

NEW YORK CITY SYMPOSIUM
ON
WOMEN IN DEVELOPMENT



Celebrating A Decade Of Achievement
Sharing Approaches That Work

APRIL 1-2, 1985
HUNTER COLLEGE
SCHOOL OF SOCIAL WORK
129 EAST 79th STREET
NEW YORK CITY 10021

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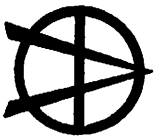
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NEW YORK CITY COMMISSION ON THE STATUS OF WOMEN
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THE INSTITUTE OF CULTURAL AFFAIRS is an international research, training and demonstration organization concerned with the human factor in world development. It has been involved in community development for over thirty years, acting as a catalyst to local participation in self-help projects. It is a private not-for-profit and voluntary organization registered autonomously in each nation where it works. It is currently working with rural and urban communities in thirty-five nations. Local self-sufficiency, self reliance and self-confidence are the aims of all ICA programs.



THE NATIONAL CONGRESS OF NEIGHBORHOOD WOMEN is a non-profit organization formed in 1975 to build a network that will provide information, support, recognition, and technical assistance for low and moderate income women working to improve the quality of life for themselves, their families, and their neighbors. They offer activities and programs in education, general employment single woman head of house employment, neighborhood development, research, and networking, including quarterly publication of a national newspaper, Neighborhood Women Network News.

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THE BACKGROUND
Celebrating A Decade of Achievement



THE NEW YORK CITY SYMPOSIUM

The Women in Development Symposium was held in New York City on April 1 & 2, 1985. The purpose of the symposium was to focus on the role of women in community development. Stronger links were established between women involved in community development from the local perspective and those women involved in community development from the international perspective. The symposium was a part of the activities of Phase III of the International Exposition of Rural Development, organized by the Institute of Cultural Affairs International. The organizing sponsors of the New York Symposium were the National Congress of Neighborhood Women and the Institute of Cultural Affairs. The results of the symposium were combined with results from more than twenty symposia around the world. The current trends, challenges and practical implications were analyzed and compiled for distribution at the UN Decade for Women World Conference and Forum '85 in Nairobi, Kenya in July 1985.



SHARING APPROACHES THAT WORK

Sharing Approaches That Work has been the theme of a three year, three phase program titled, the International Exposition of Rural Development. The intent of this ICA program has been to locate and spotlight breakthroughs in all forms of community activity, including the urban. Last February in New Delhi, 650 delegates from over 300 projects and 55 nations met to document the factors of success they have experienced. During the third phase of the program, an effort is being made to further the linkages of people worldwide, to provide an environment for further sharing, and to encourage local development efforts.



THE U.N. DECADE FOR WOMEN

The U.N. Decade for Women is one of the most internationally representative programs this year through which ICA intends to share the learnings of the Exposition. In July, 1985, a third global women's conference will be held in Nairobi, Kenya. The two previous conferences were the 1975 Mexico City conference, held during International Women's Year, which established the U.N. Decade, and the Mid-decade conference held in Copenhagen. The Mexico City conference produced a World Plan of Action which set minimum goals for advancing the status of women. The Copenhagen Programme of Action noted that inequality between men and women is linked to complex historical conditions in the world community. The agenda for the 1985 conference calls for looking backward to assess how far women have progressed during the decade, and to plan strategies to achieve equal partnership between women and men by the year 2000.

Monday April 1	Tuesday April 2
8-9:30 Exhibit set up and showcase Registration & Coffee	8-9:00 Exhibit showcase
9:30 Opening - Symposium context and two day overview	9:00 Opening - Symposium context-- where we have been and where we'll be going
10:00 Exhibit showcase Visiting Women In Development exhibits	9:15 Panel: The Future of Women In Development
11:00 SESSION I Trends Workshop by Interest Groups Identifying trends influencing women in development	10:30 SESSION III Guidelines/Challenges Workshop by Keystone Arenas Identifying guidelines and discerning challenges
12:00 PLENARY Naming key trends influencing women in development	12:00 PLENARY Skits - "The Challenges"
12:45 BREAK	12:45 BREAK
1:00 Lunch "Celebrating a Decade of Achievement"	1:00 Lunch SPEAKER "Women In Devel- opment - Local & Global Linkages"
2:00 BREAK	2:00 BREAK
2:15 SESSION II Keystones Workshop by Interest Groups Keystones to success of women in development	2:15 SESSION IV Implications Workshop by Keystone Arenas Practical operational approaches
3:30 PLENARY	4:00 PLENARY Declarations of hope for the future
4:15 BREAK	4:45 SYMPOSIUM CLOSING
4:30 NEIGHBORS - a play The Mass Transit Theater	
6:00 Reflection on the play Refreshments & Closing	5:00 Networking Exhibit breakdown

TRENDS
Listed by Interest Groups

During Session I participants discerned TRENDS influencing Women in Development from the perspective of Health & Nutrition, Family Support & Child Care Service, Women & Economic Development, Housing, Employment & Job Training, Growing Older: Special Needs, and Education.

In the arena of **Health & Nutrition**, several Trends influencing women in Development are:

- Degradation of the Family
- Substance Abuse and other Escapes
- World Social Problems
- Recognizing Need for Principled Leadership
- Grass Roots Development Struggles

These trends are illustrated by:

1. Decline of Family as Basic Social Unit.
2. Numbness and avoidance of Responsibility on Local and International Issues (raising painful emotions on issues such as justice, hunger and nuclear war.
3. Cut Back in Social Programs addressing the Basic Needs of the Economically Poor.
4. Lack of Support Systems Enabling Women to Participate.

In the arena of **Family Support & Child Care**, the trends influencing Women in Development are:

- Personal Growth & Sense of Community
- Economic Equity for Women
- Changing Family Structures

These trends are illustrated by:

1. Expansion of Public and Private Child Care Both Community and Corporation Sponsored.
2. Maternity Leave Legislation and Government Advocacy Groups.

In the arena of the **Economic**, the trends influencing Women in Development are:

- Changing Attitudes
- Need for Women in Decision Making roles
- Demand for Child Care
- Education and Training
- Maternal/Child Health Care

These trends are illustrated by:

1. Recognized Need for Engagement of all in National Development.
2. More Women Working Outside the Home.
3. Insufficient Support Systems for Working Mothers.
4. Formal and Non-formal Vocational Training Programs for Employment.
5. Growing Governmental Support of Community-based Health and Services in Developing countries.

TRENDS
Listed by Interest Groups

In the arena of **Housing**, the trends influencing Women in Development are:

Fighting Displacement & Destruction of Community
Redesign of Space
Single Women In Housing
Move to Housing Ownership

These trends are illustrated by:

1. Community Groups Organized against Arson.
2. Woman Learning about Engineering, Design and Construction.
3. Women becoming Shareholders in Low-income Co-op which were Formerly City-owned Buildings.

In the arena of **Employment & Training** the trends influencing Women in Development are:

Pay Equity.
Day Care.
Self Images Change the World of Work.
Changing Opportunities for Women.

These trends are illustrated by:

1. "Comparable Worth" Legislation.
2. Church Centers for Day-care Facilities.
3. Women Starting their own Businesses.
4. Changes in Training Programs in Nontraditional Jobs.

In the arena of **Growing Older: Special Needs**, the trends influencing Women in Development are:

Concern for the Elderly
Poverty among the Elderly
Elder Leadership
Career Changes

These trends are illustrated by:

1. Concern for Nutrition and Quality Health Care.
2. Financial Disparity in Retirement.
3. Challenging the Traditional Political Structure to Bring out Legal and Political Equity for Women.

TRENDS
Listed by Interest Groups

In the arena of **Education** the trends influencing Women in Development are:
Educating Women to Participate
Feminization of Poverty
Teen Pregnancy and the Cycle of Illiteracy
Women in Administration conforming to Old Boy Networks.
Intercultural Communication

These trends are illustrated by:

1. Greater Numbers of Women Enrolled in Higher Education.
2. The 26 Million Non-readers in the USA.
3. Illiteracy Passed from One Generation to the Next.
4. Lack of Women Lobbying in Government to Support Education for Women.
5. Awareness of Necessity of Solving Common Problems.

MAJOR TRENDS
Influencing Women In Development

The whole symposium named seven major trends influencing Women in Development.

1. EXPANDED AWARENESS AND ATTITUDES IN EDUCATION, EMPLOYMENT AND CAREERS

- INFLUENCING FACTORS
- * Recognizing the need for principled leadership and education in basic life skills.
 - * Changing opportunity for training and employment.
 - * Elimination of non-traditional and sex-stereotyping.
 - * Recognition of educational needs and skills training at the community level.
 - * Career changes late in life.
 - * New careers for widowed/divorced women.
 - * Larger proportion of older people in society.
 - * Older women as leaders.

2. TAKING CONTROL OF SHELTER

- INFLUENCING FACTORS
- * Men's and Women's issues emerging in the design of space, including child care.
 - * Women owning their own housing individually or collectively.
 - * Women learning their legal rights and organizing tenant associations and housing coalitions.
 - * A small increase in intercultural communications.

3. EXPANDED HUMAN RELATIONS IN WOMEN'S ISSUES

- INFLUENCING FACTORS
- * Obtaining more education which improves women's economic standing and enables women to compete for a better life.
 - * Increasing cooperation or recognition of women's issues and needs.
 - * Personal growth and a growing sense of community.
 - * Changing self image of institutions in the world of work.
 - * Networking, organizing, unions and self employment.
 - * Pay equity and affirmative action.

4. CHANGING FAMILY STRUCTURES

- INFLUENCING FACTORS
- * Poverty becoming female.
 - * Older women and single parent families.
 - * Degradation of the family.
 - * Women taking responsibility for our their own lives.
 - * Redefining "family" to mean not only the nuclear family.
 - * Relationship between teen pregnancy and the high drop-out rate leading to young female headed households faced with economic dependency.

MAJOR TRENDS
Influencing Women In Development

5. RECOGNITION OF FAMILIES RIGHT TO SUPPORT SERVICES

- INFLUENCING FACTORS
- * Improved maternal/child health care models from community level in lesser developed countries.
 - * Reduced maternal/child health care in developed countries.
 - * Increased demand for quality child care.
 - * Resources allocated fail to fulfill demand for services.
 - * Child care as a prerequisite for employment and training
 - * Economic equity for women.
 - * Legislation and improved child care make it easier for women to enter the work force.

6. CONTINUING GLOBAL OPPRESSION

- INFLUENCING FACTORS
- * Women in administration conforming to "old boy" networks which undermines their achievements.
 - * Global nutrition situation.
 - * Poor quality of health care.
 - * Hunger in Africa.
 - * Hunger in the U.S.
 - * Homeless in the U.S.
 - * Increased feminization of poverty despite increase of women in the job market.
 - * World social problems arising from interdependence of environmental and personal issues.
 - * Poverty among older women.
 - * Financial disparity in retirement income, i.e. income.

7. INCREASED POLITICAL EMPOWERMENT

- INFLUENCING FACTORS
- * Grassroots development struggles.
 - * Efforts and desires to organize.
 - * Planned bureaucratic blocks to grassroots efforts.
 - * Women in local community organizations are leading efforts to prevent outside financial interests from displacing tenants and gentrifying all low-income communities near Manhattan.
 - * Breaking old modes.
 - * Building a community of women and women taking leadership.
 - * Challenging traditional political powers and becoming involved in the political process.

KEYSTONES

The second session of the symposium focused on the essential elements for success in community development, and the following keystones and components were identified.

PERSONAL AND COMMUNITY EMPOWERMENT

1. Empowering People
2. Excellent job training with counseling available as needed.
3. Engaged local people by building grassroots support.
4. Training in personal and leadership skill development.
5. Skills and job pre-employment.
6. Personal, political and financial support.
7. Coalition of community support.
8. Constant communication with participants.

COMPREHENSIVE PLANNING AND IMPLEMENTATION

1. An integrated approach to dealing with issues.
2. Clearly defined goals and needs.
3. Competent organized implementation.
4. Effective use of resources.

RESPECTING DIVERSITY

1. Incorporating key cultural elements.
2. Respect of cultural and background differences.

FINANCIAL STABILITY

1. Long range financial planning.
2. Adequate and long term funding.
3. Careful management of funds.
4. Economic self-sufficiency of the project.

KEYSTONES

CELEBRATION

1. Taking time to celebrate and appreciate success.
2. Making the process fun.
3. Building in growth: Challenges and learning for group members.

COALITION AND COMMITTED LEADERSHIP

1. Cooperation among agencies concerned with implementation of plan of operation.
2. Skills in coalition building and political savvy.
3. Global coalition building to address global problems.

SHARED AND COMMITTED LEADERSHIP

1. Committed core leadership and staff.
2. Commitment of people involved.
3. Training for creativity, empowerment, vitality, and trustworthiness.
4. Getting things done with unity.

VISION AND DETERMINATION

1. Refusal to accept defeat.
2. Effective use of publicity and media.
3. New ideas whenever we get together.

GUIDELINES

Following the work of the previous session, participants in Session III used the major "Keystones" to ask the question of what guidelines for effective development they would recommend. Using the experience of their own projects, participants listed those things they considered must "always" be done, and those that must "never" be done if you are to ensure successful development. This work produced the following guidelines for women working in community development.

PERSONAL & COMMUNITY EMPOWERMENT

ALWAYS meet commitments
ALWAYS involve participants
ALWAYS value contributions
ALWAYS build mutual support
ALWAYS maintain information flow
ALWAYS maintain ongoing evaluation with participants
ALWAYS have survival quotes
ALWAYS create long and short term goals
ALWAYS celebrate your accomplishments

NEVER postpone
NEVER do it alone
NEVER underestimate
NEVER meet without an agenda
NEVER burn bridges
NEVER be negative

FINANCIAL STABILITY AND COMPREHENSIVE PLANNING

ALWAYS be involved in the planning from the beginning
ALWAYS do a proper and realistic budget
ALWAYS set objectives for the project
ALWAYS set long and short term goals
ALWAYS have place for evaluation and monitoring of the project
ALWAYS find supporters who have skills and information to help you
ALWAYS know your resources
ALWAYS find a trained person to do your finances
ALWAYS educate women about money
ALWAYS build in on-going staff development
ALWAYS be sure the board understands all phases of the operation
ALWAYS look at each project on its own merit
ALWAYS build in double successes as a regular feature
ALWAYS try to come to an agreement on a working consensus
ALWAYS listen to different opinions
ALWAYS build in regular communication
ALWAYS make a clear point of responsibility
ALWAYS minimize bureaucratic issues

NEVER stop learning
NEVER spend money you don't have
NEVER start project before you do realistic plan of action

GUIDELINES

COALITION AND NETWORKING

- ALWAYS portray the positive of your organization's work
- ALWAYS be honest, open and up front
- ALWAYS learn the history of the community through local leaders
- ALWAYS identify an individual you can trust
- ALWAYS determine the needs of your group in consultation with the users of the service
- ALWAYS involve public, private, and voluntary groups
- ALWAYS know how and when to use networking
- ALWAYS identify goals of groups similar to your own

- NEVER generalize or assume that you have
- NEVER put down yourself or any other person in your group
- NEVER leave out anyone who expresses interest
- NEVER involve politicians, especially in a political campaign
- NEVER begin without researching a problem and the needed resources

SHARING LEADERSHIP AND DIVERSITY

- ALWAYS be flexible
- ALWAYS communicate in a flow up and down and not just lateral and touch all the constituent bases
- ALWAYS have your imagination and your sense of humor dance together at work
- ALWAYS be receptive to other's ideas. Listen !
- ALWAYS pay attention to the person to find out what they are really saying
- ALWAYS support your leadership. Leadership is a lonely role
- ALWAYS assume that there is more to do and anticipate the obstacles and provide the strategies before they happen
- ALWAYS remember that the most effective leadership is a servant first
- ALWAYS remember that tomorrow is another day

- NEVER assume terminology but try to work at real communication
- NEVER assume that the person is the problem but look at the issues and the system, etc.
- NEVER assume that your method is the only one
- NEVER assume that everyone will agree with you
- NEVER assume you can do the job by yourself
- NEVER assume an issue is dead because you have an agreement now

CHALLENGES

In this session, the participants took the major keystones and discussed the challenges they had faced in their own projects and programs.

In the keystone arena of **Comprehensive Planning**, the challenges to Women in Community Development are:

- Undefined Points of Responsibility
- Development and Planning from Top-Down
- Unrealistic or Insufficient Goals
- Bureaucracy

In the keystone arena of **Shared and Committed Leadership/Respecting Diversity**, the challenges to Women in Community Development are:

- Internal Conflict
- Group Conflict and Communication
- Lack of Funds, Resources and Time
- Politics
- Skills Development
- Institutional Rigidity

In the keystone arena of **Celebration/Vision Determination**, the challenges to Women in Community Development are:

- Setting Time/Resource Priorities
- Developing Self-Confidence
- Cooperative Relationships With Others
- Communicating Clear Vision
- Choosing a Viewpoint

In the keystone arena of **Coalition and Networking**, the challenges to Women in Community Development are:

- Establishing Similar Approaches to Decide same Goals
- Providing Opportunities for People to Assume New Tasks and Roles
- Overcoming Competition for United Funding
- Resolving Conflicting Public Image
- Effective Use of Resources

CHALLENGES

In the keystone arena of **Personal and Community Empowerment**, the challenges to Women in Community Development are:

- Providing Positive Experiences of Success
- Planning to Meet the Needs of the Community
- Helping People Feel they are Needed and Valued
- Developing Good Intergroup Communication Skills
- Setting Priorities and Learning to Focus on Short and Long Range Goals Simultaneously
- Developing Commonality Inclusive of Positive Aspects of Vested Interest
- Building Strategic Alliances with Different Sectors of Society

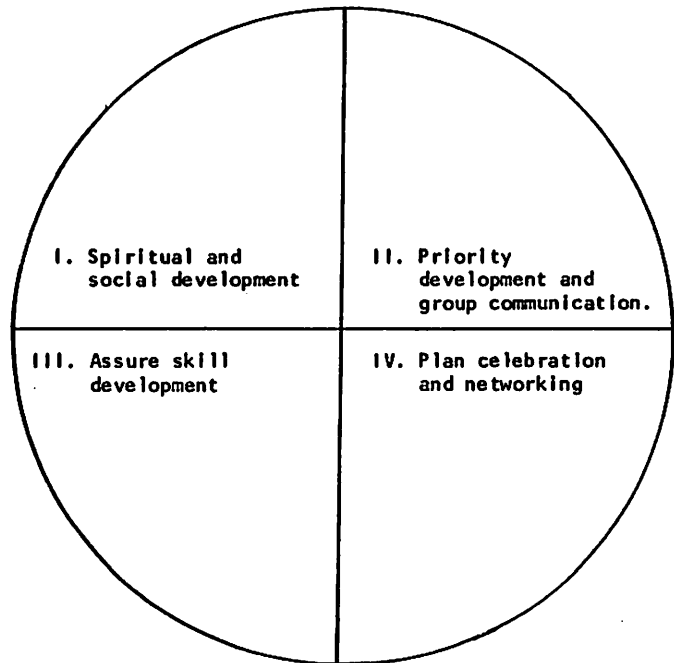
In the keystone arena of **Financial Stability**, the challenges to Women in Community Development are:

- Insufficient Monitoring and Control of Money
- Unrealistic Budget
- Exterior Financial Barriers
- Fear and Inexperience of Money

IMPLEMENTARIES

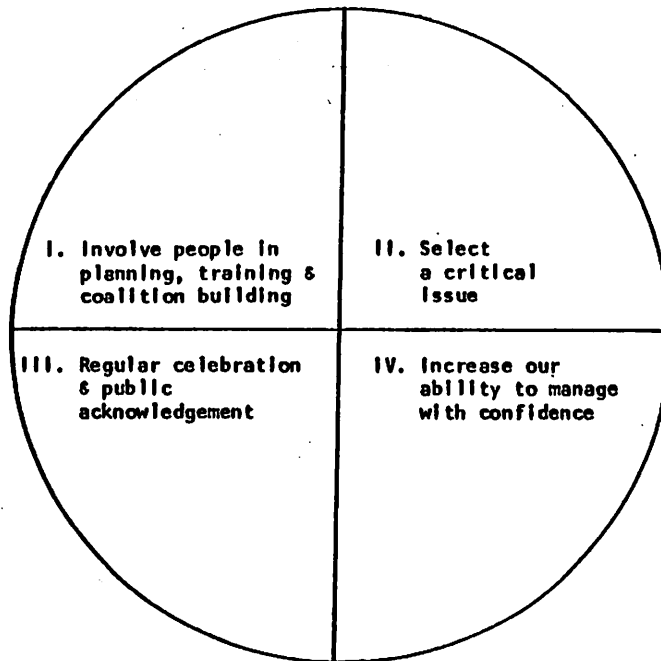
In this next section we will be outlining the 7 keystone arenas and their implications to Women in Community Development. The 7 arenas are shown through a sample "victory" circle which highlights the following: I. Initiating Action II. Involving Actions III. Strategies IV. Completing Actions.

In the keystone arena of **SHARED AND COMMITTED LEADERSHIP**, the victory is **LEADERSHIP DEVELOPMENT**.
It can be accomplished by:

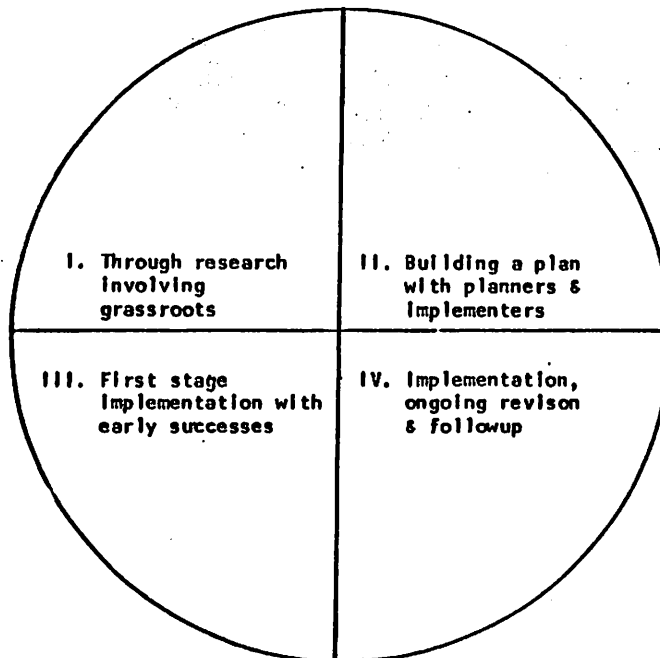


IMPLEMENTARIES

In the keystone arena of **PERSONAL AND COMMUNITY EMPOWERMENT**. The victory is **"PERSONAL & COMMUNITY SELF-DETERMINATION."**
It can be accomplished by:

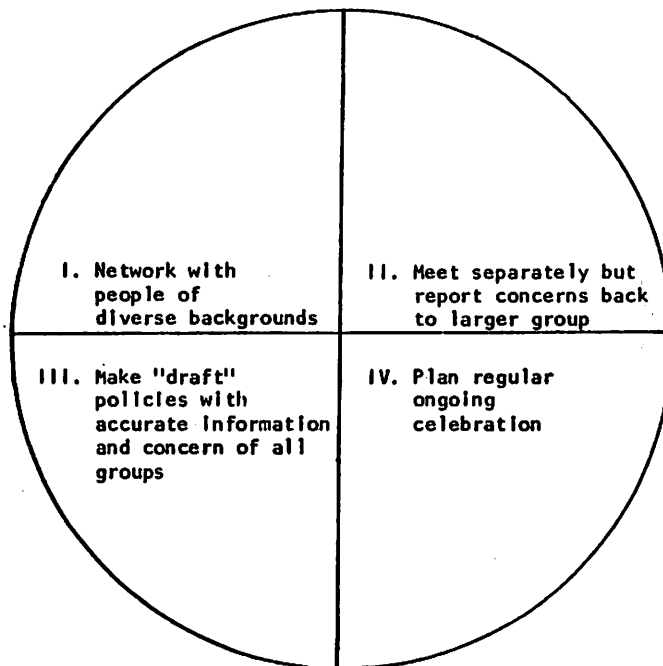


In the keystone arena of **COMPREHENSIVE PLANNING**, the victory is a **REALISTIC PLAN**.
It can be accomplished by:

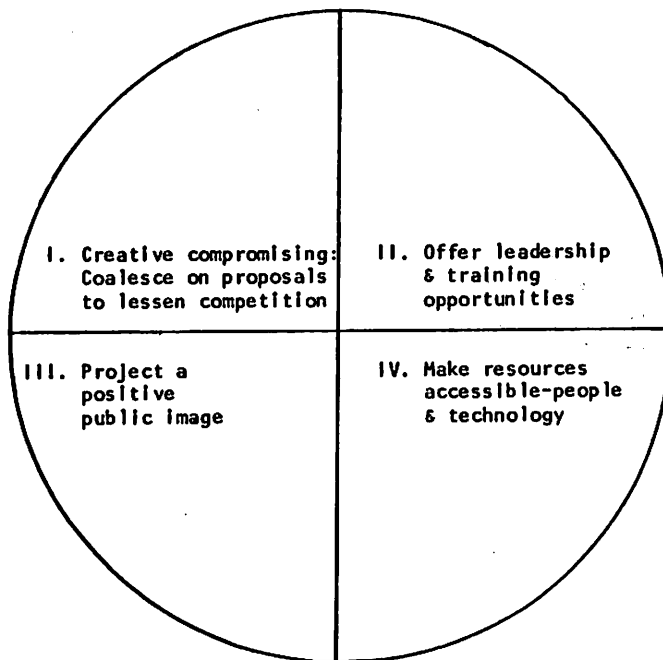


IMPLEMENTARIES

In the keystone arena of **RESPECT FOR DIVERSITY**, the victory is genuine, honest, respectful and trusting alliances among diverse backgrounds. It can be accomplished by:

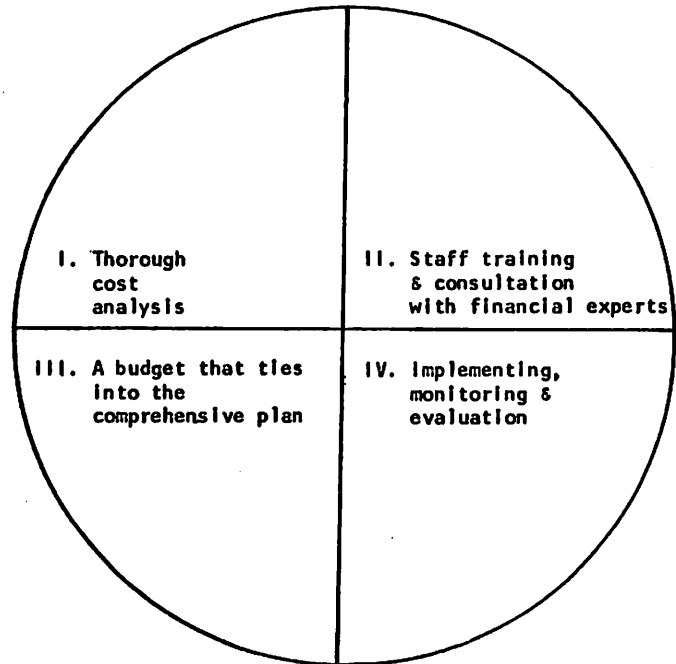


In the keystone arena of **BUILDING COALITIONS AND NETWORKING**, the victory is an egalitarian and kaleidoscopic neighborhood by and for its residents. It can be accomplished by:

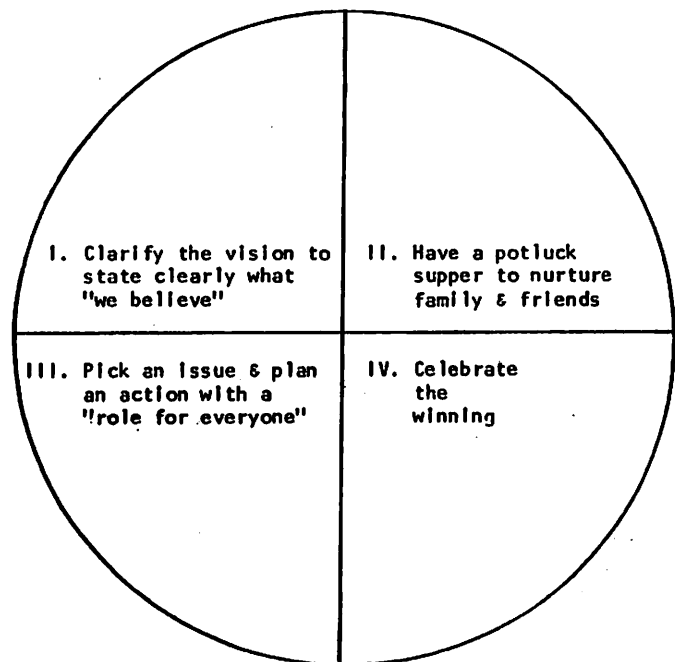


IMPLEMENTARIES

In the keystone arena of **FINANCIAL STABILITY**, the victory is **SOUND BUDGET PLANNING**.
It can be accomplished by:



In the keystone arena of **CELEBRATION/ VISION AND DETERMINATION**, the victory is **"REALIZING A DREAM."**
It can be accomplished by:



SPEAKERS

Speaking on "The Future of Women in Development, four panelists shared their experiences in development.

Ms. Emma Broisman, UN Liaison and International Projects Officer for the International Council of Women, spoke on the International impact of women in community development. She pointed out some of the common needs and concerns shared by both global and local women:

- knowledge of available resources
- importance of family and community as a base to development
- necessity of both long and short-term goals in a comprehensive plan for housing, employment training, health and family services

She also stressed the need for partnership between the grassroots and technical experts.

Dr. Rita Webb Smith is a community activist, social worker, and mother of seven children. Ten years ago, Dr. Smith was faced with her home and neighborhood on 147th Street being structurally and emotionally torn apart. Drug addicts, pushers and other criminals were driving out families such as hers. Financially unable to leave, she chose to fight back by organizing her neighbors. With great risk and resolve, she and others created a decent, safe, and livable environment.

Ms. Ann Giordano from Williamsburg/Greenpoint has been a community activist for 19 years. She is co-founder and volunteer for the North Brooklyn Federal Credit Union, which was established to help poor and working-class people manage their credit and savings to improve homes and businesses in the area. The credit union provides low-interest loans to community residents and helps people establish a credit record.

Ms. Alice Cardona, NY State Division on Women, is a long-time organizer/activist and advocate for Hispanic women. She is a co-founder of HACER, an organization to assist Hispanic women with their career and educational needs. Ms. Cardona stressed the need for women to take risks, to form coalitions and networks with existing resources. "We can't get mad at those who take our dreams and risk to implement them. Once we share our dreams, they belong to those who implement them." She challenged women to implement their own dreams.

In summation of the panel, moderator Ms. Jan Peterson emphasized the need for coalitions of diversity across lines of class, race and sex -- to bridge the gaps between local and global initiatives.

Ms. Joyce Yu, Program Consultant to the UN Non-Governmental Liaison Service was our luncheon speaker. Her topic was "Bridging the Gaps between Women Locally and Globally to Form New Partnerships" and she stressed the need for awareness of issues of exploitation here and abroad. Statistics she shared were:

- less than 1% of the world's land is owned by women
- 60% of the world's work is done by women though their income is less than 10% of the world's income.

Global illustrations of poverty and exploitation gave women residing in America the opportunity to look at the situation of the whole world.

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