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National Council
of
Negro Women, Inc.



"FORTY YEARS OF SERVICE"

THE THIRTY-SEVENTH
NATIONAL CONVENTION

The Tenth to the Sixteenth of November
Nineteen Hundred and Seventy Five

SHERATON PARK HOTEL
In the City of Washington



CALL TO CONVENTION

One hundred years ago Mary McLeod Bethune was born of slave parents in Mayesville, South Carolina. She dedicated her life to her people, her nation, her world. From her magnificent dream of uniting women of diverse backgrounds and interests she founded the National Council of Negro Women.

In her Last Will and Testament, Mary McLeod Bethune left the essence of her philosophy of life and living, in the heart of her legacy—

"I Leave you Love
I Leave you Hope
I Leave you the Challenge of developing Confidence in one another
I Leave you a Thirst for Education
I Leave you Respect for the use of Power
I Leave you Faith
I Leave you Racial Dignity
I Leave you a Desire to live harmoniously with your fellow man
I Leave you, Finally a responsibility to our young people."

Mary McLeod Bethune challenged women in the Black community, and all women, to work with a unity of purpose and unity of action to achieve their rights and opportunities in education, employment, housing, health, and self-fulfillment and to use their combined strength for the betterment of community, national and international life.

In proclaiming 1975 as International Women's Year Kurt Waldheim, Secretary General, United Nations, expressed the same purpose:

"... we must think positively about how the position of women in their respective societies and in international affairs could not only be improved, but their large potential contribution better utilized for the benefit of all."

The 37th National Convention of the National Council of Negro Women is called to discover new dimensions to fulfill our mission in these times. We are called to account for our stewardship and to chart the course to live the legacy of the Bethune Centennial and to achieve the goals of International Women's Year.

Come, let us gather around the theme:

"Women in Unity—Living the Legacy"



Mary McLeod Bethune Memorial

PLACED IN LINCOLN PARK—WASHINGTON, D.C.—JULY 10, 1974

A CENTURY OF PROGRESS

(1875 to 1975)



*Dr. Mary McLeod Bethune—1939
at the Gates of the White House*

INTERNATIONAL WOMEN'S YEAR—1975

International Seminar—Mexico City, Mexico
Mississippi
Daytona Beach, Florida

Building a global network of women from the United States and 15 countries of Africa, Latin America and the Caribbean to implement International Women's Year goals through self-help activities was the major outcome of an International Seminar conducted June 18 through July 14 by the National Council of Negro Women. Representing women's organizations and interest, the more than 200 participants agreed to maintain continuing relationships to advance mutual concerns of women in developing countries and minority populations in underdeveloped areas of the United States.

The first phase of the Seminar was conducted in Mexico City during the World Conference and the Tribunal of International Women's Year, where issues relating to equality, development and peace were discussed. The Post-Conference phase of the Seminar was held in Mississippi and in Florida, where the 23 delegates from abroad met in a series of forums and workshops with American women to develop political and social action strategies, and to design projects which can be carried out in housing, food and nutrition, employment and training, maternal and child care, and community development.

Participation of women from developing countries in the Seminar was supported by a grant from the U.S. Agency for International Development, Department of State.

"The participants agreed that the problems of institutional racism and sexism are not only serious domestic issues, but are also problems that women face in other areas of the world as they work toward full equality and leadership roles in development," stated Dr. Dorothy I. Height, President of the National Council of Negro Women. "International representatives learned that poverty and its accompanying problems such as inadequate housing, hunger and malnutrition, high infant mortality rate and shortened life span were not peculiar to developing countries but also existed in the United States." Together the NCNW Seminar participants worked to insure that the World Plan of Action emanating from the International Women's Year World Conference addressed the issues important to women in Africa, the Caribbean, Latin America and the United States. The conferees concluded that the cooperative network built through the four-week seminar should be continued and programs developed to insure the full participation of women in the economies of their countries.



Dorothy I. Height

National President

THE NATIONAL COUNCIL OF NEGRO WOMEN AND ITS PROGRAM PRIORITIES

HOUSING

Three basic human needs, food, clothing and shelter have been the foci for people since the dawn of history.

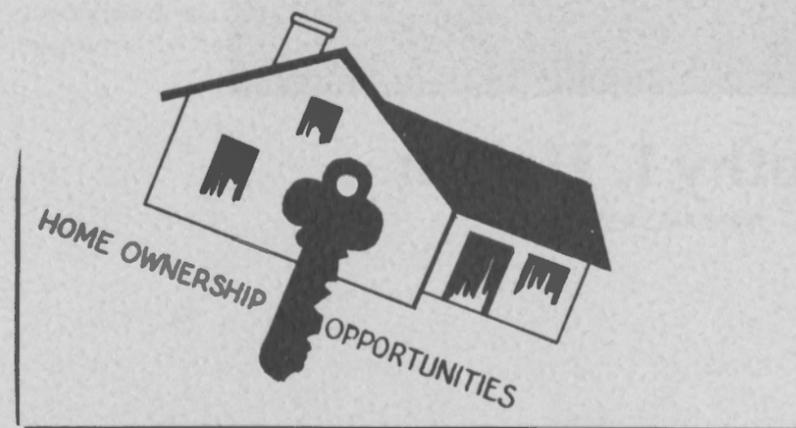
Land, its discovery, its acquisition, its maintenance and its protection has been the bellwether for civilizations, for countries and for all peoples. The National Council of Negro Women in its many years of existence has been intimately involved with the multi-faceted aspects of land and of land acquisition.

The swiftly changing American scene is mirrored in the activities of NCNW as it works with and for women, as it strives to make its national platform of decent housing a living reality. This issue has been a priority item on the National Agenda since its Founder, Mary McLeod Bethune enunciated this in 1935, and is modified, updated and made relevant by Dorothy I. Height, its President.

NCNW initiated and sponsored Turnkey III (Homeownership Opportunities Program utilizing Public Housing subsidies) which was funded by the Ford Foundation. The program provided an affirmative and practicable method for a public housing project to be sold to occupants. It made operational the concept that homeownership opportunity programs are designed to serve as a management tool to provide the incentives for families to maintain their own homes and neighborhoods and thereby reduce Federal subsidies.

The impact of the National Council of Negro Women's efforts to launch and support the Turnkey III homeownership program and concepts has been that Congress has acted to continue the public housing homeownership opportunity programs including mutual help and Turnkey III housing on Indian Reservations (Section 5(c) of the United States Housing Act of 1937, as amended by Section 201(a) of the Housing and Urban Development Act of 1974). The statute provides that the Federal debt service subsidy can be continued even though title is transferred to the occupant (Section 5(h) of the revised USH Act).

The concept and objective of providing homeownership opportunities for public housing occupants is now fully ingrained in the housing policies of the nation.



WOMEN AND HOUSING

"It (sex bias in housing) is alive and well. The chronicle of instances of discrimination shows that from all points of view, women are having problems.

It is clear that local agencies have been active on race discrimination, but have not recognized sex discrimination."

Panel Member, Atlanta Hearing

The above quote was taken from the findings "A report on Sex Discrimination in Five American Cities" which was presented to the U.S. Department of Housing and Urban Development on June 30, 1975.

The National Council of Negro Women was funded by the Office of Equal Opportunity of HUD to research, investigate and document the discrimination practiced against women in their attempts to secure adequate dwellings for their families.

Hearings and workshops were held in five cities, Atlanta, St. Louis, San Antonio, San Francisco and New York. In each city the enormity of discrimination in housing faced by women compelled the National Council of Negro Women to conclude that this is not only a local and a regional problem, but this is in truth a national problem.

The report may be obtained from HUD along with a copy of a bibliography entitled—"Equal Opportunity for Women in Housing."

THE NATIONAL COUNCIL OF NEGRO WOMEN AND THE STATE OF MISSISSIPPI

The National Council of Negro Women was one of the few national organizations that moved into the South during the Civil Rights movement and stayed. From its program, Wednesdays in Mississippi, NCNW was able to identify pressing community problems and establish a priority listing for problem solution based upon ability to effectuate change in the areas identified.

As a result of this involvement NCNW:

Established the Okolona Day Care & Child Development Center on the site of the Okolona Junior College, Chickasaw County, Mississippi.

Established Food Production Centers in Sunflower and Bolivar Counties, Mississippi. In Sunflower County alone there are over 2000 pigs resulting from the original pig bank of 50 Yorkshire gilts and 5 Jersey Boars. Community gardens and cooperative canning and freezing programs have been established.

Established The Fannie Lou Hamer Day Care Center, Ruleville, Mississippi.

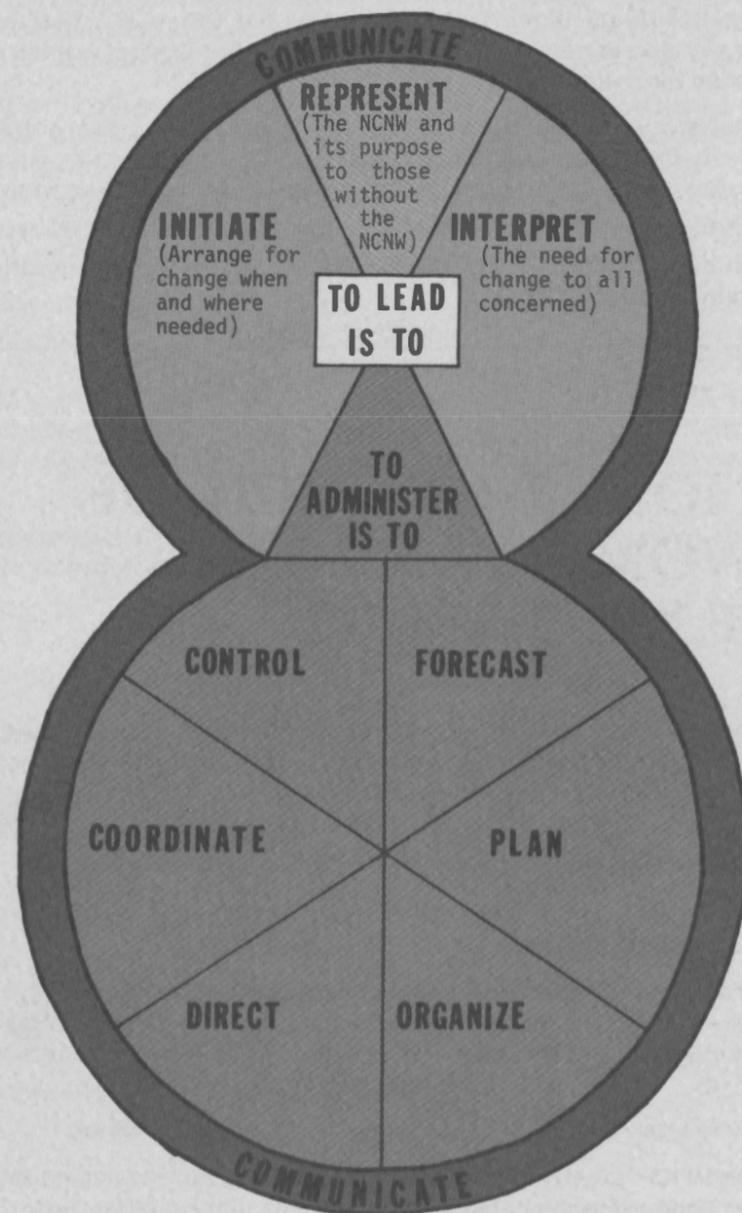
Assumed partial support for "Liberty House"—a marketing and purchasing cooperative owned by 13 handicraft producing cooperatives located in four counties in rural Mississippi.

LEADERSHIP TRAINING AND DEVELOPMENT

The Rockefeller Brothers Fund and the Ford Foundation provided the funds for the National Council of Negro Women to expand and strengthen its organizational capability as a national agency for the development of Black women for community service and the leadership in social action.

For the past three conventions, the first two days have been devoted to a Leadership Training Institute for local leaders. This year, in addition to the Institute, NCNW is conducting a mini-university in conjunction with Pace University. The program will be administered by NCNW's Commission on Higher Education and is open to all registered delegates.

THE FUNCTIONS OF LEADERSHIP



"I leave you a thirst for education . . ."
Mary McLeod Bethune, Founder

NATIONAL COUNCIL OF NEGRO WOMEN, INC.

health careers program

815 SECOND AVENUE, SUITE 901, NEW YORK, N.Y. 10017 Telephone 212-687-5870

The HEALTH CAREERS PROGRAM, a new NCNW project, was funded by DHEW, Public Health Service for the purpose of increasing the enrollment of Blacks, Hispanics, secondary school students and women, who are residents of the New York Metropolitan area, in accredited health-related training programs.

Located in the NCNW New York Field Office, the HEALTH CAREERS PROGRAM provides career guidance and counselling to potential health career candidates; assists them to qualify for entrance into academic training programs; identifies sources of financial aid and provides supportive services to enable students to successfully complete training in health careers of their choice.

The HEALTH CAREERS PROGRAM is unique because of its supportive services component. Through this unit, students are offered the kinds of individualized academic and social reinforcements that are not currently available to the target population. This unit consists of three categories:

The BUDDY Component: Each HEALTH CAREERS student is linked with a volunteer health professional, health student, educator or guidance counselor who provides tutorial assistance, encouragement, motivation and/or academic support.

The SCHOOL PRESENTATION Role Model Component: Volunteer health professionals accompany HEALTH CAREERS PROGRAM staff at secondary school presentations for the purpose of motivating disadvantaged students to pursue health-related careers.

FRIENDS OF HEALTH CAREERS PROGRAM: Volunteers who recruit and refer potential students to the HEALTH CAREERS PROGRAM, and also inform HCP staff about apprenticeship training programs in the community, hospitals and/or clinics.

The HEALTH CAREERS PROGRAM is a project in which all NCNW women, their families and friends can become involved and play an important role. CAN WE COUNT ON YOU?

COUNCIL HOUSE— 1318 Vermont Avenue, N.W.

In December 1943, the National Council of Negro Women purchased 1318 Vermont Avenue, N.W., Washington, D.C. to serve as its National Headquarters. The house was built around 1885 and takes the character of Victorian Architectural style popular during the reign of Queen Victoria in England around 1840-1901.

Its library contains first editions of noted Black authors over the last 40 years. The organization of the National Council of Negro Women made possible a position of power which effected the appointment of Negroes to policy making positions in the Federal Government. Although gaining policy making positions was a major emphasis, Mrs. Bethune and the Council never lost sight of the need for employment among the masses of Negroes and supported vigorously a policy of full employment. Council house was the center for these decisions and the place where members of the so-called "Black Cabinet" met after the appointments were achieved. Its board room was the site of extensive planning for memorable decisions. Those decisions include integration of Blacks into the Defense Program, desegregation of restaurants and theaters in the District of Columbia, School desegregation including removing the ban against 1400 Black children who were locked out of public schools in Prince Edward County, Virginia. It was used as a rallying point for organizations and individuals for the March on Washington, August 28, 1963.

Mrs. Bethune lived and worked in the house and her quarters are being restored and will contain historic mementos and books to be used by all those who visit this memorial edifice.

On March 7, 1975, a hearing was held before the Committee on Landmarks of the National Capital and on May 9, 1975 Council House was designated as a HISTORIC LANDMARK and placed in Category III in the Inventory of Historic Sites.

1318 Vermont Avenue, N.W. will continue to serve as a living memorial to the life and work of Mary McLeod Bethune by housing two projects—OPERATION SISTERS UNITED and COPE's Bethune Family Learning Center.

OPERATION SISTERS UNITED (SU)—This program was created by the National Council of Negro Women to provide the judicial system with a rehabilitative detention alternative for juvenile female offenders. The methods utilized are varied and are tailored to fit each individual girl, however, the major focus is on the use of a one-to-one volunteer relationship. The volunteers are recruited largely from the ranks of NCNW and represent a variety of backgrounds, interests, talents and personalities. The volunteers receive intensive training covering all aspects of the program, including guidance in establishing and maintaining helping relationships with the girls in the target group.

The pilot project, initiated in the District of Columbia in December, 1972, has served over 60 girls and their families. This program is currently being expanded to serve an additional 90 girls in three cities, Greenville, Mississippi; St. Thomas, Virgin Islands and Dayton, Ohio.

This project is funded by the Law Enforcement Assistance Administration (LEAA) of the United States Department of Justice.



Bethune Family Learning Center



COPE's Bethune Family Learning Center is designed to serve 200 low-income mothers who are heads of households, and whose educational achievement is less than 8 years as measured by standardized achievement tests in reading and mathematics. These mothers generally have difficulty coping with life and need assistance with family living skills, basic education, and in achieving effective parent and citizen roles.

A central thrust of the operation is developing an Adult Basic Education model which includes specific plans for helping adults with related life problems in ways which help the learner solve problems. A reality related curriculum which integrates reading, arithmetic and social studies with job skills has great appeal when learners help design their own programs. Structural adaptability is one key to COPE's educational programming. In an effort to develop the program in close proximity to the people whose needs it serves COPE is using the concept of the "Teaching Team." The "Team" consists of a master teacher, one of the family skills staff, an instructor and volunteers. COPE has master teachers in Adult Basic Education, Family Skills, Business Education, Fine Arts and Community Relations, instructors in Sewing and Arts and Crafts, and volunteers who serve as tutors, counselors, community resource guides and in other needed areas.

COPE is striving for the maximum utilization of existing community resources, either as sponsors or to provide services, in a coordinated effort to develop a neighborhood based Adult Basic Education program.

COPE was funded for two years by the U.S. Office of Education. Replication in ten cities is expected.



WOMEN'S CENTER FOR EDUCATION AND CAREER ADVANCEMENT

The National Council of Negro Women's Center for Career Advancement, five years old, has reached a milestone in advancing the career and education opportunities of clerical employees in corporations and financial institutions in New York City. *Language Arts, Business Communication and Career Planning*, a 300-page interdisciplinary, competency-based curriculum guide that details the findings of two years of research and testing has been published.

This project, "Building New Career Ladders in Clerical Occupations," has been cited as an outstanding project by the National Association for Public and Continuing Education. The citation was bestowed as part of a salute to "Women Doers in Education," celebrating International Women's Year.

A Women's Center for Education and Career Advancement located in downtown Manhattan has been developed with support from business, private foundations and government. The Center will deepen NCNW's commitment of educational and career development to minority women employed at all levels of business. Several services and programs will be offered, such as an Associate Degree Program jointly sponsored by the Center and Pace University. This will offer minority clerical employees a 60-credit, competency-based associate degree with emphasis on the business competencies needed to successfully advance in the corporate world.

The Women's Center will also include an Information Service to provide visitors an opportunity to work with volunteer tutors, advisers and counselors and learn more about career and education offerings.

Systematic Education and Career Consultations will enable participants to map out their own career and educational learning plans through the use of group and individual counseling.

Open forums and workshops will help introduce people to the Center by focusing on the problems that women sometimes face in business. Topics will include resume writing, the job interview, understanding how a corporation operates and learning to make it work for you.

These programs are models that have been successfully demonstrated in New York City. NCNW sections are urged to replicate them at the local level as part of NCNW's outreach commitment to our communities. Assistance can be provided to set up each program. Please contact the New York Field Office—815 Second Avenue, New York, New York 10017, (212) 687-5870—for details.



National Council of Negro Women, Inc.

INTERNATIONAL DIVISION

1346 Connecticut Avenue, N.W., Washington, D. C. 20036 • Telephone 202/223-8055

Cable Address: NCNWINT

NCNW ON THE INTERNATIONAL SCENE

For many years it has been assumed that development programs have had a beneficial effect on women. Recent interest in the question of women in development culminated in the Percy Amendment to the Foreign Assistance Act of 1973. This revealed how little is known about the actual roles of women in the developing world and their real contribution to the economic, political and social life of their countries.

After 40 years of successful operation, NCNW has a wealth of experience to demonstrate its

effectiveness in developing programs to reach poor women and to help them help themselves. With its excellent track record in the USA, NCNW proposed and was awarded a Development Program Grant by the Agency for International Development. The ultimate aim of the Grant is the application of NCNW's resources and expertise to improve the quality of life for women in the poorest majority and adapt methodologies used domestically for "cross-cultural" application.

GOALS

The Grant is for a three year period during which time we hope to identify the problems of rural women in the developing countries and to design and implement programs to upgrade their lives. These programs will address prob-

lems of a socio-economic, nutritional, educational, family planning and agrarian nature. The thrust will be toward help for the poorest of the poor. We are starting in Africa . . . and we need your help.

TEAM EFFORT

Won't you take up this challenge to join the battle against hunger, illiteracy, poverty, poor health care, infant mortality and other matters of life-and-death concern to our sisters in other lands?

Put your own skills to use. Let your sisters benefit from your expertise. List yourself in our "SKILLS BANK" so that we may credit your interest in NCNW's international effort.



FILL OUT A RESOURCE FORM:

—AT THE INTERNATIONAL DESK IN THE LOBBY

—IN THE FRANKLIN ROOM OF THE HOTEL

—OR CONTACT US AT THE ABOVE ADDRESS

WORLD AFFAIRS ARE YOUR AFFAIRS . . . MAKE THE INTERNATIONAL SCENE

NATIONAL COUNCIL OF NEGRO WOMEN, INC.

37th NATIONAL CONVENTION

November 10-16, 1975

SHERATON PARK HOTEL

WASHINGTON, D.C.

THEME: "WOMEN IN UNITY—LIVING THE LEGACY"

MONDAY, NOVEMBER 10, 1975

9:00 A.M. Registration Exhibit area off Main Lobby
 10:00 A.M. - 10:00 P.M. LEADERSHIP INSTITUTE
 (Sessions—especially designed for women carrying leadership roles in local sections, guilds and other components of NCNW's organizations and programs)

TUESDAY, NOVEMBER 11, 1975

9:30 A.M. - 9:30 P.M. LEADERSHIP INSTITUTE (continued) DELAWARE SUITE
 4:00 P.M. BOARD OF DIRECTORS MEETING CONTINENTAL ROOM

WEDNESDAY, NOVEMBER 12, 1975

9:00 A.M. CONVENTION OPENING SHERATON HALL SOUTH
 Welcome
 Plenary Session
 President's Message
 Credentials Committee
 Rules Committee
 Nominating Committee
 Organizing women for working in the convention
 Orientation to Mini-University

1:00 P.M. LUNCH (On your own)

2:00 P.M. Women in Community Service
 Play: "Past Reflections, New Directions"
 Presented by—Father Gilbert Hartke & Students
 Catholic University, Directed by James Petosa
 Introduction by: Miss Mary Hallaren, Executive Director
 Women in Community Service

3:00 P.M. Committee Reports (continued)
 Work Group Assignments (Every delegate will be assigned to a work group)
 Briefing for Capitol Hill

8:00 P.M. "SALUTE TO NCNW's 40th ANNIVERSARY" SHERATON HALL
 Introduction of Speaker: Dr. Louise Maxienne Dargans
 House Committee on Education and Labor
 Speaker: THE HONORABLE BELLA S. ABZUG
 U.S. House of Representatives
 New York
 Entertainment: Sweet Honey and the Rock

THURSDAY, NOVEMBER 13, 1975

7:45 A.M. THE LIFE MEMBERS BREAKFAST PARK BALLROOM
 (Sponsored by: R.J. Reynolds Industries, Inc.)
 Remarks—Mr. Marshall B. Bass, Corporate Manager

9:15 A.M. DEPART FOR CAPITOL HILL
 (Morning on the Hill with Congressional Representatives)

12:15 P.M. PICTURE TAKING ON CAPITOL HILL

1:00 P.M. LUNCHEON "EFFECTIVE POLITICAL PARTICIPATION"
 SHERATON HALL NORTH

2:30 P.M. WORKGROUPS
 A. Voter Registration Continental Room
 B. Delegate Selection Assembly Room
 C. "Running for Public Office" Wardman Room
 D. "Know your Own State" Senate Room
 E. The Election Process Madison Room
 F. Legislative Issues Franklin Room

8:00 P.M. "POLITICAL AWARENESS FORUM" PARK BALLROOM
 Introduction of Speaker: Mrs. Audrey Colom
 Chairperson, National Political Women's Caucus
 Speaker: THE HONORABLE HAROLD E. FORD
 U.S. House of Representatives
 Tennessee

FRIDAY, NOVEMBER 14, 1975

7:45 A.M. HARAMBEE BREAKFAST PARK BALLROOM
 Presiding: Miss Susie M. Moore, President
 Woman's Home & Foreign Missionary Society
 AME Zion Church, Washington District
 Soloist: Mrs. Gladys Brown

9:30 A.M. Plenary Session SHERATON HALL SOUTH

10:30 A.M. WORKSHOPS
 Group A Continental Room
 Group B Assembly Room
 Group C Wardman Room
 Group D Senate Room
 Group E Franklin Room
 Group F Hamilton Room
 Group G Madison Room
 Group H Adams Room

12:45 P.M. INTERNATIONAL WOMEN'S YEAR LUNCHEON
 SHERATON HALL NORTH
 Presiding: Mrs. Maida S. Kemp, Vice President NCNW
 Chairperson, Advisory Committee
 International Division, NCNW
 Dais Guests: Wives of Ambassadors from the following countries: Bahamas, Botswana, Dominican Republic, Ghana, Guyana, Jamaica, Kenya, Nigeria, Senegal, Sierra Leone, Swaziland, Tanzania, Uganda, Trinidad and Tobago and Zambia

Remarks: Mrs. Nira Long, Coordinator
Women in Development
Agency for International Development

Introduction of Speaker: Mrs. Salimatu Diallo, Attache
Organization of African Unity
United Nations

Speaker: THE HONORABLE ANGIE BROOKS
Ambassador
Permanent Mission to the United Nations
Liberia

Remarks: Mrs. Margaret Hickey, Chairperson
Advisory Council on Voluntary Foreign Aid
Agency for International Development

Dr. Ruth Bacon, Director
U.S. Center for International Women's Year

Dr. Dorothy I. Height, National President
National Council of Negro Women

Entertainment:

3:00 P.M.

WORKSHOPS

- | | |
|---|------------------|
| A. "International Rural Development
of Women" | Franklin Room |
| B. "Health Power for the People—
Its Impact on the Black Family" | Hamilton Room |
| C. "Volunteer Activity as a Springboard
to Career Advancement" | Madison Room |
| D. "Energy" | Adams Room |
| E. "Operation SU in Operation" | Continental Room |
| F. "Changing Times and The Aged" | Assembly Room |
| G. "Operation COPE—A Family Learning
Center" | Wardman Room |
| H. "Revenue Sharing—The Federal
money-go-round" | Senate Room |

8:00 P.M.

INTERNATIONAL NIGHT STATE DEPARTMENT AUDITORIUM

CHAIRPERSON:

Dr. Dorothy I. Height, President
National Council of Negro Women

Presentation of International Seminar Filmstrip
"International Women United for Equality, Development
and Peace"

Introduction of Speaker:

MR. DANIEL PARKER, Administrator
Agency for International Development

Speaker:

DR. LUCILLE MAIR, Deputy Ambassador
Permanent Mission to the United Nations
Jamaica

Response:

HIS EXCELLENCY AMOS M. DAMBE
Ambassador Extraordinary and Plenipotentiary
Botswana

HIS EXCELLENCY SAMUEL ERNEST QUARM
Ambassador Extraordinary and Plenipotentiary
Ghana

HIS EXCELLENCY ALFRED A. RATTRAY
Ambassador Extraordinary and Plenipotentiary
Jamaica

Entertainment

RECEPTION

SHERATON PARK HOTEL

SHERATON HALL

SATURDAY, NOVEMBER 15, 1975

9:00 A.M.

PLENARY SESSION

SHERATON HALL SOUTH

1:00 P.M.

LUNCHEON "WOMEN IN THE WORK FORCE"

SHERATON HALL NORTH

"Where Women are Today—Outlook for the Future"

Keynote:

THE HONORABLE CARMEN R. MAYMI
Deputy Assistant Secretary
Director, Women's Bureau
U.S. Department of Labor

Panel:

"Career Planning"

MRS. THELMA T. DALEY, President
Delta Sigma Theta Sorority
American Personnel & Guidance Association

"Women in Science"

MRS. RUTH BATES HARRIS, Deputy Assistant Administrator
Public Affairs for Community & Human Relations, NASA

"Working in a Man's World"

MISS JOYCE WILLIAMS, Bus Driver
Greyhound Corporation

"Manpower—Jobs and Training for Women"

COMMISSIONER LUCILLE ROSE
Manpower, Department of Labor, New York City

"Non-Traditional Job Opportunities"

MISS PAULETTE NORVELL, Associate Director
Minority Women's Employment Program, RTP

2:00 P.M.

POLLS OPEN—VOTING

CONTINENTAL ROOM

3:00 P.M.

PLENARY SESSION

8:00 P.M.

BANQUET "WOMEN IN UNITY—LIVING THE LEGACY"

SHERATON HALL

SPEAKER:

Mr. VERNON JORDAN
Executive Director
National Urban League

Installation of Officers

SUNDAY, NOVEMBER 16, 1975

9:00 A.M.

BOARD OF DIRECTORS MEETING

DELAWARE SUITE

12:30 P.M.

BRUNCH

VIRGINIA SUITE

CONVENTION ADJOURNMENT

ACKNOWLEDGEMENTS

R.J. REYNOLDS INDUSTRIES
HERMAN SMITH for C.P.C.
INTERNATIONAL
CARNATION COMPANY

S.C. JOHNSON & SON
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SECTION,
Catherine Bruce,
President



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The Sheraton Park Hotel Extends Sincere Congratulations

to the

National Council of Negro Women

on your

40th Anniversary

L. Nord Schwiebert
Vice President & Managing Director



**She left us much
to be proud of. You.**

Mary McLeod Bethune was truly a great woman.
Her selfless devotion to the betterment of humankind
has earned for her a prominent place of honor in our nation's history.

We are very fortunate that her brainchild,
the National Council of Negro Women, continues to nurture
the inspirational flame that she lit.

We at Kraft, proudly salute you. And we want to affirm
our support for the important work you do.

We believe Mrs. Bethune would be very proud of you.
We know we are.

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Garfinckel's

CONGRATULATIONS
 ON YOUR THIRTY - SEVENTH ANNIVERSARY
 AND GOOD LUCK
 ON THE PROGRAM YOU ARE PLANNING
 FOR THE COMING YEAR

From your friends at
 Philip Morris Incorporated



The two sides of Jackie Hill.



Meet Jackie Hill. B.S., Tennessee State. M.S., University of Michigan. Research chemist, Eastman Kodak Company.

She's a valuable member of a team of scientists, searching for an inexpensive replacement for the silver we use in our photographic film.

She's also the same Jackie Hill who helped put together the Sisters for a Better Black Community in our hometown of Rochester, New York. Made up of Kodak employees and other concerned individuals. When a child needs special help with a problem, the Sisters respond with special attention.

It might take a sympathetic ear. It might take

a college scholarship. Like the scholarships earned by Jackie's two friends shown in the illustration at right. Whatever it takes, they try to provide it.

In the lab, Jackie Hill helps Kodak make a profit. Which is why we're in business. But Jackie, the Sisters, and people like them have helped society as well.

It's the same society our business depends on. So we care what happens to it.



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processing
with
Quality
in...

Mail Order

Fund Raising

Mail Area Refinement

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Ogilvie® Hair Products • Givenchy Perfumes • Zimpro® Pollution Control Units

STERLING DRUG INC., 90 Park Avenue, New York, N.Y. 10016

Elijah McCoy was born too soon.

Elijah McCoy, born in 1844, spent a lifetime developing new and better ways to do things. Too often, however, the doors of American business and industry were closed to his ideas. The reason was he happened to be born black.

Before he died in 1929, McCoy had received over 50 patents for his inventions. One of them, a lubrication system for steam engines, was widely used in the railroad industry.

His numerous creations were so ingenious that people began referring to them as

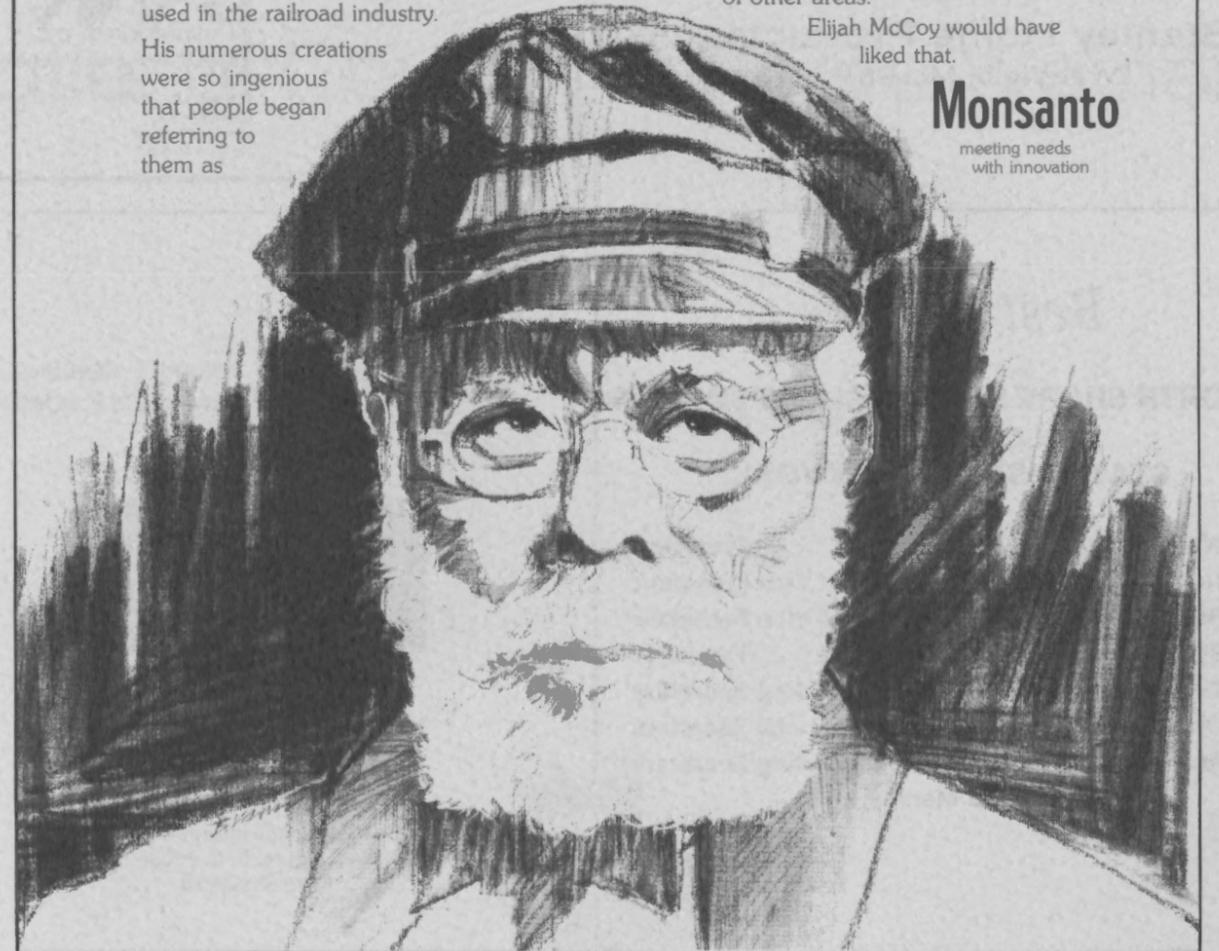
"The real McCoy." And his own name became linked with perfection. But although he was a highly gifted mechanical engineer, McCoy was unable to find work except as a railroad fireman.

If Elijah McCoy were alive today, he would find almost limitless opportunities for his talents.

American industry now offers rewarding jobs for people with all levels of education and work experience. At Monsanto, for example, we judge people by how well they accept challenge and responsibility, not merely by what they have learned from a textbook. And as responsibilities grow, so do opportunities—in production, technology, administration and scores of other areas.

Elijah McCoy would have liked that.

Monsanto
meeting needs
with innovation



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WITH A
STANLEY HOSTESS PARTY

*where the nicest people
meet the nicest things*



Stanley Home Products, Inc.
Westfield, Massachusetts

Sincere best wishes
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of the
National Council
of Negro Women, Inc.

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Corporate Press

Proudly Salutes

the

National Council of Negro Women

on its

40th Anniversary



2414 DOUGLAS ST., N.E. WASHINGTON, D. C. 20018

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Union Trust Washington salutes
the National Council of Negro
Women on the occasion of their
37th National Convention.



*"Not For Ourselves
But For Others"*

**MANHATTAN SECTION
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*Esther McCall
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THE WASHINGTON, D.C. SECTION

SALUTES

**THE NATIONAL COUNCIL OF
NEGRO WOMEN, INC.**

*for its programs of
HUMAN BETTERMENT
and
PLEDGES SUPPORT
through
WORD AND DEED*

*Veta M. Harrison
President*

BEST WISHES
for your

37th NATIONAL CONVENTION

**MILES LABORATORIES, INC.
ELKHART, INDIANA**

1976.

A new world of cars awaits you from General Motors.

If you haven't been in the new-car market for the past few years, get ready for some dramatically different automobiles from GM. You have an array of new smaller models to choose from, ranging from sub-compact models like Chevrolet's new Chevette to the new international-size Seville from Cadillac. In fact, since 1972 — the year before the energy crisis hit — the number of smaller car offerings from GM has more than doubled.

What's more, GM has also been in the forefront by offering such things as the catalytic converter, smaller, more efficient engines and space-age electronics for ignitions, fuel injection and service diagnostics.

So do yourself a favor. If you've been out of the new-car market for several years, stop by your Chevrolet, Pontiac, Oldsmobile, Buick or Cadillac dealer's soon.

And get acquainted with a new world of cars from GM.



**We want you to
drive what you like
and like what you drive.**

Lest We Forget . . .

It's THEIR

Future

That Counts!



INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA-UAW

LEONARD WOODCOCK, PRESIDENT

EMIL MAZEY, SECRETARY-TREASURER

VICE-PRESIDENTS

PAT GREATHOUSE • KEN BANNON • DOUGLAS A. FRASER • DENNIS McDERMOTT • IRVING BLUESTONE • ODESSA KOMER • MARC STEPP



THE COMPANY WITH A CONSCIENCE

We make Afro Sheen and Ultra Sheen hair and facial cosmetics. But this is not intended as an ad to promote our products, though we are justifiably proud of them. Rather it is intended as an accounting—a report to you, our customers, about our role as a corporate citizen.

We recognize and take very seriously the responsibility of Johnson Products Company in presenting a role model for young people who are looking forward to careers in business and elsewhere in American leadership. We are especially interested in sharing our experience and inspiring the Black youth of our land.

THAT IS WHY we spend a great deal of time and money conducting guided tours for students and adults through our home

office and our manufacturing facility.

THAT IS WHY our company has established the George E. Johnson Foundation for philanthropic giving.

THAT IS WHY half of the money in this Foundation is earmarked for young people for educational purposes on the college level.

THAT IS WHY our President, personally, in December of 1972, set aside \$1½ million as his initial gift to establish the George E. Johnson Educational Fund. This Fund is used totally to assist inner city youth, who are poor and meritorious, pursue college studies and advanced training in business administration.

THAT IS WHY we support, with money and with counsel, all types of affirmative

programs and organizations designed to improve the quality of life of Black America in jobs, housing, health, education, youth services, legal justice and family planning.

THAT IS WHY we have assigned to our executive staff a special presidential assistant to administer our foundations and to express our company's concern for building a better climate in our nation; and THAT IS WHY we offer this accounting to the most important people in the world—our customers.

The adage "live and let live" is recognized as the acceptable standard for civilized performance. Johnson Products—the company with a conscience—believes beyond this and has established a program to "live and help live."



JOHNSON PRODUCTS CO., INC., CHICAGO, ILLINOIS 60620 1974

Keep Your Electric Bills Down by Supporting Nuclear Power

Nuclear power saves millions of dollars around the country. Look at these estimated published examples:*

- Florida saved \$140 million last year.
- Virginia expects to save \$100 million this year.
- New York saved \$95 million last year.
- Chicago saved \$43 million last year.
- Boston saved \$40 million last year.

Overall in 1974, customers saved about \$750 million in their electric bills.

*Source: Public Utilities Fortnightly, April 24, 1975.

In your area, nuclear power will save you money on electricity. Nuclear energy is safe, clean, and provides thousands of jobs.



The nuclear energy industry has provided many thousands of jobs in the engineering, design, construction, and operation of electric power plants.



Dr. Tom Hart of Westinghouse talks to Mrs. Valarie Pinson and daughter Tracey about how nuclear power relates to the home. Mrs. Pinson is with the National Association of Counties.



Westinghouse Electric Corporation

For more information, please contact Dr. T.A. Hart, Westinghouse Electric Corporation, 1301 K Street, NW, Washington, D.C. 20006

FACT SHEET
Mrs. Ford's Office

Event Reception
 Group The National Council of Negro Women
 DATE/TIME Thursday, November 13, 1975 3:00 p. m.
 Contact Dr. Ermon Kamara Phone 223-2363
 Number of guests: Total 175 - 200 Women x Men _____ Children _____
 Place State Floor
 Principals involved Mrs. Ford
 Participation by Principal yes (Receiving line) no (mingle informally)
 Remarks required no
 Background The National Council of Negro Women will hold their Biennial Convention in Washington on Nov. 10 thru 15. Mrs. Ford will receive the group; Mrs. Roosevelt first received the group.

REQUIREMENTS

Social: Guest list yes (Dr. Kamara to Maria Downs' Office)
 Invitations no Programs no Menus no
 Refreshments yes
 Entertainment no
 Decorations/flowers yes
 Music yes
 Social Aides yes
 Dress Afternoon Dresses - Short Dresses Coat check yes
 Other --

Press: Reporters yes
 Photographers yes
 TV Crews ?
 White House Photographers yes Color yes Mono. _____
 Other --

Technical Support: Microphones no PA Other Rooms no
 Recording no
 Lights no
 Transportation Buses (Southeast Gate)
 Parking South Grounds
 Housing --
 Other -- (Risers, stage, platforms) --

Project Co-ordinator Pat Howard Phone 2927

Site diagrams should be attached if technical support is heavy.

THE WHITE HOUSE

WASHINGTON

November 12, 1975

MRS. FORD:

Event: Reception for the National Council of Negro Women

Date/Time: Thursday, November 13, 1975 3:00 p. m.

Place: State Dining Room

Number of Attendees: 161 guests

Principal: Mrs. Dorothy Height, President of the National Council of Negro Women

Schedule of Events: 3:00 p. m. Your guests will arrive through the Diplomatic Reception Room and will be escorted to the State Dining Room where refreshments will be served.

3:10 p. m. Maria Downs will escort you via elevator to the State Floor Hall where you will greet Mrs. Height.

Maria Downs will then escort you and Mrs. Height to the State Dining Room where you will join your guests for refreshments and mingle informally.

3:30 p. m. You may wish to invite your guests to tour the White House and then bid farewell to them and return to the Family Quarters.

NOTES:

Army String Ensemble will be positioned in the Grand Hall.

Military Social Aides will be present.



- 2 -

National Council of Negro Women
Reception

There will be open press coverage.

A White House photographer will be present.

Background information is attached.



Linda Baker

For immediate release
Thursday, Nov. 13, 1975

THE WHITE HOUSE
Office of the Press Secretary to Mrs. Ford



Mrs. Ford will receive about 160 members of the National Council of Negro Women today at 3 p. m. on the State Floor of the White House. She will mingle with them informally.

Mrs. Dorothy Height is President of the organization, which is holding its Biennial Convention in Washington Nov. 10-15. The National Council is an organization supported by voluntary contributions which addresses itself to the concerns of the black woman and her family.

#

press pickup in press lobby at 2:45 p. m.



ncnw

IS COMMITTED TO:

- stay in the forefront of the fight to eliminate hunger and malnutrition in America
- combat racism and bigotry
- mobilize its collective leadership and utilize this combined strength to effect constructive social change
- involve black women of diverse economic and social backgrounds in activities relevant to the well-being of their communities and in training for effective leadership
- disseminate information about the contribution of black women to the arts, sciences and professions
- support new and existing programs affecting education; health, employment; child-care; drug abuse; consumer education, protection and exploitation, and civil and human rights
- take the initiative in making certain equality education is a reality for all children
- assume an active role in the quest for the economic empowerment of the black community
- develop innovative programs designed to strengthen family life; increase self-determination in family planning, and assure self-sufficiency and self-respect

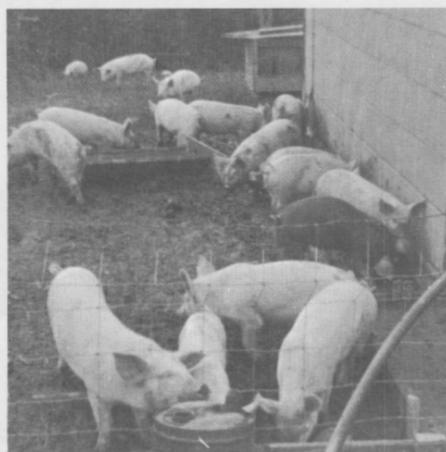


NCNW PROGRAMS

NCNW translates its philosophy of commitment and self-reliance into action through its programs by:



launching a national campaign against hunger and malnutrition beginning in three of the poorest counties in the nation—Sunflower and Bolivar Counties in Mississippi, and Macon County, Alabama—helping to feed the poor through Food For All, Inc.



operating on a premise of "self-help is the best help" and assisting women in impoverished communities to raise their own hogs, chickens and vegetables.



establishing economic self-help projects, especially in the rural south, i.e., a garment factory in Doddsville, Mississippi, and through assisting Liberty House, Jackson, Mississippi, a marketing cooperative owned by a conglomerate of poor people's co-operatives.



serving as an initiator and team participant in the development of Turnkey III—a program providing home ownership opportunities with public subsidy for low income families—and with the aid of a grant from the Ford Foundation making technical assistance staff available and thereby extending the service to reach some 36 rural and urban communities in 10 states.



creating a center for teen age mothers and developing a unique day care program utilizing the facilities of the former Okolona Junior College, Okolona, Mississippi, and establishing the Fanny Lou Hamer Day Care Center, Ruleville, Mississippi.



developing a center for Career Advancement, with model clerical upgrading programs underway in New York City and Bridgeport, Conn. NCNW volunteers work with businessmen, educators, students to build new careers in clerical field.



helping disadvantaged girls gain a new start in life through the Job Corps as volunteers in Community Service (WICS), in cooperation with the Department of Labor.



working in cooperation with eight other organizations to improve the economic and social status of private household workers.

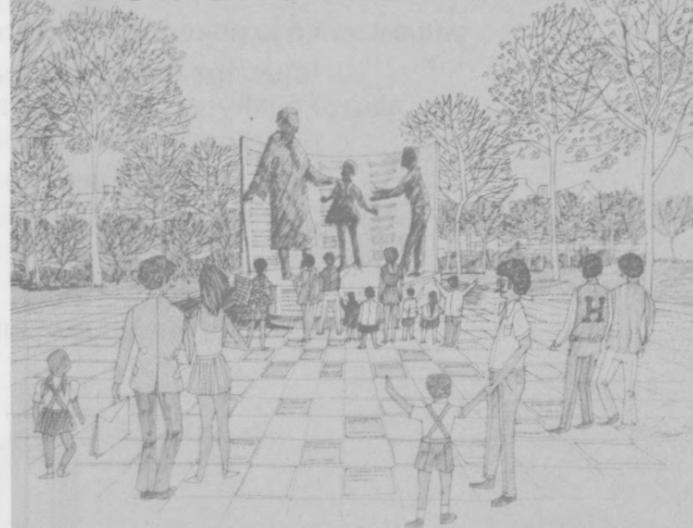
functions

NCNW appears before governmental and private groups to represent the concerns of women and girls on matters affecting the general welfare of the nation—and that of the black community in particular.

NCNW sends representatives to major national and international conferences and maintains an Official Observer at the United Nations.

The NATIONAL COUNCIL OF NEGRO WOMEN is affiliated with the National Council of Women in the United States, International Council of Women, the Pan Pacific and South East Asia Women's Association, the American Negro Leadership Conference on Africa, the National Assembly for Social Policy and Development, the Leadership Conference on Civil Rights, and the United States Committee for the United Nations Educational, Scientific and Cultural Organization (Unesco).

the Mary McLeod Bethune memorial



Under the authorization of Congress and the President of the United States a living memorial to Mary McLeod Bethune was dedicated in Lincoln Park, Washington D.C. on July 10, 1974. It is the first memorial to a woman . . . and a black American, . . . to be erected on public land in the nation's capital.

Funds for the project were raised by the National Council of Negro Women. The heroic memorial faces the United States Capitol and also the Emancipation Group . . . a monument of Abraham Lincoln with a freed slave. In addition to paying tribute to Mrs. Bethune, who recognized the need for black people to join hands for concerted action, it will symbolize the black contribution to American life. The site provides an educational, cultural and recreational area for all people.

membership

The NATIONAL COUNCIL OF NEGRO WOMEN invites women and girls of all races, ethnic origins and economic and social backgrounds to become members of the organization. It welcomes those who wish to address themselves to the concerns of the black woman and her family.

Men are encouraged to participate as Associate and Life Members.

financial support

The NATIONAL COUNCIL OF NEGRO WOMEN is dependent upon voluntary contributions to further its work. The generosity of concerned individuals, foundation gifts, and special grants from the Federal Government have enabled NCNW to develop independent and cooperative projects for community service and community action. However, it must continue to have widespread financial support if it is to fulfill its commitments.

Returning the attached form with your gift will insure that NCNW's efforts to help your neighbors achieve dignity, justice and equality will be reinforced.

Enclosed is my gift of \$ to help black and poor people in America through the NCNW.

Name _____

Address _____

City _____ State _____ Zip _____

Please make check payable to the NATIONAL COUNCIL OF NEGRO WOMEN, Inc., 1346 Connecticut Avenue, N.W., Washington, D.C. 20036. Contributions are fully tax deductible.

TOO MANY PEOPLE ARE HUNGRY...

... FOR FOOD

... FOR EDUCATION

... FOR A DECENT PLACE TO LIVE

... FOR A JOB

... FOR MEDICAL CARE

... FOR A VOICE IN THEIR DESTINY

... FOR DIGNITY AND FULFILLMENT

HUNGER of all kinds has been the prime concern of the National Council of Negro Women since its founding in 1935 by Mary McLeod Bethune.

To fight this all-pervading hunger, the NCNW has mobilized women from all walks of life, ages, political persuasion, economic and social backgrounds. It has helped these women in their struggle to overcome the problems which plague all deprived people in this nation.

Much has been accomplished . . . and with your help, much more can be done!

ncnw

THE NATIONAL COUNCIL OF NEGRO WOMEN, INC.

1346 Connecticut Avenue, N. W.,
Washington, D. C. 20036

Founder:
MARY McLEOD BETHUNE



President: DOROTHY I. HEIGHT

NATIONAL AFFILIATES

Alpha Kappa Alpha Sorority, Inc.
Chi Eta Phi Sorority
CME Church Women's Missionary Council
Delta Sigma Theta Sorority, Inc.
Eta Phi Beta Sorority
Grand Temple, Daughters of Elks
Iota Phi Lambda Sorority
Lambda Kappa Mu Sorority
National Achievement Clubs
National Association of Fashion and Accessory Designers
National Association of Negro Business and Professional Women's Clubs, Inc.
National Beauty Culturists League
National Council of Puerto Rican Volunteers
National Sorority of Phi Delta Kappa
Sigma Gamma Rho Sorority, Inc.
Supreme Grand Chapter, Order of Eastern Star
Tau Gamma Delta Sorority
The Chums, Inc.
Trade Union Women of African Heritage
United Beauty School Owners and Teachers
Women's Convention, Auxiliary to the National Baptist Convention, USA, Inc.
Women's Auxiliary of the National Dental Association, Inc.
Women's Auxiliary, National Medical Association
Women's Home and Foreign Missionary Society, AME Zion Church
Women's Missionary Society, AME Church
Zeta-Phi Beta Sorority, Inc.

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Mrs. Anna Lord Strauss
Dr. Geraldine P. Woods



THE NATIONAL COUNCIL OF NEGRO WOMEN, INC.



COMMITMENT • UNITY • SELF-RELIANCE

Thanks To Your Generous Support...

... NCNW programs were able to help others help themselves.

Poor people in Mississippi sold their goods through LIBERTY HOUSE, a marketing cooperative partially supported by your contributions to the Council.

Teenagers in Harlem found fun, education, counselling and a safe, wholesome environment at UJAMA Circle—another NCNW project in the Bethune Houses Community Center.

Disadvantaged girls turn to WOMEN IN COMMUNITY SERVICE (WICS) to gain a fresh start in life. 463 volunteers referred hundreds of girls to job corps training and provided supportive services after their training. Hundreds of poor parents and their children, both black and white, were given an opportunity to improve their living standards through the OKOLONA CHILD CARE CENTER in Mississippi. Last year, because of the Center, 34 mothers were able to enter the labor market ... and two young mothers have entered high school.

Young mothers and their children were served by the FANNIE LOU HAMER DAY CARE CENTER in Ruleville, Mississippi ... and many, many other programs.

Thousands of women across the country re-examined the meaning of commitment, unity, and self-reliance, the underlying themes for NCNW's continuing program in LEADERSHIP DEVELOPMENT and TRAINING. During 1974 this program emphasized the development of community leadership around issues, such as food, energy, revenue-sharing and employment.

During 1975 the need for programs like these will certainly not diminish. Will you please increase your contributions if at all possible. Thank you.

CONDENSED STATEMENT OF REVENUE, EXPENSE AND CHANGES IN FUND BALANCES YEARS ENDING SEPTEMBER 30, 1974 AND SEPTEMBER 30, 1973

REVENUES:	1974	1973
Public Support	\$1,173,129	\$ 940,562
Membership Dues	80,773	51,467
Other Sources	244,221	492,192
TOTAL REVENUES	\$1,498,123	\$1,484,221
EXPENSES		
Program Services	\$ 981,103	\$ 737,906
SUPPORTING SERVICES:		
Management and General ..	\$ 363,750	\$ 200,532
Fund Raising	96,760	167,848
TOTAL EXPENSES	\$1,441,613	\$1,106,286
Excess of Revenues over Expenses	\$ 56,510	\$ 377,935
Other Changes in Fund Balances	(176,042)	(20,634)
Fund Balances, Beginning of Year	334,317	(22,984)
Fund Balance, End of Year ..	\$ 214,785	\$ 334,317

Prepared by
Bert W. Smith, Jr., C.P.A.
Bert W. Smith, Jr. & Associates
201 Kennedy Street, N.W.
Washington, D.C.

1975 BETHUNE CENTENNIAL YEAR INTERNATIONAL WOMEN'S YEAR

Mary McLeod Bethune was concerned that women in the black community ... and all women ... join together to achieve their rights in education, housing, health and self-fulfillment, and to use their combined strength for the betterment of all. Kurt Waldheim, in proclaiming 1975 International Women's Year expressed the same purpose:

"We must think positively about how the position of women in their respective societies not only can be improved, but their large potential contribution can be better utilized."

During 1975 the National Council of Negro Women and its affiliated organizations will continue to work to achieve these goals.

We urge your continued participation in "living the legacy."

"I Leave You Love ... I Leave You Hope ... I Leave You the Challenge of Developing Confidence in One Another ... I Leave You a Thirst for Education ... I Leave You a Respect for the Use of Power ... I Leave You Faith ... I Leave You Racial Dignity ... I Leave You a Desire to Live Harmoniously With your Fellow Man ... I Leave You, Finally, a Responsibility to our Young People."

MARY McLEOD BETHUNE
1875-1955

You can leave your own "legacy" of love and hope with a bequest to the National Council of Negro Women. Your bequest will help continue our programs to improve nutrition, develop leadership, provide economic and educational opportunities and ensure equal justice for the disadvantaged of our nation. Please consult with your attorney, or contact our office.

NATIONAL COUNCIL OF NEGRO WOMEN

National Headquarters:

1346 Connecticut Avenue, N.W.
Washington, D.C. 20036
202-223-2363

New York Office:

815 Second Avenue
New York, New York 10017
212-687-5870

All contributions are tax-deductible.

LIVING the



LEGACY...

A YEAR-END REPORT

FROM THE

NATIONAL COUNCIL

OF NEGRO WOMEN

1974

Dorothy I. Height, National President
Mary McLeod Bethune, Founder

Wednesday, July 10, 1974

... a glorious day for America!

In Lincoln Park, Washington, D.C., a memorial was dedicated to Mary McLeod Bethune—the first memorial to a Black American, or to a woman of any race, to be erected on public land in our nation's capital.

30,000 people of all races and faiths, rich and poor, gathered that day to honor the brilliant and courageous Black woman who founded the National Council of Negro Women.

The memorial was built after years of petitioning and planning by NCNW, with authority extended by five successive sessions of Congress and by four Presidents of the United States. Many of the people who came were members of NCNW, dedicated to carrying on the legacy of love, hope, and responsibility she left behind.



Many, too, had benefitted from the programs sponsored by the Council . . . and had contributed over the years, a dollar or two at a time, to building the monument.

This year-end report is dedicated to the magnificent memory of Mary McLeod Bethune who was born 100 years ago—July 10, 1875. Her legacy lives on in the work of NCNW which you have so generously supported.

It comes to you with the sincere thanks of all whose lives are less painful because of your compassion.

During 1974 your contributions enabled the NCNW to help poor people solve their most basic problems practically and effectively. For example:

Hunger

... "Give me a pig and a garden" said an NCNW member in Sunflower County, Miss., "and I'll always be free!" The Pig Banks and Cooperative Gardens, which NCNW initiated in 1968 to provide food for some of the poorest people in the U.S., felt the brunt of inflation/recession this past year as costs of feed and fertilizers shot up.

But thanks to the exceptional response of NCNW supporters they survived and more than 3000 pigs produced a major portion of the food for hundreds of families.

The food and hunger crisis in America (and worldwide) grew to terrifying proportions in 1974. To quicken public understanding and action, NCNW initiated and is now coordinating a coalition of national organizations called the Food for People Network, whose membership

is working for reform of federal food policies and also to make local governments more responsive to the plight of the hungry people under their jurisdiction.

Housing

... In 1974 NCNW began a program to combat discrimination against women in the national housing market. Women from all walks of life, renters and buyers alike, are victims simply because they are women.

Under a contract with the Office of Equal Opportunity, Department of Housing and Urban Development, hearings held in Atlanta, St. Louis, San Antonio, San Francisco, and New York will document the kinds of discrimination.

The testimony of women who have been denied their rights to adequate shelter for themselves and especially their children, and of public officials and concerned citizens, will provide the data to be used by HUD, the courts, administrative bodies and others involved in expanding fair housing for women.

NCNW HELPS THOSE IN NEED ... TO HELP THEMSELVES. For example:

A woman finds herself heading up a household alone. Her background is a sorry tale of poverty and deprivation . . . She needs help . . . to manage her home, bring up her children, survive on a low income and become a functioning member of society.

Operation Cope

... is a special demonstration project in Washington, D.C. sponsored by the NCNW. It is designed to help female heads of households, most of whom have less than 8 years formal schooling, cope with their many roles as breadwinner, parent, homemaker and citizen.

By attending sessions at a neighborhood learning center, each woman improves her skills in basic math and communication, studies money management, consumer habits, health and nutrition, and family planning. With the guidance of professional staff and volunteers, she learns to adjust to the pressures which affect her and her children, becomes aware of op-

portunities for future career growth, and is encouraged to use her new skills in school and community.

Last year 180 heads of households, most of them Black women under 35, were helped to move themselves and their families into happier, more stable and productive lives. Plans are being made to expand OPERATION COPE to cities across the country and to develop the Bethune Family Learning Center in Washington, D.C.

A young girl, 14 years old, finds herself in trouble . . . with the law, with her family, with her friends, with herself. She's come to a crossroad . . . one way leads invariably back to detention, but the other is difficult and lonely. She needs to take the first step on the road to rehabilitation.

NCNW holds out the hand she needs through OPERATION SISTERS UNITED, currently operating in Washington, D.C. and to be extended to three other cities.

Jobs

In today's economy the lowest-skilled workers are the most vulnerable to layoffs. In order to help under-educated women advance from the bottom of the clerical ladder, the CENTER FOR CAREER ADVANCEMENT in New York City sponsors with New York University an after-hours program in language arts and business communication.

During 1974, 116 women upgraded their skills under guidance of volunteers, themselves successful secretaries and administrators. These women not only began to fulfill their own potential for better-paying jobs but many went on to enroll in regular college programs.

NCNW is in the process of establishing a Women's Center for Education and Career Advancement which will provide information, consultation services and instructional programs designed to help minority women move into more rewarding careers.

Operation Sisters United

... is an alternative to detention program. It focuses on a one-to-one relationship between the troubled girl and a volunteer recruited from the ranks of the NCNW and representing a wide variety of background, talent and personality.

Each girl enrolled in the program is carefully matched to a volunteer who is trained to provide counselling, companionship and cultural activities—and above all, exposure to a healthy life style. A community living room provides the setting for positive social experiences between the girls and the volunteers, tutoring and discussions about their lives and their families.

During 1974 OPERATION SISTERS UNITED gave 40 girls, aged 11-16, some of them first-offenders, some on parole, an alternative to being placed in an institution and a chance to realize their dignity . . . the first step on the road to rehabilitation.