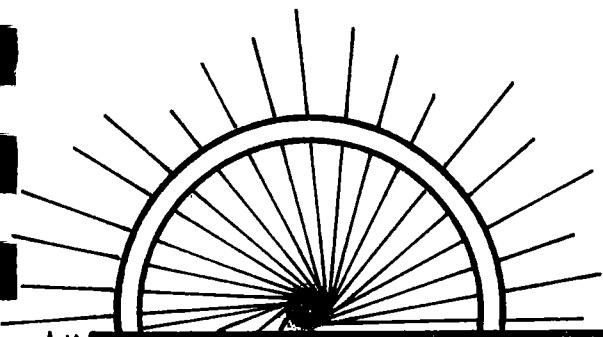




Dis•Abled Women's Network

D A W N

NATIONAL ORGANIZING MEETING

OF THE

DIS•ABLED WOMEN'S NETWORK

D.A.W.N.

REPORT

Held March 26th - 29th, 1987
Winnipeg, Manitoba.

A Joint Project by DAWN Toronto, and the
Consulting Committee on the Status of Women with Disabilities,
Winnipeg, Manitoba.

D A W N C A N A D A

776 East Georgia Street

_____ Vancouver, British Columbia, V6A 2A3 _____

DAWN CANADA,
776 E. Georgia St.,
Vancouver, B.C.
V6A 2A3

August 4, 1987.

Dear Women:

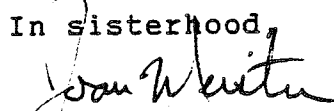
Enclosed, you will find the Proceedings of the founding conference of the DisAbled Women's Network Canada. This document records the events of the historic weekend of March 26 - 29, 1987 in Winnipeg. Reading over the material, I am sure that you, too, will be struck by a sense of wonder at the quality and quantity of our accomplishments. The women of the CCSWD and DAWN Toronto deserve our heartfelt gratitude for making it happen and the Secretary of State Department our thanks for providing the funds. And, of course, what is a conference without participants?? Thanks to all.

The Executive has been in touch as often as possible (given the expense of long distance conference calls!) and we are proceeding with the business of the society. DAWN CANADA has been represented at a number of important national events since our conference. We attended a very useful workshop on fundraising put on by the Secretary of State Department; a meeting of the Charter Disability Litigation Committee which discussed the formation of a national litigation structure which can assist disabled Canadians to exercise their Charter and human rights and can advance equality; and, a meeting of the "Access/Awareness Week" group which agreed to pursue Rick Hansen's concept for establishing a national disability awareness week.

We also met with representatives from the Secretary of State's Disabled Person's Participation Program and Women's Program to discuss funding and I am in the process of completing our application for funding for the next fiscal period. With the anticipated funding, we will be able to produce a newsletter which will provide the opportunity to strengthen our network and to do other important work.

I hope that the enclosed will inspire you to continue to organize other women with disabilities in your region.

In sisterhood,


Joan Meister,
Chairwoman,
DAWN CANADA.

**National Organizing Meeting
of the
DisAbled Women's Network – DAWN CANADA**

PROCEEDINGS

**March 26th – 29th, 1987
Winnipeg, Manitoba**

**A joint project of
DAWN Toronto
and the
Consulting Committee on the Status of Women With Disabilities,
Winnipeg**

**DAWN CANADA
c/o 776 East Georgia Street
Vancouver, British Columbia
V6A 2A3**

ACKNOWLEDGEMENTS

Thanks to the following volunteers, resource people and organizations who made this conference possible:

Janus Bazan
COPOH Staff
Sherry Dangerfield
April D'Aubin
Doreen Demas
Cate Harrington
Val Innes
Paula Keirstead
Denise La Porte Dawes
Simone Lavoie
Ainley Monk
Sybil Murray-Denis
Monique Raimbault
Elizabeth Semkiw
Char Toews
Cathy Walker
Nancy Whiteway
Sue Williams

Handi Helper Transit
Handi Transit
Rhonda Boyd - Home Care Equipment Pool
Manitoba Women's Directorate
Charlene Tapley - MML Travel Agency
Elyse Swerhone - National Film Board
Cory Jackson and staff - YWCA

PROCEEDINGS

Joanne Doucette
Dina Juras
Joan Meister

GUEST SPEAKERS

Maureen Hemphill
Kathleen Shannon
Sharon Wolfe

and to all the others who gave us support, thank you again.

SPECIAL THANKS TO:

Special thanks to our funders, the Secretary of State Department's, Disabled Persons Participation Program, Women's Program, and Promotion of Official Languages Branch, whose financial support made this event possible.



PRIME MINISTER · PREMIER MINISTRE

On behalf of the Government of Canada, I am delighted to extend my warmest greetings and sincere best wishes to the delegates to the organizational meeting of the Disabled Women's Network in Winnipeg, Manitoba.

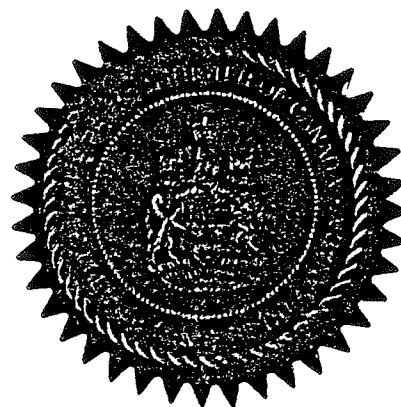
Dialogue and debate are integral parts of the consultative process and your participation in this forum will benefit not only disabled women, but all those who seek equality in legislation, the workplace and in society as a whole. You have come here from across Canada to participate in the formulation of new policies, to represent your various interests in a national exchange of ideas and viewpoints, and to foster a greater sensitivity to the special needs of disabled women.

This organizational meeting promises to be exciting and informative. It is particularly noteworthy that the organizers have produced a broad range of discussion topics which will ultimately lead to the establishment of a truly national organization. I encourage your active participation in these sessions and wish you every success in your endeavours.

With every good wish,

Jeani Hurlburt

OTTAWA
1987



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INTRODUCTION

From Friday, March 27, to Sunday, March 29, 1987, delegates from every province and territory in Canada met in Winnipeg at the National Organizing Meeting of DAWN CANADA: DisAbled Women's Network Canada with the support of funding from the Secretary of State Women's Program and Disabled Person's Participation Program. Founded in June, 1985, at an initial meeting in Ottawa, DAWN Canada is a national self help network of disabled women.

This National Organizing Meeting was a joint project of DAWN Toronto and the Consulting Committee on the Status of Women with Disabilities (CCSWD). Toronto was to be the original host of the event, but unfortunately ill health intervened. The Consulting Committee on the Status of Women took up the challenge.

This report contains the agenda, reports on plenaries, workshops, keynote address, caucuses and films and videos, as well as the report of the first Annual General Meeting and the Treasurer's Report. The Appendices include, among other things, a summary of the Conference Evaluation Forms, the Constitution and Bylaws and a list of the participants.

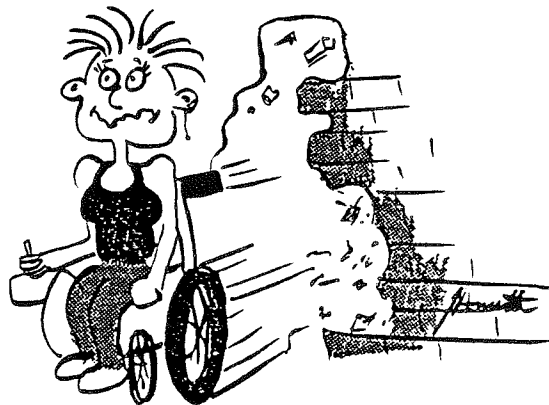
The Report is primarily intended for the use of delegates and sponsors, but we hope that others might find it to be useful. For more information about DAWN in your area, you may contact the delegate from your area or write DAWN Canada at the following address:

DAWN CANADA
776 East Georgia St.
Vancouver, B.C.
V6A 2A3

FRIDAY
March 27th, 1987

8:30 a.m.	Breakfast
9:30	Keynote Address – Pat Israel
11:00	Reports: Regional Treasurer
12:00	Lunch
2:00 p.m.	Plenary: Setting DAWN's Priorities
7:00	Films and Videos Guest Speaker – Kathleen Shannon

MARY JANE BREAKS
DOWN ANOTHER WALL



INTRODUCTORY REMARKS

(Joanne Doucette)

I would like to provide you with a little background to this meeting. We started planning and fund raising for this event in January of 1986. At that time, we had intended on having the meeting in Toronto, hosted by the local group, DAWN Toronto. Funding was not recieved until September of 1986. We had hoped to get it earlier than that so that we could have a fall meeting, but by then it was too late to book most places and we had to hold off for a little because Pat Israel and I were involved in putting on the DAWN ONTARIO conference in November, 1986.

After the DAWN ONTARIO conference I came down with hepatitis. DAWN CANADA had been counting on Pat and I to do most of the on-site organizing work for the DAWN Canada meeting. In January and in desperation I phoned the Consulting Committee on the Status of Women with Disabilities in Winnipeg and asked them if they would be interested in putting on the meeting. They agreed to host the DAWN national meeting.

I have a great deal of gratitude to CCSWD for hosting this meeting. DAWN would like to formally thank the Consulting Committee on the Status of Women with Disabilities for hosting this event. We would also like to thank Dina and Sue for all their work. As well, our thanks and appreciation go to the Coalition of Provincial Organizations of the Handicapped (COPOH) for their help and support. Last, but certainly not least, we would like to thank the Hon. David Crombie, Secretary of State, and his department for their funding and support.

KEYNOTE ADDRESS
(Pat Israel)

I am pleased to be here today. The reason that I have been asked to deliver this keynote address is that I go way back on disabled women's issues. When I was fifteen years old I remember telling boys not to call me "chick" that my name was "Pat" and they were to call me "Pat". The girls looked at me like I was odd. However, since I was already disabled I had been in the odd category before.

I remember leafing through the magazines in a drugstore and finding one called MS magazine. The name intrigued me. I looked through the magazine and found articles about sexism and other issues that concerned me. After finding out about feminism and the women's movement I naturally tried to join a group. What I found was inaccessibility, both in terms of attitudes and physical access (ramps to offices, meeting places, accessible washrooms and so on).

So, I decided to put my energy into the disabled rights movement. At least I could get into their meetings. However, it was still a struggle. For example, I had to fight to get them to use the term "chairperson", even if the chair was a man, so that the women would feel comfortable in participating and seeking leadership roles.

The issues in the Seventies were accessibility, housing, transportation, civil rights, employment, and so on. As the only feminist in the organizations I belonged to, I did not feel comfortable bringing up women's issues as the groups were not receptive to these concerns.

In the Eighties I became a COPOH Board member. At this time I met Yvonne Peters who is also a feminist. It was like meeting a long lost sister. We were both frustrated by both the disabled person's movement and the women's movement. Neither seemed to be interested in dealing with our concerns. We spent a lot of time together discussing our issues as women with disabilities. We felt that in both groups, our priorities, problems and concerns were invisible and unimportant.

In 1985, the Secretary of State's Women's Program decided that some work needed to be done on disabled women's issues. A woman named Vera Wall researched the current situation and worked with women with disabilities to organize a meeting in Ottawa in June of 1985. Women from all over Canada came to talk about their concerns as women with disabilities. Support for this meeting came from both Secretary of State's Women's Program and the Disabled Person's Participation Program. At the meeting the women identified six issue areas as being of high priority to them:

- access to the women's movement and women's services
- violence against women with disabilities
- affirmative action
- assertiveness, self awareness and self esteem
- sexuality
- parenting

Everyone agreed to go back to their own provinces and areas and organize local and provincial networks of disabled women. From the start, we realized the importance of working at the grassroots level. Pat Danforth suggested the name DAWN -- the DisAbled Women's Network, and this is the name that we chose to go with.

I can't tell you how exciting it was to get together with those women and discuss our concerns, our issues, our priorities, our hopes -- as women with disabilities.

I can't say that there haven't been difficulties. We have met with fear and resistance. There has been concern and anxiety in the disabled person's movement that the women were leaving the consumer groups. We have had bad cases in Ontario and B.C. where men have demanded to be allowed to participate in the women's group. One man said to me, "Be liberated and let men join the group." I have had men tell me that they want to talk about menstruation and other women's issues. If they are serious about this then they should organize their own groups and discuss sexism and so on.

It is important that our groups remain for women only. I have done groups on sexuality where there have been sessions just for women and mixed sessions. It is only in the women only sessions where the women have really spoken out about issues such as rape and incest. In the mixed sessions they do not feel comfortable enough to express themselves.

The goals of DAWN are to make the women's movement accessible to women with disabilities, to be a bridge between the women's movement and the disabled persons' consumer movement, and to provide role models for young disabled women.

I remember talking at a school a while ago. After I was finished a young disabled girl about twelve years old came up to me and said, "I don't feel ugly anymore." I saw myself in her. Young girls often don't see any adult disabled women. This was a couple of years ago and I realized that things haven't changed all that much.

We need to reach out to all women with disabilities: women of color, native women, immigrant women, lesbians, isolated women - all disabled women.

We need to work in coalitions with others who are seeking social justice.

I would like to read you some statistics from the DAWN Toronto brochure. When these facts are brought to light it is not hard to understand why DAWN exists:

- 18 per cent of all women are disabled
- disabled girls are twice as likely to be sexually assaulted
- disabled women are more likely to be victims of violence
- support and services for disabled mothers are almost totally inaccessible
- the unemployment rate for women with disabilities is 74%
- the most inescapable reality for women with disabilities is poverty
- in general, women earn 60% of men's wages; working women with disabilities earn 64% of the wages of non-disabled women

All kinds of women belong to DAWN groups. Feminists belong to the group. Women who are not comfortable with the term "feminist" also belong to the group because they want to work on women's issues. Women who just like the social aspect of DAWN also belong.

This is an exciting time. Groups and networks of women with disabilities are organizing all over the world. DAWN is part of the Disabled Women's International formed after the United Nations Women's Meeting in Nairobi. Governments everywhere are beginning to listen to us.

GREETINGS FROM ZIMBABWE
(Paula Keirstead)

I felt compelled to talk to you this morning on international issues because I just returned from Zimbabwe, Africa. I met with the women there and they asked me to do something special on their behalf. First, however, I want to talk about some other things.

In 1985, Disabled People's International (DPI) had its second World Congress in the Bahamas. At this meeting, a number of challenges were given to DPI. DPI was challenged to ensure that women with disabilities were heard and had a role within the organization. Canadian women played a key role in this. It was an exhilarating time. There were women there who had never thought of women as having anything unique to say. There were others who thought that it was long overdue. To give the organization credit, disabled women's issues were on the agenda.

A Congress resolution established a Women's Affairs Committee. Dr. Shah of Pakistan chairs the Committee. Dr. Shah is an older woman who has lived a life that demonstrates why such a committee should exist. There is much that we can learn from one another.

With DPI I have had the opportunity to travel and I have attended women's meetings in Jamaica, El Salvador, Korea, Zimbabwe, and many other places. One of the most exciting of these was in Korea at the Asia-Pacific regional meeting. It had a seminar which focused on women's issues. This was the first of its kind in the world. It was a meeting of both men and women. There was a lot of tension. At first, the women were hesitant to express what they wanted to get out of the meeting. One man, in frustration, said, "Who do you want to be equal with -- disabled men, nondisabled men, who?" He wanted to know just where on the ladder we wanted to be. Dr. Shah responded, "At the top." She hastened to add that men did not have to be threatened by this because we want us both to get to the top and that we were looking for their assistance in this.

The women at this meeting had a caucus where they met alone. The men phoned the women and extended their best wishes to them. This was a very important step in that culture.

In Zimbabwe, the women decided to form a caucus within the national organization. This is the way they wanted to go. Writing briefs, acting on committees, doing project proposals is very different from what these women have been raised to do. They have never had any leadership training. They realized that they did not know how to organize. They are going to get in touch with women's organizations in Zimbabwe so they can begin to learn these skills. They are also

looking at the idea of twinning.

They asked me to extend a greeting to you. The greeting that they send to you goes like this: "I see you sisters of Canada. Let's work together."

REGIONAL REPORTS

DAWN representatives from each region briefly reported on the activities of DAWN within their territory or province or the potential for the growth of DAWN in their area.

BRITISH COLUMBIA

Since holding our founding conference in March of 1986 we have been busy with the following activities:

- setting policies
- speaking on depo provera to Health and Welfare
- speaking to health care professionals
- speaking on the radio
- solidarity message to women in South Africa and another on International Women's Day
- banner in the International Women's Day parade
- two workshops which were sponsored by the provincial Ministry of Labour: one on employment and the other on starting a small business/cottage industry
- paired a conference on holistic health care with the Annual General Meeting in March. Some of the issues that were raised at the AGM/conference were: need for fund raising; need for doing outreach and development in the regions; chemical dependency and women with disabilities; violence against women with disabilities; the desire for more information on social services, Health and Welfare, parenting, etc.
- we are planning a newsletter, monthly meetings, and a forum for women's groups to help them to understand the meaning of accessibility and a Mother's Day Picnic.

ALBERTA

We are happy to see what we can do to help DAWN get started in Alberta.

SASKATCHEWAN

We are part of a core group of disabled women who are attempting to develop a provincial group. As of yet there is no provincial group. Since 1984 we have been collecting the names of interested women. These names and addresses have been put on a computer. In 1985, we were involved with a film on disabled women made by the National Film Board. We met with the representative of the Secretary of State Department when he made his cross country tour. We participated in a pictorial herstory and are involved with the Facts of Life Line in Regina.

We want to hold a provincial conference. In 1984 a conference was held on women's issues and a lot of interest was expressed at that time.

VRDP in Saskatchewan now recognizes the cost of day care. We were also involved in the Regina Healthsharing Conference and have representation on the Sexual Assault Board.

MANITOBA

The organization in Winnipeg is the Consulting Committee on the Status of Women with Disabilities. CCSWD operates as a collective and has a working group which meets weekly, as well as a volunteer meeting which occurs every 6 weeks. The volunteer meetings are divided between business and education. The funding to date has been from Secretary of State and the Canadian Research Institute for the Advancement of Women (CRIAW).

The activities of CCSWD have been as follows:

- Women's Audio Books (feminist literature and Herizons on tape for visually impaired and blind women)
- Depo Provera presentation to the Regional Meetings on Fertility Control of the Health Protection Branch of Health and Welfare Canada
- participation on the Manitoba Action Committee on the Status of Women (MACSW) task force on access to the women's movement

CCSWD has also undertaken the following studies:

- a survey of women with disabilities in Manitoba to determine how economic security issues affect their lives
- an accessibility study of women's services and the development of an access guide

A project proposal has been developed and submitted to the Health Promotions Branch of Health and Welfare Canada and CCSWD is planning to hold a province-wide conference at the beginning of May, 1987. CCSWD will also be participating in a Mother's Day Picnic. We have applied for funding for two students to assist this summer.

CCSWD's history goes back to 1984 (that is, before the formation of DAWN in the rest of the country). In 1984, Char Toews and Elizabeth Semkiw were in contact about a case of sexual assault which concerned a woman with a disability. The local women's organization was prepared to get together with them on this issue because they had never dealt with the issue of assault as it affects women with disabilities. A committee was formed and various people started to join. Then CCSWD received project funding from CRIAW and Secretary of State. CCSWD hopes to become a province-wide organization in the near future.

One of our hearing impaired members, Cynthia Topham, will be doing a workshop on accessibility at the National Action Committee on the Status of Women (NAC) Annual General Meeting in Ottawa in May.

ONTARIO

There are two chapters of DAWN in Ontario: Toronto and Ottawa. There is a provincial board of directors for DAWN Ontario and a founding provincial conference was held in November, 1986, hosted by DAWN Toronto. The theme was "The Future is Now: Networking for Change". Seventy-two delegates and resource people attended and a broad range of workshops on issues like health, violence, body image and self esteem, leadership, parenting, and access to the women's movement.

Minority caucuses were held and were well attended. For example, native women, invisibly disabled women, disabled mothers, fat women, lesbians, and women on social assistance met in closed caucuses to discuss their shared concerns on an informal basis. Although strong support was given to minority rights, including the enshrinement of an equality clause in the DAWN Ontario Constitution, two delegates were upset by the presence of both fat women and lesbians and left the event.

DAWN Ontario has received strong funding and support from the Province of Ontario's Women's Directorate, the Office for the Disabled Persons, and the Ministry of Community and Social Services.

DAWN Toronto sent an Open Letter to the women's movement which has been very well received and widely reprinted and distributed across the country and in the States. Joanne Doucette surveyed disabled women for DAWN Toronto to reveal the very high incidence of all kinds of violent assaults in our lives. We submitted a brief to the Province of Ontario's review of the social assistance system. We also prepared a written brief and made an oral submission to the Health and Welfare hearings on Depo Provera and fertility control. DAWN Toronto is growing rapidly and there is wide interest across the province.

Native women in Ontario are currently considering forming a native chapter of DAWN.

QUEBEC

Our group is called l'Action des femmes handicappees and we have about 15 women actively involved in Montreal. We are a cross-cultural, cross-disability, and bilingual group. We provide translation services at our meetings. The issues that we have worked on are as follows: health, accessibility,

employment, violence and information on women's services. Often disabled women have a hard time thinking of themselves and their concerns. This is beginning to happen more and more.

We surveyed 20 women's organizations and found that only one was accessible. We have made various applications for funding. Right now we are petitioning so that women requiring attendant care can have female attendants if they so choose. We have developed a self defense course for women with disabilities and are doing a lot of outreach. We are working with women's groups to sensitize them to our needs.

The group in Quebec City is Amies Handicappees. We have been in existence for 7 years. The group was given \$500.00 in 1981 from OPHQ and this money was used to print a poster and for postage. Half of the women in our group are disabled and the other half work in the area of disability.

The group has studied the following areas: health; isolation; and sexuality and contraception. The group organized a women's self defense course and participated in a National Film Board film on women with disabilities and employment. The priority of the group is to sensitize nondisabled women about the needs of disabled women and to get closer to the women's movement.

NEW BRUNSWICK

A brief has been prepared by the Fredericton Anti-Poverty Group which is associated with NAPO, the National Anti Poverty Organization. It outlines the needs of disabled people. Disabled women, in particular, are very isolated in New Brunswick. Disabled women need to be encouraged to get out and take part in the community. We need a DAWN group in every city. Disabled women need to be in touch with their femininity and their needs and concerns as women. We need to start speaking out.

NOVA SCOTIA

Marg Hiltz from Halifax attended the founding meeting in Ottawa in 1985. Attempts have been made since to organize a group in Nova Scotia. A small committee was started in Halifax, however, energies have been limited. A project proposal was submitted to Secretary of State but was withdrawn because of difficulties experienced in sustaining the group. Still, the regional Secretary of State is interested in sponsoring a conference within the next six months.

PRINCE EDWARD ISLAND

DAWN PEI has gotten off to a slow and shakey start, but the future looks full of potential. Susan Buchanan attended the founding DAWN meeting in 1985 and started the work here, but not long ago she moved to Ottawa.

In the Spring of 1986 there was a workshop on disabled women in the workforce. Outreach has been done to individual disabled women. Individual women with disabilities in PEI are making great achievements.

DAWN has been promoted on CBC radio in PEI.

NEWFOUNDLAND

There is no formal DAWN organization in Newfoundland. Last weekend was the first time disabled women got together to discuss their issues. There is interest in establishing a disabled women's group in Newfoundland. We had discussions on violence, sexuality, access, and so on. We talked about affiliating with other women's organizations.

NORTHWEST TERRITORIES

There is no existing DAWN group in the Northwest Territories. There is an Multiple Sclerosis Support Group in Yellowknife and it is composed mostly of women. The problems in the North are numerous. Facilities are largely inaccessible. The isolation is tremendous. One major problem is the invisibility of the disabled. There is a high degree of chemical dependency in the N.W.T.

Metis and Native women's organizations are very active.

YUKON

The situation is very similar to what we have just heard from the Northwest Territory representative. There are no organizations for disabled people other than the Multiple Sclerosis group.

TREASURER'S REPORT
(Joanne Doucette)

INCOME AND EXPENSES STATEMENT
(projected to April 30, 1987)

INCOME

Secretary of State	\$35,000.00
Interest	700.00

Total

\$35,700.00

EXPENSES

Transportation	\$11,000.00
Facilities	3,300.00
Meals	3,200.00
Sign/oral interpretation	1,000.00
Attendent care	350.00
Telephone	4,000.00
Stationery	375.00
Postage/copying	600.00
Alternative media	
Braille	66.00
Large print	19.36
Tape	6.00
Refreshments	200.00
Translation	2,000.00
Salaries	6,550.00
Honorarium	75.00
Office Equipment Rental	600.00
Bank charges	35.00
Conference Report	2,323.74

Total

\$35,700.00

PLENARY SESSION:
SETTING DAWN'S PRIORITIES
(Facilitated by Sherry Dangerfield)

INTRODUCTION

We are going to look at dividing the discussions into two sections: goals and issues. There are goals for the organization. We can look at the role of DAWN CANADA. Then we can look at what our role is within our goals. We need to think about what we want to accomplish. We also need to consider what our relationship will be with other national organizations. This process will get us started thinking about these issues and then we can continue to think about them throughout the rest of the weekend.

A role is the entity that we wish to be and a goal is something that we wish to achieve.

BRAINSTORMING - ROLES:

- * Communication vehicle
- * Exchanging information among disabled women
- * Exchanging information with nondisabled women
- * Advocacy for women with disabilities at the federal level
- * Working with NAC and COPOH
- * Newspaper
- * Electronic communication via computers
- * Act as advisor and educator to disabled groups and women's groups
- * Educate
- * Promotion of research
- * Support network -- THIS IS A NUMBER ONE PRIORITY.
- * DAWN should be the voice of disabled Canadian women within DPI
- * DAWN should work with international organizations (DPI, the group that came out of Nairobi, etc)
- * Facilitate the development of groups in the various areas by information sharing.
- * Twinning stronger groups with less developed groups.
- * Sharing practical resources (ie photocopied material)
- * Work on getting women with disabilities elected to political office at all levels.
- * Will the provincial organizations be the same as the national organization?
- * How will the provincial and national organizations bridge together?
- * A committee should be established to form a consumer group of disabled women.
- * DAWN should be accessible to women with all disabilities.
- * Networking with United Deaf Women of America.

- * We should network with other similar organizations.
- * DAWN should remain sensitive to minority interests
- * The Canadian Association of the Deaf will be focusing on deaf women's issues this summer.
- * Whenever we do a conference we should work to include: deaf women, lesbian women, native women, mentally disabled women, women with hidden disabilities, women of color, immigrant women and other minority women.

BRAINSTORMING - GOALS:

- * Education and re-education of disabled women.
- * Getting women with disabilities into non-traditional occupations.
- * Information exchange system
- * Getting funding to have an office, coordinator, equipment, and projects.
- * Getting involved directly with rehabilitation centres.
- * Leadership training courses.
- * Impacting on research that is being done so that it includes women with disabilities.
- * That DAWN formally demand that it be consulted and included in any discussion of women's issues that is being done.
- * That all disabled groups be heard within DAWN.
- * That DAWN ensure that all minority interests are heard.
- * Networking and support
- * Political action
- * Strong chapters twin with weaker groups.
- * Remain an autonomous organization.
- * Work on the paternalistic attitudes which exist in the area of education.
- * Identify needs of disabled women
- * Be present in those organizations where decisions affecting women with disabilities are made.
- * Work out our funding needs.

BRAINSTORMING - ISSUES:

- * Input into consultations on what will happen to Secretary of State's Women's Program.
- * Education of disabled women within the rehabilitation system.
- * CAP/VRDP renegotiations
- * Leadership training
- * Validation of our experiences as women with disabilities.
- * Bill C-22
- * Parenting
- * Establish support groups for mothers with disabilities.
- * Lobby government for the automatic inclusion of accessibility provisions in any budget or organization that

is supported by government money.

* Make people aware that access is a right guaranteed by the Charter.

* Access to the women's community in all respects.

* Moratorium on the use of Depo Provera in Canada.

* Research

* collaborate with COPOH on litigation against Upjohn.

FILMS & VIDEOS

Four films and videos were shown after dinner: The Impossible Takes a Little Longer (French and English versions); Tell Them I'm A Mermaid; Doctor, Lawyer, Indian Chief; and Just a Minute.

Kathleen Shannon, former director of the National Film Board Studio D, was present to lead us in a discussion of their newly released film on disabled women and employment, The Impossible Takes a Little Longer. That discussion follows:

Q: Was any research done on the employment status of disabled women?

A: Research was obtained from Employment Canada.

Q: Who is the target audience?

A: A wide and varied audience, including disabled women and the general public.

Comment: I enjoyed it. I thought it would have been helpful to show other ways of communication for people with hearing problems other than sign.

Q: Was it clear to you that the woman who talked about her baby, Jeffrey, had a hearing problem?

Comment: No. It was not clear. She said it, but very quickly.

Q: I have many concerns about this film. It talks about disabled people. It doesn't zero in on issues of disabled women. We are discriminated against as women and as disabled people. This was not addressed anywhere. I have problems with the film's definition of disability. It focused on women with mobility impairments. There were no invisibly disabled women, developmentally disabled women or women with psychiatric disabilities. Also, I didn't like the message that "you can make it if only you are imaginative and put your mind to it." It's not true. It's a lie. I was disappointed that there weren't any women with invisible disabilities.

Comment: All these women shown are very white, middle class. They were all pretty "normal" looking with the exception of one woman who was shown only very briefly.

Comment: The French film showed all mobility impaired women and, thus, reinforces the traditional stereotype of what "disabled" is. All the women shown were quite well-to-do. This is not reality.

Comment: As one of the women who met with Studio D, I was very disappointed. What happened to the feminist content? You did not listen to us. I hope that more films are made, but that they are controlled by disabled women at the producing end.

Comment: I would suggest to you that here in this room you have a lot of women who can discuss their lives. But we don't feel that the women in the film represent us. The "super cripp" image should be guarded against even though it might be the most appealing to the general public. Perhaps DAWN should consider making its own film. Future film makers might want to involve an effective advisory committee in the development and production of a film project.

Comment: I was pleased that the film showed children and family life. However, it could have gone into some of their coping techniques in greater depth.

Comment: There will be a problem with marketing. Since this film is aimed at such a diffuse audience, it means that the film is not very useful to a lot of specific groups like disabled women's groups.

Comment: I thought the movie was good for people who don't know a lot about disabled people. It probably would have been good to show some of the frustrations that the women faced.

Comment: If the film is aimed at the general public, then it is okay. But if it is aimed at disabled women as a motivational target, then it is very odd. Disabled women don't need motivation to work. They all want jobs. They just can't get them.

Response (Kathleen Shannon): The motivational aspect was originally suggested by Canada Employment. That was soon dropped by the producers.

Comment: No one film tells the whole story. Now we need to say, "What else do we need?" "Where do we go from here? What other films do we need?" I think it will get a lot of use in a general education sense.

Response (Kathleen Shannon): In future we would like to see the concerns of disabled women brought into generic films.

We need to have a process for you to keep reminding us to include issues of disabled women in generic films. As a producer, I can make this recommendation to my successor, Rita Fratachelli.

Comment: This film does not include the vast majority of disabled women. The vast majority of disabled women are not mobility impaired. As far as saying that those four women made it, that doesn't say a damn thing. We don't need or want a female Rick Hansen.

Response (Kathleen Shannon): Perhaps we can distribute a written piece to go with the film.

Comment: And have instructions that these be read before the film is shown.

[Note: The producer is amenable to having someone from this group, DAWN Canada, do the write up. DAWN Canada will get back to the producer as to who will do this.]

Comment: The film only touched briefly on personal concerns.

Kathleen Shannon (closing remarks): I value your input and hope we can create something in an ongoing way. I hope you don't feel let down by the film.

SATURDAY
March 28th, 1987

8:30 a.m. Breakfast

9:30 Workshop Series I:

- A) Policy, Priorities and Goals
– Paula Kierstead, Joan Meister
- B) How to Organize a DAWN Group
– Cynthia Topham, Suzanne Franklin Constans
- C) Networking Within DAWN
– Maria Barile
- D) Bringing Forth Minorities Within Minorities
– Doreen Demas

11:00 Workshop Series II:

- E) Fundraising
– Joanne Doucette
- F) How to Promote Membership Growth
– Char Toews, Cate Harrington
- G) Relationships With Other Groups and Organizations
– Pat Israel, Rawnie Dunn

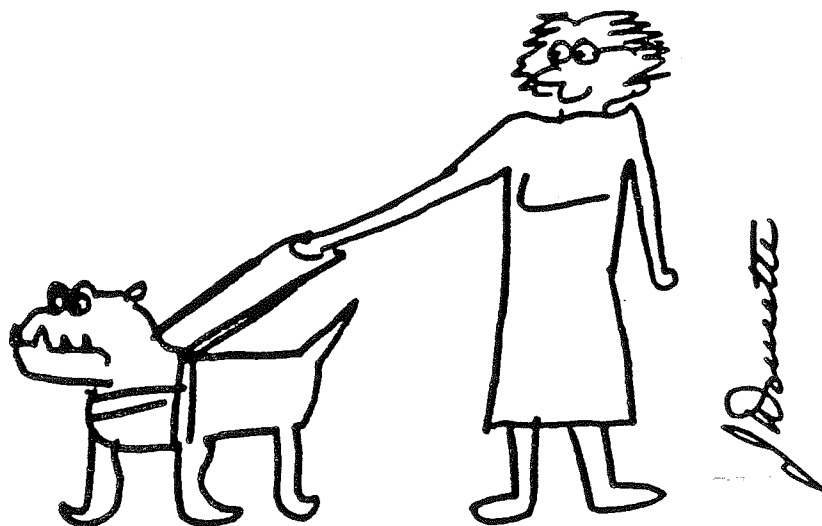
12:00 Lunch

2:00 p.m. Plenary:

Reports from Workshops and Discussions
of Strategies and Recommendations

6:30 Banquet and Celebration

NO ONE BUGS CHARLOTTE
SINCE BUTCH ATE
THE HANDI TRANS
DRIVER.



WORKSHOP REPORTS

SERIES I:

A. POLICY, PRIORITIES AND GOALS OF DAWN

Facilitators: Paula Keirstead and Joan Meister

The goals of this workshop were to continue with the undertakings of the Friday plenary session on roles and goals and work on the draft bylaws so that they reflect the views of the participants. The participants of this workshop worked throughout their lunch period to complete their task. The goals of DAWN Canada, as proposed by this workshop, are:

- a) To be the voice of disabled women in Canada.
- b) To provide support, information, and resources to disabled women in Canada.
- c) To enhance communication among disabled women, and between the consumer movement and the women's movement of the needs and concerns of disabled women in Canada.
- d) To educate and raise the awareness of the general public regarding the needs and concerns of disabled women in Canada.
- e) To educate and raise the awareness of all organizations dealing with the issues affecting disabled people and all organizations dealing with issues affecting women to ensure that equal access to all goods and services is provided.
- f) To reach out and remain sensitive to the unique needs of native women, black women, South Asian women, Asian women, and other members of linguistic and ethnic minorities, including French Canadian women, immigrant women, women in institutions, lesbians, single parents, and others in Canada.
- g) To provide role models for disabled girls and encourage them and support them so they develop into mature and independent women in Canada.
- h) To work in cooperation with others who share our concerns for equality and social justice.

- i) To liaise with disabled women internationally.

B. HOW TO ORGANIZE A DAWN GROUP

Facilitators: Suzanne Franklin Constans and Cynthia Topham

The goals and objectives of this workshop were to discuss ways in which to start a DAWN group in order to identify needs, to be heard by politicians, and to network. The obstacles identified were: the power struggle between men and women; the power struggle between mixed consumer groups and feminist groups; the divide and conquer tactics used by funders; lack of money; lack of energy; and, the difficulties of ensuring a cross disability perspective.

The "how to's" that were discussed focused on how to get women together and how to develop a structure. A formal board can be a very effecient way of making decisions, but it can also be quite heirarchical. Decisions may be made by one or two women. How to share power can become as serious a question as how to encourage people to commit themselves to do the work.

A collective is a working committee. It can be made up of all volunteers or volunteers and staff. Decisions are usually made by consensus rather than formal voting. There is much less chance of any one person being burned out as responsibility and work are shared. There is respect for individuals while patriarchal stuctures are avoided.

The greatest weakness is that you have to keep the level of involvement high. Staff may end up doing more of the work than they ordinarily would unless involvement is high. It also may be possible that no one takes any responsibility or accountability for any role and nothing gets done. Or, on the other hand, collectives may take on too many roles and not prioritize issues. They may fail to determine their priorities.

The group has to determine what its territory will be: urban, rural, etc. It will then have to advertise itself. Use all opportunities ("house organs", community access cable television chanel, etc). Also, use one-on-one contacts (Offer members of your group as guest speakers.) You also have to decide who your membership will be. All women? or just disabled women? You need to use issues and speakers or special events as attractions to bring women into the group. At the same time, you must develop a funding base. It is helpful to develop six month agendas or plans in advance.

C. NETWORKING WITHIN DAWN

Facilitator: Maria Barile

First, networking was defined as being a sharing of information and resources with each other. The differences in the regions and the need to reach out and share among each other was discussed. The purpose of the workshop was to discuss how DAWN would like to network and we suggested three different types of networking: through correspondence; representative (that is, women meeting directly with each other); and, a mixture of correspondence and representative.

Women network through correspondence via written communications like letters and newsletters. The advantages are its minimal costs, the ease with which it can be done or produced, and the way members can read the papers at their leisure. The disadvantages are that there are some expenses. Mailouts, with the high cost of postage, can be very expensive. Photocopying or reproduction is another cost. Money and initiative are needed, therefore.

Representative networking is when individuals or groups across the country act as resources for their areas and meet directly with those representing other areas. The advantages of face to face meeting lie primarily in the way in which it enhances communications. The disadvantage, of course, is that it is costly, involving, for example, travel and accommodation expenses. (It can be done less expensively using technologies such as telephone conference calls). Another disadvantage is that it can become bureaucratic with representatives losing touch with the grassroots.

The workshop favoured a mixture of correspondence and representation. Though it is more expensive than just corresponding, since people must travel or use long distance telephone as well as printing a newsletter, it is much more effective for the community because of the increased communication through interpersonal contact. It increases public visibility and provides motivation and support for members.

It was suggested that more developed DAWN groups should pair with less developed groups. The concept is twinning, but it may prove difficult because of finances. Money is required. Funding was discussed briefly: how to get money from within the organization and from outside to support networking. For example, the group considered the possibility of printing a disabled women's appointment or activity calendar which would include information on provincial events, news, etc., relating to women with disabilities and our issues. Another suggestion was that we apply to the Secretary of State for funding specifically for this information exchange or networking project. Sales of T-shirts were discussed as another fundraiser.

The possibilities of electronic mail, networking through DISC (Disability Information Services of Canada) and the problems of reaching rural and isolated women were discussed. Travelling groups of DAWN women might go into different regions and locales to assist groups develop. It was suggested that DAWN use both a written newsletter and representative personal contact to network and share information with its members and/or twin newly developed groups with already established, stronger groups.

D. BRINGING FORTH MINORITIES WITHIN A MINORITY

Facilitator: Doreen Demas

Panel Members: Joanne Doucette, Lona Hobbs, Roseanna McCoy

Doreen Demas chaired this workshop which featured a panel of Roseanna McCoy, Joanne Doucette and Lona Hobbs. The purpose of the workshop was to discuss the issues and concerns of minority groups within DAWN and develop ideas which would encourage these women to participate within DAWN.

Roseanna McCoy grew up on a reserve just outside Sault Ste. Marie in northern Ontario and experienced oppression both as a non-status native woman on the reserve and as a native growing up within the white school system and religion, both of which destroyed native religion and language and broke up families. On top of that, she was oppressed as a disabled women.

For native disabled women, oppression often silences and turns inward in bitterness, self hatred and internalized oppression. Sent to Toronto for many corrective surgeries and rehabilitation, given no real formal education, Roseanna found herself further isolated from family and culture and was forced to grow up quickly. Now, she is very aware of herself as a minority within a minority within a minority within a minority, and emerging again with pride and self esteem.

Lona Hobbs is from Whitehorse in the Yukon. There is a strong sense of isolation in the North and Lona experiences herself as a minority within a minority: being a woman, itself a minority position in the North; being disabled; and, being in the North which is a minority position within Canada. Geographically, she lives among the most northerly places in the world where disabled people live. There are few disabled women living in the North because of the extreme climate and lack of services. Transportation is a real challenge when for seven or more months snow "leaves you spinning your wheels".

The climate causes other variations. Summer is a good time in the North with all the daylight and Vitamin D! In the winter, however, symptoms flare. Women suffer from sensory

deprivation. It is hard to "beat the blahs." There are few services. They are not feasible because of the distance and expense with a low population. There is no anonymity whatsoever with a small population and so, therefore, more chances occur for getting support from people. The current Yukon Minister of Health, a native woman, is very supportive and understanding and the health care system is improving.

Joanne Doucette is an invisibly disabled lesbian, living in Toronto. She grew up poor, in rural Ontario, and experienced a good deal of teasing and discrimination because of poverty and disability, and, later because of her sexual orientation. Disabled lesbians are often very isolated and vulnerable, lacking in self esteem and self confidence. We need support from others in order to be ourselves, yet find ourselves not really accepted in the lesbian world or the disabled community.

Minority women within the disabled community experience triple oppression or jeopardy because of racism, homophobia, isolation, geographic distance and cultural differences. It is very important to address minority issues when discussing changes or rights needed for disabled women. For example, it is important to use the term "lesbian" when talking about this group of minority women. It is important to talk about native rights or to talk about racism. You can lose many women if you don't use these key words. It's very hard to get all women to come out to organizational meetings, and, harder still, to include everyone. But the key words are lesbian, native, or women of color. We must forget about losing government funding if the cost is losing our sisters.

Disabled women with a feminist analysis have no place to go. DAWN must have political action components and commitments to follow through. These commitments must address racism, oppression and the right to control our own bodies and sexuality. Some policies and resolutions must be made so that time is not wasted. For DAWN to remain unified, the awareness process must happen. Divisions around these issues can split groups. There also needs to be teaching between women with different types of disabilities within DAWN. Because a disability is not obvious (ie. an invisible disability), it does not mean that it is not there, or that it is minor and does not really "count". Moreover, it is important to be sensitive to everybody, including those with regional differences

A position must be taken on how to present DAWN regarding government funding. Will DAWN be "Wonderbread" (all white, light, and fluffy, easily digested by all) or what we are in actuality, a very diverse group representing a wide variety of women, including rural women, Northern women, lesbians, native women, black women, poor women, immigrant women, etc. DAWN must decide whether it will appease the "moral majority" and their allies and bow to the "rule" of government when it

pressures us to conform or whether DAWN will be there to speak for women and their needs.

It is , therefore, recommended that DAWN reaches out to all women (native women, women of color, lesbians, working women, regionally different women, geographically different women, Jewish women, and others). The minorities with the minority must be considered from DAWN's perspective and included at every level.

E. FUNDRAISING

Facilitator: Joanne Doucette

The goal of this workshop was primarily to discuss fundraising strategies for DAWN Canada in the next year in light of the previous fundraising experiences of DAWN and, secondarily, to discuss the methodology of fundraising, or "how to" fundraise in general. The 5 C's of Credit (Character, Conditions, Capital, Capacity and Collateral) were discussed as they related to obtaining grant money. The process is very similar to the process by which a person or corporation obtains a loan from a bank and similar strategies and tactics work.

The obstacles that DAWN faces in obtaining funding are several. DAWN must meet the funder's criteria for giving dollars (eg. foundations only give to registered charities which DAWN is not, at least, at present; governments will only fund certain types of groups or projects). With the current government, lobbied as it is by REAL Women and their ilk, there is much concern over the use of the term "feminist" and some reluctance to fund groups using or describing themselves as "feminist".

Funders often operate under certain assumptions (e.g., that the group has lots of money to spend on long distance calls to the funder - get them to call back) which are, very probably, unspoken and unexamined. Miscommunication is a frequent problem, especially given the lack of opportunities to meet face-to-face with government representatives in Ottawa. This can happen easily on the local level where, for example, in Toronto the local government representative is a man with little background in disabled womens' issues and unable to attend any DAWN functions since they are all women only! Also, there can develop interpersonal problems with representatives in a funding department which have little to do with policy and more to do with personalities.

It is important to demonstrate the capacity to meet the 5 C's: Character, Conditions, Capital, Capacity, and Collateral. **Character** includes the nature and history of the organization, structure (representative and accountable Board members, etc.), and management and how these relate to the funder's criteria. **Conditions** are the nature and goals of the

specific grant application. **Capital** refers to the financial position of the organization and the resources it currently has, as well as the ability of members to contribute to the project both in terms of cash and other gifts (time, supplies, etc.). **Capacity** is the ability of the group to follow through on the project and produce the results it claims it can accomplish. The only **Collateral** a non-profit group has to offer to a funder is the commitment of both the Board and the members to the project. This is the only guarantee the funder really has.

It is important, first, to research the funder's criteria completely and to gather information on the funder. Determine the appropriate level of entry for seeking funds (local, provincial, national) and make the first contact face-to-face with the appropriate official. A project proposal, tailored to that specific funder and well written, should be presented. Letters of support should accompany the proposal and completed application.

It is best to have a follow up schedule during the, too often, long period of waiting while the proposal goes through the system. Develop allies, especially within the women's movement, but also interested supporters in business, the professions, etc. Be and stay non-partisan. Don't do fund raising by yourself. It is best to use a team or committee approach. Above all, don't place the whole load on the Treasurer. This places too much of a burden and also too much financial clout in the hands of one person. Ideally, the fundraising and treasurer function should be separate.

Be clear about what you want to achieve and when. Explore alternative sources of funding such as: government, churches and women's church groups, municipalities, business, etc.

A suggested follow up schedule for fundraising might look like this:

March 1 - Submit application

April 1 - Phone project officer and check on application.
Send additional information, letters of support.

April 15 - Phone again. Clarify any problems.

May 1 - Send a polite letter of inquiry to the project officer and send copies to the head of the department and Minister.

June 1 - Send a polite letter of inquiry to the Ministry, send copies to the leaders of the opposition parties and their critic on women's issues. Telephone project officer every 2 weeks from now on for an update.

July 1 - Telephone the Minister's office.

July 15 - Ask people who have given you letters of support to telephone the Minister's office. Ask local members of parliament to inquire on your behalf.

August 1 - Send a telegram to the Minister. Send copies to the leaders of the opposition parties. Call the press. Pray. Persist. You will get an answer. It may be "NO", but you are entitled to an answer in reasonable time.

Recommendations for DAWN Canada: there should be a fund raising committee formed immediately, in addition to and separate from the position of Treasurer, to raise funds for DAWN in 1987. DAWN should select a conference theme and approach funding sources for conference funding, if a conference is to held in 1988.

F. HOW TO PROMOTE MEMBERSHIP GROWTH

Facilitators: Char Toews and Cate Harrington.

The goals of this workshop are to develop strategies for increasing members; maintaining memberships when interests are so varied; and contacting women who might be interested in joining.

Obstacles to membership growth include:

- not knowing why women don't return to the group after an initial meeting;
- transportation costs for women to get to the group;
- advertising our existence to every disabled woman in the country;
- the problem of inaccessibility in rural areas;
- the lack of money to provide information in alternate media;
- the lack of skills among women who do join DAWN but have never been on a board before and don't have the skills needed to make a group successful (eg. note taking, public speaking); and
- the difficulty in locating women through already established agencies such as the CNIB (Canadian National Institute for the Blind).

Beginnings and Structure

Some useful techniques are to go through the press and the popular media. Another is to get some written material out to women, with an immediate way to follow up on that material (ie. a place for them to phone or write to). We have to network any way possible, remembering that face-to-face meetings are not always necessary. It works to pair experienced people in a "buddy" system with new members. It is important to remember to introduce new members. Make everyone who comes to the meeting feel important. Give them tasks to do. Share the work. Send out brochures to women.

Keep in touch with the women who originally expressed interest in the group. Increase the awareness of disabled persons in your area.

Recommendations follow. Find ways to generate your own money. Buy your own van and share or rent it out to other groups. Develop team work so that women can work without a rigid structure. This may take using some kind of executive for two or three years. Invite other women's organizations to come to your meetings and interact and dialogue. This gives a sense of direction. Network with other groups sharing common concerns. This is particularly important for groups in less populated areas.

G. RELATIONSHIPS WITH OTHER GROUPS AND ORGANIZATIONS

Facilitators: Rawnie Dunn and Pat Israel

The main goal of this workshop was to explore the possibility of formal relationships between DAWN and Coalition of Provincial Organizations of the Handicapped (COPOH). Groups and organizations were listed under two areas, the first of which includes COPOH at the national level, Disabled Person's International (DPI) at the international level, and provincial and local consumer groups. The second area included the National Action Committee on the Status of Women (NAC), Disabled Women's International, the national DAWN group, and provincial and local DAWN groups.

The following obstacles were discussed:

1. Lack of communication between the two areas as stated above;
2. Men in the consumer's groups may not know issues of importance to disabled women;
3. There may be no relationships between COPOH and other important groups like NAC (National Action Committee on the Status of Women);
4. Disabled women's groups such as DAWN may not make attempts to join NAC or other feminist groups;
5. Is DAWN perceived as competition to COPOH or an affiliate;
6. Should DAWN support feminist groups on all issues, or limit itself to supporting feminists in limited areas; should DAWN support COPOH on all areas, or limit itself to only certain areas;
7. Divisions may develop among various groups ie. competition for funds, volunteers, etc.; should we go to funders together so that funders do not use divide and conquer tactics;

8. The importance of retaining independence from other groups such as COPOH and NAC, yet should we be linked to these groups (eg. exchange board members);

9. COPOH is resented because it has never paid attention to women's issues until DAWN grew; because of COPOH's male structure should DAWN ignore this group;

10. Constitutions of organizations should be examined so that there are no conflicts;

11. Does DAWN and its members have enough energy to join regional organizations.

Recommendations:

1. That DAWN become a member group of NAC

2. That DAWN seek associate membership to COPOH after examining the constitution.

**PLENARY
REPORTS FROM WORKSHOPS
and
DISCUSSIONS OF STRATEGIES AND RECOMMENDATIONS
(Paula Keirstead)**

The meeting heard reports from each of the workshops (see above) and some recommendations were forwarded to the Annual General Meeting for formalization (see minutes of the Annual General Meeting) and others were discussed within the parameters of the plenary:

A. INVISIBLY DISABLED WOMEN'S CAUCUS

That invisibly disabled women be given the opportunity, if they wish, to describe themselves and their disability in a brief biography in the pre-conference kit at the next conference or meeting of DAWN.

We could describe our disability and how it affects our lives, the problems we deal with, etc. This would prevent a lot of embarrassment. Often even our disabled sisters do not see us as disabled and assume we are attendants or observers. Sometimes they do not take our disability seriously. It would help if we only had to explain once and not over and over, or just leave people wondering. We would like to share and educate other people about our lives and our disability. For example, we all would like to know more and share more about the deaf culture.

That DAWN print or reprint a brochure on invisibly disabled women like the one produced by the New England Women's Music Retreat.

B. LESBIAN CAUCUS

That DAWN take a strong stand vis a vis governments and the right of disabled lesbians to be visible and active within DAWN; that DAWN not trade off our interests as disabled lesbians under pressures from funders; that heterosexual women be encouraged not to recoil in horror [as has happened before] when attacked as a "bunch of radical lesbians" and lesbians drop out or hide in order to placate the right and maintain respectability, but that lesbian rights within DAWN be clearly and publicly supported.

That DAWN CANADA send a letter of support to the Sharon Kowalski defense fund and make a donation to this fund using profits from the bar and/or collections ("passing the hat").

BANQUET

(Sister of Ceremonies: Elizabeth Semkiw)

After a very pleasant dinner during which there was a good deal of informal conversation and friendly exchange ("networking"!) Elizabeth introduced the head table which consisted of herself, Pat Israel, Joanne Doucette, Maureen Hemphill and Sharon Wolfe. Speeches followed the dinner and the following is the text of the speeches delivered by our two special guests:

MAUREEN HEMPHILL

Minister of Business Development & Tourism and Minister of Housing, Province of Manitoba

This is a surprise to me because the Feds usually speak first -- so I thought Sharon would be going first.

When the opportunity came to speak to you I wanted to come because it gives me the opportunity to learn from you.

I was asked to talk to you about Manitoba programs. But you probably know more about the programs across the country than I do, after spending the weekend talking about them.

I am proud to be part of the New Democratic Party government because it is truly working to make improvements for the disadvantaged, more so than any other government. Take, for example, my responsibility, housing. We are concentrating on housing for those areas that need it the most -- the North, disabled people, etc. When giving mortgages we require 5 to 10 per cent of the units to be accessible. We also support subsidized housing.

We all have limitations; they just don't all show. We have to get out of worshipping at the shrine of the perfect body. We have to make people realize that the body isn't the person. It is just the house in which the mind, the spirit, and the heart of a person lives. While the body is limited in what it can do, the mind and the spirit is limitless. It can soar.

I am a girl that grew up in a small mining town. They say, "You can take the girl out of the country but can't take the country out of the girl." I came from a really small town. I did not go to college or university. I never dreamed of becoming Minister of Education. I thought I would be a wife and a mother and I became those things because you tend to live out your expectations. But I also became Minister of Education. If I, Maureen Miller from a little gold mining town, can become Minister of Education you, too, can do anything you want.

Statistics show that women are better at starting up small businesses than men are. Fewer businesses started by women go bankrupt. Why? It is because women take less out of the company, they put more time into the business, and they ask for help more. Therefore their businesses are more successful.

You know about all the problems so I don't need to go into that. All I need to tell you is that being a woman is special and that you have special skills. We need to start talking in the public arena about how we have to start valuing the whole person.

If I had to choose a limitation, I would choose that my body would be limited and not my mind. If you let your imagination, heart, mind, and soul soar you can do anything and accomplish anything!

SHARON WOLFE

Special Assistant to the Prime Minister of Canada

I am pleased and honored and challenged to be your guest speaker.

Pleased to have been afforded the opportunity to participate along with you, in the first National DAWN Conference. Pleased to have a small role in such a giant step forward and pleased to share with you the strong feelings of promise and possibility that this Conference evokes in all who stood by for so long and watched while issues of grave consequence were overlooked or at best, dealt with on an ad hoc basis.

I am honored because I represent a Prime Minister and a government who by word and deed are committed to ensure that all disabled people will ultimately be able to become full and participating members of society.

And I'm challenged, because I am a newcomer to many of these issues and yet I know that I must use the opportunity open to me, to work along with you, to advance the rights of women with disabilities.

I plan to take the time afforded me tonight to elaborate on this. First, let's look at DAWN, your objectives, your goals, the issues that brought you together and the results which will flow from your efforts.

More and more often many of us, for a variety of reasons, have come to realize that our roles as citizens in our communities have been traded for the status of receivers of a service. We often forget about the capacity of every single one of us to become full participating members of our society.

We live in a twilight zone, accepting too little, internalizing and personalizing other people's behavior. Victims of inertia, ignorance, or indifference, we wait. Wait to be included, to be heard, to be asked. We wait for permission. We wait to be acknowledged. And the result of that waiting is predictable. It's exclusion from the mainstream. It's unfulfilled dreams and very little hope. For far too long many people, but disabled persons and disabled women in particular, have been excluded from social, economic and community activities.

Your very presence here tonight is a much needed step along the way that will put an end to that exclusion. By working, as you have since 1985, all these weeks and months leading up to this first National Conference, you have put a new dynamic force in motion. No longer will we as a society be able to plead ignorance. No longer will disabled women be on the back burner of a nation's consciousness. No longer will women continue to address issues such as child care and employment equity, in the narrow confines of their own personal realities.

Tonight is an evening to relax a bit, to be self-congratulatory, to look back at how far you've come - for tomorrow the work begins anew. But there's no doubt but that you're ready for it. Witness your progress to date. A person from DAWN sits as a Vice-President on NAC. A member of DAWN represented you at the Canadian Advisory Council for the Status of Women's National Meeting. There has been a discussion paper from COPOH dealing only with disabled women's issues and a pledge from them to initiate a policy of affirmative action to ensure equal representation on all governing and decision-making bodies of COPOH. And you received a grant from the Secretary of State to make this Conference possible. Not a bad beginning and proof positive that you've already been effective in changing attitudes.

At this juncture, I will, at the request of the Prime Minister, read this personal message from him:

(Letter from the PM was read. See letter at front of this report.)

When I said I was honored to represent the Government here tonight, I can assure you I was not simply mouthing political jargon. For while I'm one of the first on the inside to admit that there is a long way to go, I am equally proud of the Government's record to date.

Proud that at a time of fiscal restraint and uncomfortable but necessary cutbacks, the Canadian Government has created measures to address the needs of disabled persons to the tune of close to \$100 million. You are probably familiar with

some of these initiatives but permit me to mention just a few.

*The government broadened the definition of disability for income tax purposes to include 120,000 more disabled persons, including the deaf and those with mental and psychiatric disabilities. (40 Million)

*There was an increase in the disability deduction from \$2,610 to \$2,860 per annum. (10 Million)

*It expanded the Court Challenges Program to cover all equality-seeking sectors. (9 Million over 5 years)

*It established a comprehensive program of assistance to disabled persons and their consumer organizations. (16 Million over 5 years)

*It created the Walter Dinsdale Disability Information Service Centre at the University of Calgary. (720,000 over 2 years)

*It announced the Post-Censal Survey on Disability. (6.4 Million over 3 years) This in time will generate data on all matters which measure the accessibility of disabled persons to society including housing, employment and transportation.

*It gave grants to 25 communities to assist in the acquisition or replacement of small vans or mini-buses for transportation of disabled persons. (8 Million over 4 years)

*We also established the new Residential Rehabilitation Assistance Program for Disabled Persons. (4.8 Million) In addition, in 1986 we made 700 new units accessible to disabled persons under a social housing program, while in another program we created an additional 496 units for disabled adults and children. Secretary of State, recognizing the need for independent living, is giving that the highest of priorities.

*Most important in January 1987, the Minister of National Health and Welfare along with Provincial and Territorial Ministers, announced there would be an important, long awaited review of cost-sharing arrangements as they relate to Canadians with a disability.

The Ministers agreed, and I quote, "That persons with disabilities have the right to participate in all aspects of the economic, social and cultural life of Canada, that further initiatives would enhance opportunities for disabled persons to be integrated in Canadian society."

While this is an impressive record for a Government just 2 1/2 years old, experience has taught me that whenever I address an audience, I usually find a skeptic or two so before you have the chance to wonder, let me assure you right

up front, the Government's sole response to the multitude of problems facing disabled persons is not simply to throw money at the problem.

For in addition to that which I mentioned, we must note as well:

*The establishment of a permanent Status of Disabled Persons Secretariat, whose objective is to support activities of disabled persons organizations that address barriers which prevent their full participation in society.

*And as well, an Advisory Committee has been established in the Department of Transport, whose job it is to advise the Minister on how to implement reasonable access to the National Transport System.

*And we've passed employment equity legislation to ensure that more disabled persons become employed.

No doubt you're concerned with the amendments to the Human Rights Act, including the principle of "Reasonable Accommodation." I can assure you in this regard that there has been a commitment on the part of Ray Hnatyshyn, the Justice Minister, to include reasonable accommodation in the Act. The amendments to the Act are currently under review and the Government should make an announcement by the end of the year.

So too, the Secretary of State, David Crombie, is hoping to table by early Fall before the Parliamentary Sub-Committee on the Status of Disabled Persons, the responses from the various departments on the outstanding recommendations in the Obstacles Report.

The Parliamentary Sub-Committee on the Disabled and Handicapped which is chaired by Patrick Boyer. is playing an important role by reviewing Federal action as it pertains to disabled persons and advocating for positive change. I think it would be of benefit to the objectives of DAWN if you, through direct communication with the Committee, sensitized the members to particular issues which you would wish to see them address.

As you can see, we have in a general sense accomplished a great deal. Yet much remains to be done. More attention needs to be given to those things which are in process, and equally important there remains a need to place on the agenda those issues, your issues, which have yet to be given serious attention. However, we must bear in mind that all too often when nothing happens, it is not because there are no solutions, rather it is because there was not sufficient knowledge of the existing problems.

That is the challenge of DAWN. To bring those issues which

are of particular concern to disabled women forward. To speak out whenever and wherever possible about the abuses, the poverty, the insensitive medical care that sometimes prevails, and to be the voice that will stir the consciousness of Canadians everywhere. To reinforce your links with disabled consumer groups and Status of Women groups to ensure that they, in the future, deal with certain issues on a more consistent basis.

It is slow, arduous, tedious work but I can stand here tonight because two of you, Pat Israel and Joanne Doucette, spent an entire morning patiently explaining to me, a questioning neophyte, just some of the problems that have confronted so many of you.

Truthfully, I have been haunted by that conversation ever since. Haunted by the fact that I, who prided myself in being a community worker and a human rights activist, never once gave consideration to the profound problems that are so much the part of so many women's lives.

It's extraordinary to me that in 1986, in one of the richest, most priveleged countries in the world, someone who subscribed to 4 magazines, had cable T.V. and access to all types of information services, could remain so ignorant, so oblivious of that which existed. But I know today, just like others will know tomorrow. I can assure you, armed with that knowledge, we will, along with you, face the challenge. Together we will make a difference.

In closing, I ask just one thing. When you tire, as you're bound to, when you feel let down because the process is so slow, when the inevitable conflicts arise, take heart, for as in the words of Victor Hugo:

"There is only one thing stronger than all the armies in the world, and that is an idea that's time has come."

DAWN has the idea and the time has come.

Thank you.

CELEBRATION

The guest speakers were followed by presentations of gifts and our thanks to our staff members, Dina Juras and Sue Williams in appreciation of their hard work and excellent achievement and to the interim executive/organizing committee: Maria Barile, Joanne Doucette, Pat Israel, Paula Keirstead and Joan Meister. We then enjoyed several wonderful skits by the Nellie McClung Theatre Group and a poetry reading by performance artist, Alethea Lahofer. A women's dance with disk jockey, Carole Boily wrapped up a well deserved evening of celebration.

SUNDAY
March 29th, 1987

- | | | |
|-------|------|---------------------------------------|
| 8:30 | a.m. | Breakfast |
| 9:30 | | Annual General Meeting |
| 12:00 | | Election of Board of Directors |
| 12:30 | p.m. | Lunch |
| 2:00 | | Departures & Conclusion |



ANNUAL GENERAL MEETING

The Annual General Meeting got under way bright and early in the morning and continued until lunchtime. The business of the meeting is summarized in the following minutes:

ANNUAL GENERAL MEETING of DAWN CANADA Sunday, March 29, 1987 MINUTES

1. Introductory Remarks

Joan Meister, chairperson, began the meeting with a few introductory remarks regarding rules of order and the procedure to be observed during the course of the meeting.

Mary Lendrum moved to accept the agenda, seconded by Linda Wallbaum.....CARRIED

2. Financial Report

Joanne Doucette gave a breakdown of the financial statement (see p. 25) projected to April 30, 1987.

Kathleen Wright moved to accept the financial report, seconded by Wanda Berrette.....CARRIED

3. Executive Report

Paula Kierstead gave a brief executive report summarizing the experiences of the "interim executive" which had originally intended to communicate by modem. These plans did not work out and the collective idea also had problems with additional provincial workloads demanding considerable amounts of energy. However, in the end, "it all worked out" and the interim executive brought us to this point. Paula left us with the observation that we need to be clear when we leave here today about who is responsible for what!

Cynthia Topham moved to accept the interim executive report, seconded by Diane Goodine.....CARRIED

4. DAWN CANADA Constitution

Joan Meister explained the role of the Constitution as providing the focus and objectives for the society. It was decided that the various items under "Purposes" would be dealt with one by one and after some discussion which was informed by the participants in the "Policy, Priorities and Goals" workshop, the order of the purposes was altered and dealt with in the following order:

A. To be the voice of women with disabilities in Canada

Suzanne Franklin Constans moved to accept "A", seconded by Marita Gustavsson

Linda Wallbaum moved an amendment to change "the voice" to "a voice", seconded by Mary Lendrum

This amendment generated a great deal of discussion, most of which was opposed. (e.g., "If we are not the voice, what are we?" "DAWN is the only support network of disabled women. It can be the only informed voice.")

Linda Wallbaum withdrew the amendment with the agreement of the seconder.

Linda Wallbaum moved to amend the motion to read "the network voice", seconded by Mary Lendrum.....DEFEATED

The main motion was.....CARRIED

B. To provide support, information, and resources to women with disabilities in Canada

Wanda Berrette moved to accept "B", Linda Wallbaum seconded.....CARRIED UNANIMOUSLY

C. To enhance communication among women with disabilities, and between the disabled consumer movement and the women's movement of the needs and concerns of women with disabilities in Canada

Kathleen Wright moved to accept "C", seconded by Diane Goodine.....CARRIED UNANIMOUSLY

D. To educate and raise the awareness of the general public regarding the needs and concerns of women with disabilities in Canada

Mary Lendrum moved to accept "D", seconded by Linda Wallbaum.....CARRIED UNANIMOUSLY

E. To educate and raise the awareness of women with disabilities, all organizations dealing with issues affecting persons with disabilities and all organizations dealing with issues affecting women to ensure that equal access to all goods and services is provided

Kathleen Wright moved to accept "E", seconded by Linda Wallbaum.....CARRIED UNANIMOUSLY

F. To reach out and remain sensitive to the unique needs of all women with disabilities including native women, black

women, south Asian women, Asian women and other members of linguistic and ethnic minorities, including FrancoCanadian women and immigrant women, women in institutions, lesbians, single parents, and others in Canada

There was some discussion on this motion regarding the need to list different categories and whether that could be seen as prioritizing. The response suggested that it was a question of self-determination.

Moved by Linda Wallbaum to accept "F", seconded by Cynthia Topham.....CARRIED UNANIMOUSLY

G. To provide role models for disabled girls and to encourage and support them as they develop into mature and independent Canadian women

Moved by Mary Lendrum to accept "G", seconded by Diane Goodine.....CARRIED UNANIMOUSLY

H. To promote research on all issues affecting women with disabilities in Canada

Moved by Kathleen Wright to accept "H", seconded by Maria Barile.....CARRIED UNANIMOUSLY

I. To work in cooperation, whenever possible with others who share our concerns for equality and social justice in Canada

Moved by Pat Danforth to accept "I", seconded by Wanda Berrette.....CARRIED UNANIMOUSLY

J. To liaise with women with disabilities interationally

Mary Lendrum moved to accept "J", seconded by Dawn WesthaverCARRIED UNANIMOUSLY

Cynthia Topham moved to accept the DAWN Canada Constitution, seconded by Mary Lendrum.....CARRIED

5. Affiliations

It was pointed out to the meeting that affiliation is a mechanism for bringing underrepresented viewpoints across and working cooperatively with like-minded associates.

Pat Israel moved that DAWN Canada become a member of the National Action Committee on the Status of Women (NAC), seconded by Linda Wallbaum.....CARRIED
(with Mary Lendrum abstaining)

Pat Israel moved that DAWN Canada seek associate membership to COPOH as long as no conflict exists between their constitution and our constitution, seconded by Kathleen Wright.....CARRIED

6. DAWN Canada Bylaws

The meeting went through the articles of the By-laws one-by-one and with the following exceptions, through either motion or discussion, all were passed in principle and handed over to the new board for "tidying up" and pursuit of legal incorporation.

Linda Wallbaum moved that able women have voice but no vote, seconded by Pat Danforth

The discussion was thorough and remained unresolved until it was decided to table it until later in the meeting and until after a half hour limit was imposed on the duration of the discussion.

The remainder of the By-laws were discussed:

Suzanne Franklin Constans moved that the Board of Directors be composed entirely of women with disabilities, seconded by Linda Wallbaum.....CARRIED

It was decided that half of the board would be elected for a one year term and the other half elected for two years and that the decisions as to which women would occupy which terms would be left for the Board to decide.

The discussion resumed on the tabled motion regarding whether able women will have voice but no vote and the motion.....CARRIED

Moved by Kathleen Wright that the By-laws are approved in principle and spirit and referred to the new Board of Directors for tidying up, seconded by Estelle Reddin.....CARRIED UNANIMOUSLY

7. Other Business from Workshops

a) Sharon Kowalski Defence Fund

Mary Lendrum moved that DAWN Canada contact the Sharon Kowalski Defense Fund and affirm our support of the rights of disabled women to freedom of choice and control of our bodies, including the right to choose our sexual orientation, seconded by Diane Goodine.....CARRIED

b) Depo Provera

Maria Barile moved that DAWN Canada strongly protest the use of Depo Provera by the medical profession on disabled women here in Canada and its proposed approval for wider use and that government be advised of our view, seconded by Pat Israel.....CARRIED

c) Terminology

Suzanne Franklin Constans moved that whereas women who experience disability are women first and whereas language plays a large role in determining attitudes be it resolved that DAWN endeavor wherever possible to use the following term, "women with disabilities" in all official DAWN Canada documents and statements, seconded by Cynthia Topham.....
.....CARRIED UNANIMOUSLY

d) Maureen Hemphill

Mary Lendrum moved that:

Whereas DAWN Canada sees one of its purposes to educate the general public concerning issues and realities in the lives of women with disabilities, and

Whereas the remarks made by Maureen Hemphill, Manitoba government Minister for Housing and Business clearly indicate the profound and immediate need for DAWN Canada members to meet with government representatives to begin this necessary process of education,

Be it resolved that the CCSWD relay DAWN Canada's intense concerns and disappointment in her comments in a constructive, positive manner and

Be it further resolved that all DAWN sisters be encouraged to carry out this process at all political levels in their own communities, seconded by Cynthia Topham...CARRIED UNANIMOUSLY

e) Translation

Maria Barile moved that DAWN Canada request from the Secretary of State Official Languages Program funding in order to function bilingually, thus permitting francophone women to participate fully in DAWN's activities, seconded by Estelle Reddin.....CARRIED UNANIMOUSLY

f) Twinning with Zimbabwean Women

Maria Barile moved that DAWN Canada twin with Zimbabwean women and that a letter be sent to this effect, seconded by Linda Wallbaum.....CARRIED UNANIMOUSLY

g) Interpretation

Wanda Berrette moved that DAWN Canada ask the Secretary of State Department to designate a specific category for providing funding for all appropriate communication mechanisms enabling sign and oral interpretation for the

hearing and visually impaired in English and French language at both regional and federal levels, seconded by Cynthia Topham.....CARRIED UNANIMOUSLY

h) Childcare

Suzanne Franklin Constans moved that:

Whereas Secretary of State provides only \$200.00 for childcare at our conference and

Whereas this is an appallingly low amount and

Whereas women with small children may not want to leave them for the length of time of a conference,

Be it resolved that DAWN Canada write a letter expressing our concern over this issue.

And be it further resolved that liaison be made with other organizations who are concerned with this issue, seconded by Wanda Berrette.....CARRIED UNANIMOUSLY

8. Elections

Suzanne Franklin Constans moved that the following nominees be elected as a slate to the position of Directors of the Board:

Pat Israel, Paula Kierstead, Joan Meister, Maria Barile, Diane Goodine, Judy Ryan, Roseanna McCoy, Cynthia Topham, Linda Wallbaum, Diane Doucet, Lona Hobbs, Mary Berrette,

seconded by Wanda Berrette.....CARRIED UNANIMOUSLY

9. New Business

Estelle Reddin moved a vote of thanks to the interim executive and to Joan Meister as chair of this session, seconded by Kathleen Wright.....CARRIED UNANIMOUSLY

Mary Lendrum moved to thank all those who made the weekend possible, seconded by Wanda Berrette.....CARRIED UNANIMOUSLY

Joan Meister moved to adjourn.....CARRIED UNANIMOUSLY

CONCLUSION

As delegates indicated both verbally and on their Conference Evaluation Forms (see Appendix A), the National Organizing Meeting was a success in that it laid the groundwork for a national network of disabled women. This observation was shared and elaborated by Sharon Wolfe, the Special Assistant to the Prime Minister, in her guest speech on Saturday evening:

DAWN has given disabled women their voice. It is a voice that needs to be raised until there is no government department, no organization of the disabled, no feminist group anywhere, that will feel that they've adequately addressed the issues of the day unless the particular needs of disabled women are on their agenda.

A Constitution and By laws were established (see Appendices D and E), an Executive and Board of Directors elected (see Appendix F), and future goals and policy ratified. However, as Jacqueline Pelletier commented in the report on the founding DAWN meeting in Ottawa in 1985:

It is remarkable that often, networks fail because members neglect the most basic, elementary factor in the life of a network: feeding information into the system.

DAWN members must overcome significant barriers such as social and geographic isolation, poverty, and institutionalization in order that the network will grow and thrive. As noted in the regional reports, grassroots organizations are flowering in various parts of the country, but other areas are not as developed.

This is a very significant year for DAWN. The enthusiasm, commitment and hard work demonstrated at this National Organizing Meeting of DAWN Canada show that we can organize, network and build to make a better future for disabled women in Canada.

APPENDICES

- A. Summary of Conference Evaluation Forms
- B. Letter to DAWN
- C. List of Participants
- D. DAWN CANADA Constitution
- E. DAWN CANADA Bylaws
- F. List of Board and Executive Members

APPENDIX A

SUMMARY OF EVALUATIONS

A. REASONS FOR COMING:

- 1) wanted to learn about DAWN
- 2) to become local representative for DAWN Canada
- 3) to learn about disabled women in general and how we cope; what our issues are
- 4) to build a strong local group of DAWN
- 5) to formalize a national network of women with disabilities

B. EXPECTATIONS MET:

Most women said yes. For some, it was a first experience: an introduction to disabled feminism and they were not quite sure what to expect or how to take it. Others expected that more of the organizational groundwork of DAWN Canada had been done already and were surprised to find themselves doing it.

C. ATTENDANCE:

Most delegates attended all of the conference, although some took time out for rest breaks.

D. MOST LIKED:

The most liked aspects of this meeting were the plenaries and informal discussions. "I like to know what's happening in all parts of Canada and also get an idea of what the other women are interested in." "...it was very validating to share experiences with other minority women in the workshops and caucuses." One woman said she enjoyed the brainstorming approach in the plenaries. "It gave everyone who wanted to a chance to express their feelings." Women liked the solidarity they experienced with other disabled women. Women appreciated also the continuity which tied together the plenaries, workshops, AGM, etc., the theme of how to organize DAWN Canada. The movies and videos were much enjoyed.

E. LIKED LEAST:

Women whose first language was ASL or French enjoyed the discussion and plenaries least because, although translation was available, they could not truly participate in the discussion or even know what was going on. Culture differences were, as noted in the letter from Wanda Berrette (see Appendix B), a significant barrier for some women.

Most women liked the Constitution session the least. It was too crowded, too long, and too rushed creating a lot of pressure to come up with simple answers quickly for complex and important questions. Women also disliked the Minister of Housing speech because she "put down mentally handicapped women." Scheduling was much too tight for those with fatigue related disabilities. There was inadequate provision for rest periods and one was especially needed after lunch. Some women found the presence of racism and homophobia difficult to deal with and offensive. As noted previously, while some women enjoyed the informal caucuses, others felt they were too unprepared, with too little time to meet.

F. PARTICIPATION:

Most women did not participate as much as they wanted to. The reasons for this were varied. Some women came as observers or resource personnel and so did not have voting privileges. Others found participating in discussions difficult because of shyness, a lack of familiarity with DAWN, feminism and the issues, and a sense of personal inadequacy in regard to expressing themselves in public. Some could not participate as much as they wanted because of fatigue and illness. Others, presumably more experienced speakers and activists, held back because they wanted to encourage others to participate. As noted, some women found themselves limited by language and cultural barriers. Others wished they had the opportunity to go to more than just two workshops.

G. FACILITATORS:

The facilitating was, in general, rated very highly. Some facilitators could have been more task-oriented and knowledgeable about DAWN. Some were disorganized. One delegated commented, "No matter how experienced or well spoken the facilitator is, when she talks 'from the top of her head' the results are, at best, haphazard, at worst, useless.

Delegates felt that facilitators had, overall, been successful in laying the groundwork for future networking, although the problems of geographical and social isolation, as well as the lack of feminist media and access to women's groups and services present problems which may be almost insurmountable.

H. ATTENDANT CARE:

Attendant care was excellent, and volunteers and staff very helpful. One delegate commented, "The attendant (Magdalena Alvarez) was excellent. She went beyond the work duties and even took two of us sightseeing and out to dinner."

I. SPECIAL NEEDS:

Most felt their special needs had been adequately met. The accommodations could have been better. "It would have been nice to have more wheelchair accessible washrooms and a radio in the room so we would not feel so out of touch with the world." "Loved the privacy; hated the hall carpet." Some of us day people were roomed with nighthawks to our mutual dissatisfaction. Some of us got no sleep and not because we choose it.

J. FOOD:

Most felt the food lacked variety. Some hated the banquet chicken; one woman thought it was very good. The diabetic diets were inadequate: "It was only too obvious that the cooks didn't have a clue what diabetic diet meant (they offered torte for dessert on the 'special diabetic diet')." Another woman said, "I enjoyed the nutrition breaks better than the repetitious meals (chicken)." In general, the nutrition breaks received excellent response. "The food could have been better cooked," reported a delegate, "But the kitchen staff went out of their way to be helpful."

K. TRANSPORTATION:

All felt that the transportation arrangements were adequate, but some were concerned over mix-ups going from the YWCA to the airport and one woman's baggage was lost by the airline en route, to be found a few days later.

L. GENERAL IMPRESSIONS:

The overall impression of the conference varied from fair to excellent, with most people rating it as good. Improvements included: a washroom mirror I could see myself in, an introductory workshop for those new to DAWN, more time for caucuses, more rest breaks, and, in general, "more time and less rush". One woman objected to non-disabled women not being allowed to vote and men not being able to attend meetings. She asked, "Are men going to form a network of their own? It is pretty hard on the macho image to be disabled, isn't it?"

Many of the women present suggested sexuality and relationships, and self image and self esteem as topics they would like to see at future conferences, although health concerns, changing "old fashioned views on disabled women", feminism and disability, poverty, leadership, human rights, workshops designed to encourage disabled women "to come out of hiding and participate", violence and self defence, parenting, understanding others' disabilities; and controlling your environment (societal and physical) were also mentioned as priorities for the future.

M. OTHER COMMENTS:

Great job by all staff and volunteers. Thanks a lot!

I don't feel so all alone with the problems of being a disabled woman since the conference and feel hopeful for the future. It was wonderful feeling I did not have to explain my needs because someone else knew what it was like. Nobody made you feel you had to apologize for being disabled. Congratulations to all involved!

The host city did a terrific job!

Thank you for your efforts.

APPENDIX B

LETTER TO DAWN

April 27, 1987.

Dear DAWN,

Enclosed please find the Evaluation Sheet.

It is hard for me to state any real positive comments because it is not part of my Culture - deafness. I would like to see it grow within the Disabled World as part of the hearing world. There is not anything against hearing people and their disabilities. It is just that being Deaf and only seeing two or three other Deaf or Hard of Hearing who focus on their own inner feelings - a sense of belonging in the hearing world. While I belong to the Deaf World and truly am proud of it. The speeches, discussions, etc. were difficult for me to follow because the Interpreter focused on Interpreting to one person only rather than Interpreting to the groups as a whole. I continued to ask the Interpreter to be more clear and precise and to respect a Deaf person's wishes.

I noticed that you asked me to clarify favoritism among the "Invisible Group". What I am trying to say, is that at the banquet, another Deaf woman begged me to let the Interpreter go to another table where there were non-disabled. However, in the end, the Interpreter stayed with me in her appropriate position.

During one of the three lectures given by special guests, tax deduction for the Deaf was covered. One of the DAWN members looked toward the "Invisible Group" to see if there were any reactions from them. One female stated that she was profoundly Deaf and could talk and read, but she preferred to be called Hearing Impaired. I wanted to say something about that but the person in question and the Interpreter did not allow me. When I looked toward the "Invisible" group table, they were all cheering her on and agreed with her. Consequently, this made me decided that DAWN was really not suited for me because of the following:

1. I can not get my point across to other people.
2. There were too many misunderstandings about words relating to deafness.
3. I prefer to stick with my own Culture, which is deafness

but I am willing to participate, where needed, in other disabled groups.

Allow me to explain what Deaf means, rather, a person who is Deaf. One who is Deaf was either born Deaf or lost his hearing over a number of years. One who is Hard of Hearing has little or more hearing. Some deaf people can lipread and talk when they can. Hard of hearing people speak well, more or less like their hearing counterparts.

Hearing impaired is a formal name given to both the hard of hearing and deaf people by those in the government or by people who don't want to be bothered by saying "the deaf and/or hard of hearing". A deaf person can say "I am Deaf" or "Hard of Hearing" or "I have a hearing disability" or "I am hearing impaired" without having to explain in details what exactly their disability is. For me, I am proud to say the following: "I am severely (nerved) profoundly deaf and can speak and lipread". The government understands that "Deaf" is related to "Hearing Impaired" but the "Hard of Hearing" is left out. Many of us do not like to see the word "hearing impaired" because we are proud of our own culture and deafness. The same thing is found with the Hard of Hearing.

I hope that this letter is clear enough, DAWN.

I enjoyed the gathering and learning experience that I have gained. It has been worthwhile, but it doesn't suit my disability needs or culture, that is, Deafness.

Sincerely,

Wanda M. Berrette

APPENDIX C

LIST OF PARTICIPANTS

DELEGATES:

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OPS&RVERS:

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ATTENDANTS:

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APPENDIX D

CONSTITUTION of DAWN CANADA:

DISABLED WOMEN'S NETWORK CANADA

(as amended and approved March 29, 1987
at the National Organizing Meeting
of DAWN Canada in Winnipeg, Manitoba)

1. NAME

The name of the Society is "DAWN CANADA: Disabled Women's Network Canada".

2. PURPOSES

The purposes of the Society are:

- a) To be the voice of women with disabilities in Canada;
- b) To provide support, information, and resources to women with disabilities in Canada;
- c) To enhance communication among women with disabilities, and between the disabled consumer movement and the women's movement of the needs and concerns of women with disabilities in Canada;
- d) To educate and raise the awareness of the general public regarding the needs and concerns of women with disabilities in Canada.
- e) To educate and raise the awareness of women with disabilities, all organizations dealing with issues affecting persons with disabilities and all organizations dealing with issues affecting women to ensure that equal access to all goods and services is provided;
- f) To reach out and remain sensitive to the unique needs of all women with disabilities including native women, black women, south Asian women, Asian women and other members of linguistic and ethnic minorities, including FrancoCanadian women and immigrant women, women in institutions, lesbians, single parents, and others in Canada;
- g) To provide role models for disabled girls and to encourage and support them as they develop into mature and independent Canadian women;

h) To promote research on all issues affecting women with disabilities in Canada;

i) To work in cooperation, whenever possible, with others who share our concerns for equality and social justice in Canada; and,

j) To liaise with women with disabilities internationally.

3. WINDING UP

In the event of winding up or dissolution of the Society, funds and assets of the Society remaining after the satisfaction of its debts and liabilities, shall be given or transferred to such organization or organizations concerned with social problems or organizations promoting the same purposes of this Society as may be determined by the members of the Society at the time of winding up or dissolution, and if effect cannot be given to the aforesaid provisions, then such funds shall be given or transferred to some other organizations, providing however that any such organization referred to in this paragraph shall be a registered charity recognized by the Department of National Revenue, Taxation, as qualified as such under the provisions of the Income Tax Act of Canada from time to time in effect.

4. NON-PROFIT

The purposes of the Society shall be carried out without purposes of gain for its members and any profits or other accretions to the Society shall be used for promoting its purposes.

5. ALTERABILITY

Paragraphs 3, 4 and 5 of the Constitution are unalterable.

APPENDIX E

BYLAWS of

DAWN CANADA: DISABLED WOMEN'S NETWORK CANADA

(as amended and approved March 29, 1987
at the National Organizing Meeting
of DAWN Canada in Winnipeg, Manitoba)

ARTICLE I - MEMBERSHIP

There shall be three categories of membership in the Society: Active, Supporting and Sustaining.

1. Active Membership

a) Active membership in the Society shall be open to all women with disabilities resident in Canada who subscribe to the objectives of the Society as outlined in the Constitution.

b) The subscribers to this Constitution and these Bylaws shall have the same duties, rights and responsibilities as any other active member.

c) It is the duty of each active member, in order to remain in good standing in this Society to comply with the Bylaws of the Society and pay, when due, the annual dues for the current year.

2. Supporting Membership

a) Supporting membership in the Society shall be open to all women resident in Canada who subscribe to the objectives of the society as outlined in the Constitution.

b) Supporting members may have voice but no vote at all meetings of the Society.

c) It is the duty of each supporting member, in order to remain in good standing in this Society, to comply with the By-laws of the Society and pay, when due, the annual dues for the current year.

3. Sustaining Membership

a) Sustaining membership in the Society shall be open to any individual or organization who supports the objectives of the Society as set forth in the

Constitution.

b) Sustaining members shall not be entitled to attend the meetings of the Society except upon prior invitation by the Chairperson of the meeting.

c) Sustaining members who attend meetings of the Society shall have voice, at the discretion of the Chairperson, but shall not be entitled to vote.

d) It is the duty of each sustaining member, in order to remain in good standing in this Society, to comply with the By-laws of the Society and pay, when due, the annual dues for the current year.

4. Honorary Life Membership

The members present at any Annual General Meeting of the Society may, by majority vote, confer Honorary Life Membership in DAWN CANADA on any other woman.

ARTICLE II - TERMINATION OR WITHDRAWAL OF MEMBERSHIP

1. Any active, supporting or sustaining member who desires to withdraw from membership in the Society shall notify the Board of Directors in writing to that effect and on receipt by the Board of Directors of such notice, the member shall cease to be a member.

2. Any active, supporting or sustaining member shall cease to be a member upon failure to pay the annual membership dues.

3. Any active, supporting or sustaining member may be expelled from the Society by a special resolution of members passed in a general meeting called for that purpose. (See Article III.4.b)

4. At a meeting described in Article II.3, a member has the right to speak on her/his own behalf and shall have recourse to the rules of natural justice.

ARTICLE III - MEETINGS OF THE MEMBERSHIP

1. Annual General Meetings

a) The Annual General Meeting of the Society shall be held during the month of May of every year, at a place Canada and on a date to be fixed by the Board of Directors.

b) If for any reason the Annual General Meeting of members is not held during the month of May in any year, such meeting may be held at such other

time as may be determined by the Board of Directors.

- c) A quorum for the Annual General Meeting shall be ten (10) active members present.
- d) At each Annual General Meeting shall be presented:

- i) a report of the activities of the Society for the previous year and the financial statements of the Society;

- ii) any new bylaws or changes to existing bylaws approved by DAWN CANADA in the previous year, for approval;

- iii) such other materials or information relating to the affairs of the Society as is, in the opinion of the Board, of interest or importance to the members;

- iv) items for which the Secretary has received prior notice from members;

- v) other business relating to the affairs of the Society which a majority of the members present at the meeting consent to discuss; and

- vi) election of the new DAWN CANADA Board of Directors.

2. Special General Meetings

- a) Special General Meeting may be called at any time by the Board of Directors or upon written request to the Board of Directors by not less than ten per cent (10%) of the members.

- b) The purpose of the Special General Meeting shall be described in the request described in Article III.2.a and the purpose shall also be described in the notification to the membership

- c) Any persons calling a meeting of the membership of the Society pursuant to Article III.2.a, shall be responsible for the administration and preparation of the meeting.

- d) All costs incurred through the preparation and administration of the Special General Meeting shall be covered by the Society.

- e) A quorum for a Special General Meeting shall be fifteen (15) active members.

3. General Meetings

- a) General Meetings shall be held not less frequently than once every six months.
- b) At least fourteen (14) days written notice of all General Meetings of the Society shall be given to members, specifying the time, place and purpose of the meeting.

4. General Regulations Governing Meetings

- a) A simple majority (51%) is required for adoption of regular resolutions.
- b) Special resolutions of the Society require a three-quarters (3/4) majority and written notification stating the intent of the resolution must be given to all members at least fourteen (14) days in advance of the meeting.
- c) Only active members of the Society can vote at any meeting of the members of the Society.
- d) Meetings of the Society are open to sustaining members at the discretion of the Chairperson.
- e) The rules of procedure at any Annual, General or Special Meeting shall be Bourinot's Rules of Order.

ARTICLE IV - PROXIES

- 1. Every member entitled to vote at a meeting of the members may by means of a proxy appoint a person, who need not be a member but must be a woman, as her nominee to attend and act at the meeting in the manner, to the extent and with the power conferred by the proxy.
- 2. A proxy shall be executed by a member or her attorney, authorized in writing, and ceases to be valid three months from its date.
- 3. A proxy shall contain the date thereof and the appointment and name of the nominee and may contain restrictions, limitations or instructions as to the manner in which the proxy is to be used as well as a revocation of a former proxy.
- 4. In addition to revocation in any other manner permitted by law, a proxy may be revoked by instrument in writing executed by the member or by her attorney authorized in writing, and deposited either at the office of the Society at any time up to and including

the last business day preceding the day of the meeting, or any adjournment thereof; or, with the chairperson of such meeting on the day of the meeting; or, adjournment thereof, and upon either of such deposits, the proxy is revoked.

5. The Directors may by resolution fix a time not exceeding forty-eight (48) hours, excluding Saturdays and holidays, preceding any meeting or adjourned meeting of the members before which time proxies to be used at that meeting must be deposited with the Society or an agent thereof, and any period of time so fixed shall be specified in the notice calling the meeting or in the information circular relating thereto.

ARTICLE V - DIRECTORS AND OFFICERS

1. The Board of Directors shall consist of the following Officers:

Chairperson
Internal Vice Chairperson
External Vice Chairperson
Secretary
Treasurer

and Members at Large.

a) There shall be no more than fifteen (15) and no fewer than seven (7) members elected to the Board of Directors.

b) The Chairperson and Vice Chairpersons and no fewer than five (5) other members of the Board of Directors shall be disabled women.

c) The Board of Directors shall be elected by the membership at each Annual General Meeting.

d) A quorum for a meeting of the Officers of the Board of Directors shall be three (3) members who must be either the Chairperson, Internal Vice Chairperson, External Vice Chairperson, Secretary or Treasurer.

e) All members of the Board of Directors shall be members of the Society.

f) The Directors shall hold terms of one (1) or two (2) years, to be determined at the first Board of Director's meeting held after the Annual General Meeting.

2. Consent of a nominee for election as a Director of the Society must be obtained before her nomination.

3. The Directors shall take office immediately upon their election.

ARTICLE VI - DUTIES OF THE BOARD OF DIRECTORS

1. The Board shall be responsible for carrying on the business and activities of the Society in such a way as to fulfill the Society's purposes and objectives.

2. The Directors shall serve without compensation and no Director shall, directly or indirectly, receive any profit from her position as such. Reasonable expenses incurred by any Director in the performance of her duty may be paid.

3. Any resolution passed by the Board may be vetoed by a special resolution at a General Meeting of DAWN CANADA (See Article III.4.b.)

4. Minutes of all Board meetings shall be available for inspection by members.

5. Paid employees shall be hired by the Board and shall hold positions on such terms as the Board shall determine.

6. Board meetings shall be held from time to time at the call of the Chairperson with a minimum of seven (7) days notice given.

7. Any meeting of the Board is open to all active and supporting members of DAWN CANADA. Sustaining members may attend by prior invitation of the chairperson (Article I.3.b).

ARTICLE VII - DUTIES OF THE OFFICERS

1. The Officers of the Society shall consist of a Chairperson, Internal Vice Chairperson, External Vice Chairperson, Secretary, and Treasurer and shall be elected by the Board of Directors from its membership at its first meeting after the Annual General Meeting of the Society.

2. The duties of the officers of the Society shall be as follows:

a) The Chairperson shall preside at all meetings of members, directors and the Executive Officers. She shall be a member ex officio of all committees.

b) The Internal Vice Chairperson shall perform the duties of the Chairperson in the absence of the Chairperson and shall be responsible for internal communications between and among DAWN CANADA groups.

c) The External Vice Chairperson shall be responsible for liaison with the media and groups to which DAWN CANADA is linked.

d) The Treasurer shall have custody of all monies, obligations and contracts belonging to the Society and be responsible for the preparation of the annual budget and monthly and annual financial statements.

e) The Secretary shall be the clerk of the Society and be responsible for organizing the recording of the proceedings of all general and special meetings of members and meetings of the Directors and the Executive. She shall be the Custodian of any seal of the Society and other papers and documents belonging to the Society. She shall perform such duties as are usually performed by a secretary. She shall maintain at the offices of DAWN CANADA, a corporate book in which shall be kept:

i) a copy of the Letters Patent and of any Supplementary Letters Patent of DAWN CANADA to be kept for seven (7) years;

ii) a copy of all bylaws and special resolutions of the Society;

iii) a register of members, alphabetically arranged, in which is set out the names and addresses of all members of DAWN CANADA and which shall be kept for seven (7) years; and

iv) a register of members of the Board of Directors in which is set out the names and addresses of all women who are or who have been Board members and the date on which she became a member and, if she has ceased to be a member, the date on which she ceased to be a member of the Board of Directors of DAWN CANADA.

The corporate book shall be open for inspection and for the taking of extracts therefrom by all members of the Society during normal business hours at the office of the Society.

ARTICLE VIII - REPLACEMENT AND REMOVAL OF DIRECTORS

1. Vacancies in office and on the Board may be filled by the Board on an interim basis, subject to ratification by the membership at the next General Meeting.

2. The Society may, by special resolution (See Article IV.4.b), remove a Director before the expiration of office and may, by ordinary resolution, appoint another member of the Society in her place.

3. An office of the Board shall be considered to be vacant if:

a) the Director ceases to be a member of the Society, or

b) is absent from three (3) consecutive meetings of the Board without giving prior notice to the Board.

ARTICLE IX - OFFICE OF THE SOCIETY

The head office of DAWN CANADA shall be in Canada.

ARTICLE X - COMMITTEES

1. There shall be such committees as the Board or membership may, from time to time, deem advisable.

2. Committees may be struck and persons elected thereto either by the Board or the membership.

ARTICLE XI - FINANCIAL STATEMENT OF THE SOCIETY

1. The Directors shall present before the members of the Society at the Annual General Meeting, a financial statement showing the income and expenditures, assets and liabilities of the Society during the preceding fiscal year. The said financial statement shall be signed by two (2) or more members of the Board of Directors.

2. The Board of Directors shall appoint the Auditor of the Society and due notice of the appointment shall be given at the Annual General Meeting.

ARTICLE XII - FISCAL YEAR AND FUNDS

1. The fiscal year of the Society shall be from April 1st of each year to March 31st of the following year.

2. All funds of the Society shall be deposited in the name of the Society at a credit union to be determined by the Board of Directors.

3. The Board of Directors shall have the power to borrow or raise or secure the payment of money in such manner as the Society shall deem fit without limiting the foregoing, may cause to be signed bills, notes, contracts, and other evidence of security for money borrowed from any person, firm, corporation, or bank, on such terms as the lender may be willing to advance the same; provided that debentures shall not be issued without the sanction of a special resolution of the Society.

4. The authorized signatories of the Society shall be the Treasurer and any one of the following: the Chairperson, Internal Vice Chairperson, External Vice Chairperson, Secretary or staff member as authorized by the Board of Directors.

5. Every document, cheque, bill of exchange or other order for the payment of money, notes or other orders for the payment of money, notes or other evidence of indebtedness in the name of DAWN CANADA shall be signed by the Treasurer and any other of the authorized signatories described in Article XII.4.

ARTICLE XII - MAINTENANCE OF MINUTES AND OTHER BOOKS AND RECORDS

The Directors shall see that the minutes of members' meetings and the minutes of Directors' meetings, and all other necessary books and records of the society required by the Bylaws of the Society or by any applicable statute or law are regularly and properly kept by the Society's Secretary as per Article VII.2.e.

ARTICLE XIII - INSPECTION OF RECORDS OF THE SOCIETY

The books and records of the Society shall be open to the inspection of the members at all reasonable times at the office of the Society.

ARTICLE XIV - ALTERATIONS OF THE BYLAWS

The Bylaws of the Society may only be altered by special resolution (See Article III.4.b).

APPENDIX F

DAWN CANADA BOARD OF DIRECTORS

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