



Prairie Fire

Newsletter of

Prairie Unitarian Universalist Society

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CALENDAR

SUNDAY, FEBRUARY 13

- 10:00 a.m.--"Danger Words" by Dave Zakem
see story
10:00 a.m.--Religious Education classes
Child care available

MONDAY, FEBRUARY 14

- 7:30 p.m.--Prairie Board Meeting at Les
Lyons', 827 Dane St.

WEDNESDAY, FEBRUARY 16

- 7:30 p.m.--Program Committee Meeting at
Mary Mullin's home: 4337 Milford
Rd. Everyone welcome.

SATURDAY, FEBRUARY 19

- 7:30 p.m.--Prairie Playreaders will meet at
Nellie McKay's, 3212 Bluff St.
Apt. 2, to read: Rosencrantz and
Guildenstern Are Dead 238-8839
or 262-2472 for more information.
Everyone welcome.

SUNDAY, FEBRUARY 20

- 10:00 a.m.--Legal Aspects in Aging by Deborah
Kennedy who is Director of
Elderly Projects from the Center
for Public Representation
11:30 a.m.--Potluck

SUNDAY, FEBRUARY 27

- 10:00 a.m.--Artificial Aids to Sustaining
Life by Dr. Margaret Newton
10:00 a.m.--Religious Education classes
Child care available

NEXT PRAIRIE DEADLINE: FEBRUARY 20

R.E. CORNER

Mystery guests have been dropping in on the UU and You class. The kids have interviewed their guests and are learning more about Prairie people and how Prairie works. Shirley Lake will teach this group as they continue to explore UUism.

The kid-size turtles and snails you saw last Sunday were really our primary class discovering what its like to carry ones home everywhere. Shawn Pollack joins Aileen Nettleton and Mel Micke in teaching this group.

Our preschoolers, Tracy Crim, Adrienne Merck, and Mischa Park baked healthy oatmeal cookies last Sunday and served them to all the kids. Tami Carter and Mary Carter are their teachers. Dayle Haglund

A HEARTY THANKS

To the R.E. Committee, the teachers, and the children and others (apparently quite a few knew about the plans) for the completely surprising gift and tribute. The amaryl-lis will be thoroughly enjoyed as it grows, and I hope to share its spectacular bloom with all of you. Thank you! Pat Cautley

SUNDAY, MARCH 6

- 10:00 a.m.--To be announced

SATURDAY, MARCH 12

- 7:00 p.m.--China: Storytelling and slides.
A family evening with Aileen
Nettleton's parents, Gene & Mary
Emma Hibbard.

SUNDAY, MARCH 13

- 10:00 a.m.--Social Problems of Aging by
Vivian Wood, Women's Studies &
School of Social Work

SOCIAL ACTION

The Prairie Board, on behalf of the Society, recently supported a resolution for the UUA General Assembly. "Operation Maji", as it is called, was devised by the Sepulveda (Calif.) UU Society. If it qualifies for the tentative agenda, survives the denominational parish poll process, and is adopted at the 1983 UUA General Assembly in Vancouver, UUA members will be asked to petition prominent world religious leaders to deliver in person an appeal to Ronald Reagan and Yuri Andropov to meet by January, 1984, and together support a world referendum on "a negotiated, bilateral, mutually verifiable moratorium on the testing, production and deployment of all nuclear weapons and systems for their delivery as the first stage of world-wide, balanced, general disarmament." If you would like to see the resolution, petition, and associated correspondence, just ask me. Les Lyons

Eddie Carthan is the legally elected black mayor of Tchula, Mississippi, who his supporters say was forced from office by the local white power structure and falsely charged with assault and murder. Carthan was acquitted of the murder charge late last year, thanks to a major effort by civil rights organizations. Although his conviction for assault is under appeal, bail was refused and he is still in prison. Last week, without notice or explanation, he was transferred from Holmes County Jail to the state penitentiary at Parchman. When 15 of his friends and supporters visited the jail and refused to leave until Carthan's transfer had been explained, they were all arrested and jailed for disturbing the peace.

One of Carthan's murder trial lawyers cites evidence of "a conscious link-up of intelligence agencies of both Federal and State governments -- to disrupt, discredit, and destroy black leadership." Mayor Carthan's election symbolized the possibility of genuine enfranchisement and political democracy for Blacks across the south. If the conspiracy against him succeeds, progress for minority people may be set back for decades.

Your support is needed for justice for Eddie Carthan. Please ask Gov. William Winter to release Carthan on bail pending appeal of the assault conviction. He can be reached at: Walter Sillers Bldg., Jackson, MS 39205 (601-359-3157). Further information is available on the social action table, or from the Madison Mayor Carthan Support Committee, c/o Madison Urban Ministry, 1127 University Ave., (256-0906). Les Lyons

LETTER FROM BOB KASTENMEIER 2-4-83

"Because of your concern about El Salvador, I thought you would be interested to know that I have introduced a congressional resolution in the House, Res.86, which prohibits the President from providing any military assistance for El Salvador.

"In addition, this resolution requires the President to immediately order the withdrawal from El Salvador of all members of the U.S. armed forces who are serving as military advisers."

NEW PATHS FOR WOMEN

A conference to be held at the First Unitarian Church of Milwaukee, March 19, will explore ways to bridge the gap between traditional women's values and feminist issues, enabling women to find new roles in the church. The conference will run from 9:30 a.m. to 3:00 p.m. The church is located at 1009 E. Ogden Ave.

There is a poster on the bulletin board and more information will be available later this month.

UUFW SEEKS EXECUTIVE DIRECTOR

The UU Women's Federation in Boston is accepting applications for candidates for the position of Executive Director. If you are interested, send your resume and three letters of reference to Josephine Freedman at UUFW Search Committee, 25 Beacon Street, Boston, MA 02108.

Details concerning this position are on the bulletin board at Prairie.

MEET TAMI CARTER

Our preschool teacher, Tami Carter, is someone you all should get to know. She is a sophomore at the University, studying elementary education, but in addition has a Work Study job for 10 hours a week, spends 12 hours at the East Madison Community Center teaching ballet and jazz to 9 - 15 year olds and creative exercise to younger children, and spends each Sunday morning with our preschool group. Tami comes from the Minneapolis area. Last summer she not only ran a gift shop there for the owner but designed stationery (that is now being sold), and in the evenings painted children's bedrooms, decorating the walls with designs or figures of Snoopy or other favorites. She has provided a variety of creative activities for the preschoolers--pine cone bird feeders, for example, and this last Sunday they made oatmeal cookies to share with all the children. Pat Cautley

COMMITTEE ON COMMITTEES

The Committee will be meeting soon to consider nominations for Board positions and lay ministers for the coming year. If you are interested in taking on a job or in suggesting someone else for one, please let the committee know. Members are Bob Nelson, Bob Dopp, Bob Park, Rachel Siegfried and Les Lyons.

DANGER WORDS ON SUNDAY'S PROGRAM

Danger words are those words which may be in common use but may contain hidden meaning in conversation. Each person has one's own words which may send up a "red flag", alerting the person to a possible misunderstanding in communication. Come and join in the discussion. This could enhance our already good communication among participants at Prairie. There will be large group discussion and small group discussion.

The children will join us at the end of the service to sing along with us. They have a favorite song to share about a danger word:

SONGS OF THE SOCIAL GLASS

Have you ever wished there were a bar in Madison like Hagen's (near Upham Woods) where people gather to sing? The answer would be: "Well, we can't bring Hagen's to Madison." But Mac Robertson and Robbie Clement will lead a pub-sing Friday and Saturday February 18 & 19 at O'Cayz Corral, 504 East Wilson, beginning at 9 P.M. \$2.00 admission.

Mac Roberson

THANK YOU BERYL GORDON & DON FAGO

Our request for the loan of a play-pen was responded to by Beryl and Don bringing a play-pen for the use of the preschool group at Prairie. We appreciate the loan.

A FAMILY FOR IAN

Hiccups and sneezes and things out there,
What do you see, my bright eyed boy?
Two brothers to greet you,
 one creamy, one crunchy,
 both into peanut butter
 and big wheels
 and hot wheels
 and cart wheels
 and falling down
and much, much more too new for you
to know,
 though you will.
The big furry with the wet tongue,
 the little furry with the noisy
 bark,
 the littlest furry with the
 tickly whiskers.
A big sister who feels like Mom
 but doesn't work.
Mom, who has it all and does it all.
Dad, who does most of it too
 but feels lots lumpier.
And once a week
 a big room full of people
 full of talk.
They are your bigger family, Ian Wesley,
 something to understand not today,
 but tomorrow.

R. W. Park
Dec. 10, 1982

Wholeness and balance are the key to continued life. To reach the homeostasis we require to survive, we must make an effort to view the world anew and see it in its entirety, rather than looking always at what we prefer to perceive.

--Joanna E. Spire, age 17
Sierra Madre, Calif.

Madison Equal Opportunities Commission

The Madison Equal Opportunities Commission (EOC) provides two basic services to the people of Madison:

1. Investigation of complaints of alleged discrimination.
2. Educate the people of Madison in order to prevent and eliminate discriminatory practices.

Complaints

There are two types of complaints that the EOC processes: informal and formal.

The informal complaint involves working with a person who for a variety of reasons does not want to make a formal complaint. For example, if housing has been denied and a member of the EOC staff can assist, the informal process may be more effective. In some instances other city departments or agencies are involved and a member of the EOC staff can work out a satisfactory resolution. The EOC does keep a record of informal complaints, but they are considered confidential information.

The formal complaint involves a typed statement of the allegations thought to be discriminatory and is signed by the complainant (person making the complaint) and notarized by the EOC staff member doing the intake. If a person believes that he/she has been discriminated against, call 266-4910 and ask for the intake person on duty.

The intake person determines if the complaint is covered under one of the 17 protected classes: age, arrest record, color, conviction record, handicap, less than honorable discharge from the military, marital status, national origin or ancestry, physical appearance, political beliefs, race, religion, sex, sexual orientation, source of income, the fact that the person is a student, or sexual harassment. The areas covered by the Equal Opportunities Ordinance; Madison General Ordinances, are Employment, Housing, Public Accommodation, Credit and City Facilities.

Madison is unique in the number of classes protected by the Ordinance. Harassment was covered previously, but sexual harassment was included as a specific category in 1980.

The formal complaint has three basic phases: Investigation, Conciliation and Hearing.

Investigation: Preliminary investigation of the complaint that usually includes a conference with all parties directly involved, interviewing witnesses, and other methods of gathering information. Sometimes settlement occurs during this phase. The investigator makes a probable cause or no probable cause determination.

No probable cause means that, based on the information gathered, the investigator does not believe that discrimination has occurred or is occurring. The complainant may appeal this determination to the hearing examiner. If there is no appeal within 10 days, the case is dismissed.

Probable cause means that the investigator believes that discrimination has occurred or is occurring. If both parties agree, the complaint is then referred to conciliation.

Conciliation: The more formalized stage where a settlement is sought. If conciliation is unsuccessful (or waived by either party), the case is certified to public hearing.

The case files remain confidential until and unless the case is certified to public hearing. The files then become available for public inspection.

(Continued other side)

Public Hearing: A court-style hearing is held where each party may introduce evidence, call witnesses, cross-examine witnesses, make objections, make opening and closing statements, etc. The hearing examiner (who is an attorney) makes a decision, called Recommended Findings of Fact, Conclusion of Law and Order.

The examiner's decision is appealable to the Commission. The Commission's decision is appealable to the courts.

Early resolution is attempted. It is the belief of the EOC that all parties are better served in this way. The EOC has an agreement with the University of Wisconsin-Madison Law School that provides advocates for either complainants or respondents (parties being complained against). The legal advocates are law students. (In practice, advocates have been used by complainants only, although the option is available to respondents also.)

The EOC staff consists of 6 full-time positions. A half-time bilingual investigator/conciliator will be hired in the next few months. The Commission is a 15-member body (who are volunteers), appointed by the Mayor, and representatives of the protected classes (including two members of the Common Council). The Commission hears appeals and sets policy.

A working definition of discrimination: Unfair treatment based on one of the protected classes that harms a person for reasons related to that protected class. In employment, for example, this could be differential treatment based on race rather than the person's ability to do a job. Basically, the complaint is a question that needs resolution.

The EOC also provides technical assistance for the community. Some examples would be to assist employers with employment applications, harassment-free work environments, appropriate advertising for jobs, etc. The EOC has two working committees: Employment and Housing. Volunteer members from the community work to prevent and eliminate discriminatory practices.

The Madison EOC's jurisdiction is limited to the city limits. (However, sometimes people who live outside the city use the agency; for example, a person who lives outside of the city but is employed in Madison could file a complaint.) The EOC has a work-sharing agreement with the Equal Rights Division (Department of Industry, Labor, and Human Relations) which is the state's civil rights agency. The agreement is to prevent duplication of services.

Employment complaints are the most numerous. For the three-year period, 1980 through 1982, the EOC processed 571 complaints. There were 454 Employment cases, 73 Housing cases, 41 Public Accommodation cases, 3 Credit cases, and no cases under City Facilities.

During that three-year period, there were 72 cases filed involving age discrimination (70 in Employment and 2 in Housing). One in eight cases, or 12.61%, were related to age.

To indicate the settlement rate, for the two-year period 1980-1981, 92.34% of the complaints were resolved prior to a hearing on the merits.

In the category of age discrimination, 40.74% of the cases were resolved before a hearing on the merits.

If you have questions or would like more information about the services of the Madison Equal Opportunities Commission, please call 266-4910. The EOC offices are located in the City-County Building, 210 Monona Avenue, Room 500.

Shirley Price-Marcus
Educational Outreach Coordinator
2/83