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# MONTANA

## WOMEN'S RESOURCE

Summer 1986

### WOMEN and POWER

by Janie Sullivan

Spring Quarter's Brown Bag series was called: 'Women, Sex and Power.' I would like to address the issue of Women and Power. I think it is important at this time to talk about the different kinds of power systems we all buy into at different times in our lives.

Women sometimes buy into male power structures and use manipulative behavior techniques to try to restructure women's organizations to suit their own purposes. These women do not have an awareness of women and women's issues and therefore often end up harming not only the organization but themselves in the process.

Ann Wilson Schaeff, in *Women's Reality: An Emerging Female System in a White Male Society*, defines power thus: "In the White Male System, power is conceived of in a zero-sum fashion. In the Female System, power is seen as limitless." Schaeff goes on to explain how the male system works using an example of 20 power units. If one has 20 units and gives 12 of them away, there are only 8 left. The more shares of power given away the fewer there will be for the original power holder, therefore, it is best to hoard all the shares to oneself.

The Female System looks at power somewhat like love, the more power that is shared, the more regeneration and expansion of power is realized. There is no need to hoard it because it only increases when it is given away.

Money sometimes takes on some aspect of power, especially in the White Male System. Some think of money as a measurement of power — the more money one has, the more power one is able to exert upon others. Some are very threatened by those who have more money than they. In the White Male System, according to Schaeff, money is seen as absolute and real. It has an intrinsic value. In the Female System, money is seen as relative and symbolic. It has no meaning in and of itself.

When speaking of symbols of power, leadership always comes up. In the White Male System, leadership means to lead. However, in the Female System, leadership takes on a whole different meaning. Facilitating is the enabling of others to make their contributions while simultaneously making your own. Leadership in a feminist organization is facilitating and recognizing that all others have valuable input as well.

Rules are sometimes the hardest symbol of power. Rules exist to control others and limit their freedom. Rules become sacred if they accomplish the job of controlling others' lives (others who are assumed to be power-hungry and self-centered and therefore need to be held in line.)

In the Female System, rules are developed to increase individual freedom rather than to impose limits. Rules are always in process and are meant to embrace the individual. If a rule does not make sense, it can be challenged, modified, or thrown out all together. Rules never take precedence over the individual.

According to Schaeff's book, communication and negotiation are intrinsically linked. Women and men look at communication in different manners. In the White Male System, communication is used to confuse, win, and stay one-up on others. Women use communication to understand and be understood.

Negotiation, used in a consensual process, is fun and can be a very exciting learning tool for everyone involved. In consensual process, negotiation is a means of everyone clarifying what their needs are and presenting them clearly. Everyone then willingly listens to others before coming to a mutual agreement. The goal of consensual process is for everyone to realize as many of their needs as possible. Consensual negotiation stimulates imagination and creativity that can be used to facilitate solutions that will be good for everyone, not just one or two members of the group.



Schaeff defines responsibility in the Male System as involving accountability and blame. The responsible person is the one who is blamed if something goes wrong. In the Female System, responsibility means simply the ability to respond. A responsible person is someone who does something when it needs to be done and blaming never enters into the action.

Hand in hand with responsibility is decision-making. According to the White Male System, we are all born knowing Robert's Rules of Order. If you think about it for just a little while, under Robert's Rules of Order, since majority rules, 49 percent of the group can be unhappy with the decision and that's just too bad.

In the feminist view-point, decision-making is a consensual process. This process requires everyone to take personal responsibility for seeing that issues are clarified and that everyone has a chance to contribute. Depending on how unhappy someone is with a decision made under Robert's Rules, that person may set about to sabotage the process.

Under the Female System, the individual is given the opportunity to come to a place where she (or he) can at least give some support to a decision or at least go along with it. The individual good is considered just as important as the collective goal. Consensual decision-making takes longer because all members are entitled to their contribution.

Alexa Freeman and Jackie MacMillan in an article published in *Building Feminist Theory: Essays from Quest*, talk about a feminist organization as a workplace for building and strengthening the women's movement. Feminist organizations are important because they provide a visible base for feminist struggle. When feminist organizations are sabotaged by people seeking to change their structure from within to the White Male System model, they can lose their effectiveness as feminist organizations. Goals are put aside and the women's movement suffers.

Newsletter Coordinator:  
Janie Sullivan

Contributors:  
Lynn Exe  
Judy Smith  
Irene Lake  
Maryann Garrity

Poetry by: Jean Richards

Photos by: Nan Joy

Typesetting and printing by:  
Mountain Moving Press

## FALL WOMEN'S STUDIES COURSE

### Women and Economic Equity: Family and Work Issues

Fall 1986; Tuesdays 7-9:30

Cross-listed in Sociology, Social Work  
and Home Economics

An interdisciplinary women's studies course exploring women's changing economic status and social roles, the resulting impact on the family, and current policy proposals for achieving economic equity. Students will be introduced to basic concepts in social policy and economic development as related to women in the United States and other industrialized countries. Course topics include: Narrowing the Gender Wage Gap, the Economics of Women's Work in the Home, Day Care and Family Policy, Feminization of Poverty, Economic development Policy Impacts on Women, and Social Policy Designed For Equality. Course will include lectures, discussions and class exercises.

#### Course Schedule and Requirements:

The class will be offered for 2-3 credits. The class will meet 8 evenings during the quarter from 7-9:30. Students desiring two credits will attend and participate in class, do readings and complete an examination. Students desiring 3 credits will also complete a research project in consultation with a course instructor.

First Class—Overview: The Changing  
Economic Status and  
Social Roles of Women

Second Class—The Poverty of Women  
and Their Families

Third Class—Continuation

Fourth Class—Women, Employment  
and Business Development

Fifth Class—Continuation

Sixth Class—Equity Issues in Economic Development

Seventh Class—International Perspectives

Eighth Class—Policies for Achieving  
Economic Equity

Required Reading: A packet of articles has been developed for this course and will be available from Kinko's Copies. Additional readings will be available in class.

Instructors: Judy Smith Ph.D. and Candace Crosby M.S.; additional presentations will be made by community and U.M. Faculty guest speakers.



## One Woman's Project on Women and Religion

JOANNE CARLSON BROWN, Assistant Professor, Religion, Pacific Lutheran University, Tacoma, WA 98447. As a church historian and feminist theologian I work within the tension between patriarchy and promise of Christianity. Current projects deal with Jennie Fowler Willing, a 19th Century religious reformer and a feminist critique of the Christian glorification of suffering which also attempts to see the positive and negative connections between various liberation theologies regarding this issue. It locates the abusive which is pervasive in this society in the essentially abusive Christianity which is prevalent in this society.

### WOMEN'S PLACE

521 N. Orange

★ *Counseling, information and loving support from a feminist perspective in dealing with issues of:*

- ★ domestic and sexual violence against women
- ★ divorce / relationships
- ★ self-esteem

Speakers available for groups and classes. Call for information about volunteer training and support groups / classes.

New Volunteer Training  
Starts

June 17, 1986

Office Hours: 10 — 4  
Mon — Fri

Teapot's on!  
24 Hour Crisis Line  
543-7606

## Women Will Bridge the Gender Gap in Politics

by Lynn Exe

In cooperation with 12 major women's organizations, the National YWCA and National Women's Education Fund arranged ten Women's Political Training seminars across the nation. Sponsored by the ASUM Women's Resource Center with contributions from Wesley Foundation, the Missoula Local Democratic Socialists of America and the Seattle YWCA, Maryann Garrity and I packed our finest jeans and bandanas, loaded a borrowed comfy Nissan with bountiful bounty and headed for Seattle. (I will not go into detail as to how we entertained ourselves for eight hours of driving with no radio to speak of. The memories of off-key songs that were sung are forever embedded deeply in my mind — one priceless gift of spending time with other women.)

The Seattle-based seminar began on Friday, April 11, continuing through Saturday, April 12. Participants from California, Hawaii, Alaska, Canada, Oregon, Washington, Idaho and Montana attended. To all the women and men involved, the intent of the conference was profoundly important — to bridge the 'gender gap' in government by electing more women into office and encouraging more women to run for office. "Nationwide, less than 12 percent of local, state and federal elected offices are held by women. But post election surveys in 1984 showed an increasing number of voters willing to vote for women candidates," says Glendora M. Putnam, President of the YWCA of the U.S.A. Clearly, the need for feminist representation in the political arena is eminent.

Day one of the conference was facilitated and presented by Carol Whitney, former Executive Director of the Republican Governors Association and current owner of her own campaign consulting firm. The examples used to illustrate campaign planning and management strategies seemed at first to overwhelmingly target metropolitan area campaigns. Several rural area representatives were initially concerned as to how the presentations would translate into rural, grassroots campaigning tactics. However, the excellent hands-on materials, the practical group exercises and demonstrated role plays provided an opportunity to work with other grassroots organizers, appreciate their contributions and develop a sample campaign utilizing fundraising tactics and producing a strong candidate.

*Continued on page 4*



Bookstore

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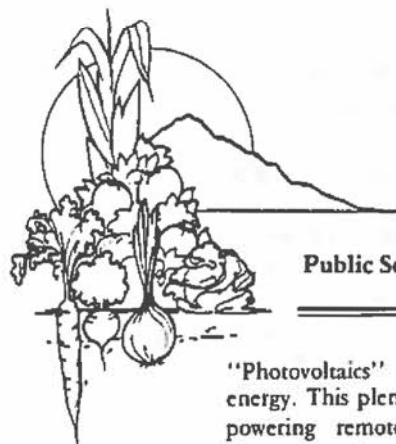
University Center, U of M Campus  
(406) 243-4821

Choco Gonzales Meza, Executive Director of the Olga Madrid, San Antonio YWCA, formerly utilized her demographics, marketing and campaign consulting skills as a partner of Meza and Associates consulting firm. She offered a distinctly grassroots presentation on Day Two of the seminar. Her extensive background enabled us to merge the campaign management techniques from Day One into familiar and necessary grassroots organizing tactics. Ms. Meza focused her presentation and skill-sharing workshops around campaign communications, fundraising and direct voter contact methods. The latter part of the session offered all participants a choice to either compose a two-minute candidate's campaign speech, video-taped and critiqued, or to complete advertising exercises and deal with the media.

Central throughout the two-day seminar was the question of dealing with the issue of pro-choice. The right to maintain control over our bodies unfortunately becomes a controversial issue in the political arena. As political candidates, women and men must carefully assess the role 'choice' plays in their campaigns.

The Women's Lobbyist Fund, Montana Pro-Choice, Montana State NOW, local political organizations and local campaigns offer a few opportunities to become involved in and have an effect on the political climate that so strongly influences our lives. Consider taking a first step into an organization, consider offering your talents (time is considered one of the most valued contributions!) to a local or state campaign, or run for office yourself. All are attainable and necessary goals for women and do not require a bachelor's degree or affluent lifestyle to validate participation.

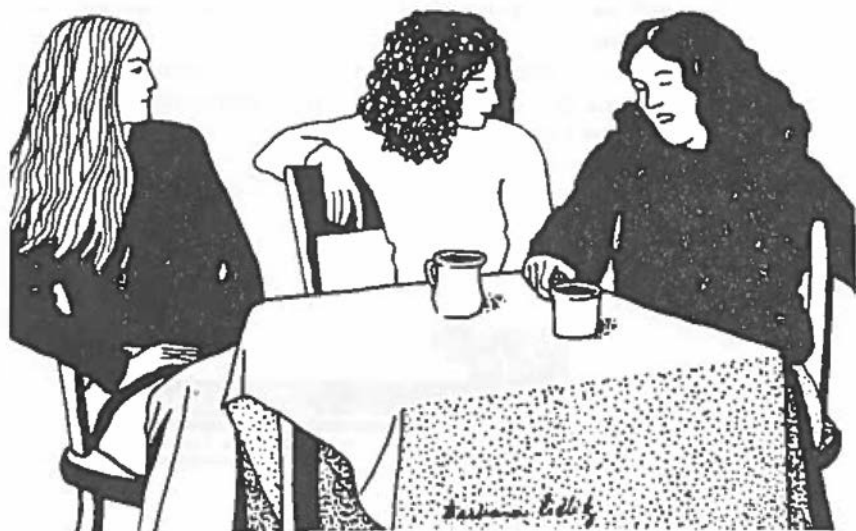
For possible contact persons for the above mentioned organizations or further information on an autumn Campaign Brown Bag series facilitated by Maryann and myself, please contact the ASUM Women's Resource Center. Dare to struggle, Dare to win!



#### Public Service Announcement

"Photovoltaics" means light turning energy. This plentiful energy source is powering remote water pumps in Montana and satellites in space. To learn more about this power source of the future, plan to attend the PHOTOVOLTAICS WORKSHOP this SUNDAY, JUNE 15th at 1:00 at the Down Home Project on 625 Phillips St. (on the North Side by Whittier School). Dan Brandborg of Sunelco in Victor will be leading this hands-on workshop where participants will construct a photovoltaic charging system. Fees for attendance range from \$10 to \$1, according to income. For more information call 728-4549.

"Nails, lumber and money, but mostly your ideas, are needed to help build the MISSOULA COMMUNITY SOLAR GREENHOUSE AND LAUNDRYMAT. The monthly Greenhouse Planning Potluck will be this Sunday, June 15th, at the North Side Community Center on 819 Stoddard. The potluck starts at 6:00 and the meeting at 7:00. There is no charge for attendance. For more information call Kerry at the Down Home Project at 728-4549."





Cris Williamson

*Photos by  
Nan Joy  
of Cris & Tret  
when they appeared  
in concert at UM  
May 2, 1986*



Tret Fure

#### "CHINESE WOMEN OF AMERICA"

"Chinese Women of America, 1834-1982," the first photographic exhibition to detail the lives, struggles, and achievements of Chinese American women is available for rental to museums, historical societies, libraries, universities and community organizations, announced Carol Stapanchuk, Publicity/Education Coordinator of the Chinese Culture Center of San Francisco.

Originally funded by the Dept. of Education's Women's Educational Equity Act Program, the exhibition first opened at the Chinese Culture Center in August 1983 and has since been well received in Boston, Los Angeles, Honolulu, New York, Seattle and Chicago. "A truly educational, revealing and moving exhibit!" was one typical response.

Based on extensive archival research and oral history interviews, the exhibition vividly depicts the courage and strength of one group of minority women in facing the challenges of American life. Chinese Women of America: A Pictorial History (University of Washington Press), an outgrowth of the exhibition, will also be available to accompany the exhibition beginning this year.

For more information on booking the exhibition, please contact Carol Stapanchuk at the Chinese Culture Center, 750 Kearny St. San Francisco, CA 94108, (415) 986-1822.

#### A WOMAN'S PLACE IS IN . . . THE CURRICULUM

June 22-25 and August 10-13, 1986  
Santa Rosa, CA

The whys and hows of integrating the multi-cultural study of women into all areas of the K-12 curriculum will be the focus of these two 3-day training sessions. The Director and staff of the National Women's History Project will prepare mentor teachers, gender-equity specialists, curriculum coordinators, multi-cultural specialists, Title IX coordinators and classroom teachers to conduct training sessions for their site or district teaching colleagues. Continuing education credit will be available.

Models for curriculum infusion, recommended curriculum and a-v resources and strategies for conducting effective in-service trainings will accompany a thorough overview of women's multi-cultural history in the United States. Copymasters for each session will be among the plethora of materials distributed to all participants.

As always, enrollment will be limited. Persons wishing further information should contact:  
National Women's History Project  
P.O. Box 3716  
Santa Rosa, CA 95402  
(707) 526-5974



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# Assertive Communication & Basic Human Rights

by Maryann Garrity

Assertive communication skills enable expression of thoughts, needs, and feelings in a direct, honest, and appropriate manner. Assertiveness is based on self-empowerment. Empowerment is rooted in self-awareness and a sense of self-esteem that is not dependent on others for approval. A common barrier or misconception is that an assertive behavior style will give a person the ability to always get their own way. Exerting power, control, and authority for personal benefit illustrates aggressive behavior patterns, not assertive behavior.

Assertive behavior skills depend on mutual respect, a commitment to compromise when needed and integrity when communicating with others. Anne Dickinson in her book, *A Woman In Your Own Right: Assertiveness and You*, outlines eleven basic human rights. These rights are the foundation for our discussion and work in the Assertive Communication classes offered frequently. Some may sound like an area where you would like to develop more skills and choices. The supportive group environment utilized is conducive to enhancing communication and improving self-esteem.

## BASIC HUMAN RIGHTS

1. I have the right to state my own needs and set my own priorities as a person independent of any roles that I may assume in my life.
2. I have the right to be treated with respect as an intelligent, capable, and equal human being.
3. I have the right to express my feelings.
4. I have the right to express my opinions and values.
5. I have the right to say "yes" or "no" for myself.
6. I have the right to make mistakes.
7. I have the right to change my mind.
8. I have the right to say I don't understand.
9. I have the right to ask for what I want.
10. I have the right to decline responsibility for other people's problems.
11. I have the right to deal with others without being dependent on them for approval.

If you are interested in more information about the six-week classes that include role play, group discussion and goal setting to expand your assertiveness skills, please call Maryann Garrity at 728-1958.



## MISSOULA ASSERTIVE COMMUNICATION CLASS FOR WOMEN

A free pre-session will be held Monday June 16, 1986 from 7:00-8:00 p.m. The six-week course begins Monday June 23, from 7:00 - 9:30 p.m. Class meeting location will be at the Lifeboat, 532 University (parking in rear). Class fee will be \$45 for non-students and \$40 for students (plus material fee). Financial arrangements negotiable.

Instructors are Maryann Garrity and Lynn Exe. For more information or to register call Maryann Garrity at 728-1958.

## HELENA ASSERTIVE COMMUNICATION CLASS FOR WOMEN BACK BY POPULAR DEMAND!!

A free pre-session will be held Tuesday June 17, 1986 from 7:00 - 8:00 p.m. The six-week course begins Tuesday June 24 from 7:00 - 9:30 p.m. Class meetings will be at St. Paul's Methodist Church, 505 Logan (Lawrence Street entrance). Class fee: \$45 (plus material fee). Financial arrangements negotiable.

Instructors are Maryann Garrity and Lynn Exe. For more information or to register call Sydne Cogburn at 443-1473.

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Lhasa Mogao Grottoes  
Colorado River Hohhot  
Kashmir Milford Sound  
Yungang Caves Nepal  
Datong Lima Calcutta  
Mongolia Tashkent  
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Kathmandu Wellington  
Tibet Yugoslavia Delhi  
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# womantrek



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# Quenda Healing Woman

## The Ancient Matriarchal Way of the Native Peoples

When is the beginning? Now that point of clarity at any given moment. Then — the time of the First Woman Warrior Societies . . . the time when these became secret societies . . . when the healing of the feminine had to become secret or be destroyed. Much has been forgotten. Now these secrets are being shared again. Many womyn and men are bringing forth these memories to join with others . . . To heal our Earth, our Mother. The Beginning again.

It is these ancient memories that are the foundation of my work. Those of the wise Healing Woman of long, long ago. My work is excellent these days — movement with my guides and memories creating clarity and strength. Intimacy with our earth mother is strengthening my sense of womanhood; my balance with a powerful friend.

Within the circle of my work is the healing; ourselves, our Earth Mother blood. We must come from a center of inner power, be comfortable and familiar with that trust and strength. We will explore and enhance this healing in many ways — remembering trust, ceremonial purification, intimacy with the Earth, making masks to reflect your strength!!! The Path of Self-Responsibility is an exciting one! — full of surprises and fun!

What is the Balance Shield? The first shield of protection and power, the one we had in the very beginning . . . The time of the first Woman Warrior Societies . . . There are specific laws of nature — one of which is the law of polarity — two basic forces that are in opposition — the masculine and feminine energies. There is the Law of One and this law is that these polarities come from a common center of Divine Consciousness. As these two forces come together in opposition, creation occurs. There can be balance in this creation, whether it be an idea, a child or a way of walking upon our Earth Mother.

Our body learns wisdom sooner than the mind, so physical movement will bring awareness. During times of silence we can note the directions from a specific point on the Earth, then travel through times past to experience Her balance. As we garner to ourselves the materials and insights to make our balance shield, we will begin to understand the rules of a shield carrier. We will trust more the existence of the Spiritual Sisterhood, gathering our power to join our circles once we discover them.

There is a decision we can make in this life — to accept the responsibility for the Universal Peace and healing of our Mother Earth. I don't mean to suggest that we all carry banners or quit our jobs and move to the country. I do suggest that if we make the choice for peace we begin by looking into our own hearts. That we think about the energy we put into the work world. And perhaps we change . . .

Every thought is powerful. Every prayer is important. This is where peace and healing begins.

May you walk in Balance and Beauty.

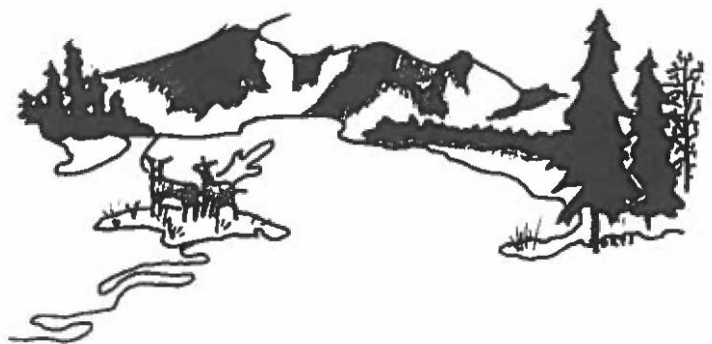
Quenda Healing Woman

## The Call

*Warm Sun on the rocks  
White light  
My eyes squint  
Sun-glare on the water  
The boulder a cushion  
Closing my eyes  
But still seeing  
The White Light  
Suddenly being lifted  
Held in Someone's lap  
Relaxed  
Laughing and crying  
At the same time  
Silently  
Sound of the lakeshore  
Receding  
Not sleeping  
Under the slits  
In my eyelids  
Still viewing the lake  
Everything changed.  
God had chosen me  
As all else  
Became dancing shadows  
On the surface of eternity.  
My objections, limitations, doubts  
Faded into the breeze  
With the gentle laughter  
Of waves lapping the shore  
Knowing  
Infinite Possibility.*

Flathead Lake, Montana  
May 1978

By Jean Richards







The *Montana Women's Resource* would like to thank those of you who have sent donations or subscription money to help support this publication. Our mailing list is printed on computer mailing labels. We are in the process of implementing a system for monitoring subscription expiration. It is important to us that the newsletter be widely read, and that it is not withheld from anyone because of inability to pay. The *Resource* is a quarterly publication and the yearly subscription rate is \$4.00. Please send a contribution at this time or if you would like to subscribe to the newsletter, make checks payable to the *Montana Women's Resource*.

Because of funding cuts this year, there will not be a newsletter published at the end of summer quarter, the next newsletter will come out at the end of fall quarter, 1986, if fundraising efforts are successful.

*Montana Women's Resource*  
Women's Resource Center  
University Center 119  
University of Montana  
Missoula, MT 59812

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