



Irene Gomez-Bethke Papers.

Copyright Notice:

This material may be protected by copyright law (U.S. Code, Title 17). Researchers are liable for any infringement. For more information, visit www.mnhs.org/copyright.

Probably the most shocking budget cuts are those dealing with food stamps.

In Hennepin County 41,120 persons or 19,133 households participate in the food stamp program. In the Minneapolis public schools, 20,000 students currently receive school lunches. Approximately 64% of these students receive a free lunch or pay a reduced price.

The Senate Budget Committee is now proposing that poor children and the elderly who are eligible for a hot lunch program should be required to reduce their family food stamp allowances in order to eliminate an "overlap" in benefits.

One must keep in mind that food stamp benefits are based on the lowest cost diet plan possible. A National Food Consumption Survey conducted by the

More women working for pay, but they're less satisfied than housewives

It's no longer a surprise that more women are working for pay these days. Women's share in Minnesota's labor force has grown from an estimated 38 percent in 1970 to 42 percent in 1977 and is projected to be 46 percent by 1990, according to the State Planning Agency.

But that doesn't mean women are any more satisfied than men with their jobs.

Whatever women's reasons for joining the labor force—money, career goals or personal stimulation—the Minnesota Poll found that employed women are slightly less satisfied than men with their jobs and substantially less satisfied than housewives. For that matter, *men* are less satisfied than housewives, too.

Among employed people interviewed by the poll, 55 percent were men and 45 percent were women. About 30 percent of the men and 28 percent of the women said they are completely satisfied with their jobs.

Among men, 53 percent said they are mostly satisfied, compared with 51 percent of the women. In other words, about eight of every 10 men and women reported they are satisfied with their jobs. (The difference between sexes is within the range of statistical error, although other surveys have reported the same slight difference.)

Among housewives, over-all satisfac-

tion likewise was expressed by more than eight in 10. But the difference was that 45 percent of housewives reported complete satisfaction with housework—a much greater proportion than that among employed men and women.

A widowed mother of six children in rural Nicollet County showed particular enthusiasm: "I love doing housework, and I dread the day I

will be disabled and can't do it."

Among women working for pay, 10 percent said they hire outside help; so did 10 percent of housewives. And so did 15 percent of retired women.

Over the years, Minnesotans have shown a tendency to say that men's jobs are more important than women's. And, consistently, women have expressed that belief even more of-

ten than men.

In the summer of 1944, for example, Minnesotans were asked whether women employees who did not work for wages before World War II should be urged to quit work as soon as there were signs of unemployment—or should they be able to continue working as long as they desired? Three out of four adults told the Minnesota Poll that women

should be urged to quit. Seventy-one percent of the men gave that answer, compared with 80 percent of the women.

By early 1978, four out of five adults said that most men need to hold a paid job for self-fulfillment; slightly more than one in four said the same thing about women. Again, women were the stronger component of those majorities.

■ 35 percent of the women agreed that men need paid jobs for self-fulfillment, compared with 79 percent of the men. There was no difference between housewives and working women on this point.

■ 26 percent of the women said that women need paid jobs for self-fulfillment, compared with 31 percent of the men who gave that answer. Even among working women, the proportion who agreed was no greater than that among men—31 percent.

State statistics show that working can be dangerous to your health

If you get hurt on the job in Minnesota, the target likely will be your back, your fingers or your legs. Your injury most likely will be a sprain, a cut or a bruise.

If you're a man, your chance of injury is three times that of women employees, even though men make up less than 60 percent of the work force.

You're more than four times as like-

ly to get hurt where you work than in a work-related task off the premises.

You're much more susceptible to injury if you have a manufacturing, construction or food-processing job or, ironically, if you work in one of the health services.

Such conclusions come from surveys that the Department of Labor and Industry conducts among employers to estimate such on-the-job injuries.

Reports from employers show that 281 people died on the job in Minnesota in 1979. That figure includes everything from heart attacks and traffic accidents to falls, machine mishaps and the like. Fatalities generally declined during the '70s, though the work force grew substantially.

Ivan Russell, director of the Occupational Safety and Health Administration in Minnesota, said his staff has investigated from 43 to 55 cases a

year since 1976—about one-fifth to one-seventh of all deaths. Investigations center on deaths that are directly related to industrial settings and presumably can be prevented.

Federal labor officials say work-related illnesses are much more difficult to detect. Result: Nearly half of all illness reports in 1978 were skin disorders—rather visible maladies.

Here's how pay, fringe benefits compare for Minnesota workers

Do Minnesotans think they're paid well for their labor?

According to the Minnesota Poll, slightly more than a third of the state's workers say it's "very true" their pay is good. Nearly half said "somewhat true."

Compared with other job conditions like security, physical surroundings, ability to make friends, chance to use ability, convenient commuting and workers' interest in their jobs, pay drew the weakest endorsement from Minnesota employees.

Surveys by the state's Department of Economic Security show that the Twin Cities-area consumer price index rose 76 percent from January 1970 to January 1979, and most wages and salaries did not keep pace. Professional and paraprofessional wages rose 59 percent, office and clerical wages rose 67 percent and blue-collar wages rose 60 percent during the same period.

The table at the end of this article shows median monthly salaries for a sampling of jobs in Minnesota and, in particular, in the metropolitan area. The figures reflect survey results from 2,617 state employers. The ongoing survey is sponsored by the Department of Economic Security.

The department also uses surveys to monitor fringe benefits. In 1978, for example, 98 percent of employees working for the responding firms received paid vacations. For employees with one year on the job, the median number of paid vacation days

was 10. That figure stayed the same after five years, rose to 15 days after 10 years and to 20 days after 15, 20 and 25 years' experience. (Median means that as many firms allowed more vacation days than the median figure as allowed fewer days.)

Nearly two-thirds of all employees were not allowed to accumulate vacation from year to year—71 percent of wage-earning workers were not allowed to, compared with 56 percent of salaried employees.

More than eight of every 10 employees covered by the survey were beneficiaries of retirement plans in which the employer paid part or all of the premium. The highest median amount paid by employers for each employee was \$125 per month in 1978 in the mining, transportation, communications and public-utilities industries. Finance, insurance and real-estate firms paid a median figure of \$103 per employee. Government agencies paid a median of \$76; construction firms, \$69; firms employing skilled tradesmen, \$50; service firms, \$46, and manufacturing firms, \$41. The median figure for all industries was \$56 per employee.

More than nine in 10 employees were covered by insurance plans for which employers pay all or part of the premium. The median amount of premium paid by the employer per employee was \$60 per month statewide in 1978. By industry, the median figures were mining, \$119; transportation, communications and public utilities, \$86; construction, \$78; manufacturing, \$65; trades, \$59; ser-

vices, \$37; finance, insurance and real estate, \$35, and agriculture, \$20.

1979 MEDIAN MONTHLY SALARY (Selected occupations)

	State-wide	Metro area
Mining engineer	\$2,193	*
Principal engineer	2,167	2,270
Structural steel worker	2,080	2,080
Senior civil engineer	1,995	1,988
Photoengraver	1,921	1,990
Senior systems analyst	1,849	1,855
Personnel manager	1,800	1,842
Press or plate printer	1,785	1,962
Building supervisor	1,757	1,787
Senior accountant	1,630	1,667
Heavy-truck driver	1,626	1,626
Maintenance pipefitter	1,626	1,893
Civil engineer	1,604	1,605
Cylinder press worker	1,575	1,640
Maintenance electrician	1,567	1,640
Tool-and-die maker	1,560	1,631
Maintenance painter	1,492	1,550
Warehouse manager	1,433	1,474
Heavy-equipment operator	1,388	1,473
Maintenance carpenter	1,335	1,459
Appraiser	1,290	1,459
Machinery mechanic	1,271	1,381
Credit analyst/loan officer	1,255	1,237
Welder	1,203	1,203
Sheet-metal worker	1,085	1,100
Office supervisor	1,074	1,040
Store manager	1,040	1,210
Commercial artist	1,009	1,045
Assembler	1,005	1,049
Machine operator	1,000	1,208
Writer/reporter	979	1,000
Legal secretary	953	1,040
Punch-press operator	927	930
Laboratory aide	884	945
Janitor	861	1,335
Meatcutter	832	1,035
Laborer	803	830
Experienced stenographer	792	826
Payroll clerk	763	763
Order clerk	754	774
Experienced clerk	721	1,130
Bindery worker	679	693
Receptionist/switchboard oper.	676	693
Keypunch operator	673	796
Electronics assembler	650	589
Watchman	650	675
Clerk-typist	615	626
Junior clerk	607	607
Custodial worker	589	607
Cook	577	615
Hotel clerk	563	572
Hotel maid	537	537
Sales clerk	520	525
Dishwasher	503	503
Service station attendant	355*	347*
Waiter	347*	336*
Waitress		

* Too few to include

† 1978 figure

* Excluding tips

Source: Minnesota Department of Economic Security

Most women work because of economic need

Women in the Labor Force, March 1978



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.

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

June 24, 1980

MEMORANDUM FOR: Networking Together Conference Participants

FROM: Sandra K. Frank 
Regional Administrator
Women's Bureau

I would like to welcome you to "Networking Together" on behalf of the Women's Bureau staff and to thank you for your support and concern about women's employment. For those of you who have just learned about the Women's Bureau, I hope this will be the beginning of a continuing and profitable relationship -- for our old friends, we are glad to have the opportunity to continue our working together.

The Women's Bureau is the only Federal agency devoted exclusively to the concerns of women in the labor force. Its major objective is to improve the economic status of all women through participating in the development of policy and programs which have an impact on women's employment and their employability, and through working with target groups of women with special employment-related needs to develop programs to meet those needs.

In this region, we have prioritized the need for networking and information sharing. We believe it is the only way that we can meet our objectives with our small staff and limited travel resources.

Recommendations from this conference will help us to plan our work in a way to serve you most effectively. We need information from you about your special concerns and ways the Women's Bureau and other Department of Labor agencies can work to improve the economic status of women in your communities. We want you to keep us up-to-date on your activities, conferences, workshops, and meetings. We will share this information with people on our mailing list whenever possible. Please complete the conference directory form to assure your receipt of mailings and also notify us of others working on women's employment issues to be included on our mailing list.

Each of us owe a special thanks to the Illinois Host Committee and the Core Committees from each state for the hard work and thoughtful planning that made this conference possible. Without their participation, we would not be here today.

NETWORKING TOGETHER
CONFERENCE AGENDA ERRATA SHEET

PAGE 1

Inspirational Words

The Reverend Cheryl Stewart
Resurrection Lutheran Church
Chicago, IL

PAGE 2

Spelling: Agnes Cammer

Resource Person: Susan May
Chinese American Civic Council

PAGE 3

Recorder: Nora Aquino
Asst. Prof. University of ILL
College of Nursing

HOST COMMITTEE

Spelling: Hilda Frontany

Co-Chair Hearings: Fe C. Nievera

CONFERENCE DIRECTORY

Please print all information:

Name _____

Title and Organization affiliation, if any _____

Mailing Address _____
Street City State Zip Code

Telephone _____
Area Code Day Evening

My area of interest/expertise, is _____
(no more than two)

I will be willing to share information with other women _____ yes _____ no

I need information about: _____
(limit two)

THIS MUST BE RETURNED DURING CONFERENCE: Directory will be published and sent to you
if you participate by filling out form.

Networking Together

A Minority Women's Employment Conference **DIRECTORY**



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

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

Ethel M. Bouler
Program Assistant

Julie Sass
Regional Network
Consultant

SUGGESTIONS FOR USE OF DIRECTORY

On June 25-26, 1980, the Women's Bureau, U. S. Dept. of Labor, Region V, sponsored an employment conference targeting the concerns of minority women from the six state area.

One result of the Conference is this Directory. It is a product of the theme of the Conference, Networking Together. It is a document which will strengthen the networking which began at the Conference, since it provides the reader with areas of interest and expertise in which people need help or are willing to give help. Participants, themselves, completed the forms which are found in the Directory, and therefore, the reader should feel free to contact those listed if the information indicates such.

There are three ways to use the Directory. The first is to find a particular state and note the names listed with the page number. When turning to the particular page the complete information on a person may be found.

The second way is for a particular category of expertise or interest to be identified. Under these categories, are listed names of those persons, who indicated that this is an area of interest or expertise. The person's name is followed by the page number for complete information on that person.

Thirdly, the Directory may be reviewed in entirety. The names are listed in alphabetical order. You are urged to review the entire Directory as selections under categories may be limited or included under a related rather than specific category.

Good luck and good networking. Please call us if the Women's Bureau can be of any assistance in your endeavor. Let us know about the success stories which are already happening as a result of the Networking Together Conference, i.e. new employment opportunities, board memberships, continuing support systems. It really does work and it can work for you!

ILLINOIS

<u>NAME</u>	<u>PAGE</u>	<u>NAME</u>	<u>PAGE</u>
ADECHI	1	GIBSON	21
ALUA	1	GIST	21
ANDREE	3	GONZALES-ORTIZ	22
AQUINO	3	GOODWIN	22
* ARMENDARIZ	4	GORDON	22
AYERS	4	GUTIERREZ-BAUZ	23
AZIBO	4	HADLEY	23
BALL	4	HALL	23
BARTON-HICKS	5	HAMBRIGHT	24
BEAN	5	HAMER	24
BIBBS	5	HAMMOND	24
BIEKMAN	5	HARRINGTON	25
BLOUIN	5	HARRISON	25
BOMBELA	5	HAYASHI	25
BOOKER	5	HENDERSEN	26
BOSWELL	7	HENDERSON	26
BOX	8	HERRIOTT	26
BROCK	8	HICKS	26
BROOKS	8	HILL	27
BROWN	8, 8 a,	HILLIARD	27
BRYANT	9	HINTON	27
CARSON	10	HOBBS	27
CATO	11	HODGES	28
CHEE	11	HOLLINS	28
CHIN	11	HORNE	29
CLARKE	12	HOWART	29
COLLINS	12	IRVIN	29
COLEMAN	13	IWAOKA	30
COPELAND	14	JAIMES	30
CORCORAN	14	JEFFERSON	30
COTTON	14	JENKINS	30
CURRY	14	JENNINGS	31
DAVIS	15	JOINER	31
DAY	15	JONES, C.	31
DISTERHOFT	15	JONES, D.	32
DIXON	16	JONES, S	33
DOMANGUE	16	JOSEPH	33
DOTSON	16	KADATA	33
DURHAM-MC LOUD	17	KINA	34
EADY	17	KING	34
EASON	17	KOPERDAK	35
EVANSTON COALITION	17	KREUSER	35
FELICIANO	18	LAGRONE	35
FLORES	18	LEFFRIDGE	36
FLORES DE BONILLA	18	LEIGHTON	36
FOSTER	18	LE MAY	36
FRANK	19	LE VINE	37
FRASER	19	LEWIS	37
GARCIA	20	LOUIS	37
* AVERY	2		

ILLINOIS (CONTINUED)

LYNCH
MC CANN
MC CLINTON
MC CREE
MC GEE
MC KISSACK
MC NATTIN
MACKEY, A.
MACKEY, B.
MARCANO
MARCEILLARS
MARKIN
MAYO COLLINS
MENSER
MILLER
MITCHELL
MOLDEN
MORENO
MUNOZ
NEAL, A.
NEAL, R.
NEELY
NIEVERA
MARKHAM
OGURA
OJEDA
PENNICK
POWELL
PULLIAM
RAMLAL
REED
ROASA-DANTES
ROBBINS
ROBINSON
RODERICK
ROGERS
ROTH
RUSH
RYBURN
SAINS
SALVADOR-BURRIS
SAMPSON
SASS
SCHLEIF
SCOTT
SEALS
SENG
SIAS-SHANNON
SHERMAN
SIMPSON
SMITH, A.

38
38
39
39
39
40
40
41
41
41
41
42
42
42
43
43
43
44
45
45
45
45
46
46
47
47
49
49
50
50
51
52
52
52
53
53
54
54
54
55
56
56
56
57
57
57
58
58
59

SMITH, F.
SOLIS
SPARKS
STEVENSON
STEWART
STINGLEY
STRONG
STROTHER
SWANAGAN
TANNER
TAYLOR, A.
TAYLOR, I.
TAYLOR, L.
THOMAS
TORRES
TOTTEN
TOWNSEND
TREGIE
TURNER
WAILES
WALNUM
WATKINS
WATTS
WELLS
WERTZ
WHITE, F.
WHITE, M.
WHITE, Y.
WHITFIELD
WILKINS
WILLIAMS, I.
WILLIAMS, J.
WILLIAMS, R.
WILLIAMS, S.
WILLIS
WILSON
WOODRUFF
WRIGHT
ZWEIG

INDIANA

BROWN
BRUNER
CASTRO
CURRY
GERRA
HOLLIS
HYATT
MC KINLEY-ELDRIDGE

60
59
59
61
61
61
62
62
62
62
63
63
64
64
64
64
65
65
65
66
66
66
68
68
68
68
69
69
70
70
70
70
71
71
72
72

8
9
10
14
20
28
29
39

INDIANA (CONTINUED)

MOSLEY	44
MURRAY	46
PRUITT	50
RUCKER	54
RYDER-TAYLOR	55
SALAS	55
WELLS	67
WILEY	69
WRIGHT	71

MICHIGAN

AGNEW	2
BERNARDEZ	7
CHARON GOMEZ	11
COLLINS	12
CONNER	12
GEAR	20
GIAMETTA	21
GORDON	22
HOGAN	28
JONES, D.	32
JONES, I.	32
LARA	35
LEWIS	37
MC ALLISTER	38
MARCILIOUS	42
PAYNE	48
POPE	49
RODRIGUEZ ALGRA	53
SORIANO	59
STAFFORD-GARRISON	61
TAYLOR	63
WATTS	67

MINNESOTA

ANDERSON	3
BOERGER	6
CARDENAS DE ENOS	10
CASTOR	10
DUKE	16
FUNMAKER	19
GARY	20
GOMEZ-BETHKE	21
JOHNSON	31
MC WATT	40
OVERLID	48

PEREZ	49
REESE	51
REID	51
ROBLES	52
WILSON	71
VARGAS	72

OHIO

ADAMS	1
ALLEN	1
GABRIEL	19
HARDEMAN	24
HARDING	25
LEEDY	36
MILLER	43
MONTGOMERY	44
MORRIS	44
OVERBY	48
RAMOS	51
SHANKLIN	58
TIRADO-RICKS	64

WISCONSIN

ANDERSON-ADDISON	3
DAVIDS	15
GUTIERREZ CAMMER	23
JONES	32
KIRAM	34
KIRK	34
LOWE	38
MC SHAN	40
ORANGE	47
ORR	47
ORTIZ	48
RODRIGUEZ	53
SALAZAR	55
STOVALL	62
WAUGH	61

OTHER

BUSH (NEW YORK)	9
KIMURA (MISSOURI)	33
NORRIS (FLORIDA)	46
PRUNTY (NEW YORK)	50
SERRA-SANTANA (FRANCE)	57

<u>NAME</u>	<u>PAGE</u>
ART-CULTURE	
COLEMAN	13
HAYASHI	25
KIRAM	34
NEAL, R.	45
SWANAGAN	62

ASIAN-PACIFIC

FLORES	18
KADATA	33
KIMURA	33
NIEVERA	46

BUSINESS

ALUA	1
BOSWELL	7
CARDENAS DE ENOS	10
CASTRO	10
CATO	11
GIST	21
HAYASHI	25
HOBBS	27
KING	34
LOUIS	37
MITCHELL	43
REED	51
STINGLEY	61
WILLIS	70

CETA

DURHAM-MC CLOUD	17
GERRA	20
GOODWIN	22
OVERBY	48
REESE	51
WILLIAMS	70

CHILD CARE

DISTERHOFT	15
LEWIS	37
ORANGE	47
ROBLES	52
RODRIGUES-ALGRA	53
WILEY	69
WRIGHT	71

<u>NAME</u>	<u>PAGE</u>
CIVIL RIGHTS	
BROOKS	8
SEALS	57
WATTS	66
WILKINS	69
COMMUNICATION(S)	

BRYANT	9
HOLLINS	28
MC CREE	39
MC KISSACK	40
MARCANO	41
MILLER	43
RYBURN	54
WHITE	69

COUNSELING

CARSON	10
CATO	11
COTTON	14
CURRY	14
DOTSON	16
EADY	17
GEAR	20
GUI TERREZ-BOUZ	23
HAMBRIGHT	24
MOSLEY	44
POPE	49

DOMESTIC VIOLENCE

ANDERSON	3
CHIN	11
EADY	17
FUNMAKER	19
LARA	35
MACKEY, A.	41
PENNICK	49
TANNER	63
TREGIE	65
ZURITA VARGAS	72

EDUCATION

AQUINO	3
AZIBO	4
CATO	11
GARY	20
GOODWIN	22
HOBBS	27

EDUCATION (CONTINUED)

HYATT	29
IRVIN	29
JOHNSON	31
JOINER	31
JONES, I.	32
JONES, S.	33
KIRAM	34
LE MAY	36
MILLER	43
NEWELL-MURRAY	46
OVERLID	48
RUSH	54
RYDER-TAYLOR	55
SALAZAR	55
SIMPSON	58
SORIANO	59
TANNER	63
TORRES	64
WATTS, M.	67
ZWEIG	72

E.E.O.

BROCK	8
BROWN	9
DURHAM-MC LOUD	17
FRANK	19
GABRIEL	19
GIBSON	21
HARDEMAN	24
HENDERSEN	26
HERRIOTT	26
HOLLIS	28
KIRK	34
MOLDEN	43
NEAL	45
OJEDA	47
PAYNE	48
SALAS	55
SHANKLIN	58
SMITH	59
STROTHER	62
WILKINS	69

EMPLOYMENT ISSUES (VOCATIONAL COUNSELING, TRAINING, SKILLS, MGMT., ETC.)

AGNEW	2
ANDERSON-ADDISON	3
AVERY	2
AYERS	4
AZIBO	4
BALL	4

EMPLOYMENT ISSUES (CONTINUED)

BARTON-HICKS	5
BIEKMAN	5
BOERGER	5
BOOKER	5
BROWN	5
BUSH	5
CASTOR	10
CHARON-GOMEZ	11
CHAN-CHIN	11
CLARKE	12
COLLINS	12
CONNER	12
COPELAND	14
FRANK	16
FUNMAKER	19
GABRIEL	19
GARY	20
GONZALES-ORTIZ	22
GOODWIN	22
GORDON	22
HADLEY	23
HAMER	24
HAMMOND	24
HARRINGTON	25
HICKS	26
HILL	27
HODGES	28
HOLLIS	28
HORNE	29
HOWART	29
HYATT	29
JENKINS	30
JONES	31
JONES, D.	32
KOPERDAK	35
LEFRIDGE	36
LEWIS	37
LOWE	38
MC GEE	39
MC NATTIN	40
MC SHAN	40
NEAL	45
NIEVERA	46
NORRIS	46
OGURA	47
PAYNE	48
POPE	49
REID	51
ROBINSON	52
ROGERS	53
SAINS	55
SAMPSON	56
SASS	56
SENG	57
SHANNON	58

EMPLOYMENT ISSUES (CONTINUED)

SPARKS	59
STEVENSON	61
STEWART	61
STROTHER	62
TAYLOR	63
TAYLOR	64
THOMAS	64
TORRES	64
TREGIE	65
TURNER	65
WALNUM	66
WATKINS	66
WATTS	66
WATTS, M.	67
WELLS, D.	67
WERTZ	68
WILKINS	69
WILLIAMS	69
WILLIAMS	70
WILLIAMS	70
WILSON	71
GRAY	72

E.R.A.

CHIN	11
HOWART	29

FASHION

BROWN	8
DIXON	16

FINANCES (INCLUDING FUND RAISING PROPOSALS)

COLEMAN	13
DAY	15
GORDON, B.	22
JENKINS	30
JONES, I.	32
JONES, J.	32
SALVADORE-BURRIS	56
SASS	56

GOVERNMENT (FEDERAL - STATE)

BOMBELLA	6
BROCK	8
FRANK	19
MC CLINTON	39
OCHOA MARKHAM	46
WHITFIELD	69
WILKINS	69

HEALTH

LE VINE	37
MACKEY, A.	41
MENSER	42
MILLER	43
PRUITT	50
ROSA-DANTES	52
SCOTT	57
TURNER	65

HISPANIC

CASTOR	10
CASTRO	10
GERRA	20
OCHOA MARKHAM	46
OVERLID	48
ROBLES	52
ROTH	54

HOUSING

BIBBS	5
HERRIOTT	26
ROBINSON	52
STEWART	61
TOTTEN	65
WILSON	71

LANGUAGE

CLARK	12
GUITERREZ-BAUZ	23
HARRISON	25
MACKEY	41

LAW (AND ENFORCEMENT)

HILLARD	27
KINN	34
MAYO-COLLINS	42
MORENO	44
SERRD-SANTANA	57

LEADERSHIP

ALLEN	1
ANDREE	3
DAVIDS	15
DOMANGUE	16

EMPLOYMENT ISSUES (CONTINUED)

SPARKS	59
STEVENSON	61
STEWART	61
STROTHER	62
TAYLOR	63
TAYLOR	64
THOMAS	64
TORRES	64
TREGIE	65
TURNER	65
WALNUM	66
WATKINS	66
WATTS	66
WATTS, M.	67
WELLS, D.	67
WERTZ	68
WILKINS	69
WILLIAMS	69
WILLIAMS	70
WILLIAMS	70
WILSON	71

E.R.A.

CHIN	11
HOWART	29

FASHION

BROWN	8
DIXON	16

FINANCES (INCLUDING FUND RAISING PROPOSALS)

COLEMAN	13
DAY	15
GORDON, B.	22
JENKINS	30
JONES, I.	32
JONES, J.	32
SALVADORE-BURRIS	56
SASS	56

GOVERNMENT (FEDERAL - STATE)

BOMBELLA	6
BROCK	8
MC CLINTON	39
OCHOA MARKHAM	46
WHITFIELD	69

HEALTH

LE VINE	37
MACKEY, A.	41
MENSER	42
MILLER	43
PRUITT	50
ROSA-DANTES	52
SCOTT	57
TURNER	65

HISPANIC

CASTOR	10
CASTRO	10
GERRA	20
OCHOA MARKHAM	46
OVERLID	48
ROBLES	52
ROTH	54

HOUSING

BIBBS	5
HERRIOTT	26
ROBINSON	52
STEWART	61
TOTTEN	65
WILSON	71

LANGUAGE

CLARK	12
GUITERREZ-BAUZ	23
HARRISON	25
MACKEY	41

LAW (AND ENFORCEMENT)

HILLARD	27
KINN	34
MAYO-COLLINS	42
MORENO	44
SERRD-SANTANA	57

LEADERSHIP

ALLEN	1
ANDREE	3
DAVIDS	15
DOMANGUE	16

LEADERSHIP (CONTINUED)

FLORES DE BONILLA	18
GARCIA	20
GOMEZ-BETHKE	21
GUTIERREZ-CAMMER	23
HAMBRIGHT	24
HOLLINS	28
JAIMES	30
JEFFERSON	30
JOHNSON	31
KIRK	34
MC ALLISTER	38
MC CLINTON	39
MC KISSACK	40
MC WATT	40
MARCEILLARS	41
MARKIN	42
MILLER	43
MUNOZ	45
NEWELL-MURRAY	46
ORTIZ	48
PEREZ	49
RODRIGUEZ	51
SALAZAR	51
SCHLEIF	51
SHERMAN	53
SMITH, J.	59
SOLIS	59
STAFFORD-GARRISON	61
WHITE	68
WRIGHT	72

MINORITY WOMEN

BOX	8
WILKINS	69

NATIVE AMERICAN

DAVIDS	15
LOWE	38
SMITH, F.	60

NETWORKING

BOSWELL	7
EVANSTON COALITION	17
GORDON	22
HAMMOND	24
HENDERSON	26
HOGAN	28

NETWORKING (CONTINUED)

MOSLEY	44
RODERICK	51
SAINS	51
WILKINS	69
WRIGHT	72

NON-TRADITIONAL

BUSH	9
DUKE	16
FOSTER	18
HOGAN	28
JONES	31
JOSEPH	33
KOPERDAK	35
LYNCH	38
MONTGOMERY	44
MORRIS	44
ORR	47
RAMOS	51
RODRIGUES-ALGRA	53
RUCKER	54
SHAKLIN	58
STOVALL	62
TIRADO-RICKS	64
WAUGH	67
WERTZ	68
WILEY	69
WRIGHT	71

NON-TRADITIONAL/PROFESSIONAL

ALLEN	1
JONES, J.	32

OFFENDERS (JUSTICE SYSTEM)

BRUNER	9
CARSON	10
MC SHAN	40
PENNICK	49
MC WATT	40

PHYSICAL FITNESS (INCLUDING NUTRITION)

MARKIN	42
PULLIAM	50
SCOTT	57
TOWNSEND	65
TURNER	65

PLANNING

BEAN	5
DOTSON	16
FRASER	19
GUI TERREZ	23
HENDERSON	26
HERRIOTT	26
JONES, D.	32
MARCANO	41
SALVADORE-BURRIS	56
WELLS, K.	67
WILLIAMS	70
WOODRUFF	71

PSYCHOLOGY

BERNARDEZ	7
FELICIANO	18
KREUSER	35

PUBLIC RELATIONS

BOMBELLA	6
FLORES DE BONILLA	18
GORDON, B.	22
LEFFRIDGE	36
LEIGHTON	36
MARCANO	41
MUNOZ	45
OJEDA	47
SWANAGAN	62
WHITE	68
WILLIAMS	70
WILSON	71

RACISM

GARY	20
MC KINLEY-ELDRIDGE	39
RYDER-TAYLOR	55

SENIORS

ADAMS	1
HARDMAN	24
HARDING	25
TAYLOR	63

SEXUAL HARASSMENT

CHARON-GOMEZ	11
MOLDEN	43
PAYNE	48
RODRIGUES-ALGRA	53
SENG	57

SEXUALITY

JONES, J.	32
-----------	----

SOCIAL WORK

GIAMETTA	21
----------	----

WOMEN'S RIGHTS & ISSUES

BIBBS	5
FRANK	19
GARCIA	20
GIAMETTA	21
LARA	35
LEEDY	36
MOLDEN	43
ROTH	54
TANNER	63
WHITE	68
WILKINS	69

WRITING

BLOUIN	6
FRASER	19
ORR	47
RYBURN	54
WELLS, K.	67

NAME: Thelma W. Adams

TITLE:

ORGANIZATION: Toledo's E.O.P.A.

MAILING ADDRESS: 1123 Greenhills
Toledo, Ohio 43607

TELEPHONE: _____
day eve

INTEREST/EXPERTISE: ~~XXXXXXXX~~ Programs for the
Elderly

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Programs for the
Elderly Citizens

NAME: Rose M. Allen, R. Ph.

TITLE:

ORGANIZATION: Health Education Services

MAILING ADDRESS: 26241 Lake Shore Blvd.
#957
Euclid, Ohio 44132

TELEPHONE: (216) 289-2266 (216) 289-2266
day eve

INTEREST/EXPERTISE: (1) Making headway in
non-traditional, professional roles for
women; (2) Female leadership in the com-
munity (appointments to offices, boards,
election to organizations).

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: How to better and
more effectively share my expertise with
other women.

NAME: Christina Adechi

TITLE: Public Info. Director - J.A.C.L.
Host - WLS Radio Show

ORGANIZATION: Japanese Amer. Citizens League
"Woman to Woman" - WLS Radio

MAILING ADDRESS: 2970 Sheridan Road
#914
Chicago, IL 60657

TELEPHONE: (312) 528-0842
day eve

INTEREST/EXPERTISE:

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Arabel Alua

TITLE:

ORGANIZATION:

MAILING ADDRESS: 4201 W. 26th
Chicago, IL 60623

TELEPHONE: (312) 522-7748 or 49
day eve

INTEREST/EXPERTISE: Business Administration -
I am a small Business Owner.

WILL SHARE INFORMATION

NEED INFORMATION ABOUT: How to get education in
business and work it around my time span.

NAME: Ernestine Agnew

TITLE:

ORGANIZATION:

MAILING ADDRESS: 4320 Stuart S.E.
Grand Rapids, MI 48508

TELEPHONE: _____
day eve

INTEREST/EXPERTISE: All employment related
issues

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME:

TITLE:

ORGANIZATION:

MAILING ADDRESS:

TELEPHONE: _____
day eve

INTEREST/EXPERTISE:

WILL SHARE INFORMATION ____

NEED INFORMATION ABOUT:

NAME: Lynn C. Avery

TITLE: Staff Services Coordinator

ORGANIZATION: Federal Kemper Life Assurance
Co.

MAILING ADDRESS: Long Grove, IL 60049

TELEPHONE: (312) 540-3614
day eve

INTEREST/EXPERTISE: Placement of minorities
and females in clerical, technical and
professional positions.

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Recruitment, sources
for placement activities.

NAME:

TITLE:

ORGANIZATION:

MAILING ADDRESS:

TELEPHONE: _____
day eve

INTEREST/EXPERTISE:

WILL SHARE INFORMATION ____

NEED INFORMATION ABOUT:

NAME: Janet H. Anderson

TITLE: Ass't. Exec. Director/Program Coordinator

ORGANIZATION: Phyllis Wheatley Community Center

MAILING ADDRESS: 919 Fremont Ave., No.
Minneapolis, Minnesota 55411

TELEPHONE: (612) 374-4342 (612) 823-1773
day eve

INTEREST/EXPERTISE: Coordinator & co-author of Agency's special project-Family Violence Treatment Program for Black Males & their Partners. Intervention in family violence-Battering treatment for men who batter & WILL SHARE INFORMATION X counseling for battered women.

NEED INFORMATION ABOUT: (1) Treatment models or programs for people of color (on battering) (2) Statistical data/research relative to family violence (battering) specific to people of color.

NAME: Eloise Anderson-Addison

TITLE: Chief, IPP

ORGANIZATION: Department of Employment Relations

MAILING ADDRESS: 149 E. Wilson Street
Madison, Wisconsin 53711

TELEPHONE: (608) 266-8248 271-7611
day eve

INTEREST/EXPERTISE: Personnel, Organizational Development, Management, Human Resource Development

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Top Management jobs - getting to the international level - how to share my knowledge and expertise with other third world and underdeveloped countries.

NAME: Evelyn L. Andree

TITLE: Consultant III-III. Human Rights Dept. CETA Advisory Council (Personnel &

ORGANIZATION: (See Below) Labor Committees)

MAILING ADDRESS: #33 Gaslite Ct.,
Springfield, IL 62702

TELEPHONE: (217) 785-5100 546-3897
day eve

INTEREST/EXPERTISE: Organizing - Negotiating - Political Action - Labor Unions

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Future plans for net working. How I can assist.

Organization (contd):

AFSCME - Local Pres., negotiator-steward
(State Professional Employees)

Governor's Commission on Status of Women-
Labor Committee - Springfield H.R.C.
and CLUW

NAME: Nora S. Aquino

TITLE:

ORGANIZATION: University Of Illinois College
of Nursing & VA West Side

MAILING ADDRESS: Medical Center
908 Bismark Court
Elk Grove Village, IL 60007

TELEPHONE: (312) 666-6500 X515 980-4711
day eve

INTEREST/EXPERTISE: Nursing
Education

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: (1) How to get speakers or resource persons, for free, on topics related to minority women's rights and job rights, etc.
(2) How to request for funds.

NAME: Regina Armendariz
TITLE: Career Counselor
ORGANIZATION: Native American Committee
Adult Learning Center
MAILING ADDRESS: 4546 N. Hermitage
Chicago, IL 60640
TELEPHONE: (312) 561-8183
day eve

INTEREST/EXPERTISE:

WILL SHARE INFORMATION

NEED INFORMATION ABOUT:

NAME: Moni Azibo
TITLE: Career Counselor
ORGANIZATION: Displaced Homemakers Center
Chicago City-wide College
MAILING ADDRESS: 2605 S. Indiana
#303
Chicago, IL 60616
TELEPHONE: (312) 977-2538 842-1175
day eve

INTEREST/EXPERTISE: (1) Meaningful employ-
ment for Black women
(2) Educational opportunities for Black
women.

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: George Ayers
TITLE:
ORGANIZATION: Cane County Urban League
MAILING ADDRESS: 122 Madison
Waukegan, IL 60099
TELEPHONE: (313) 249-3770
day eve

INTEREST/EXPERTISE:
Women in Employment

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Women's Employ-
ment Opportunities
Training Opportunities

NAME: Karla R. Ball
TITLE:
ORGANIZATION: Veteran's Administration
Data Processing Center
MAILING ADDRESS: 2545 N. Clark
Chicago, IL 60614
TELEPHONE: (312) 681-6695
day eve

INTEREST/EXPERTISE: Management Training
Information
Expertise: Possible employment in Data
Processing careers

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Management Training
Information

NAME: Ronda Barton-Hicks

TITLE: Employment Training Specialist

ORGANIZATION: Chicago Urban League

MAILING ADDRESS: 960 Milford
Evanston, IL 60202

TELEPHONE: (312) 896-;805 864-6292
day eve

INTEREST/EXPERTISE: Career Development
Vocational Guidance

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Women and Labor
Relations

NAME: Cecelia Bibbs

TITLE:

ORGANIZATION: Plus, Inc.

MAILING ADDRESS: P. O. Box 804
Aurora, IL 60506

TELEPHONE: (312) 879-1185 896-0646
day eve

INTEREST/EXPERTISE: Women's Rights In the
System, Better Housing for Women Who Are
the Head of Household.

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Education for
Minority Women

NAME: Rosie M. Bean

TITLE: President

ORGANIZATION: Cosmopolitan Section -
National Council of Negro

MAILING ADDRESS: Women
407 S. Dearborn
Chicago, IL 60605

TELEPHONE: (312) 939-0559 664-1149
day eve

INTEREST/EXPERTISE: Programming, planning
and Typing

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Hortance R. Biekman

TITLE:

ORGANIZATION: Jane Addams Center -
Hull House

MAILING ADDRESS: 3212 N. Broadway
Chicago, IL 60657

TELEPHONE: (312) 549-1631
day eve

INTEREST/EXPERTISE: Job development
specifically with youth.

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Training programs for
traditional as well as non-traditional
occupations. General training programs
for low income people - male and female;
education opportunity for minority youth.

NAME: Rose L. Blouin

TITLE:

ORGANIZATION: Center for Woman's
Identity Studies

MAILING ADDRESS: 95th Street at King Drive
Chicago, IL 60628
F-110

TELEPHONE: (312) 995-2021 874-5896
day eve

INTEREST/EXPERTISE: Writing/Editing

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Rose Mary Bombela

TITLE: Special Assistant to the Governor
for Hispanic Affairs

ORGANIZATION: Office of the Governor

MAILING ADDRESS: 160 N. LaSalle Street
Chicago, IL 60601

TELEPHONE: (312) 793-2166 281-5670
day eve

INTEREST/EXPERTISE: Public Relations,
Government

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Hispanic Organizations

NAME: Laurel Boerger

TITLE: Employment Coordinator

ORGANIZATION: Ramsey Action Programs, Inc.

MAILING ADDRESS: 509 Sibley Street
St. Paul, MN 55101

TELEPHONE: (612) 227-8954, X73 698-1366
day eve

INTEREST/EXPERTISE: Employment and training
of low income persons

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Discrimination and
Sexual Harrassment in Employment.

NAME: Margie Neli Booker

TITLE:

ORGANIZATION:

MAILING ADDRESS: 1135 E. 72nd Street
Chicago, IL 60619

TELEPHONE: (312) 684-6080
day eve

INTEREST/EXPERTISE: Office jobs with
White Collars

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: (1) How to go about
getting a job.
(2) In what areas.

NAME: Dr. Teresa Bernardez

TITLE: Professor
Dept. of Psychiatry

ORGANIZATION: Michigan State University

MAILING ADDRESS: EastFee Hall
East Lansing, MI 48824

TELEPHONE: (517) 353-9242

day

eve

INTEREST/EXPERTISE: Struggles & Psychological concerns of contemporary women & minorities

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME:

TITLE:

ORGANIZATION:

MAILING ADDRESS:

TELEPHONE:

day

eve

INTEREST/EXPERTISE:

WILL SHARE INFORMATION ____

NEED INFORMATION ABOUT:

NAME: Arnita Y. Boswell

TITLE:

ORGANIZATION: Chicago Economic Development Corporation

MAILING ADDRESS: 5217-B University Avenue
Chicago, IL 60615

TELEPHONE: (312) 984-5970

667-7625

day

eve

INTEREST/EXPERTISE: (1) Women in Business
(2) Networking (Women) in a variety of areas

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: (1) Ill. State meeting
(2) Business Women Present. Other careers in order of employment

NAME:

TITLE:

ORGANIZATION:

MAILING ADDRESS:

TELEPHONE:

day

eve

INTEREST/EXPERTISE:

WILL SHARE INFORMATION ____

NEED INFORMATION ABOUT:

NAME: Joann Box

TITLE:

ORGANIZATION: Displaced Home-maker

MAILING ADDRESS: 1315 Banks Street
Rockford, IL 61102

TELEPHONE: (815) 964-2173
day eve

INTEREST/EXPERTISE: All areas having to do
with minority families.

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Everything you
have dealing with minority.

NAME: Ellen H. Brock (Ms.)

TITLE: Procurement Clerk - Supervisor

ORGANIZATION: Dept. of Defense, DLA,
DCASR, O'Hare IAP, P.O.Box

MAILING ADDRESS: 60911, Chicago, IL
510 S. 9th Avenue,
Maywood, IL 60153

TELEPHONE: (312) 694-3031, X2226 345-5384
day eve

INTEREST/EXPERTISE: Federal Women Program,
Mgr. E.E.O. and self-improvement

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Whatever is avail-
able; jobs & promotions, traveling,
college scholarships; clubs or organizations
for helping women. Anything for helping
women.

NAME: Rev. Clyde H. Brooks

TITLE: President

ORGANIZATION: Chicago Metropolitan Chapter
Southern Christian Leadership

MAILING ADDRESS: Conference
203 N. Wabash
Chicago, IL 60601

TELEPHONE: (312) 641-1066 440-6458
day eve

INTEREST/EXPERTISE: Interest: How to promote
"bridges of support and cooperation between
the black civil rights movement & efforts of
women to gain their freedom (economic).
Expertise: Building such a bridge.

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Corporations who
have been successful in launching industrial
day care centers for employees.

NAME: Priscilla Brown

TITLE: General Planner

ORGANIZATION: Hammond CETA

MAILING ADDRESS: 5947 Hohman Avenue
Hammond, Indiana 46320

TELEPHONE: (8:30-4:30) (after 5:00)
(219) 937-3750 933-0766
day eve

INTEREST/EXPERTISE: Management and
Fashion Marketing

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Entering the field of
fashion marketing - my goal is to become a
buyer for women's fashions. I have a
college degree in Mgt., but have not been
able to break into the field at any level
of employment.

NAME: Joan P. Brown

TITLE: Director of Program Services

ORGANIZATION: Young Women's Christian
Association of Metropolitan
MAILING ADDRESS: Chicago

37 Wouth Wabash
Chicago, IL 60603

TELEPHONE: (312) 372-6600 731-7414
day eve

INTEREST/EXPERTISE: Speaker: employment
issues for Black women
Discussion Leader

WILL SHARE INFORMATION ____

NEED INFORMATION ABOUT:

NAME:

TITLE:

ORGANIZATION:

MAILING ADDRESS:

TELEPHONE: _____
day eve

INTEREST/EXPERTISE:

WILL SHARE INFORMATION ____

NEED INFORMATION ABOUT:

NAME:

TITLE:

ORGANIZATION:

MAILING ADDRESS:

TELEPHONE: _____
day eve

INTEREST/EXPERTISE:

WILL SHARE INFORMATION ____

NEED INFORMATION ABOUT:

NAME:

TITLE:

ORGANIZATION:

MAILING ADDRESS:

TELEPHONE: _____
day eve

INTEREST/EXPERTISE:

WILL SHARE INFORMATION ____

NEED INFORMATION ABOUT:

NAME: Sherry Lee Brown

TITLE: Equal Employment Opportunity
Officer

ORGANIZATION: Illinois Department of
Public Aid

MAILING ADDRESS: 216 E. Monroe
Springfield, IL 62762

TELEPHONE: (217) 785-1179

day

eve

INTEREST/EXPERTISE: (1) Working Minority
Women

(2) From E.E.O to Where - Job Oppor-
tunities

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Employment
Updates on State and Federal E.E.O.
laws.

NAME: Gwendolyn Bryant

TITLE: Editor

ORGANIZATION: Observer Newspaper

MAILING ADDRESS: 6440 S. Harper
Chicago, IL 60637

TELEPHONE: (312) 643-4320

day

eve

INTEREST/EXPERTISE: Communications

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: All

NAME: Mary M. Bruner (Ms)

TITLE:

ORGANIZATION: Citizens for Criminal
Justice, Inc. (CCJ)

MAILING ADDRESS: 1119 Clay Street
Ft. Wayne, IN 46802

TELEPHONE: (219) 422-6451-52 (9:00-5:00)

day

eve

INTEREST/EXPERTISE: Working with ex-
offenders. Talking with employers
about jobs for my clients.

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: The number of black
children in day care centers. Are there
centers relevant for black children?

NAME: Esther Lorean Bush

TITLE: Assistant Director - Programs

ORGANIZATION: L.E.A.P./
National Urban League

MAILING ADDRESS: 500 E. 62nd Street
New York, NY 10021

TELEPHONE: (212) 644-1215

day

eve

INTEREST/EXPERTISE: Career Counseling (Job/
Career Readiness; Guidance & Motivation)
Women in Non-traditional Careers

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Women in non-tradi-
tional careers and related issues (ex.-
training)

NAME: JoAnn Cardenas de Enos

TITLE:

ORGANIZATION: Governor Spanish Speaking
Affairs Council

MAILING ADDRESS: 500 Rice Street
St. Paul, MN

TELEPHONE: (612) 224-9966 647-1130
day eve

INTEREST/EXPERTISE: Battered Women
Sexual assault, etc.

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Regional Hispanic
Women's Organization

NAME: Maria L. Castor

TITLE: Special Needs Manager

ORGANIZATION: St. Paul Technical Vocational
Institute/Bilingual Program

MAILING ADDRESS: 235 Marshall
St. Paul, MN 55102

TELEPHONE: (612) 221-1330. 1331 226-9779
day eve

INTEREST/EXPERTISE: Vocational counseling -
special needs - hispanic/other limited
english speaker
Social worker - MSW

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Recruiting women for
non-traditional jobs - vocational training
Bilingual education - skill training.

NAME: Colette Carson

TITLE: Administrative Assistant

ORGANIZATION: Neighborhood Housing Service
of Aurora

MAILING ADDRESS: 1235 E. Wilson
Batavia, IL 60510

TELEPHONE: (312) 851-8737 879-6351
day eve

INTEREST/EXPERTISE: Criminal behavior/
Juvenile Delinquents
Counseling/Therapy

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Administrative
positions in the field.

NAME: Mary D. Castro

TITLE: Co-owner

ORGANIZATION: Castros' Bazan Wholesale Dairy
Distributors

MAILING ADDRESS: Mexican-American Business &
Professional Womens Club

3424 S. Franklin Street
Michigan City, IN 46360
TELEPHONE: (312) 521-3883 (219) 872-2275
day eve

INTEREST/EXPERTISE: To seek out other Latina
owned businesses. To exchange ideas in
marketing a product. To develop better
public relations in our communities for
the minority businesses.

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: On how to expand my
business. How to sell our product to large
institutions, companies, supermarkets, etc.

NAME: Sylvia P. Cato

TITLE: Career Advisor

ORGANIZATION: Career Education Center
Chicago City Wide College

MAILING ADDRESS: 185 N. Wabash
Chicago, IL 60601

TELEPHONE: (312) 977-2541 488-4645
day eve

INTEREST/EXPERTISE: Human relations guidance
and counseling for Community Agencies.
Teaching business education courses in
post secondary education institutions..

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Leadership and
supervision training for managers.
Grantsmanship and Proposal writing.

NAME: Mike Chan Chee

TITLE:

ORGANIZATION: Chinese American Service
League, Inc.

MAILING ADDRESS: 2617 A S. Stewart
Chicago, IL 60616

TELEPHONE: (312) 326-5015
day eve

INTEREST/EXPERTISE: Vocational Counselling
(Job Placement)

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Vocational (Employment)
Women Labor Force

NAME: Sylvia Charon Gomez

TITLE:

ORGANIZATION: Office of Women & Work
Michigan Dept. of Labor

MAILING ADDRESS: P.O.Box 30015
309 N. Washington
Lansing, MI 48909

TELEPHONE: (517) 373-9475
day eve

INTEREST/EXPERTISE: Equal pay for work of
comparable worth; sexual harrassment;
statistics

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Funding sources,
Employment & training programs.

NAME: Mae L. Chin

TITLE:

ORGANIZATION: Health & Human Resources

MAILING ADDRESS: 3200 N. Lakeshore - 1603
Chicago, IL 60657

TELEPHONE: (312) 353-7120 528-9298
day eve

INTEREST/EXPERTISE: ERA/Battered Women

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Asian organizations.
Info
Battered women shelters in Chicago

NAME: Diana Clarke
TITLE: Job Developer
ORGANIZATION: SER - Jobs for Progress

MAILING ADDRESS: 1641 W. 16th Street
Chicago, IL 60608

TELEPHONE: (312) 421-7432 342-6865
day eve

INTEREST/EXPERTISE: English as a second
language
Job Placement

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Employment oppor-
tunities for Hispanic women
Training programs for women

NAME: Margaret Collins

TITLE:

ORGANIZATION:

MAILING ADDRESS: 13633 Homan Ave.
Robbins, IL 49009

TELEPHONE: (312) 597-0685
~~day~~ eve

INTEREST/EXPERTISE:

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Office Management

NAME: Beverly D. Collins

TITLE:

ORGANIZATION: UAW Region 1A
Womens Council

MAILING ADDRESS: 20235 Fenmore
Detroit, MI 48235

TELEPHONE: (313) 534-9867
day eve

INTEREST/EXPERTISE: Making it and not
selling out
Decent pay for decent jobs

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: The above subjects.

NAME: Sadie Evon Conner

TITLE: Work Incentive Program Evaluator

ORGANIZATION: Michigan Employment Security
Commission

MAILING ADDRESS: 7310 Woodward, Rm. 406
Detroit, MI 48202

TELEPHONE: (313) 876-5325 537-6971
day eve

INTEREST/EXPERTISE: (1) Upward Mobility
(2) Working within the system to accomplish
Career Objectives

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Betty Venuszuela Coleman

TITLE: Secretary, Artist

ORGANIZATION: Midwest Women's Center

MAILING ADDRESS: 53 W. Jackson
Chicago, IL 60604

TELEPHONE: (312) 922-8530 626-0817
day eve

INTEREST/EXPERTISE: (1) Financial counsel-
ing
(2) Artist (fiber pottery)

WILL SHARE INFORMATION ☒

NEED INFORMATION ABOUT: (1) Starting a non-
profit organization
(2) Funding for cultural events.

NAME:

TITLE:

ORGANIZATION:

MAILING ADDRESS:

TELEPHONE: _____
day eve

INTEREST/EXPERTISE:

WILL SHARE INFORMATION _____

NEED INFORMATION ABOUT:

NAME:

TITLE:

ORGANIZATION:

MAILING ADDRESS:

TELEPHONE: _____
day eve

INTEREST/EXPERTISE:

WILL SHARE INFORMATION _____

NEED INFORMATION ABOUT:

NAME:

TITLE:

ORGANIZATION:

MAILING ADDRESS:

TELEPHONE: _____
day eve

INTEREST/EXPERTISE:

WILL SHARE INFORMATION _____

NEED INFORMATION ABOUT:

NAME: Mary F. Copeland
TITLE: Assistant Director
ORGANIZATION: Career Planning & Placement
Center
MAILING ADDRESS: Northern Illinois University
210 Swen Parson
Dekalb, IL 60115

TELEPHONE: (815) 753-1641 756-4670
day eve

INTEREST/EXPERTISE: (1) Job Search and
Resume Writing Counseling/Workshops
(2) Goal Setting/Career Planning
Counseling/Workshops

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Women who need my
assistance

NAME: Rev. Dr. M. Jeanne Cotton
TITLE: Exec. Director, M. Jeanne Cotton &
Assoc.
ORGANIZATION: Pastor, Greater Friendship
Baptist Church
MAILING ADDRESS: 1901 Dodge, Suite 1
Evanston, IL 60201

TELEPHONE: (312) 328-2630
day eve

INTEREST/EXPERTISE: (1) Speaking (2) Counseling
(3) Conducting Workshops

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Whatever
1. Info. on organization

NAME: Pamela J. Corcoran
TITLE: Injury Compensation Specialist
ORGANIZATION: Consolidated Civilian
Personnel Office, Bldg. 1H
MAILING ADDRESS: Great Lakes, IL 60088

TELEPHONE: (312) 688-4666/7
day eve

INTEREST/EXPERTISE:

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Veronica Lynn Curry (Miss)
TITLE:
ORGANIZATION: CETA, Hammond, IN (part time)
School City of Gary (full time)
MAILING ADDRESS: 2854 177th Dr.
Apt. 14
Hammond, IN 46323

TELEPHONE: (219) 937-3750 845-8286
day eve

INTEREST/EXPERTISE: Teaching - Counseling

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Dorothy W. Davids

TITLE:

ORGANIZATION: North American Indian Women's Association

MAILING ADDRESS: Univ. of Wisconsin Extension, Community Dynamics Institute
610 Langdon Street
Madison, WI 53706

TELEPHONE: (608) 262-9960 873-5855
day eve

INTEREST/EXPERTISE: (1) Small group work: Leadership development, problem solving communication skills, bias/stereotyping/cultural awareness (institutional racism sexism, etc) - (2) American Indian History/
WILL SHARE INFORMATION X Culture/People

NEED INFORMATION ABOUT: Economic development; Women in the Economy, Funding

NAME: Jackie Davis

TITLE: Agency Liaison

ORGANIZATION: The Department of Equal Employment Opportunity

MAILING ADDRESS: 160 N. LaSalle
Rm. 1430
Chicago, IL 60601

TELEPHONE: (312) 793-2430 728-9088
day eve

INTEREST/EXPERTISE: Affirmative Action, Training Programs, Career Counseling, Adult Education, Sex Equity

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Delores Day

TITLE: Personnel Account Clerk

ORGANIZATION: Dept. of Human Rights

MAILING ADDRESS: 801 South 24th
Springfield, IL 62701

TELEPHONE: (217) 753-1500 522-3677
day eve

INTEREST/EXPERTISE: Six years experience in area of budget & fiscal management as Admin. Assistant with Human Relations Comm/-State of Illinois. Beginning July 1 position mentioned above includes area of personnel.
WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Training programs in the area of Personnel. Any programs and/or conferences concerning human rights.

NAME: Josefina O. Disterhoft

TITLE: Past President, Board Member

Day Care Action Council of Illinois
ORGANIZATION: Board Member, Parent Cooperative for Early Learning

MAILING ADDRESS: 5125 S. Dorchester
Chicago, IL 60615

TELEPHONE: (312) 493-5843
day eve

INTEREST/EXPERTISE: (1) Building public interest & support for child day care options for parents (i.e. the politics of day care policy) (2) Planning, seeking public/private funds, administering programs for young children -
WILL SHARE INFORMATION training staff.

NEED INFORMATION ABOUT: How to work with public agencies/officials to seek resolutions and action re women's and children's concerns.

NAME: Dawn Dixon

TITLE: Secretary

ORGANIZATION: Dept. of Agriculture -
Food & Nutrition Service

MAILING ADDRESS: 7959 S. Dobson
Chicago, IL 60619

TELEPHONE: (312) 353-6663 723-1596
day eve

INTEREST/EXPERTISE: Secretarial work and
Fashion Coordinating involves designing
and putting on shows.

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: How to build my con-
fidence and put forth an extra effort to
get ahead without letting others hold
me back or discourage me.

NAME: Hazel Domangue

TITLE: Director, Inter-group Communica-
tions Project

ORGANIZATION: Jewish Council on Urban
Affairs

MAILING ADDRESS: 53 W. Jackson
Chicago, IL 60604

TELEPHONE: (312) 663-0960 363-6215
day eve

INTEREST/EXPERTISE: Community organizing
Political education

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Toni P. Dotson

TITLE:

ORGANIZATION:

MAILING ADDRESS: 908 Dempster
Evanston, IL 60202

TELEPHONE: (312) 864-6341
day eve

INTEREST/EXPERTISE: (1) Organization
(2) Counseling
(3) Planning

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Marva Duke

TITLE:

ORGANIZATION: St. Paul Urban League
Labor Education Advancement
Program (LEAP)

MAILING ADDRESS: 1166 Selby Avenue
St. Paul, MN 55104

TELEPHONE: (612) 645-0791 770-5778
day eve

INTEREST/EXPERTISE: Women in non-traditional
employment.

WILL SHARE INFORMATION ~~X~~

NEED INFORMATION ABOUT:

NAME: Dianna Durham-McLoud

TITLE: Regional Coordinator

ORGANIZATION: Office of Program Development
& Training - National Urban
League

MAILING ADDRESS: 36 S. Wabash
Chicago, IL 60603

TELEPHONE: (312) 346-2548
day eve

INTEREST/EXPERTISE: E.E.O, CETA

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Louis E. Eason

TITLE: Equal Opportunity Director

ORGANIZATION: Sears Midwest Territory

MAILING ADDRESS: 7447 Skokie Blvd.
Skokie, IL

TELEPHONE: (312) 967-3041 752-3115
day eve

INTEREST/EXPERTISE:

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: M. Darlene Eady

TITLE: Supervisor

ORGANIZATION: Evanston Police Victim/
Witness & Youth Outreach

MAILING ADDRESS: 1454 Elmwood
Evanston, IL 60201

TELEPHONE: (312) 866-5016, 5017 475-7158
day eve

INTEREST/EXPERTISE: Counseling, management,
consultant, program planning directed
towards rape victims (rape, battered
women, juveniles) battered women

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Job availability,
cooperative business

NAME: The Evanston Coalition of Black Women

TITLE: President - Sandra Herriott
Vice Pres.- Deborah A. Jones
ORGANIZATION: Secretary - Helen Clark
Treasurer - Darlene Eady

MAILING ADDRESS: 908 Dempster Street
Evanston, IL 60202

TELEPHONE: day eve

INTEREST/EXPERTISE:
(1) Networking Organization
(2) Big Sister Organization
(3) Professional Development

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:
(1) Other Sister Organizations
(2) Developing a national minority
womens organization

NAME: Samuel Feliciano

TITLE:

ORGANIZATION: Office of the Governor on
Hispanic Affairs

MAILING ADDRESS: 160 N. LaSalle
Chicago, IL 60601

TELEPHONE: (312) 793-2166 (6718)
day eve

INTEREST/EXPERTISE: Group Psychology

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Irene Flores de Bonilla

TITLE:

ORGANIZATION: Mexican American Business &
Professional Women's Club

MAILING ADDRESS: 9849 S. Hoxie
Chicago, IL 60617

TELEPHONE: (312) 721-3212 SAME
day eve

INTEREST/EXPERTISE: Public Relations
Community Activist

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Funding sources for
Child Abuse
Technical assistance (Business &
Professional)

NAME: Penelope V. Flores

TITLE: Vice President

ORGANIZATION: Seminar Promoting, Travel
and Training Institute (SPTATI)

MAILING ADDRESS: 4800 S. Lake Park
Suite 1111
Chicago, IL 60615

TELEPHONE: (312) 924-0612
day eve

INTEREST/EXPERTISE: "The Sociology of Coping"
"Training & Seminar Promoting and Career
Development for Asian Americans"

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: CETA
Employment opportunities for ethnic
minorities

NAME: Evelyn B. Foster

TITLE: Job Service Employment & Training
Counselor

ORGANIZATION: Department of Labor

MAILING ADDRESS: 6430 S. Stony Island
Apt. 1906
Chicago, IL 60637

TELEPHONE: (312) 493-4090 734-0400X246
day eve

INTEREST/EXPERTISE: Need information re:
apprenticeship training for women.
I have experience in vocational guidance -
counseling with adults & children.

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Older women entering
labor market - ways to help set new goals.
Also teenage dropout from highschool.

NAME: Sandra K. Frank

TITLE: Regional Administrator

ORGANIZATION: Women's Bureau/USDOL

MAILING ADDRESS: 230 S. Dearborn
10th Floor
Chicago, IL 60606

TELEPHONE: (312) 353-6985 752-3115
day eve

INTEREST/EXPERTISE: Employment, government,
women's rights and issues, E.E.O.

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Marie Armharte Funmaker

TITLE: Paralegal/Community Worker

ORGANIZATION: Legal Assistance of Ramsey County
c/o American Indian Center, 1001
Payne Avenue, St. Paul, MN 55101

MAILING ADDRESS: P. O. Box 14101
Minneapolis, MN 55414

TELEPHONE: (612) 776-8592
day eve

INTEREST/EXPERTISE: Indian women's employment;
Family violence

WILL SHARE INFORMATION -X

NEED INFORMATION ABOUT: (1) Sex harrassment/
the "real stuff" about legal rep.
(2) Starting a Business/Cottage industries

NAME: Edith R. Fraser, M.S.W.

TITLE: Asst. Chief, Systems Design

ORGANIZATION: State of Illinois, Dept. of
Mental Health & Developmental Disabilities

MAILING ADDRESS: 160 N. LaSalle Street
Room 1500
Chicago, IL 60601

TELEPHONE: (312) 793-3636 887-1882
day eve

INTEREST/EXPERTISE: Mental health Planning;
writing

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Jobs available at
the management or administrative level;
training activities - national or local.

NAME: Theresa M. Gabriel (Ms)

TITLE: Supervisor, PSE Operations

ORGANIZATION: City of Toledo, Employment &
Training Admin. (CETA Program)

MAILING ADDRESS: Off: 1116 Jackson St., Toledo, Ohio 43624
Res. 1205 Independence Rd., Toledo, Ohio 43607

TELEPHONE: (419) 547-6609 (Off.)
day eve
(419) 535-9739 (Res.)

INTEREST/EXPERTISE: Employment - Human
Relations
Equal Employment Opportunities

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Everything

NAME: Ana Maria Garcia

TITLE:

ORGANIZATION: Chicago Chapter, National
Conference of Puerto Rican Women

MAILING ADDRESS: A Dearborn Station
P. O. Box 10164
Chicago, IL 60603

TELEPHONE: (312) 384-7536

day

eve

INTEREST/EXPERTISE: Women's Rights
Political Involvement

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Carmen L. Gear

TITLE: Counseling Specialist

ORGANIZATION: Michigan State University -
Counseling Center

MAILING ADDRESS: 207 Student Services Bldg.
East Lansing, Michigan 48824

TELEPHONE: (517) 355-8270

day

374-7611

eve

INTEREST/EXPERTISE: Paraprofessional counseling
Career/Personal Problem Counseling

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Job opportunities for
college students in this region

NAME: Wilma M. Gary

TITLE: Urban Extension Agent &
Delegate from Nat'l. Council of

ORGANIZATION: Minnesota
University of Minnesota

MAILING ADDRESS: 3433 Third Avenue, So.
Minneapolis, MN 55408

TELEPHONE: (612) 777-8156

day

825-5385

eve

INTEREST/EXPERTISE: Employment; Education;
Racism in America Black Women vs Racism;
Women in (Minority) Business

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Employment; legal
concerns; decent jobs; Women (minority)
in Business; Scholarships for minority
women to attend Law School; Public
Relations

NAME: Rosa A. Gerra

TITLE: President

ORGANIZATION: United Mexican-American Organi-
zation of Ft. Wayne, Indiana

Also in CETA Administration Staff
MAILING ADDRESS: 2914 Kroemer Rd.
Ft. Wayne, Indiana

TELEPHONE: (219) 423-7952

day

483-4208

eve

INTEREST/EXPERTISE: Working with United Mexican-
American Org - Hispanic needs - social
services for about 10 years
Involved with the CETA Program - have been
employed on Staff for about 6 years

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Information on where to
seek funds for Latino women's programs.

NAME: Barbara Giametta
TITLE: Program Assistant
Program on Women and Work, Institute of
Labor & Industrial Relations
ORGANIZATION: University of Michigan
MAILING ADDRESS: Pres., Graduate School of
Social Work, Student Union
710 E. Ann, Apt. 2
Ann Arbor, MI 48104
TELEPHONE: (313) 996-8758
day eve
INTEREST/EXPERTISE: Industrial Social Work,
Women's Issues

WILL SHARE INFORMATION X
NEED INFORMATION ABOUT: Where industrial
social workers are being employed

NAME: Jeanette R. Gibson
TITLE: Regional E.E.O. Officer
ORGANIZATION: General Services Administration
JCK Federal Building
MAILING ADDRESS: 230 South Dearborn Street
Chicago, IL 60604
TELEPHONE: (312) 353-4880
day eve
INTEREST/EXPERTISE: EEO within the
Federal Government

WILL SHARE INFORMATION X
NEED INFORMATION ABOUT: Current statistical
information for Region 5 re: protected
groups and their availability

NAME: Gerri Gist
TITLE:
ORGANIZATION: Gist & Associates
MAILING ADDRESS: 5526 S. Cornell
Chicago, IL 60636
TELEPHONE: (312) 643-5797
day eve
INTEREST/EXPERTISE: Women business owners
starting a small business

WILL SHARE INFORMATION X
NEED INFORMATION ABOUT:

NAME: Irene Gomez-Bethke
TITLE: Vice Chairperson
ORGANIZATION: Spanish Speaking Affairs Council
State of Minnesota
MAILING ADDRESS: 4649 Decatur Avenue, No.
New Hope, MN 55428
TELEPHONE: (612) 537-0469 374-2996
day eve
INTEREST/EXPERTISE: Management, politics

WILL SHARE INFORMATION X
NEED INFORMATION ABOUT: DON - proposal writing
for new employment opportunities

NAME: Margarita Gonzalez Ortiz

TITLE:

ORGANIZATION: Una Puerta Abierta -
Hull House Association

MAILING ADDRESS: 3952 N. Ashland
Chicago, IL 60613

TELEPHONE: (312) 348-7020

day

eve

INTEREST/EXPERTISE: ~~EXPERTISE~~ Employment &
Training

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: All different
trainings in the Chicago area

NAME: Annie J. Gordon

TITLE: Coordinator, Women's Affairs

ORGANIZATION: L.E.A.P. - Tri County Urban
League

MAILING ADDRESS: 317 S. MacArthur
Peopria, IL 61605

TELEPHONE: (309) 676-0152

day

637-8684

eve

INTEREST/EXPERTISE: Expertise: Job Develop-
ment/Placement

Interest: How participation with other
organizations, politics, business groups,
etc., can serve professional growth needs

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: National Hookup of
Black Women, Support groups

NAME: Dr. Mercedier C. deFreitas Goodwin

TITLE: Deputy Director

ORGANIZATION: Chicago Mayors' Office of
Employment & past member

MAILING ADDRESS: Ill. State Bd. of Ed.
180 N. LaSalle
Chicago, IL

TELEPHONE: (312) 744-7703

day

225-2120

eve

INTEREST/EXPERTISE: Education, CETA -
Youth and the world of work

WILL SHARE INFORMATION

NEED INFORMATION ABOUT:

NAME: Brenda H. Gordon

TITLE: Field Representative/Labor Education
Advancement Program

ORGANIZATION: Project L.E.A.P., Grand Rapids
Urban Leagues

MAILING ADDRESS: 745 Eastern S.E.
Grand Rapids, MI 49503

TELEPHONE: (616) 245-8637

day

eve

INTEREST/EXPERTISE: Finance and Public
Relations

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: (1) Conferences across
the nation
(2) Employment generating services

NAME: Theda M. Hambright

TITLE:

ORGANIZATION: Thornton Community College

MAILING ADDRESS: 15800 So. State
Chicago, IL 60643

TELEPHONE: (312) 596-2000
day eve

INTEREST/EXPERTISE: Counseling and
community affairs

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: (1) Data on local
jobs (Illinois)
(2) Data on number of women who desire jobs
(Illinois)

NAME: Charmaine Hamer

TITLE: Job Development Coordinator

ORGANIZATION: Community & Economic Devel-
opment Assoc. of Cook

MAILING ADDRESS: County, Inc.
624 S. Michigan
Chicago, IL 60605

TELEPHONE: (312) 435-6934 821-0932
day eve

INTEREST/EXPERTISE: Employment - Economic
Stability

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Economic Develop-
ment
CETA Training

NAME: Denise Hammond

TITLE: Coordinator of Volunteers for Region V

ORGANIZATION: Women in Community Service
(WICS)

MAILING ADDRESS: 230 S. Dearborn
Chicago, IL 60604

TELEPHONE: (312)
day eve

~~INTEREST/EXPERTISE:~~ (1) Young women - 16-21
lacking educational & vocational job-
skill training
(2) Develop volunteer network to assist
young women

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: (1) Indian women &
Hispanic women between 16-21
(2) Employment for entry-level trained
women

NAME: Mable S. Hardman

TITLE:

ORGANIZATION: Ohio Commission on Aging

MAILING ADDRESS: 50 W. Broad St., 9th Floor
Columbus, OH 43227

TELEPHONE: (614) 466-6597 866-9738
day eve

INTEREST/EXPERTISE: (1) Affirmative Action
Programming
(2) Public Benefits (retraining of older
persons/and personal advocacy)

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Hazelle J. Harding

TITLE: Director, Senior Programs

ORGANIZATION: Economic Opportunity Planning
Assoc. of Toledo, Inc.

MAILING ADDRESS: 1810 Madison Avenue
Toledo, Ohio 43624

TELEPHONE: (419) 242-7304 536-9328
day eve

INTEREST/EXPERTISE: Programs for Elderly
Persons

WILL SHARE INFORMATION x

NEED INFORMATION ABOUT:

NAME: Velma P. Harrison

TITLE: Instructor, Ph.D. Candidate

ORGANIZATION: Northern Illinois University
(ABD)

MAILING ADDRESS: 807 Ridge
Dekalb, IL 60115

TELEPHONE: (815) 758-4605
day eve

INTEREST/EXPERTISE: (Afro-American Lit) English/
Linguistics

WILL SHARE INFORMATION x

NEED INFORMATION ABOUT: Mid-level, senior-level
positions for Liberal Arts majors (with
Federal Agencies)

NAME: Catherine Harrington

TITLE: Secretary

ORGANIZATION: Chicago State University-
Center for Woman's Identity

MAILING ADDRESS: Studies
95th & King Drive
Chicago, IL 60628

TELEPHONE: (312) 995-2021 568-0926
day eve

INTEREST/EXPERTISE: in Entry Level Positions
and advancement. Also Heads of Household.
Decent Job/Decent Pay

WILL SHARE INFORMATION

NEED INFORMATION ABOUT: Grants for women
for education

NAME: Miyo Hayashi

TITLE:

ORGANIZATION: Women of Colors

MAILING ADDRESS: 1320 E. 48th St.
Chicago, IL 60615

TELEPHONE: (312) 648-0204 285-1974
day eve

INTEREST/EXPERTISE: Business, Culture

WILL SHARE INFORMATION x

NEED INFORMATION ABOUT:

NAME: Avis C. Hendersen

TITLE: Equal Employment Opportunity
Specialist

ORGANIZATION: Dept. of Health & Human Services
Social Security Admin.

MAILING ADDRESS: 600 W. Madison
Chicago, IL 60606

TELEPHONE: (312) 353-9590 785-4907
day eve

INTEREST/EXPERTISE: Equal Opportunity programs
Upward mobility

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Day Care Programs
Upward Mobility Programs

NAME: Sandra D. Herriott

TITLE: Associate Director

ORGANIZATION: Evanston Human Relations
Commission

MAILING ADDRESS: 908 Dempster St., #3
Evanston, IL 60202

TELEPHONE: (312) 328-2100 X 2485 864-6341
day eve

INTEREST/EXPERTISE: Investigation and concilia-
tion of Employment and Housing discrimination
Development and coordination of special
projects, youth programs and conferences

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Employment Opportunities
Big Sister Programs

NAME: Dorothy J. Henderson

TITLE: Social Service Program Planner,
Homemaker Coordinator

ORGANIZATION: Illinois Dept. of Children
& Family Services

MAILING ADDRESS: 57 N. Ottawa St.
Rm. 514
Joliet, IL 60431

TELEPHONE: (815) 740-2740 722-7968
day eve

INTEREST/EXPERTISE: Coordination of
Services; Community Resources

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Skills upgrading
for Women Management level positions
for Women

NAME: Dorothy Hicks

TITLE: Teacher

ORGANIZATION:

MAILING ADDRESS: 500 Park Ave.
Unit 526
Calumet City, IL 60409

TELEPHONE: (312) 862-3634
day eve

INTEREST/EXPERTISE: Changing occupations

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Entering law school -
getting scholarships or fellowships

NAME: Pat Hill

TITLE: Job Developer

ORGANIZATION: PACE Program

MAILING ADDRESS: 8231 So. Clyde
Chicago, IL 60617

TELEPHONE: (312) 922-5598 721-2996
day eve

INTEREST/EXPERTISE: Employment & Economics

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Valeska S. Hinton

TITLE:

ORGANIZATION: U.S. Commission on
Civil Rights

MAILING ADDRESS: 230 S. Dearborn
Chicago, IL 60604

TELEPHONE: (312) 353-7479 684-3347
day eve

INTEREST/EXPERTISE:

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Debra Hillard

TITLE: Employment Specialist

ORGANIZATION: Women's Outreach Project

MAILING ADDRESS: P. O. Box 377
North Chicago, IL 60064

TELEPHONE: (312) 249-3770 689-0082
day eve

INTEREST/EXPERTISE: Law

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Minority women in
Law Studies - Seminars, Conferences,
etc.

NAME: Eunice Hobbs

TITLE:

ORGANIZATION:

MAILING ADDRESS: 2102 E. 98 Pl.
Chicago, IL 60617

TELEPHONE: _____
day eve

INTEREST/EXPERTISE: Going back to school and
go into business

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: How to get funded in
opening business

NAME: Catherine Hodges
TITLE:
ORGANIZATION: Governors State University
Park Forest - South
MAILING ADDRESS: 709 Burnham Drive
Park Forest, So., IL 60466

TELEPHONE: (312) 534-2559
day eve

INTEREST/EXPERTISE: Employment

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: The recommendations
proposed and the issues presented

NAME: Annie Hollins
TITLE: School Community Relations Coordinator
ORGANIZATION:
MAILING ADDRESS: 814 Parkwood
Joliet, IL 60432

TELEPHONE: (815) 740-3151 727-1871
day eve

INTEREST/EXPERTISE: Community Involvement
Communication

WILL SHARE INFORMATION

NEED INFORMATION ABOUT: Job opportunities
for women

NAME: Debra Hogan
TITLE: Counselor/Coordinator
ORGANIZATION: Women's Resource Center
MAILING ADDRESS: 252 State Street
Grand Rapids, MI 49503

TELEPHONE: (616) 458-5443 774-0294
day eve

INTEREST/EXPERTISE: Conducting workshops
for women to expose them to non-tradi-
tional jobs (assertiveness - career
planning). Working on forming a coali-
tion in Grand Rapids

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Working with
unions

NAME: Kay Hollis
TITLE: E.E.O. Officer
ORGANIZATION: Gary Manpower Administration
CETA Program
MAILING ADDRESS: 900 Madison Street
Gary, Indiana 46407

TELEPHONE: (219) 883-9671-Ext. 204 886-7673
day eve

INTEREST/EXPERTISE: My area of interest is in
the field of Personnel Administration. My
expertise is in the field of E.E.O.

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Patricia A. Horne

TITLE: Sr. Benefit Analyst

ORGANIZATION: Container Corporation of America

MAILING ADDRESS: One First National Plaza
53rd Floor
Chicago, IL 60603

TELEPHONE: (312) 580-5232 842-4678
day eve

INTEREST/EXPERTISE: Employee Benefits -
Retirement, Group Insurance. Human
Resources Practices

WILL SHARE INFORMATION x

NEED INFORMATION ABOUT: Opening a small
business. Climbing the Corporate
Ladder

NAME: Veronica Hyatt

TITLE: Youth Fieldworker/Counselor

ORGANIZATION: Hammond CETA

MAILING ADDRESS: 427 Clark Rd.
Gary, IN 46406

TELEPHONE: (219) 937-3750
day eve

INTEREST/EXPERTISE: Youth employment;
Education

WILL SHARE INFORMATION x

NEED INFORMATION ABOUT: Job opportunities

NAME: Carol Howart

TITLE: Secretary

ORGANIZATION: Shawnee Consortium

MAILING ADDRESS: P.O. Box 298
Kamek, IL 62956

TELEPHONE: (618) 634-2295 or 4
day eve

INTEREST/EXPERTISE: ~~EXPERTISE~~ ERA, Decent jobs for
Women

WILL SHARE INFORMATION

NEED INFORMATION ABOUT: ERA, Apprentices-
ships

NAME: Dr. Vernita Irvin

TITLE: Director/Asst. Prof. Radiologic
Technology

ORGANIZATION: Malcolm X College

MAILING ADDRESS: 1900 W. Van Buren
Chicago, IL 60612

TELEPHONE: (312) 942-3292 281-7606
day eve

INTEREST/EXPERTISE: Educational Services
Program Development

WILL SHARE INFORMATION x

NEED INFORMATION ABOUT: Women in Business

NAME: Ellyn J. Iwaoka

TITLE: Coordinator, Community Relations
& Editorial Departments

ORGANIZATION: WBBM-AM Radio

MAILING ADDRESS: 630 N. McClurg Court
Chicago, IL 60611

TELEPHONE: (312) 951-3463

day

eve

INTEREST/EXPERTISE:

WILL SHARE INFORMATION

NEED INFORMATION ABOUT:

NAME: Sandra W. Jefferson

TITLE:

ORGANIZATION: Illinois Department of
Human Rights

MAILING ADDRESS: 5035V W. Jackson
Chicago, IL 60644

TELEPHONE: (312) 287-6727

day

eve

INTEREST/EXPERTISE: (1) Community - Public
affairs
(2) Social Service Organizations

WILL SHARE INFORMATION

NEED INFORMATION ABOUT: Federal Employment
Opportunities in Labor Dept - Dangerous
Drugs

NAME: Maria Teresa Jaimes

TITLE: Trainer

ORGANIZATION: Latino Institute

MAILING ADDRESS: 55 East Jackson
Rm. 2150
Chicago, IL 60604

TELEPHONE: (312) 663-3603

day

eve

INTEREST/EXPERTISE: Community organiza-
tions. Working with parents

WILL SHARE INFORMATION x

NEED INFORMATION ABOUT: Legal procedures
Immigration laws

NAME: Carolyn Jenkins

TITLE: Collections Supervisor

ORGANIZATION: City of Evanston

MAILING ADDRESS: 2100 Ridge Avenue
Evanston, IL 60204

TELEPHONE: (312) 328-2100 X 2249 869-9524

day

eve

INTEREST/EXPERTISE: Personnel Management
Upward Training in Financial Amend.

WILL SHARE INFORMATION x

NEED INFORMATION ABOUT:

NAME: Sonia Maria Jennings

TITLE:

ORGANIZATION: Native American Comm.
Adult Learning Center

MAILING ADDRESS: 4546 N. Hermitage
Chicago, IL 60640

TELEPHONE: (312) 561-8183
day eve

INTEREST/EXPERTISE:

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: The next meeting

NAME: Theresa L. Joiner

TITLE:

ORGANIZATION:

MAILING ADDRESS: 6412 S. St. Lawrence Ave.
Chicago, IL 60637

TELEPHONE: (312) 944-1354 684-7967
day 363-4919 eve

INTEREST/EXPERTISE: Former elementary education teacher; currently in sales & management for retail company

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Possible employment opportunities in Business Management and administration East, Midwest and West within USA and abroad.

NAME: Donjia Johnson

TITLE: Work-Production Mgr. & Trade
Exhibits Mgr. Corp. Communications

ORGANIZATION: M.B. Fuller Co. -
Private Sector

MAILING ADDRESS: 378 Arundel
St. Paul, MN 55103

TELEPHONE: (612) 645-3401 291-2882
day eve

INTEREST/EXPERTISE: Planning/organizing community & parent groups for special issues &/on functions-Special interest in Education-now serve on School Dist. Integration Review Comm & ESAA Advisory Bd.-Have done

WILL SHARE INFORMATION X evaluation
& consultant work for Dist.

NEED INFORMATION ABOUT: Successful
Parent Organizing in other school districts

NAME: Cynthia D. Jones

TITLE: Program Coordinator, Women's Outreach
Program

ORGANIZATION: Lake County Urban League

MAILING ADDRESS: 122 Madison
Waukegan, IL 60085

TELEPHONE: (312) 249-3770 244-2568
day eve

INTEREST/EXPERTISE: Women in non-traditional careers - Career and Personnel Development Occupational Survival Skills

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: (1) Legal Status of women
(2) Women managing their own business to include step-by-step guidelines; problems encountered in family and career life; how to cope with these barriers and use constructively.

NAME: Debora A. Jones

TITLE: Manager of Student Records

ORGANIZATION: J. L. Kellogg Grad.School of
Management - Northwestern Univ.

MAILING ADDRESS: 2001 Sheridan Rd.
Evanston, IL 60201

HOME: 2232 Washington St.
Evanston, IL 60202

TELEPHONE: (312) 864-6979
day eve

INTEREST/EXPERTISE: (1) Program Planning
(2) Would like to learn how to develop
and improve professional tactics,
strategies office politics

WILL SHARE INFORMATION x

NEED INFORMATION ABOUT:

NAME: Isabel A. Jones

TITLE: Asst. Professor

ORGANIZATION: Michigan State University

MAILING ADDRESS: 103 Human Ecology
East Lansing, MI 48824

TELEPHONE: (517) 355-4486 372-8587
day eve

INTEREST/EXPERTISE: Consumer Interests,
Education, Small Business Enterprises,
Inflation, Economics

WILL SHARE INFORMATION x

NEED INFORMATION ABOUT:

NAME: Dorothy E. Jones

TITLE: Program Specialist - UAW

ORGANIZATION: Union Minotiries/Women's
Leadership Training Project

MAILING ADDRESS: University of Michigan
108 Museum Avenue
Ann Arbor, MI 48109

TELEPHONE: (313) 764-0492
day eve

INTEREST/EXPERTISE: Programs for Women
Workers

WILL SHARE INFORMATION x

NEED INFORMATION ABOUT: Racism - Sexism

NAME: Judy R. Jones

TITLE: Executive Director

ORGANIZATION: YWCA of Greater Milwaukee

MAILING ADDRESS: 610 N. Jackson
Milwaukee, WI 53202

TELEPHONE: (414) 271-1030 264-6146
day eve

INTEREST/EXPERTISE: Refining top level
management skills; human sexuality,
economic development

WILL SHARE INFORMATION x

NEED INFORMATION ABOUT: Economic development &
top management skills for women

NAME: S. Sue Jones

TITLE: Sex Equity Supervisor

ORGANIZATION: Illinois State Board of
Education

MAILING ADDRESS: 100 N. First Street
Springfield, IL 62777

TELEPHONE: (217) 782-1877
day eve

INTEREST/EXPERTISE: Sex equity in education;
interpretation of Title IX of the Educa-
tion Amendments of 1972

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Ruth Kadata

TITLE: Job Developer

ORGANIZATION: Catholic Charities

MAILING ADDRESS: 6730 N. Keating
Lincolnwood, IL 60646

TELEPHONE: (312) 236-5172 676-9030
day eve

INTEREST/EXPERTISE: Indo-Chinese refugees
job opportunities & training programs

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: CETA Programs

NAME: Joyce Joseph

TITLE:

ORGANIZATION: Illinois Commission on
Human Relations

MAILING ADDRESS: Box 5617
Chicago, IL 60680

TELEPHONE: (312) 793-2016
day eve

INTEREST/EXPERTISE: Skilled Trades

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Skilled Trades

NAME: Lillian C. Kimura

TITLE: Director, Mid-States Region

ORGANIZATION: National Board, YWCA of the USA

MAILING ADDRESS: 3751 Pennridge Dr.
Bridgeton, MO 63044

TELEPHONE: (314) 291-7786
day eve

INTEREST/EXPERTISE: Management Consultation
Japanese American Affairs

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Rochelle Kinn

TITLE:

ORGANIZATION:

MAILING ADDRESS: 3522 N. Fremont
Chicago, IL 60657

TELEPHONE: (312) 281-7096
day eve

INTEREST/EXPERTISE: Law enforcement

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Law enforcement
organizations for minority women

NAME: D. Emraida K. Kiram

TITLE: Assistant Director, Dept. of
Registration & Records

ORGANIZATION: University of Wisconsin
Milwaukee

MAILING ADDRESS: 2725 W. Highland Blvd.
Milwaukee, WI 53208

TELEPHONE: (414) 963-4277 933-7065
day eve

INTEREST/EXPERTISE: Education

Culture

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Veda King

TITLE:

ORGANIZATION: Rarda Co.

MAILING ADDRESS: 1809 Indiana
Chicago, IL

TELEPHONE: (312) 842-5707 493-7846
day eve

INTEREST/EXPERTISE: Eight years experience
as a black female owner in business
(only women in the U.S. who owns a whole-
sale hardware company)

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Experiences of other
women business owners

NAME: Phyllis Kirk

TITLE: President, Wisconsin Black Women's
Assembly

ORGANIZATION: Representing Equal Rights Division
State of Wisconsin

MAILING ADDRESS: 819 N. 6th Street
Milwaukee, WI 53203

TELEPHONE: (414) 224-4802 445-1611
day eve

INTEREST/EXPERTISE: Equal Rights Laws
Political Awareness

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Loretta Koperdak

TITLE:

ORGANIZATION: Federal Prison System
Metropolitan Corrections Center

MAILING ADDRESS: 71 W. VanBuren
Chicago, IL 60640

TELEPHONE: (312) 353-6819
day eve

INTEREST/EXPERTISE: Women in "non-traditional"
roles; recruitment, retainment of "minority"
women

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Resource Centers
available to women especially related to
jobs & job skills; (how to acquire &
retain)

NAME: Marlene LaGrone

TITLE:

ORGANIZATION: Shawnee Consortium

MAILING ADDRESS: P. O. Box 298
Karnak, IL 62956

TELEPHONE: (618) 634-2294-5 747-2719
day eve

INTEREST/EXPERTISE:

WILL SHARE INFORMATION

NEED INFORMATION ABOUT: ERA Pros & Cons

NAME: Priscilla Kreuser

TITLE:

ORGANIZATION: "Womens Outreach Program" -
Lake County Urban League

MAILING ADDRESS: 122 Madison
Waukegan, IL 60085

TELEPHONE: (312) 249-3770 223-3320
day eve

INTEREST/EXPERTISE: Human development &
Personality Styles

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Funding for women's
groups (all ethnic groups) over age 21.

NAME: Guadalupe G. Lara

TITLE:

ORGANIZATION: Women in Transition &
Hispanic Mental Health, Inc.

MAILING ADDRESS: 2025 W. McNichols C-3
Detroit, MI 48203

TELEPHONE: (313) 863-8234
day eve

INTEREST/EXPERTISE: Womens issues, Family
Violence, Treatment Implications for
Sexual Assault & Incest

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Sexual Harassment

NAME: Emily L. Leedy
TITLE: Director, Women's Services Div. &
Chair, Ohio Women's Advisory Council
ORGANIZATION: Ohio Bureau of Employment Services
MAILING ADDRESS: 145 S. Front St.
Columbus, Ohio 43216

TELEPHONE: (614) 466-4496 In state Toll-Free:
1-800-283-3525
day eve

INTEREST/EXPERTISE: All Women's Problems,
Concerns & Interests

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Veronica Leighton
TITLE: Asst. Bureau Chief
ORGANIZATION: Philippine News

MAILING ADDRESS: 5855 Sheridan Rd.
Chicago, IL 60660

TELEPHONE: (312) 275-5725
day eve

INTEREST/EXPERTISE: Public Relations

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Gloria L. Leffridge
TITLE: Personnel Administration
ORGANIZATION: Hewlett-Packard
MAILING ADDRESS: 5201 Tollview Drive
Rolling Meadows, IL 60008

TELEPHONE: (312) 255-9800
day eve

INTEREST/EXPERTISE: Employment - for
minority (women & men); Counseling &
Guidance

WILL SHARE INFORMATION

NEED INFORMATION ABOUT:

NAME: Dr. Gene LeMay
TITLE: Asst. Manager, Equal Educational Oppor-
tunity Section
ORGANIZATION: Illinois State Board of Education
MAILING ADDRESS: 100 N. 1st
Springfield, IL 62777

TELEPHONE: (217) 782-1877
day eve

INTEREST/EXPERTISE: (1) Sex Equity) In Education
(2) Race Desegregation)

WILL SHARE INFORMATION

NEED INFORMATION ABOUT:

NAME: Grace E. LeVine

TITLE:

ORGANIZATION:

MAILING ADDRESS: 4800 S. Chicago Beach Dr.
Chicago, IL 60615

TELEPHONE: (312) 538-0813

day

eve

INTEREST/EXPERTISE: ~~EXPERTISE~~ Health Systems

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Health Systems
Administration
Hospital Administration

NAME: Patricia J. Lewis

TITLE:

ORGANIZATION: Martin Luther King, Jr. Program
Western Michigan University

MAILING ADDRESS: 25 Wealthy
Battle Creek, MI 49015

TELEPHONE: (616) 965-8225

day

eve

INTEREST/EXPERTISE: Child Care Programs.
I am a Teacher.

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Evelyn L. Lewis

TITLE:

ORGANIZATION:

MAILING ADDRESS: 8126 S. Dorchester Avenue
Chicago, IL 60619

TELEPHONE: (312) ST2-1500 X1602-1604 221-1041

day

eve

INTEREST/EXPERTISE: Data Processing -
Computer Programming

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: (1) Opportunities
for advancement in Data Processing
(2) Educational grants, Scholarships

NAME: Cynthia Louis

TITLE: Personal Banker

ORGANIZATION:

MAILING ADDRESS: 738 W. Aldine
Chicago, IL 60657

TELEPHONE: (312) 732-5233

day

549-1239

eve

INTEREST/EXPERTISE: Business/Business
Ownership

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Minority Business
Owners - How to get to the top in Business
at The Bank

NAME: Bertha Lowe

TITLE:

ORGANIZATION: Governor's Employment & Training
Office & North American Indian

MAILING ADDRESS: Women's Association
30 W. Mifflin Street
Madison, WI 53703

TELEPHONE: (608) 255-5373 849-5855
day eve

INTEREST/EXPERTISE: Employment & Training
Programs and economic development
American Indian issues

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Conference Report
(June 25-26, 1980)

NAME: Antoinette Lynch

TITLE: Resource Developer/Counselor

ORGANIZATION: Midwest Women's Center

MAILING ADDRESS: 53 West Jackson
Chicago, IL 60604

TELEPHONE: (312) 922-8530 752-0833
day eve

INTEREST/EXPERTISE: Women in non-tradi-
tional employment, i.e. apprenticeship
in the skilled trades. I am developing
a non-traditional employment library,
with info. on trades & apprenticeship.

WILL SHARE INFORMATION X I do sup-
porting service workshops at schools, etc.

NEED INFORMATION ABOUT: Employment op-
portunities in the trades

NAME: Rosemary McAllister

TITLE: Chairwoman or person, Women's Committee

ORGANIZATION: UAW Local 488 Cap Council

MAILING ADDRESS: 486 Reed
Kalamazoo, MI 49006

TELEPHONE: (616) 381-4549
day eve

INTEREST/EXPERTISE: Organizing labor as a
social justice. Change Activist. Promoter
Advocator for Human Rights

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Health & safety, Child
Care and cost of Child Care of great concern.
Advocate Child Care for all shifts. Women
who work nights from many industries. Single
and Head of Household.

NAME: Ronald J. McCann

TITLE:

ORGANIZATION: USDOL - OSHA

MAILING ADDRESS: 230 S. Dearborn
Chicago, IL 60604

TELEPHONE: (312) 353-2220
day eve

INTEREST/EXPERTISE:

WILL SHARE INFORMATION

NEED INFORMATION ABOUT:

NAME: Thelma M. McClinton

TITLE: Technical Specialist

ORGANIZATION: AFL-CIO Great Lakes
Regional Council

MAILING ADDRESS: 500 W. Central Road
Mt. Prospect, IL 60056

TELEPHONE: (312) 392-8304 547-8171
day eve

INTEREST/EXPERTISE: Unions Minority Women
Federal Programs

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Who where and what's
happening

NAME: Margaret McGee

TITLE: Supervisor of Job Developers

ORGANIZATION: SAFER Foundation

MAILING ADDRESS: 8604 S. Hermitage
Chicago, IL 60620

TELEPHONE: (312) 726-9200 Ext. 220 239-8857
day eve

INTEREST/EXPERTISE: Personnel/Employment

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Louise McCree (Ms.)

TITLE:

ORGANIZATION: Midwest Women's Center

MAILING ADDRESS: 9254 South Euclid
Chicago, IL 60617

TELEPHONE: (312) 734-8098 734-8098
day eve

INTEREST/EXPERTISE: Clerical, Radio

WILL SHARE INFORMATION

NEED INFORMATION ABOUT: Using my background for
growth in the clerical world

1. Personnel
2. Broadcasting

NAME: Delois McKinley-Eldridge (Ms.)

TITLE:

ORGANIZATION: Metropolitan Human Relation
Commission

MAILING ADDRESS: Rm. 680 - City-County Bldg.
One Main Street
Ft. Wayne, IN 46802

TELEPHONE: (219) 423-7664 445-0743
day eve

INTEREST/EXPERTISE: Discrimination specifically
in the area of Black/other females

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Child Care for working
mothers. Employment of the minority women
in the management fields.

NAME: Jacqueline M. McKissack

TITLE: Director of Communications

ORGANIZATION: Illinois Commission on
Human Relations

MAILING ADDRESS: (HOME):
2801 S. King Drive
Chicago, IL 60616

TELEPHONE: (312) 793-2016
day eve

INTEREST/EXPERTISE: (1) Internal & external
organizational communications
(2) Human resource development, training
& consultation

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: (1) Career transition
from public to private sector
(2) Business opportunities & ideas in
the Carribean

NAME: Melva McShan

TITLE: Project Coordinator

ORGANIZATION: Madison Urban League

MAILING ADDRESS: 151 E. Gorham
Madison, WI 53703

TELEPHONE: (608) 251-8550 258-9283
day eve

INTEREST/EXPERTISE: Minority women employment
Juvenile Offender

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: (1) Funding
Women employment projects

NAME: Audrey McNattin

TITLE: E.E.O. Officer

ORGANIZATION: Dept. of Public Aid,
Region 8

MAILING ADDRESS: 1006 Country Squire Dr.
Urbana, IL 61801

TELEPHONE: (217) 333-8151 367-9982
day eve

INTEREST/EXPERTISE: Recruitment and pro-
motion upward mobility within the
agency of minorities, handicapped and
"older" women

WILL SHARE INFORMATION

NEED INFORMATION ABOUT:

NAME: Katie McWatt

TITLE: Director of Community Services

ORGANIZATION: St. Paul Urban League

MAILING ADDRESS: 401 Selby Avenue
St. Paul, MN 55102

TELEPHONE: (612) 224-5771
day eve

INTEREST/EXPERTISE: Advocacy/Public Assistance
reform; Heads of Household, & Issues; Criminal
Justice System; Social justice issues

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Alice Mackey

TITLE: Management, Health Care Field

ORGANIZATION:

MAILING ADDRESS: 1711 McDaniel
Evanston, IL 60201

TELEPHONE: (312) 864-3450
day eve

INTEREST/EXPERTISE: Expertise: Head of
Household - Health Care
Interest: Bi-lingual Programs, Battered
Women/Children

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Bi-lingual Prog -
not only Spanish

NAME: Elba Marciano

TITLE: Administrative Assistant

ORGANIZATION: The YWCA of Metropolitan Chicago

MAILING ADDRESS: 4731 West Dickens
Chicago, IL 60639

TELEPHONE: (312) 372-6600 637-0118
day eve

INTEREST/EXPERTISE: Social Service Agencies;
Fundraising/Public Relations & Communica-
tions

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Employment/Professional
Opportunities
Local Minority networking groups

NAME: Barbara J. Mackey

TITLE: Senior Buyer

ORGANIZATION: Evanston Hospital Assoc.
2650 Ridge Ave. Evanston, IL

MAILING ADDRESS: 2404 Nathaniel Pl.
Evanston, IL 60202

TELEPHONE: (312) 492-4610 866-8561
day eve

INTEREST/EXPERTISE:

WILL SHARE INFORMATION

NEED INFORMATION ABOUT:

NAME: Bernice C. Marceillars

TITLE:

ORGANIZATION:

MAILING ADDRESS: 1115 N. Leamington
Chicago, IL 60651

TELEPHONE: (312) 287-0556 287-3963
day eve

INTEREST/EXPERTISE: (1) Community
(2) Organization

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Cynthia O. Marcilous

TITLE:

ORGANIZATION: Martin Luther King Program
Western Michigan University

MAILING ADDRESS: 9728 W. G. Ave.
Kalamazoo, MI 49009

TELEPHONE: (616) 375-3679
day eve

INTEREST/EXPERTISE:

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: How to reach out
and network

NAME: Lynne Mayo Collins

TITLE: Management Planning Specialist

ORGANIZATION: Illinois Law Enforcement

MAILING ADDRESS: 325 W. 91st Street
Chicago, IL 60620

TELEPHONE: (312) 454-1560 995-7808
day eve

INTEREST/EXPERTISE: Corrections/Criminal
Justice
Grantsmanship

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Training seminars
on EEO Laws

NAME: Marge Markin

TITLE:

ORGANIZATION: Illinois Democratic Women's
Caucus
Exec. Committee-Midwest Women's
MAILING ADDRESS: Center-Steering Comm.
1429 N. Astor
Chicago, IL 60610

TELEPHONE: (312) 642-5551
day eve

INTEREST/EXPERTISE: Political - encourage
women to participate in and run for
political office. Marathon runner -
will help train & give advice

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Sharon Menser

TITLE:

ORGANIZATION:

MAILING ADDRESS: 2030 E. 73rd Street
Chicago, IL 60649

TELEPHONE: (312) 955-0323
day eve

INTEREST/EXPERTISE: Nursing

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Lynnette L. Miller

TITLE: Facilitator Advocate
Women's Network

ORGANIZATION:

MAILING ADDRESS: 39 E. Market St., 502
Akron, OH 44308
474 Zahn Dr.,
Akron, OH 44313

TELEPHONE: (216) 376-7852 864-8406
day eve

INTEREST/EXPERTISE: Communications, Leadership Training

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: (1) Job opportunities for professionals in Chicago area
(2) Management upward mobility in the corporate and federal government

NAME: Zetta Miller

TITLE: President

ORGANIZATION: Nursing Specialties

MAILING ADDRESS: 14009 Wayman Lane
Robbins, IL 60477

TELEPHONE: (312) 388-7311
day eve

INTEREST/EXPERTISE: Nursing & teaching

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Any special projects of the Women's Bureau for developing programs to meet special needs of women in the labor force

NAME: Mable D. Mitchell

TITLE:

ORGANIZATION: General Serv. Adm.

MAILING ADDRESS: 8411 So. Ingleside
Chicago, IL 60619

TELEPHONE: (312) 353-5530 483-5616
day eve

INTEREST/EXPERTISE: Women in Business

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Loans to women in business from the Federal level

NAME: Rhonnie Jean Molden

TITLE: E.E.O. Specialist

ORGANIZATION: U.S. Dept of Labor

MAILING ADDRESS: (WORK) 368 Georgetown Square
Wooddale, IL 60101
(HOME) 18 Devon Dr.

TELEPHONE: (312) 595-6891 890-1298 IL 60137
day eve

INTEREST/EXPERTISE: Equal opportunity in employment
Interest: Women's rights & Sexual Harrassment

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: ERA - Equal Rights Amendment and Professional Black Women's Organizations

NAME: Ruth Montgomery
TITLE: Administrative Assistant
ORGANIZATION: Prep, Inc.,/Toledo Area
Affirmative Action Program for
the Construction Industry (TAAAP)
MAILING ADDRESS: 5515 Southwyck Blvd.
#201
Toledo, Ohio 43614

TELEPHONE: (419) 865-8018 472-5564
day eve

INTEREST/EXPERTISE: Construction (Apprentice-
ship & trainee programs)

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Progress of women in
cosntruction. Ideas regarding husband-
relatives objecting to women in non-tradi-
tional jobs (how to cope with/handle)

NAME: Jan Moreno
TITLE: Coordinator
ORGANIZATION: Chicago Consortium of
Voluntary Agencies - The
MAILING ADDRESS: Jewish Federation
1 South Franklin
Chicago, IL 60606

TELEPHONE: (312) 346-6700 829-4799
day eve

INTEREST/EXPERTISE: Resettlement/Refugees
Immigration Law

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Patricia Ann Morris
TITLE:
ORGANIZATION: Akron Urban League's Labor Educa-
tion Advancement Program - Women's
MAILING ADDRESS: Affairs Division
34 E. Market Street
Akron, Ohio 44308

TELEPHONE: (216) 434-6106
day eve

INTEREST/EXPERTISE: Non-traditional occupation
Apprenticeship Program

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Nellie M. Mosley
TITLE: Medical Social Worker
ORGANIZATION: St. Joseph's Hospital,
Social Service Department
MAILING ADDRESS: 700 Broadway
Ft. Wayne, Indiana 46802

TELEPHONE: (219) 423-2614 X2401 447-7130
day eve

INTEREST/EXPERTISE: (1) Social work/Counseling
(2) Helping women tap into supportive services
or support systems which would allow them
the opportunity to participate in the work
force to its fullest extent

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Supportive programs for
women in employment. Career development op-
portunities for women in entry-level positions
Enforcement of Affirmative programs. Transi-
tional services for women from training pro-
grams (CETA, etc.) to employment programs
for minority women in Health Care

NAME: Maria Z. Munoz

TITLE: Director of Community Relations

ORGANIZATION: WBEM-AM Radio

MAILING ADDRESS: 630 N. McClurg
Chicago, IL 60611

TELEPHONE: (312) 951-3461/2 342-0136
day eve

INTEREST/EXPERTISE: (1) Public Affairs/Community Service
(2) Public Relations & Advertising for non-profit organizations & community groups

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Recognizing & marketing my skills to better my career opportunities and personal fulfillment

NAME: Renee Stephanie Neal

TITLE:

ORGANIZATION:

MAILING ADDRESS: 7610 S. Indiana
Chicago, IL 60619

TELEPHONE: (312) 483-7644
day eve

INTEREST/EXPERTISE: B.A./Sociology, high interest in Art field/calligraphy/crafts - rug-hooking, photography

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Apprenticeships on art related careers carpentry/pictorial sign painting. Also in need employment opportunities for social service/liberal arts majors. Assistance with coalition development in community/neighborhood creative events planned and implemented for minority populations in the City.

NAME: Antoinette Neal

TITLE:

ORGANIZATION: Career Guidance Center
Thornton Community Center

MAILING ADDRESS: 15800 South State Street
South Holland, IL 60473

TELEPHONE: (312) 596-2000, Ext. 346
day eve

INTEREST/EXPERTISE: (1) Career guidance and counseling (including program development)
(2) Sex equity in vocational education

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Women in small business

NAME: Elizabeth R. Neely

TITLE: Property Utilization Specialist

ORGANIZATION: General Services Admin (U.S.)

MAILING ADDRESS: 500 E. 33rd Street
Chicago, IL 69616

TELEPHONE: (312) 353-6053 329-3903
day eve

INTEREST/EXPERTISE:

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Joan Newell Murray
TITLE: Project Director, Sex Equity Unit
ORGANIZATION: Equal Educational Opportunities
Div. of Indiana Dept. of Public
MAILING ADDRESS: Instruction
Room 229
State House
Indianapolis, IN 46203
TELEPHONE: (317) 927-0155 637-7090
day eve

INTEREST/EXPERTISE: (1) Sex equity in our
schools
(2) Women in administrative positions
especially in politics

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Real and up to date
statistics on sexual harassment especially
in Indiana and Region 5. Also I need
current cases on Sex Discrimination in
schools (grade & high school)

NAME: Therese Ochoa Markham
TITLE: HEP Manager
ORGANIZATION: V.A. Marketing Center
MAILING ADDRESS: P.O. Bx. 76
Hines, IL 60638
TELEPHONE: (312) 681-6810
day eve

INTEREST/EXPERTISE: Recruiting Hispanics in
the Federal Government

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Eligible women for
entrance and mid-level positions in the
clerical and administrative field and
technical fields

NAME: Fe C. Nievera
TITLE:
ORGANIZATION: Congress of Filipino Ameri-
can Citizens or Il. Philippine Voters
MAILING ADDRESS: League
570 Drexel Ave.
Glencoe, IL 60022
TELEPHONE: 312 835-1787
day eve

INTEREST/EXPERTISE: Asian Pacific Min-
ority Concerns, Filipino-American
organizing concerns

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Sandra Norris
TITLE: Personnelist
ORGANIZATION: International Business Machines
MAILING ADDRESS: 3406 Avenue Villandry
DelRay Beach, Florida 33444
TELEPHONE: (305) 994-3530 276-5640
day eve

INTEREST/EXPERTISE: Management skills develop-
ment; Training; Consulting

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Networking in general;
involvement of Black sororities in network-
ing activities

NAME: Donna Ogura
TITLE:
ORGANIZATION: Japanese American Citizen League
MAILING ADDRESS: 2739 N. Wilton
Chicago, IL 60614
TELEPHONE: (312) 222-7413 348-4820
day eve
INTEREST/EXPERTISE: Decent jobs/decent pay
Getting ahead

WILL SHARE INFORMATION ____
NEED INFORMATION ABOUT:

NAME: Virginia F. Ojeda
TITLE:
ORGANIZATION: Mexican American Business & Professional Women's Club
MAILING ADDRESS: 6149 N. Bernard
Chicago, IL 60659
TELEPHONE: (312) 267-2560
day eve

INTEREST/EXPERTISE: Affirmative action programs; Business Administration; Public & Community Relations

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: How to establish independent consulting firm - How does one go about finding contracts, jobs once company is established

NAME: Satia M. Orange
TITLE: Day Care Licensing Specialist
ORGANIZATION: Wisconsin Div. of Community Services
MAILING ADDRESS: 819 N. 6th Street
Milwaukee, WI 53203
TELEPHONE: (414) 224-4593 445-6285
day eve
INTEREST/EXPERTISE: Child Care

WILL SHARE INFORMATION X
NEED INFORMATION ABOUT: Group dynamics with women.

NAME: Thelma Orr
TITLE: Coordinator-Urban League of Racine
ORGANIZATION: L.E.A.P./Women's Affairs
MAILING ADDRESS: 718 No. Memorial Drive
Racine, WI 53404
(HOME) 1041 Davis Pl.
Racine, WI 53403
TELEPHONE: (414) 634-6005 (Home)
(414) 637-8532 (Office) eve

INTEREST/EXPERTISE: Recruiting & preparing women for apprenticeship & non-traditional jobs (also men). Other interest is writing a weekly column for the city paper called "the other women" which deals with being a total woman in the world of work, etc.

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Aurora L. Ortiz

TITLE:

ORGANIZATION: A.L.I.N.E. & The Women's
Center, Inc.

MAILING ADDRESS: 1124 Raymond Street
Waukesha, WI 53186

TELEPHONE: (414) 542-8909
day eve

INTEREST/EXPERTISE: Secretary, community
awareness grp.

WILL SHARE INFORMATION x

NEED INFORMATION ABOUT: Day Care, profession-
al skill or information about these areas
or any areas of women's issue - family,
etc.

NAME: Sandra J. Overby (Ms.)

TITLE: Assistant Administrator

ORGANIZATION: Greene County CETA Office

MAILING ADDRESS: 220 E. Church Street
Xenia, Ohio 45385

TELEPHONE: (513) 376-5307
day eve

INTEREST/EXPERTISE: Interest: Motivation
CETA - Participant Services

WILL SHARE INFORMATION x

NEED INFORMATION ABOUT: How to set up
motivational/attitudinal workshops
for minority women

NAME: Yasmin E. Overlid

TITLE: Bilingual Instructor

ORGANIZATION: St. Paul Technical Vocational
Institute

MAILING ADDRESS: 1377 Amaryllis Ln.
Eagan, MN 55102

TELEPHONE: (612) 221-1330 454-3371
day eve

INTEREST/EXPERTISE: Bilingual Education-
Vocational Education
Drug Abuse of Hispanic women

WILL SHARE INFORMATION x

NEED INFORMATION ABOUT: (1) All the organization
of Hispanic Women in this area or any other
(2) Bilingual and ESL Education - how are
these being developed & implemented in this
area

NAME: Marjorie N. Payne

TITLE:

ORGANIZATION: Michigan Employment Security
Commission

MAILING ADDRESS: 7310 Woodward
Detroit, MI 48238

TELEPHONE: _____
day eve

INTEREST/EXPERTISE: Affirmative Action, Sexual
Harassment - General Employment problems
for minorities

WILL SHARE INFORMATION x

NEED INFORMATION ABOUT:

NAME: Aurie Pennick

TITLE: Executive Director

ORGANIZATION: Chicago Abuse Women Coalition

MAILING ADDRESS: Suite 1031
53 West Jackson
Chicago, IL 60604

TELEPHONE: (312) 786-9013 264-6947
day eve

INTEREST/EXPERTISE: Domestic violence
Criminal Justice/Corrections

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Corporate Businesses -
job availabilities

NAME: Dr. Bonita R. Pope

TITLE:

ORGANIZATION: Counseling Center
Michigan State University

MAILING ADDRESS: Counseling Center
Michigan State University
East Lansing, MI 48824

TELEPHONE: (517) 355-8270 394-6313
day eve

INTEREST/EXPERTISE: (1) Career development for
minority women
(2) Psychotherapy with minority populations

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: (1) Programs geared
towards the minority student
(2) Information for older, female, returning
student

NAME: Elsa Perez

TITLE:

ORGANIZATION: Spanish Speaking Affairs
Council

MAILING ADDRESS: 504 Rice Street
St. Paul, MN 55103

TELEPHONE: (612) 196-9587 291-8153
day eve

INTEREST/EXPERTISE: Community Organization

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Current statistical
data on minorities

NAME: Leigha Powell

TITLE:

ORGANIZATION:

MAILING ADDRESS: 600 W. 124th Place
Chicago, IL 60625

TELEPHONE: (312) 233-1940
day eve

INTEREST/EXPERTISE:

WILL SHARE INFORMATION

NEED INFORMATION ABOUT:

NAME: Elaine Pruitt

TITLE:

ORGANIZATION: Ft. Wayne - Allen County
Department of Public Health

MAILING ADDRESS: 438 Dalman Avenue
Ft. Wayne, IN 46806

TELEPHONE: (219) 745-5104 745-5104
day eve

INTEREST/EXPERTISE: Public Health -
Preventive Dentistry

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Marilyn Pulliam

TITLE:

ORGANIZATION: Keys of Life

MAILING ADDRESS: 7930 Kenwood
Chicago, IL 60619

TELEPHONE: (312) 734-5721
day eve

INTEREST/EXPERTISE: Nutrition, Sales

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: (1) Proposal writing for
funding a small business
(2) Need to know about a network or organiza-
tion of sales people be they minorities,
female, male, etc. THANK YOU!!

NAME: Tanya B. Prunty

TITLE: Summer Intern

ORGANIZATION: LEAP - National Urban
League

MAILING ADDRESS: 500 E. 62nd St.
New York, N.Y.

TELEPHONE: (212) 644-1215
day eve

INTEREST/EXPERTISE:

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Sexual harassment;
non-traditional occupations for women

NAME: Wendi Ramlal

TITLE: Correctional Officer

ORGANIZATION: Federal Prison System

MAILING ADDRESS: 2 E. Oak
Apt. 1510
Chicago, IL 60611

TELEPHONE: (312) 353-6819
day eve

INTEREST/EXPERTISE:

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Ana Luz Ramos

TITLE: Field Representative

ORGANIZATION: R.T.P., Inc.

MAILING ADDRESS: 2060 Euclid
Cleveland, Ohio 44115

TELEPHONE: (216) 861-0044
day eve

INTEREST/EXPERTISE: Counselor, help women with
non-traditional jobs, especially to enter
apprenticeable occupations (building trades)

WILL SHARE INFORMATION x

NEED INFORMATION ABOUT: Hispanic data in U.S.
E.E.O. (Equal Employment)

NAME: Lillian Marie Reese

TITLE: Curriculum Developer

ORGANIZATION: The Minnesota Chippewa tribe

MAILING ADDRESS: P. O. Box 217
Cass Lake, MN 56484

TELEPHONE: (218) 335-2252
day eve

INTEREST/EXPERTISE: Employment (CETA)
Curriculum development

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: D. Lydia Reed

TITLE: Women's Business Specialist

ORGANIZATION: State of Ill., Dept. of
Commerce & Community Affairs,

MAILING ADDRESS: Office of Minority Business
Enterprise
205 W. Wacker Dr.
Chicago, IL 60606

TELEPHONE: (312) 793-3263 752-9456
day eve

INTEREST/EXPERTISE: Business consultant

WILL SHARE INFORMATION x

NEED INFORMATION ABOUT: Women owned busi-
ness - Assistance to women business owners

NAME: Brenda Reid

TITLE: Coordinator/Women's Program

ORGANIZATION: Minneapolis Urban League
Labor Education Advancement Program

MAILING ADDRESS: 1210 Glenwood Avenue, No.
Minneapolis, MN 55405

TELEPHONE: (612) 374-2530
day eve

INTEREST/EXPERTISE: Employment

WILL SHARE INFORMATION x

NEED INFORMATION ABOUT:

NAME: Lydia Roasa-Dantes, R.N., M.S.N.
TITLE: Assistant Professor, Univ. of Illinois
ORGANIZATION: College of Nursing
Dept. of Public Health Nursing
MAILING ADDRESS: 6433 N. Harrison
Chicago, IL 60645
TELEPHONE: (312) 996-7969 338-3198
day eve

INTEREST/EXPERTISE: Public health nursing
Development & planning of community
health programs

WILL SHARE INFORMATION x

NEED INFORMATION ABOUT:

NAME: Ruth Robinson
TITLE: Housing Counselor
ORGANIZATION: Plus, Inc.
Community Action Agency
MAILING ADDRESS: P. O. Box 225
222 E. Wilson Street
Batavia, IL 60510
TELEPHONE: (312) 879-1185
day eve

INTEREST/EXPERTISE: Housing & Job Training
and education for minority women

WILL SHARE INFORMATION x

NEED INFORMATION ABOUT: Shelter for Battered
wives. Information for Fair Housing
women Head of Household

NAME: Alma G. Robbins
TITLE:
ORGANIZATION: University of Chicago
MAILING ADDRESS: 9041 S. Clyde
Chicago, IL 60617
TELEPHONE: (312) 221-7297 753-3287
day eve

INTEREST/EXPERTISE:

WILL SHARE INFORMATION

NEED INFORMATION ABOUT:

NAME: Carmen Robles
TITLE:
ORGANIZATION: Puerto Rican Civic & Social
Association
MAILING ADDRESS:
(HOME) 195 Edmund #312, St. Paul, MN 55103
(OFF.) 1800 Olson Memorial Hwy., Minneapolis,
Mn 55103
TELEPHONE: (612) 291-8152
day eve

INTEREST/EXPERTISE: Please furnish any and all
materials you have re: Hispanic Women -
Puerto Rican issues - Emp. Child Care
throughout the USA

WILL SHARE INFORMATION x

NEED INFORMATION ABOUT: (1) Puerto Rican Women
(any and all info)
(2) Hispanic/Latina Women

NAME: Patricia A. Roderick

TITLE:

ORGANIZATION: U.S. Department of Labor
Employment Standards Admin.

MAILING ADDRESS: Office of Federal Contract
Compliance Programs
Georgetown Square,
Bldg. 366-368

TELEPHONE: Wooddale, IL 60191
day (312) 595-6891 eve 671-0473

INTEREST/EXPERTISE: Effective networking
techniques in business and current
opportunities for employment in business

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: A list of females
who are interested in or who have the
prerequisites for professional jobs
and construction work

NAME: Lydia C. Rodriguez

TITLE:

ORGANIZATION:

MAILING ADDRESS: 1124 Raymond Street
Waukesha, WI 53186

TELEPHONE: (414) 542-8909
day eve

INTEREST/EXPERTISE: Our group does community
awareness. I personally would like info
for young girls - get them interested in
what is happening

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Day care for
Single Parents

NAME: Diana V. Rodrigues Algra

TITLE: Director, Women's Programs

ORGANIZATION: Michigan State University

MAILING ADDRESS: 380 Admin. Bldg.
East Lansing, MI 48824

TELEPHONE: (517) 353-3922 487-0384
day eve

INTEREST/EXPERTISE: Child Care/Sexual
Harassment
Non-traditional job training

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Funding sources for
female programs in general & in employment
training

NAME:Carolyn Rogers

TITLE:

ORGANIZATION: Dept. of Health & Human Services
Social Security Administration

MAILING ADDRESS: 10763 S. Sangamon
Chicago, IL 60643

TELEPHONE: (312) 353-5937
day eve

INTEREST/EXPERTISE: Training (Technical)

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Marlen D. Roth

TITLE: Administrative Aide on Women

ORGANIZATION: Office of the Governor
State of Illinois

MAILING ADDRESS: 160 N. LaSalle Street
Room 2010
Chicago, IL 60601

TELEPHONE: (312) 793-2096
day eve

INTEREST/EXPERTISE: Women's Issues
Hispanic Issues

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Robert J. Rush

TITLE:

ORGANIZATION: Illinois State Board of Education

MAILING ADDRESS: 100 N. 1st Street
Springfield, IL 62777

TELEPHONE: (217) 782-1877 544-6619
day eve

INTEREST/EXPERTISE: Sex equity in education
(specifically with Title IX and PA79-597)
Interpretation and implementation of
federal and state laws

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Velma Rucker

TITLE: Recruiter

ORGANIZATION: Northwest Indiana Building
& Construction Trades Council

MAILING ADDRESS: Targeted Outreach Program
475 Broadway

Suite 318
Gary, IN 46402

TELEPHONE: (219) 885-7675
day eve

INTEREST/EXPERTISE: Building trades appren-
ticeships
Apprenticeship - non-traditional jobs

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Hattie Ryburn

TITLE:

ORGANIZATION:

MAILING ADDRESS: 25 E. Pheasant Run Rd.
Joliet, IL 60433

TELEPHONE: (815) 726-8878
day eve

INTEREST/EXPERTISE: (1) Ability to communicate
the needs and concerns of most minority
women
(2) Writing, teaching & training

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: (1) Networks format

NAME: Mary Ryder-Taylor

TITLE: Education Consultant

ORGANIZATION: Equal Education Opportunities
Division Sex Equity Unit

MAILING ADDRESS: 229 State House
Indianapolis, IN 46204

TELEPHONE: (317) 927-0155 927-0417 257-6865
day eve

INTEREST/EXPERTISE: I. Parenting Skill Development

II. Institutional Sexism and Racism

A. Counselor Sex Role Stereotypical

Attitudes B. Curriculum-screening for

WILL SHARE INFORMATION X sexism, racism &
educational quality

NEED INFORMATION ABOUT:

I. Concerns, needs, backgrounds of women
from other cultures

II. Concerns of Battered women and/or
children

NAME: Dora Deleon Salas

TITLE: Affirmative Action/EEO Officer

ORGANIZATION: A.C.E.O.C.

MAILING ADDRESS: 223 E. Jefferson
Ft. Wayne, IN 46801

TELEPHONE: (219) 432-3546 486-1939
day eve

INTEREST/EXPERTISE: (1) Affirmative Action

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: (1) Equal employment
for Hispanic women
(2) Battered women

NAME: Judith Sains

TITLE: President

ORGANIZATION: Sains Assoc.

MAILING ADDRESS: 1640 E50 Street
Chicago, IL 60615

TELEPHONE: (312) 667-6186
day eve

INTEREST/EXPERTISE: Human resource development - Exec. search Placement Agency -
Network for Minority Women

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Ramona Salazar

TITLE: Associate Director

ORGANIZATION: Council for the Spanish
Speaking, Inc.

MAILING ADDRESS: 614 W. National Avenue
Milwaukee, WI 53204

TELEPHONE: (414) 384-3700 645-7845
day eve

INTEREST/EXPERTISE: (1) Adult & Bilingual education
(2) Administration of Com. based organizations

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: (1) Legal matters - which
ones can I handle myself without hiring a
lawyer and pay a fortune (which I cannot
afford
(2) Child Care - How do I start a latch key
co-op program without Federal funds (kids
5-12)

NAME: Juanita Salvadore-Burris

TITLE: Social Science Consultant

ORGANIZATION:

MAILING ADDRESS: 6105 S. Woodlawn Ave.
#1 - South
Chicago, IL 60637

TELEPHONE: (312) 955-0291
day eve

INTEREST/EXPERTISE: (1) Designing & Conducting
Social Science Research (a) in Human Development matters (e.g. family, child development, socialization) (2) Writing grant proposals for research evaluation studies as

WILL SHARE INFORMATION X well as program and service

NEED INFORMATION ABOUT: delivery projects
(1) How to start a minority women's research consulting firm that is advocacy oriented
(2) Names of women interested in political action (on such issues as public education child care, consumerism, employment) at the neighborhood level.

NAME: Julie Sass

TITLE:

ORGANIZATION: Self employed

MAILING ADDRESS: 701 N. Parkway
Elk Grove Village, IL 60007

TELEPHONE: (312) 364-4678 437-3653
day eve

INTEREST/EXPERTISE: Employment issues, fund raising events

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Doris V. Sampson

TITLE: Executive Director

ORGANIZATION: Operation Uplift, Inc.

MAILING ADDRESS: 116 So. 5th Avenue
Maywood, IL 60153

TELEPHONE: (312) 343-3554
day eve

INTEREST/EXPERTISE: Job training & Placement

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Transportation Possibilities to western sub. area from Maywood - jobs for females in Chicago Loop area. Also well paid jobs for females who are leaving teaching profession

NAME: Lucy Schleif

TITLE:

ORGANIZATION: Plus, Inc.

MAILING ADDRESS: 27W028 Oak Street
Ontarioville, IL 60103

TELEPHONE: (312) 837-8022
day eve

INTEREST/EXPERTISE: Consumer Advocate

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Legal steps in Court

NAME: Willie Belle Scott, MPA, R.D.

TITLE:

ORGANIZATION: Elisabeth Ludeman Developmental
Center, D. D.

MAILING ADDRESS: 114 N. Orchard Drive
Park Forest, IL 60466

TELEPHONE: (312) 747-8100 X 136 324-5765
day eve

INTEREST/EXPERTISE: Nutrition - education,
clinical, administration
Management - (health care oriented)

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Professional and
Business Women's Organizations
Women's Bureau - Dept. of Labor

NAME: Ann Seng

TITLE:

ORGANIZATION: Uptown Center
Hull House Association

MAILING ADDRESS: 415 W. Aldine
Chicago, IL 60657

TELEPHONE: (312) 561-3500 549-7688
day eve

INTEREST/EXPERTISE: (1) Decent jobs -
decent pay
(2) Sexual harrassment & Woman Abuse

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Connie Seals

TITLE:

ORGANIZATION:

MAILING ADDRESS: 7228 S. Rhodes
Chicago, IL 60619

TELEPHONE: (312) 846-6882
day eve

INTEREST/EXPERTISE: Civil/human rights

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Ema Serrd-Santana

TITLE:

ORGANIZATION: Universite' de Tbueuse-le-Mirail

MAILING ADDRESS: 24 passage Andre' Maurois
Toulouse 3A300 France

TELEPHONE: (16-61) 4A-A7-03
day eve

INTEREST/EXPERTISE: (1) Socioloque
(2) Expertise in immigrants problems

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: (1) Association of
young migrants (adolescents)
(2) community organization by minority

NAME: Marlene R. Shanklin
TITLE: Equal Opportunity Specialist
ORGANIZATION: Department of Labor/OFCCP
MAILING ADDRESS: 85 Marconi Blvd.
Columbus, Ohio 43215

TELEPHONE: (614) 469-5782 444-9976
day eve

INTEREST/EXPERTISE: Expertise: Employment
discrimination (race & sex)
Interest: Minority women in non-tradi-
tional jobs

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Apprenticeship
programs
Contact list of minority women groups
active in Ohio

NAME: Rosalie Sherman (Ms.)
TITLE:
ORGANIZATION: N.C.N.W., NAACP
MAILING ADDRESS: 1422 Sherman
Evanston, IL 60201

TELEPHONE: (312) 745-7292
day eve

INTEREST/EXPERTISE: Community, Children

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Liz Sias-Shannon
TITLE: Vocational Specialist
ORGANIZATION: Foundation 1
Center for Human Development
MAILING ADDRESS: 14725 Dixie Highway
Harvey, IL 60426

TELEPHONE: (312) 339-8861 or 2
day eve

INTEREST/EXPERTISE: Vocational training
and placement for Drug Abusers

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Any special program,
other than drug abuse clinic, that are
helping women drug abusers who are in
treatment to secure gainful employment.

NAME: Linda Simpson
TITLE: Librarian/Manager
ORGANIZATION: Chicago City-Wide College -
Career Resource Center
MAILING ADDRESS: 185 N. Wabash
Chicago, IL 60601

TELEPHONE: (312) 977-2529 921-5047
day eve

INTEREST/EXPERTISE: Resource materials for
minority women, students & professionals

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Programs, agencies in
Illinois geared towards minority women

NAME: A. Jeanette Smith

TITLE: Equal Opportunity Specialist

ORGANIZATION: Dol/ESA/OFCCP

MAILING ADDRESS: 230 So. Dearborn
Suite 164
Chicago, IL 60604

TELEPHONE: (312) 353-7119
day eve

INTEREST/EXPERTISE: Equal Employment Oppor-
tunity
Working with youth (especially females)

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Barbara R. S. Soriano

TITLE:

ORGANIZATION: Michigan Dept. of Educ.
Adult Extended Learning

MAILING ADDRESS: Box 30008
Lansing, MI 48909

TELEPHONE: (517) 373-2278 627-3473
day eve

INTEREST/EXPERTISE: Adult Assessment
Competency - Based Adult Education

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Diana Solis

TITLE:

ORGANIZATION: Mujeres Latinas en Accion

MAILING ADDRESS: 1823 W. 17th Street
Chicago, IL 60608

TELEPHONE: (312) 226-1544
day eve

INTEREST/EXPERTISE: Resource developer,
community organizing

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Statistics re:
women in the labor force, particularly
Hispanic women in the labor force ...on
all levels

NAME: Leo F. Sparks (Ms.)

TITLE:

ORGANIZATION: Nat'l. Council Negro Women,
Alpha Kappa Alpha Sorority

MAILING ADDRESS: Chicago Teacher's Union
Women's Rights Committee
7124 Coles
Chicago, IL 60649

TELEPHONE: (312) 768-7085
day eve

INTEREST/EXPERTISE: Employment for older
worker - retraining for new careers

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Employment for
Senior Citizens and type of work available
for ex teachers

NAME: Faith Smith
TITLE: President
ORGANIZATION: Native American Educational
Services
MAILING ADDRESS: 4546 N. Hermitage Ave.
Chicago, IL 60640

TELEPHONE: 312 728-1662
day x eve

INTEREST/EXPERTISE: Educational Concerns
of Native Americans and Related
Activities

WILL SHARE INFORMATION x

NEED INFORMATION ABOUT:

NAME:

TITLE:

ORGANIZATION:

MAILING ADDRESS:

TELEPHONE: _____
day eve

INTEREST/EXPERTISE:

WILL SHARE INFORMATION _____

NEED INFORMATION ABOUT:

NAME:

TITLE:

ORGANIZATION:

MAILING ADDRESS:

TELEPHONE: _____
day eve

INTEREST/EXPERTISE:

WILL SHARE INFORMATION _____

NEED INFORMATION ABOUT:

NAME:

TITLE:

ORGANIZATION:

MAILING ADDRESS:

TELEPHONE: _____
day eve

INTEREST/EXPERTISE:

WILL SHARE INFORMATION _____

NEED INFORMATION ABOUT:

NAME: Sandy E. Stafford-Garrison

TITLE: Multi-line Insurance Underwriter

ORGANIZATION: Automobile Club of Michigan;
Y.W.C.A., N.O.W., A.K.A., Women's
Economic Club, Women's Conference

MAILING ADDRESS: of Concerns, C.B.T.U.
17310 Greenview Rd.
Detroit, MI 48219

TELEPHONE: (313) 553-3700 533-8141
day eve

INTEREST/EXPERTISE: (1) Because of my social
change activism I have been included in the
'80 Edition of "Who's Who of American
Women". My other interest is to facilitate
better political and economic working coali-

WILL SHARE INFORMATION X tions among all
women's groups of
like philosophies
and goals, i.e.
develop P.A.C.

NEED INFORMATION ABOUT:

- (1) Lobbying techniques
- (2) Internships, apprenticeships,
scholarships available for the 25-35
yr. old female in social change agencies.

NAME: Rolinda Stevenson (Mrs.)

TITLE:

ORGANIZATION: Dept. of Commerce,
Minority Business Development
MAILING ADDRESS: Agency

55 East Monroe
Chicago, IL 60603

TELEPHONE: (312) 353-0182 465-1548
day eve

INTEREST/EXPERTISE: ~~Women in management~~
roles

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Women making the
transition from the clerical field to the
business management field

NAME: Doris Stewart

TITLE:

ORGANIZATION: PLUS, Inc.

MAILING ADDRESS: 755 B. N. Randall
Aurora, IL 60506

TELEPHONE: (312) 879-1185 897-6607
day eve

INTEREST/EXPERTISE: Information on jobs for
minority women and equal housing rights

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Shelters for Battered
Women and survival techniques for child
care

NAME: Beverly J. Stingley

TITLE: Secretary

ORGANIZATION: U.S.D.A. - FNS - Civil Rights
Office, Chicago, IL

MAILING ADDRESS: 8826 So. Jeffery Blvd.
Chicago, IL 60617

TELEPHONE: (312) 353-1457 978-1097 or 1897
day eve

INTEREST/EXPERTISE: 1. Self-employment -
Cosmopolitan, Boutique

WILL SHARE INFORMATION

NEED INFORMATION ABOUT: Business Organizations.
How to get started or whatever is necessary.

NAME: Bernadine Stovall
TITLE: Counselor
ORGANIZATION: Madison Urban League, Inc.

MAILING ADDRESS: 151 East Gorham
Madison, WI 53703

TELEPHONE: (608) 251-8550
day eve

INTEREST/EXPERTISE: Women in construction/
minorities. Funding for programs for
future construction owned women companies -
minorities - (male) included.

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Recruitment for con-
struction (women). Breaking down the
total barrier of Wisconsin Contractors
for employment for apprentices - minorities.

NAME: Hester C. Strother

TITLE:

ORGANIZATION: Internal Revenue Service
Regional Office

MAILING ADDRESS: 1 N. Wacker Drive
10th Floor
Chicago, IL 60606

TELEPHONE: (312) 886-5605 493-9255
day eve

INTEREST/EXPERTISE: Personnel & EEO, Employ-
ment & discrimination complaints

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Loretta J. Strong

TITLE: E.E.O. Counselor

ORGANIZATION: Great Lakes Program Service Center
Social Security Admin.

MAILING ADDRESS: 10514 S. King Dr.
Chicago, IL 60628

TELEPHONE: (312) 353-4887 568-7325
day eve

INTEREST/EXPERTISE:

WILL SHARE INFORMATION

NEED INFORMATION ABOUT:

NAME: Beverly Swanagan

TITLE: Freelance Photographer & Social Worker

ORGANIZATION: State of Illinois - Dept. of
Children & Family Service

MAILING ADDRESS: 5413 So. Woodlawn
Chicago, IL 60615

TELEPHONE: (312) 793-4676 324-7997/472-6550
day eve

INTEREST/EXPERTISE: Photographer/Advertising

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Advertising - Photog-
rapher Assignments with women's organizations

NAME: Donna M. Tanner

TITLE:

ORGANIZATION: Chicago State University

MAILING ADDRESS: 2250 N. Burling
Chicago, IL 60614

TELEPHONE: (312) 995-2207 281-4763
day eve

INTEREST/EXPERTISE: Sociology - Teaching
Market Research - Qualitative Methods -
Battered Women/Women's Issues

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Employment oppor-
tunities for women who are interested
in transferring their skills from
academia to business/How to break into
the State Government system and get a
job at a high skill level GS 9-13

NAME: Alma Taylor

TITLE: Coordinator

ORGANIZATION: USPS Women's Program
Chicago Bulk Mail Center

MAILING ADDRESS: 7500 W. Roosevelt Road
Forest Park, IL 60130

TELEPHONE: (312) 771-3788 265-9766
day eve

INTEREST/EXPERTISE: Women in the work
force

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Programs for women

NAME: Elizabeth Taylor

TITLE: Coordinator, Women's Affairs

ORGANIZATION: Urban League/L.E.A.P.

MAILING ADDRESS: 708 Root
Suite 225
Flint, MI 48503

TELEPHONE: (313) 767-6980 238-6124
day eve

INTEREST/EXPERTISE:

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Isabel Taylor

TITLE:

ORGANIZATION: Senior Citizens - Ada Park

MAILING ADDRESS: Morgan Park
1408 N. 112th Street
Chicago, IL 60643

TELEPHONE: (312) 233-8703
day eve

INTEREST/EXPERTISE:

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: All issues

NAME: Luvenia M. Taylor

TITLE: Principal

ORGANIZATION: Farragut Elem. School
Glenwood & Wilcox, Joliet, IL
MAILING ADDRESS: 1006 Gardner
Joliet, IL 60833

TELEPHONE: (815) 723-0394 723-7451
day eve

INTEREST/EXPERTISE: Management

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Starting a small
business

NAME: Miriam Tirado-Ricks

TITLE:

ORGANIZATION: Dayton Urban League, Labor Educa-
tion Advancement Program - Women's
MAILING ADDRESS: Affairs Division
184 Salem Avenue
United Way Bldg.
Dayton, OH 45406

TELEPHONE: (513) 225-3178
day eve

INTEREST/EXPERTISE: Non-traditional employment
for minority women with emphasis on
the apprenticeable trades.

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: The age requirements for
the apprenticeable trades and how to combat
these age requirements for the admission
of mature women into the trades.

NAME: Harolyn M. Thomas

TITLE: Federal Women's Program Mgr.

ORGANIZATION: Social Security Admin.
Great Lakes Program Service
MAILING ADDRESS: Center (SSA-GLPSC)
600 W. Madison Street
M23
Chicago, IL 60619

TELEPHONE: (312) 353-0423
day eve

INTEREST/EXPERTISE: All issues of employ-
ment which affect females

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Getting females
into technical - professional and
managerial positions.

NAME: Carmen Iris Torres

TITLE: Coordinator, Business Education Programs

ORGANIZATION: S.E.R., Jobs for Progress
MAILING ADDRESS: 1641 W. 16th Street
Chicago, IL 60608

TELEPHONE: (312) 421-7432 539-5460
day eve

INTEREST/EXPERTISE: Business Education
Career Counseling

WILL SHARE INFORMATION

NEED INFORMATION ABOUT: (1) Where jobs are in
business
(2) More info on conferences and meetings
that will help me to better inform my
students.

NAME: Beatrice S. Totten

TITLE: Director of Personnel/Community Base
Organization
ORGANIZATION: PLUS, Inc.

MAILING ADDRESS: 1313 Monomoy
Aurora, IL 60506

TELEPHONE: (312) 879-1185 897-9152
day eve

INTEREST/EXPERTISE: Housing counseling,
citizen (women) participation

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Getting into
Federal jobs

NAME: Edythe Townsend

TITLE:

ORGANIZATION: U.S. Dept. of Agriculture
Food & Nutrition Service

MAILING ADDRESS: 536 S. Clark
Chicago, IL 60605

TELEPHONE: (312) 353-1458
day eve

INTEREST/EXPERTISE: Child nutrition.
My expertise is mainly in food stamps as
it relates to retailers. However, my
organization deals in all facets of nu-
trition and pamphlets are available on

WILL SHARE INFORMATION X nearly all
subjects

NEED INFORMATION ABOUT:

NAME: Evelyn M. Tregie

TITLE: Job Developer/Counselor

ORGANIZATION: Displaced HomeMakers
City-Wide College

MAILING ADDRESS: 9723 S. Lowe
Chicago, IL 60628

TELEPHONE: (312) 238-3667 977-2538
day eve

INTEREST/EXPERTISE: Employment - training for
over 35 women - development of skills
Information feedback on Battered Women

WILL SHARE INFORMATION

NEED INFORMATION ABOUT: Grants for "Shelter
Houses for battered women on South Side"
for Job Training for women over 40

NAME: Florida Lillian Turner, R.D.; M.P.A.

TITLE: Executive Dietitian

ORGANIZATION: Illinois Children's Hospital-
School, State of Illinois

MAILING ADDRESS: 5928 W. Midway Pk.
Chicago, IL 60644

TELEPHONE: (312) 996-1827 921-6386
day eve

INTEREST/EXPERTISE: Nutrition (clinical and
administrative)
Management and business administration

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Child Care
Business and Professional Women Organizations

NAME: Gloria T. Wailes

TITLE:

ORGANIZATION: Chicago Chapter, Nat'l. Assoc.
of Media Women & New Crusader

MAILING ADDRESS: Newspaper
7512 S. Merrill
Chicago, IL 60649

TELEPHONE: (312) 752-338
day eve

INTEREST/EXPERTISE:

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Andrea L. Watkins

TITLE: Office Manager

ORGANIZATION: Midwest Women's Center

MAILING ADDRESS: 53 West Jackson
Chicago, IL 60604

TELEPHONE: (312) 922-8530
day eve

INTEREST/EXPERTISE: Management

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Management and
Office Procedures

NAME: Carol L. Walnum

TITLE: Assistant Dean

ORGANIZATION: Graduate School of Management
Northwestern University

MAILING ADDRESS: 2001 Sheridan Road
Evanston, IL 60201

TELEPHONE: (312)
day eve

INTEREST/EXPERTISE: Job Placement - Pro-
fessional level (MBA)
Career Counseling

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Beverly L. Watts

TITLE: Civil Rights Officer

ORGANIZATION: USDA Food & Nutrition Service

MAILING ADDRESS: 536 So. Clark Street
Chicago, IL 60605

TELEPHONE: (312) 353-1457 667-4371
day eve

INTEREST/EXPERTISE: Affirmative Action/Civil
Rights
Employee Relations

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Labor Relations/Personnel
Public Relations

NAME: Monette L. Watts

TITLE:

ORGANIZATION: UAW, Region 1A

MAILING ADDRESS: 609 Waters Edge A²
Michigan 48105

TELEPHONE: (313) 665-5780

day

eve

INTEREST/EXPERTISE: (1) Placement of workers
(women) displaced by current economic
recession. Educational opportunities
for black women. Grants, loans, etc.

WILL SHARE INFORMATION x

NEED INFORMATION ABOUT: Training programs
for minority women

NAME: Dorothy E. Wells

TITLE: Personnel Staffing Specialist

ORGANIZATION: Dept. of Health & Human Services
Social Security Administration

MAILING ADDRESS: 600 W. Madison
Chicago, IL 60628

TELEPHONE: (312) 353-8076

day

238-1383

eve

INTEREST/EXPERTISE: Personnel Management
Selective Placement

WILL SHARE INFORMATION x

NEED INFORMATION ABOUT: American Indian organi-
zations involved in placement
Hispanic organizations involved in placement
Day care Center resource information

NAME: Kathryn Waugh

TITLE:

ORGANIZATION: Allied Construction Employers
Association

MAILING ADDRESS: 2733 W. Wisconsin Avenue
Milwaukee, WI 53208

TELEPHONE: (414) 933-8110

day

461-1068

eve

INTEREST/EXPERTISE: Non-traditional employ-
ment & Career Awareness for women in high
school & jr. high school

WILL SHARE INFORMATION

NEED INFORMATION ABOUT:

NAME: Kathryn A. Wells

TITLE: Program Evaluator

ORGANIZATION: Planning Division

Ft. Wayne Area Consortium
MAILING ADDRESS: 203 W. Wayne Street
Ft. Wayne, IN 46505

TELEPHONE: (219) 423-7681

day

482-2015

eve

INTEREST/EXPERTISE: Planning and evaluation
and journalism

WILL SHARE INFORMATION x

NEED INFORMATION ABOUT: Minority Business
Enterprise (how to start one's own business)
and Training/Human Resource Development
firms

NAME: Teyonda Wertz
TITLE: Women's Affairs Coordinator
ORGANIZATION: Chicago Urban League
MAILING ADDRESS: 7801 South Cottage Grove
Chicago, IL

TELEPHONE: (312) 846-5407/08 721-8976
day eve

INTEREST/EXPERTISE: Job Opportunities
Private Industry Apprenticeship

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Specialized training
programs

NAME: Marta White

TITLE:

ORGANIZATION: United Charities of Chicago

MAILING ADDRESS: 8551 S. Yates
Chicago, IL 60617

TELEPHONE: (312) 939-5930 731-3627
day eve

INTEREST/EXPERTISE: Policy & programmatic in-
formation on all Dept. of Public Aid-provide
consultation on advocacy programs with em-
phasis on systems advocacy- interested in
joining organized woman's or politically
WILL SHARE INFORMATION ~~X~~ active group
interested in
NEED INFORMATION ABOUT: women's issues
Support, political and other women's groups
operating in the Chicago area

NAME: Frankie L. White

TITLE: General Manager

ORGANIZATION: The Observer

MAILING ADDRESS: 20 W. 113th Street
Chicago, IL 60628

TELEPHONE: (312) 643-4320 660-1833
day eve

INTEREST/EXPERTISE: Public relations; com-
munity relations

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Yvonne White

TITLE: President

ORGANIZATION: PAR Excellence
Paralegal Affairs Consultants

MAILING ADDRESS: 405 North Wabash
#1505
Chicago, IL 60611

TELEPHONE: (312) 836-0037
day eve

INTEREST/EXPERTISE: As a consultant in the area
of employee benefits (pen-
sion/profit sharing plans, etc.) I work as an
independent contractor with attorneys in
litigation & employee benefit. I also lead
WILL SHARE INFORMATION ~~X~~ seminars & work-
shops on personal
& professional
NEED INFORMATION ABOUT: growth programs

The Minority Network

Minority attorneys - who they are, definitely
where they are. People and programs inter-
ested in personal professional growth
program (i.e. increasing employee motivation,
career planning, etc.)

NAME: Eugenia L. Whitfield

TITLE:

ORGANIZATION: Federal Women's Program Agency
(Federal) Commodity Future's

MAILING ADDRESS: Trading Commission
233 S. Wacker
Chicago, IL

TELEPHONE: (312) 353-9040 731-4658
day eve

INTEREST/EXPERTISE: As a Federal Women's Program Manager I am interested in counseling and providing information to help Federal women employees in preparing to aspire to higher level positions

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Exchange job announcements with others attending any seminars, workshops dealing with better jobs for women

NAME: Frances I Wilkins

TITLE:

ORGANIZATION: U.S. Department of Labor
Women's Bureau

MAILING ADDRESS: 230 S. Dearborn Street
Chicago, IL 60604

TELEPHONE: (312) 886-2339 752-8904
day eve

INTEREST/EXPERTISE: Equal employment opportunities - Affirmative Action
Women's Issues

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Lusharon Wiley

TITLE: Training Counselor

ORGANIZATION: YWCA - Non-traditional
Employment Outreach

MAILING ADDRESS: 4460 Guion Rd.
Indianapolis, IN 46254

TELEPHONE: (317) 299-2750 293-4467
day eve

INTEREST/EXPERTISE: (1) Non-traditional employment
(2) Decent Child Care Facilities

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Special funding and regulations for evening and night Child Care

NAME: Ivorye Williams

TITLE: Women's Program Coordinator

ORGANIZATION: U. S. Postal Inspection Service

MAILING ADDRESS: 433 W. Van Buren
Chicago, IL 60607

TELEPHONE: (312) 886-5309
day eve

INTEREST/EXPERTISE: Upward mobility vs games played by male managers - making it and not selling out

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Juanita J. Williams

TITLE: Project Director - Orientation to
Trades Program

ORGANIZATION: Lake County Urban League

MAILING ADDRESS: 122 W. Madison Street
Waukegan, IL 60085

TELEPHONE: (312) 249-5228 872-2521
day eve

INTEREST/EXPERTISE: Employment and training
programs for females; CETA linkages

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Funding sources

NAME: Sarah A. Williams

TITLE: Employee Relations Rep.

ORGANIZATION: Bell & Howell (Personnel)

MAILING ADDRESS: 7100 McCormick
Chicago, IL 60645
(HOME) 1040 Pitner
Evanston, IL 60202

TELEPHONE: (312) 262-1600
day eve

INTEREST/EXPERTISE: Recruitment, Employee/
Employer relations

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Changing careers/
continuing ed. for non-degreed individuals

NAME: Rose Williams

TITLE: Director of Marketing

ORGANIZATION: Chicago Defender

MAILING ADDRESS: 2400 So. Michigan
Chicago, IL 60612

TELEPHONE: (312) 225-2400 533-6171
day eve

INTEREST/EXPERTISE: Marketing/Public
Relations
very good in organization/planning

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Employment

NAME: Jewel Willis

TITLE:

ORGANIZATION:

MAILING ADDRESS: 3500 S. Lake Pk.
Chicago, IL 60653

TELEPHONE: (312) 661-3162 373-6986
day eve

INTEREST/EXPERTISE: ~~Recruitment~~ Organizing my own business

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Networking

NAME: Barbara L. Wilson

TITLE: Manager, Community Affairs

ORGANIZATION: WBEM-TV

MAILING ADDRESS: 630 N. McClurg Ct.
Chicago, IL 60611

TELEPHONE: (312) 951-3595 929-9855
day eve

INTEREST/EXPERTISE: Television Public Service
Announcements, Public Relations

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Business and Media
Networks

NAME: Theresa J. Woodruff

TITLE:

ORGANIZATION:

MAILING ADDRESS: 6850 S. Jeffrey
Chicago, IL 60649

TELEPHONE: (312) 684-2009 353-4887
day eve

INTEREST/EXPERTISE: ~~XXXXXXXX~~ Research & Development

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Career advancement
in the Federal Government or private
industry

NAME: Ruby Wilson

TITLE:

ORGANIZATION: Minneapolis Better Jobs for
Women

MAILING ADDRESS: 1023 29th Avenue, SS
Apt. C
Minneapolis, MN 55414

TELEPHONE: (612) 623-1810
day eve

INTEREST/EXPERTISE: Employment & Training
Housing

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Angela Wright

TITLE:

ORGANIZATION: Ft. Wayne Women's Bureau

MAILING ADDRESS: 203 W. Wayne
Ft. Wayne, IN 46802

TELEPHONE: (219) 424-7977 745-3529
day eve

INTEREST/EXPERTISE: Day Care - Company
supported
Women in non-traditional occupations

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Programs in operation
concerning minority women in skilled
trades and company supported Day Care Centers

NAME: Simone L. Wright

TITLE:

ORGANIZATION: Displaced Homemakers Program
Waubensee Community College

MAILING ADDRESS: 2530 Amy Lane
Aurora, IL 60506

TELEPHONE: (309) 897-6004 896-6987
day eve

INTEREST/EXPERTISE: (1) Problems/advocacy of
displaced homemakers
(2) inter cultural/ethnic/racial dialogue

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT: Resource information re:
funding & creative entry level employment
for women

NAME: Selma Zweig

TITLE: Counselor Assistant

ORGANIZATION: Truman College

MAILING ADDRESS: 1145 W. Wilson
Chicago, IL 60640

TELEPHONE: (312) 878-1700 X.2366
day eve

INTEREST/EXPERTISE: Adult re-entry program
at Truman College
To encourage women to upgrade their skills
education is the way to acquire marketable
skills, & self-confidence

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

NAME: Antonia Zurita Vargas

TITLE:

ORGANIZATION: Hispanos en Minnesota
Minnesota State Hispanic
Battered Women's Program
MAILING ADDRESS: 551 State Street
St. Paul, MN 55107

TELEPHONE: (612) 291-7403 472-5990
day eve

INTEREST/EXPERTISE: Battered women/domestic
Women & Child needs violence
(fluent in Spanish & English)

WILL SHARE INFORMATION

NEED INFORMATION ABOUT:

NAME: Althea E. Hill Gray

TITLE: Project Director

ORGANIZATION: RTP, Inc. Women's Division

MAILING ADDRESS: 35 E 7th Street, Suite 400
Cincinnati, OH. 45202

TELEPHONE: (513) 381-1640
day eve

INTEREST/EXPERTISE: Utilization of
outreach techniques to place minority
women in Professional and Managerial
positions.

WILL SHARE INFORMATION X

NEED INFORMATION ABOUT:

RETURN TO:
FRANCES I. WILKINS
CONFERENCE COORDINATOR
U.S. DOL WOMEN'S BUREAU
230 S. DEARBORN ST. ROOM 1018
CHICAGO, ILLINOIS 60604

ENCLOSE A SELF-ADDRESSED

STAMPED ENVELOPE.

IF YOU DESIRE TO SHARE A ROOM
WITH A PARTICULAR INDIVIDUAL (S),
PLEASE FORWARD THE RESERVATIONS
TOGETHER.

HOST COMMITTEE

CHRISTINA ADACHI
Host, Woman to Woman
WLS Radio

ROSIE M. BEAN
President, National Council
of Negro Women
Cosmopolitan Section

MARIA C. BECHILLY
Staff Assistant to
U.S. Senator Alan Dixon

ORA BENTON
Writer/Editor

ROSE MARY BOMBELA
Special Assistant to Governor
for Hispanic Affairs

GWENDOLYN BRYANT
Managing Editor
Citizens Newspaper

DR. ARNITA Y. BOSWELL
Vice President & Director of
Women's Programs
Chicago Economic Development
Corporation

MAE CHIN
Federally Employed Women

E. DARLENE EADY
Associate Dean
DeVry Institute

IRENE FLORES de BONILLA
Public Relations
The Mexican-American Business
& Professional Women's Club
of Chicago

GERALDINE GIST
President
Gist & Associates

CHARMAINE HAMER
Job Developer
CEDA of Cook County, Inc.

MARION HENLEY
Consultant, Community Relations
Division
Illinois Department of Human Rights

SANDRA HERRIOTT
EEO/AAP Specialist
Blue Cross/Blue Shield
Associates

KIM MCLYNN
Program Assistant
OIPR, US DOL

DIANNA DURHAM-MCLOUD
Regional Program Specialist
National Urban League

MARILYN KUEHL
Fiscal Officer
Native American Educational
Services

FE C. NIEVERA
Staff Specialist/Auxiliaries
American Hospital Association

AURIE PENNICK
Executive Director
Chicago Abused Women Coalition

ANA MARIA GARCIA
Past President
National Council of
Puerto Rican Women

MARLEN D. VILAS-ROTH
Administrative Aide on Women
Office of the Governor

FAITH SMITH
Director
Native American Educational
Services

PATRICIA TYSON
American Indian Center

FRANKIE L. WHITE
General Manager
Observer Newspaper

MARTA WHITE
Systemic Advocate
United Charities of Chicago

ROSE WILLIAMS
Public Relations Consultant
Rose & Associates

PATRICIA WOFFORD
Manager, Equal Educational
Opportunity
Illinois State Board of
Education

BERNARDA WONG
Director
Chinese American Service League

CONNIE SEALS
Chair
Funding Committee

Staff, Women's Bureau, U.S., D.O.L.

Sandra K. Frank
Regional Administrator

Ethel M. Boulter
Program Assistant

Francis I. Wilkins
Program Development Specialist

Julie Sass
Regional Network Consultant

An Equal Opportunity/Affirmative Action Employer
Printed by the Authority of the State of Illinois
June 1981 6M 1-1269BR-44



U.S. DEPARTMENT OF LABOR
Women's Bureau
230 South Dearborn St. 5EW
Chicago, Illinois 60604

OFFICIAL BUSINESS
PENALTY FOR PRIVATE USE, \$ 300

Postage and Fees Paid
U.S. Department of Labor
Lab 441



Networking Together II

A Minority Women's Employment Conference



AUGUST 13-14, 1981

RADISSON CHICAGO HOTEL
505 NORTH MICHIGAN AVENUE
CHICAGO, ILLINOIS



NETWORKING TOGETHER II: 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 to local, state and federal agencies and organizations involved in the employment arena.

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.

The conference will provide for an ongoing dialogue which will aim to include all women.

AGENDA

THURSDAY, AUGUST 13, 1981

- 8:30 a.m. Registration Opens
- 9:30 a.m. Plenary Session
Keynote Speaker
Report from State Representatives
- 11:15 a.m. Lunch
Hogar
- 2:00 p.m. Workshops Session I
- 3:30 p.m. Workshops Session II
- 6:00 p.m. Social Hour
- 6:45 p.m. Dinner and Entertainment
Outstanding State Legislator Awards

FRIDAY, AUGUST 14, 1981

- 8:30 a.m. Registration Opens
- 9:30 a.m. State Caucuses
- 11:30 a.m. Luncheon and Speakers
- 1:15 p.m. Issues Commentary
- 3:15 p.m. Presentation of Recommendations
- 4:00 p.m. Adjournment

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

For further information call
312-353-6985.

WORKSHOPS

SESSION I -2:00 p.m. - 3:30 p.m.

A. WOMEN'S RIGHTS

Legislation
Political Process
Civil Rights (Battered Women)

B. CAREER DEVELOPMENT

NTJ—Employment/Public-Private
Sector
Recruitment, Training, Education
and Sex Equity
Re-Entry Woman (Displaced Homemaker)

C. WOMEN IN MANAGEMENT

Women In/Owned Business
Use of Mentors & Networking
Leadership/Management Skills

D. MAKING IT AND NOT SELLING OUT

Sexual Harassment
Remembering Our Roots
Getting There from Here

SESSION II — 3:30 p.m. - 5:15 p.m.

A. WOMEN'S RIGHTS

B. CAREER DEVELOPMENT

C. WOMEN IN MANAGEMENT

D. MAKING IT AND NOT SELLING OUT

YOU WILL BE ABLE TO ATTEND ONE WORKSHOP FROM SESSION I AND ONE WORKSHOP FROM SESSION II. PLEASE INDICATE ON THE REGISTRATION FORM WHICH WORKSHOPS YOU WILL ATTEND.

REGISTRATION NETWORKING TOGETHER II

A Minority Women's Employment Conference

NAME _____

ORGANIZATION, IF ANY _____

ADDRESS _____

CITY _____ STATE _____ ZIP CODE _____

TELEPHONE (WORK) _____ (HOME) _____

I WILL ATTEND THE FOLLOWING WORKSHOPS

SESSION I _____ SESSION II _____

_____ A _____

_____ B _____

_____ C _____

_____ D _____

Registration	\$ 5.00	_____
Dinner	\$ 17.00	_____
Luncheon	\$ 13.00	_____
Total	\$ 35.00	_____

() Enclosed is my check payable to
Networking Together.

() I will need hotel accommodations at
the Raddisson, PLEASE RESERVE:

() Wednesday, August, 12
() Thursday, August, 13

Rates are: Single \$ 40
Double \$ 45
Triple \$ 54

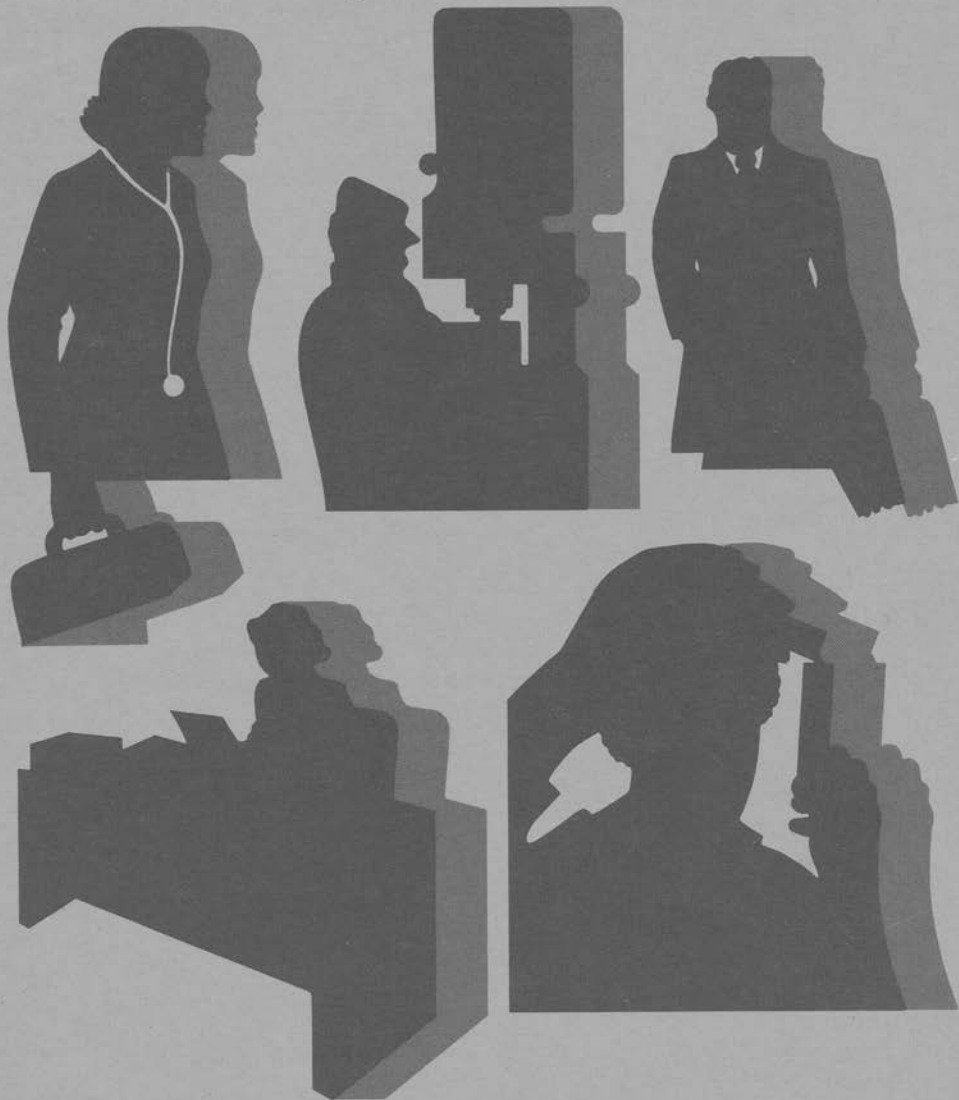
DO NOT SEND PAYMENT FOR HOTEL

All registrations and reservations must be
received by July 20, 1981.

OFCCP: Making EEO and Affirmative Action Work



U.S. Department of Labor
Employment Standards Administration
Office of Federal
Contract Compliance Programs



Material contained in this publication is in the public domain and may be reproduced, fully or partially, without permission of the Federal Government. Source credit is requested but not required.

The information in this booklet is general. For official statements of position contact Director, Office of Federal Contract Compliance Programs, 3rd St. and Constitution Ave. N.W., Washington, D.C. 20210

OFCCP: Making EEO and Affirmative Action Work



U.S. Department of Labor
Ray Marshall, Secretary

Employment Standards Administration
Donald Elisburg, Assistant Secretary

Office of Federal Contract Compliance Programs
Weldon J. Rougeau, Director

October 1979

OFCCP-28



OFCCP: Making EEO and Affirmative Action Work

For millions of Americans seeking jobs, promotions, or career benefits, equal employment opportunity—called EEO—is more than another line in a help-wanted ad. It's a reality because employers all over the country sign contracts with the federal government guaranteeing nondiscrimination and equal opportunity in all their employment practices.

In these contracts employers also agree to make special efforts—known as affirmative action—to hire and promote workers who traditionally have been discriminated against in the job market.

The workers range from corporate executives to carpenters . . . from bank tellers to biologists . . . and from sales representatives to shipbuilders.

They live in nearly every city of the country and some are even abroad. They are men and women of all nationalities, backgrounds, and heritages. Some have handicaps, and many served in the military.

All have one thing in common: their employers or potential employers do business with the federal government.

Over 30,000 prime contractors and thousands more subcontractors provide the U.S. Government

with supplies, services, use of property, and construction work totaling about \$81 billion each year.

Federal contractors and subcontractors include most major businesses and corporations in the country, as well as many small firms. Together they employ more than 31 million people.

Federal and federally assisted construction contractors, banks, utilities, insurance and real estate companies, manufacturers, producers, builders, and universities are among those who do federal contract and subcontract work.

In their contracts a special clause makes equal job opportunity and affirmative action an integral part of their agreements with the government. Under two statutes and one Presidential order, minorities, women, members of religious and ethnic groups, handicapped persons, Vietnam era veterans, and disabled veterans of all wars are protected by the EEO and affirmative action requirements.

Enforcement is carried out by the Office of Federal Contract Compliance Programs (OFCCP), a part of the U.S. Department of Labor's Employment Standards Administration.

Contract Compliance

Contract compliance, as it is known today, has evolved slowly over several decades. What began in 1941 as a limited undertaking to prevent job discrimination by defense contractors, grew through a series of Presidential orders. In 1965 President Lyndon B. Johnson issued an executive order which delegated administrative responsibilities for contract compliance to the Department of Labor.

EEO and affirmative action requirements of contract compliance now cover all aspects of employment, including recruitment, hiring, training, pay, seniority, promotion, and even benefits.

In all employment areas, federal contractors and subcontractors must ensure that qualified minorities, women, members of religious and ethnic groups, handicapped persons, and veterans are not discriminated against. And they must further guarantee positive actions to hire and promote members of underrepresented groups.

Compliance with these obligations is as important as quality, timeliness, and other requirements of federal contract work. Failure to meet the EEO and affirmative action provisions is a violation of the contract.

Companies that wish to do business with the federal government therefore have special EEO and affirmative action obligations. If they cannot or will not meet these requirements, they are not eligible for federal contract or subcontract work.

Contract Compliance Programs

OFCCP is built upon three separate but related programs, all requiring both EEO and affirmative action.

Executive Order 11246, issued by President Johnson, prohibits federal contractors and subcontractors from employment discrimination based on race, color, sex, religion, or national origin. The order also requires that employers take affirmative action to hire and promote underrepresented groups.

Among those covered by the executive order are contractors and subcontractors who do over \$10,000 in government business, have government bills of lading in any amount, serve as federal depositories, or act as issuing and paying agents for U.S. Savings Bonds and Notes.

Under Section 503 of the 1973 Rehabilitation Act, employers with federal contracts or subcontracts of more than \$2,500 must provide equal job opportunity and affirmative action for qualified handicapped persons.

Handicapping conditions cover a wide range of mental and physical disabilities. Some impairments are obvious, such as paraplegia or blindness. Others may not be readily noticeable. Heart disease, high blood pressure, and diabetes

are not always apparent but may be disabling.

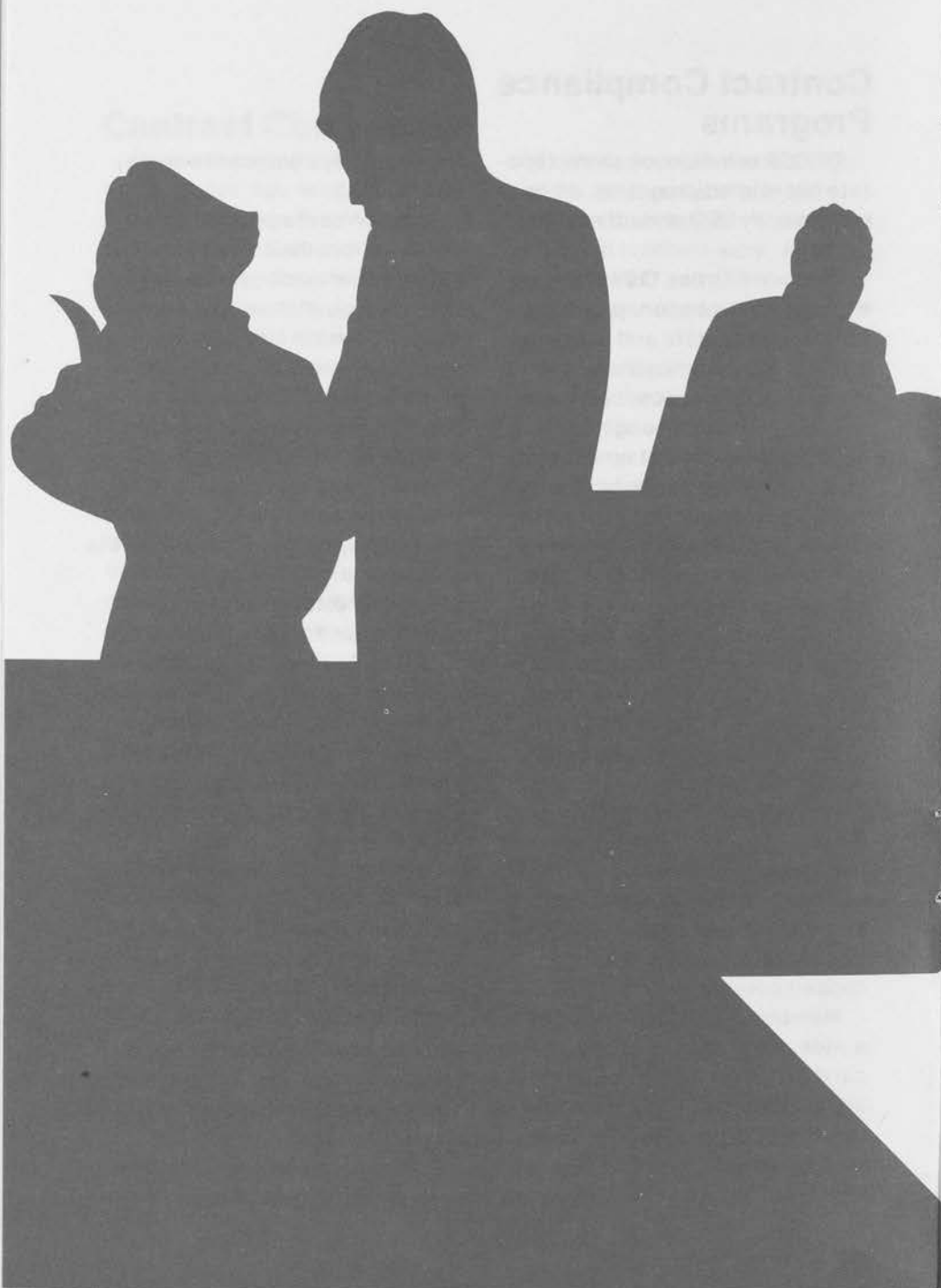
In other cases people have recovered from their disabilities but have encountered job discrimination because of their past medical records. Cancer and mental or emotional disorders are examples of past medical conditions that might be associated with job discrimination.

And sometimes people are perceived as having handicaps, when in fact, they do not. One example is a facial disfigurement which causes no disability but which others regard as an impairment.

Under Section 503, all these conditions would be included in the definition of handicap, if the disabilities were used to exclude qualified workers from jobs, promotions, or other employment opportunities.

Veterans are protected by Section 402 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974. The law requires that employers with federal contracts or subcontracts of \$10,000 or more provide equal opportunity and affirmative action for Vietnam era veterans and disabled veterans of all wars.

Vietnam era veterans are covered for a four-year period, begin-



ning from their date of discharge. They must have served some of their duty during the Vietnam era, which began August 5, 1964, and ended May 7, 1975. Veterans in this group must also have received other than dishonorable discharges.

Disabled veterans are those with at least a 30 percent disability or those discharged from the service because of a disability received or aggravated in the line of duty.

EEO and Affirmative Action

In all three areas of contract compliance, employers are required to do more than refrain from discrimination. EEO alone is not enough. It is also necessary to make up for the effects of past discrimination. Affirmative action helps the traditional victims of job discrimination—minorities, women, those of various religious and ethnic groups, handicapped persons, and veterans—catch up with the rest of society.

Special efforts by employers in outreach, recruitment, training, and other areas help members of protected groups compete for jobs and promotions on equal footing with other applicants and employees.

Affirmative action is not preferential treatment. Nor does it mean that unqualified persons should be hired or promoted over other people. What affirmative action does mean is that positive steps must be taken to provide equal opportunity for those who have been discriminated against in the past, and who continue to suffer the effects of that discrimination.

For OFCCP, affirmative action is the tool; EEO is the goal.

Complaints of Discrimination

Individuals who are protected by the contract compliance programs may file complaints if they believe they have been discriminated against by federal contractors or subcontractors. Complaints may also be filed by organizations or other individuals on behalf of the person or persons affected.

If a complaint filed under the executive order involves discrimination against only one person, OFCCP may refer it to the Equal Employment Opportunity Commission, an independent agency of the federal government.

Cases that involve groups of people or indicate patterns of discrimination are generally investigated by OFCCP. The program also investigates individual or group complaints filed under the handicapped workers and veterans' laws.

Complaints should be filed within 180 days from the date of the alleged discrimination, unless the time for filing is extended because of a good reason.

Persons filing complaints should include a description of the discrimination involved and any other related information which would assist in an investigation.

Complaints may be filed directly with OFCCP in Washington, D.C., or with any of the program's regional or area offices throughout the country.

Checking for Contract Compliance

OFCCP's 800 compliance officers—called equal opportunity specialists—work in 63 cities across the nation, in addition to the national office in Washington, D.C. These specialists review the employment practices of federal contractors and subcontractors to determine whether they are fulfilling their EEO and affirmative action obligations.

In some cases a compliance review is conducted because someone has filed a complaint of discrimination. More often, though, OFCCP schedules routine compliance reviews to investigate employment practices. These reviews are designed to ensure the widest possible application of EEO and affirmative action on federal contract and subcontract work.

One of the many important considerations in a compliance review is whether the employer is making special efforts to achieve equal opportunity through affirmative action.

Large contractors and subcontractors—those with \$50,000 or more in government business and with 50 or more employees—must prepare and implement written affirmative action programs. The programs are kept on file by the

employers and always reviewed during compliance investigations.

Affirmative action programs set forth ways in which employers expect to improve employment opportunities.

In job areas where minorities or women are underrepresented, employers must establish goals and timetables for hirings and promotions.

Goals and timetables are not required under the handicapped workers and veterans' laws, but all other affirmative action measures are implicit in the contractual obligation.

Affirmative action programs may also include new training opportunities, targeted out-reach efforts, seminars, cooperative activities with local interest groups, job restructuring, and other special attempts to bring underrepresented groups into the workforce.

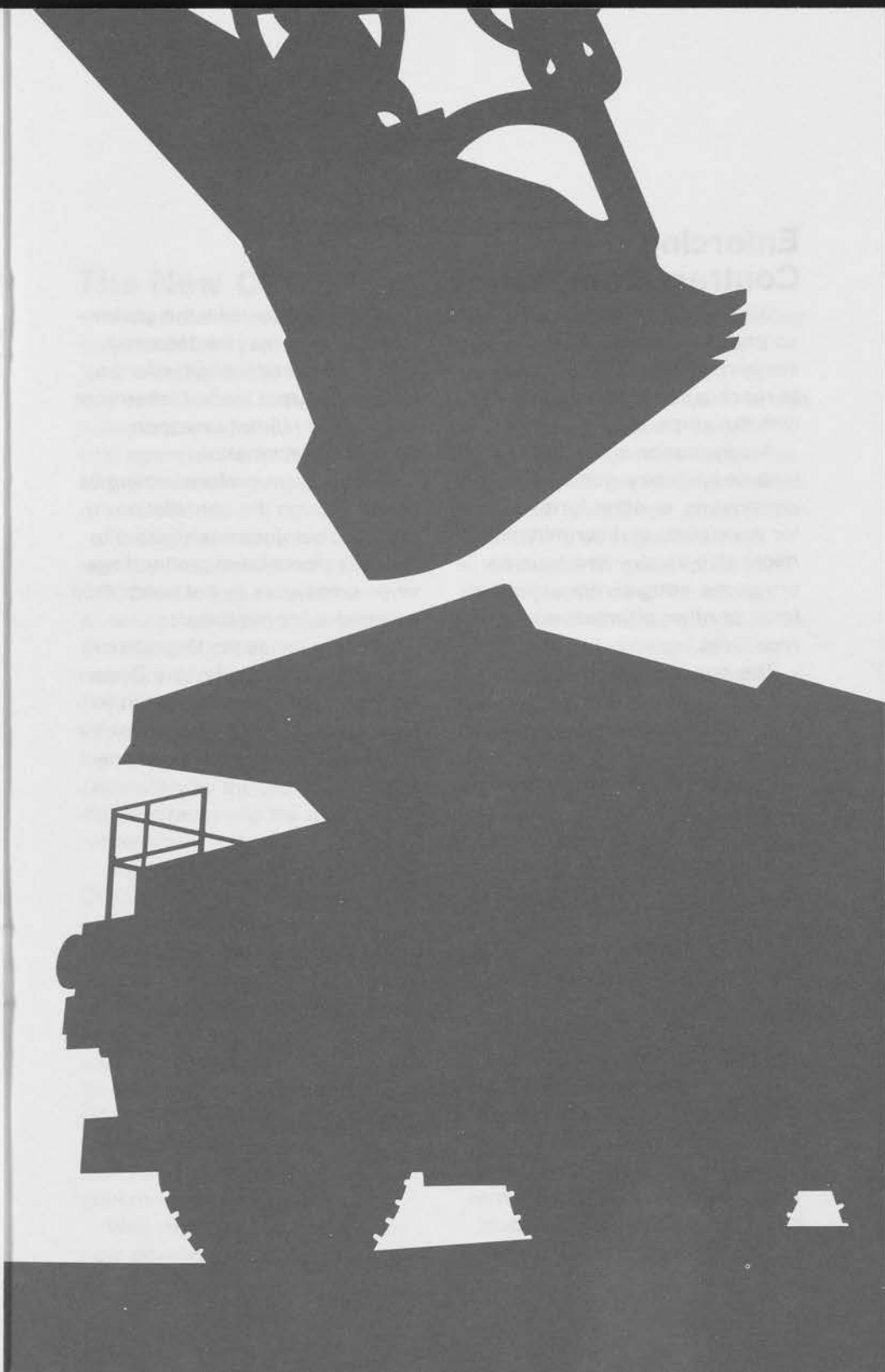
In some cases members of certain groups are already employed in significant numbers, but they are clustered in low or mid-level positions. The affirmative action programs then should specify ways to provide promotion opportunities into higher level, higher paying jobs.

During a compliance review, the equal opportunity specialist re-

views the affirmative action program of the contractor, if one is required, and compares it with the actual employment practices of the company. He or she also checks personnel, pay, and other employment records; interviews employees and company officials; and investigates virtually all aspects of employment.

If problems are uncovered, the compliance officer tries to help the contractor remedy the situation and suggests ways to improve the company's EEO and affirmative action record.

This type of review is OFCCP's single most important tool in making certain that federal contractors and subcontractors are in compliance with all of their EEO and affirmative action obligations.



Enforcing Contract Compliance

When a compliance review turns up problems which cannot be easily resolved, OFCCP attempts to reach a conciliation agreement with the employer.

A conciliation agreement might include back pay, seniority credit, promotions, or other forms of relief for the victims of discrimination. It might also involve new training programs, special recruitment efforts, or other affirmative action measures.

The conciliation agreement is OFCCP's preferred route. It means that the contractor may continue doing government business, and the employees are guaranteed protection of their rights.

But when conciliation efforts are unsuccessful, OFCCP must turn to its enforcement process. Federal rules and regulations set forth administrative procedures to be followed when enforcement actions are necessary.

Contractors or subcontractors cited for violating their EEO and affirmative action requirements may have a formal hearing before an administrative law judge. If conciliation is not reached before or after the hearing, employers may lose their government contracts or subcontracts; they may have

payments withheld by the government; or they may be debarred, that is, declared ineligible for any federal contract work. Debarment is OFCCP's ultimate weapon against discrimination.

The program prefers settling its cases through the conciliation process, but does not hesitate to initiate enforcement proceedings when employers do not honor their contractual commitments.

In some cases the Department of Justice, on behalf of the Department of Labor, may file suit in federal court against an employer for violation of the contract requirements.

The New OFCCP

Until October 1978, OFCCP had only administrative responsibility for Executive Order 11246. Day-to-day enforcement activities were actually carried out by other federal agencies, with OFCCP monitoring their work and setting program policies.

Through an executive order issued by President Jimmy Carter, OFCCP now has all enforcement as well as administrative and policymaking authority for the entire contract compliance program.

Administration of the handicapped workers and veterans' laws, which had been handled separately by the program, is being integrated into the overall enforcement effort.

As a result of the reorganization, OFCCP is more streamlined than ever before. With only one agency instead of several, contract compliance is more efficient, too. For employees and federal contractors, alike, there is one voice in federal contract compliance: OFCCP. And for the first time in its history, OFCCP has the authority and the ability to enforce equal job opportunity and affirmative action on government contract work.

With regional and area offices now located across the country, a

new program structure in Washington, and improved policies and regulations, the new OFCCP is making EEO and affirmative action work for millions of Americans.

For more information about contract compliance, filing complaints, or special assistance, contact any of OFCCP's 10 regional offices listed below. Or get in touch with the program area office nearest you, listed in telephone directories under U.S. Department of Labor, Employment Standards Administration, Office of Federal Contract Compliance Programs.

Enforcing

Contract Compliance

The New OFCCP

Regional Offices

Region	States	Address	Telephone
I	Maine New Hampshire Vermont Massachusetts Rhode Island Connecticut	Assistant Regional Administrator for OFCCP/ESA U.S. Department of Labor JFK Fed. Off. Bldg. Room 1612-C Boston, MA 02203	(617) 223-4232
II	New York New Jersey Puerto Rico Virgin Islands	Assistant Regional Administrator for OFCCP/ESA U.S. Department of Labor 1515 Broadway, Room 3306 New York, NY 10036	(212) 399-5563
III	Pennsylvania Maryland Delaware Virginia West Virginia D. of Columbia	Assistant Regional Administrator for OFCCP/ESA U.S. Department of Labor Gateway Bldg., Room 15430 3535 Market Street Philadelphia, PA 19104	(215) 596-1213
IV	North Carolina South Carolina Kentucky Tennessee Mississippi Alabama Georgia Florida	Assistant Regional Administrator for OFCCP/ESA U.S. Department of Labor 1371 Peachtree Street N.E. Room 729 Atlanta, GA 30309	(404) 881-4211
V	Ohio Indiana Michigan Illinois Wisconsin Minnesota	Assistant Regional Administrator for OFCCP/ESA U.S. Department of Labor 230 South Dearborn Street Room 3952 Chicago, IL 60604	(312) 353-0335

VI	Louisiana Arkansas Oklahoma Texas New Mexico	Assistant Regional Administrator for OFCCP/ESA U.S. Department of Labor 555 Griffin Square Bldg., Rm. 503 Dallas, TX 75202	(214) 767-4771
VII	Missouri Iowa Nebraska Kansas	Assistant Regional Administrator for OFCCP/ESA U.S. Department of Labor Fed. Off. Bldg., Room 2000 911 Walnut Street Kansas City, MO 64106	(816) 374-5384
VIII	North Dakota South Dakota Montana Wyoming Colorado Utah	Assistant Regional Administrator for OFCCP/ESA U.S. Department of Labor Fed. Off. Bldg., Room 1412 1961 Stout Street Denver CO 80294	(303) 837-5011
IX	California Nevada Arizona Hawaii Guam	Assistant Regional Administrator for OFCCP/ESA U.S. Department of Labor 450 Golden Gate Avenue Room 11435 San Francisco, CA 94102	(415) 556-6060
X	Washington Oregon Idaho Alaska	Assistant Regional Administrator for OFCCP/ESA U.S. Department of Labor Fed. Off. Bldg., Room 3088 909 First Avenue Seattle, WA 98174	(206) 442-4508



FEDERAL CHILD CARE LEGISLATION, 1976-78

During the period 1976-78 Congress enacted a number of laws that affect day care providers and working parents who use child day care services.

Increase in Title XX Funds for Child Care and Moratorium on Staffing Standards under Federal Interagency Day Care Requirements (FIDCR)

The 95th Congress twice extended a \$200 million increase in funds specifically to encourage the continuation by States of child day care programs. The \$200 million, to serve children of welfare recipients and other low-income families and to promote the employment of welfare recipients in the provision of child day care services, is being allocated to the States on the basis of population, at 100 percent Federal funding (with no State matching of the additional funds required). This is in addition to the \$2.5 billion available annually under title XX of the Social Security Act for all social services, including child care. More specifically, the Revenue Act of 1978 (Public Law 95-600), signed by the President on November 6, 1978, providing \$200 million for fiscal year 1979 (the period from October 1, 1978 through September 30, 1979), and Public Law 95-171, enacted on November 12, 1977, providing \$200 million for fiscal year 1978, each represent a one-year extension of an increase authorized under earlier legislation. Public Law 94-401, enacted on September 7, 1976, first provided the States with a temporary increase in funds for child care services--\$40 million for the calendar quarter ending September 30, 1976, and \$200 million for fiscal year 1977.

Public Law 95-171 also extended the moratorium on implementation of Federal child care staffing standards required of all day care centers and day care homes receiving Federal financial assistance under title XX of the Social Security Act. This moratorium permitted operation of existing day care programs to continue through September 30, 1978, without regard to the controversial child-staff ratios that were included as part of the 1968 Federal Interagency Day Care Requirements (FIDCR). However, in the case of any day care center or day care home operating under the FIDCR on September 15, 1975, current child-staff ratios are required to be no lower than those actually in effect in such center or home on that date. Compliance with applicable State licensing standards is still required under both Federal and State law.

In addition to child-staff ratios, the FIDCR regulate such other components of day care programs as physical facilities, environmental and educational standards, social services, health and nutrition services, staff training, parent involvement, administration and coordination, and evaluation. The moratorium applies only to staffing standards and not to any other component of the FIDCR.

On July 12, 1978, the Department of Health, Education, and Welfare (HEW) sent Congress a report known as the Appropriateness Report, mandated in 1975 as part of the title XX legislation. The HEW report concluded that regulation of federally supported day care is appropriate. It also concluded that the current FIDCR should be revised. To minimize disruption in the day care field, HEW recommended that Congress extend the moratorium on the FIDCR until the Department publishes final day care regulations.

The report identifies a number of issues HEW will address in developing new FIDCR provisions. They include:

- Recent research findings that child development is best promoted in small groups of children and caregivers.
- The importance of training for caregivers.
- The integral role of educational and developmental services in day care.
- The need for diverse requirements in various types of care: for in-home, family home and group home, and center care; for children of different ages; for children with special needs or handicaps; and for different administering agencies.
- The need to clarify respective roles and responsibilities of day care providers and State and local administrators.
- The importance of ongoing communication between parents and providers.
- Federal support for States in implementing the revised requirements.

HEW is seeking broad public participation in the development of new requirements, including extensive consultation with individuals and organizations who provide, license, or use day care services.

Other title XX provisions relating to day care were extended through September 30, 1978, as follows:

- The States must continue to determine eligibility for child day care services on the basis of individual family income and assets, except that day care for migrant children may be provided on a group eligibility basis. (Certain other groups, such as the elderly, may also qualify for social services on a group eligibility basis; that is, when a State can reasonably assume that substantially all persons receiving a service are members of families with a monthly gross income no greater than 90 percent of the State's median income for a family of four, adjusted in accordance with the size of the family.)

--Any grant made by a State to a qualified provider of child day care services may be used to pay wages of up to \$5,000 annually to former welfare recipients employed by public or nonprofit private providers and up to \$4,000 annually to those employed by for-profit private providers, so long as at least 20 percent of the children receiving services have all or part of their costs paid for through the title XX program.

--A 20-percent income tax credit given to private for-profit child care providers on wages paid by them to employees who are former welfare recipients (up to a maximum of \$1,000 annually per employee).

--The States may waive Federal staffing standards for day care centers in which fewer than 20 percent of the children are receiving Federal assistance and may modify standards for family day care homes so that day care mothers do not have to count their own school-age children in determining staff-to-children ratios, so long as such facilities comply with applicable State standards.

At the present time the 96th Congress has under consideration legislation to extend for another year (through September 30, 1979) these temporary provisions of title XX, including the moratorium on implementation of the staffing standards under the existing FIDCR.

A Tax Credit for Child Care and Household Services

The Tax Reform Act of 1976 (Public Law 94-455), enacted October 4, 1976, includes a provision which changes the way taxpayers claim employment-related expenses for care of dependent children under age 15 and spouses or other dependents who are incapable of self-care (qualifying individuals). The measure eliminates the Federal income tax deduction for child and dependent care expenses, which was subtracted from income before tax was computed, and replaces it with a tax credit, which is subtracted from the amount of income taxes owed.

The act allows a credit of 20 percent of expenses for dependent care, provided the expenses are actually paid during the taxable year and are incurred to enable the taxpayer to be gainfully employed or to be in active search of gainful employment. The maximum amount creditable annually for such expenses is \$2,000 for the care of one qualifying individual (that is, a credit of \$400) and \$4,000 for the care of two or more qualifying individuals (a credit of \$800).

The expenses must be for services in the taxpayer's home, except that the credit may be taken for out-of-home care for a dependent under age 15.

The legislation extends the credit to all qualifying taxpayers including those who do not itemize deductions. (Under an earlier law, only those taxpayers who itemized their deductions were allowed to claim the deduction for household and dependent care expenses.) However, the credit is limited to the income tax liability; it is not refundable.

Provisions of the Tax Reform Act of 1976 relating to child care and disabled dependent care are effective for all taxable years beginning after December 31, 1975.

Other rules applicable to the child care credit provide that:

--The credit is available to married couples:

if both spouses work either full or part time, or

if one spouse works full or part time and the other spouse is either a full-time student or incapable of self-care; or

to a single parent working full or part time.

--Married couples must file a joint return to claim the credit.

--The credit is available to a divorced or separated parent where that parent has custody of a child under age 15 for a larger part of the year than the other parent, even though the parent claiming the child care credit may not be entitled to claim the personal exemption for a dependent child.*

--The credit is also available to a deserted spouse under certain circumstances.*

--The amount of qualified expenses (those on which the 20 percent credit is figured) may not exceed the taxpayer's earned income for the taxable year or, in the case of married couples, the earned income of whichever parent earns the lesser amount. If, for any month, one spouse is a full-time student or is incapable of self-care, that spouse is considered to have earned income of \$166 a month if there is one qualifying individual in the household, or \$333 a month if there are two or more qualifying individuals in the household.

*For further details, see Tax Publication 503, Child Care and Disabled Dependent Care, provided by the Internal Revenue Service free of charge.

--Child care payments to relatives, including those living in the same household, qualify for the credit, provided that the relative is not the taxpayer's dependent and that the relative's wages are subject to Social Security taxes.

Effective for all taxable years beginning after December 31, 1978, however, the Revenue Act of 1978 will permit a taxpayer to claim the credit for wages paid to certain related individuals for child care without requiring that these wages be subject to social security taxes. For example, this will apply to payments to a grandparent, sister, aunt, niece or nephew so long as he or she is not a dependent of the taxpayer. No credit will be allowable for payments made to a taxpayer's child who has not reached age 19 by the close of the taxable year.

Taxpayers should note that some States have not changed their laws to conform with the Federal law. In such instances, taxpayers may not be able to claim child care expenses when filing State income tax returns.

Tax Deduction Allowable for Use of Residence for Day Care Services

Effective for taxable years beginning after December 31, 1975, the Tax Reduction and Simplification Act of 1977 (Public Law 95-30, enacted May 23, 1977) restored the deduction available to taxpayers who provide day care services on a regular basis in their residence for compensation. Day care includes care provided for children, for individuals 65 years of age or older, or for individuals mentally or physically incapable of self-care. (Under the 1976 Tax Reform Act, expenses incurred in connection with business use of a residence were deductible only if used both exclusively and regularly for that purpose.)

To qualify for the deduction, a day care operator must comply with applicable State licensing and certification or approval requirements, if any.

Expenses attributable to the business activity are determined on the basis of the portion of space in the taxpayer's residence that is used for day care services and on the number of hours that portion is used as compared with the total time the space is available for all uses. The deductible business expenses are limited to the amount by which the gross income from day care services exceeds the allocable portion of the property taxes, mortgage interest, etc. which are deductible in any event.

Taxpayers who did not deduct for expenses incurred in providing day care services in their residence in 1976 may be entitled to a refund. To apply for refund, they must file Form 1040X to amend their 1976 returns.

Extension of Accelerated Writeoff for Employers Who Provide Child Care Centers

The Tax Reduction and Simplification Act of 1977 extends until January 1, 1982, the time within which employers are allowed to write off their costs at a faster-than-normal rate when they buy, rebuild or renovate property for use as a day care facility primarily for the children of their employees.

The law allows the costs for these facilities to be amortized over a 5-year period instead of claiming depreciation over a longer period.

By the terms of the Revenue Act of 1971, this provision had expired on January 1, 1977. Congress will review and evaluate the effectiveness of the provision in expanding job opportunities, promoting regular work attendance, and improving morale in the workplace.

February 1979

U.S. Department of Labor
Office of the Secretary
Women's Bureau
Washington, D.C. 20210

Official Business
Penalty for private use, \$300

Postage and Fees Paid
U.S. Department of Labor

Third Class Mail

Lab-441



The first reduction in the number of employees in the Federal Government was made in 1950, the year after the end of the Korean War. It was a further step in the process of reducing the size of the Federal Government.

The law allows the President to reduce the number of employees in the Federal Government in certain circumstances.

By the terms of the statute, the reduction must be made by January 1, 1951. Congress has provided for the reduction in the number of employees in the Federal Government, and the President has the authority to make such a reduction.

February 1951



BRIEF HIGHLIGHTS OF MAJOR FEDERAL LAWS AND ORDER
ON SEX DISCRIMINATION IN EMPLOYMENT*

Equal Pay Act of 1963 (generally effective June 11, 1964)

This act prohibits pay discrimination because of sex. Men and women performing work in the same establishment under similar conditions must receive the same pay if their jobs require equal skill, effort, and responsibility. Differentials in pay based on a seniority or merit system, a system that measures earnings by quantity or quality of production, or any other factor other than sex are permitted.

Employers may not reduce the wage rate of any employee in order to eliminate illegal differentials. Labor organizations are prohibited from causing or attempting to cause employers to violate the act.

The act was approved in 1963 as an amendment to the Fair Labor Standards Act (FLSA) and applies to most workers in both the public and private sectors, including executive, administrative, and professional employees and outside sales personnel.^{1/}

The Labor Department's Wage and Hour Division, which enforces the act, has officially interpreted its provisions to apply to "wages," which includes all remuneration for employment. The act prohibits discrimination in all employment-related payments, including overtime, uniforms, travel, and other fringe benefits. Thus, the act would outlaw sex-based distinctions in retirement benefits or in required employee contributions toward equal retirement benefits. The Supreme Court has upheld the position that jobs of men and women need be only "substantially equal"--not identical--for purposes of comparison under the law.

^{1/} A few categories of employees (such as those working in some small retail and service establishments) are specifically exempted from minimum wage and overtime requirements of the FLSA. On June 24, 1976, the U.S. Supreme Court declared unconstitutional provisions extending minimum wage and overtime coverage of the law to State and local government employees who are engaged in traditional governmental functions. The decision does not affect application of the equal pay provisions of the FLSA to employees of State and local governments.

*See Note on page 7.

Further information on the Equal Pay Act and other provisions of the FLSA, as well as the Federal law against age discrimination in employment, is available from the field offices of the Wage and Hour Division or from:

Wage and Hour Division
Employment Standards Administration
U.S. Department of Labor
Washington, D.C. 20210

Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972

Title VII prohibits discrimination based on sex, as well as on race, color, religion, and national origin, in hiring or firing; wages; fringe benefits; classifying, referring, assigning, or promoting; extending or assigning use of facilities; training, retraining, or apprenticeships; or any other terms, conditions, or privileges of employment.

Title VII covers employers of 15 or more employees, employment agencies, labor organizations with 15 or more members, and labor-management apprenticeship programs. In 1972, educational institutions and State and local governments were brought under coverage (also, enforcement procedures for the affirmative program of equal opportunity in Federal employment--previously enunciated in Executive Order 11478--were substantially strengthened). Indian tribes are totally exempt as employers. Religious educational institutions or associations are exempt with respect to the employment of individuals of a particular religion in work connected with carrying on their activities. State and local elected officials, their personal staff, and policymaking appointees are excluded from the definition of "employee."

The Equal Employment Opportunity Commission (EEOC), which enforces title VII with respect to non-Federal employees, has issued "Guidelines on Discrimination Because of Sex." These guidelines bar, among other discriminatory acts, hiring based on stereotyped characterization of the sexes, classification or labeling of "men's jobs" and "women's jobs," and advertising under male or female headings.

The guidelines declare that State laws which prohibit or limit the employment of women conflict with and are superseded by title VII. On the other hand, where State laws require benefits such as minimum wage and overtime pay for women only, an employer not only may not refuse to hire female

applicants to avoid these payments but must provide the same benefits for male employees.^{2/}

Similar provisions apply to rest and meal periods and physical facilities, although if it can be proved that business necessity precludes providing these benefits to both men and women, the employer must not provide them to members of either sex. Also, the EEOC guidelines prohibit automatically excluding from employment an applicant or employee because of pregnancy.^{3/} Guidelines on affirmative action, proposed December 28, 1977, are expected in final form shortly.

Further information is available from regional or district offices of the EEOC or from:

Equal Employment Opportunity Commission
Washington, D.C. 20506

Executive Order 11246, as amended by Executive Order 11375 (effective October 14, 1968)

This order requires Federal contracts to include language by which contractors pledge not to discriminate against any employee or applicant for employment because of sex, race, color, religion, or national origin. The contractor must further pledge to take affirmative action to ensure nondiscriminatory treatment. Such action must include employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. Some contracts of \$10,000 or less are exempt by regulation.

^{2/} Of the two appeals courts that have ruled on this policy position, one upheld and the other declared it an unconstitutional usurpation of State powers. The Supreme Court has refused to hear an appeal from the latter decision. It should be noted that most States which had minimum wage or overtime for women only have extended the benefit to men by amending the legislation. See State Labor Laws in Transition: From Protection to Equal Status for Women, Women's Bureau Pamphlet 15, 1976.

^{3/} The U.S. Supreme Court has in effect struck down portions of the guidelines that required employers to treat pregnancy- and childbirth-related disabilities as other temporary disabilities are treated under temporary disability benefit or sick leave plans. However, it has ruled that an employer cannot deny employees returning from pregnancy leave their accumulated seniority.

The Secretary of Labor, who has overall enforcement responsibility for the order, has assigned administrative authority to the Office of Federal Contract Compliance Programs (OFCCP).^{4/} In turn the OFCCP has delegated compliance responsibility to the various Federal agencies (such as the Department of Defense and General Services Administration), principally on the basis of industry classifications. OFCCP has issued regulations to standardize the compliance review procedure.

Service or supply contractors or subcontractors that have 50 or more employees and a contract of \$50,000 or more or Government bills of lading totaling \$50,000 in any 12-month period must, within 120 days from the commencement of the contract, develop a written affirmative action compliance program for each of its establishments. The requirement also applies to financial institutions that have 50 or more employees and serve as a depository of Government funds or as an agent for issuing and paying U.S. savings bonds and savings notes in any amount. Regulations that became effective in December 1971 set forth the required contents of affirmative action programs for women and minorities. These include a review of the work force within each job group at a facility, establishment of goals and timetables for taking corrective steps where it is found that there are fewer women and minorities than would reasonably be expected by their availability, internal and external dissemination of an equal employment policy, and management responsibility for implementing and monitoring the policy. Techniques to improve recruitment and increase the flow of female or minority applicants are suggested. Goals are not to be rigid and inflexible quotas which must be met but rather targets reasonably attainable by application of every good faith effort.

Regulations providing a specific framework for construction contractors to carry out equal employment and affirmative action programs for women and minorities were published with an effective date of May 8, 1978.^{5/}

^{4/} The OFCCP also administers affirmative action programs of Federal contractors with respect to handicapped workers, disabled veterans, and Vietnam veterans.

^{5/} Until then programs for minorities only were in effect through "hometown plans" (voluntary agreements reached among contractors, unions, and representatives of the local minority community and approved by the OFCCP), imposed plans (which for the most part cover major metropolitan areas where there is substantial Federal or federally assisted construction, and apply only to projects in excess of \$500,000), and special bid conditions (which apply to contractors working in certain high impact projects in an area not covered by a hometown or imposed plan). The new regulations allow hometown plans to remain in effect but eliminate the special bid conditions and imposed plans. Goals and timetables for minority workers established by these plans, however, will still apply.

Among the specific affirmative action steps required of such contractors are: ensuring that working sites are free of harassment, assigning two or more women to each construction project when possible, providing written notification to female recruitment sources and community organizations of employment opportunities, notifying OFCCP if the union referral process impedes efforts to meet affirmative action obligations, disseminating the equal employment opportunity policy within the company and in advertising, and actively recruiting women for apprenticeship or other training.

Also effective May 1978 OFCCP published a notice setting nationwide goals and timetables for the employment of women by contractors and subcontractors with a construction contract in excess of \$10,000. The goals, which are nationwide, are 3.1 percent for the first year, 5 percent for the second year, and 6.9 percent for the third year. The goals are expressed in terms of hours of training and employment as a proportion of the total number of hours to be worked by each covered contractor's aggregate work force in each trade on all projects, either Federal or non-Federal.

Sex discrimination guidelines issued by OFCCP effective June 1970 forbid advertising under male and female classifications, basing seniority lists on sex, denying jobs to qualified applicants because of State "protective" laws, making distinctions between married and unmarried persons of one sex only, terminating employees of one sex only upon reaching a certain age, and penalizing women in their conditions of employment because they require time away from work on account of childbearing.

Further information is available from:

Office of Federal Contract Compliance Programs
Employment Standards Administration
U.S. Department of Labor
Washington, D.C. 20210

Title IX of the Education Amendments of 1972 (approved June 23, 1972),
as amended

Title IX prohibits discrimination on the basis of sex in educational programs or activities which receive Federal funds.

Educational institutions controlled by a religious organization are exempt if application of the law would be inconsistent with the religious tenets of the organization. Certain social fraternities and sororities and youth organizations are exempt with respect to membership practices, but not with respect to their educational programs that receive Federal funds. Private undergraduate colleges, nonvocational elementary and secondary schools, and public undergraduate schools which have been traditionally and continuously single-sex since their establishment are exempt with respect to their admission requirements but must treat all students without discrimination once they have admitted members of both sexes.

Each Federal agency empowered to extend financial assistance to an education program is directed to issue appropriate rules.

The Office for Civil Rights of the Department of Health, Education, and Welfare issued effectuating regulations as of July 21, 1975. These cover such matters as recruitment and admission of students, financial and employment assistance to students, access to course offerings and athletic programs, and housing as well as employment policies.

Regarding employment, the regulations state that no person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination in employment, or recruitment, consideration, or selection therefor, whether full time or part time, under any education program or activity which receives or benefits from Federal financial assistance. Giving hiring preference on the basis of attendance at one-sex institutions is specifically forbidden if it has the effect of perpetuating sex discrimination. Recipients are prohibited from making preemployment inquiry as to the marital status of applicants.

The regulations cover such additional matters as compensation; consideration for an award of tenure; application of nepotism policies; job assignments, classifications, and structure; granting and return from leaves of absence; leave to care for children or dependents; selection and financial support for training and for professional meetings; selection for tuition assistance and for sabbaticals and leaves of absence to pursue training; and employer-sponsored activities, including social or recreational programs. Recipients are prohibited from applying any policy based upon whether an applicant or employee is the head of a household or the principal wage earner of a family. They are also prohibited from participating in pension or retirement plans that establish different optional or compulsory retirement ages based on sex or that otherwise discriminate in benefits on the basis of sex. Recipients are to treat pregnancy disabilities as other temporary disabilities are treated. In cases where the recipient does not maintain a leave policy or a pregnant employee has insufficient leave, the recipient is to grant a reasonable leave, without pay, and reinstatement.

Further information is available from regional offices of the Office for Civil Rights or from:

Office for Civil Rights
U.S. Department of Health, Education, and Welfare
Washington, D.C. 20201

Single copies of the following related publications are available without charge upon request to the Women's Bureau, U.S. Department of Labor, Washington, D.C. 20210:

A Working Woman's Guide to Her Job Rights. In press.

1975 Handbook on Women Workers.

Maternity Standards (reprint from the 1975 Handbook).

State Labor Laws in Transition: From Protection to Equal Status for Women. 1976.

Publications of the Women's Bureau. May 1978

NOTE

This summary is intended for general information only. Most States have laws that prohibit sex discrimination in private and/or public employment, and in some instances a Federal civil rights agency must defer to its State counterpart in the initial attempt to resolve complaints. Both State and Federal laws generally have limits on the time for filing charges of discrimination and on recovery of wages owed. Therefore, it is important that charges be filed promptly.

Under a reorganization plan announced by the President in February 1978, total responsibility for enforcing Executive Order 11246 will be assumed by OFCCP on October 1, 1978; enforcement of equal employment opportunity for Federal employees will be shifted from the Civil Service Commission to the EEOC on January 1, 1979; and enforcement responsibility for the Equal Pay Act and Age Discrimination in Employment Act will be transferred to the EEOC effective July 1, 1979.

U.S. Department of Labor
Office of the Secretary
Women's Bureau
Washington, D.C. 20210

Official Business

Penalty for private use, \$300

Postage and Fees Paid
U.S. Department of Labor

Third Class Mail

Lab-441

