
History of the Association for Non-White Concerns in Personnel and Guidance

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The Association for Non-White Concerns in Personnel and Guidance (ANWC), a division of the American Association for Counseling and Development, became a reality in 1972. Due to the persistent efforts and commitment of its members, the division has been a success. Increasing responsiveness to human needs and a growing membership and examining more corners of prevailing human needs stand high in ANWC's immediate visions of action.

The Association for Non-White Concerns in Personnel and Guidance (ANWC) began as a non-White caucus, established by the American Personnel and Guidance Association for the purpose of ensuring appropriate recognition of non-White concerns. Formal impetus for ANWC was initiated at the 1969 APGA convention. Events surrounding this idea, which was presented at convention headquarters in Las Vegas, Nevada, led to a proposal to the administrative structure of APGA for the establishment of an Office of Non-White Concerns. While a number of persons were interested in this non-White thrust, Samuel H. Johnson, currently ANWC president emeritus, exercised strong and viable leadership for the caucus during the formative years and has sustained his integral involvement in ANWC.

APGA administrators and officers received and approved the aforementioned proposal, thus forming the Office of Non-White Concerns. During its meeting of April 1-2, 1969, the APGA Senate adopted a resolution stating that:

We think that it is within the scope of the American Personnel and Guidance Association to relate to the specific interests of minority group members. . . . In order for non-whites to live, it is necessary to have power to move this organization toward goals and objectives that are more consistent with the needs of cultural and ethnic minorities in our society. We therefore find it necessary to articulate the following demands: BE IT RESOLVED, That the American Personnel and Guidance Association shall establish a salaried National Office of Non-White Concerns within the executive structure of the American Personnel and Guidance Association. (APGA Senate Minutes, p. 7)

Richard Kelsey was appointed APGA executive assistant for this office. Although several counter-recommendations were made to change the name of the office (e.g., to the Office of Human Rights and Opportunities), none were approved by the caucus. Therefore, the name Office of Non-White Concerns prevailed. Even though this office was an established part of the structure of APGA, it maintained no voting rights on the APGA Board of Directors or the APGA Senate. It was evident that APGA officials perceived the primary function of the office as keeping the leaders of the association informed and keeping members of the caucus pacified.

Several meetings were held by various interested persons in the caucus at sites such as New Orleans, Atlanta, and At-

lantic City. Gloria Smith, one of the pioneers and presidents of ANWC (1974-75), reports that throughout these early years, Sam Johnson traveled many times to Washington, D.C. to visit APGA headquarters in order to document the need for the creation of ANWC (McFadden, 1983). When they requested an application to become a division of APGA, the interest group was told that no such instrument existed and that APGA could not help them. Later, at the APGA convention in Atlantic City in 1971, the request was made by members of the interest group for divisional membership following three mass meetings. The proposal was presented to the APGA Senate, which did not accept it. Several APGA staff members, along with some senators, opposed the formation of a new division (McFadden, 1983).

In June 1971 a questionnaire was circulated to determine interest in forming a non-White division. Results indicated that 40% of the non-White respondents felt that their professional needs were not being met by APGA, and 54% indicated that they would consent to charter memberships if a non-White division were formed. In December 1971, during a meeting of ANWC leaders and an APGA executive assistant, it was suggested that a workshop be held in New Orleans to proceed with formation of this new division. Subsequently, APGA requested the interest group to elect six representatives to attend this workshop concurrent with a meeting of the APGA Board of Directors. The representatives requested and were granted a hearing before the board, at which time they emphasized the need to be inside the system of the parent organization in order to promote effective change and become a vital link to APGA.

A request was also made for assistance in establishing a division. In March 1972 Emmett Tucker, APGA legal counsel, notified the interest group that he had been assigned to assist them in their efforts to formalize a new division in the association. A select number of persons from the interest group traveled to Washington, D.C., in order to meet with Tucker, the executive director, and other APGA staff members to form the corporate entity. Quite a discussion took place at headquarters about the name, tax exempt status, membership, and the like. Following several meetings with APGA staff, a decision was made that the new division would be known as the Association for Non-White Concerns in Personnel and Guidance (Johnson, 1981). By-laws had been drafted through the efforts of such people as Gloria Smith, Sam Johnson, Joyce Clark, Charles E. Gordon, Loretta Price, and Phil Layne. After 5 hours of talks, Tucker opened his attaché case and presented the ANWC representatives with a seal and charter that had to be notarized. The charter was notarized after the ANWC group journeyed in a rainstorm until 8:00 p.m. when they located a notary public. Tucker then filed corporation papers in Washington and served

as presiding officer until elections could be held at the 1972 annual convention in Chicago.

Chairperson Sam Johnson sent Rick Kelsey to escort Tucker to the APGA Senate floor to present official documents and petitions containing a list of over 100 signatures so that the Senate could move for adoption of the resolution to form the new division. Kelsey was asked to telephone the Non-White Concerns Caucus (NWCC) when the resolution appeared on the Senate floor, so that the meeting could recess to reconvene in the Senate gallery and head discussion on the resolution. An interview with Johnson (McFadden, 1983) revealed that the petition was tabled because the names on the petition had not been verified. Subsequently, the names were verified by an APGA staff member and returned to the Senate the following morning. Ralph Berdie made a motion to move the issue from the table and called for a vote.

Sam Johnson was called to the Senate floor during discussion to provide additional information. Patrick J. McDonough, then Acting Executive Director of APGA, indicated that all papers were in order and qualifications for divisional status were fulfilled. Approval was given to the motion by the Senate, making the Non-White Concerns Caucus the Association for Non-White Concerns in Personnel and Guidance. Following a motion to have the new division seated, Robert Clayton and James Moore took their seats as senators and the Senate gave them a standing welcome. Thus, on March 28, 1972, ANWC, as an official division of APGA, became a reality (Cole, 1972; McFadden, 1982).

The initial officers of ANWC included President Samuel Johnson, Vice President Gloria Smith, Secretary Jean Thomas, Treasurer Robert Clayton, and Executive Council members Phil Layne, Annette Kearney, Katye Monroe, Rick Kelsey, and Mary Curry. Paul Collins was assigned as APGA staff associate to ANWC to assist in as many ways as possible. Both Johnson and Clayton were invited to the headquarters in Washington, D.C., to familiarize themselves with the inner workings of APGA. They met with staff persons responsible for membership, career education, and the like.

The first business meeting of ANWC was called to order at 3:00 p.m. in the Pick Congress Hotel in Chicago on March 29, 1972. Order of business included reports from various committee chairpersons—membership, program, by-laws, publications, newsletter, and registration—and introduction of Orvin Carpenter, APGA coordinator of membership promotion, who cited general procedures for ANWC divisional membership to accept members until new application forms could be printed. He pledged full support of his office to the new division. There were a total of 27 ANWC memberships paid. Legislation was also discussed, citing the need for awareness of present and pending matters as they related to non-Whites. Gloria Smith, editor of the *Journal of Non-White Concerns*, indicated that she would be soliciting manuscripts on issues and programs for non-Whites. Tom Floyd was assigned responsibility for designing an ANWC logo and cover for the journal. Dorothy Cole, newsletter chairperson, discussed the first issue of the *ANWC Newsletter*, indicating that it would include news, job information, suggestions, and so forth.

RATIONALE

ANWC evolved around the issues of equality and equal opportunity. A need to focus on quality service delivery to minorities existed, whether such services were rendered by majority or minority persons. Mental health services for minority people in the areas of training, research, and programs were in deficit.

ANWC was developed:

- To further the stated purposes of APGA with particular emphasis in the area of charitable, scientific, and educational

activities designed to assist and further the interests of non-Whites by seeking to eliminate prejudice and discrimination, defending human and civil rights secured by law, presenting opinions on controversial issues, and otherwise attempting to lessen the burdens of the United States government so as to secure equality relative to the treatment, advancement, qualification and status of non-White individuals in personnel and guidance work. (American Personnel and Guidance Association, 1975, p. 24)

A number of non-White APGA members felt a need to establish a network within the system of the association that would bring positive recognition to specific non-White concerns. They felt that a multi-ethnic and multi-faceted organization would increase awareness and focus on non-White interests and provide an organized system that would allow more opportunities for professional development for minorities. The multi-ethnic focus for ANWC was an issue debated in Atlantic City by members of its interest group. Some felt that ANWC should concentrate on minorities in general, whereas others believed that it should place its emphasis on a specific group—for example, Blacks, because they were the largest minority population among the APGA membership.

During its formative years, ANWC was one of the fastest growing divisions of the parent organization. Minority membership tripled following the founding of ANWC. Throughout its early years, the leadership and general membership of ANWC were assertive toward obtaining equal representation and fair treatment in APGA. There was a need for this new division to become recognized not only as a separate entity, but also as a channel through which the American Personnel and Guidance Association could meet the needs of all people who need services. Questions raised by the members helped ANWC and other divisions as well (e.g., the convention rebate increase from \$1.00 to \$3.00). Responsiveness to all divisions, therefore, has increased over time.

HISTORICAL DEVELOPMENT

As poverty programs grew, substance abuse became more prevalent, and families of color were being less served by sponsored programs. To identify and serve these needs, ANWC developed and formed its own identity. Members of this interest group knew that they had to be inside APGA in order to create change. Thus, ANWC was shaped by the vision of a group of professionals wanting to provide needed services to an expanding population and by both external and internal forces impinging on the guidance and counseling profession. Prevailing among these forces was a commitment on the part of ANWC's founders to be proactive and to ensure responsiveness to the concerns of non-Whites and anyone who works with non-Whites.

SHORT- AND LONG-TERM GOALS

A primary focus of ANWC for both the short and long term is leadership development. It recognizes the need to identify, develop, and nurture leaders to assume roles of responsibility. Therefore, maintenance of leadership development workshops, initiated in ANWC 4 years ago, has become a priority for the membership. There must also be a commitment to maintain services to those persons in leadership positions. Persons entrusted with leadership responsibilities often find themselves pulled in many directions. A need exists for building strong bonds of support among leaders and their constituents, whether these leaders are functioning in the association or in their employment settings. Another point of focus for ANWC is strengthening the regional concept so that additional services can be more readily available at the local level.

MEMBERSHIP

ANWC membership is encouraged for those individuals who work with non-White populations and those concerned about the quality of counseling and guidance services that non-White populations receive. There are three membership categories: regular, associate, and student. Regular membership is open to individuals involved in counseling and guidance professions; this category of members is eligible to vote. Associate membership is open to individuals who are interested in the general aims and purposes of the association, but who do not work in the counseling and guidance professions. Student membership is open to persons who are enrolled in accredited graduate schools in studies relating to the counseling and guidance field and who are concerned with the aims of ANWC. Associate and student members are not eligible to vote.

The ANWC membership as of December 1984 was approximately 1,400. Approximately 40% are male and 60% female. Members comprise a cross-section of racial and ethnic groups, including Blacks, Asian Americans, Native Americans, Hispanics, and Whites. Blacks make up the largest percentage of the membership, followed by Whites and Hispanics. ANWC is currently intensifying its membership recruitment activities to identify more prospective members from a broader spectrum of racial-ethnic groups. Members primarily have master's degrees or doctoral degrees. Approximately 30% hold a master's or specialist degree. The membership is largely employed at universities, colleges, and secondary schools. Professionally, over half are counselors, and a significant number are administrators and counselor educators.

ANWC has seen a slight decline in its membership over the past few years. Concomitant with the general economic decline nationwide, the reasons for the reduction in membership can be described primarily as economic. Many previous ANWC members have had to decrease the number of divisions with which they affiliate in AACD. The trend has been to maintain membership in the divisions that best represent their primary job responsibilities, instead of a division such as ANWC, which permeates several disciplines. The majority of ANWC's membership is made up of minorities, and the current economic state has had a much greater impact on minorities who have been mainly employed by federal, state, and local government agencies and institutions. Thus, many previous ANWC members are no longer employed in the counseling and guidance areas. It is encouraging to report, however, that during recent months (e.g., May 1984), ANWC has begun to reflect a gradual increase in members.

ANWC is one of the smaller divisions in size of membership. This allows many members to play a very active role in the division's policies and decision making. A member generally becomes actively involved in an ANWC state chapter where there are many activities that relate to the specific needs of a particular state. Persons from state chapters work in the areas of membership, government relations, and special projects, such as "Save the Family" (Harold, 1983). State chapter presidents, presidents-elect, and committee chairpersons are involved in varied programming at the national level, such as the 1984 AACD convention theme session on "Multicultural Dimensions to Counseling and Human Development in an Age of Advanced Technology."

Members may also become involved at the regional level. There are regional officers and committees that execute many programs throughout the year. The Southern Region and the North Atlantic Region have conducted regional meetings in conjunction with their regional branch assemblies of AACD. On the national level, ANWC sponsors an annual Leadership Development Workshop during the AACD convention. The purpose of this workshop is to provide an opportunity for

ANWC members to develop and enhance their skills essential to assuming leadership roles at the state, regional, and national levels. It provides detailed information on ANWC and AACD and their governance structure and on leadership development training (McFadden, 1984). In addition, ANWC is developing a leader's handbook to be made available to division leaders.

JOURNAL

The ANWC journal, the *Journal of Non-White Concerns*, was first published in October 1972 under the leadership of Gloria Smith, the first editor. Since its beginning, the journal has maintained a reputation for professionalism and relevance. Other past editors include Maggie Martin (1974-81), University of Michigan at Dearborn; William E. Gardner (1981-82), Lincoln University of Pennsylvania; and Thelma C. Lennon (1982-84) of the North Carolina Department of Public Instruction. Currently, Courtland C. Lee of the University of North Carolina at Chapel Hill serves as editor.

The ANWC journal is published quarterly. Articles promote a better understanding of the counseling, guidance, and human development needs of non-White cultural and ethnic groups. Three types of manuscripts are included: research, theoretical, and practical. There have also been several special issues of the journal related to specific topics and populations, including Black athletes, Black counselor educators and supervisors, Black aesthetics, concerns of the emergent Latinos, Black career development, licensure, culture specific testing, and stress.

DIVISIONAL STRUCTURE

ANWC is governed by its Executive Council, composed of officers, regional representatives, senators, and representatives to the AACD Board of Directors. The council, chaired by the ANWC president, is the agency through which the general administrative and executive functions of the association are carried out.

ANWC officers include the president, president-elect, past president, president emeritus, secretary, treasurer, representatives to the AACD Board of Directors, senators, parliamentarian, and regional representatives (Midwest, North Atlantic, Southern, Western). The positions of journal editor and newsletter editor are other major leadership roles in the organization. Samuel H. Johnson was designated ANWC president emeritus in 1973 by the Executive Council in recognition of the historical significance that he has brought to our organization and for his untiring service. The council approved the request by ANWC President Thomas S. Gunnings for Thelma C. Lennon to serve as ANWC Honorary President concurrently with him during 1980-81, in memory and honor of her husband, John D. Lennon, who died during the winter of 1980, at the same time he was serving ANWC as president-elect.

The following persons have served as ANWC president since its inception: Samuel H. Johnson, 1972-74; Gloria S. Smith, 1974-75; Robert L. Clayton, 1975-76; Willie S. Williams, 1976-77; Joyce H. Clark, 1977-78; William E. Gardner, 1978-79; Queen D. Fowler, 1979-80; Thomas S. Gunnings, 1980-82; Horace Mitchell, 1982-83; John McFadden, 1983-84; and Aaron B. Stills, 1984-85. Wanda D. Lipscomb has been elected to serve as ANWC president during 1985-86.

The ANWC President's Cup was presented at the 1984 AACD convention in Houston. Sam Johnson, ANWC president emeritus, was the recipient of this award, given for the first time. The cup is presented in recognition and honor of distinguished leadership, scholarship, and service to ANWC at national, regional, and state levels.

The committee structure of ANWC is divided into two categories: standing committees and special committees. The former committees are a part of the organization's by-laws; the latter ones represent appointments made at the discretion of the pres-

ident. Committees are of either standing or special and continuing status.

The standing committees are: Affirmative Action, By-Laws, Credentials, Finance, Membership, Program, Publications, and State Divisions. The special and continuing committees are: Archives, Awards, BOSS (Build Our Strong Surplus—formulates and activates guidelines for individuals, groups, and organizations to contribute to the financial base of the association), Convention, Government Relations, Graduate Students, Licensure, Minority Counseling Specialty (provides guidelines and suggestions to members on approaches to development and enhancement of the minority counseling specialty), Name Change (collects data, compiles reports, and disseminates information related to an ANWC name change to the division's governing board and the general membership), Professional Development, and Save the Family (emphasizes the value of families, unity, caring, and support at a time when pressures often are destructive to families).

SUMMARY

Upon recapturing these remarkable events in the history of ANWC, it is not only surprising to observe the rapidity of its progress and achievements in the face of growing challenges and strong oppositions, but, based on these dramatic events of the past, it is more ensuring of the division's inevitable success in the future.

Among our immediate visions for ANWC are an increased responsiveness to human needs and an expansion in membership in the organization. When examining the conditions of the segments of the population to which it focuses its service, ANWC cannot afford to reduce its usual intensity and persistence to examine, through research and vigilance, more corners and cores of prevailing human needs.

Excellence and quality have characteristically been ANWC's

aspiration, and, hence, its mark of recognition. As the territory of our call to service expands, the need to match these echoes of concerns, without jeopardizing our inherent quality and credibility, increases its dependence on embracing more dedicated new members. Toward this end, we conceive the need to call for renewed commitment of the present members to recruit others of their caliber for the vital mission of promoting human development through programs included in the goals of ANWC. We believe in simplicity. If one brings one, we can double our task force to combat our multiplying challenges. Our united endeavors will ensure our effectiveness and efficiency.

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