournal prepared for layout.

-Susan B. Anthony and Florence Nightingale for inspiration.

Illustrations

The illustrations appearing in this newsjournal are from Women: A Pictorial Archive from Nineteenth-Century Source, New York, Dover Publications, 1978.

Quotes

The quote used on the first page of the Newsjournal is from a renewal notice for New Women's Times, 804 Meigs Street, Rochester, NY 14620.

The quote used on the last page of the Newsjournal is from Nightingale, Florence: NOTES ON NURSING: WHAT IT IS AND WHAT IT IS NOT. unabridged replication of the first American edition published in 1860, New York, Dover Publications, 1969. p.101

From the beginning CASSANDRA has been committed to selecting words that most clearly reflect our woman-centered experience and view. The words used are not meant to be "cute", but indeed carry important connotations that are fundamental to our processes of re-claiming our heritage and creating our future. In this issue two words have been used by Charlene and Peggy in preparing the material that deserve some thought and attention.

The word "national" as in "national gathering" is useful to convey what we mean, but is tied to a man-created system of designating boundaries and competitive, hierarchical politics. We have used the term "continental" as an alternative. This term, while it has meanings specific to the colonization of america, is more closely tied to earth, geographically defined space. As an indicator of earth space, it is more closely indicative of a woman-defined concept than is the term "national."

We have used the term "webster" as an alternate to "member" or "regular member." While "member" is certainly more generally communicative of what we mean and will probably remain in ordinary usage for practical purposes, it is a term that offends our fundamental philosophy, and implies that we are an ordinary "organization" in a patriarchal sense. In such an organization, "officers" carry primary or active responsibility for decisions which shape the organization's destiny; whereas "members" are individuals who do relatively little to contribute to shaping the organization's destiny, and who passively receive the benefits of the organization. The word "webster" has been used in the context of CASSANDRA in connection with our concept of "Web" (local gatherings of Cassandrans). "Webster" is defined by Webster's dictionary as "a female weaver." During the San Francisco gathering, we used the term "weaving" to designate those issues around which we expected to make some decision that would shape our destiny. During the gathering, we designated "full members" or "regular members" as women in nursing who participate in our decision-making process. Thus the term "webster" has a particularly meaningful connotation which in fact designates specifically what we mean - it implies equally responsible, creative, active women who weave the very fabric of CASSANDRA's destiny.

If you have any thoughts on these terms, or on any other terminology we are using, please share your thoughts with us. Remember that we are creating as we go, and that as weavers and spinners we each contribute to this process!



- A CASSANDRA T-SHIRT FOR THE RADICAL FEMINIST NURSE!
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- RETURN YOUR ORDER BEFORE NOVEMBER 1 AND RECEIVE YOUR T-SHIRT BY THE HOLIDAYS!

The T-shirt displays our logo with the name CASSANDRA nestled in the crescent of the moon across the front.

T-shirts are available in lavender or grey, with maroon printing. Sizes are S,M,L, or XL. Standard (\$8.00) or french cut (\$10.00). Please print all information. Make check or M.O. payable to CASSANDRA. Return this form with payment to: C.J. Dodd, 61 Deming Street, San Francisco, CA 94114

List your 1st choice of color and style. May we send a substitute if your choice is not available? yes no

Name _____
 Address _____
 City _____ State _____ Zip _____

Quantity	Size	Color	Style

AMOUNT ENCLOSED: _____ (add 6 1/2% sales tax to the total)

(Orders for 10 or more t-shirts that can be mailed to a single address may be paid in one sum and 10% deducted from the total.)

DO FEEL FREE TO XEROX THIS PAGE!!

If you wish to join CASSANDRA or if it is time to renew, mail this form with your annual contribution to: CASSANDRA, P.O. Box 341, Williamsville, NY 14221

Name _____
 Address _____ Telephone: _____
 City _____, State _____, Zip _____ AC _____ / _____

Enclosed is my first annual contribution, which covers the cost of Nightingale's Cassandra. Amount enclosed: _____.

Enclosed is my continuing contribution. The 3-digit number in the upper left hand corner of my mailing label is: _____. Amount enclosed: _____.

Please indicate the type of contribution that you are making:

- Webster - women in nursing who participate in CASSANDRA's decision-making and receive all publications: \$35.00 - \$50.00
- A Webster who is a nursing student, or a retired, unemployed, or differently abled nurse: \$15.00
- Friend - women who are not nurses and men who support CASSANDRA and receive the Newsjournal and monthly Network: \$25.00
- Institutional subscription - groups who receive the Newsjournal: \$35.00
- Additional contributions may be designated for a specific purpose.

FIRST CLASS MAIL

Cassandra
P.O. Box 341
Williamsville, N.Y. 14221-0341

My friend Florence once wrote "No mockery in the world is so hollow as the advice showered on the sick." To my way of thinking, all advice is hollow! So... I'm not giving out advice here - But - I do believe this reminder deserves your attention!



IT MAY BE TIME FOR YOU TO RENEW!

If your mailing label says October, November or December, and if you want to keep getting this rag (which appears again in January), it is close to time for renewal! We do not send out bothersome reminders or long raps about how important this is - it is up to you! Check your mailing label NOW, and make a note on your calendar. All the scoop about how to renew is on the other side of this page.