



# News & Notes

Member Newsletter of the YWCA of Madison

Summer 2003

## YWCA Lobby Rededicated to Jim Graaskamp and Jean Davis

On June 17, 2003, the YWCA of Madison Board of Directors, staff and residents joined with the Friends of the YWCA to rededicate the YWCA downtown lobby in honor of the late James Graaskamp and Jean Davis. Stephen Davis, son of Jean Davis, was in attendance representing the Davis family along with many of Jean's friends. Tim Radelet, attorney and long-time friend of Jean, and Ann Ross, former YWCA Board President, shared their wonderful memories of Jean. Eileen Mershart, YWCA Executive Director, described Jean as "a person who smiled with the eyes of her heart."

In 1990, the YWCA dedicated the lobby in the memory of Jim Graaskamp in recognition of his extraordinary efforts that helped us explore alternatives to financing the substantial rehabilitation of the YWCA building here at 101 E. Mifflin and to stabilize the financial situation of the YWCA. Jean Davis was a member of the YWCA Board throughout this period and later served as board president. It was clear to everyone involved on the board, staff or as committee members that every time Jim or Jean attended a meeting one could expect to see the other. It was always a team effort. Jim and Jean strongly believed in our mission and worked together to serve and strengthen the YWCA. They were committed to making Madison a better community. Jean's hard work and dedication was recognized in 1999



when she was honored as a YWCA Woman of Distinction. She was known to stop by the YWCA on many occasions just to say hello to staff or to drop off special items for the moms, kids and permanent residents who make the YWCA their home. Jean was tireless and undaunted by life or her illness.

For these reasons and for many more, we have taken the time to pause and recognize the extraordinary contributions of these two wonderful, generous people and to rededicate the lobby of the YWCA in the memory of Jim Graaskamp and Jean Davis. Thank you to all who were in attendance. You helped make this event truly special for the families of Jim and Jean and the YWCA of Madison. ■

## Success Story

Jennifer and her daughter, Brittney, came to Madison in March. They found shelter and the help they needed at the YWCA. Jennifer came to Madison in order to make a life for herself after spending most of her life living with relatives who needed care due to illness. Jennifer loves her family deeply, but knew she had to do something for herself and the future of her daughter. During their stay in shelter, Jennifer worked diligently to find housing and establish a life on her own. With the help of a rent subsidy, she found a great apartment in Middleton and is able to afford the rent. Jennifer is currently participating in the W-2 Program and working towards getting her GED, which will then allow her to go on to college. She has always dreamed of becoming an interior designer and now she finds that dream in her reach. Brittney is doing great. She is adjusting well to her new life in Madison with the help of her new friends along with many successes at school – she recently graduated from Kindergarten. Jennifer and Brittney are very happy with their new home and life in Middleton.

*Names have been changed to protect confidentiality.*

# More Success Stories

*Names have been changed to protect confidentiality*

Donna and Andrea came to the YWCA homeless shelter with their 9-year old daughter, Chandra, upon moving to Madison from Chicago where they had been living with family. They left Chicago because Andrea had a long history of being physically and sexually abused there by her stepfather from the time she was a child until she was in her early twenties. Upon leaving her parents' home, Andrea stayed with friends, family or Chandra's father. Donna had lived down south with her grandmother for many years, but when her grandmother passed away, she could not afford the apartment on her own. She moved back to Chicago where she had grown up. Donna and Andrea eventually met and got an apartment together. While living together, they allowed friends to stay with them, but these friends caused problems that resulted in Donna and Andrea being evicted. After the eviction, Donna and Andrea stayed with family members until one night when Andrea was sexually assaulted as she slept by her sister's boyfriend. At that point, Donna and Andrea decided that in order to seek out a better life for them and for Chandra, they had to leave Chicago and get a fresh start. The problem was that they didn't know where or how to begin.

When Donna, Andrea, and Chandra arrived at the YWCA shelter, they had no money, only a few changes of clothes, and no idea what their future would hold. The YWCA was able to help them gain access to resources to meet their basic needs such as food and clothing. Andrea enrolled in the W-2 program and began GED classes. Donna found full-time employment as a waitress and explored transferring her CNA license to Wisconsin. As a result of them completing the YWCA Second Chance Workshop, they were able to obtain housing. Together, they

found a two-bedroom apartment with a small yard of their own on the west side of Madison and are receiving a rent subsidy to make their apartment more affordable.

The family has been in their apartment for a few months now and has truly made it a home. Though they cannot afford many luxuries, they have found ways to decorate and make the apartment their own. Upon walking through their door, one senses the feelings of happiness and pride. Chandra is enrolled in school and childcare nearby, and her artwork and stories cover the refrigerator. Donna is still working at the restaurant and pleased with the wages she makes there, though she is applying for CNA jobs, as well. Andrea is preparing to take her first GED test and has com-

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pleted some computer classes. Because her performance on her W-2 work site has been excellent, her case manager at the Job Center is helping her to apply for a job doing clerical and computer work for their program. Donna and Andrea continue to receive case management from the YWCA staff for one year as part of the rent subsidy arrangement. On a recent home visit, Andrea stated that she was thankful that she was able to stay at the YWCA, as it was a place where her family could feel safe and get the help they needed to move forward in life. ■

## YWCA Changes Lives

Mary is a young woman who has lived in Madison for most of her life. So far in her short life, she has experienced abandonment by her mother, has been involved in the foster care system, and is a survivor of domestic abuse. She describes herself as having been a "wild" teen who spent most of her time on the streets and involved in crime. Mary has also struggled with alcohol and drug abuse and has spent time in both jail and halfway houses because of her addiction.

Things were spinning out of control for Mary until her daughter was born one year ago. Mary says that the arrival of her child changed her outlook on life and motivated her to complete drug and alcohol treatment and stay sober. Mary also obtained her GED and is working toward her child-care certification.

After completing the YWCA Second Chance Workshop, Mary was able to use her new skills to find stable and secure housing for herself and her daughter. She has paid her rent and bills on time every month and her landlord enjoys renting to her. In order to ensure her success, Mary requested to work with the Second Chance Case Manager to help her stay focused and achieve her goals.

Mary is now looking ahead and would like to attend M.A.T.C. to achieve her goal of becoming a certified day care program director. She is also involved in her neighborhood center to work toward making her community a safer place for all who live and work there. Mary has turned her life around to give herself and her child a brighter future. ■

# Can Women's Leadership Make a Difference in the Current Global Environment?

Women leaders from over 100 countries will meet in Brisbane, Australia, to develop a Women's World Agenda, and the YWCA of Madison is proud to announce that we will have a presence. Eileen Mershart, Executive Director of the YWCA of Madison, will be a voting delegate on behalf of the YWCA Great Lakes Alliance.

## Leading Change

The Power to Act will explore global trends and challenges, and build strategies, skills and alliances for leading social and economic change. The quadrennial business meeting of the World YWCA will:

- Move issues to action from the International Women's Summit
- Determine global advocacy and program priorities
- Review achievements of the past four years
- Elect the future leadership of the movement, including 25 percent young women

- Participate in a lively, democratic process of resolutions, recommendations, discussion and debate

The World YWCA was founded in 1894 by four associations: Great Britain, Norway, Sweden, and the United States. YWCA work had first begun in Britain when Christian women responded to the housing, recreation, and spiritual needs of young girls who had migrated to the cities during the Industrial Revolution. Since that time the YWCA has grown into a global movement of women that continues to meet the needs of women and girls in over 100 countries worldwide. The World YWCA's celebration of its Centenary in 1994/95 culminated in an International Women's Summit in Seoul, July 1995 that produced a Women's World Agenda.

**For more information on the World YWCA or the Women's World Agenda, please visit [www.worldywca.org](http://www.worldywca.org).**

## A Fond Farewell

Anyone who has had more than three jobs in their life knows there's no such thing as the "perfect job" out there. But, for me, the last six years at the YWCA of Madison coordinating the nursing assistant training program has come close to being my dream job.

Not only was I able to use my experience and training in health care and adult education, but I was also able to see the program grow from its early struggles into a respected provider of frontline caregivers for

the Madison community. This would not have happened without the financial and moral support of many of the finest agencies in the Madison and Dane County Community. And on top of it all, I've been able to work with some of the most talented and dedicated women (and men) in the world.

The YWCA will always hold a special place in my heart as being the last place I worked before my retirement and where I finally found the best job I ever had.

*Fondly, Kay McGee*

## YWCA Supports Title IX

We see the current proposals as attempts to weaken the law and seriously erode the progress toward equity with men in women's and girl's sports as well as in education in general.

As an organization which focuses on women and girls and whose local associations serve thousands through sports activities every year, we are acutely aware of the impact that team work, skills development, and self-confidence developed through sports participation plays in women's and girl's lives.

### On a larger scale, statistics show:

- Before Title IX, fewer than 32,000 women participated in college sports; today that number exceeds 150,000, nearly five times as many.
- Before Title IX, 1 of every 27 high school girls played varsity sports; today that figure is 1 in 2.5.
- By a 3-to-1 ratio, female athletes do better in school, do not drop out, and have a better chance of going to college.
- As with women's sports, some men's sports have been dropped, others have been added since 1972. The bottom line is that both have gained teams, with women increasing by 81% and men's teams by 5%.
- 72% of 948 schools that have added one or more women's sports teams did so without discontinuing any men's teams.
- While football generates revenue, only 65 of approximately 800 football-playing colleges generate more income than they spend.
- 79% of the American public support Title IX, according to a 2000 NBC News/Wall Street Journal poll.

We urge the President and Secretary of Education Paige to reject attempts to change the law and reverse the law's progress over the past 30 years. We believe the law speaks for itself in moving toward a level playing field.

**For more information, visit [www.savetitleIX.org](http://www.savetitleIX.org).**

# YWCA Now Accepting Nominations For The 14th Racial Justice Awards

Eileen Mershart, YWCA of Madison Executive Director, announced June 20 that the association is now accepting nominations for the 14th Annual Racial Justice Awards. All entries must be submitted in writing on or before July 18, 2003.

Mershart said, "Throughout this award's history, we have honored outstanding individuals and organizations who give their time and energy toward the elimination of racism. We encourage anyone who knows of someone who is truly making a difference in their communities regarding race relations to submit their names for nomination. We look forward to receiving these nominations and to selecting this year's award recipient(s)."

The YWCA of Madison has given its Racial Justice Award since 1990. Its purpose is to recognize and honor individuals, corporations, and organizations that work toward the elimination of racism and creation of racial equity. The nominee should be a resident of the Greater Madison area who has made a significant contribution to race relations in the community. The Award Committee seeks nominations for individuals or groups that demonstrate a commitment to racial justice beyond employment requirements; have initiated a special effort or program in the area of racial justice or participated in a significant way in more than one initiative or program in the community to further racial justice; and remain a

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role model for those whose lives they have touched.

Nominees need not be publicly recognized persons in the community. Some examples of those who could be nominated include: community organizations that effectively address issues of racism; a young person who took a stand for inclusiveness and racial harmony on behalf of someone else; businesses that

effectively implement policies that result in employment equity; individuals who take active measures to address issues of racism or area actors, writers and other artisans whose work(s) promote racial justice and interracial understanding.

The YWCA Racial Justice Award Committee and the YWCA Board of Directors will make the final selection(s) of this year's award recipient(s).

The 2003 honorees will be recognized at an award ceremony on Tuesday, October 21, 2003 during the 2nd Annual YWCA Community Race Relations event at Monona Terrace. ■

**Nomination forms are available by calling the YWCA of Madison at 257-1436 or by downloading a form from the YWCA website at [www.ywcamadison.org](http://www.ywcamadison.org).**

**All recommendations for the award must be submitted on or before July 18, 2003, and addressed to:**

Racial Justice Award Committee  
Attn: Racial Justice Coordinator  
101 E. Mifflin Street  
Madison, WI 53704.

## YWCA Racial Justice Award Honorees

1990	Betty Franklin-Hammonds
1991	Ilda Thomas
1992	Merle and Jerry Sternberg
1993	Darlene Hancock
1994	Rev. Alexander Gee Jr.
1995	Mona Winston
1996	Frances B. Bicknell
1997	Gerry Bernard
1998	KOJO Drill Team
1999	Mike McKinney
2000	Nino Amato
2001	Juan José López and Darlene Horner
2002	Richard Davis and Madison Repertory Theatre

## Mark Your Calendar!

### The 2nd Annual YWCA Race Relations Community Forum & Racial Justice Awards

#### "It's Time to Talk"

Tuesday, October 21, 2003 • Monona Terrace  
*Save the date and watch for more information to come!*

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# GNP: Empowering Young Girls

Girl Neighborhood Power (GNP) is an after-school and evening enrichment program designed specifically for girls age 9–14. The program empowers girls to reach young adulthood healthy, strong and confident by giving them the skills and the guidance to make healthy choices. Programs emphasize health education, positive recreation, drug prevention, youth leadership, community service, cultural enrichment and academic achievement. Since its inception six years ago, GNP has grown into one of the most comprehensive programs for girls in the city of Madison, involving over 300 girls and five neighborhood centers. GNP program sites are Allied Drive/Dunn's Marsh, Atwood, Kennedy Heights, Lake Point and Vera Court Community Centers.

GNP is an out-of-school, "in the

community" program that enriches the lives of girls. It provides girls with opportunities for growth and positive change. It assists girls living in low income neighborhoods by providing adult supports, positive peer interaction, and exposure to community service, career building and knowledge they would not otherwise have. One of our GNP parents recently remarked, "GNP is a building block to make our girls good adults."

GNP came to Madison as a one of four cities chosen to implement this model program, and now with its federal funding completed, has secured financial support from a variety of state and local funders to continue.

With the change in funders, GNP was in need of a fiscal home...the YWCA with its life long mission of providing shelter to women and girls decided it was time to make a firm commitment to including girls in its mission. The YWCA Board of Directors and staff and GNP staff are now exploring the variety of program options GNP brings to this community with hopes of a partnership committed to expanding services to girls.

*If you would like more information about Girl Neighborhood Power, or would like to volunteer in this program, call Meme Kintner at 241-1574 ext 18, or e-mail [gnpdir@yahoo.com](mailto:gnpdir@yahoo.com).*



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## Week Without Violence

In eight short years, the YWCA Week Without Violence has been picked up in thousands of communities in all 50 states and more than 40 countries on six continents. Each year since 1996, YWCAs have succeeded in drawing widespread media attention to the campaign and the work of the YWCA. All of this is due to the efforts of the YWCA to create a non-violent world.

Every day the headlines spell new and greater atrocities worldwide, shocking and needless tragedies across the globe. The YWCA Week Without Violence campaign emphasizes alternatives to family violence, gun violence, violence linked to racism, sexism and bigotry, and violence in the media. So this year, we ask you to renew and intensify your commitment to identify practical and sustainable alternatives to violence by participating

in Week Without Violence activities or by volunteering your time to help make our eighth year a success.

### Week Without Violence Volunteer Opportunities

The YWCA Week Without Violence occurs each year throughout the third week in October. This year, October 19–25, 2003, volunteers are needed to sit on the planning committee. Responsibilities include publicity, logistics and arrangements, and finding speakers to name a few. During the week of events, volunteers are needed to staff events, help with set-up and clean-up, etc.

### Traditional highlights include:

- **Candlelight Vigil**, Cosponsored by Path Of Voices: Show your support for victims & survivors of violence

- **5th Grade Poster & Essay Contest**, co-sponsored by Madison Police Department
- **YWCA Annual Racial Justice Community Workshop**, provides opportunities for meaningful cross-cultural dialogue.

### New this year:

- **Wearing a purple ribbon** to show concern about violence against women and children during October
- **Replacing Violence with Sports, Recreation & Fun**, Co-sponsored by Madison Schools & Community Recreation

**For more information about any of these events contact us at 257-1436 or e-mail [jspotts@ywcamadison.org](mailto:jspotts@ywcamadison.org).**

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# Guidelines for Challenging Racism & Other Forms of Oppression

*Written by Patti DeRose,  
Cultural Links, the Multicultural  
Project, Boston, Massachusetts*

## 1. Challenge Discriminatory Attitudes and Behavior

Ignoring the issues will not make them go away, and silence can send the message that you are in agreement with such attitudes and behaviors. Make it clear that you will not tolerate racial, ethnic, religious, or sexual jokes or slurs, nor any action that demeans any person or group. Your intervention may not always take place at the exact same time or place of the incident if to do so would jeopardize you own or other's safety, but it must be addressed promptly.

## 2. Expect Tension or Conflict and Learn to Manage It

Sensitive and deep-seated issues are unlikely to change without some struggle, and in many situations, conflict is unavoidable. Face your fears and discomforts and remember that tension and conflict can be positive forces that foster growth.

## 3. Be Aware of Your Own Attitudes, Stereotypes, and Expectations

Be open to discovering the limitation they place on your perspective. We have all been socialized to believe many myths and misconceptions and none of us remain untouched by the discriminatory messages in our society. Be honest with yourself about your own prejudices and biases. If you do not know something, or are not sure how to handle a situation, say so, and seek the information or help that you

need. Practice not getting defensive when discriminatory attitudes or behaviors are pointed out to you.

## 4. Actively Listen to and Learn From the Experiences of Others

Don't minimize, trivialize, or deny people's concerns and make an effort to see situations through their eyes.

## 5. Use Language and Behavior that is Non-Biased and Inclusive

That is, inclusive of all people regardless of race, ethnicity, sex, disabilities, sexual orientation, age or religion.

## 6. Provide Accurate Information to Challenge Stereotypes and Biases

Take responsibility for educating yourself about your own and other people's cultures. Do not expect people from different backgrounds to always educate you about their culture, history or to explain racism or sexism to you. People are more willing to share when you take an active role and the learning is mutual.

## 7. Acknowledge Diversity and Avoid Stereotypical Thinking

Don't ignore or pretend not to see our rich human differences. Acknowledging obvious differences is not the problem, but placing negative value judgments on those differences is! Stereotypes about those differences are always hurtful because they generalize, limit and deny people's full humanity.

## 8. Be Aware of Your Own Hesitancies to Intervene

Confront your own fears about interrupting discrimination, set your priorities and take action. Develop an ability to respond to a given situation.

## 9. Project a Feeling of Understanding and Support

When confronting individuals, state how you feel without preaching. Firmly address the hurtful behavior or attitude while supporting the dignity of the person. Be non-judgmental but know the bottom line. Issues of human dignity, justice and safety are non-negotiable.

## 10. Establish Standards, Responsibility and Behavior

Hold yourself and others accountable. Demonstrate your personal and organizational commitment in practices, policies and procedures, both formal and informal. Maintain high expectations for all people.

## 11. Be a Role Model

Reflect and practice anti-racist, multicultural values in all aspects of your life. Don't compartmentalize it to special events, workshops or committees.

## 12. Work Collectively with Others, Organize and Support Efforts

Combat prejudice and oppression in all its forms. Social change is a long-term struggle, and it's easy to get discouraged, but together we have the strength and vision to make a difference. ■

# TechGYRLS Coming to a Zip Drive Near You...

The YWCA of the U.S.A. launched YWCA TechGYRLS in 1997 to create opportunities for underserved girls to explore the latest technologies in a nurturing, girls-only environment. The program encourages 9–13 year old girls to delve into computer, animation and robotics technologies under the guidance of women mentors at YWCA TechGYRLS Clubs. There are 20 TechGYRLS Clubs established throughout the country, with several new locations just selected this past week.

Madison's YWCA, with its new connection to girls' programming through Girl Neighborhood Power, applied to host a Madison based TechGYRLS Club. We have just been informed that our application has been funded! Over the next few months our GNP staff will be working hard to get this club going at Vera Court Community Center. We expect at least 45 girls will participate in computer club activities over the next year.

The Best Buy Children's Foundation provides funds to support the YWCA TechGYRLS program. Computer technology training is critical to the

**Over the next few months our GNP staff will be working hard to get this club going at Vera Court Community Center.**

YWCA mission of gender equity and racial justice in that it addresses the disparities faced by girls, young women, and people of color in technology.

Through YWCA

TechGYRLS, the YWCA aims to both enhance girls' economic empowerment by increasing their technological knowledge and skills, and to expand their future employment options. To learn more about TechGYRLS or to volunteer as a mentor in this exciting new program call Meme Kintner, Girl Neighborhood Power Project Director at 241-1574 ext. 18. ■

## Milestones



**Sarah and Shirley live on Third Street at the YWCA.** In June they both completed their GED/HSED and

graduated. Sarah has been attending MATC and Shirley has been attending OMEGA. They each attended their respective graduations. They also both just celebrated their sons' first birthdays.

**CONGRATULATIONS, and GOOD WORK!**

## Resident Bingo

Lisa and Torrie, YWCA Resident Counselors, have begun to organize more social activities for the permanent residents. During the month of May, the YWCA hosted Bingo & Snacks Night. The night was a success, with everyone going away with a prize. The grand prize, a lovely quilt donated to the YWCA, went to a 7th floor resident that won at full card bingo! There were a lot of laughs and everyone had a great time! Currently, Lisa and Torrie are looking

for more ideas and volunteers for future programs. Some activities may include serving a meal, teaching or sharing a special skill or interest, or organizing future activities. If you or a group you are involved with (church, book club, friends, work, etc.), are interested in volunteering for any of these activities or have ideas of your own, please contact Torrie or Lisa at 257-1436.



## Join Us! YWCA of Madison Membership

Name \_\_\_\_\_

Address \_\_\_\_\_

City/State/Zip \_\_\_\_\_

Phone \_\_\_\_\_

Email \_\_\_\_\_

### Check Your Membership Support Level:

Other \$ \_\_\_\_\_  \$50  \$100  \$250  \$500

**Membership Support Amount:** \$ \_\_\_\_\_

Check Enclosed — Please make check payable to YWCA of Madison

Mastercard/VISA Card # \_\_\_\_\_

Expires \_\_\_\_\_

Signature \_\_\_\_\_

*Mail to: YWCA of Madison, 101 East Mifflin Street, Madison, WI 53703. Thank You!*

# Court Limits Race as Factor in Admissions

*Associated Press*

June 23, 2003, WASHINGTON (AP)—In two split decisions, the Supreme Court on Monday ruled that minority applicants may be given an edge when applying for admissions to universities, but limited how much a factor race can play in the selection of students.

The high court struck down a point system used by the University of Michigan, but did not go as far as opponents of affirmative action had wanted. The court approved a separate program used at the University of Michigan law school that gives race less prominence in the admissions decision-making process.

The court divided in both cases. It upheld the law school program that sought a “critical mass” of minorities by a 5-4 vote, with Justice Sandra Day O’Connor siding with the court’s more liberal justices to decide the case.

The court split 6-3 in finding the undergraduate program unconstitutional. Chief Justice William H. Rehnquist wrote the majority opinion in the undergraduate case, joined by O’Connor and Justices Antonin Scalia, Anthony M. Kennedy,

Clarence Thomas and Stephen Breyer. Justices John Paul Stevens, David Souter and Ruth Bader Ginsburg dissented.

Michigan’s undergraduate admissions structure is tantamount to a quota, the majority in that case concluded. While it set no fixed target for the number of minority students who should get in, the point-based evaluation system gave minority applicants a 20-point boost.

Government has a compelling interest in promoting racial diversity on campus, but the undergraduate school’s admissions policy is not the way to get there, the court majority said.

The ruling affects tax-supported schools, and by extension private schools and other institutions, that have looked for ways to boost minority enrollment without violating the Constitution’s guarantee against discrimination.

The University of Michigan cases are the most significant test of affirmative action to reach the court in a generation. At issue was whether racial preference programs unconstitutionally discriminate against white students. ■



## 2003 Women of Distinction

*Clockwise from bottom right:*  
Hermine Davidson, Mary Louise Symon, Louise Root-Robbins, Andrea Potter, Marion Brown and Martha Vukelich Austin

## YWCA Board of Directors

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