

NAAFA

Newsletter

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1989

Health Care Policy Adopted by Board

Fat people often report being victimized by health professionals: Complaints include being denied access to adequate and/or appropriate medical care, being treated in a rude or unkind manner, having weight loss (or weight loss surgery) prescribed as a prerequisite before other treatment is given, and so forth.

In response to the problems that fat people face when dealing with the medical profes-

sion, Lynn Meletiche, RN (NY), a member of NAAFA's Health committee, drafted the following declaration of rights. It was adopted by the Board of Directors as official NAAFA policy at the January 14, 1989 meeting:

WHEREAS, fat people often suffer discrimination in the health care delivery system; and

WHEREAS, fat people deserve the same level of health care services available to non-fat people;

BE IT RESOLVED that the National Association to Advance Fat Acceptance, Inc. adopts the following declaration:

Declaration of the Rights of Fat People in Health Care

1. To non-discrimination in the health care system due to weight, size or illness category;
2. To have quality medical care, social services, and adequate physical accommodations/equipment/testing facilities in the health care setting;
3. To have full explanation of all health procedures; to choose the modality of treatment; and to refuse treatment (including calorie-restrictive diets);
4. To have an advocate, either an individual or organizational representative of our choice, to ask questions for us, to listen to what we cannot hear, and to be with us;
5. To refuse participation in weight loss schemes of all kinds, including diets,
- surgery, aversive psychological conditioning, and chemical regimes, without jeopardizing access to other treatment and care;
6. To adequate and appropriate analgesia and anesthesia when necessary in the opinion of the patient;
7. To freedom from ridicule, coercion, and harassment from all care givers in the health delivery system;
8. To be treated by individuals who are accurately informed about the latest research in the areas of bariatrics, nutrition, metabolism, and genetics with regard to "obesity";
9. To privacy and confidentiality of all medical records. ∞

NAAFAns Demonstrate Against Weight Loss Surgery

Over twenty NAAFAns braved the rain in Los Angeles on February 9 to demonstrate against "The State of the Art: Surgical Treatment of Obesity", a symposium being held for weight loss surgeons. The conference was designed to cover two major areas of interest to weight loss surgeons: bigger profits and the various side effects of weight loss surgery. The program listing included topics such as:

- * "What to do if the insurance company refuses to pay for services rendered"
- * "Practice enhancement: promoting your obesity surgery practice"
- * "Management of failed vertical banded gastroplasty"
- * "Vertical gastroplasty in the revision of failed gastric bypass"
- * "Explanations of and clinical management of the problems of foul smelling flatus and stool, diarrhea, body and breath odor, nausea, anorexia, gas bloating and dumping syndromes, arthritis, skin lesions and protein malnutrition associated with biliopancreatic diversion."

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NAAFA:

**The National Association to
Advance Fat Acceptance**

formerly
**The National Association
to Aid Fat Americans**

Demonstration

...cont. from page 1

At a news conference prior to the demonstration, NAAFA's Pam Hollowich (CA) and Adele Weckert (OR) told of their experiences with weight loss surgery. Lynne Thompson (CA) related her knowledge of weight loss surgery as a nurse in a local hospital. Executive Director Sally E. Smith gave an overview of NAAFA's policy on weight loss surgery, and talked about the reasons NAAFA was demonstrating against this symposium.

Following the news conference, NAAFA's from San Diego, Los Angeles, the Inland Empire area, the San Francisco Bay area, Sacramento, and Oregon, braved the foul weather to carry signs and chant in protest of the symposium. The demonstrators marched around the fountain in front of the Universal Sheraton Hotel, where the symposium was being held, carrying signs which included the slogans, "Weight Loss Surgery: The Unkindest Cut of All," "Fat Bodies: Do Not Staple, Fold, or Mutilate," and "You Can Be Fat and Healthy." Upon seeing a busload of surgeons' spouses returning from a sightseeing trip, the demonstrators began chanting, "Hey, hey, ho, ho, stomach stapling has got to go!" much to the delight of news crews on hand for the event.

Because the demonstrators were on private property, the Universal Sheraton Hotel security department requested that they leave; the protesters then moved to a sidewalk adjacent to the hotel, and continued protesting to passersby, until both the protesters and their signs were thoroughly soaked.

continued next column

Media Alert: Couples Appear on Geraldo

Four NAAFA couples will be featured on a *Geraldo* episode scheduled to air on March 17 in most areas. Conrad H. Blickenstorfer and Ruby Greenwald (NY), Dan and Sharon Davis (CA), Alan and Linda Diskin (NJ), and Doug and Diane Zimmer (WA) took the stage to discuss relationships between thin "Fat Admirers" and fat women. ♡

Commentary — by Sally E. Smith

NAAFA's policy against weight loss surgery dates back to 1984, as a result of Dr. Paul Ernsberger's *Report on Weight Loss Surgery*. Since the primary motivation for surgery is relief from the psychological pain of being fat in our thin-obsessed society, weight loss surgery, with its high death rate and array of debilitating side effects, is an ineffective method of overcoming fat oppression

... modifying and removing internal organs is not an appropriate response to size discrimination.

The demonstration was organized with the belief that it is extremely important that the vested economic interest of weight loss surgeons be brought to light, and that the risk of devastating side effects of weight loss surgery far outweighs any potential benefits. Further, NAAFA wished to emphasize that attempting to get fat people to conform to the thin majority by modifying and removing internal organs is not an appropriate response to size discrimination.

The protest was very effective for a number of reasons. First, it unnerved the sponsors of the symposium; they didn't know what to expect from us, and were very much on the defensive. Second, we received positive media coverage which clearly asserted NAAFA's position against weight loss surgery. Third, it mobilized NAAFA members and gave us a chance to work together to achieve a tangible goal. Fourth, having one demonstration under our belt will make it easier to take quick and decisive action when another issue arises in the future.

It is doubtful that the demonstration will cause many surgeons to discontinue practicing weight loss surgery. However, if we convinced one person who was considering weight loss surgery to change their mind, or delay surgery until they receive more information, our demonstration was a success.

Special thanks goes to the Los Angeles Chapter of NAAFA, for their help in coordinating the demonstration. ♡

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NAAFA NEWSLETTER

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The NAAFA Newsletter is published monthly for the members of The National Association to Advance Fat Acceptance, Inc.

Articles in this Newsletter do not necessarily reflect the official policies of NAAFA, Inc., unless specifically noted. Please contact the NAAFA office about specific NAAFA policies. Commentaries in this Newsletter, unless otherwise noted, were prepared by a member of the editorial staff or the Executive Director. ♡

The Year of the Fat

Frances White (CA)

I have a fantasy. In 1990, the United Nations is going to declare "The Year of the Fat." The U.N. will decide that discrimination faced by fat people in the Americas and western European countries must be attacked. This problem will have money thrown at it. Committees to study it will be formed. Handsome men from neutral countries, wearing those distinctive light blue berets, will go on missions to separate the peace-loving fat people from the hysterical diet proponents.

Why not 1989, you ask? Because this is something that needs working up to. The media has to get behind the story. There has to be a news story to tug the old heart strings—a documentary or two to get people thinking. Yes, I have a fantasy. And it's becoming a reality.

Network television has discovered fat people! Of course, everyone knows about the fantastic success of *Roseanne*. The program has even topped *The Cosby Show* in the ratings for a couple of weeks. Viewers love seeing Roseanne Barr and John Goodman portray two fat people in a loving, sexual relationship. They obviously enjoy each other, in this tribute to non-yuppie, blue-collar life.

But there is more! In an article syndicated by the Cox News Service, Phil Kloer detailed all the plump or fat characters on television now.

On *Murphy Brown*, there are two large regulars—Phil, the bartender, and Carl, the cameraman at the fictional television station where Murphy toils. Women F.A.'s would do well to sit up and take notice of Ritch Brinkley, who plays Carl—a great, big, bearded, teddy bear of a man.

I have been in love with William Conrad since I was 15. His show, *Jake and the Fatman* is returning to CBS. And not to be outdone, NBC has premiered *The Father Dowling Mysteries*, starring portly Tom Bosely, better known as Richie Cunningham's dad on *Happy Days*.

These characters are joining the already established characters of Norm Peterson, the portly barfly of *Cheers* (George Wendt),

Dennis Blunden, the hefty honor student on *Head of the Class* (Dan Schneider), Casietta and Amelia Hetebrink, who keep the deacon of *Amen* in his place (Barbara Montgomery and Roz Ryan, respectively); Lynn Belvedere, the long suffering butler of *Mr. Belvedere* (Christopher Hewitt), and Roz Russell, the bailiff on *Night Court* (Marsha Warfield).

In the past, we've had Jackie Gleason, Raymond Burr and Orson Welles—for the women to ogle and the men to have as role models. There have been two fat women on television who have been smart, sexy, and strong. Nell Carter (whose long-running *Gimme a Break* is now in syndication) and Conchata Ferrell who was the "working girl" on *Hot l Baltimore* and the emergency nurse on *E.R.*

With the success of *Roseanne*, more fat actors and actresses may soon be featured on television. Roseanne Barr, the creative genius behind the show, has appeared in such widely read publications as *People*, *The Star*, and *Redbook*, and on a Barbara Walters special, claiming she has no intentions of ever losing weight because she feels unhealthy with less meat on her bones. She likes taking up space and throwing her weight around.

Yes, I have a fantasy: The Year of the Fat is 1990.

[This article is reprinted with permission from the publication of the San Francisco Bay Area Chapter.] ∞

Activism Committee Report

The Activism Committee, Russell F. Williams and Louise Wolfe, Co-Chairs, would like to compliment all those who have been sending letters to individuals or corporations who attempt to stereotype fat people, and thus deny their right to exist in society as people who are accepted or rejected by others based on factors other than size.

Please remember to send copies of your activism letters to the national office, and to include your address and the address of the company to whom you have written. If you are writing about an article, cartoon, or advertisement from the print media, please include a copy. Thank you! ∞

NAAFA, Inc.

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NAAFA, The National Association to Advance Fat Acceptance, Inc., is a 501(c)(3) non-profit, tax-exempt educational, human rights organization dedicated to improving the quality of life for fat people.

NAAFA is not a diet group, but seeks alternative ways to enrich the lives of its members and large people everywhere through public education, research, advocacy and support.

Regular membership in NAAFA is \$35 per year. Other membership categories are available. For more information, contact the Membership Services office at PO Box 188620, Sacramento, CA 95818, or call (916) 443-0303. ∞

Volunteers Wanted

by Dan Davis (CA)

NAAFA has been growing up fast. Soon we'll reach a level of organizational maturity that will make us a viable candidate for foundation grants. We're not there yet, but we're working on it.

Granting agencies look for structured programs when they consider an organization for funding. Right now our strongest program services involve some aspect of public education, and that's where much of our energy should be directed. There are committees set up for several good programs right now, but they need chairs and members who will get things moving. Here are a few examples.

The Employment Committee is currently inactive. Its primary mission is to develop a workbook for present and prospective job holders. The employment workbook should address legal, perceptual and other issues concerning fat people in the job market. The committee would also be charged with investigating and making recommendations about employment practices as they relate to fat people. Someone with a background in personnel administration, management psychology, labor law or a similarly relevant field is needed as chairperson.

The Health Committee still needs help from a registered dietician.

NAAFA has a huge collection of articles, reports and other writings about fat related matters. The collection is nearly unusable, since it has never been indexed or organized. One or more volunteers are needed to catalog this material and organize it into a database useful to members and outside researchers alike. Library experience and/or the ability to set up and maintain a computer database would be helpful but not essential. Applicants should also have safe storage space for five to ten cartons of materials.

If you're interested in these jobs, or have other skills you'd like to offer, write Sally E. Smith at the Sacramento office describing your interest and credentials. NAAFA is one place your help can make a real difference. ◇◇



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Hansen Returns to Work

by Tina Pierce (CA)

In the April 1988 issue of the Newsletter, Sally E. Smith discussed the firing of Melvin Hansen from the North Dakota Highway Patrol on the basis of his weight. In the Article titled, "Discrimination Suit Won in North Dakota" reasons cited for cause included "inference that his (over 450 pound) weight reflected a lack of self-control, that he had an offensive body odor, and that he failed to wear the regulation uniform." Hansen has been employed as a highway weight inspector.

The State Personnel Board ruled in favor of Mr. Hansen, stating that not only did they feel his firing was unfairly based on his physical appearance, but that the remaining complaints were unjustified.

As an update, Colonel Brian Berg, North Dakota Highway Patrol Superintendent implied shortly after the ruling that the Highway Patrol would probably appeal the decision. Bonny Fetch, Personnel Analyst for the state recently informed NAAFA that, "The Highway Patrol did not appeal the... decision. Mr. Hansen returned to his job and was awarded back pay without loss of benefits or seniority." ◇◇

Gimello Wins

but the battle may not be over

Tina Pierce (CA)

Joseph Gimello, as reported in the January-February 1988 issue of the Newsletter, was fired from his job at Agency Rent-A-Car, Inc. after an in-person interview with top management in 1983. At 270 pounds, Gimello was the manager of the rental company's Cherry Hill office in New Jersey and had, up until the time of the meeting, received notable acclaim from the company for his job performance.

In the first trial of its kind held in New Jersey, Gimello sued his former employer for unlawful discrimination on the basis of a physical handicap in violation of the New Jersey Law Against Discrimination.

At a hearing held before Administrative Law Judge M. Kathleen Duncan, it was found that the majority of Agency Rent-A-Car, Inc. business centered around the delivery of automobiles, with very little walking involved.

Gimello was initially hired as a Management Trainee for the firm in 1978. After just one month of employment, he was promoted to Office Manager. Further, Gimello not only received a salary increase due to his new position, but was given six subsequent raises, besides monthly bonuses, based on the high profit margins he maintained.

Transferred to the larger Cherry Hill office, Gimello assumed greater responsibilities and an increase in staff. Gimello's competence in the position earned him participation in the company's incentive bonus plan (only granted top managers) and numerous awards.

In 1983, the firm's Regional Director and the Vice-President of Operations, conducted a "surprise audit" of the Cherry Hill office, after which Gimello was fired. Reasons given were "not providing the service to our customers...delivering or washing rental units, and due to turnover of manager trainees." However, another document introduced from the New Jersey Division of Unemployment and Disability Insurance states Gimello was terminated because management felt he was not promotable. There were no complaints about his work and no evidence of willful misconduct.

At the hearing, testimony from Gimello indicated that during the company's surprise audit, he was told directly that he was not promotable due to his size and weight, which the company perceived as hampering Gimello's physical movements.

Judge Duncan was not convinced by Agency Rent-A-Car's efforts to explain away Gimello's letters of achievement, awards and bonus checks as company "form letters" and "motivational techniques"; she observed that these arguments reflected negatively on the company's credibility in general. It was apparent to her that Gimello "was doing his job not merely adequately but exceptionally well."

During the hearing, the rental agency attempted to discredit Gimello by accusing him of stealing company records and of being responsible for the excessive staff turnover. The judge, however, felt that any records Gimello had taken to support his case "did not detract from the worth of his testimony in general," especially since copies of the documents were maintained in both the company's district and central offices. The judge determined that staff turnover was not relevant to the termination.

Since 1983, Gimello has been seeing a physician to help him lose weight. Dr. Goldman wrote a letter of opinion to the judge in support of Gimello, stating, "Mr. Gimello has been obese the majority of his life, and I doubt very much that it has been a detriment to his work in any way. It has no bearing on his ability to perform his duties." This, together with other witnesses concerning comments made by Agency Rent-A-Car management helped convince the judge that Gimello was not "too heavy to get around."

As described in the concluding judgement, "The standards for establishing a claim of discrimination discharge on the basis of handicap were recently clarified in *Clowes v. Terminix International, Inc.*, 109 N.J. 575 (1988). To establish a *prima facie* case a complainant must prove:

- 1) That he was in the protected group;
- 2) That he was performing his job at a level that met his employer's legitimate expectations;
- 3) That he nevertheless was fired; and
- 4) That the employer sought someone to perform the same work after he left.

Gimello established a *prima facie* case, shifting the burden to rebut to the employer, which they could have done by presenting legitimate nondiscriminatory reasons for the employee's termination. They failed to do so.

Judge Duncan also ordered Agency Rent-A-Car to compensate Gimello as follows:

- * back pay including simple interest;
- * \$10,000 for pain, humiliation, suffering;
- * reimbursement for incidental compensatory damages and attorney fees.

The judge's decision has been referred to the Director of the New Jersey Division on Civil Rights for a final ruling. Appeals may follow. ☐

Welcome! This month we welcome three new chapters and two new area facilitators:

Brooklyn Chapter (New York)
Randi Guior, Chairperson Pro Tem

Kansas City Chapter (Missouri)
Linda D. Hodges, Chairperson Pro Tem

Charlottesville Chapter (Virginia)
Nancy Summer, Chairperson Pro Tem

Annette C. Paffen
Area Facilitator for area surrounding New Haven, Connecticut.

Randall Applegate
Area Co-Facilitator for Arizona

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Lifestyles

Fat Utopia?

by Nancy Summer (VA)

When I was a teen, I had the strange notion that thin people had no problems. After all, I had been led to believe that my *only* problem was that I was fat, and that if I lost weight, all my problems would be solved. Eventually I noticed that my thinner friends had problems, too (although I never believed that their problems were as stressful as mine). I clung to the hope that someday I would lose weight and in doing so, I would discover utopia.

Of course, that never happened. Diet after diet failed me: my body would rebel at reduced caloric intake and guard my fat reserves with all its might. I despaired, thinking that my utopia would never be reached.

And then one day, several years after I had given up dieting (and my hopes of a perfect life), I heard about NAAFA. NAAFA's message seemed to be that I could "have it all," that I deserved it all, and that NAAFA would show me how. I instantly began building a fat utopia in my mind. Since all my problems were weight-related (or so I thought), and NAAFA preached the acceptance of fat, I figured that NAAFA would help me solve *all* my problems: I would have lots of friends; all the fat admirers would *admire* me (after all, I certainly was fat); I would find all the beautiful clothes I wanted at NAAFA fashion shows; I would dance, swim and travel in comfort; I would take risks in a safe environment and no one would ever criticize me; my parents would be overwhelmed with NAAFA's message and finally love/accept me; and so forth. NAAFA would be my fat utopia.

Well, most of that didn't happen. I discovered that, weight issues aside, not everyone is going to be your friend—nor would you want them to be. I found that fat admirers have a wide range of tastes, and that it takes far more than a fat figure to attract and keep a worthwhile relationship. Clothing is still difficult to find, and I'm not always comfortable dancing, swimming or traveling. I've discovered that no matter what you do there will always be people who criticize you. And my parents are still concerned about my weight. Perhaps what NAAFA did was trim my weight issues down to a more appropriate size. NAAFA gave me *reality*.

Reality is that people can't have scores of "best friends," but through NAAFA you can make some really wonderful friends who will respect and understand you (in ways that most thin people cannot). Reality is that, if you're in the dating market, some of the people you will meet will be wonderful, and others not. Some people will be honest in their relationships and others will play hurtful games. Reality is that just being fat is not enough to attract a fat admirer worth knowing. You need to focus on all the other aspects of personality, appearance, and attitude that combine to make someone an attractive person.

Reality is that clothing is still more difficult to find in the larger sizes, but if you really want to dress well, and you make an effort, there are wonderful fashions on the market, in *all* sizes. Traveling, swimming, dancing, sports, classes, fitness groups, and such activities involve some risk of exposure to fat bigotry when you are larger-than-average. That's reality. But NAAFA can give you the support, and teach you how to take those risks and go out there and enjoy yourself anyway!

Criticism is often difficult for fat people to take. After all, we've been criticized since the first day someone noticed that we were a few pounds "overweight." Weight issues aside, the reality is that you will still run into criticism. (In fact, I think that the people who have been criticized the most are often the most critical of others.) Through NAAFA it's possible to develop your confidence and self-esteem, which results in being able to accept criticism gracefully; in being able to separate honest, constructive criticism from unproductive critical attacks; and in becoming less critical of yourself and others.

Reality is that those loved ones who have been critical about your weight may never learn to fully accept you, no matter how much NAAFA adds to your life. You may have to see less of certain people, make some changes in your relationships, or learn to peacefully co-exist. My mother, like so many people I've met over the years, has often said that she was "only concerned about my health." I've gained the insight through NAAFA to realize that strangers who say such things are usually hiding their fat bigotry behind false concern; but that my mother's concern is genuine. I tell strangers where they can put their sentiments, and I respond to my mother, "Yes, Mom. I know you love me. Please try not to worry."

No, I never discovered my perfect world. But I did find a real world full of real problems *and* real joy. But more important, I found and developed the confidence and understanding to solve many of my problems, to take risks, and to really enjoy the good things in the world. NAAFA isn't a fat utopia, nor is it filled with perfect people. But it is a wonderful place to learn about yourself and life beyond the weight issue. ◊◊

Conference on Fitness Planned

A conference on fitness and health for large women is scheduled for April 8 in Minneapolis, Minnesota. Its sponsor, the Melpomene Institute of Minneapolis, is a tax-exempt organization with several hundred women in its membership.

Recently, the group's directors became alarmed by the national publicity surrounding Oprah Winfrey's crash diet (Optifast), feeling that large women should focus on fitness and health, not on weight loss per se.

Speakers at the event are to include physicians and health specialists who are sympathetic to the idea that women can be fat and healthy at the same time. Also scheduled to speak is Pat Lyons, co-author of *Great Shape*, a book on fitness for large women.

NAAFAs seeking more information about the upcoming event can write to: Melpomene Institute, 2125 E. Hennepin, Minneapolis, MN 55413 or call (612) 378-0545. ◊◊

Thank you...

...to the Philadelphia Chapter for sponsoring the meeting space for the January Board of Directors meeting.

...to the Ohio Chapter for their donation of \$250 to the Major Donor Program. ◊◊

Upcoming National Board Meetings

May 28, Charlottesville, VA
August 8, Los Angeles, CA

Mini-Minutes October 29, 1988 Board Meeting

The meeting was held in Warren, Mich. in conjunction with the Midwest Conference. Voting Board members present were: Neil Dachis, Paula M. Dachis, William J. Fabrey, Mary-Jane Grace-Brown, Jerry Hoxworth, Lynn McAfee, Nancy Summer, and Russell F. Williams. The Chairman, Conrad H. Blickenstorfer, who was present, votes only to break ties or to make a 2/3 or 3/4 majority as needed. Executive Director Sally E. Smith was also present.

A number of committee reports were given and discussion was held on several topics including the financial status, and the current publicity and marketing plans. None of these discussions required a vote.

MOTIONS PASSED BY UNANIMOUS VOTE:

A proposal from Williams and Summer to create a new membership category: Auxiliary membership (for members' children under 18 years of age) was approved. Dues were set at \$5 per year.

A proposal to include the *Declaration of Fat Independence* (dated June 1986 and authored by Russell F. Williams) in NAAFA publications such as the Workbook, media kits, etc. was approved.

A July 4th Weekend regional gathering with Mary Jo Hoxworth as event Chairperson was approved for Columbus, Ohio in 1989.

The 1989 Convention bids were considered. The bid from Eileen Perez and Lana Pajula for the LAX Marriott in Los Angeles on August 9 through August 13, 1989 was approved. Eileen and Lana were appointed as the Co-chairs of the Host Committee. (A thank you to Elaine Bliestein for her bid for Ontario, CA was also approved.)

Three new chapters were approved: one based in Fredericksburg, Virginia: "Big, Bright, and Beautiful" with Suzanne Shipley as Chairperson Pro Tem; a second in Sacramento, California, headed by Leona Reber; and a third in Dallas, Texas, headed by Ray Hackney. Christine Cook Applegate was approved as an Area Facilitator for Arizona.

A new position, "Media Watch" Coordinator was approved and Frances Camberis (IL) was appointed as Coordinator.

Regional Chapters Coordinators were appointed: Donna Marie Ryan (IL) was appointed to head the Western region and Jennifer Rose (MI) was appointed to head the Eastern region.

Ira Cohen (NY) was appointed to the Resource Development Committee to develop a "planned giving" program.

Fabrey's proposal to change the Bylaws to call for four Board meetings per year with a maximum number of 3 allowable absences in any 24 month period was approved unanimously. An amendment that stated "in any 24 month period, no three absences can be missed in succession" was also approved.

The number of signatures required to run as a petition candidate in NAAFA Board of Directors' elections was changed from a flat 75 to a formula: "at least 5% of the total number of voting members as of June 30, end of the fiscal year, prior to the election."

EXECUTIVE DIRECTOR'S REPORT:

Smith reported on our activities to date compared with the critical success factors for the first quarter (July 1 - Sept 30):

On Target:

—Membership: Goal to increase membership by 20% was met. We must recruit 100 new members per month through June 1989 to continue on target.

—Chapter Development: Goal of 30 chapters by June 1989. Up to 25 as of this date.

—Area Facilitators: Goal of 3 new coordinators was met.

—Major donor program: Ahead of schedule by \$3,000.

—To hold first activism event at a convention: goal was met.

—To develop a media watch program: Volunteer coordinator was appointed.

In Progress, but needs more work:

—Increased Newsletter ad revenues

—NAAFA-Date revisions

—Leadership training (first seminar held at convention)

—Election rules revisions

—Networking with other organizations

—Submission of grant applications

Behind schedule:

—Completion of Workbook

—Completion of a brief pamphlet on weight loss surgery. ∞

NAAFA Newsletter Advertising Policy

Ads received by the following dates will be printed in the next issue available: UPCOMING DEADLINES: April 1, May 1, June 1, July 1, etc..

CLASSIFIED ADS

Non-Member ads: \$.75/word, 20 word min.

Member ads: \$.50/word, 20 word min.

Confidential department number: \$5 per issue.

Capitalized boldface words: Count as two words each—not available for personals.

PERSONAL ADS

Personal ads from members wishing to meet other members are published in "The Personals" supplement—mailed to members with this Newsletter. Instructions for placing or responding to personal ads appear in the supplement.

DISPLAY ADS

Contact NAAFA office for ad rate card.

AD PAYMENTS

Discounts: Deduct 20% for identical ads in three consecutive issues.

Payment: Must be included with order. VISA or Mastercard okay for charges of \$15 or more. We need card type, number, and expiration date; amount charged; name and address of card holder; and your signature.

Foreign members: Send U.S. funds; int'l money order; or VISA/Mastercard.

AD ACCEPTANCE POLICY

Publication of any ad in the Newsletter, the "Personals", and/or mailing of any flyer by NAAFA does not imply any endorse-

ment by us. However, we will not knowingly publish an ad or mail any flyer that has false information, or which appears to be a violation of NAAFA's purposes or code of Minimum Standards. Ads or flyers for goods or services for weight loss or gain will not be accepted.

SEPARATE MAILING OF FLYERS

NAAFA occasionally mails promotional flyers for non-NAAFA goods or services. Such mailings either take place from our office or from Board-approved mailing services. Such mailings are completely paid for by the promoters; we make such mailings for informational purposes, and to help pay for overhead expenses. Those NAAFA members who choose not to receive such mailings can request it in writing. ∞

Feminist Caucus Annual Conference

Washington D.C., April 7 - 9

Room reservations must be made immediately with the Days Inn by calling John Albright, 800-562-3350, M-F, 9am-5pm.

Send SASE immediately for event info to: Lynn Meletiche, 2065 First Ave, Apt 19D, New York, NY 10029.

"TGIF" Dance

☆ Friday, April 28 ☆
9 pm til 2 am
M&M DJ's

St. Mary's Council Hall
78 Hempstead Ave., Lynbrook, NY
for info call Bunny 516 665-6525.

Events

Memorial Day Weekend Mid-Atlantic Conference

Charlottesville, Virginia
May 26 - May 29

Pool-side luau, dinner dance, picnic, workshops, national Board of Directors meeting, sightseeing, and more.

Send SASE for flyer to Box 403, Ivy, VA 22945, or call Peggy at 301 790-2023.

Watch your mailboxes for details about these two exciting national events:

Celebrate the 4th
at a Midwest regional!

Fourth of July Weekend

5 days of fun, workshops, dances, pool parties, more— in Columbus, Ohio at the Marriott.

National Convention

August 9 - 13
LAX Marriott, Los Angeles

The biggest event
of the NAAFA year!

AVAILABLE BY MAIL

Thank you to the men and women of NAAFA! Your support, patience, and caring made 1988 very successful. Wishing you a Happy, Healthy and just plain wonderful 1989!

—The Westminster Lady.

Invitation to the Dance/Sozo by J designer leotards, dancewear, sleepwear and lingerie. You'll look and feel so fabulous in these leotards and coverups, you'll look forward to wearing them just for fun.

For a catalog, send \$3.00 to
The Westminster Lady
PO Box 54, New York, NY 10014
and receive a \$10.00 credit voucher towards your first purchase.

Classified Ads

NAAFA MEMBERS:

Dion-Jones designs fashions for women from size 12 to super size, in petite, average and tall. We need to know what fitting problems you have—whether it's the rise in pants being too high or sleeves too short—you tell us! Let us hear from you. We're trying to find out what you need. Write to us, we'll send you our questionnaire and a beautiful scarf for answering our survey.

Laura Dion-Jones, Ltd.
PO Box 09193
Chicago, IL 60609- 9193

"16 - 60"

Fashions That Fit
Call or write for more information.
Large and Super Boutique
28170 S. Robertson Blvd.
Los Angeles, CA 90034
213 558-0732

PREHISTORIC FAT GODDESSES

One dozen chocolate—\$9.00
Two inch ceramic statuette—\$35.00
One inch silver pendant—\$100.00
Free shipping. MC/VISA/AMEX
or check accepted.

LYRICON DESIGNS
831/2 Partition Street
Saugerties, NY 12477
914 246-7992

...from NAAFA's Book Service

Award winning book! **NEVER SATISFIED**

By Hillel Schwartz. A cultural history of diets, fantasies, and fat. A witty tour of America's 150-year mania with dieting. The Free Press, 1986, 468 pgs.
Available now for \$19.95 plus \$2.50 p/h.

Attention new members!
Get in on all the fun through pictures!

FACETS

NAAFA'S photo journal

Special price of \$8.00
includes postage and handling.
Order now!

Mail orders to Box 188620, Sacramento, CA 95818. Enclose check, m/o, Visa or Mastercard number and exp. date.

A new book to make you feel better!

THE UNTOLD TRUTH ABOUT FATNESS by Dean Kimmel

"Offers fresh insight and understanding." —Norman Wolk, M.D.
Please send \$2.95 plus \$1.00 shipping / handling (NY residents add sales tax)

Corbin House
227 Corbin Place
Brooklyn, NY 11235

AVAILABLE REGIONALLY

Smart Move Inc.

Finally low impact aerobics for big, beautiful women. Also private training.
Call 212 260-1520.

Want to place an ad? See pg. 7 for NAAFA's advertising policies, prices, deadlines, and instructions for placing ads, here and in the personals.