



Irene Gomez-Bethke Papers.

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AGENDA

Wednesday, June 25, 1980

10:00 A.M.	Registration Opens
1:00 P.M.	Issues Commentary
4:00 P.M.	Plenary Session
4:15 P.M.	State Caucuses
6:00 P.M.	Social Hour
7:00 P.M.	Dinner and Speakers

NETWORKING TOGETHER: A Minority Women's Employment Conference, is designed to present a regional scope for minority women's employment issues. The Conference will also provide a platform for the issues of concern to minority women. These concerns will be presented at the Women's Bureau's 60th Anniversary Conference in Washington in September of 1980.

The Conference is structured to offer the opportunity for communication and resource information exchange between minority women both within and without their states. A Conference directory will be compiled and sent to participants. Women within each state will meet and plan for ongoing programs during the Conference.

The Issues Commentary will provide public expression of the concerns of minority individuals and organizations. The talent and expertise of minority women from the six state region will be used throughout the Conference.

States in Region V are: Illinois, Indiana, Michigan, Minnesota, Ohio and Wisconsin.

Sponsored by:
U.S. Department of Labor
Women's Bureau
230 S. Dearborn, 10th Floor
Chicago, Illinois 60604
For further information call: 312/353-6985

Thursday, June 26, 1980

8:00 A.M.	Registration and Coffee
8:30 A.M.	Issues Sessions*
12:15 P.M.	Luncheon and Entertainment
1:45 P.M.	Presentation of Recommendations
3:00 P.M.	Adjournment

Session A — 8:45 to 10:15 A.M.

Session B — 10:30 to 12:00 P.M.

Workshops:

- * Decent Jobs/Decent Pay
- Head of Household: How Does She Do It?
- Making It and Not Selling Out

*Sessions will be run consecutively to allow for greater participation.

HOST COMMITTEE

Rosie Bean, President
Cosmopolitan Section, National
Council of Negro Women

Lidia Carille Billie
Administrative Secretary
Native American Committee
Adult Learning Center

Rose Mary Bombela
Special Assistant to Governor
on Hispanic Affairs

Dr. Anita Y. Boswell, Assistant to
V.P. & Director of Women's
Programs & Industrial Social
Work, Chicago Economic
Development Corporation

Joan Brown
Director, Program Services
YWCA of Metropolitan Chicago

Gwendolyn Bryant
Managing Editor
The Observer Newspaper

Dianna Durham
Regional Program Specialist
National Urban League

Darlene Eady, Unit Supervisor
Victim/Witness Outreach Unit
Evanston Police Department

Hilda Frontani
Assistant Director of Advocacy
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Chicago Chapter, National
Association of Women
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Charmaine Hamer
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Community & Economic
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Executive Director
Mujeres Latinas en Accion

Marion Henley, Deputy Director
Illinois Commission on
Human Relations

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Associate Director, Evanston
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Ellen Iwaoka, Assistant to Editorial
& Community Relations Director
WBBM-AM Radio

Marge Markin
Steering Committee Illinois, 1st of the
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Sue T. Nakagawa, Chicago Office
Manager for Sen. Charles Percy

Fe C. Nievera, Asian Pacific
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American Business & Professional
Women's Club

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Renee Prewitt, Hotline Host,
Public Affairs Coordinator
WVON-AM Radio

Connie Seals, Executive Director
Illinois Commission on
Human Relations

Frankie White, Account Executive
Chicago Daily Defender

Marta White, Systemic Advocate
United Charities of
Greater Chicago

Bernarda Wong, Director
Chinese American Service League

Patricia Wofford, Manager
Equal Educational Opportunity
State Board of Education

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Networking Together

A Minority Women's Employment Conference



June 25-56
Bismarck Hotel
171 W. Randolph Street
Chicago, Illinois

U.S. Department of Labor

Office of the Secretary
Women's Bureau
230 South Dearborn St.
Chicago, Illinois 60604



Reply to the Attention of 312-353-6985

May 20, 1980

Ms. Irene Gomez-Bethke
Vice Chair, Spanish Speaking Affairs Council
State of Minnesota
4649 Decatur Avenue, North
New Hope, MN 55428

Dear Irene:

On June 25 and 26, 1980, the U.S. Department of Labor, Women's Bureau, Region V., will host "Networking Together: A Minority Women's Employment Conference." This conference is designed to present a regional scope for minority women's employment issues. The conference will also provide a platform for three issues of concern to minority women. These issues will be presented at the Women's Bureau's 60th Anniversary Conference in Washington in September, 1980, and the commentary transcripts with recommendations for corrective action, will be forwarded to appropriate enforcement agencies.

One of the major activities of the conference will take place on Wednesday, June 25th, between 1:00 and 4:00 p.m. At this time, representatives from various racial and ethnic groups will present commentary addressing the three targeted issues. The three issues to be addressed are:

1. Decent Jobs for Decent Pay
 - a. Increased training/private sector
 - b. CETA/public service jobs
 - c. Skilled trades
2. Head of Household/How Does She Do It?
 - a. With/without a man
 - b. Child care
 - c. Inflation/survival techniques
3. Making It and Not Selling Out
 - a. Sexual Harassment
 - b. Remembering our roots
 - c. Getting there from here

Commentary participants will have five (5) minutes to:

1. Identify the problems
2. Recommend appropriate corrective action
3. Identify, where possible, the appropriate individuals or agencies whose area of designated responsibility would impact upon the problem.

All participants must provide five (5) copies of their commentary. If you are unable to attend the conference, we welcome the submittance of written commentary alone.

To insure proper scheduling, all designated participants must be identified by June 10, 1980. The following information should be forwarded to the Women's Bureau:

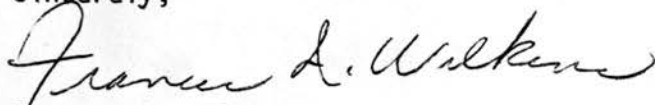
- a. name of presenter
- b. organization
- c. copies of presentations, or, date when copies will be provided
(must be provided by June 20, 1980)

We welcome your participation in this conference. Your participation will insure that the conference objectives are attained. If you have any additional questions relative to the conference, please contact me at 312-353-6985.

For your convenience, a self-addressed return envelope is provided.

Thanking you in advance for your assistance and cooperation.

Sincerely,



Frances I. Wilkins
Program Development Specialist
Conference Coordinator

U.S. Department of Labor

Office of the Secretary
Women's Bureau
230 South Dearborn St.
Chicago, Illinois 60604



Reply to the Attention of: 312-353-6985

May 20, 1980

Irene Gomez-Bethke
Vice Chair, Spanish Speaking Affairs Council
State of Minnesota
4649 Decatur Avenue, North
New Hope, MN 55428

Dear Irene:

The Women's Bureau is sponsoring "Networking Together - A Minority Women's Employment Conference" on June 25 and 26, 1980, at the Bismarck Hotel, Chicago, Illinois.

We are requesting that you serve as a panelist in the workshop entitled Decent Jobs for Decent Pay. The topics to be discussed in this workshop are:

Increased Training/Private Sector
CETA/Public Service Jobs
Skilled Trades

We are requesting that you prepare an 8-minute presentation on the subject: CETA/Public Service Jobs.

This conference is designed to present a regional scope for minority women's employment issues. It will provide a platform for the issues of concern to minority women in our six-state region (Illinois, Indiana, Michigan, Wisconsin, Ohio, Minnesota). These concerns will be presented to the Women's Bureau's 60th Anniversary Conference in Washington, in September 1980.

The Conference is structured to offer the opportunity for communication and resource information exchange between minority women both within and without their states.

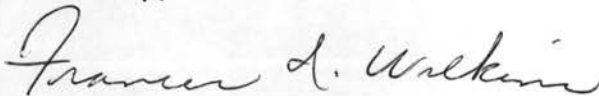
Three issues of concern are being targeted and discussed during three separate workshops. The workshops will be presented twice on Thursday, June 26, 1980. You will be participating in the first workshop on Decent Jobs for Decent Pay which will convene at 8:45 a.m. until 10:15 a.m. Each panelist will address a sub-topic area, and then the floor will be opened for comments, recommendations, etc.

As concerns your expenses, the conference will pay all your expenses related to attending this conference, including travel, lodging, and meals.

Thank you for accepting our invitation to participate in this conference. I will contact you in early June to finalize arrangements for your participation.

If you have any further questions concerning your participation, do not hesitate to call me at 312-353-6985.

Sincerely,

A handwritten signature in cursive script, reading "Frances I. Wilkins".

Frances I. Wilkins
Program Development Specialist
Conference Coordinator

"MINORITY WOMEN NETWORKING"

A Minority Women's Employment Conference

June 25-26, 1980

U.S. Department of Labor - Women's Bureau

Region V

Arnita Y. Boswell

Vice President/Director of
Women's Programs

CHICAGO ECONOMIC DEVELOPMENT CORPORATION

I must open my remarks by supporting the statement of the Planners and Committees of this conference regarding our position on the ERA. I must, personally, state that Minority Women need such conferences and others relating to the needs of Black and other Women of Color's, thus I say thank you to the sponsors, and host committee.

I am extremely disappointed, angry and ashamed of and in the State of Illinois for having political elected officials not in support of the ERA. I am proud to say no Black or persons of Color voted against the ERA. It is my strong belief and insistence that no one in Illinois will be free or emancipated until all people are treated equitably and equally.

Thus if Networking is to be attained, it must be based on an understanding and recognition of the differences in experiences, expectations, and self definition of all groups, by themselves. Above all it must be based on understanding and eradicating the persistent prevalence of Racism and Sexism, as it victimizes Blacks, people of Colors, Poor, Handicapped, Elderly and Children.

As minority women we declare our independence to explore the unknown, to make decisions, to manage and organize our lives until the countdown, we will gain both economic and political power, thereby being responsible for our lives and making the world work for us.

We must commit ourselves to support with time, work and money those individuals, institution, organizations that support the positive causes of the masses of women.

I was one of the original supporters and organizers of the local and national Networking concept and still am. I am very disillusioned with the abuse some women, individuals and institutions have given to the concept. The definitions given by Webster, and some other individuals are excellent, however, how it is put into action or played out is in direct contradiction, the word turns from Networking to Selfworking, Example: Networking into a person, a group, anything just to help themselves with little thought of giving anything back to anyone. Lets look at what the "Support Network" could do and how, if provided with a positive method of helping minority women, would be more successful at this stage in every phase of our lives.

When we think about Networking, we find all kinds of definitions but frequently we tend to get away from the basics that will make it successful for a long period of time; for many people, its almost like forgetting your ABC's.

When I think of "Networking" I take each letter apart and find words that will help me, my organizations, institution individuals or profession, to work toward and complete its goal for sharing and supporting.

Let me share and "Network" with you my thoughts on Minority Women's Networking.

Let's first look at the word Minority:

M - Move - Don't look back, except to profit by your mistakes

Morals - We are not for sale (sexual image)

Meditate - Your moral and ethical values are set by the standards of your life. Success comes when you take time out in the mornings midday (when possible) and in the evenings to meditate before you

Speak or Move. It's what I call "Quiet Time."

I - Institutions - Investments

Utilizing our Institutions of Education, Business & Politics, etc.
learning about Investments to become more economically secure.

N - New - Now

Have to be creative, imaginative and when you have New ideas share them with the people where it will make a difference in your life and then in the life of others. Don't wait, we are sure only of Today, there may not be a tomorrow, do it now.

O - Optimistic - We must think, plan and act in a positive, believing manner.

R - Read - Reason

Reading every available resource for pleasure and information, supports our sense of Reasoning and continuing education.

I - Improve - Influence, Improving our positions in the home, on our jobs, in the community. Using our Influence locally, nationally and internationally and thereby gaining some Power.

T - Truth - Think

You must act in such a way that the truth is easy to say. Take time to think and plan.

Y - Yes - Young - Yield

Yes as much as possible should be your answer regardless of your age you must continue to think and act young, thereby helping to insure your Yield in life will be plenty.

W - Words - Will

If you can put it in Words and actions, you will for whatever you want it to be, will produce accomplishments in the final product.

O - Ownership - Organize - Own as much of anything positive and constructive that you can (such as business, homw, investments, land, car, etc.)
Organize your life in such a way that it will bring Peace, less stress and emotions.

M - Minority - Learn the history of your culture, religion, philosophy, be proud of the positives, turn the negatives into pluses, make a better place for the younger generation - a better "Quality of Life" in which to live. Make every effort to change those things that have caused continuous hardship in your life and the people you care about.

E - Enthusiasm - Energy

Enthusiasm recharges our energies to do all the things we must and want to do. Others will respond to both.

N - Needs

Find ways to satisfy your own Needs. It is only when you do this can you help meet the needs of others.

N - Networking - "How To"

1. Be Open
2. Develop interest
3. Try something new
4. Be friendly with your fellow workers, even if they are not your age.
5. Enroll in a continuation course or some special class, it does not have to be an academic credit- related pursuit, just fun. Learn more about big money.
6. Join a club or organization with a cultural, recreational, spiritual etc., anything that will give you an opportunity to meet people of similar interest.
7. Start your own club
8. Say yes to a group invitation
9. Follow through

E - Easy - Equality

Don't push too hard or over sell yourself, remember the saying, "Easy does it", if we pretend the truth "will out", so relax and at the appropriate time and place "Let it all hang out."

Equality - to be treated equally is our request and demand, we will do the rest. When appropriate laws are enacted we will survive in a just manner.

T - Trust - You must know yourself and trust yourself and others will follow.

W - Work - Women

We must be prepared to work and better our conditions, even if something has been handed down to us, we have additional responsibilities. The experiences of work will "pay off" in the end if we take our work seriously and aim to reach your fullest potential.

Women - We are women, tall and short, different cultures, religions, skin colors, experiences, talents, economic education and social backgrounds. But, what we have in common are injustices and burdens that racism and sexism has placed upon us. Each person, and group must decide how. United we fall together through Positive Networking we stand.

O - Organize - Organize your life so you will have time for taking care of your personal self, as well as your job and other people.

R - Reflect - You must take time to look, to remember, if we don't remember from whence we came and where we are, we won't know where we want to go or how to get there.

K - Know - Keen - Kind

We know we must be Keen and stay aware of what is happening around us and participate actively in all events in everyway for the benefit of our survival while still being Kind to others and thoughtful of others.

I - Improving - Influence

Improving our attitudes and behavior by having a positive Personal Revolution, which leads to a Human Revolution and hopefully be so positively Influential that we could contribute to a world of Peace without war, workfare instead of welfare, the passage of the ERA so all people could share in Equal Rights. We hope our apposition will understand you can't keep someone else down for long without going down yourself.

N - Needs - Networking

We must search for our own Needs and then find appropriate ways of having them met. It is only when you do this can you meet the Needs of others.

"To thine own self be true."

Networking - New recognized kind of cooperation that makes life more equitable, easier and fun. Is communicating, peer counseling. There are few requirements, first decide what you need and want, find a network and hookup.

G - Good - God Living - Great

We must look for the Good in every situation. Learn how to turn the negatives into positives. We recognize God or whomever you accept as your religious symbol living in every person we meet. This alone can help make us Great.

One of the most wonderful of all things in life, I believe, is the discovery of another human being with whom one's relationship has a glowing depth, beauty, love, joy and respect as the years increase. This inner progressiveness of "networking" between two human beings is a most marvelous thing. It cannot be found by looking for it or by passionately wishing for it.

Women who participate in a positive, supportive way in network sing songs of praise. We know that belonging to one enriches our lives in ways so that we feel great as women.

Your sense of self involves other people, the people who depend on you and those on whom you depend. They are the nucleus of your individual network. Your network includes the people closest to you and those whose names you may never know.

Whoever they are, and no matter how or when you met them, they are the people who make up your community. They are part of your involvement in life, just as you are part of theirs. Reach out now and start setting up your own network. You'll be plugging into it for the rest of your life.

NETWORKING TOGETHER
A MINORITY WOMAN'S EMPLOYMENT CONFERENCE

June 25 and 26, 1980

COPING STRATEGIES

Compiled By

Isabel A. Jones
Assistant Professor
Human Environment and Design Specialist
Michigan State University
East Lansing, Michigan 48824

Good morning. It is a pleasure for me to share some experiences and to bring some recommendations for coping and surviving in today's economy. Our aim in this conference is directed toward concerns and problems related to the working world of minority women. We have heard comments on Child Care, Equal Work for Equal Pay, Race, Sex, Discrimination, The Importance of Building Coalitions, As Well as the Positive Aspects of Networking. These comments have been very well received and are popular. I believe that in time, and with much effort, these goals defined in each of these areas will be realized. But what is happening everyday in the meantime. I have heard precious little about inflation and its ills on the working woman, especially the one who is the head of the household. Have or what can be done to help her now--while she waits for equal pay for equal work? One woman mentioned that she can survive, but what about the quality of that survival?

Economic deprivation is not a funny matter. How can a woman feel good about herself, her job or family if she does not have the means for the basic essentials? How can she participate in meaningful networking experiences if she has no money, no telephone, cannot cope with the everyday problems of inflation, is constantly under stress relating to financial difficulties?

There are several strategies that one can use in coping with inflation. These strategies are not panaceas but will help while one is making preparation for higher personal goals.

The first strategy that I will mention is to:

(1) Raise Income

Have more people in the family go to work. Children may baby-sit and run errands and spouses can take part-time or seasonal work. Consider an extra job--maybe sewing at home for pay, baking or using other skills to produce income. And, hard as it may seem, additional income can be realized through saving and investment alternatives as well as selling of items which you no longer need, want or can do without.

(2) Reducing Expenses

Some expenditures such as rent and mortgages are fixed and cannot be reduced but there are many others including food, clothing, recreation and transportation that can be drastically reduced, without catastrophic affects on life quality. The costly blue jeans, the blouse, the shoes, the magazines all provide excellent ways to reduce expenses.

(3) Sharing, Trading, Cooperatives

These methods are not new. They have been around quite awhile but more and more people are sharing skills, trading services and forming cooperatives. You cannot sew but you can purchase fabric for two dresses that your friend can make--providing a new one for each of you. Baby-sitting expenses are ridiculously expensive--find a friend and swap services with her.

(4) Home Production

Many items can be produced cheaper in the home. Breads, clothing, doll clothes, T-shirts, drapes, curtains, other home furnishings and interior decoration projects. Don't be afraid of being creative.

(5) Improve Shopping Skills

Spend time developing your shopping skills. Learn the correct time to buy clothing, furniture, automobiles and other essentials. Try to anticipate needs. Buy clothing items before you are desperate. Get the car repaired before it leaves you standing on the highway. Learn to identify different quality levels and buy the one most suited to your needs.

- (a) Get started with a plan.
- (b) Do realistic budgeting.
- (c) Know shopping Buy Lines.
- (d) Differentiate between necessities, desired or luxurious items.
- (e) Evaluate your shopping habits. Do you have to purchase a new car every two years--new clothes every season, only the most expensive can of peas?
- (f) Study ways of coping with the economy--take free classes, ask people who seem to be successful "how do they do it." Send for and use Cooperative Extension publications and other government pamphlets.

(6) Use What You Already Have

Especially do this while you are working to achieve a particular goal--going to school--or preparing yourself for a better job.

I have prepared some handout materials for you. If you study these recommendations, I am sure you will be in a better position to cope with some of the problems facing all of us as we strive to reach our personal and professional goals.

I will entertain questions from the floor.

HOME REMEDIES FOR INFLATION

Have you been hearing people say lately, "I just don't get it. My salary has never been higher, yet I'm still scrimping along, feeling poorer as each year goes by."

As everyone knows, inflation is making it increasingly difficult to make ends meet, let alone plan for future enjoyment and security.

How far has inflation gone in the last 10 years? If you made a \$9,000 salary in 1967, your current income will have to be \$12,000 to allow you to simply keep the same spending power as 10 years ago. That's a 33 percent increase. Every dollar you spend today is worth 41 cents less than 10 years ago.

Your spending power has further been pinched by sharply escalating Social Security taxes and a bigger income tax bite out of your fatter paycheck.

While rising prices and high taxes are mostly to blame for your difficulty in stretching available income to cover all the needs and desires of your family, people have gotten used to easy money and become a bit careless, often upgrading their standard of living without quite realizing it. All of a sudden it's beginning to hurt.

What's the diagnosis for those gnawing pains in your pocketbook? You have three choices: one, if your income buys less than before, you can buy less and have less; two, you can use what you have to better advantage - buy more with less money or care for things so they last longer; or three, you may choose to get more income, do more things yourself, or increase your resources in other ways.

Families must face the facts that (1) few people acquire all the things they long for, (2) choices are necessary, and (3) priorities must be set.

When the problem has finally been seen with a clear eye and a good management program has been worked out, there are some alternatives open to you. Before you read the following ideas, remember, cutting back is generally easier than cutting out.

Housing

Housing, including furnishings and appliances, is probably your biggest budget expense.

- Housing changes are expensive; where can you make compromises in your choice of home, improvements, decorating?
- When buying furniture, try the classified ads, thrift shops.
- Make your own drapes and slipcovers to save money.
- Consider buying multipurpose furniture.
- Choose standard size items. Outsized items can be expensive to maintain and to move.
- Don't buy a small appliance you won't use more than four times in one year.

- Try your hand at finishing unpainted furniture.
- Dark colors in furnishings will require less care.
- Consider buying used appliances but be careful of seconds and irregulars. Scratches don't matter, but major defects can spell trouble.
- Save usable parts from appliances that wear out. Replace with same make and model.
- When buying appliances, compare service as well as price. Cost of servicing can add to the overall expense of an item.
- Check special features. They may add more to the price than to the usefulness of the item and make repairs more complicated.
- Become a do-it-yourselfer. The more minor maintenance and repair you can do, the more you save.

Food

Food is probably your second highest expense. This is usually the first area where families cut back. Learn to lower food costs without decreasing nutritional quality.

- For drinking, mix cold whole milk with nonfat drymilk prepared according to directions, and serve immediately. This may cut your milk bill by about 10 cents a quart.
- Use less expensive cuts of red meat, poultry, and fish.
- Include other low-cost protein foods such as cottage cheese, eggs, dry beans, peas and lentils, milk, and peanut butter.
- Carefully compare prices using unit price information when shopping.
- Buy the giant size if it's more economical and if you have storage room; or buy smaller sizes to reduce waste.
- Save and use food coupons on items your family likes to eat.
- Prepare more foods from scratch.
- Check ads for food specials. Plan meals around the specials.
- Avoid the costly American habit of snacking throughout the day, and concentrate on three balanced meals.
- Brown bag it instead of eating out at lunch time.
- Try cooking with nonfat dry milk instead of whole milk.
- Buying house brands instead of nationally advertised brands may save you up to 15 percent.
- Re-educate your family to drink water.
- Of every dollar spent in the supermarket, only 77 cents is spent for food. The nonfood percentage is on the increase. Be sure not to blame the entire register tape total on rising food prices.
- Learn new ways to prepare inexpensive meats. Take advantage of free or inexpensive cookbooks and recipes offered by companies.
- An inexpensive hand checker will keep a running tally of your bill.

- Read labels carefully to find out what you're really paying for. Ingredients must be listed in order of decreasing quantities. (For example: water, potatoes, beef means there's more water than anything else, and more potatoes than beef in the beef stew.)

Transportation

- Underinflated tires can rob you of 1 mile per gallon of gas.
- Properly aligned tires will save you gas.
- Study your car owner's manual. Most manuals tell you how to practice gasoline economy and avoid over-maintenance. Some even give instructions on do-it-yourself repairs.
- Consider buying a well-cared for, low-mileage used car instead of a new one. If you can get it at a fair price, you'll be getting more transportation per dollar than if you bought the latest model now. This is because in the first 2 years the typical new car loses about half of its original value in depreciation.
- Walk on short errands, and encourage youngsters to walk, use bikes, take buses.
- An average family can save \$74 a year by making one less trip per week in the car.
- How you drive can effect the amount of gasoline used. Don't idle the engine more than 3 minutes; avoid excessive braking, too rapid starts and stops; get periodic engine tune-ups.
- Bicycles are 28 times as energy efficient as cars; walking 17 times; buses 4 times; railroads 2.5 times; only airplanes are less efficient than automobiles.

Energy

These days, utility bills are larger than ever and expected to continue to rise. Here are some tips on how to cut back and reduce the size of your bills.

- Caulk windows and doors to seal all possible air leaks, and make sure you have the recommended amount of insulation.
- Add storm windows and doors. Weatherstrip.
- Reduce home heating and lighting.
- Consider buying more foods that require little or no cooking time. (Serve fresh fruit instead of baked cookies.)
- Reduce the amount you use clothes dryers. Operate with full load.
- Insulate your hot water pipes.
- Set the temperature lower on your hot water heater.
- Fireplaces are ~~great for atmosphere but not for energy~~ efficiency. Close off when not in use.

- Repair leaky faucets. (1 drop per second=700 gallons of water lost per year.)
- The average shower uses half the amount of water as a tub bath.
- Open the dishwasher and let the dishes air dry.
- A well-stocked freezer uses less energy than an empty or half-full unit.
- If you must run an airconditioner, never set it for more than 10 degrees less than the outside temperature.
- It takes more energy to cook food on surface units than to use the oven. When using the oven, try to cook as many things at one time as possible. And don't peek - you'll let heat escape.
- A manual-defrost refrigerator is more energy-efficient than a "frost-free" model, if regularly defrosted. A "side-by-side" model will consume more energy than a single-door unit.
- Glass and ceramic dishes will use less energy to cook foods than metal ones. Set the oven 25 degrees lower.
- A fluorescent bulb uses half the energy required for an incandescent bulb and at half the cost.
- Color TV uses more energy than black and white; solid-state units consume less power than the filament-style units.
- Instant-on feature on TV sets draws a constant supply of energy. Disconnect if not using set for an extended period of time.

Clothing

Clothing, while not a large factor in the average American family's budget, can still be an important area in which to cut back.

- Match quality with use. Spend most for the basic item that gets most wear; save on seldom-worn items.
- Shop the discount stores and consider thrift shops for nearly new clothes.
- Check labels on garments before you buy. Special cleaning requirements can be expensive over a long period of time.
- Choose darker colored outer wear for less frequent dry cleaning.
- Good fit means longer wear. Try it on before you buy it!
- Store clothes correctly for longer life.
- Buy special clothes for working or rough treatment.
- Check for seam allowance, trim and lining construction.

- Beware of fad items unless alterable.
- Buy from reputable stores; an article is not a bargain if it's poor quality.
- Go easy with easy payments - buy with cash.
- Read hangtags, care label; follow instructions carefully.
- Consider a swap-session for clothes with friends and relatives.
- Make clothes for the family if the results are pleasing enough so they will wear them. Fabrics and patterns aren't cheap so plan carefully.
- Rent seldom-used clothing.

Recreation

Do you know what you spend for recreation? Most families don't, and in an era of commercial recreation this has become a big money leak.

- Club memberships can be a budget leak if you don't take advantage of club benefits.
- Membership in a book or record club can be a costly venture. Check club's bargain prices - add on shipping and handling charges and you may find the total price higher than retail prices.
- Matinees cost less for most entertainment - may be less crowded, too.
- Discover free or inexpensive offerings in your neighborhood; zoos, museums, lectures, etc.
- Off-season vacations offer huge savings and everything is less crowded.
- Discover trade shows, fairs, and exhibits.
- You can have fun parties at low-cost - try a "round robin" or covered dish dinner where everyone brings something.
- Subscribing to a new magazine? Shop for the lowest subscription rates.
- Use your library or borrow books instead of buying them.

Other Ideas

- Close down charge accounts that are too tempting.
- Pay bills soon enough to take advantage of any offered discount.

- The cost of credit has gone up, and varies greatly from one source to another. Shop for money, know the rate you pay, compare total costs.

- It costs more to sell products door-to-door, so expect such items to carry higher prices.

- Americans are great for disposables - eating utensils, napkins, diapers, cups, etc. They are expensive. Consider alternatives.

- When you shop, ask yourself whether you're letting advertising lure you into impulse purchases. Millions of dollars are spent advertising candy, soda, pizza, but how much on kale, broccoli, and lentils?

- Would a two-party line serve as well as a private telephone line?

- Do you really need that baby blue extension phone in your blue bathroom?

- Before you dial, consider writing a letter instead.

- If you do call long distance, take advantage of special low rates. Check your phone book for long-distance rate schedules.

- Direct dials are cheaper than operator-assisted calls.

- Time your calls with a timer.

- Wandering through stores without a clear idea of what you want to buy leads to impulse purchases.

Now that the pinch is on, revive the old practice of thrift. It can help make ends meet without noticeably reducing your standard of living.

The best way to cope with change is to change, to adapt to the new situation. Think, plan, and act to get more of the things that are important to you.

The Art of Making Do: Easy Homemaking Tricks

A large share of family expenses is involved in day-to-day activities. Depending on your own ingenuity and the time and effort you want to spend, you may find the following ideas useful in cutting expenses. To follow the advice in the saying, "Use it up, wear it out, make it do, or do without," doesn't mean lowering your standards for the big and important things - but what it does mean is using every little way you can think of to save money so there will be something left for those things that really mean a lot to you. If you really put your mind to it, you can easily expand this list of ideas while shrinking your expenses.

1. Use scraps of paper to make a note pad.
2. Recycle envelopes by covering the printing.
3. Use crates and baskets to make tables and stools.
4. From bits of fabric, make a patchwork quilt or skirt, or make a pillow, a picture, etc.
5. Use old placemats to line cupboards. They can be washed and reused. Cheaper than shelf paper.
6. Child-size shoeboxes make excellent drawer sorters for kids drawers. Keep small socks separated from other underwear.
7. Pry off metal top of chocolate powdered-drink cans; cover the outside. Use to store packaged soup mixes, salad dressing packets. Also fits nicely on door of freezer to hold very small packages.
8. Old nylon stockings cut into strips and knitted at strategic points can make hanging planter holders.
9. Use old hair brushes or combs for pet grooming instead of buying expensive pet brushes.
10. Save sample-size bottles; fill from big bottles. Use when camping, traveling. Lighter and takes less room.
11. Use little plastic-slotted circles that fasten bags of bread to mark rows for knitting or crocheting.
12. Save baby shower gift paper; use to line baby's dresser drawers. Can also do this with other types of gift wrap.
13. An old ice cube tray can tidy up a drawer. Use the compartments for storing small items. Movable, too.
14. Plastic bags from bread are excellent for storing celery, etc. in the refrigerator.

15. Spray or paint a sturdy beer carton that has cardboard dividers. Use as a receptacle for rolled up magazines or newspapers.
16. Use plastic strawberry baskets as "frogs" to hold flowers in an arrangement.
17. Use remnants on sale in material stores or fabric on hand to make a tablecloth or napkins.
18. Blend leftover eye shadows to create new shades.
19. Use a lipstick brush to get the last bit of lipstick out of the tube.
20. Use the back of a large used envelope for your grocery list; place all the coupons you'll need inside so that everything is together when you shop.
21. Use old newspaper or paper bags for draining fried foods. Lay only one sheet of paper towel on top. Saves on paper towels.
22. Save the plastic bags around bread for small kitchen garbage instead of buying special bags.
23. When repotting a plant, use several layers of nylon stockings or cheesecloth or broken nut shells for drainage at the pot's bottom.
24. Save old cotton socks. Use one on each hand when dusting venetian blinds. Saves time and fingers.
25. Thoroughly rinse clear detergent bottles, remove labels and fill with vinegar, syrup, etc.
26. Thoroughly cleaned peanut butter jars, margarine tubs, etc. make good refrigerator storage containers.
27. When a roll-on deoderant bottle is empty, remove top, clean thoroughly, fill with baby oil or liquid cleansing cream, etc. Replace ball tops. Contents can be easily applied with no greasy fingers.
28. Candles will burn more slowly and evenly with a minimum of wax dripping if you place them in the freezer for several hours before using them.
29. Use tin pie plates under plants when watering, or string together and extend across your garden to scare off any unwanted birds.
30. An old pot holder folded in half and stitched across the bottom and up the side makes a padded, washable eye glass case.
31. Use plastic lids from margarine tubs for "frogs" when working with short-stemmed flowers. Punch holes in the lid large enough so the stems can be inserted but not large enough to let them slip down too far. Set the lid in the right-sized bowl.

32. Those large cans with plastic covers are handy for use as a shaker, for breading poultry, chops, or fish.
33. Use margarine tubs for individual ice cream servers. Top the ice cream with your favorite sauce, and store in the freezer.
34. Cardboards from laundered shirts are ideal for the bottoms of grocery bags and sacks used for your kitchen garbage
35. Use a discarded dishdrainer to store sacks, pan lids, etc.
36. Save the rolls from paper towels and wrapping paper - use to store needlepoint canvas to keep it clean; to keep extension cords from getting tangled.
37. Keep a clean popsicle stick in the flour and sugar containers for use as a leveler when measuring.

Inexpensive Household Cleaning Aids

Use products from your kitchen such as vinegar, baking soda, salt, bleach, and ammonia for several purposes in the home. Save yourself the expense of buying costly commercial cleaning products.

VINEGAR

Its characteristically mild, acidic nature solves many irksome problems.

- Aluminum utensils - Brighten food- and water-discolored pans by filling them with water, adding $\frac{1}{4}$ cup vinegar, and boiling the solution 20 minutes. Pour the liquid out, wash and dry the pans.

- Tea kettle - Help prevent a buildup of sediment in a teakettle by regularly boiling a vinegar-water solution in it. (Add about $\frac{1}{4}$ cup vinegar to a quart of water in the teakettle.)

- Brass and copper - Mix 2 tablespoons salt into 1 cup vinegar; add just enough flour to make a paste. Dip a damp cloth into the paste and rub brass or copper until stains disappear. Rinse with cold water and dry.

BAKING SODA

Because of baking soda's mild, alkaline nature it is safe to use on items that stronger chemicals might discolor or otherwise harm. But don't use baking soda on aluminum products because it may result in a dark, difficult-to-remove stain.

- Appliance cleaner - Mix 3 tablespoons of baking soda per quart of water and use it to clean small appliances (try it on a dampened surface for more difficult stains).

- Douse a grease fire with baking soda; food not badly burned can still be eaten.

- Use to freshen non-aluminum coffee makers.

- Clean the inside of thermos bottles and refrigerators.

- Leave an opened box in the refrigerator to trap odors.

- Clean chrome without scratching.

- Remove odors from a diaper pail (fill pail with water, add soda, and let stand)

- Clean camping and fishing equipment.

- Use one part soda to two parts kitty litter for the kitty box.

- Use as a dry paste to remove grease, pine pitch, and odor from hands.

(OVER)

- Use to clean teeth
- Add to your bath water as a skin cooler and freshener.

SALT

Buy the cheapest brand for a variety of uses:

- A great scouring substance for unpainted bread boards.
- Coffee overboiled? De-bitter it by adding a pinch of salt.
- Apply a paste of equal parts salt and baking soda moistened with water to an itching insect bite.
- Use as a mouthwash, also an effective gargle (scant teaspoon in glass of water).

DRAIN CLEANER

Mix 1 cup baking soda, 1 cup salt, and $\frac{1}{4}$ cup cream of tartar. Pour $\frac{1}{4}$ cup into drain; add 1 cup boiling water. Flush drain with cold water. Or mix $\frac{1}{2}$ cup baking soda and $\frac{1}{2}$ cup vinegar. Pour into drain; cover tightly for a minute before flushing with cold water.

\$\$\$ SAVING SHOPPING PRACTICES

Getting full value from your shopping dollars is necessary to cope with today's inflation and to build family financial security. It requires determination and concentrated effort before the money is spent.

Today, the wisest of consumers use a SHOPPING PLAN THAT PRODUCED PROFITS. Such a plan cushions the effect of inflation, and can help a family save money - maybe several hundred dollars a year. Dollar-saving shopping practices include:

1. Design shopping plans to save dollars - Never shop without a list - too much money is wasted on needless items or impulse buying. Maximize your buying power. Decide exactly what is needed and the maximum amount you can invest before going to the market. Compare the extra costs and benefits of alternatives goods, and avoid over-buying style, convenience or prestige features. Buy only the quality of goods needed - an irregular quality or used item may fit the need as well as a new one. Plan purchases to take advantage of as many price reduction sales as possible.

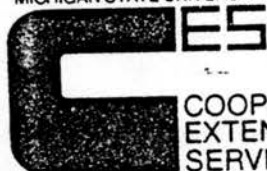
Make a shopping calendar for the year. List needs for big ticket or expensive items and plan to buy when at a price advantage. Be alert to special sales, but don't be "taken". Stock up on sale items - food, household supplies. A bargain is a needed good or service that is available at a price lower than the regular market price. Any price paid for goods that are not needed is a waste of money.

2. Before making a purchase, test whether to buy it by asking yourself: For what else might I use this money? Which of these uses is most important to me now and in the near future?
3. Reduce extravagances (excessive purchases of sweets and treats, eating in fancy restaurants, and excessive spending on family and friends). Involve the entire family in this activity. Cut expenditures by 20% for 3 months. Shop for better buys and leave off the least important things.
4. Switch to the less expensive version of goods and services (ex: standard models instead of deluxe).
5. Use "cents-off" coupons only for those items which you would buy anyway. Unneeded products waste money.
6. Exercise consumer rights when faulty products are obtained.
7. Bargain for price reductions when buying in quantity or for big ticket items. Decide before hand how much you can or will pay, know the market situation ~~in respect~~ to cost and availability and then deal directly with manager or owner rather than salesman. Bargain privately, not in crowds.

8. Set goals for saving dollars when shopping. Try to reduce your expenditures by at least 10% with smart shopping practices. Shop harder to get the type and quality of product wanted for the least investment of money. It is possible to:
- Save 10-20% by using store brands instead of nationally advertised brands.
 - Save up to 15% by comparing prices of goods and services.
 - Save 15% or more on day-old bakery products.
 - Save 6-30% by paying cash instead of using credit.
 - Save up to 25% on promotional sales items.
 - Save up to 18% on cosmetics by avoiding national brands and by shopping special sales.
 - Save 10-18% by comparative shopping for new cars (also remember the price of a new car can be increased 25% or more by the type and amount of optional equipment chosen).
 - Save by paying insurance premiums annually instead of monthly.
9. Minimize use of credit. The cost of credit increases the cost of the product, reduces the buying power of dollars, and places a liability on future income. Think in terms of total cost of credit. Is item worth the additional credit cost or should you save to pay cash or do without the item?
10. Watch for the unit price of items in grocery stores. It will help determine which size is the most economical buy. The largest size is not always the lowest price per unit.
11. When paying cash for items ask the dealers if they give discounts for cash payments. Some dealers across the country are practicing this.
12. Get maximum service from goods. Form habits of using goods as long as economically feasible - use up completely or until repairs are too expensive. Fewer replacements for items means more money available for other needs or wants. Why not analyze family's habits in using products; then identify and eliminate waste?

Prepared by Thelma Hinson, Specialist in Family Resource Management

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SPECIAL TIPS ON GARAGE SALES

- Take along one of the big department store catalogs when you attend a garage sale so you can look up purchase price and compare it to the sale price.
- As a general rule, don't pay more than half the original price for a garage-sale item.
- If you're looking for a specific item, it is wise to have shopped and studied the item at regular stores beforehand.
- Get to garage sales early before dealers and others pick things over. But prices are sometimes reduced the last day.
- Pricing for most garage sales is done by amateurs, so don't hesitate to "make an offer," if you feel the price is unfair.
- Remember, items are usually not returnable at garage sales.
- If you go to too many garage sales and collect too many things, you will soon have to have a sale yourself.

ACTION PROGRAM IDEAS . . . COPING WITH THE ECONOMY

1. For roll call, ask each person to tell about the best way she or he uses to save money and fight inflation.
2. Have each person write down the skills he or she has. Then have each write down the chores they need to have done, but don't know how to do. Try to match up the skills with needs and swap.
3. Have everyone in the group bring all the "cents off" coupons they have accumulated. Swap to get the ones each person will use.
4. Have a clothing swap. Each person brings her family's outgrown clothes to trade for "new" items.
5. Have a workshop to make your own cleaning products. Request copies of Bulletin E-818, Cleaning on a Shoestring, from your local Extension office for recipes and instructions. One person should be responsible for rounding up the supplies, with costs divided among members. Everyone should bring their own containers for the products made and pencil and paper to jot down the "recipes" they want.
6. Have a toy swap and refurnishing session--or a new toy making session--between now and Christmas. Most libraries have good books on how to make toys at little or no cost.
7. Plan a session where everyone wears their favorite old (no longer in style) outfit. As a group, brainstorm about how each person can update her clothes. Use as a guide the Self-Teaching Packet "Fashions from your own Boutique," available on loan from MSU.
8. Round up old, no longer useful, sweaters and plan a session to remake them into warm caps, slippers, mittens, or even restyled sweaters or vests. Contact your Extension office for directions.
9. Patchwork is an "in" way to recycle fabric scraps and clothing that can't be salvaged in any other way. Have everyone bring in materials to have a block cutting session.
10. Have a group of seamstresses? Set aside a session to bring in old patterns to swap or to trace onto newspaper.
11. Make one meeting a mending bee.
12. Is there a money-saving skill that your whole group wants to learn? If nobody can do it, perhaps members can share the cost to inexpensively learn as a group.
13. Have everyone write down on slips of paper a skill they have that they would be willing to share with others (like knitting, bread baking, wallpapering, upholstering, tailoring, etc.) Then put all the slips in a hat and draw them out one by one, assigning each to a future meeting for a demonstration on ways to fight inflation. This is also a good way to get all members more involved in the group.

Car Care: Repair and Upkeep

Americans spend \$29 billion every year buying new cars, but they also spend \$25 billion having their cars repaired. The number one consumer complaint these days concerns automobiles. As yet, there are no statutes, state or Federal, that govern automobile repairs or specify training for people who call themselves mechanics. "Factory-trained mechanic" usually means an individual has attended short seminars on how to replace parts in a particular make of car.

Automobile repair garages range from the service and parts departments of new-car dealerships to gas stations. If you don't know what's wrong with your car, you're likely to be in a poor position to prevent dishonest repairs. Your best bet is to have someone you trust and who, better still, knows something about cars to recommend a particular garage or service center.

THINGS TO CONSIDER

- Honest new-car dealership service centers - will get your car back on the road quickly, but chances are it will never repair parts, only replace them, and will charge you maximum "flat-rate" labor costs no matter how long it takes the mechanic to do the work.
- Large independent garages with no franchise attachments - good to consider if it's grown from a one-man workshop that did good work and gave good value to a few customers who recommended it to others and still practices these policies, has been around a long time, and has gotten good reports.
- One-man repair shops that have a good reputation - the best way to find one of these is to inquire at one or two honest used-car dealerships. They usually send their work out to the best and least expensive small repair shop in the area.
- Gas stations - handy if your car brakes break down late at night, but consider limiting them to lube jobs, flat tires, new wiper blades, and absolute emergencies unless you know the garage mechanic's work from previous experience.
- Diagnostic service centers - depend for a major part of their income on car repairs and tune-ups available there. It would be in their best interest to find something wrong with your car. Consider them only if you know they are honest and come highly recommended.

Even if we find a good garage, most of us - not being mechanically adept or allowed to watch - are at its mercy. Learn some basic facts about your car and its repair and upkeep. There are many manuals and booklets available that offer easy-to-understand information. You will then be in a better position to have the proper repairs made correctly.

Automotive experts point out that taking reasonably good care of our cars - maintaining clean oil and water, clean battery terminals, and correct tire pressure - might prevent half of the expensive problems that account for the \$25 billion spent on car repairs annually.

SALE CALENDAR

Here is how department store sales are usually scheduled. Watch your local papers for exact dates of sales.

JANUARY - store-wide clearances, men's suits, winter clothing, white sales on linens, mark-downs on appliances, other housewares.

FEBRUARY - reductions on china, glass, silver; mattress and bedding sales; men's shirts, furniture, furs, summer merchandise.

MARCH - preseason promotions of spring clothing, ski equipment, ice skates, housewares.

APRIL - post-Easter clothing clearances.

MAY - spring cleaning time - sale on waxes, mops; rugs and carpets on sale; occasional white sales, anniversary sales.

JUNE - furniture shopping time; prices cut on frozen food, summer clothes, fabrics.

JULY - liquidate unsold summer merchandise; bargains on air conditioners, garden supplies, sports equipment, sportswear, men's summer suits.

AUGUST - clearance time on some cars, summer furniture, yard tools, sprinklers, barbecue sets, camping equipment; white sales, preseason fur sales.

SEPTEMBER- back-to-school clothing for children if you can delay purchases till now; also rugs, carpets.

OCTOBER - sporting goods sales; china, glass and silver sales; one-day Columbus sales.

NOVEMBER - women's winter coats and woolen dresses, men's suits and overcoats; closeouts on men's shirts; pre-Christmas promotions.

DECEMBER - after Santa has left, there are usually bargains aplenty. Car sales may be offered.

News

United States
Department
of Labor



Office of Information

Chicago, Ill. 60604

WOMEN'S BUREAU

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For Immediate Release

WOMEN'S BUREAU PLANS SECOND MINORITY WOMEN'S EMPLOYMENT CONFERENCE

The U.S. Labor Department's Women's Bureau along with a host committee of minority women from a six-state regional area are planning the 2nd Annual, "Networking Together: A Minority Women's Employment Conference" for August 13-14 at the Chicago Radisson Hotel.

Three-hundred minority women from Illinois, Indiana, Michigan, Minnesota, Ohio and Wisconsin attended last summer's "Networking Together" conference. The conference provided a public platform for employment issues of concern to minority women. A result of the conference was the establishment of a networking system between minority women in the six-state area.

The objectives of this year's conference are to improve the economic status of all women; to serve the needs of target populations; and to provide information, resources and leadership for women's employment issues.

Workshops planned are: Women's Rights - legislation, political process and civil rights; Career Development - public and private sector jobs, recruitment training, education and sex equity, and displaced homemakers; Women in Management - women-owned businesses, use of mentors and networking, leadership/management skills; and, Making It and Not Selling Out - sexual harassment, remembering our roots, and getting there from here.

For more conference information contact: Frances Wilkins, U.S. Labor Department, Women's Bureau, 10th Floor, 230 S. Dearborn, Chicago, Ill. 60604: phone: 312-353-6985.

\$ 40.45 \$ 55.00 double
fund trip a women's conference.

Native Women Today

SEXISM AND THE INDIAN WOMAN

By Shirley Hill Witt

The stereotypes concerning Native Americans popular among the descendants of the European pioneers—whether in legend or on television—nonetheless depict *male* natives. A different set of stereotypes materializes when one says "an Indian woman" or, so demeaningly, a "squaw." In fact, it takes some effort to conjure up an impression of that invisible native woman.

On a time line of New World history, one might locate Malinche of Aztec Mexico, Pocahontas of Virginia, and Sacajawea of the Northwest. They are probably the only female "personalities" that come to mind out of the great faceless sea of all the native women who were born, lived, and died in this hemisphere.

And ironically, these three native women are not now native heroines, if they ever were. In Mexico, the term "malinchismo" refers to selling out one's people to the enemy. Malinche, Pocahontas, and Sacajawea aided—perhaps unwittingly—in the downfall of their own people.

Another stereotype, the personality-less squaw, is regarded as a brown lump of a drudge, chewing buffalo hide, putting that tipi up and down again and again, carrying heavy burdens along with the dogs while the tribe moves ever onward, away from the pursuing cavalry.

Shirley Witt, an Iroquois, is associate professor of anthropology at Colorado College, Colorado Springs.

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The term "squaw" began as a perfectly acceptable Algonkian term meaning "woman." In time, it became synonymous with "drudge" and, in some areas, "prostitute." The ugliest epithet a frontiersman could receive was to be called a "squawman"—the lowliest of the low.

Very much rarer is the image of a bronze nubile naked "princess," a child of nature or beloved concoction of Hollywood producers. This version is often compounded with the Pocahontas legend. As the story goes, she died in self-sacrifice, saving the life of the white man for whom she bears an unrequited love, so that he may live happily ever after with a voluptuous but high-buttoned blonde.

Since all stereotypes are unsatisfactory and do not replicate real people, the myths of native women of the past ought also to be retired to the graveyard of stereotypes. But what about stereotypes of modern native women—are there any to be laid to rest? Present stereotypes are also male, are they not? The drunken Indian, the Cadillac Indian, Lonesome Polecat—facelessness still characterizes Native American women.

In this third quarter of the century, Native Americans yet remain the faceless minority despite a few "uprisings" such as Alcatraz, the Trail of Broken Treaties, and the Second Wounded Knee. That these "uprisings" were of definitive importance to the Indian world only underscores its basic invisibility to most Americans, many of whom

pass off those protests as trivial and, naturally, futile—much ado about nothing.

And if a million Native Americans reside below national consciousness, certainly that fifty-or-so percent of them that are female are all the more nonentities.

Before Columbus

As many as 280 distinct aboriginal societies existed in North America prior to Columbus. In several, the roles of native women stand in stark contrast to those of Europeans. These societies were matriarchal, matrilineal, and matrilocal—which is to say that women largely controlled family matters, inheritance passed through the female line, and upon marriage the bride usually brought her groom into her mother's household.

In a matrilocal society all the women were blood relatives and all the males were outsiders. This sort of residence pattern was frequently seen among agricultural societies in which women bore the responsibility for farming. It guaranteed a close-knit working force of women who had grown up with each other and the land.

Somewhat similar was the style of acquiring a spouse called "bride service" or "suitor service." In this case, the erstwhile husband went to live and work in his future bride's home for a period of time, proving his ability to manage a family of his own. This essentially resulted in temporary matrilocal residence. After the birth of the first child, the husband usually took his new family with him to live among his own kin.

In matrilineal, matrilocal society, a woman forever remained part of her original household, her family of orientation. All the

women she grew up with stayed nearby, although she "lost" her brothers to other households. All the husbands were outsiders brought into the family at the time of marriage.

In such societies, usually agricultural, the economy was maintained largely by females. The fields and harvests were the property of women. Daughters inherited rights to fields and the like through their mothers—fields which they had worked in all their lives in one capacity or another, from chasing away the crows as a child to tilling the soil as an adult.

Women working together certainly characterized aboriginal economy. This lifestyle was roughly similar in such widespread groups as the Iroquois, the Mandan, the Hopi and Zuni, and various Eastern Pueblos. Among the Hopi and the Zuni the husband joined the bride's household upon marriage. The fields were owned by the women, as were their products, the house, and related implements. However, the men labored in the gardens and were (with the unmarried brothers) responsible for much or most of the work.

The strong and influential position of women in Navajo society extended beyond social and economic life. Navajo women also controlled a large share of the political and religious life of the people, called the Diné. Hogans, herds, and equipment were passed down through the female line, from mother to daughters. Like the Iroquois, women were integral to the religious cycle. The Navajo female puberty ceremony ranked among the most important of Diné activities.

Although the lives of Native American women differed greatly

from tribe to tribe, their lifestyles exhibited a great deal more independence and security than those of the European women who came to these shores. Indian women had individual freedom within tribal life that women in more "advanced" societies were not to experience for several generations. Furthermore—and in contrast—native women increased in value in the estimation of their society as they grew older. Their cumulative wisdom was considered one of society's most valuable resources.

Today

What do we know about Native American women today? Inclusive statements such as the following refer to both sexes:

Only 13.4 percent of the U.S. Indian population had completed eight years of school by 1970.

The average educational level of all Indians under Federal supervision is five school years.

Dropout rates for Indians are twice the national average.

Only 13 percent of the students in Federal Indian schools go to college; the national average is 50 percent.

Only 3 percent of the Indian students who enroll in college graduate; the national average is 32 percent.

Indians suffer from unemployment and underemployment—up to 90 percent unemployment on some reservations in winter months.

Indians have a high birth rate, a high infant mortality rate, and a short life expectancy.

But there are differences in how these facts relate to Native American women as opposed to men. There has not been equal treatment of native males and females

any more than there has been equal treatment of the two sexes among non-natives. We can look at this by considering a few major institutions affecting all our lives—education, employment, and health.

Education

For over a century the Federal Government has assumed the responsibility for educating Native Americans to the standards of the general population. Nearly every treaty contained provisions for education—a teacher, a school, etc.—as partial payment for lands and rights surrendered.

Until recent years, the U.S. Bureau of Indian Affairs educational system relied upon the boarding school as the cornerstone of native education, the foundation for indoctrination. Generation after generation of Native children were processed through boarding schools, from the time they were five or six years old until departure or graduation, whichever came first. They lived away from their homes from 4 to 12 years except during summer (and in some cases, even then). They became divorced from their cultures in line with the Government's master plan for the ultimate solution to the "Indian Problem": assimilation.

And so, generation after generation of native women have been processed through a system clearly goal-oriented. That is to say, the Government's master plan for women has been to generate an endless stream of domestics and, to a lesser extent, secretaries. The vocational choices for native children in boarding schools have always been exceedingly narrow and sexist. Boys do woodworking, car

repair, house painting, or farm-work, while girls do domestic or secretarial work.

Writing about Stewart Indian School, in their book *To Live on This Earth*, Estelle Fuchs and Robert J. Havighurst report:

The girls may choose from only two fields: general and home service (domestic work) or "hospital ward attendant" training, which the girls consider a degrading farce, a euphemism (they say) for more domestic work.

Thus young women are even more suppressed in working toward their aspirations than are boys. Furthermore, just as the males will more than likely find they must move away from their communities to practice their crafts, females cannot exercise their learned domestic crafts in the reservation setting either. A woman cannot even play out the role of a domestic, or the average American housewife and mother (as portrayed by the BIA), in the reservation atmosphere. As one author explains the Navajo woman's dilemma:

Reservation life . . . cannot support the picture of the average American homemaker. The starched and relatively expensive advertised clothes are out of place and unobtainable. The polished floors and picture windows which generated her envious school dreams are so removed from the hogan or log cabin as to become unreal. The many convenient appliances are too expensive and would not run without electricity. The clean and smiling children require more water than the Navajo family can afford the time to

haul. Parent Teacher Association meetings, of which she may have read, are the product of tax-supported schools with the parent in the ultimate role of employer. On the reservation the government-appointed teacher is viewed more as an authority figure than a public servant.

Off-reservation, given the prevalence of Indian poverty, the all-American homemaker role still is thwarted, although hiring out as a domestic servant is possible.

Statistics about the educational attainment of Indians, Eskimos, and Aleuts are not hard to come by, but it is very difficult to obtain figures by sex. The exhaustive Havighurst report does not provide separate tabulations by sex in its summary volume *To Live On This Earth*. A U.S. Civil Rights Commission staff report found that 5.8 percent of the Indian males and 6.2 percent of the Indian females in a recent Southwest study had completed eight years of school. (The rate for all U.S. Indians in 1970 was 13.4 percent.)

The impression left from scanning available surveys is that in recent years females attain more years of formal education than do males, although some 50 years ago probably the reverse was true. This impression sits uneasily with study after study indicating that Native women are dramatically less acculturated than males.

Much data suggests that the BIA educational system is less effective for females than it is for males in creating successful mainstream prototypes—although young males have an alarming suicide rate that is far higher than that of females.

An investigation by Harry W. Martin, *et al.*, showed that of 411 Indian women at two Oklahoma

Public Health Service medical outpatient clinics, 59.4 percent were classified as mildly or severely neurotic, compared to 50 percent of the males.

For the severely neurotic category alone, 31.7 percent of the Indian females were found to be severely impaired. This was almost one-third more than the males, who rated 23.7 percent. No clear relationship seemed to exist between the ages of the women and the incidence of impairment. (Men, on the other hand, tended to show neurotic symptoms more often in the 50 to 59 age bracket.)

When scores and level of education were correlated, it appeared that males with less education suffered more psychiatric problems than high school graduates, although the rates rose again with post-high school attainment. For females, a similar set of rates prevailed, but—as with suicide—their rate was not as acute as the male rate.

Such evidence suggests that amid the general failure of the Federal system to educate Native Americans in school curricula, the system also acculturates native females to a lesser degree than males. It cannot even transform women from native homemakers into mainstream homemakers. The neurotic response seems to tell us of widespread female disorganization and unhappiness.

The suicide statistics for young males who rate as more acculturated than females simply point up the shallowness of the assimilationist mentality of the BIA educational system. Is it not ironic that after more than a century of perfecting a Federal indoctrination system, their best product—the more acculturated males—so often

seek self destruction, while nearly one-third of the females abide in a state of neuroticism?

Employment

Employment of native women is as one might expect, considering the level and quality of their educational background. Most employed women are domestics, whether in private homes, in janitorial positions, or in hospitals. The *Navajo Times* newspaper regularly carries want ads such as:

WANTED strong young woman for live-in babysitter and mother's helper. No smoking or drinking. Call collect: San Diego, California.

As one young woman commented, "They must have run out of black maids." Perhaps the economic reality is that blacks are no longer at the bottom of the pile. Indians who have or will go to the cities are taking their place.

Federal employment for Native Americans essentially means employment in the BIA or the Indian Health Service. Native women in the BIA provide a veritable army of clerks and secretaries. They are concentrated, of course, in lower GS ratings, powerless and vulnerable. The U.S. Civil Rights Commission's *Southwest Indian Report* disclosed that in Arizona, Indians comprised 81.2 percent of all the personnel in grades 1 (lowest) through 5, but white personnel constituted only 7.3 percent of employees in these grades.

The figure for natives includes both male and female employees, but it might not be unreasonable to suggest that females outnumber males among natives employed as GS white-collar employees. And although men most likely outnumber women in the blue-collar jobs,

the large numbers of native women in BIA and IHS domestic jobs (for example, hospital ward attendant) should not be overlooked. In general, the *Southwest Indian Report* concluded that although Indians constitute the majority of BIA employees in Arizona and New Mexico, they are disproportionately concentrated in the lower wage, non-professional jobs.

In the Commission report, Ms. Julia Porter, a retired Indian nurse who also testified about Indian employment in the IHS, noted that:

... most of the supervisors are Anglos. You never see an Indian head nurse or a supervisor. You see a lot of janitors. You see a lot of low-grade employees over there.

Ms. Ella Rumley, of the Tucson Indian Center, reported that Indians who have jobs in that area are employed only in menial positions. There are no Indian retail clerks, tellers, or secretaries, to her knowledge. The Arizona State Employment Service reported that domestic employment placement averaged out to "approximately 34 percent of the job placements available for Indians in the years 1969 and 1970."

Moreover, given the wage disparity between the sexes in salary in the general population, it comes as no surprise that native women in clerical and domestic work far often receive only pittance for their labor. The reason for absenteeism and short-term employment which may to some degree characterize native as well as Anglo female employment are similar: responsibility for the survival of home and family. Outside employment and familial duties conflict

for all women. In addition, discrimination and prejudice produces low employee morale, inhibiting commitment to a job. Native women and men are passed over in promotions, as shown in the congressional staff report, *No Room at the Top*—meaning, “no natives need apply.”

Sadly, even in the brief but brilliant days of the BIA New Team under former Commissioner Louis R. Bruce, an Iroquois-Sioux, native females in the upper echelons were scarce. One doesn't need to be an Anglo to be a male chauvinist! The common complaint is, of course, that no “qualified” native women are available. This brings to mind the statement of U.S. Civil Rights Commissioner Frankie M. Freeman:

I have been on this Commission . . . for about 8½ years. And I remember back in February of 1965 when the Commission held hearings in Jackson, Mississippi (and was told) “We can't find any qualified . . . blacks”. . . . And then in December of 1968 we went to San Antonio, Texas (and, we were told) they could not find any “qualified” Mexican Americans or Chicanos! And in February of this year we were in New York, and they couldn't find any “qualified” Puerto Ricans! And today you can't find any “qualified” Indians!

What disturbs me is that the word “qualified” only gets put in front of a member of a minority or an ethnic. The assumption seems to be that all whites are qualified. You never hear about anybody looking for a “qualified white person.” . . . It seems that the word “qualified” sort of dangles as an excuse for discriminating against minorities.

In this sense, clearly all women must be included as minority members, but to be a woman and a minority member can be all the more difficult.

Health

President Johnson observed that “the health level of the American Indian is the lowest of any major population group in the United States.” The situation has not improved, as the *Southwest Indian Report* demonstrates. It is inexplicable that the Federal Government provides the best health service anywhere in the world to its astronauts, military, and veterans, while its service to Native Americans is hopelessly inadequate. The obligation of the Federal Government to provide health services to Native Americans derives also from treaty obligations, and appears to be administered in as incompetent a fashion as are the educational services.

The symptom-oriented practice of the IHS makes preventive medicine a secondary effort. Social as well as biologic pathologies are not being attacked at their source, but rather at the stage of acute disability.

Not long ago, Dr. Sophie D. Aberle, a Ph.D. anthropologist and an M.D., advised against following her two-degree pattern. “No,” she said, “don't go after the M.D. now that you have your Ph.D. in anthropology, for two reasons: one, because you wouldn't want to spend the rest of your life interacting with doctors—they're so shallow!

“And two, as a doctor I can cure gross symptoms perhaps, but I have to send (people) back into the environment in which they got sick in the first place. Cure the social ills and we're a long way

down the road to curing the symptoms.”

As it relates to women, the major “preventive” effort has been in the area of birth control and family planning. One gets the impression that it is the sole program concerned with before-the-fact care. But Native Americans on the whole reject the concept of birth control. In an impoverished environment, whether rural or city slum, infant mortality is extremely high. As Robert L. Kane and Rosalie A. Kane describe the rationale for unimpeded reproduction in their book *Federal Health Care (with Reservations!)*:

In earlier years, population growth was crucial to survival of the tribe and its people. In many agrarian societies, children are a form of economic protection. They guarantee a pool of manpower for maintaining and enlarging one's holdings; they are a source of protection and support when the parents can no longer work. With high rates of infant mortality, large numbers of offspring are needed to ensure that several will survive to adulthood.

When the standard of living is raised above the subsistence level, third world nations usually experience a diminution of the birth rate. The Native American population so far does not seem to have taken a downward swing. In fact, birth rates for some native groups may be the highest ever recorded anywhere.

Birth control is a topic laden with tension for many groups, particularly for nonwhites in this country. Federal birth control programs began with nonwhites: Puerto Ricans, Navajos, and blacks. It is not too difficult to

understand how some may view this first effort as an attempt to pinch off nonwhite birth production. It is hard not to draw such a conclusion.

Among Native Americans, the memory of genocide and tribal extinction is a raw unhealing wound. Fear persists that the desire for the "ultimate solution to the Indian Problem"—the extinguishment of Native Americans—still lives. Kane and Kane say of birth control:

It is associated with extinction as a people. [with] genocide. The tension runs close to the surface when Navajos discuss this issue. Many interpret efforts along the family planning line as an attempt to breed the race into oblivion. Other Indian tribes have virtually disappeared because of declining birth rates in the face of captivity and inhospitable government reservations.

Native intractability can be sensed in the statement made at a community discussion with IHS officials about family planning. A Navajo woman concluded: "As long as there are big Navajos, there will be little Navajos." And then the meeting broke up.

An exceedingly interesting set of investigations by two Egyptian female scientists, Laila Hamamsy and Hind Khattah, seems to cast in a new light the accelerating birth rates among some Navajo groups. Their thesis suggests that white American males are the cause, and in a wholly unexpected way.

First, Navajos are traditionally matriarchal, matrilineal, and matrilocal. From such a position of strength, Navajo women performed a wide array of roles necessary for

the survival and success of the extended family.

However, as the thesis goes, white Anglo males from a rigidly paternalistic, male-dominated society refused to recognize and deal with the fact of Navajo matriarchy. Instead, they dealt only with Navajo males on all matters where the two cultures touched. As a result, more and more of the women's roles were supplanted by male actors and then male takeover.

There seems to be a statistical correlation between the period in which Anglo ascendancy impinged on female roles, and the onset and acceleration of the birth rate around the peripheral Navajo communities where most cultural interaction takes place. Anglo culture as practiced by white males brought about the loss of nearly all Navajo women's roles save that of child-bearer. When producing offspring is one's only vehicle for gaining prestige and ego satisfaction, then we can expect the birthrate to ascend.

To what extent this thesis can apply to other minority groups—and also to middle class white American females who are now the biggest producers of offspring—is not yet answerable. But the thesis is appealing, in any event.

Other preventive programs are virtually nonexistent. Among some of the Northern Pueblo groups and elsewhere, prenatal care clinics are held sporadically and with a minimum of success. This is the fault of both lack of funds and lack of commitment on the part of the IHS and the general lack of information available to potential users about such programs.

That preventive programs can

and do succeed where there is commitment is seen in the fine example set by Dr. Annie Wauneka. She received the National Peace Medal for bringing to her Navajo people information and procedures they could use to combat tuberculosis ravaging on the reservation at that time.

Charges that Native Americans are locked into superstition and therefore hostile to modern medicine just are not factual. Preventive programs properly couched would no doubt be welcome. But, as the Citizen's Advocate Center reports in *Our Brother's Keeper*:

The Public Health Service has no outreach system or delivery system, no systematic preventive care program, no early detection system. Thus . . . (it) is not structured to cope at the right point and on the proper scale with the underlying causes of poor health.

Some Comments

In the briefest way, this article has touched upon a few of the major institutions of life—education, employment, and health—as they are experienced by Native American women.

The next step in understanding among women and between peoples is mutual identification of needs. Many of life's difficulties for Native women are no different than those of other minority women—blacks, Chicanas, or the Appalachian poor. And then when the commonalities between minority and majority women are recognized—if not on a socioeconomic level, at least on a philosophic level—we may expect to witness a national movement for the equality of peoples and sexes.

Employment in Perspective: Working Women



No. 1, First Quarter 1980

U.S. Department of Labor
Bureau of Labor Statistics
Report 600



This report presents highlights of current data on women in the labor force. The data are taken from the Current Population Survey conducted monthly for the Bureau of Labor Statistics by the Bureau of the Census.

Number of working women continues to rise as rate remains unchanged

Increasing by nearly 1 million over the year, the number of working women topped the 44 million mark in March 1980, while their participation rate—the proportion of women 16 years old and over in the labor force—held steady at about 51 percent. (See table.) White women accounted for practically all the growth in women workers, as the number of black women in the labor force was virtually unchanged over the year.

Changing job mix

Although the majority (55 percent) of employed women began the 1980's in clerical and service occupations, a substantial number have made inroads into professional-technical jobs with higher status and earnings—e.g., doctors, lawyers, and accountants. In 1970, 60 percent of all female professional-technical workers were in the more traditional fields of nursing and teaching below the college level; by 1979, this proportion had dropped to about 52 percent.

More women hold two jobs

Accompanying the recent large increase of women in the labor force have been gains in the number and proportion of women with two or more jobs. In May 1979, about 1.4 million women, or 3.5 percent of all women in the work

force, were multiple jobholders, up from 658,000 women (2.3 percent) in 1969. Virtually all of this gain took place among white women. Their multiple jobholding rate reached 3.7 percent, while that of black women declined slightly over the decade to 2.0 percent. The higher rate for white women is partially attributable to their greater likelihood of working part time.

Low-income married couples

Among married-couple families, about 2½ million, or 1 in 20, had total incomes for 1978 which fell below the poverty level. Proportionately twice as many poor as other families contained 3 or more children. Even when more than one earner was present, their incomes were exceedingly low, as shown in the following tabulation:

Presence and number of children, March 1979	Below poverty level, 1978			
	Total	Two or more earners	One earner	No earners
Married-couple families:				
Number (thousands) . . .	2,474	593	1,005	876
Percent	100	100	100	100
No children or 1 child . .	57	40	47	80
2 children	17	24	20	9
3 children or more	26	36	33	11
Median family income, 1978	\$3,900	\$5,300	\$4,200	\$3,500

In contrast, median family income in 1978 for all married-couple families was \$19,400 and reached \$23,300 when there were 2 or more earners present.

Summary indicators on working women

(Data are seasonally adjusted unless otherwise indicated)

	March 1979	January 1980	February 1980	March 1980
1. Population and labor force				
Women 16 years and over:				
Civilian noninstitutional population	84,716,000	85,847,000	85,952,000	86,054,000
Civilian labor force	43,084,000	44,352,000	44,246,000	44,052,000
2. Labor force participation rates (labor force as percent of population)				
Women 16 years and over	50.9	51.7	51.5	51.2
16 to 19 years	54.7	54.6	53.6	52.6
20 to 24 years	69.6	69.1	68.4	67.5
25 to 54 years	61.6	63.6	63.8	63.7
55 years and over	23.4	23.1	23.0	22.6
White	50.5	51.4	51.2	51.0
Black	52.9	53.3	52.8	52.2
3. Employment status				
Women 16 years and over:				
Employed	40,174,000	41,318,000	41,221,000	41,054,000
Unemployed	2,910,000	3,034,000	3,025,000	2,997,000
16 to 19 years:				
Employed	3,815,000	3,743,000	3,617,000	3,561,000
Unemployed	694,000	731,000	765,000	737,000
20 to 24 years:				
Employed	6,401,000	6,375,000	6,368,000	6,301,000
Unemployed	664,000	695,000	636,000	616,000
25 to 54 years:				
Employed	24,429,000	25,632,000	25,677,000	25,704,000
Unemployed	1,346,000	1,410,000	1,454,000	1,481,000
55 years and over:				
Employed	5,529,000	5,568,000	5,559,000	5,488,000
Unemployed	206,000	198,000	169,000	164,000
4. Unemployment rates (unemployed as per- cent of labor force)				
Women 16 years and over	6.8	6.8	6.8	6.8
16 to 19 years	15.5	16.3	17.6	17.3
20 to 24 years	9.5	9.8	9.1	9.0
25 to 54 years	5.3	5.2	5.4	5.5
55 years and over	3.6	3.4	3.0	2.9
White, 16 years and over	5.9	6.0	6.1	5.9
Black, 16 years and over	12.8	12.6	12.4	13.5
White, 16 to 19 years	13.4	13.8	14.5	14.8
Black, 16 to 19 years	34.3	39.1	43.0	39.5
5. Full-time workers (not seasonally adjusted)				
Percent of employed women working full time	70.3	70.8	71.0	71.2
Percent of unemployed women looking for full-time work	69.8	71.4	71.5	70.8

Summary indicators on working women—Continued

	March 1979	January 1980	February 1980	March 1980
6. Duration of unemployment (not seasonally adjusted)				
Average (mean) number of weeks unemployed women have been looking for work	11.5	9.7	9.8	10.2
7. Family status (not seasonally adjusted)				
Total women 16 years and over in families . .	71,140,000	71,956,000	71,939,000	71,943,000
Women maintaining families, no husband present:				
Population	8,247,000	8,701,000	8,696,000	8,551,000
Labor force participation rate	59.2	59.6	58.6	59.2
Unemployment rate	8.2	9.0	8.9	8.7
Married women, husband present				
Population	48,132,000	48,301,000	48,347,000	48,377,000
Labor force participation rate	49.6	50.1	50.4	50.3
Unemployment rate	5.0	5.3	5.4	4.9
All other women in families:				
Population	14,761,000	14,954,000	14,896,000	15,015,000
Labor force participation rate	51.9	51.7	51.2	50.9
Unemployment rate	11.7	12.4	12.3	12.0

NOTE: Due to rounding, some components may not add to totals.

Technical note

Most of the data in this report are from the Current Population Survey, a sample survey of 65,000 households in the United States. The information obtained from this survey relates to the employment status of persons 16 years old and over in the civilian noninstitutional population. This report includes revised seasonally adjusted data based on computations of seasonal factors reflecting the 1979 experience. For a detailed explanation of the Current Population Survey, including sampling reliability and more complete definitions than those below, see *Employment and Earnings*, published monthly by the Bureau of Labor Statistics.

Brief definitions

Civilian labor force. The labor force comprises all persons classified as employed or unemployed.

Employed. Employed persons are all those who (a) worked for pay at any time during the survey week; (b) worked 15 hours or more as unpaid workers in a family business; or (c) had a job but were not working due to illness, bad weather, etc.

Unemployed. Unemployed persons are those who (a) were not working during the survey week, and made specific efforts to find a job in the preceding 4 weeks; (b) were on layoff and waiting to be recalled; or (c) were waiting to report to a new job within 30 days.

Not in civilian labor force. All persons not classified as employed or unemployed.

Labor force participation rate. The labor force as a percent of the population.

Unemployment rate. The unemployed as a percent of the labor force.

Full- and part-time workers. Full-time workers are those who usually work 35 hours or more per week. Part-time workers are those who usually work 1 to 34 hours per week.

For further information, please contact Allyson Sherman Grossman or Beverly L. Johnson, Office of Current Employment Analysis, Bureau of Labor Statistics, Washington, D.C., 20212. Phone: 202-523-1959.

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Bureau of Labor Statistics
Washington, D.C. 20212

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SEXUAL HARASSMENT ON THE JOB

WHAT THE VICTIM SHOULD DO

Get evidence. Collect copies of progress reports, personnel files, anything that shows your good work record. Do this before you complain. In retaliation your boss may remove any favorable reports from your files and give poor performance reports.

The incident(s) should be documented. You might wish to write a firm but friendly letter or memo to him/her (keeping a copy for yourself) saying that you do not like to mix your personal life with your work life, and were uncomfortable with "what happened the other day." Add that you are sure, understanding your feelings, that he/she will stop.

Keep a diary, noting the time, place, and details of any incidents.

Do not go into the office or any other place for a one on one discussion, bring a witness - bring a tape recorder. Tape recorders are admissible evidence at the administrative level. (Fact Finding Conference)

Look for support within the organization. Try to find other women with similar problems, seek out sympathetic persons at higher levels or in the personnel department. When one complains, it is easy for her to be accused of hysteria or imagining (or misinterpreting) things. But if two or three women complain, they are protected by the Federal Concerted Action Law which makes it illegal for an employer to fire groups of employees who take action against him. If several women complain, it is difficult to make them outcasts.

If there is an internal grievance process, file a grievance.

If there are union contracts, affirmative-action or other agreements at your company, suggest that the subject of behavior on the job be spelled out. Seek out your Equal Employment Opportunity Officer or Union Representative.

Seek outside advice from compliance agencies, Illinois Fair Employment Practices Commission or Equal Employment Opportunity Commission, file a charge of sex discrimination. Retaliation is covered by the F.E.P. Act.

Other Suggestions

Form informal support groups of other women/co-workers who are dealing with the same thing. Do not tolerate demeaning behavior from anyone: the more we refuse to be intimidated, the greater are our chances of eliminating sexual harassment.

Agencies and/Organizations That Will Help:

Fair Employment Practices Commission (F.E.P.C.)
(312) 793-6200 or (217) 782-1927

The Equal Employment Opportunity Commission (E.E.O.C.)
(312) 353-2713

Human Relations Commissions (Locally)

N.O.W. (Local Chapter)

Rape Information and Counseling Services
Springfield, Illinois

The National Labor Relations Board (if you have lost your
job or suffering some retaliation)

National Organizations:

Working Women United Institute
New York City

Alliance Against Sexual Coercion (AASC):
Cambridge, Massachusetts.

HOW TO PROTECT YOUR RIGHTS UNDER THE NEW PREGNANCY LAW

All employers with fifteen or more employees are covered under a new amendment to Title VII of the 1964 Civil Rights Act. It is illegal to fire, refuse to hire, or deny a promotion to a woman because she is pregnant. In addition, pregnancy must be treated like other illnesses in disability plans, health insurance, and leave policies. That means that if you would receive disability coverage (payment for all or part of your wages while you are ill and unable to work) for breaking a leg, for a heart attack, or any other illness, then you are also entitled to this coverage when you are pregnant.

If your company doesn't have disability coverage, but employees can use their sick and vacation days for illnesses, then pregnant workers must also be able to use those days for pregnancy-related time off. If your company has a health insurance plan, it must cover the costs of care and delivery to the same extent as other illnesses are covered.

If your company has a disability plan and you are eligible, you will be covered when you are "disabled" by your pregnancy - when you are physically unable to work. Whether or not you are physically able to work is determined by you and your doctor. This is your disability leave. If other workers are entitled to get their jobs back when they are able to work again, so are women unable to work because of pregnancy.

Many women, however, also plan to take some time off to care for their new infant. This is a childcare leave and is almost always, unfortunately, unpaid. Company policies regarding "leaves of absence" apply here. Generally, childcare leaves are three to six months, although better policies may provide for a one- or two-year leave of absence. Again, if other workers are entitled to get their jobs back after a "leave of absence" so are women when they return from childcare leaves.

The following steps will help you deal with your company.

STEP ONE: GATHERING INFORMATION

1. Check the personnel policies to see if your employer has a short term disability plan. Make sure you check the policy as it relates to use of sick leave and vacation.
2. Talk to your doctor about the amount of time he/she thinks you will be off work. Any estimate you give the company is just that. Your leave will depend on your actual state of health.
3. Determine the length of time jobs are held

open for workers following a disability leave.

4. Check your health insurance coverage to determine the rate at which other medical costs are covered.
5. Check the rules for a personal leave of absence if you are considering a childcare leave.

STEP TWO: TALKING TO YOUR BOSS

Ask for a specific appointment to discuss your leave plans with your boss. In the meeting, tell him/her your understanding of the policies, or, if you aren't sure, ask specific questions. Outline your plans: "If my health continues to be good, and I don't see any reason why it won't at this point, I plan to work until _____ (give approximate date). It's my understanding that I will then be covered by the disability plan until I am physically able to come back to work. (Or, if there is no disability plan - "I understand I can use my sick time and vacation time while I am off.") I would like to take off additional time as an unpaid childcare leave of _____ months, after which I plan to return to work." Make clear that you are interested in returning to the same job or a comparable one. Of course, if you plan to return to work immediately, there is no need to ask for a childcare leave.

If your boss agrees, then the discussion can end there. If your boss has to check with Personnel, find out specifically when you can expect an answer. If your boss disagrees with your understanding, find out why. Ask him/her to be specific so that you can determine if your company is violating the law.

STEP THREE: FOLLOW-UP

Write a short memo to your boss outlining your understanding of what was agreed to in the meeting. State your understanding of the policy and your plans. Include one sentence summarizing the follow-up. Some examples: "It's my understanding that these plans are acceptable to you. Please let me know if you have any problems with this." Or "It's my understanding that you will discuss this with Personnel and that we will talk about this again in ten days."

If the meeting was completely unproductive, write a summary of everything that happened in the meeting - what you said and what your boss said to document your case.

If you feel you have been discriminated against, call the Equal Employment Opportunity Commission at 353-2713 or the Women Employed Job Problems Counseling Service.

How to Combat Sexual Harassment in the Office

Sexual harassment is a widespread problem affecting women in every type of job. Various surveys have indicated that as many as 88 per cent of all working women have encountered some form of sexual harassment. Recently, more and more women have begun to take steps to combat the problem individually or together with other women in their offices.

What is sexual harassment? It sometimes occurs in the form of overt sexual demands from a superior with the threat of retaliation (loss of advancement opportunities, negative evaluation, etc.) if the woman does not comply. It can occur in the form of physical harassment. More subtle sexual suggestions, implications, or remarks also constitute sexual harassment. Whatever the form, it can be damaging physically, emotionally, and professionally.

Combating Harassment

If a male co-worker (not a superior) makes unwanted advances or remarks, make it clear that you will not tolerate his behavior. If he persists, report the problem to your supervisor. If the harasser is your supervisor, someone authorized to take personnel actions affecting you, or someone who could influence personnel actions, this presents a more serious threat to your job. You need to take specific steps to protect yourself.

Deal with the harassment as directly and firmly as you possibly can. Indicate that you regard the advance or suggestion as totally improper. Document the incident or incidents. It is extremely important to take accurate notes of what was said or done, the date, time, and place, names of witnesses if any. Talk to your co-workers about the incident. Find out whether other women have had similar experiences with the same man or others in the company. If you feel that your refusal may affect your job, report the incident to personnel or to another one of your superiors. You may want to put your complaint in memo form. Find out if your company has some form of grievance procedure. (Most do not.) If you are a member of a union, file a grievance.

Filing a Charge

If you believe that the harassment has affected your opportunities for advancement or for a raise, or you have been fired for refusing sexual advances, and your employer fails to take action on your behalf, contact the Equal Employment Opportunity Commission about filing a charge of sex discrimination. You must file within 180 days of the incident.

Bring your notes and any documentation with you. You should know that your word against the word of the man who harassed you is generally not sufficient for formal charges. You will need the support of witnesses willing to testify or other women who have been similarly treated. Keep

notes of all events relating to the reported incident and to any others which may occur in retaliation for having made a charge. If you are suddenly transferred to a lower-paying job or passed over for promotion, report this to management. If you have already filed a charge with the EEOC, contact them about filing a retaliation charge. The second charge must be filed within 180 days of the alleged retaliation.

If you have been physically harassed or threatened while on the job, you may also have grounds for criminal charges of assault and battery. Contact an attorney or the police.

Solving the Problem

The problem of sexual harassment must be brought out in the open and discussed by women workers to create a climate for taking action when this type of harassment occurs. It must also be recognized as a serious problem by management. All employers should include in their personnel manuals a policy forbidding sexual harassment (See box for the elements of such a policy.) Sexual harassment will only be stopped when the men in the office know that both management and women workers will take action against it.

Guidelines for Written Policy on Sexual Harassment

1. It should be company policy that every female employee must be free to perform her duties without sexual harassment.
2. It should be a violation of company policy for any employee with the authority to take or influence personnel actions to:
 - make sexual advances, demands, or suggestions to employees over whom that person has authority;
 - grant, recommend, or refuse to take a personnel action based on sexual demands;
 - take or fail to take a personnel action as a reprisal against an employee for rejecting such demands or reporting sexual harassment.
3. Procedures should be established for reporting sexual harassment through the company grievance procedure. (If the company has no grievance procedure for employee complaints, one should be established.)
4. The company policy on sexual harassment, including procedures for reporting harassment, should be written, circulated to all employees, and included in the personnel manual.

Reprinted from *WE News*, Winter, 1980

©Women Employed

Networking Together II: A Minority Women's Employment Conference

AUGUST 13-14
Chicago Radisson Hotel

Sponsored by:

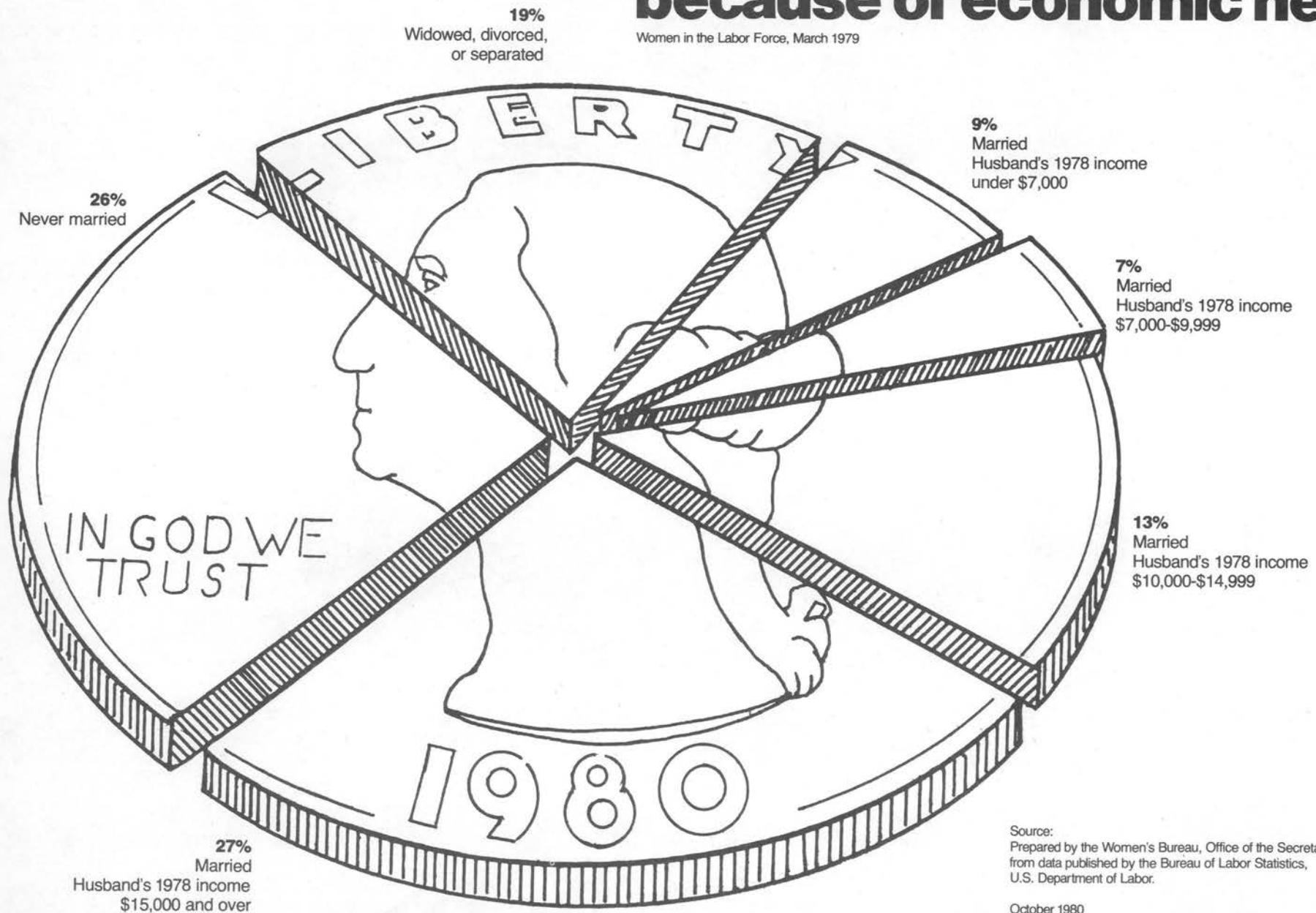
U.S. DEPARTMENT OF LABOR WOMEN'S BUREAU AND A HOST COMMITTEE
OF MINORITY WOMEN

CONTACT: FRANCES WILKINS/WOMEN'S BUREAU
353-6985



Most women work because of economic need

Women in the Labor Force, March 1979



Source:
Prepared by the Women's Bureau, Office of the Secretary,
from data published by the Bureau of Labor Statistics,
U.S. Department of Labor.

October 1980

A GUIDE TO NETWORKING

KEY DEFINITIONS

"Networking" - the process of linking people to each other as resources; assisting, supporting, helping others find the resources they need.

"Support Group" - a special interest small group which meets periodically to learn together and support one another in their ongoing professional development.

"A Network" - an interconnected or interrelated chain group or system of contacts, friends, supporters.

REASONS FOR NETWORKING

- * Support
- * Information
- * Job Leads
- * Advice
- * Contacts

INGREDIENTS FOR SUCCESSFUL NETWORKING

- * Trust
- * Willingness to act as dependable, mutual resources for each other
- * Interest in building relationships through a variety of contacts
- * Synergy
- * Mutual respect
- * Liking each other as people
- * Feeling energized by each other

KEY POINTS

Networking doesn't work if:

- * It's onesided; all take and no give
- * Promises aren't delivered upon
- * You feel "compelled" to reciprocate

PAYOFFS FROM NETWORKING

- * Promotions
- * Increased visibility
- * Professional growth
- * Your next job may very well come from a network contact.

Skills improvement

Workers needing training / retraining because skills are no longer in demand

Displaced Homemaker Aids

found work through counseling workshops / training

Veteran training -

training opportunities

Chem. Dependency Help.

Counseling, referral, and intervention services

Public Service Projects

B.O.S. spent \$2.7 million in 1979 to finance 197 public service projects initiated by local advisory councils.

¿Hasta cuándo?

¿Hasta cuándo?

¿Hasta cuándo? ¡Basta Ya!

(Repeat)

Campeonas en la lucha
Luchadoras Vengan 'ca
Más allende de la lucha
Tengan solidaridad

¿Hasta cuándo?

¿Hasta cuándo?

¿Hasta cuándo? ¡Basta Ya!

(Repeat)

Más allende de la lucha
Tengan solidaridad
Campeonas en la Lucha
Luchadoras Vengan 'ca

¿Hasta cuándo?

¿Hasta cuándo?

¿Hasta cuándo? ¡Basta Ya!

Music + Words By

Marcelina Lucero

Resolutions

S.

1. Commitment to Full employment Act. The President / congress to undertake the economic and Budget Policies, which ~~will~~ in the short / long term will implement the goals of Humphrey-Hawkins Act.
2. Urge Special policies be implemented to achieve employment parity for Hispanics, Blacks, and other minorities, ^{women} particularly minority youth, suffering desperately high unemployment rates.
3. Urge special policies be implemented to achieve employment / training for Hispanic women, displaced homemakers and other minority people to insure full employment.

Problems of Public Service Jobs

1. Time frame - ~~not long enough~~ On Job announcement - submission of application
2. Federal ^{Equality} Guidelines are unrealistic in regard to present ratio of inflation
3. Forms are too many and difficult to fill out.
4. Lack of Data on unemployment among Hispanics. No detailed info. such as
 - 1. duration / causes of Hispanic unemployment
 - 2. Job search methods used.
 - 3. data on subgroups, Mex. Americans, Puerto Ricans and Cubans rarely published.
 - 4. Federally funded employment / training programs designed ~~to serve~~ for Hispanics
5. Administration: DOH has ^{AN} absence of Hispanic Americans in the highest levels of policy and administration
6. Absence of targeted initiatives by DOT to deal with the special needs of Hispanics via
 - (a) properly funded research and demonstration projects;
 - (b) proportionate allocation of funds under all legislatively mandated programs; and (c) priority allocations of discretionary funds.
7. Funding for temporary public service employment was reduced from \$72.5 million in FY'79 to 25.3 million by 1980

MARY D. CASTRO
3424 S. FRANKLIN S
MICHIGAN CITY, IND
46360 219-872-2275



Impact

State Dept of Labor - Career Info.
Workshop with free handouts - for young

Video tape "Break out"
Apprentice
Women's employment.

Union -

Problems
(1) FORMS
Guidelines are unrealistic in regard to present info.
Too many to hand out to fill out.

Applicc

Applications for the 10 week Summer Youth Employment program are available throughout the city, and may be picked up.

The program will start June 16, and it is expected that about 2,000 persons will enroll.

To be eligible, an applicant must be between the ages of 14 and 21, live in Minneapolis, and the family income must be within guidelines set by the Federal Government.

Application forms may be picked up in the office of any CETA Youth Employment coordinator counseling office or in the headquarters at 1008 W. Lake St. or call 348-4031.

Each application consists of five forms and two letters in a single packet. The forms are to be filled out by the applicant and a parent or

The City of Minneapolis is the prime contractor, and The Minneapolis School District administration administers the program.

This year's packet is the

largest and has more forms than any that has been distributed since the program began.

Wayne Sether, director of the program, emphasized that all of the blanks in the packet must be filled out completely. Failure to fill out any one of them, even though the information is on another blank, may result in not being enrolled for a job.

NETWORKING TOGETHER
A MINORITY WOMEN'S EMPLOYMENT CONFERENCE

AGENDA

JUNE 25 - 26, 1980

Handwritten notes in a circle:
Maria
226
1544
Heiny

WEDNESDAY, JUNE 25

10:00 A.M. - 5:00 P.M.

1:00 P.M.

4:00 P.M.

4:30 P.M. - 5:30 P.M.

6:00 P.M.

7:00 P.M.

REGISTRATION

Pavilion Foyer

ISSUES COMMENTARY

Lower Terrace

PLENARY SESSION

Lower Terrace

WELCOME AND CONFERENCE CHARGE

Frances I. Wilkins

Program Development Specialist

STATE CAUCUSES

Rooms as Assigned

RECEPTION - CASH BAR

Pavilion Lobby

DINNER

Lower Terrace

EMCEE

Connie Seals

Executive Director

Illinois Commission on Human Relations

INSPIRATIONAL WORDS

Rev. America Tapia-Ruiz

SPEAKERS

Dr. Arnita Boswell

Assistant to Vice President and

*Director of Women's Programs and
and Industrial Social Work*

Chicago Economic Development Corporation

Ramona Jones

Indian and Rural Housing Specialist

Minnesota Housing and Finance Agency

THURSDAY, JUNE 26

8:00 A.M.

LATE REGISTRATION

8:30 A.M.

CALL TO ORDER
Lower Terrace

8:45 A.M. - 10:15 A.M.

WORK SHOPS

DECENT JOBS/DECENT PAY

INCREASED TRAINING/PRIVATE SECTOR

CETA/PUBLIC SERVICE JOBS

SKILLED TRADES

PANELISTS:

Agnes Crammer
*Affirmative Action Officer
Department of Revenue, Madison, Wisconsin*

Irene Gomez-Bethke
*Vice Chair, Spanish Speaking Affairs Council
State of Minnesota
New Hope, Minnesota*

Antoinette Neal
*Career Guidance Center
Thornton Community College
South Holland, Illinois*

MODERATOR:

Joan P. Brown
*Director of Program Services
Metropolitan YWCA
Chicago, Illinois*

RESOURCE:

Thelma Mendoza
*Urban Indian Affairs
Michigan State Department of Social Services
Detroit, Michigan*

RECORDER:

Charmaine Hamer
*Job Development Coordinator
Community & Economic Development
Association of Cook County, Inc.
Chicago, Illinois*

(Continued)

HEAD OF HOUSEHOLD - HOW DOES SHE DO IT?

WITH A MAN/WITHOUT

CHILD CARE

INFLATION/SURVIVAL TECHNIQUES

PANELISTS:

Diana Algra
*Department of Human Relations
Michigan State University
East Lansing, Michigan*

Isabel A. Jones
*Assistant Professor
Human Environment & Design
Michigan State University
East Lansing, Michigan*

Michelle Thompson
*Board of Directors
Native American
Senior Advocacy Program
St. Paul, Minnesota*

MODERATOR:

Virginia Ojeda
*Mexican American
Business and Professional Women's Club
Chicago, Illinois*

RESOURCE:

Rosie Simpson
*Director, Community Services
Illinois Commission on Human Relations
Chicago, Illinois*

RECORDER:

Marta White
*Systemic Advocate
United Charities of Greater Chicago
Chicago, Illinois*

MAKING IT AND NOT SELLING OUT

SEXUAL HARASSMENT

REMEMBERING OUR ROOTS

GETTING THERE FROM HERE

PANELISTS:

Dianna Durham
Regional Program Specialist
National Urban League
Chicago, Illinois

Mable Hardeman
Public Benefits Specialist
Ohio Commission on Aging
Columbus, Ohio

Antonia Vargas
Coordinator, Hispanic Battered Women Project
for State of Minnesota
St. Paul, Minnesota

MODERATOR:

Maria Heinz
Executive Director
Mujeres Latinas en Accion
Chicago, Illinois

RESOURCE:

Aurie Pennick
Executive Director
Chicago Abused Women Coalition
Chicago, Illinois

RECORDER:

Ana Maria Garcia
Immediate Past President
Chicago Chapter, National Conference of
Puerto Rican Women
Chicago, Illinois

10:00 A.M. - 12:00 P.M.

WORK SHOPS

DECENT PAY/DECENT JOBS

INCREASED TRAINING/PRIVATE SECTOR

CETA/PUBLIC SERVICE JOBS

SKILLED TRADES

PANELISTS:

Theresa Gabriel
Supervisor
City CETA-PSE Operations
Toledo Area CETA Consortium
Toledo, Ohio

Barbara R.S. Soriano
Michigan Department of Education
Adult Education
Lansing, Michigan

Angela Wright
Employment Specialist
Fort Wayne Women's Bureau, Inc.
Fort Wayne, Indiana

MODERATOR:

Marilyn Skipper-Green
Director
Pre-Apprenticeship and Advocacy Project
Chicago Urban League
Chicago, Illinois

RESOURCE:

Rose Mary Bombela
Special Assistant to Governor on
Hispanic Affairs
State of Illinois
Chicago, Illinois

RECORDER:

Gerri Gist
Administrator
Chicago Chapter, National Association
of Women Business Owners
Chicago, Illinois

HEAD OF HOUSEHOLD - HOW DOES SHE DO IT?

WITH A MAN/WITHOUT

CHILD CARE

INFLATION/SURVIVAL TECHNIQUES

PANELISTS:

Guadalupe G. Lara
MSW
Women In Transition
Detroit, Michigan

Satia M. Orange
Wisconsin Division of Community Services
Milwaukee, Wisconsin

Thelma Mendoza
Urban Indian Affairs
Michigan State Department of Social
Studies
Detroit, Michigan

MODERATOR:

Maria Funmaker
St. Paul American Indian Center
St. Paul, Minnesota

RESOURCE:

Fe C. Nievera
Asian-Pacific Minority Concerns Activities
Chicago, Illinois

RECORDER:

Lydia Dantes
Assistant Professor of Public Health Nursing
College of Nursing
University of Illinois
Chicago, Illinois

MAKING IT AND NOT SELLING OUT

SEXUAL HARASSMENT

REMEMBERING OUR ROOTS

GETTING THERE FROM HERE

PANELISTS:

Dr. Theresa Bernardez
Michigan State University
College of Human Medicine
Department of Psychiatry
East Lansing, Michigan

Joyce Chappel
Director
Department of Natural Resources
Toledo, Ohio

Phyllis Kirk
Administrative Assistant
Equal Rights Office
Milwaukee, Wisconsin

MODERATOR:

Bernarda Wong
Director
Chinese-American Service League
Chicago, Illinois

RESOURCE:

Sylvia Vonil
Mental Health Educator
Northwestern Community Mental Health Center
Chicago, Illinois

RECORDER:

Dorene Wiese
Director
Native American Committee
Chicago, Illinois

12:15

LUNCHEON
Lower Terrace

EMCEE
Linda Yu
Co-Anchor
News Center 5's Weekend News
NBC
Chicago, Illinois

INSPIRATIONAL WORDS
Dr. Jeanne Cotton
Cotton Associates

PROGRAM

Carol Crisostomo Dance Group
Lasting Impressions

Dr. Margaret Burroughs
Executive Director
Du Sable Museum

Women of All Red Nations

1:45 P.M.

PLENARY SESSION

Lower Terrace

REPORT FROM WORKSHOPS

2:45 P.M.

CLOSING REMARKS

3:00 P.M.

ADJOURN

HOST COMMITTEE

HOSPITALITY

Rose Mary Bombela (Chair)
*Special Assistant to
Governor on Hispanic Affairs*

Sandra Herriott (Luncheon)
*Associate Director
Evanston Human Relations Commission*

Rosie Bean (Dinner)
*President, Cosmopolitan Section
National Council of Negro Women*

PUBLIC RELATIONS

Frankie White (Chair)
Chicago Daily Defender

Gwendolyn Bryant
*Managing Editor
The Observer Newspaper*

Renee Prewitt
*Hotline Host
Public Affairs Coordinator
WVON-AM Radio*

Aurie Pennick
*Executive Director
Chicago Abused Women's Coalition*

Marge Markin
*Steering Committee
Illinois Democratic Women's Caucus*

RESOURCE - FACILITATORS

Connie Seals (Chair)
*Illinois Commission on Human
Relations*

Marion Henley
*Deputy Director
Illinois Commission on Human
Relations*

HEARINGS

Virginia Ojeda (Chair)
*American Business & Professional
Women's Club*

Fe C. Nievera
Personnel Director, Ballard Nursing Center

COMMUNITY RELATIONS

Maria Heinz
Executive Director, Mujeres Latinas en Accion

Lidia Carille Billie
*Administrative Secretary, Native American
Committee, Adult Learning Center*

Sue T. Nakagawa
Chicago Office, Mgr. for Sen. Charles Percy

Joan Brown
*Director, Program Services, YWCA of
Metropolitan Chicago*

Ellen Iwaoka
*Asst. to Editorial & Community Relations
Director, WBBM-AM Radio*

Marta White
*Systemic Advocate, United Charities of
Greater Chicago*

Bernarda Wong
Director, Chinese American Service League

Patricia Wofford
*Mgr., Equal Educational Opportunity
State Board of Education*

Dr. Arnita Y. Boswell
*Asst. to V.P. & Director of Women's Programs
& Industrial Social Work, Chicago Economic
Development Corporation*

Dianna Durham
*Regional Program Specialist, National Urban
League*

Darlene Eady
*Unit Supervisor, Victim/Witness Outreach Unit
Evanston Police Department*

(Continued)

HOST COMMITTEE (CONTINUED)

Hilda Frontoni
*Assistant Director of Advocacy
Latino Institute*

Ana Maria Garcia
*Immediate Past President
Chicago Chapter, National Conference
of Puerto Rican Women*

Ellie Moore
*Program Analyst of the American
Indian Center*

Gerri Gist
*Administrator, Chicago Chapter, National
Association of Women Business Owners*

Charmaine Hamer
*Jobs Development Coordinator
Community & Economic Development Association
of Cook County, Inc.*

Rose Williams
*Account Executive/Marketing
Chicago Daily Defender*



MANDATE: "To formulate standards and policies which shall promote the welfare of wage-earning women, improve their working conditions, increase their efficiency, and advance their opportunities for profitable employment."

An act to establish in the Department of Labor a Bureau to be known as the Women's Bureau, June 5, 1920.

WOMEN'S BUREAU U. S. DEPARTMENT OF LABOR

Alexis Herman
Director

REGION V STAFF

Sandra K. Frank
Regional Administrator

Frances I. Wilkins
Program Development Specialist

Julie Sass
Regional Network Consultant

Ethel M. Boulter
Program Assistant

Alicia Cortez
Clerk Typist

Past President
Charlotte Adelman
Attorney-at-Law

President
Joan Beugen
The Creative Establishment, Inc.

President-Elect
Judi Schindler
Schindler Public Relations

Vice President
Karen Bernstein
Exotic Plants

Secretary
Connie Peterson
Great Graphics, Inc.

Recording Secretary
Mary Lamb
Magnificent Mile Travel, Inc.

Treasurer
Dulcie Truitt
Main Hurdman & Cranstoun

National Delegate
Cimena Cummings
T.L.C. Company, Inc.

Membership
Kay Maslanka
Reading Services

Program
Sue Winer
RWA Communications, Inc.
Dr. Margie Yanker

Corporate Relations
Myrna Cohn
Creative Counseling

Directory
Mona Castillo
Monarch Graphics

Referral Service
Robin A. Sheerer
RAS Enterprises

Education
Ruth Sklar
Attorney-at-Law

Legislative / Liaison
Eve Weinberg
Policy Research Corporation

Newletter
June Jordan
June Jordan Advertising

Ex Officio
Marge Rossman
Women's Inc.

**For further information on
Women Owned Businesses in Illinois —
contact:**

CHICAGO CHAPTER

NATIONAL ASSOCIATION OF WOMEN BUSINESS OWNERS

**Gerry Gist, Administrator
(312) 467-0295/96
520 North Michigan Avenue
Chicago, Illinois 60611**

**Designed to provide information, support,
and assistance to women entrepreneurs,
the Chicago Chapter sponsors monthly
program meetings, an active referral program,
educational seminars, newsletters, and is
affiliated with the national association based
in Washington, D.C.**

**1979-80 DIRECTORY OF WOMEN-OWNED BUSINESSES
CHICAGO METROPOLITAN AREA**

Available for \$10.00/copy



Chicago Chapter,
National Association of
Women Business Owners

FACT SHEET
CHICAGO CHAPTER
NATIONAL ASSOCIATION OF WOMEN BUSINESS OWNERS

- HISTORY:** The Chicago chapter was organized in June, 1978 and chartered by National in November, 1979.
- GOALS:**
1. To encourage business ownership by women.
 2. To encourage and support women who own and operate businesses.
 3. To provide a voice for women business owners in both the public and private sectors.
 4. To foster economic stability of businesses owned and operated by women.
- MEMBERSHIP:** Some 200 women business owners and potential women business owners belong to the chapter. They cover the full business spectrum from manufacturing to retail, with heaviest emphasis on service businesses.
- MEETINGS:** Dinner meetings, which are open to the public, are held on the third Wednesday of every month. Programs cover subject matter geared toward helping women run their businesses more successfully.
- SEMINARS:** Periodically the chapter sponsors all-day seminars for members and non-members covering numerous facets of starting a business and making it successful through planning, marketing and financial controls.
- DIRECTORY:** In cooperation with the National Association and with funding from the Equitable Life Assurance Society of America, a directory has been published of some 1,000 Chicago area women-owned firms.

520 North Michigan Avenue
Second Floor
Chicago, Illinois 60611
(312) 467-0295/96

PASS SYSTEM:

The Chicago and Minnesota chapters are currently engaged in a joint contract with the Small Business Administration to enroll 1,000 women-owned firms on the Procurement Automated Source System. PASS is a computerized resource system used by federal agencies and prime contractors to identify potential suppliers.

**WHITE HOUSE
CONFERENCE:**

The local organization successfully sponsored five elected delegates to the January, 1980 White House Conference on Small Business which is expected to result in executive and legislative programs favoring small businesses.

NEWSLETTER:

"Network," a semi-monthly newsletter covers general business information as well as chapter news.

NATIONAL ASSOCIATION:

The national association was founded in 1974 in Washington, D.C.. Chapters, in addition to Chicago, are based in Boston; Washington, D.C.; Raleigh/Durham; Los Angeles; Houston; Minnesota; Miami; Pittsburgh; Peoria, IL; Baltimore; Roanoke, and Kansas City.

CHAPTER OFFICERS:

President:	Joan Beugen The Creative Establishment, Inc.
President-Elect:	Judi Schindler Schindler Public Relations
Vice President:	Karen Bernstein Exotic Plants
Adm. Secretary:	Connie Peterson Great Graphics
Rec. Secretary:	Mary Lamb Magnificent Mile Travel, Inc.
Treasurer:	Dulcie Truitt Main, Hurdman & Cranstoun

This is YOUR Equal Rights Division

by

Merry F. Tryon, Administrator

The State of Wisconsin has long been recognized as a leader in the field of equal or civil rights. During the days of slavery, it was a terminus of the "Underground Railway" by which escaped slaves found freedom in northern states.

In 1866 Wisconsin passed the Voting Rights Act guaranteeing the vote to blacks. In 1896, Wisconsin passed its Denial of Rights Statute which guaranteed the use of public facilities to all persons.

Over the years, a number of modifications have been made in these laws and numerous new laws have been passed. Discrimination in housing was made illegal in 1965. Women were included among "protected classes" in 1961, and later handicapped persons were also protected. The old protection against discrimination based on race, color, religion or national origin has thus been extended to include a substantial number of groups in a large number of fields of endeavor.

However, the passage of laws is not enough, for times change and what was considered "revolutionary" years ago may now be obsolete. States must remain current by regularly and systematically updating their laws, finding new remedies and adopting new procedures.

In the Department of Industry, Labor and Human Relations, the Equal Rights Division is responsible for enforcing anti-discrimination laws in the fields of employment, housing and public accommodations. We are constantly attempting to stay current with the needs of our citizenry.

When I came to the Division in the Spring of 1979, I had heard stories about the division....a backlog of thousands of cases, cases taking 6 or 7 years to complete, demoralized staff, mismanagement, and more. What I found was much different....I found an agency rapidly adapting to an expanding caseload, developing new procedures to increase both the quantity and quality of work done, computerizing our case tracking system and generally, doing a fine job under many adverse conditions.

It is true that too many of our complainants lose and that cases sometimes take too long. That some complainants will always lose is a fact of life. Proof of discrimination is never easy, and sometimes impossible. What we can, and do, attempt to assure is that everyone gets service in his/her search for justice.



Time is another matter. I have committed myself to achieving two very important goals. One goal is to guarantee that at least 90% of our complainants have their cases investigated within 90 days of filing. The other is that at least 85% of the cases going through public hearing be completed within 6 months. My commitment is that these goals be achieved by the middle of 1980.

Your assistance is vital. If you feel that there is something we should do differently, tell us. We are your agency: we exist to protect you and your rights. Stay informed. Speak out. Together we can make justice a reality for all.

Merry F. Tison

Women entrepreneurs finding male skeptics is their business

By Elizabeth Brenner

MARV, a 50-ish businessman from Highland Park, turned away from his dinner at last summer's regional conference of small businesses. He had to speak to Joan Beugen and Judi Schindler, officers in the National Association of Women Business Owners.

"I want to tell you girls something," he said. "This conference is about business. Business is serious. And I don't know what the hell you're doing here."

Beugen calmly looked at Schindler. This was nothing new. "Do you want to take him on?" she asked. "I want to eat my shrimp cocktail."

Marv was frustrated, but his opponents weren't. As entrepreneurs, they regularly run into roadblocks. As women entrepreneurs, the confusion and resistance of the men around them is commonplace.

Beugen is the president and co-founder of the Creative Establishment, an audiovisual production company with offices in New York and Chicago.

SHE ALSO IS the president of the Chicago chapter of the National Association of Women Business Owners (NAWBO), made up of 209 businesses in the Chicago area owned by women.

And she is serious about business. "My business is 10 years old. For the first nine years I didn't know any other women who ran their own firms. You go through life believing you're alone, if not rare. You're also faced with the pressure that you have to be better than everyone else. And that's impossible."

Beugen realizes it's equally impossible for NAWBO to strike down all the obstacles facing women entrepreneurs. That's why the group has a sparse agenda with a few significant goals. It is going after those goals with fervor.

The first goal has been achieved. NAWBO managed to see its slate of five women elected as delegates to the 1980 White House Conference on Small Business, to be held in Washington, D.C., in January.

"WE WERE extremely concerned that women entrepreneurs would not be well represented there," Beugen said.

Only a fraction of the 1,900 small business owners attending the regional conference last August were women. About 1,200 at the regional gathering were running for 55 delegate positions.

To make sure its slate saw the White House, NAWBO used some old fashioned political arm-twisting. The group rented a hospitality suite at the Pick-Congress during the regional meeting. Candidates passed out coffee and cookies all day long. Members passed out 1,000 helium balloons bearing the names of the NAWBO Five. They campaigned and the competition didn't.

That same diligence was behind Beugen's second goal for the group: Compilation of a Chicago directory of women business owners. The directory was funded by the Equitable Life Assurance Society of America. It was completed and presented to Gov. Thompson on Nov. 27.

CHICAGO NAWBO is struggling to find the names of 1,000 women-owned business entrepreneurs in a five-state Midwestern region for another project, an automated procurement program sponsored by the Small Business Administration.

Beugen says these listings are crucial links in the economic lifeline for women business owners. The procurement network can funnel contracts and orders to any small firm included on its rolls, if the

People

government knows where the firm is.

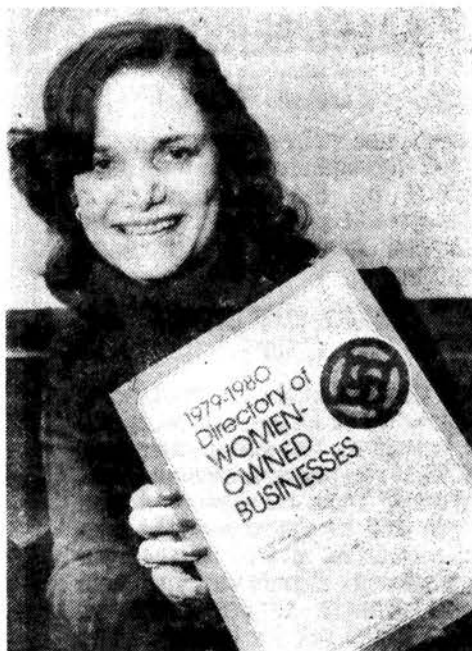
NAWBO wants to encourage government and large corporations to buy more from firms owned by women. Beugen also wants to see capital formation channels open to them, including commercial banks and venture capital instruments.

"We're basically concerned with money management help and procurement," Beugen said. "Those are the most basic needs of women entrepreneurs."

BEUGEN IS a pragmatist. She is more comfortable with the intricacies of the latest House bill impacting credit for small businesses than with the chit-chat required on the business cocktail circuit.

She is proud of NAWBO's accomplishments but admits they haven't been easy. Beugen credits her husband Sheldon, a Chicago broadcast executive, for his support and active role in rearing their 5-year-old daughter, Sara.

"We can cover for each other, and do a lot," she said. "But I'm beginning to think it takes two people to run a good life these days. It's almost impossible logistically to run it on one's own."



Joan Beugen: A selective attack on obstacles facing women entrepreneurs.

UNION MINORITIES/WOMEN LEADERSHIP TRAINING PROJECT

Dorothy Jones
Project Specialist

The University of Michigan

PROJECT STAFF

DON STEVENS
Administrator
Oakland University

BOB CUNNINGHAM
Statewide Coordinator
Oakland University

DEE LYONS
Associate Statewide Coordinator
Oakland University

The project is sponsored by a consortium of university labor programs and union organizations including the UAW, AFSCME, CWA, Steelworkers Michigan State AFL-CIO and Metropolitan Detroit AFL-CIO, and other unions.

Funded by Title I, HEA and Michigan State Appropriations

NON PROFIT
ORGANIZATION
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Leadership Training Project
Union Minorities and Women
Institute of Labor & Industrial Relations
108 Museums Annex
The University of Michigan
Ann Arbor, MI 48109

THE UNTOLD STORY:
A CONFERENCE ON THE
BLACK WORKING CLASS WOMAN



AUGUST 2, 1980
MICHIGAN LEAGUE LIBRARY
THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICHIGAN





UNION MINORITIES/ WOMEN

leadership training project

THE UNIVERSITY OF MICHIGAN

Funded by Title I HEA and Michigan State Grant Appropriations

PRESENTS

THE UNTOLD STORY :

A CONFERENCE ON THE BLACK WORKING CLASS WOMAN

THIS CONFERENCE WILL EXPLORE THE EXPERIENCES OF BLACK WORKING CLASS WOMEN: OUR HISTORY, OUR SOCIALIZATION, OUR CULTURE, THE PATTERNS OF OUR OPPRESSION AND OUR CURRENT STATUS.

WE NEED TO GAIN AN UNDERSTANDING OF OUR COMMON BONDS AND OUR UNIQUENESS AS A GROUP, TO ENABLE US TO DEAL MORE EFFECTIVELY WITH OUR CURRENT SITUATION.

DATE: August 2, 1980

TIME: 8:30 a.m. - 5:00 p.m.

PLACE: MICHIGAN LEAGUE LIBRARY - 227 S. Ingalls
The University of Michigan, Ann Arbor

GUEST SPEAKER: Joan Patterson, International Representative
Chrysler Department, UAW

WORKSHOP LEADERS: Shirley Mallott, Master Degree Candidate,
Environmental Advocacy Program, University of Michigan
Ruth Moorman, Assistant Superintendent
Willow Run Community Schools

PANEL MEMBERS: Johnetta Brazzell, Associate Director
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August 12 - 17, 1980
 Ann Arbor, Michigan

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 WE NEED TO UNDERSTAND AND
 TAKE AN ACTIVE ROLE IN SHAPING OUR WORLD

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THE FUTURE WORLD OF WORK. How will technological change, workplace democracy,
multi-national control and other issues affect our working lives?

with
Jeanne Gordus, University of Michigan

Coordinator: Joyce Kornbluh

Discussion Leaders: Leah Allen, UAW; Ann Baker and John Beck, U. of M.; Dee Lyons, Oakland
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Elaine Thrower, Vice President, UAW Local 892.
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Diane Brown, Chair, Region 1A Women's Council, UAW
Barbara Giametta, Program Assistant, Program on Women & Work
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contract negotiations.
Instructors: Beverly Ford, Education Director, AFSCME Council 25.
Ramona Allison, Education Director, UAW Region 1
4. COMMUNICATING. Expressing our lives and values as working women through drama. This
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Instructors: Eula Booker, Union Minorities/Women Leadership Training Project, M.S.U.
Heidi Gottfried, Program Associate, I.L.I.R., U. of M.
Dorothy Jones, Union Minorities/Women Leadership Training Project, U. of M.
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Beyond Stereotypes and Statistics: Emergence of Asian and Pacific American Women



**by Juanita Tamayo Lott and Canta Pian
Organization of Pan Asian American Women**

Acknowledgments

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BEYOND STEREOTYPES AND STATISTICS:

EMERGENCE OF ASIAN & PACIFIC AMERICAN WOMEN

In Fall 1976, a group of Asian and Pacific American women* in the metropolitan Washington, D.C. area formed the Organization of Pan Asian American Women (Pan Asia). The major goal of the organization is to ensure the participation of Asian and Pacific American women in all aspects of American society, especially in those areas where Asian and Pacific Americans and women have been excluded or underrepresented.

To achieve this goal of significant participation, the present objectives of Pan Asia are: 1) to develop a nationwide communications network among Asian and Pacific American women; 2) to provide leadership training and experience for Asian and Pacific American women; and 3) to facilitate the appointment of Asian and Pacific American women to national advisory and policymaking bodies in both public and private sectors.

On the occasion of Asian and Pacific American Heritage Week, May 4-10, 1979, the Organization of Pan Asian American Women, with the assistance of the Women's Bureau/Department of Labor, has prepared this publication as a tribute to all Asian and Pacific American women who must balance responsibilities at home, in the community and at work.

*The terms Asian and Pacific American women and Pan Asian Women will be used interchangeably throughout this report.



STEREOTYPES

Very little is known about Asian and Pacific American women. What passes for fact about this group of women is no more than a smattering of stereotypes, sometimes coupled with statistics, but more often, standing at face value. These stereotypes have been created primarily by men and bear very little relationship to the emerging Pan Asian women who must balance responsibilities at home, in the community and at work.

There are many stereotypes of Asian and Pacific American women. The most popular are "exotic/erotic," as embodied in the character of Suzie Wong, and "passive/demure," as portrayed by actress Miyoshi Umeki.

"Exotic/erotic" was fabricated by white American men whose political, economic and military presence in Asian and Pacific lands dates back to the turn of the century. In the minds of these men, "Hula Miss" awaits their return in Bali-Hai while "China Doll" takes them to Shangri-la. In their lives, these men package Pan Asian women as young, foreign, sexual commodities — a stereotype shared by much of American society, including Pan Asian women who play the mysterious beauty from the Orient, replete with Westernized breasts and eyes.

"Passive/demure" is a pervasive stereotype of Pan Asian women, originating in traditional patriarchal Asian and Pacific families where many Pan Asian women begin their lives as dutiful, reserved and submissive daughters. While not all Asian and Pacific families are patriarchal, Asian and Pacific women find themselves in an American society which fosters the notion of men as heads of households. Many Pan Asian women find themselves dutiful, reserved and submissive girlfriends, housewives and mothers — help-mates providing unrecognized, unrewarded support to husbands and sons.

Related to, but distinct from, "passive/demure" is the stereotype of "neuter gender," — a stereotype specific to employed Asian and Pacific American women, particularly the mid-level class of technicians, administrative

assistants and scientists. These women are intelligent, hardworking, productive, and oftentimes, well-educated. In contrast to "erotic/exotic" and "passive/demure," which connote sensual, irrational beings, "neuter gender" views Pan Asian women as rational beings to the exclusion of sensuality. These women are viewed as competent aids and tools, without faces and personalities.

A fourth stereotype of Asian and Pacific American women, also imposed by males, is "dragon lady." This label is reserved only for Pan Asian women deemed almost equal to men. The "dragon lady" is assertive, articulate, calculating and effective. She is both admired and feared for her sensuality and rational being.

In contrast to the above stereotypes is that of the "woman warrior" adopted by some Pan Asian women. This romanticized stereotype, made popular by Maxine Hong Kingston in the book of the same name, finds its modern day counterpart in "revolutionary sister," in vogue during the anti-war movement. Essentially, the "woman warrior" or "revolutionary sister" dares to struggle, more often, to speak out against the "oppressor" of her community.

As might be expected, the stereotypes of Pan Asian women relate to stereotypes of the general Pan Asian population such as "model minority" which shares similar characteristics of hardworking and invisible with "passive/demure" and "neuter gender." Certainly Asian and Pacific Americans are considered foreign, regardless of the possibility that they may be sixth generation Americans.

The stereotypes of Pan Asian women are simplistic and in fact, contradictory. As the following section on statistics shows, Pan Asian women are more complex and varied than popular stereotypes would lead one to believe. Moreover, the discussion on emerging Asian and Pacific American women indicates that Pan Asian women are questioning stereotypes about themselves and, in increasing numbers, are flinging aside these traditional images to assume new roles.

This recent migration is in large part due to relaxation of exclusionary immigration laws which, in the pre-1965 era, had prohibited many groups of Pan Asian women from settling in this country in large numbers. In recent years, however, a majority of the immigrants from Asia have been women. They comprised about 60% of all Korean and Pilipino immigrants and over 50% of all Chinese immigrants coming to the U.S. since 1970.

The marriage of Pan Asian women to American servicemen stationed in Asian and Pacific lands is the second major cause for the increased immigration of Pan Asian women to the U.S. The National Committee Concerned with Asian Wives of U.S. Servicemen estimates that some 200,000 Asian-born wives of U.S. servicemen reside in the United States.

Families

In 1976 Asian and Pacific American families, on the average, were larger than white families, averaging 3.99 people to the average 3.50 people in white families. A common pattern among immigrants is for recently arrived families and individuals to move in with their already established relatives. Later, then they can afford to do so, the new arrivals move into separate households of their own.

About 9 out of 10 Pan Asian families are husband-wife families, the same proportion as is found in the white population; nine percent of Pan Asian families are headed by a woman. A fifth of all Pan Asian households are composed of individuals who live alone. More than half of these are women.

While rates of intermarriage for Pan Asian women vary by age group and locale (with the highest rate among younger women), nearly a quarter of all married Pan Asian women have married outside their ethnic group.

In the U.S. today are about 1.5 million Asian and Pacific American women who comprise over half of the total Asian and Pacific American population in the United States. The largest groups include the Japanese, the Pilipinas,** the Chinese, the Koreans, the Indochinese, and the Asian Indians. Nearly two-thirds of all Asian and Pacific American women reside in California, Hawaii, and Washington. However, sizeable communities have been established in major cities throughout the country.

While Asian and Pacific American communities have been established within the U.S. for several generations, most of the population are relatively recent arrivals. In

*The data from this section were compiled from the 1970 Census, the 1975 Survey of Income and Education, and the U.S. Immigration and Naturalization Service annual reports.

**This is the contemporary spelling for persons of Philippine ancestry. There is no F sound or letter in the Pilipino language.

STATIS



STICS



1976, fully 60% of all Asian women had immigrated to the United States since 1970.

Education

The educational profile of Pan Asian women is a disparate one. Levels of education among Asians in the U.S. tend to be high. Adult Pan Asian women have had a median of 12.7 years of schooling compared to 12.4 years for white women and 12.5 years for white men. Many educated women with professional backgrounds have recently immigrated to the U.S. The pursuit of a college education continues among Pan Asian youth and, in 1975, about half of all young Pan Asian men and women, 18-24 years old, were enrolled in college.

However, in some subpopulations, educational attainment has not been so high. Among Pan Asian wives of U.S. servicemen and Indochinese refugees, for example, the median educational level is only up to the eighth grade.

Livelihood

Asian and Pacific American women are in the labor force to a greater extent than the women of any other racial group. While Asian cultural values strongly encourage working and disapprove of unemployment, the fact that more Pan Asian families have multiple wage earners than other families strongly suggests that Pan Asian women must work to support their families. Nearly two-thirds (64%) of all adult Pan Asian women are in the work force compared to 58% of white women and 62% of black women. Some women are highly educated and have been able to overcome English language handicaps and sex and racial barriers to find good jobs at professional levels. Other women, however, less educated and less proficient in English, work in factories, restaurants, or in small retail shops, toiling for long hours at meager wages. One fourth of the employed Asian and Pacific women work in professional occupations. About a third work in clerical and sales jobs — the traditional women's occupations. The majority of remaining Pan Asian women work in semi- and low-skilled operative and service occupations, i.e. less "desirable" jobs such as waitresses, maids, and sewing machine operators.

An examination of the median income levels of Asian and Pacific American women shows that, like all women, their earning power lags behind that of men. In 1970 their median annual income (\$4592) was less than half of the median annual income of white men (\$9435). Comparisons by educational attainment show further that Asian women fall behind men. In 1970, the median income of college-educated white men was approximately \$12,000; Pan Asian women with similar educations earned a median of only \$5500.

EMERGING

The most notable aspect of the history of Asian and Pacific American women in the United States is their virtual absence until the middle of this century due to restrictive U.S. immigration policies toward Asian and Pacific lands.

For this reason, many Asian groups did not establish a significant second generation in America until immigration laws were liberalized after World War II. The majority of Asian and Pacific American women in the United States are still first generation, although the number of second, third and fourth generation women is increasing. Recent immigration has significantly increased the number and diversity of Asian women in America.

For most of their history in the U.S., Pan Asian women have had, and continue to have, a limited participation in American society. Most of their time has been devoted to rearing their families and working alongside their men to earn a livelihood. For many Pan Asian women, family and economic activities have occurred within the confines of their ethnic neighborhoods, reinforcing their isolation from events outside their immediate communities.

In the wake of the civil rights and women's movements, Pan Asian women have begun to question their limited roles. They have begun to grapple with the traditional stereotypic roles bestowed upon them and, in many cases, have begun to cast aside these roles emerging as assertive, articulate and active members of their communities. Today we see the emergence of an Asian women's movement that represents the bringing together of women of many different backgrounds — both U.S. born and foreign born — to learn about and resolve their issues and concerns. The move by Pan Asian women toward becoming persons in their own rights has proceeded from their realization that they had to act in a collective manner — both in informal groups and in formal organizations — to begin to replace their traditional roles with others that acknowledge them as equal persons.

Ironically, the first Asian and Pacific women's groups were established not to change traditional roles, but as auxiliaries to male organizations, existing because women were prohibited from membership in the parent organizations.

These extensions of male organizations perpetuated the traditional supportive role of women. Despite this drawback, auxiliary organizations provided Pan Asian women the first opportunities to work in a group situation and to assume the skills of both leader and

follower. These skills were instrumental in moving Pan Asian women toward other organizational activities in their communities.

During the late sixties and the 1970s, Asian and Pacific American women became involved in the establishment of social service programs in local Pan Asian communities and Asian American Studies on college campuses. Initially relegated to secretarial and housekeeping roles, women in the social service programs gradually assumed the task of presenting the needs of Asian and Pacific American communities to local, state and Federal officials, developing technical proposals and subsequently negotiating funds for community programs. They went on to implement and manage programs in health, employment, counseling, housing and education. Today, they are directors of many kinds of community programs. The women-directed Union of Pan Asian Communities in San Diego is an example of how Pan Asian women have gone on to address issues that cut at both sexism and racism. In terms of national Pan Asian organizations, Hawaiian and Japanese women have chaired the Pacific/Asian Coalition while Chinese and Pilipino women have led the Asian and Pacific American Federal Employee Council.

On campus, Pan Asian women engaged in dialogue with Pan Asian men, identifying analogies between racial and sex discrimination and instituting courses on Asian and Pacific American women. In 1971, Asian American Studies at U.C. Berkeley published the first journal on Pan Asian women entitled, "Asian Women," which has come to be a basic reference not only in Asian American Studies classes but also in public and private institutions. Other publications on Pan Asian women have been developed almost exclusively by Asian American Studies and other academic programs.

Outside of local communities and college campuses, other Pan Asian women were also beginning to discard traditional roles and stereotypes. During the affirmative action era of the 1970s, a few Pan Asian women were exposed to organizational principles in the corporate, academic and public sectors. They learned how to set priorities, develop objectives and implement strategies to reach those objectives. Within the women's movement, they learned to apply such principles to such issues as equal pay for equal work, child care, reproductive choice and the Equal Rights Amendment. In 1976, Asian and Pacific American women met to discuss their issues at a national conference on Pacific and Asian American Women's educational and em-



ployment sponsored by the National Institute of Education. From the conference, participants articulated the need for a national network of Asian and Pacific American women to address issues of concern. As a result of this, the Organization of Pan Asian American Women was formed. At the local level, Asian and Pacific American women's organizations, already underway, began to realize the need to link local issues with national strategies and priorities. Whether at the national or local level, Asian and Pacific American women's organizations voiced concern for the visibility of Pan Asian women at every level of society and called for attention to a balance in the responsibilities of Pan Asian women at home, in their communities and in their work places.

In November 1977, these concerns were articulated publicly at the First National Women's Conference in Houston. Eighty-three Asian and Pacific American women delegates from across the country, diverse ethnic groups, all ages, and various socio-economic levels met to form the Asian and Pacific American Women's Caucus. In a formal statement, the Caucus raised the following concerns of Pan Asian women:

We of the Asian and Pacific American Women's Caucus recognize the need for multi-lingual and multi-cultural programs that are

crucial to ensure the access of our peoples, including immigrants, to all educational, social, political, employment, health, housing and legal services.

These services and programs must take into account the uniqueness of our diverse cultures and communities with the goal of self-determination. The programs must be within our own communities and must be designed specifically for Asian and Pacific American women, including immigrants and Asian/Pacific wives of U.S. servicemen, garment workers, youth, single, older women and all other groups who have critical survival needs.

Subsequently, Asian and Pacific women joined with American Indian, Alaskan Native, Hispanic and Black Women to develop the recommendation on minority women for the Plan of Action. The statement on Asian and Pacific American women served to further publicize the concerns of Pan Asian women.

As Asian and Pacific American women participated in social services and Asian American Studies, they began to realize the need for getting together on issues specific to women. They shared common problems related to child care, health, and family responsibilities

versus work respectively they discussed issues unique to minority women such as their relationships with and non-Asian men, their need for visibility to deal jointly with issues affecting titles and issues affecting all women. They establish local Asian and Pacific American organizations, sometimes as "rap" sessions are around specific issues. Organizations such as Women's Health Center in Los Angeles and Committee concerned with the Asian Servicemen emerged from these local organizing.

Asian American Women

Asian/Pacific Women are wrongly thought to be part minority" with few problems. This vulnerability due to language and culture workshop work con-

ditions with high health hazards, the particular problems of wives of U.S. servicemen, lack of access to accreditation and licensing because of immigrant status and to many federally-funded services.

Epilogue

Asian and Pacific American women are daughters, sisters, wives and mothers of the Pan Asian communities. They share with all women the experience of sexism as a barrier to their full rights of citizenship. With other women of color, they experience the consequences of sexism and racism jointly.

As women emerging from traditional roles and popular stereotypes Asian and Pacific American women in concert with the Asian and Pacific American community, in union with all women and in partnership with men — holding up equal halves of heaven — they are emerging as visible and equal persons.

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Chinese Women in Action
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Council of Asian American W
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Organization of Chinese American Women
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Pilipina Women in Action
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Native Women Today

SEXISM AND THE INDIAN WOMAN

By Shirley Hill Witt

The stereotypes concerning Native Americans popular among the descendants of the European pioneers—whether in legend or on television—nonetheless depict *male* natives. A different set of stereotypes materializes when one says “an Indian woman” or, so demeaningly, a “squaw.” In fact, it takes some effort to conjure up an impression of that invisible native woman.

On a time line of New World history, one might locate Malinche of Aztec Mexico, Pocahontas of Virginia, and Sacajawea of the Northwest. They are probably the only female “personalities” that come to mind out of the great faceless sea of all the native women who were born, lived, and died in this hemisphere.

And ironically, these three native women are not now native heroines, if they ever were. In Mexico, the term “malinchismo” refers to selling out one’s people to the enemy. Malinche, Pocahontas, and Sacajawea aided—perhaps unwittingly—in the downfall of their own people.

Another stereotype, the personality-less squaw, is regarded as a brown lump of a drudge, chewing buffalo hide, putting that tipi up and down again and again, carrying heavy burdens along with the dogs while the tribe moves ever onward, away from the pursuing cavalry.

Shirley Witt, an Iroquois, is associate professor of anthropology at Colorado College, Colorado Springs.

The term “squaw” began as a perfectly acceptable Algonkian term meaning “woman.” In time, it became synonymous with “drudge” and, in some areas, “prostitute.” The ugliest epithet a frontiersman could receive was to be called a “squawman”—the lowliest of the low.

Very much rarer is the image of a bronze nubile naked “princess,” a child of nature or beloved concoction of Hollywood producers. This version is often compounded with the Pocahontas legend. As the story goes, she dies in self-sacrifice, saving the life of the white man for whom she bears an unrequited love, so that he may live happily ever after with a voluptuous but high-buttoned blonde.

Since all stereotypes are unsatisfactory and do not replicate real people, the myths of native women of the past ought also to be retired to the graveyard of stereotypes. But what about stereotypes of modern native women—are there any to be laid to rest? Present stereotypes are also male, are they not? The drunken Indian, the Cadillac Indian, Lonesome Polecat—facelessness still characterizes Native American women.

In this third quarter of the century, Native Americans yet remain the faceless minority despite a few “uprisings” such as Alcatraz, the Trail of Broken Treaties, and the Second Wounded Knee. That these “uprisings” were of definitive importance to the Indian world only underscores its basic invisibility to most Americans, many of whom

pass off those protests as trivial and, naturally, futile—much ado about nothing.

And if a million Native Americans reside below national consciousness, certainly that fifty-or-so percent of them that are female are all the more nonentities.

Before Columbus

As many as 280 distinct aboriginal societies existed in North America prior to Columbus. In several, the roles of native women stand in stark contrast to those of Europeans. These societies were matriarchal, matrilineal, and matrilocal—which is to say that women largely controlled family matters. Inheritance passed through the female line, and upon marriage the bride usually brought her groom into her mother's household.

In a matrilocal society all the women were blood relatives and all the males were outsiders. This sort of residence pattern was frequently seen among agricultural societies in which women bore the responsibility for farming. It guaranteed a close-knit working force of women who had grown up with each other and the land.

Somewhat similar was the style of acquiring a spouse called "bride service" or "suitor service." In this case, the erstwhile husband went to live and work in his future bride's home for a period of time, proving his ability to manage a family of his own. This essentially resulted in temporary matrilocal residence. After the birth of the first child, the husband usually took his new family with him to live among his own kin.

In matrilineal, matrilocal society, a woman forever remained part of her original household, her family of orientation. All the

women she grew up with stayed nearby, although she "lost" her brothers to other households. All the husbands were outsiders brought into the family at the time of marriage.

In such societies, usually agricultural, the economy was maintained largely by females. The fields and harvests were the property of women. Daughters inherited rights to fields and the like through their mothers—fields which they had worked in all their lives in one capacity or another, from chasing away the crows as a child to tilling the soil as an adult.

Women working together certainly characterized aboriginal economy. This lifestyle was roughly similar in such widespread groups as the Iroquois, the Mandan, the Hopi and Zuni, and various Eastern Pueblos. Among the Hopi and the Zuni the husband joined the bride's household upon marriage. The fields were owned by the women, as were their products, the house, and related implements. However, the men labored in the gardens and were (with the unmarried brothers) responsible for much or most of the work.

The strong and influential position of women in Navajo society extended beyond social and economic life. Navajo women also controlled a large share of the political and religious life of the people, called the Diné. Hogans, herds, and equipment were passed down through the female line, from mother to daughters. Like the Iroquois, women were integral to the religious cycle. The Navajo female puberty ceremony ranked among the most important of Diné activities.

Although the lives of Native American women differed greatly

from tribe to tribe, their lifestyles exhibited a great deal more independence and security than those of the European women who came to these shores. Indian women had individual freedom within tribal life that women in more "advanced" societies were not to experience for several generations. Furthermore—and in contrast—native women increased in value in the estimation of their society as they grew older. Their cumulative wisdom was considered one of society's most valuable resources.

Today

What do we know about Native American women today? Inclusive statements such as the following refer to both sexes:

Only 13.4 percent of the U.S. Indian population had completed eight years of school by 1970.

The average educational level of all Indians under Federal supervision is five school years.

Dropout rates for Indians are twice the national average.

Only 18 percent of the students in Federal Indian schools go to college; the national average is 50 percent.

Only 3 percent of the Indian students who enroll in college graduate; the national average is 32 percent.

Indians suffer from unemployment and underemployment—up to 90 percent unemployment on some reservations in winter months.

Indians have a high birth rate, a high infant mortality rate, and a short life expectancy.

But there are differences in how these facts relate to Native American women as opposed to men. There has not been equal treatment of native males and females

any more than there has been equal treatment of the two sexes among non-natives. We can look at this by considering a few major institutions affecting all our lives—education, employment, and health.

Education

For over a century the Federal Government has assumed the responsibility for educating Native Americans to the standards of the general population. Nearly every treaty contained provisions for education—a teacher, a school, etc.—as partial payment for lands and rights surrendered.

Until recent years, the U.S. Bureau of Indian Affairs educational system relied upon the boarding school as the cornerstone of native education, the foundation for indoctrination. Generation after generation of Native children were processed through boarding schools, from the time they were five or six years old until departure or graduation, whichever came first. They lived away from their homes from 4 to 12 years except during summer (and in some cases, even then). They became divorced from their cultures in line with the Government's master plan for the ultimate solution to the "Indian Problem": assimilation.

And so, generation after generation of native women have been processed through a system clearly goal-oriented. That is to say, the Government's master plan for women has been to generate an endless stream of domestics and, to a lesser extent, secretaries. The vocational choices for native children in boarding schools have always been exceedingly narrow and sexist. Boys do woodworking, car

repair, house painting, or farm-work, while girls do domestic or secretarial work.

Writing about Stewart Indian School, in their book *To Live on This Earth*, Estelle Fuchs and Robert J. Havighurst report:

The girls may choose from only two fields: general and home service (domestic work) or "hospital ward attendant" training, which the girls consider a degrading farce, a euphemism (they say) for more domestic work.

Thus young women are even more suppressed in working toward their aspirations than are boys. Furthermore, just as the males will more than likely find they must move away from their communities to practice their crafts, females cannot exercise their learned domestic crafts in the reservation setting either. A woman cannot even play out the role of a domestic, or the average American housewife and mother (as portrayed by the BIA), in the reservation atmosphere. As one author explains the Navajo woman's dilemma:

Reservation life . . . cannot support the picture of the average American homemaker. The starched and relatively expensive advertised clothes are out of place and unobtainable. The polished floors and picture windows which generated her envious school dreams are so removed from the hogan or log cabin as to become unreal. The many convenient appliances are too expensive and would not run without electricity. The clean and smiling children require more water than the Navajo family can afford the time to

haul. Parent Teacher Association meetings, of which she may have read, are the product of tax-supported schools with the parent in the ultimate role of employer. On the reservation the government-appointed teacher is viewed more as an authority figure than a public servant.

Off-reservation, given the prevalence of Indian poverty, the all-American homemaker role still is thwarted, although hiring out as a domestic servant is possible.

Statistics about the educational attainment of Indians, Eskimos, and Aleuts are not hard to come by, but it is very difficult to obtain figures by sex. The exhaustive Havighurst report does not provide separate tabulations by sex in its summary volume *To Live On This Earth*. A U.S. Civil Rights Commission staff report found that 5.8 percent of the Indian males and 6.2 percent of the Indian females in a recent Southwest study had completed eight years of school. (The rate for all U.S. Indians in 1970 was 13.4 percent.)

The impression left from scanning available surveys is that in recent years females attain more years of formal education than do males, although some 50 years ago probably the reverse was true. This impression sits uneasily with study after study indicating that Native women are dramatically less acculturated than males.

Much data suggests that the BIA educational system is less effective for females than it is for males in creating successful mainstream prototypes—although young males have an alarming suicide rate that is far higher than that of females.

An investigation by Harry W. Martin, *et al.*, showed that of 411 Indian women at two Oklahoma

Public Health Service medical outpatient clinics, 59.4 percent were classified as mildly or severely neurotic, compared to 50 percent of the males.

For the severely neurotic category alone, 31.7 percent of the Indian females were found to be severely impaired. This was almost one-third more than the males, who rated 23.7 percent. No clear relationship seemed to exist between the ages of the women and the incidence of impairment. (Men, on the other hand, tended to show neurotic symptoms more often in the 50 to 59 age bracket.)

When scores and level of education were correlated, it appeared that males with less education suffered more psychiatric problems than high school graduates, although the rates rose again with post-high school attainment. For females, a similar set of rates prevailed, but—as with suicide—their rate was not as acute as the male rate.

Such evidence suggests that amid the general failure of the Federal system to educate Native Americans in school curricula, the system also acculturates native females to a lesser degree than males. It cannot even transform women from native homemakers into mainstream homemakers. The neurotic response seems to tell us of widespread female disorganization and unhappiness.

The suicide statistics for young males who rate as more acculturated than females simply point up the shallowness of the assimilationist mentality of the BIA educational system. Is it not ironic that after more than a century of perfecting a Federal indoctrination system, their best product—the more acculturated males—so often

seek self destruction, while nearly one-third of the females abide in a state of neuroticism?

Employment

Employment of native women is as one might expect, considering the level and quality of their educational background. Most employed women are domestics, whether in private homes, in janitorial positions, or in hospitals. The *Navajo Times* newspaper regularly carries want ads such as:

WANTED strong young woman for live-in babysitter and mother's helper. No smoking or drinking. Call collect: San Diego, California.

As one young woman commented, "They must have run out of black maids." Perhaps the economic reality is that blacks are no longer at the bottom of the pile. Indians who have or will go to the cities are taking their place.

Federal employment for Native Americans essentially means employment in the BIA or the Indian Health Service. Native women in the BIA provide a veritable army of clerks and secretaries. They are concentrated, of course, in lower GS ratings, powerless and vulnerable. The U.S. Civil Rights Commission's *Southwest Indian Report* disclosed that in Arizona, Indians comprised 81.2 percent of all the personnel in grades 1 (lowest) through 5, but white personnel constituted only 7.3 percent of employees in these grades.

The figure for natives includes both male and female employees, but it might not be unreasonable to suggest that females outnumber males among natives employed as GS white-collar employees. And although men most likely outnumber women in the blue-collar jobs,

the large numbers of native women in BIA and IHS domestic jobs (for example, hospital ward attendant) should not be overlooked. In general, the *Southwest Indian Report* concluded that although Indians constitute the majority of BIA employees in Arizona and New Mexico, they are disproportionately concentrated in the lower wage, non-professional jobs.

In the Commission report, Ms. Julia Porter, a retired Indian nurse who also testified about Indian employment in the IHS, noted that:

... most of the supervisors are Anglos. You never see an Indian head nurse or a supervisor. You see a lot of janitors. You see a low of low-grade employees over there.

Ms. Ella Rumley, of the Tucson Indian Center, reported that Indians who have jobs in that area are employed only in menial positions. There are no Indian retail clerks, tellers, or secretaries, to her knowledge. The Arizona State Employment Service reported that domestic employment placement averaged out to "approximately 34 percent of the job placements available for Indians in the years 1969 and 1970."

Moreover, given the wage disparity between the sexes in salary in the general population, it comes as no surprise that native women in clerical and domestic work far often receive only pittance for their labor. The reason for absenteeism and short-term employment which may to some degree characterize native as well as Anglo female employment are similar: responsibility for the survival of home and family. Outside employment and familial duties conflict

for all women. In addition, discrimination and prejudice produce low employee morale, inhibiting commitment to a job. Native women and men are passed over in promotions, as shown in the congressional staff report, *No Room at the Top*—meaning, “no natives need apply.”

Sadly, even in the brief but brilliant days of the BIA New Team under former Commissioner Louis R. Bruce, an Iroquois-Sioux, native females in the upper echelons were scarce. One doesn't need to be an Anglo to be a male chauvinist! The common complaint is, of course, that no “qualified” native women are available. This brings to mind the statement of U.S. Civil Rights Commissioner Frankie M. Freeman:

I have been on this Commission . . . for about 8½ years. And I remember back in February of 1965 when the Commission held hearings in Jackson, Mississippi (and was told) “We can't find any qualified . . . blacks”. . . . And then in December of 1968 we went to San Antonio, Texas (and, we were told) they could not find any “qualified” Mexican Americans or Chicanos! And in February of this year we were in New York, and they couldn't find any “qualified” Puerto Ricans! And today you can't find any “qualified” Indians!

What disturbs me is that the world “qualified” only gets put in front of a member of a minority or an ethnic. The assumption seems to be that all whites are qualified. You never hear about anybody looking for a “qualified white person.” . . . It seems that the word “qualified” sort of dangles as an excuse for discriminating against minorities.

In this sense, clearly *all* women must be included as minority members, but to be a woman *and* a minority member can be all the more difficult.

Health

President Johnson observed that “the health level of the American Indian is the lowest of any major population group in the United States.” The situation has not improved, as the *Southwest Indian Report* demonstrates. It is inexplicable that the Federal Government provides the best health service anywhere in the world to its astronauts, military, and veterans, while its service to Native Americans is hopelessly inadequate. The obligation of the Federal Government to provide health services to Native Americans derives also from treaty obligations, and appears to be administered in as incompetent a fashion as are the educational services.

The symptom-oriented practice of the IHS makes preventive medicine a secondary effort. Social as well as biologic pathologies are not being attacked at their source, but rather at the stage of acute disability.

Not long ago, Dr. Sophie D. Aberle, a Ph.D. anthropologist and an M.D., advised against following her two-degree pattern. “No,” she said, “don't go after the M.D. now that you have your Ph.D. in anthropology, for two reasons: one, because you wouldn't want to spend the rest of your life interacting with doctors—they're so shallow!

“And two, as a doctor I can cure gross symptoms perhaps, but I have to send (people) back into the environment in which they got sick in the first place. Cure the social ills and we're a long way

down the road to curing the symptoms.”

As it relates to women, the major “preventive” effort has been in the area of birth control and family planning. One gets the impression that it is the sole program concerned with before-the-fact care. But Native Americans on the whole reject the concept of birth control. In an impoverished environment, whether rural or city slum, infant mortality is extremely high. As Robert L. Kane and Rosalie A. Kane describe the rationale for unimpeded reproduction in their book *Federal Health Care (with Reservations!)*:

In earlier years, population growth was crucial to survival of the tribe and its people. In many agrarian societies, children are a form of economic protection. They guarantee a pool of manpower for maintaining and enlarging one's holdings; they are a source of protection and support when the parents can no longer work. With high rates of infant mortality, large numbers of offspring are needed to ensure that several will survive to adulthood.

When the standard of living is raised above the subsistence level, third world nations usually experience a diminution of the birth rate. The Native American population so far does not seem to have taken a downward swing. In fact, birth rates for some native groups may be the highest ever recorded anywhere.

Birth control is a topic laden with tension for many groups, particularly for nonwhites in this country. Federal birth control programs began with nonwhites: Puerto Ricans, Navajos, and blacks. It is not too difficult to

understand how some may view this first effort as an attempt to pinch off nonwhite birth production. It is hard not to draw such a conclusion.

Among Native Americans, the memory of genocide and tribal extinction is a raw unhealing wound. Fear persists that the desire for the "ultimate solution to the Indian Problem"—the extinguishment of Native Americans—still lives. Kane and Kane say of birth control:

It is associated with extinction as a people, [with] genocide. The tension runs close to the surface when Navajos discuss this issue. Many interpret efforts along the family planning line as an attempt to breed the race into oblivion. Other Indian tribes have virtually disappeared because of declining birth rates in the face of captivity and inhospitable government reservations.

Native intractability can be sensed in the statement made at a community discussion with IHS officials about family planning. A Navajo woman concluded: "As long as there are big Navajos, there will be little Navajos." And then the meeting broke up.

An exceedingly interesting set of investigations by two Egyptian female scientists, Laila Hamamsy and Hind Khattah, seems to cast in a new light the accelerating birth rates among some Navajo groups. Their thesis suggests that white American males are the cause, and in a wholly unexpected way.

First, Navajos are traditionally matriarchal, matrilineal, and matrilocal. From such a position of strength, Navajo women performed a wide array of roles necessary for

the survival and success of the extended family.

However, as the thesis goes, white Anglo males from a rigidly paternalistic, male-dominated society refused to recognize and deal with the fact of Navajo matriarchy. Instead, they dealt only with Navajo males on all matters where the two cultures touched. As a result, more and more of the women's roles were supplanted by male actors and then male takeover.

There seems to be a statistical correlation between the period in which Anglo ascendancy impinged on female roles, and the onset and acceleration of the birth rate around the peripheral Navajo communities where most cultural interaction takes place. Anglo culture as practiced by white males brought about the loss of nearly all Navajo women's roles save that of child-bearer: When producing offspring is one's only vehicle for gaining prestige and ego satisfaction, then we can expect the birthrate to ascend.

To what extent this thesis can apply to other minority groups—and also to middle class white American females who are now the biggest producers of offspring—is not yet answerable. But the thesis is appealing, in any event.

Other preventive programs are virtually nonexistent. Among some of the Northern Pueblo groups and elsewhere, prenatal care clinics are held sporadically and with a minimum of success. This is the fault of both lack of funds and lack of commitment on the part of the IHS and the general lack of information available to potential users about such programs.

That preventive programs can

and do succeed where there is commitment is seen in the fine example set by Dr. Annie Wauneka. She received the National Peace Medal for bringing to her Navajo people information and procedures they could use to combat tuberculosis ravaging on the reservation at that time.

Charges that Native Americans are locked into superstition and therefore hostile to modern medicine just are not factual. Preventive programs properly couched would no doubt be welcome. But, as the Citizen's Advocate Center reports in *Our Brother's Keeper*:

The Public Health Service has no outreach system or delivery system, no systematic preventive care program, no early detection system. Thus . . . (it) is not structured to cope at the right point and on the proper scale with the underlying causes of poor health.

Some Comments

In the briefest way, this article has touched upon a few of the major institutions of life—education, employment, and health—as they are experienced by Native American women.

The next step in understanding among women and between peoples is mutual identification of needs. Many of life's difficulties for Native women are no different than those of other minority women—blacks, Chicanas, or the Appalachian poor. And then when the commonalities between minority and majority women are recognized—if not on a socioeconomic level, at least on a philosophic level—we may expect to witness a national movement for the equality of peoples and sexes.

Networking Together

A Minority Women's Employment Conference



NOTES ON PROCEDURES

Seeking Recognition

In order to speak a delegate must raise his or her hand, await recognition, give name and state and indicate whether speaking for or against the motion. Observers may not speak. Delegates are limited to two minutes and timers will indicate when time is up. A person who has not spoken on an issue will be recognized before someone wishing to speak a second time.

Recommendation

Under the rules a recommendation is a statement proposing a course of action within the public or private sector to address a specific concern. While it may contain several related actions, it cannot cover more than one topic. It cannot exceed 100 words in length and must be germane to the subject matter of the Workgroup or Topic Session in which it is proposed.

To place a recommendation before the group a delegate must make a motion to do so. It requires a second. All recommendations must be written.

Amendment

If you wish to change, add or subtract from a recommendation, you must move to amend the recommendation and submit the amendment in writing. An amendment requires a second.

Germaneness

Under the rules, a motion or an amendment must be directly related to the subject of the recommendation and also related to the specific subject of the Issue Work Group and Topic Sessions, as specified in the Conference program. The moderator in consultation with the Parliamentarian will rule on germaneness. An appeal of such a ruling requires a majority of votes to overturn the decision of the chair.

Voting

Only delegates may vote and only in their individual Workgroup and Topic Sessions. Delegates must be present to vote. The methods of voting will include: hand vote with voting cards, standing vote, or written ballot. It takes a majority of those present and voting to adopt a recommendation or an amendment.

WOMAN: A SENSE OF IDENTITY

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Suggested Non-technical Readings

Between Parent and Child by Haim Ginott, Avon Book, New York, 1965.

Between Parent and Teenager by Haim Ginott, Avon Book, New York, 1971.

Psycho-cybernetics by Maxwell Maltz--a paperback.

Women in the Sexist Society: Studies in Power and Powerlessness. Edited by Gornick and Moran.

The Magic Power of Self-Image Psychology by Maxwell Maltz--a paperback.

Family Talk by Jerome Liss--a paperback--Chpts. 7-10.

The Intimate Enemy by George Bach.

Pairing by George Bach.

I'm Running Away from Home but I'm Not Allowed to Cross the Street--\$4.50, from Know Inc. Women's Free Press, Box 86031, Pittsburgh, Pennsylvania 15221.

Women and Madness by Phyllis Chesler.

Changing Face by Irving Gotham.

Technical and Theoretical Sources

Bandura, Albert, Principles of Behavior Modification, Holt, Rinehart and Winston, Inc., New York City, 1969.

Bandura, Albert, Aggression, a Social Learning Analysis, Prentice-Hall, Inc., Englewood Cliffs, New Jersey, in press.

Gergen, Kenneth J., The Psychology of Behavior Exchange, Addison-Wesley Publishing Co., Reading, Mass., 1969.

Marquis, John, A Guidebook for Systematic Desensitization, 2nd Ed. Veterans Administration Hospital, Palo Alto, Ca.

Yates, Aubrey J., Behavior Therapy, John Wiley & Sons, New York, 1970.

Q. What do 212 women in over 60 different occupations have in common?

A. During October, 1980 they were all at Working Opportunities for Women (WOW) — figuring out what they wanted to do with the rest of their lives.



acquisition accountant
wilderness ranger
printer
claims adjuster
counselor
production assembler
landscape architect
designer-illustrator

housekeeper
project manager
community organizer
bus driver
teacher
bank teller
telephone sales
bookkeeper

homemaker
secretary
social worker
retail sales
lab manager
waitress/bartender
nurse
researcher

potato peeler
dispensing optician
hairstylist
interpreter
computer operator
respiratory therapy practitioner
clerk
consumer affairs representative
travel agent

These are only half the occupations of those 212 women. Every month women from many different walks of life use the resources at Working Opportunities for Women to make important career decisions. And workable plans to carry out those decisions. If you are trying to decide what to do with the rest of your life, we may be able to help. Call us for more information.

WORKING OPPORTUNITIES FOR WOMEN



**a non-profit agency offering assistance to career changers,
job seekers, and employed women who want to advance their careers.**

2233 University Avenue, Suite 340, St. Paul 647-9961

2344 Nicollet Avenue So., Suite 240, Minneapolis 874-6636

THE CRITICAL LINK BETWEEN WOMEN AND BETTER JOBS

Networking Together

A Minority Women's Employment Conference



Sponsored by:
U.S. Department of Labor
Women's Bureau
230 S. Dearborn, 10th Floor
Chicago, Illinois 60604

NETWORKING TOGETHER

A Minority Women's Employment Conference, is designed to present a regional scope for minority women's employment issues. The Conference will also provide a platform for the issues of concern to minority women. These concerns will be presented at the Women's Bureau's 60th Anniversary Conference in Washington in September of 1980.

The Conference is structured to offer the opportunity for communication and resource information exchange between minority women both within and without their states. A Conference directory will be compiled and sent to participants. Women within each state will meet and plan for ongoing programs during the Conference.

The Issues Commentary will provide public expression of the concerns of minority individuals and organizations. The talent and expertise of minority women from the six state region will be used throughout the Conference.

States in Region V are: Illinois, Indiana, Michigan, Minnesota, Ohio and Wisconsin.

A REPORT TO PARTICIPANTS

NETWORKING TOGETHER

A MINORITY WOMEN'S EMPLOYMENT CONFERENCE

HELD JUNE 25 AND 26, 1980

SPONSORED BY REGION V WOMEN'S BUREAU, U. S. DEPT. OF LABOR

SANDRA K. FRANK
REGIONAL ADMINISTRATOR

FRANCES I. WILKINS
PROGRAM DEVELOPMENT SPECIALIST

ETHEL M. BOULER
PROGRAM ASSISTANT

ISSUED SEPTEMBER 1, 1980

PREPARED BY: JULIE SASS
REGIONAL NETWORK
CONSULTANT

NETWORKING TOGETHER
A MINORITY WOMEN'S EMPLOYMENT CONFERENCE
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NETWORKING TOGETHER: A MINORITY WOMEN'S
EMPLOYMENT CONFERENCE

June 25-26, 1980

The Networking Together Conference, designed on a regional scope, provided a public platform for employment issues of concern to minority women. These concerns in the form of recommendations, were presented at the Women's Bureau 60th Anniversary Conference in Washington, D. C., in September of 1980. The recommendations are contained in this document, as well as a brief review of the Conference planning design, the Agenda, and the ongoing structure which resulted from the Conference. The Addendum to this report is the Conference Directory, which in itself is the accomplishment of one Conference Goal.

Planning

The planning for the Conference began in March with the formation of a Core Group and simultaneously, a Host Committee.

Core Group

Minority women throughout the six state area who had had some prior contact with the Women's Bureau were identified and asked the following:

1. Identify three areas of concern to minority women in your state.
2. Determine whether minority women in your state will be interested in such a conference.
3. Recommend women who can serve as presentors and participants.
4. Provide information on possible funding sources for scholarships, etc.

As the plans for the Conference progressed the responding women were formed into a core group. They did identify issues which became workshop topics; they determined the interest of the women they contacted; they recommended program participants and assisted with Scholarship resources. Over sixty women participated as core group members.

This group also acted as a nucleus for the State Caucus meeting at the Conference and continues to be a point of contact for the Women's Bureau.

Host Committee

Host Committee was formed to bring to the Conference the following:

1. Resources which only those familiar with the host city could provide.
2. A group which could work on a volunteer basis with the flexible schedule necessary for Conference participation.

Host Committee (continued)

3. And a group which would welcome and assist participants at the Conference.

The Host Committee began by meeting monthly but increased its meeting times to weekly as the Conference drew closer. They were responsible for assembly of registration kits, public relations throughout the six state area (working in conjunction with the Core Group), planning the issues commentary for the workshops, the State Caucuses, the luncheon and dinner. The extent of their tasks were fortunately matched by their commitment. The following women served on the Host Committee:

ROSIE BEAN
Cosmopolitan Section
National Council of Negro Women

ROSE MARY BOMBELA
Asst' to Governor
Hispanic Affairs

DR. ARNITA Y. BOSWELL
Chicago Economic Development Corp.

JOAN BROWN
YWCA of Metropolitan Chicago

GWENDOLYN BRYANT
The Observer Newspaper

DIANNA DURHAM
Nat'l Urban League

DARLENE EADY
Evanston Police Department

HILDA FRONTANY
Latino Institute

ANA MARIA GARCIA
Chicago Chapter
Nat'l Conference of Puerto Rican
Women

GERRI GIST
Chicago Chapter, Nat'l
Assoc. of Women Business Owners

CHARMAINE HAMER
Community & Economic Development
Assoc.

MARIA HEINZ
Mujeres Latinas en Accion

MARION HENLEY
Ill. Commission on Human Relations

SANDRA HERRIOTT
Evanston Human Relations
Commission

ELLEN IWAOKA
WBBM-AM Radio

MARGE MARKIN
IL Democratic Women's Caucus

ELLIE MOORE
American Indian Center

SUE T. NAKAGAWA
Senator Charles Percy

FE C. NIEVERA
A.P.A. Minority Concerns
Activities

VIRGINIA OJEDA
Mexican American Business &
Professional Women's Club

AURIE PENNICK
Chg. Abused Women's Coalition

RENEE PREWITT
WVON-AM Radio

CONNIE SEALS
Il. Human Relations Commission

FRANKIE WHITE
Chg. Daily Defender

MARTA WHITE
United Charities of Greater Chg.

ROSE WILLIAMS
Chg. Daily Defender

BERNARDA WONG
Chinese American Service League

Agenda

Wednesday, June 25

10:00-5:00
Registration

1:00
Issues Commentary

4:00
Plenary Session

4:30-5:30
State Caucuses

6:00
Reception

7:00
Dinner

Inspirational Words: *

Emcee: Connie Seals

Executive Director

Ill. Commission on

Human Relations

Speakers: Dr. Arnita Boswell
Asst' to V.P. and
Director of Women's
Programs and Industrial
Social Work, Chg.
Economic Dev. Corp.

Ramona Jones
Indian and Rural Housing
Specialist, Minnesota
Housing and Finance Agency

Thursday, June 26

8:45-10:15
Workshops

Decent Jobs/Decent Pay

Increased Training/Private Sector

CETA/Public Service Jobs

Skilled Trades

Panelists:

Agnes Cammer

Affirmative Action Officer

Dept. of Revenue

Madison, Wisc.

Irene Gomez-Bethke

Vice Chair, Spanish Speaking

Affairs Council, State of

Minnesota, New Hope, MN

Thursday, June 26 (con't)

Antoinette Neal
Career Guidance Center
Thornton Community College
South Holland, IL

Moderator:

Joan P. Brown

Director of Program Services

Metropolitan YWCA

Chicago, IL

Resource:

Susan May

Chinese American Civic

Council

Recorder:

Charmaine Hamer

Job Development Coord.

Community & Economic

Development Assoc. of

Cook County, Chg., IL

Head of Household-How Does She Do It?

With A Man/Without

Child Care

Inflation/Survival Techniques

Panelists:

Diana Algra

Dept. of Human Relations

Michigan State Univ.

East Lansing, MI

Isabel A. Jones

Asst. Professor

Human Environment & Design

Michigan State Univ.

East Lansing, MI

Michelle Thompson

Board of Directors

Native American Senior

Advocacy Program

St. Paul, MN

Moderator:

Virginia Ojeda

Mexican American Business &

Professional Women's Club

Chicago, IL

* The Reverend Cheryl Stewart, Resurrection Lutheran Church, Chg., IL

Resource:
Rosie Simpson
Director, Community Services, IL Commission on Human Services, Chg. IL

Recorder:
Nora Aquino
Asst. Prof. Univ. Of IL
College of Nursing
Chicago, IL

Making It And Not Selling Out
Sexual Harassment
Remembering Our Roots
Getting There From Here

Panelists:
Dianna Durham
Regional Program Spec.
National Urban League
Chicago, IL

Mable Hardeman
Public Benefits Specialist
Ohio Commission on Aging
Columbus, Ohio

Antonia Vargas
Coordinator, Hispanic Battered Women Project for State of Minnesota
St. Paul, MI

Moderator:
Maria Heinz
Executive Director
Mujeres Latinas en Accion
Chicago, IL

Resource:
Aurie Pennick
Executive Director
Chg. Abused Women Coalition
Chicago, IL

Recorder:
Ana Maria Garcia
Immediate Past President
Chg. Chapter, Nat'l Conference of Puerto Rican Women
Chicago, IL

10:30-12:00
Workshops

Decent Pay/Decent Jobs
(cont')

Increased Training/Private Sector
CETA/Public Service Jobs
Skilled Trades

Panelists:
Theresa Gabriel
Supervisor, City CETA-PSE Operations, Toledo Area CETA Consortium, Toledo, Ohio

Barbara R. S. Soriano
Michigan Dept. of Education
Adult Education
Lansing, MI

Angela Wright
Employment Specialist
Fort Wayne Women's Bureau
Fort Wayne, IN

Moderator:
Elizabeth Taylor
Coordinator, Women's Component
Flint Urban League-LEAP
Flint, MI

Resource:
Rose Mary Bombela
Special Asst. to Governor on Hispanic Affairs
State of Illinois
Chicago, IL

Recorder:
Gerri Gist
Administrator, Chicago Chpt. Nat'l Assoc. of Women Business Owners
Chicago, IL

Head of Household-How Does She Do It?

With A Man/Without
Child Care
Inflation/Survival Techniques

Panelists:
Guadalupe G. Lara, MSW
Women in Transition
Detroit, MI

Satia M. Orange
Wisc. Div. of Comm. Services
Milwaukee, Wisc.

Thelma Mendoza
Urban Indian Affairs
Michigan St. Dept of Social Studies, Detroit, MI

Head of Household(cont')

Moderator:

Maria Funmaker
St. Paul American Indian Center
St. Paul, MN

Resource:

Fe C. Nievera
Asian-Pacific Minority
Concerns Activities
Chicago, IL

Recorder:

Lydia Dantes
Asst. Professor of Public
Health Nursing
College of Nursing
University of Illinois
Chicago, IL

Making It and Not Selling Out

Sexual Harassment
Remembering Our Roots
Getting There From Here

Panelists:

Dr. Theresa Bernardez
Michigan State Univ.
College of Human Medicine
Dept. of Psychiatry
East Lansing, MI

Joyce Chappel

Director

Dept. of Natural Resources
Toledo, Ohio

Phyllis Kirk

Administrative Asst.

Equal Rights Office

Milwaukee, WI

Moderator:

Bernarda Wong
Director
Chinese-American Service
League, Chg. IL

Resource:

Sylvia Vonil
Mental Health Educator
Northwestern Community Health
Center, Chg., IL

Recorder:

Teyonda Wertz
Coordinator, Women's
Component, Chg. Urban
League, LEAP
Chicago, IL

12:15

Luncheon

Inspirational Words:

Dr. Jeanne Cotton
Cotton Associates

Emcee: Linda Yu

Co-Author

News Center 5's

Weekend News

NBC

Chicago, IL

Program: Lasting Impressions

Women of All Red

Nations

Dr. Margaret Burroughs

DuSable Museum

Michael Chan Lee

Chinese American

Service League

1:45

Plenary Session

2:45

Closing Remarks

3:00

Adjourn

State Caucuses

A major goal of the Networking Together Conference was to establish a system of networking between women in Region V. At the Conference, agenda time was established to bring participants from each state together in a caucus format. The meeting was held on the first day. Core Group members provided the leadership to start the meeting and to move participants toward the suggested goals.

Specifically, the state caucuses authored recommendations for the Conference at large, or recommendations relating to specific workshop titles. The caucuses also elected representatives, who would relate to the Women's Bureau on an on-going basis. These representatives were designated as contacts for women in their home states for the Women's Bureau. Specific in-state meetings will be designed around employment issues, under the leadership of state caucus representatives. The names of the state caucus members follow on the next page. It is the hope of the Women's Bureau and the state representatives that women will contact these representatives with suggestions, problems and actions relating to employment issues.

U.S. DEPARTMENT OF LABOR WOMEN'S BUREAU REGION V

MINORITY WOMEN'S STATE CAUCUS REPRESENTATIVES

ILLINOIS

Mae Chin
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Social Security Administration
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Chicago, IL 60606
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Program Coordinator
Women's Outreach Program
Lake County Urban League
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Waukegan, IL 60084
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Elba Marcana
YWCA of Metropolitan Chicago
37 South Wabash
Chicago, IL 60603
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INDIANA

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Education Consultant
Counseling & Parenting Program
Equal Education Opportunity Div.
Sex Equity Unit
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Program Specialist
Leadership Training Project
Union Minorities & Women
Institute of Labor & Industrial
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Patricia Lewis
Western Michigan University
Martin Luther King
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Ana Ramos
Field Representative
RTP, Inc.
2060 Euclid Avenue
Cleveland, OH

Miriam Tirado-Ricks
Dayton Urban League/LEAP
184 Salem Avenue, Room 200
Dayton, OH 45406

WISCONSIN

Agnes Cammer
Affirmative Action Officer
Department of Revenue
201 E. Washington Ave., Room 428
Madison, WI 53703
608-266-7061

Judy Jones
YWCA of Greater Milwaukee
610 N. Jackson
Milwaukee, WI 53209
414-271-1030

Bertha Lowe
Governor's Employment & Training
Office
30 West Mifflin St., Room 502
Madison, WI 53703
608-266-5373

Ramona Salazar
Associate Director
Council for Spanish Speaking, Inc.
614 W. National Avenue
Milwaukee, WI 53204
414-384-3700

U.S. Department of Labor

Office of the Secretary
Women's Bureau
230 South Dearborn St.
Chicago, Illinois 60604




Reply to the Attention of:

August 28, 1980

MEMORANDUM FOR:

WORKSHOP LEADERS, WOMEN AND WORK IN
THE 80's, WOMEN'S BUREAU 60th ANNIVER-
SARY CONFERENCE

FROM:

SANDRA K. FRANK 
Women's Bureau, Region V

SUBJECT:

Recommendations from Region V, Networking
Together, A Minority Women's Employment
Conference

Please find attached recommendations which are being submitted by participants of the June 25, 26, 1980, Networking Together Conference. These recommendations are the results of the opportunity presented at the Conference to encourage the public statement of concerns minority women have about employment issues.

The Conference Resolution on the Equal Rights Amendment and related issues was adopted unanimously at the opening of the Conference, while the Recommendations came through four distinct processes: Issues Commentary, State Caucuses, Workshops, and Plenary Sessions.

It is the wish of the participants of "Networking Together" that these recommendations be incorporated into the various workshop recommendations of the Women and Work in the 80's Conference. I am, therefore, requesting that each workshop leader note the workshop title which has been designated on the appropriate "Networking Together" Recommendation, and introduce such when recommendations are being formulated.

The women from Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin, who participated in Region V's Conference extend their thanks to you for your cooperation and concern.

U.S. Department of Labor

Office of the Secretary
Women's Bureau
230 South Dearborn St.
Chicago, Illinois 60604



Reply to the Attention of:

September 12, 1980

MEMORANDUM FOR:

ALEXIS HERMAN
Director, Women's Bureau

FROM:

SANDRA K. FRANK
Regional Administrator, Region V

SUBJECT:

Recommendations from Region V
Networking Together: A Minority Women's
Employment Conference

The attached recommendations were developed by the participants of the June 25-26, 1980, Networking Together Conference.

The Conference Resolution on the Equal Rights Admendment and related issues was adopted unanimously at the opening of the Conference, while the Recommendations came through four distinct processes: Issues Commentary, State Caucuses, Workshops, and Plenary Sessions.

It is our desire that these recommendations be included in the National Office Conference Report. The recommendations support the fact that the concerns of minority women in Region V are similar, if not identical, to those expressed by the participants at the National Conference.

The composition of the Conference participants was reflective of the many constituencies served by the Women's Bureau and serve to demonstrate a heightened degree of awareness, at the local level, of the need for an expanded participatory role of the Bureau in addressing the employment concerns of all women.

The women from Illinois, Indiana, Michigan, Ohio, Minnesota and Wisconsin, who participated in Region V's Conference, extend their thanks to you for your cooperation and consideration.

CONFERENCE RESOLUTION

WE CALL UPON ALL GROUPS ANYWHERE AND EVERYWHERE THAT SUPPORT
ERA TO DENOUNCE RACISM, SUPPORT AFFIRMATIVE ACTION, FULL
EMPLOYMENT, AND JOIN WITH US AS WE BUILD BRIDGES OF UNDER-
STANDING OF THE SPECIAL NEEDS OF MINORITY WOMEN.

PASSED UNANIMOUSLY
JUNE 25, 1980

COMMENTARY RECOMMENDATIONS

General: Effecting All Minority Women

Issue: Decent Jobs for Decent Pay

Problem:

1. Insufficient number of programs to train minority women for non-traditional jobs(NTJ).
2. Insufficient number of outreach programs relating to NTJ.
3. Majority of educational systems are still steering women toward predominantly clerical occupations which are generally lower paying.
4. Once CETA eligible women are employed, they are dropped from the rolls and no longer have access to support services at a time when entry level positions do not provide sufficient funds for those services (i.e. health insurance).
5. Some CETA eligibility factors defeat the whole purpose of CETA funding for most minority women.

Solutions:

1. Increased funding for programs to train minority women in non-traditional jobs and attitude support.
2. Increased funding for programs involved in outreach for minority women.
3. Assist educational systems in developing and providing career guidance programs for minority women in the non-traditional jobs.
4. Revise CETA regulations to allow newly employed CETA eligible women to retain access to support services (i.e. retain health card).
5. Consider revision of CETA eligibility requirements that serve as barriers to specific groups of minority women.

Issue: Head of Household: How Does She Do It?

Problem:

1. During the past decade, three major legislative initiatives have failed because our elected officials believed that government involvement in child care services went against the values of the people.

2. Statistics show that two out of every five children enrolled in licensed day care centers are minority.
3. Larger numbers of minority women require day care services not only to work, but to prepare to be employable.

Solutions:

1. Expanded and richer day care services that can serve as an extended family, and where cultural values are taught.
2. Increase the role of the Federal government in the child care services area, specifically in the minority communities.

Issue: Making It and Not Selling Out

Problem:

1. Resistance from husbands and significant others.
2. Women not supporting women.
3. Women need role models and need to become role models.
4. Women lack confidence in their own abilities and accept male leadership as the natural.
5. The media consistently emphasizes role models.

Solutions:

1. Educational systems must be involved in not directing males and females into prescribed sex roles.
2. The media must be directed to recognize that women are/can be role models.

COMMENTARY RECOMMENDATIONS
Effecting Hispanic/Asian Women

Issue: Decent Jobs for Decent Pay

Problem:

1. Lack of language skills
2. Lack of recognized credentials.
3. Lack of marketable skills.
4. Family pressures- not to succeed.
5. Lack of information regarding employment opportunities.
6. CETA programs fail to meet needs of limited English population.

Solutions:

1. Bi-lingual CETA training programs should be established.
2. There must be more flexibility in the CETA income eligibility requirements.

COMMENTARY RECOMMENDATIONS

Effecting Native American Women

Issue: Decent Jobs for Decent Pay

Problem:

1. Men are given CETA jobs before women are considered.
2. Problems related to housing, training, child care, transportation and health, take priority over employment.
3. Training provided through CETA is the only training available.
4. Native American women are faced with the problem of tradition versus survival in today's society.

Solutions:

1. Insure that CETA jobs are provided on an equitable basis to both males and females.
2. Develop and implement additional training resources other than CETA.
3. Seek out means of resolving housing, child care, transportation, and health problems.
4. Seek out means of resolving tradition/survival issues.

PLENARY
RECOMMENDATION

1. We support the recommendation of the White House Conference on Small Business that the Government have a "Set Aside for Women in Business".
2. That each state convener return home secure the recommendations on the White House Conferences on (a) Children and (b) Families and become active in implementing those they feel are good.
3. To implement follow up to this conference, and encourage similar efforts on behalf of minority women around the country it is imperative that the resources of the Women's Bureau be significantly increased. At the minimum the Bureau shall:
 - (a) Have a staff presence in each state
 - (b) Have discretionary monies available to each regional office which would enable support of innovated programs to enhance the employment of women in that region.

PLENARY
RECOMMENDATION

That the President be made aware that because of the Budget cuts and the effects on our communities as people of color we will not vote for him for another term of high unemployment.

PLENARY
RECOMMENDATION

We recommend that the participants in the networks resulting from this conference be known as:

"WOMEN OF COLOR"

as opposed to Minority Women

STATE CAUCUS RECOMMENDATIONS

Indiana Caucus

- I. Issue: how can we effect change within CETA?
Solution: start a letter writing campaign in 1980 to effect change in the CETA regulations dealing with programmatic activities within prime sponsors in 1982.
- II. Issue: how can we get involved with private industry?
Solutions: 1. get involved with Private Industry Councils and publicize their activities
2. approach private industry about funding of programs for women of color
3. get private industry to develop programs of inhouse training on career ladders for women of color in entry level positions
- III. Issue: how can we provide child care facilities for working women?
Solutions: 1. research methods of achieving company subsidized child care facilities
2. initiate action on company-subsidized child care facilities from within the company

Wisconsin Caucus

- I. Issue: EMPLOYMENT MAIN DISCUSSION OR CONCERNS OF THIS CONFERENCE.
- We are taking more jobs in industry.
 - We have got to develop skills in child care services.
 - We have got to educate the employer to this fact.
 - Need for more money
- II. Issue: (Problems) Mothers with 2 years to 9 years old children have babysitting facilities in their area.
- traveling presents a great problem.
 - Hispanic--there is nothing available for them. (Mothers with children under two years.
 - Day care hours do not always agree with working hours of the parent.
 - Cost is not in to portion to earning.
 - Subsidies are no longer available.

- Need to apply pressure to churches, etc.

Summary:

- After school care for pre-school and elementary children.
- Employer and church should bear this cost burden.
- tribal reservation, community....not available.
- Lack of day care facilities in urban area of women working.
- Quality of day care services delivers cultural roots.
(1st stated: Day care center teaches cultural roots, not just assimilate into the white culture.)

Alternatives to Day Care Cost

- Move day care toward our public educational resources.

III. Rural Minority Women

- getting them employed
- getting them to feel a part of an urban area
- placed in jobs and support system for them

IV. Creation of unsubsidized jobs in tribal areas.

V. Working Women

- How do minority women find out where the good jobs are?
 - there should be a support system for women wanting upward mobility.
 - Programs need to be developed
 - Teach minority women political skills and how to use it.
- Why are clerical employees payed so low.
 - Clerical services need comparable pay for comparable worth and not to be excluded.

VI. Issue: Of adolescent pregnancy of young minority from the ages of 9 years and up. (concerns for)

- a) Health of mother
- b) Health of the child

and this will prevent their entering the labor market.

- that women who are moving up in the labor force are using white male identification models.
- We do not have enough female mentors in the working force.
- Women need to be mentors for one other women.

- VII. Issue: INSTITUTION OF HIGHER LEARNINGS DO NOT PROVIDE A SUPPORTIVE CLIMATE FOR MINORITY WOMEN STUDENTS TO SUCCEED IN THEIR CHOSEN FIELD ESPECIALLY IN SCIENTIFIC OR HIGHLY EDUCATIONAL AREAS.
- VIII. Issue: (DISSEMINATION OF INFORMATION TO THE COMMUNITY). There is a need for programs for those persons in need of particular services.
- IX. Issue: Economics issue of minority women of rural and urban women.
- X. Issue: There are not enough "hand on tool" or job- readiness programs to prepare women for apprenticeships and non-traditional jobs.

We all decided to table era at this time.

It was moved we adopt Robert's rules of order.

1) Motion placed before the floor to vote.

Moved to have one representative for all groups./ 2nd.

Calling for vote motion failed.

Motion two representatives with one alternative. Amend motion two on two/all-in-favor motion carried.

Illinois Caucus

Child Care

Proposal for child care centers. Government should help private industry to fund centers. Tax benefit should be given to corporations who pay a portion of the fee to the center for their employees.

ERA

An ERA task force should be formed to act upon conference recommendations relating to ERA.

Bi-lingual Education

We support the identified need for bi-lingual educational resources.

Battered Women

Should support the Illinois Committee Against Domestic Violence.

RECOMMENDATION

Michigan Caucus

Child Care

Be it resolved that a quality child care program be established to provide more than just custodial care; but also to provide the children with a relevant and enriching learning experience, and the care and attention they need to develop their potential.

Bi-lingual Educational Programs

Be it resolved, that everything in our power must be done to assure the continuation of bi-lingual educational programs in the schools.

ERA

Be it resolved, that we continue to support the passage of ERA in unratified states, and continue to educate all peoples, on the importance and far reaching ramifications, that would result from the non-ratification.

WORKSHOP

RECOMMENDATIONS

Decent Pay/Decent Jobs

8:45-10:15

Women's Programs

That the U.S. and State Departments of Labor, Women's Bureau, receive recognition of their efforts and results through increased appropriations and increased staff in each state and/or region.

Training/Education/Communication

Development of a training and communications program relative to women's issues, to include dissemination of information, education, and policy-making roles. The development of volunteer resource staff under the Women's Bureau to assist in the above.

Communication

Development of an avenue for communicating between women, participants in this conference, and between women and appropriate governmental agencies. Publication and distribution of proceedings of this Conference. Development of Newsletter to disseminate information on women's issues on regional and national issues.

RECOMMENDATION

Decent Pay/Decent Jobs

The USDOL should continue enforcement of goals for women in apprenticeship training, construction and other skilled trades.

The current goal levels should be increased to equal women's participation in the work force even though the goals have not been met. The goals have not been met due to lack of strong enforcement rather than women's lack of interest and ability in the skilled trades.

RECOMMENDATION

Decent Jobs/Decent Pay

10:30-12:00

1. Strengthening of counseling to re-orientate minority women to the advantages of Apprenticeship Programs and Blue Collar jobs.
2. Development of Newsletter and State meetings to facilitate minority women's networking.
3. More funds to up-grade and retrain women locked in to dead-end service jobs with limited earning potential.
4. An urging of Congress to maintain support for CETA allocations and Human Service Programs.
5. Workshops for Career Planning, Management of Occupational Stress, Leadership Development, Networking, Mentoring and Organizational Skills.
6. More female representation in CETA Administrative positions.
7. Re-Assessment of Job Titles/Classifications so women can receive comparable pay for comparable work.
8. An emphasis on the retraining of older workers.
9. Vigorous/concerted appreciation of Affirmative Action and E.E.O.C. and OFCCP Enforcement Policies for minority women.
10. Close scrutiny of Federal Register Drafts so that comments and recommendations can be made in reference to minority women's perspectives.

RECOMMENDATION

Head of Household - How Does She Do It?

8:45-10:15
10:30-12:00

With a Man/Without

1. Support job sharing, part time employment and flexible working hours.
2. Demand access time to media (radio and television) and federal funding to publish magazines, directed towards single women who are heads of household.
3. Support an organization that will fund a lobbyist who will represent the concerns of women who are head of households.

Inflation/Survival Techniques

1. Provide educational activities and increase publicity on services and programs available, especially locally, to help minority women cope with inflation and environmental hazards (ex: State University programs, consumer advocacy groups, legal education, basic survival skills), training to learn new skills or refine old skills, etc.
2. Minority women as a group should provide or facilitate funding/scholarships/fellowships to prepare qualified and interested minority women in the areas of labor relations.
3. Create a consumer education task force.

Day Care

1. Make available quality Child Care twenty-four hours at affordable rates.
2. Implement effective monitoring of Child Care service.
3. Educate parents about how to evaluate day care programs.
4. Demand increase funding for day care activities, at the federal level.
5. Assess how private businesses can support and accept greater responsibility for providing day care services to its employees.
6. Support and facilitate utilization of alternatives for child care (such as "foster parent programs" cooperative efforts among parents who take turns in caring for each other's children, etc.).
7. Evaluate the tax structure related to "child care" and prepare updating of provisions that put women heads of households at a disadvantage.

Major Recommendation

Educate minority women to identify existent resources and to utilize these resources effectively and to their best interest.

RECOMMENDATION

Making It and Not Selling Out

8:45-10:15

Sexual Harassment

1. Plan and implement programs to educate men in upper management to effectively deal with women entering the world of work above, and on their level.
2. Develop educational programs at the local levels to inform women of color of the Fair Employment Law to include (a) how these laws protect them and (b) the steps necessary to file suit.

Special emphasis should be placed on sex discrimination and how it relates to sexual harassment.

Remembering Our Roots

1. All people of color should no longer allow the government and institutional structures to pit us against each other but we must unify at local levels as a united force to fight discrimination regardless of the ethnicity.
2. Seek out children - not necessarily our own - at the neighborhood churches, youth centers and/or corner stores. Assist in providing tutoring, counseling and a sense of direction for positive future productivity.

Getting There From Here

1. As a collective group on the local and regional level use skills and expertise to produce material for the media to provide positive visibility.
2. To work towards and be concerned with all women entering the world of work on every level.
3. To assist all women of color to prepare themselves to:
 - a. seek out their capabilities
 - b. explore educational training
 - c. obtain effective communication skills
 - d. to effectively evaluate their appearance
 - e. and to research organizations, agencies and institutional structures for upward mobility and advancement.

RECOMMENDATION

Making It and Not Selling Out

10:30-12:00

Sexual Harassment

Training Program defining Sexual Harassment for all employees
(both government and non-government).

Remembering Our Roots

Becoming personally involved - commit time and energy to
make your voice heard and that of your network.

Getting There from Here

Network, support groups and educational workshops in your office,
your community, your church - they are not going to happen
unless you give of yourself.

This Conference go on record encouraging the formation of local
office/city/state and social networks where three sub topics
could be discussed and support system evolve.

EVALUATION

NETWORKING TOGETHER

I attended: Commentary Panel State Caucus Social Hour Dinner
Workshops: Decent Jobs/Decent Pay Head of Household-How Does She Do It
Making It & Not Selling Out
Luncheon Closing Plenary Session

The following were most helpful/informative: Commentary Panel Caucus
Social Hour Dinner Workshops Luncheon Plenary Sessions

Other Comments About Above: _____

The Way In Which The Conference Could Be Improved Is: _____

I Would Like To See The Following As Conference Follow-Up: _____

How Did You Learn About The Conference? _____

Background Information: (Circle appropriate categories)

Sex (1) Male (2) Female
Age (1) Under 20 (2) 20-29 (3) 30-39 (4) 40-49 (5) 50-59 (6) 60 & over

Occupation:

- | | |
|-------------------------------|-----------------------------|
| 1) Professional and technical | 6) Student |
| 2) Managers and administrator | 7) Homemaker |
| 3) Sales worker | 8) Union official/organizer |
| 4) Clerical worker | 9) Retiree |
| 5) Manual worker | 10) Other _____ |

Ethnicity:

1) Asian 2) White 3) Black 4) Hispanic 5) Indian 6) Other

State: IL IN MI MN OH WI Other

NETWORKING TOGETHER

EVALUATION SUMMARY

Of the 300 plus registrants, 127 evaluations were completed.

ATTENDANCE PER FUNCTION

Luncheon	104
Closing Plenary Sessions	101
Making It and Not Selling Out Workshop	98
Commentary Panel	85
State Caucus	80
Decent Jobs/Decent Pay Workshop	71
Dinner	69
Social Hour	65
Head of Household/How Does She Do It Workshop	63

MOST INFORMATIVE COMPONENT

Workshops	87
Commentary Panel	59
Caucus	57
Luncheon	44
Plenary Sessions	44
Dinner	40
Social Hour	22

OTHER COMMENTS ABOUT ABOVE

General comments about the components of the Conference were overwhelmingly positive. The participants themselves were one of the most appreciated ingredients of the Conference. Comments included: "beautiful, articulate", "I learned so much from other women", "It was good to see women of color coming together".

The programs at the luncheon and dinner were highly praised. There was much reference to "good beginning - we must do again, at least once a year."

Networking works. Comments about the "good contacts" and "good interaction" were frequent.

THE WAY IN WHICH THE CONFERENCE COULD BE IMPROVED

The Conference could be improved by a wider state outreach, which would involve more "grassroots" women. Ways to expand the core committee's role would probably facilitate this.

It was recommended that the Conference be a minimum of two entire days so that issues could be more thoroughly discussed. Audience participation needs to be expanded. Commentary panelists should interact more and there should be an agenda time for "War Stories". Professional outside recorders were mentioned as a way to free up participant recorders who might have contributed more fully to the discussion.

The Way In Which The Conference Could Be Improved (continued)

Also better space, adequate public address systems and a more efficient registration process were recommended.

Many participants felt the brochure did not offer enough information about the purpose of the Issues, Commentary and State Caucuses.

Additional topics suggested for discussion were:

Religions, culture - history of different groups, politics
(led by elected women officials) health and the work place

More mingling between women of different races and from different states was recommended. A booth to facilitate Networking was another suggestion.

FOLLOW UP

The most frequently mentioned method of follow up was the directory and recommendations mailing.

Secondly participants wished to see state caucuses continue to act upon recommendations and to begin to prepare for the next regional meeting.

The overwhelming sense of the answers wished that the "networking" which was begun will continue. One suggestion was to plan other mini conferences around specific topics, i.e. Mature Workers, Economic Issues, Business Opportunities. Many participants suggested that a Newsletter would be a vehicle for continuing communication. There is also interest in tracing the results of Conference recommendations.

SOURCE

The mailing of the Brochure was the most frequently mentioned source of information. Other Networks and work (organizations) were the second most frequently mentioned sources, with friends or word of mouth a close third. Other sources mentioned were: school, media, core group, host committee.

BACKGROUND INFORMATION ON PARTICIPANTS

<u>Sex</u>	(1) Male	<u>1</u>	(2) Female	<u>119</u>						
<u>Age</u>	(1) Under 20	<u>3</u>	(2) 20-29	<u>25</u>	(3) 30-39	<u>43</u>	(4) 40-49	<u>34</u>	(5) 50-59	<u>10</u>
	(6) 60 & over	<u>7</u>								

(continued)

Background Information on Participants (continued)

Occupation:

1) Professional and Technical	72	6) Student	18
2) Managers and Administrator	22	7) Homemaker	14
3) Sales Worker	-0-	8) Union official/or-	
4) Clerical Worker	12	ganizer	6
5) Manual Worker	2	9) Retiree	1
		10) Other-Self employed 4,	
		Activist 1, unemployed 2,	
		part time 1, community vol-	
		unteer 1	

Ethnicity:

1) Asian	9
2) White	8
3) Black	82
4) Hispanic	21
5) Indian	6
6) Other	1

State:

Illinois	78
Indiana	9
Michigan	13
Minnesota	11
Ohio	11
Wisconsin	6
Other	0

NOTE: Some participants did not respond to each category

ORDER FORM

Please indicate which of the following you would like to order from the Women's Bureau at no charge. Return the form to:

Women's Bureau, U.S.D.O.L.
230 S. Dearborn, 10th Floor
Chicago, IL 60604

The Women's Bureau staff will be happy to answer any questions you have about your order. We can be reached at 312-353-6985.

CONFERENCE PUBLICATIONS:

Quantity

Text of Ramona Jones' Presentation _____

Text of Dr. Arnita Boswell's Presentation _____

Information on German Marshall Fund _____

Copies of Complete Conference Report Including
Participant Directory _____

Copies of Participant Directory _____

Sexual Harassment Handout _____

Inflation Fighting Tactics Handout _____

Issues Commentary Transcript _____

Listing of Publications of the Women's Bureau _____

Conference Packet* _____

*May be ordered as single copies:

Native Women Today/Sexism and the Indian Women _____

A Profile of Hispanics in the U.S. Work Force _____

Emergence of Asian and Pacific American Women _____

Employment in Perspective: Working Women _____

Chart: Most Women Work Because of Economic Need _____

Federal Child Care Legislation, 76-78 _____

Brief Highlights of Major Federal Laws and Order
on Sex Discrimination in Employment _____

20 Fact of Women Workers _____

Publications of the Women's Bureau _____

Women in Apprenticeship...There's a Future In It! _____

OFCCP: Making EEO and Affirmative Action Work _____

Working Woman's Guide to Her Job Rights _____

Facts About Women Heads of Households, etc. _____

Minority Women Workers _____

Minority Women Workers: A Statistical Overview



U.S. Department of Labor
Employment Standards Administration
Women's Bureau
1977 (Revised)

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Minority Women Workers: A Statistical Overview

U.S. Department of Labor
Ray Marshall, Secretary
Employment Standards Administration
Donald Elisburg,
Assistant Secretary for Employment Standards
Women's Bureau
Alexis M. Herman, Director
1977 (Revised)



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Monthly Working Women
1970-1971

The 1970-71 period proved to be a particularly difficult time for many women—minority and white alike. Unemployment rose throughout 1970, and the 1971 period rates, on an annual average basis, were the highest since data became available in 1945. Although overall unemployment fell somewhat in 1971, unemployment rates were higher than at any time in the postwar period.

CONTENTS

In 1971, women had an unemployment rate of 8.4 percent, compared with 7.6 percent for men. The rate for all minority women was 10.2 percent, substantially higher than the 7.2 percent for white women. This, together with the fact that minority women are more discriminated against in the labor market, indicates that the labor market is still a discriminatory one.

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The proportion of minority women in the labor force exceeded that of white women in all age groups 25 years and over. The difference was greatest among women 25 to 34 years of age, where 22 percent of minority women were workers compared with 16 percent of white women. The situation was reversed, however, among women 16 to 24 years of age.

Large minority races are comprised of all races other than white, including Negro, American Indian, Japanese, Chinese, Filipino, Korean, Hawaiian, Cuban, Alaskan, and all other minority races. Negroes comprise 50 percent of persons of minority race. Persons of Spanish origin are included in the white population.

The 1974-76 period proved to be a particularly difficult time for many workers--minority and white alike. Unemployment rose throughout 1974, and the 1975 jobless rates, on an annual average basis, were the highest since data became available by race in 1948. Although overall unemployment fell somewhat in 1976, unemployment rates were higher than at any time in the post-World War II era.

In 1976 women had an unemployment rate of 8.6 percent, compared with 7.0 percent for men. The rate for all minority workers was 13.1 percent, substantially higher than the 7.0 percent for whites. Minority women, then, experiencing both sex and race discrimination, face a double disadvantage in their job search. The jobless rate of these women in 1976 was 13.6 percent.

Despite the higher unemployment rates of minority women workers, other disadvantages which these women have faced (although still severe) have been alleviated to some extent, particularly since 1960. First, the occupational distribution of minority women has become more favorable as women have moved into more skilled and professional jobs from the more menial service-type occupations. Second, this occupational shift has been a significant factor in raising the median wage or salary income of minority women; it rose from \$2,372 in 1960 to \$6,611 in 1974 for those working full time throughout the year. This was an increase of 179 percent over the 14-year period. The income of white women showed a less spectacular increase of 106 percent--from \$3,410 to \$7,025.

Labor Force Participation

The labor force participation rate of minority women has remained steady in recent years, while the rate of white women, although still below that of minorities, has risen considerably. In 1976 there were 5.0 million minority women 16 years of age and over in the civilian labor force. Minority women accounted for 12 percent of all women in the population and for 13 percent of all women workers. Among all minority women, about 50 percent were workers, as compared with 47 percent of the white women (table 1). The labor force participation rate of minority women was highest among those 25 to 34 years of age; the rate of white women was highest in the 20- to 24-year-age group.

The proportion of minority women in the labor force exceeded that of white women in all age groups 25 years and over. The difference was greatest among women 25 to 34 years of age, where 65 percent of minority women were workers compared with 56 percent of white women. The situation was reversed, however, among women 16 to 24 years of age.

Note: Minority races are comprised of all races other than white, including Negro, American Indian, Japanese, Chinese, Filipino, Korean, Hawaiian, Eskimo, Aleut, and all other nonwhite races. Negroes constitute 89 percent of persons of minority races. Persons of Spanish origin are included in the white population.

Table 1.--Percentage of Persons in the Civilian Labor Force,
by Age, Sex, and Race, 1976

Age	Women		Men	
	Minority	White	Minority	White
Total, 16 years and over	50.2	46.9	70.7	78.4
16 and 17 years	23.9	43.8	30.2	51.8
18 and 19 years	43.3	61.8	55.6	73.5
20 to 24 years	57.9	66.2	78.4	86.2
25 to 34 years	65.3	55.8	90.6	95.9
35 to 44 years	62.2	57.1	90.6	96.0
45 to 54 years	57.3	54.7	83.4	92.5
55 to 64 years	43.4	40.8	65.7	75.4
65 years and over	11.2	8.0	19.7	20.3
18 to 64 years	57.7	55.2	81.1	89.1

Source: U.S. Department of Labor, Bureau of Labor Statistics:
Employment and Earnings, January 1977.

Unemployment Status

In 1976 the unemployment rate of adult minority women (20 years and over) averaged 11.3 percent, about the same as the 11.5-percent rate in 1975 (table 2). The rate for white adult women was 6.8 percent, down from 7.5 percent registered the previous year.

Although relatively small in number, teenagers continued to be the most seriously affected group, with a jobless rate of 39.0 percent for minority young women 16 to 19 years (35.4 percent for minority young men) and 16.4 percent for white young women (17.3 percent for white young men).

Table 2.--Unemployment Rates, by Race, Age, and Sex, 1975 and 1976

Age	Women		Men	
	1976	1975	1976	1975
<u>Minority</u>				
Total, 16 years and over	13.6	14.0	12.7	13.7
16 to 19 years	39.0	38.5	35.4	35.4
20 years and over	11.3	11.5	10.6	11.7
<u>White</u>				
Total, 16 years and over	7.9	8.6	6.4	7.2
16 to 19 years	16.4	17.4	17.3	18.3
20 years and over	6.8	7.5	5.4	6.2

Source: U.S. Department of Labor, Bureau of Labor Statistics:
Employment and Earnings, January 1977 and January 1976.

In addition to those persons unable to find work (unemployed), there are those who, although employed, cannot find full-time jobs. These workers are classified by the Bureau of Labor Statistics as "involuntary part-time workers" and are considered by many analysts as constituting a form of "disguised unemployment." Although included among the employed count, these persons want full-time jobs but are able to work only part time because of so-called "economic" reasons--slack work, material shortages, and the like. In 1976 one-third (311,000) of minority women and nearly one-fifth (1,379,000) of white women working on part-time schedules were doing so involuntarily.

Another form of disguised unemployment is made up of persons classified as "discouraged workers"--those who desire work but either do not enter the labor force or withdraw from it because they think they cannot find a job. In 1976, 138,000 minority and 451,000 white women were not in the labor force because they were discouraged with job prospects.

Reasons for Unemployment

Adult minority and white women showed slightly different patterns in reasons for joblessness (table 3). Forty percent of minority and 45 percent of white women had lost their jobs. Thirteen and 18 percent, respectively, had voluntarily left their jobs in search of another. Forty percent of minority women and 34 percent of white women were reentrants to the labor force, and 9 percent of minority and 4 percent of white women were new entrants.

The percentage of unemployment accounted for by reentrants to the labor force was more than twice as large among adult women as among adult men in both racial groups. Women made up almost half of the unemployed who were reentrants in 1976. Several factors account for this: (1) most reentrants are women who return to the work force after a period of absence devoted to childrearing, (2) divorce and separation also force many women to reenter the labor market, (3) the continued expansion of the service-producing industries--many offering part-time employment--has led to more jobs for women, and (4) many women have been encouraged to return to the labor force because of the increasing opportunities that have resulted from the breaking down of discriminatory barriers.

Table 3.--Percentage Distribution of Unemployed Persons, by Sex, Age, Race, and Reason for Unemployment, 1976

Sex, age, and race	Total		Job losers	Job leavers	Reentrants	New entrants
	Number (in thousands)	Percent				
Total	7,288	100.0	49.8	12.2	26.0	12.1
Women, 20 years and over	2,546	100.0	43.5	16.5	35.2	4.8
Men, 20 years and over	3,041	100.0	70.1	10.4	16.8	2.7
Both sexes, 16 to 19 years	1,701	100.0	22.6	8.9	28.8	39.7
<u>Minority</u>	1,433	100.0	45.6	9.1	29.8	15.6
Women, 20 years and over	521	100.0	39.7	12.5	39.3	8.6
Men, 20 years and over	567	100.0	67.5	7.9	19.4	5.1
Both sexes, 16 to 19 years	345	100.0	18.6	5.8	32.5	43.1
<u>White</u>	5,855	100.0	50.8	12.9	25.1	11.3
Women, 20 years and over	2,024	100.0	44.5	17.5	34.1	3.9
Men, 20 years and over	2,474	100.0	70.8	10.9	16.1	2.2
Both sexes, 16 to 19 years	1,356	100.0	23.6	9.7	27.9	38.8

Note: Individual items may not add to totals because of rounding.

Source: U.S. Department of Labor, Bureau of Labor Statistics, unpublished data.

Unemployment During the Recession

To measure the disproportionate burden of unemployment experienced by minority women, it is helpful to present the rise in unemployment of both groups in relative terms rather than to simply compare the jobless rates of both minority and white workers. The "incremental ratio" is such a measure, as it takes the absolute change in unemployment rates and expresses this change in relative terms.^{1/} Over the course of the recent recession,^{2/} 11 minority adult women entered the unemployment stream for every 10 white adult women (table 4). Similarly, 18 minority

Table 4.--Peak-to-Trough Change in Unemployment Rates, by Race, Sex, and Age, November 1973 to May 1975

Race, sex, and age	Peak	Trough	Over-the-period change
	Nov. 1973	May 1975	
Minority women, 20 years and over	8.1	11.9	3.8
White women, 20 years and over	4.3	7.9	3.6
Incremental ratio			1.1
Minority women, 20 years and over	8.1	11.9	3.8
Minority men, 20 years and over	5.5	11.8	6.3
Incremental ratio			.6
Minority women, 16 to 19 years	31.4	37.9	6.5
White women, 16 to 19 years	13.4	17.0	3.6
Incremental ratio			1.8

Note: Data are seasonally adjusted. The cycle turning points are those defined by the National Bureau of Economic Research (NBER). Three-month averages were computed to smooth inherent sampling variability (particularly among relatively small sample size groups) from the Current Population Survey and to mitigate somewhat the discrepancy which may occur between the NBER cycle turning points and the turning points in unemployment.

Source: U.S. Department of Labor, Bureau of Labor Statistics, unpublished data.

^{1/} See Curtis L. Gilroy, "Black and White Unemployment: The Dynamics of the Differential," *Monthly Labor Review*, February 1974, pp. 38-47, for a more elaborate description of this measure.

^{2/} For the purpose of this analysis, November 1973 and May 1975 (the low and high points in overall unemployment) have been chosen as the peak and trough months of the recessionary period.

teenage women became unemployed for every 10 white teenage women. Among adult women and men of minority races, however, the situation was reversed. Although the absolute unemployment rates of minority women were higher than those of minority men, 6 minority adult women became unemployed for every 10 minority adult men in the period. This occurred because the percentage increase in the unemployment rate for minority men exceeded that for minority women.

Occupations

Minority women workers were more heavily concentrated in service occupations (including private household) than were white women--35 and 19 percent, respectively, in 1976 (table 5). In contrast, a larger proportion of white women were in professional, technical, or managerial occupations as well as clerical jobs than were minority women--58 percent compared with 43 percent.

Significant changes have occurred in the occupational distribution of women since 1960. Among minority women, the changes have been more dynamic. Between 1960 and 1976 the proportion of minority women who were professional and technical workers rose from 7 percent to over 14 percent; the proportion who were clerical workers increased from 9 to 26 percent. On the other hand, the percentage of private household workers dropped sharply--from 35 to 9 percent.

Table 5.--Major Occupation Groups of Employed Women, by Race, 1960 and 1976 ^{1/}

Major occupation group	1976		1960	
	Minority	White	Minority	White
Number (in thousands)	4,356	30,739	2,821	19,376
Percent	100.0	100.0	100.0	100.0
Professional and technical workers	14.2	16.2	6.9	13.1
Nonfarm managers and administrators	2.8	5.9	1.8	5.4
Clerical workers	26.0	36.2	9.3	32.9
Sales workers	2.5	7.3	1.5	8.5
Operatives (including transport)	15.7	11.3	14.1	15.1
Service workers (except private household)	26.0	16.8	21.4	13.7
Private household workers	9.4	2.2	35.1	6.1
Other occupations	3.4	4.1	10.8	5.2

^{1/} Data are for women 16 years of age and over in 1976 but 14 years and over in 1960.

Source: U.S. Department of Labor, Bureau of Labor Statistics: Employment and Earnings, January 1977 and January 1961.

Marital Status

Forty-five percent of the minority women workers in March 1976 were married and living with their husbands (table 6). Twenty-eight percent were widowed, divorced, or separated from their husbands, and the remaining 27 percent were single. In contrast, among white women workers nearly three-fifths (59 percent) were married and living with their husbands, 24 percent were single, and 18 percent were widowed, divorced, or separated.

Minority women with husbands present were more likely to be in the labor force than were single minority women or those who were widowed, divorced, or separated. Among white women, those with husbands present were less likely to be in the labor force than were single women, but somewhat more likely than those who were widowed, divorced, or separated.

Table 6.--Marital Status of Women in the Labor Force, by Race, March 1976

Marital status	Number (in thousands)	Percent distribution	As percent of women in population
Minority			
Total	5,018	100.0	50.3
Never married	1,329	26.5	48.5
Married (husband present)	2,268	45.2	54.9
Widowed, divorced, or separated	1,421	28.3	45.7
White			
Total	32,799	100.0	46.3
Never married	7,754	23.6	61.2
Married (husband present)	19,285	58.8	44.1
Widowed, divorced, or separated	5,760	17.6	39.8

Source: U.S. Department of Labor, Bureau of Labor Statistics, unpublished data.

Women Heads of Families

In March 1976 there were 2.1 million families headed by women of minority races. They accounted for 28 percent of the 7.5 million families headed by women. Women headed 34 percent of all minority families; by contrast, only 11 percent of all white families had a female head.

Minority families headed by women were almost twice as likely to have incomes below the low-income or poverty level as similar white families--49 percent and 26 percent, respectively, in 1975 (table 7). Among families headed by women who worked full time the year round, the incidence of poverty was almost four times greater for minority families than for white families--15 and 4 percent, respectively.

Table 7.--Work Experience in 1975 of Women Heads of Families With Incomes Below the Low-Income Level, by Race

Race	Total	No work experience	Worked during year	Worked year round full time
Number of poor families headed by women (in thousands)				
Total	2,430	1,543	887	135
Minority	1,036	667	369	60
White	1,394	876	518	75
As percent of all families headed by women				
Total	32.5	49.5	20.3	5.8
Minority	49.3	71.4	36.8	15.0
White	25.9	40.4	16.1	4.2

Note: The low-income or poverty level is based on the Social Security Administration's poverty thresholds, adjusted annually in accordance with changes in the Department of Labor's Consumer Price Index. Classified as poor in 1975 were those nonfarm households where total money income was less than \$2,724 for an unrelated individual; \$3,506 for a couple, and \$5,500 for a family of four. (The poverty level for farm families is set at 85 percent of the corresponding level for nonfarm families.)

Source: U.S. Department of Commerce, Bureau of the Census: Current Population Reports, Series P-60, No. 103.

For those families headed by women who had no work experience during the year, 71 percent of minority families and 40 percent of white families had incomes below the low-income level.

Working Mothers

Minority mothers, like their white counterparts, have sharply increased their labor force participation in recent years. The greatest increase for both minority and white mothers has been among women with children under 6 years of age. In fact, the participation rate of these minority mothers exceeds the rate for all minority women workers. Although the participation rates for minority mothers have always been considerably higher than those for white mothers, their increase in the last 5 years has not been so marked as that of their white counterparts.

Minority mothers in the labor force in March 1976 totaled 2.2 million, or 15 percent of all working mothers. Sixty-two percent of minority women with children 6 to 17 years of age were workers, as were more than half (53 percent) of those with children under 6 (table 8). The comparable figures for white women were 55 and 38 percent, respectively.

Table 8.--Percentage of Mothers in the Labor Force, by Race, Age of Children, and Marital Status of Mother, March 1976

Age of children	All ever married	Married (husband present)	Other marital status ^{1/}
Minority			
Total	58.1	58.3	57.7
6 to 17 years	62.4	63.8	60.3
Under 6 years	53.3	53.2	53.8
White			
Total	47.5	44.8	66.0
6 to 17 years	55.4	52.7	70.9
Under 6 years	37.7	35.5	57.2

^{1/} Widowed, divorced, or separated.

Source: U.S. Department of Labor, Bureau of Labor Statistics, unpublished data.

Among minority mothers, labor force participation rates were similar for those who were married with husbands present and those who were widowed, divorced, or separated. On the other hand, the labor force participation rate of white mothers with husbands present was significantly lower than that of white mothers who were widowed, divorced, or separated.

Children of Working Mothers

In March 1976, 28.2 million children under age 18 had working mothers (table 9). About 4.8 million (17 percent) of these children were of minority races. More than 1 out of 4 minority children (more than 1 out of 5 white children) was under 6 years of age.

Approximately 1.7 million minority children and 3.6 million white children had working mothers who were family heads. But the proportion of minority children whose working mothers were family heads was more than twice as high as that of white children--36 and 15 percent, respectively.

Table 9.--Number of Own Children of Working Mothers, by Race, Type of Family, and Age of Children, March 1976

(Numbers in thousands)

Type of family	Total children under 18 years	Children under 6 years	Children 6 to 17 years
<u>Minority</u>	4,792	1,247	3,545
Husband-wife family	3,079	848	2,231
Female-head family	1,712	399	1,313
<u>White</u>	23,367	5,192	18,175
Husband-wife family	19,789	4,532	15,257
Female-head family	3,579	660	2,918

Source: U.S. Department of Labor, Bureau of Labor Statistics, unpublished data.

Education

Most minority women workers are high school graduates. In March 1976, 65 percent had graduated from high school, including 12 percent who had completed 4 or more years of college. The comparable figures for white women were 76 and 14 percent, respectively.

The median 12.4 years of schooling for minority women workers in 1976 reflected an increase of more than 1 year from the median in 1966, bringing the median educational attainment to above the high school graduate level.

Both women and men of minority races are narrowing the education gap between themselves and their white counterparts. The following table shows the median years of schooling completed by minority and white women and men in 1976 and 1966:

	March 1976	March 1966
<u>Women</u>		
Minority	12.4	11.2
White	12.6	12.4
<u>Men</u>		
Minority	12.2	10.0
White	12.6	12.3

Note: Data are for persons 16 years of age and over in 1976 but 18 years and over in 1966. Data are from the U.S. Department of Labor, Bureau of Labor Statistics, Special Labor Force Reports Nos. 80 and 193.

Employment Status of High School Dropouts

High school dropouts are seriously disadvantaged in the labor market. In October 1976 there were 196,000 minority women workers 16 to 24 years of age who had left school before completing high school. Their unemployment rate was 44.9 percent (table 10). In contrast, among the nearly 949,000 white women of this age group who had dropped out of school, the unemployment rate was much lower--27.0 percent.

The jobless rate among minority women in this age group who had graduated from high school was somewhat lower--22.7 percent--but was still excessively high. The rate for white women graduates was 11.7 percent.

Table 10.--Employment Status of High School Graduates Never Enrolled in College and Dropouts, by Sex and Race, October 1976

(Persons 16 to 24 years of age)

Race	Graduates never enrolled in college		Dropouts	
	Labor force participation rate	Unemployment rate	Labor force participation rate	Unemployment rate
<u>Women</u>				
Total	71.0	13.0	44.8	30.0
Minority	63.6	22.7	38.0	44.9
White	72.1	11.7	46.7	27.0
<u>Men</u>				
Total	94.3	11.3	85.7	21.7
Minority	84.8	22.8	73.6	31.5
White	95.5	10.0	88.6	19.7

Source: U.S. Department of Labor, Bureau of Labor Statistics, unpublished data.

Earnings

Although the median wage or salary income of minority women increased by nearly 15 percent between 1973 and 1974, this advantage was seriously undercut by the 12-percent rate of inflation between those years. Median income of white women increased 7 percent during the same period.

The median wage or salary income of minority women, like that of white women, is substantially less than the income of men, either minority or white. In addition, fully employed minority women continue to earn less than white women, although the earnings gap has narrowed appreciably. In 1974 women of minority races who worked the year round at full-time jobs had a median wage or salary income of \$6,611--94 percent of that of white women, 73 percent of that of minority men, and 54 percent of that of white men. In 1960 the corresponding proportions were 70, 63, and 42 percent.

Median Wage or Salary Income in 1974, by Race and Sex

Race	All workers		Year round full-time workers	
	Women	Men	Women	Men
Total	\$4,850	\$10,404	\$6,967	\$12,072
Minority	4,751	7,617	6,611	9,082
White	4,863	10,745	7,025	12,343

Source: U.S. Department of Commerce, Bureau of the Census: Current Population Reports, Series P-60, No. 101.

The low earnings of black ^{3/} women relative to those of white women may be partially attributed to the types of occupations in which they are employed. For example, the largest number of black women are employed in service occupations, except private household, where the median earnings of year round full-time women workers were \$5,046 in 1974. The occupation employing the largest number of white women is clerical work, where year round full-time women workers had median earnings of \$6,827. Significantly more black women than white were employed in private household work, where median earnings were only \$2,676.

The earnings of married women make a substantial contribution to total family income. Nonfarm minority wives who worked in 1974 contributed a median of 32 percent to family income; for white wives, the median was 26 percent.

The median income of a black ^{3/} family headed by a woman was only \$4,465 in 1974, less than half of the "low" standard of living budget for a family of four (\$9,198) estimated by the Bureau of Labor Statistics.

^{3/} Data not available for minorities.

Conclusion

As the Nation continues its recovery from the 1973-75 recession, the unemployment rate for minority adult women is still excessively high--11.4 percent, seasonally adjusted, in the fourth quarter of 1976. The rate for white adult women was 7.1 percent. The minority teenage unemployment rate, after climbing to an all-time high of 39.3 percent in the second quarter of 1976, settled back to 35.8 percent by year's end. By contrast, the jobless rate for white teenagers was 17.0 percent.

In terms of employment during 1976, minority adult women experienced greater proportional increases than their white counterparts. By the fourth quarter of 1976, 4,140,000 minority adult women held jobs, 5.5 percent more than were working a year earlier; white adult women's employment stood at 27,950,000 by the end of 1976, a gain of 4.4 percent from the fourth quarter of 1975.

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