

League of Women Voters of Minnesota Records

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Memo to Bored Members
From Rosemary Rockenbach, PR
Date June 12, 1973
For Consideration

Do we really know what "women" think about

- joing organizations like the League voting for other women
- working for other women
- becoming a chairman of a project etc. on a volunteer basis for which there is no pay. Restated if you don't get cash for your work, does that make you less worthwhile in your own eyes and the eyes of the public?
- really feeling equal?

In other words - what motivates women to do what they do - or not do what perhaps they should because they are so good at it?

We are a women's organization - we look for new women members - ask for their time and sometimes their money - are we that successful?

Could we be more so?

Collean Zarch has given cross-cultural workshops for women. She can even design a workshop of 1 day, 2 days etc. to fit a particular need or group of needs.

Do you think we might benefit from such a workshop.

- to help with our membership this fall
- to work with coalitions in lobbying
- just for our own benefit?



Memo to Local League Presidents

From Mary Ann McCoy

Re: Appointments to the Women's Advisory Committee.

Department of Human Rights

July 18, 1973

Legislation passed earlier this year enlarges the Women's Advisory Committee to the Minnesota Department of Human Rights from its present 15 members to 24 members, effective August 1, 1973.

Recommendations are sought for these 9 new members. We have been asked by the Women's Skills Bank of the Women's Advisory Committee to inform local Leagues about the upcoming appointments and invite them to submit names for consideration. Appointments are made by the Commissioner of Human Rights.

The law provides that there should be at least one member from each congressional district; presently 6th, 7th, and 8th districts are not represented. Membership now includes 7 from Minneapolis, 5 from St. Paul, 1 each from Winona, Mankato, and Rochester.

Here are the specifics about the appointments:

Qualifications: No qualifications except a concern for human rights for all citizens.

Length of term: 3 years

<u>Duties</u>: Advise the commissioner in areas of employment, health and welfare, education and training, political and civil rights, home, community and family life.

Meetings: probably 2nd Friday of the month at the Department of Human Rights.

Travel expenses are reimbursed; no per diem is provided.

Recommendations for appointment should be sent before August 1st, 1973, (to be appointed by that date) to

Sam Richardson, Commissioner Department of Human Rights Room 60 State Office Building St. Paul, Minnesota 55101

For additional information, please contact the commissioner or Fran Berdie (of the LWV of Falcon Heights - a member of the Women's Skills Bank Committee), 2208 Folwell, St. Paul, MN 55108 - (612)646-6778.

League of Women Voters of Minnesota, 555 Wabasha, St. Paul, Minnesota 55102 - November 1973

innesota Women's Skills Bank:

Please have your League reproduce the following page of information in your newsletter (or order copies from the state office - 3¢ each) so that all League members will be reached.

(Note to local League bulletin editors: Please set up the questionnaire on one half of your page using the back side of the page for the back side of the questionnaire. Also, leave some space at the top of the questionnaire for notations by the Skills Bank committee-about the equivalent of two lines of type should be sufficient space to leave blank.)

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League of Women Voters of Minnesota, 555 Wabasha, St. Paul, Minnesota 55102 - November 1973

MINNESOTA WOMEN'S SKILLS BANK

As you read in your September-October Minnesota state VOTER, the Leagues of Women Voters in the metropolitan area are co-operating with the Women's Skills Bank composed of representatives from various women's organizations in Minnesota. The Skills Bank funnels information about appointive positions to the interested co-operating women's groups on a regular basis and the organizations submit names from their memberships for such positions. To date, the Skills Bank has made recommendations for eight statewide commissions, two Minneapolis commissions, two county commissions, and one St. Paul commission.

Currently the Skills Bank is looking for qualified women to recommend for the following openings:

Women's Advisory Committee of the State Human Rights Commission (especially from Congressional Districts #6, 7 and 8.)

Minneapolis Human Relations Commission (8 to be appointed for 2 year terms.)

State Board of Community Colleges (to fill vacancy for term to expire on July 1,1978.)

Higher Education Coordinating Commission (from Congressional District #3.)

St. Paul-Ramsey County Mental Health Board (3 vacancies.)

Governor's Citizens Commission on Aging (13 members to be appointed for 2 year terms.)

Regional Environmental Educational Councils (9 Councils to be filled. Only the two
in the extreme northern part of Minnesota have been filled.)

in order for the League of Women Voters to participate fully in this coalition effort and

Miss	SKIED DAK	SKILLS BANK QUESTIONNAIRE		Home Telephone Office Telephone		
Last name	First	Middle	4.5			
		1.5		ict		
Home address		evolulo evolulo	Minn. Legis. District			
Business address or occup	ation			Senate		
Education: H.SC	college Grad	Other		Representat.		
Employment: Em	ployer may 1 ge s	Duties		Dates		
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Water-Skillarium	27 1 77071	2	- Camily -	Coningy		
Political Party:	Have you particip	pated actively?	yesno	\$ 1500.00 \$ 1 703 00001		
How?			when.			
have you served as an ele	cted public official	.? yesno				
If yes, what office(s)		When	?		

to recommend qualified women to the Women's Skills Bank committee for endorsement, some vital information is needed from League members. If you, as a member, are interested in being considered for an appointive position, fill in the questionnaire below. Because you realize that most governmental appointments are political in nature, you should list your political party affiliation or preference. It will also be helpful if you will give your Minnesota Legislative Districts (House and Senate).

what a no equote along on retouches Your biographical data will be kept confidential; before your name is submitted for any appointment, you will be contacted and asked to come for an interview by the Skills Bank committee. (In the near future, the Skills Bank hopes to have members throughout the state who can conduct interviews and thus reduce travel requirements.) If the Skills Bank decides to endorse a candidate, it sends a recommendation to the proper appointing authority and requests the candidate to seek further endorsements from other interested groups or individuals to help facilitate her appointment.

After you have filled the questionnaire on both sides and added any additional information you feel will be helpful, cut along the dotted line and mail the questionnaire to one of State Board of Community Colleges (to fill vacancy For term to expire on Jiguingo)

Metropolitan Leagues 2208 Folwell St. St. Paul, MN 55108 St. Paul, MN 55117 Minneapolis, MN 55409

Additional information:

Fran Berdie, Council of Virginia Mahlum Karnie Hill St. Paul LWV

Regional Environmental Educational Councils (9 Councils to De Filled. Only the two

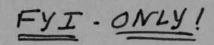
one or including a design of serior of serior actions and in this coalitate affect and

in the evenime nor chard oard of Minnesota have been filled.)

Minneapolis LWV St. Paul LWV
707 West Cottage Ave. 4725 E. Lake Harriet Blvd.

If year what saffice(c)

Have you served on an appointed public body? yes no when? What office? deler solling Membership in civic or professional organizations: Offices held Organization Areas of interest or expertise: Women's Movement Consumer Issues Government Health Human Resources Human Rights Housing Education Transportation & Transit Children & Youth Personnel Welfare Open Space Parks & Recreation Aging Citizens Corrections Water-Sanitation. Safety Family Life Ecology Are there any particular appointive or elective positions in which you are interested?



Continuing Education for Women Continuing Education and Extension University of Minnesota

Dates:

Fall 1974

WOMEN IN POSITICS

Joanne Arnaud and Phyllis Kahn, Instructors

The course will emphasize feminist philosophies and current policies affecting women on federal and local levels. The orientation will be toward contemporary social issues with attention to their historical background and development. Our aim is not merely to catalogue current policies but to engage in critical analyses involving extensive class participation. Women who are autive in feminist politics will participate in some of the sessions.

September 26-December 5

		Cime:	Thursday, 9:30-1	2:00				
	1	Place:	MacPhail Center					
	1	?ee:	\$45 (10 sessions noncredit)				
Sept 26	Women as politics will	ical part	ENTATIVE TOPICS icipants. A pane heir views.	l of women involv	ved in Minnesota			
Oct 3	Roots of femin	nist thoug	ht: two waves of	American feminis	sm.			
Oct 10	Strategies for change: conflict or cooperation, reform or revolution.							
Oct 17	The reed and probable consequences of the ERA.							
Oct 24	"To have and to hold; to love and to cherish"; family structure and family law including divorce, marriage laws and marriage contracts.							
Nov 7	Women's place in the criminal court system: prostitution and rape.							
Nov 14	Reproductive politics: contraception, abortion and childbirth.							
Nov 28	Economics of womencredit laws, welfare policies and socialism.							
Dec 5	Women in the		tatus quo or quo					
Minnesota Mpls., Mn addresses	and mailed to . 55455. If cl	Continuin neck cover s, social	Checks should by Education for West more than one resecurity numbers	Nomen, 200 Wesbroom	ok Hall, U of M, ase list names,			
			OLITICS beginning of Minnesota is e		My check for			
NAME								
ADDRESS_		c	TITY	STATE	ZIP			
PHONE		SOCI	AL SECURITY #					
BIRTH DAT	E				7/29/74			

HUMAN RESOURCES IN THE NEW SLETTER

THE MYTH AND THE REALITY

Reprinted from U.S. Department of Labor, Employment Standards Administration, Women's Bureau Washington, DC 20210

The Myth

The Reality

A woman's place is in the home. Homemaking in itself is no longer a full-time job for most people. Goods and services formerly produced in the home are now commercially available; labor-saving devices have lightened or eliminated much work around the home.

Today more than half of all women between 18 and 64 years of age are in the labor force, where they are making a substantial contribution to the nation's economy. Studies show that 9 out of 10 girls will work outside the home at some time in their lives.

Women aren't seriously attached to the labor force; they work only for extra pocket money.

extra pocket money. economic need. They were either single, widowed, divorced, or separated or had husbands whose incomes were less than \$3,000 a year. Another 4.7 million had husbands with incomes between \$3,000 and \$7,000.1

Women are out ill more than male workers; they cost the company more.

A recent Public Health Service study shows little difference in the absentee rate due to illness or injury: 5.6 days a year for women compared with 5.2 for men.

Of the nearly 34 million women in the labor force in

March 1973, nearly half were working because of pressing

Women don't work as long or as regularly as their male coworkers; their training is costly - and largely wasted.

A declining number of women leave work for marriage and children. But even among those who do leave, a majority return when their children are in school. Even with a break in employment, the average woman worker has a

worklife expectancy of 25 years as compared with 43 years for the average male worker. The single women averages 45 years in the labor force.

Studies on labor turnover indicate that net differences for men and women are generally small. In manufacturing industries the 1968 rates of accessions per 100 employees were 4.4 for men and 5.3 for women; the respective separation rates were 4.4 and 5.2.

Married women take jobs away from men; in fact, they ought to quit those jobs they now hold.

There were 19.8 million married women (husbands present) in the labor force in March 1973; the number of unemployed men was 2.5 million. If all the married women stayed home and unemployed men were placed in their

jobs, there would be 17.3 million unfilled jobs.

Moreover, most unemployed men do not have the education or the skill to qualify for many of the jobs held by women, such as secretaries, teachers and nurses.

¹ The Bureau of Labor Statistics estimate for a low standard of living for an urban family of four was \$7,386 in autumn 1972. This estimate is for a family consisting of an employed husband aged 38, a wife not employed outside the home, an 8-year-old girl, and a 13-year-old boy.

The Myth

Women should stick to "Women's jobs" and shouldn't compete for "men's jobs."

The Reality

Job requirements, with extremely rare excemptions, are unrelated to sex. Tradition rather than job content has led to labeling certain jobs as women's and others

as men's. In measuring 22 inherent aptitudes and knowledge areas, a research laboratory found that there is no sex difference in 14, women excel in 6, and men excel in 2.

Women don't want responsibility on the job; they don't want promotions or job changes which add to their load.

Relatively few women have been offered positions of responsibility. But when given these opportunities, women, like men, do cope with job responsibilities in addition to personal or family responsibilities. In

1973, 4.7 million women held professional and technical jobs, another 1.6 million worked as nonfarm managers and administrators. Many others held supervisory jobs at all levels in offices and factories.

The employment of mothers leads to juvenile delinquency.

Studies show that many factors must be considered when seeking the causes of juvenile delinquency. Whether or not a mother is employed does not appear to be a determining factor.

These studies indicate that it is the quality of a mother's care rather than the time consumed in such care which is of major significance.

Men don't like to work for women supervisors.

Most men who complain about women supervisors have never worked for a woman.

In one study where at least three-fourths of both the male and female respondents (all executives) had worked with women managers, their evaluation of women in management was favorable. On the other hand, the study showed a traditional/ cultural bias among those who reacted unfavorably to women as managers.

In another survey in which 41 percent of the reporting firms indicated that they hired women executives, none rated their performance as unsatisfactory; 50 percent rated them adequate; 42 percent rated them the same as their predecessors; and 8 percent rated them better than their predecessors.

May 1974 (revised)

Presiding Officer Jill Ruckelshaus

Alan Alda Ethel Allen Anne L. Armstrong Margaret Long Arnold Elizabeth Athanasakos Barbara R. Bergmann Patricia T. Carbine Weston Christopherson Mary Stallings Coleman Helen K. Copley Audrey Rowe Colom Richard Cornuelle Winfield Dunn Casey Eike Paula Gibson Gilda Bojorquez Gjurich Ella T. Grasso Hanna Holborn Gray Martha Griffiths Katharine Hepburn Lenore Hershey Velma Murphy Hill Patricia Hutar Rita Z. Johnston Ellen Groves Kirby Dorothy Vale Kissinger Clare Boothe Luce William Crawford Mercer Ersa H. Poston Sister Joel Read Betty Smith Barbara Walters Annie Dodge Wauneka Sen. Charles Percy, Illinois

IWY Coordinator Mildred Marcy Room 1004 U. S. Department of State Washington, D.C. 20520 202-632-8888 NATIONAL COMMISSION
ON THE OBSERVANCE OF
INTERNATIONAL WOMEN'S YEAR, 1975

Dear Friend,

Patricia Hutar
Rita Z. Johnston
Ellen Groves Kirby
Dorothy Vale Kissinger
Clare Boothe Luce
William Crawford Mercer
Ersa H. Poston
Sister Joel Read
Betty Smith
Barbara Walters
Annie Dodge Wauneka
Gerridee Wheeler
Rep. Bella Abzug, New York
Rita Z. Johnston
This is to seek your help in the first phase of
preparation for the National Women's Conference
and the 56 State and Territorial meetings to precede it which are called for in PL 94-167. As
you know, this law outlines the intent and requirements of these meetings and has made the
National Commission on the Observance of InterSen. Birch Bayh, Indiana
Rep. Margaret Heckler, Mass. the conferences.

One of the first and most vital steps in this process is the designation of those individuals in each State and Territory who will constitute the coordinating committee to plan and carry out their respective State-level meetings. We would be most grateful for your help in identifying some of the key women in the States whom we might invite to serve in this capacity. While we will not be able to name everyone recommended and still stay within the guidelines of the law and the limits of workability, we are striving for overall participation nationwide from the widest range of organizations and constituencies.

We are looking for State committee members who are widely acquainted in their State and have credibility among women within the State, are very familiar with at least some of the issues to be discussed, have experience in conference planning, preferably with one or more special

skills useful to such a committee (e.g., press releases, budgeting, facility arrangements, administering lists and mailings, etc.) and have sufficient time and commitment to devote to this purpose. Persons selected will be serving as individuals, not as representatives of their organizations, and their actions will not in any way commit their organizations.

The personal qualifications of the persons should in each case be of paramount consideration. It would probably be preferable that they not be current office holders such as a State president or national board member.

As always, time is of the essence. The National Women's Conference will probably be scheduled for November of 1977 and is to be preceded by the 56 State and Territorial meetings. Even if the first State meetings are not held until January of '77, the coordinating committees need to be named very soon.

There will be a modest grant to each State to assist in covering its conference expense in accordance with the law. The funds unfortunately will not stretch to compensate the coordinating committee for their service but perhaps would cover some out of pocket expenses. The National Commission expects each State coordinating committee to exercise ingenuity in developing resources and contributions in kind to help finance their own conferences.

We look forward to receiving any names you may suggest. A form is enclosed for your convenience.

Thank you very much. We are asking a great deal of you but only because the success of this effort depends on such cooperation.

Sincerely,

Jill Ruckelshaus Presiding Officer IWY Commission

Jul Ruchelshaus

Enclosure:

Form for recommending State Committee members



memorandum

The League of Women Voters of the United States

THIS IS GOING ON DPM May 1975

TO:

State and Local Leagues

FROM:

Ruth Hinerfeld, IR Chairman

RE:

IWY Conference in Mexico City

We are delighted to tell you that Ruth Clusen has been appointed an alternate delegate on the official U.S. delegation to the International Women's Year Conference in Mexico City from June 19 to July 2. As an alternate delegate, Mrs. Clusen will participate fully in the U.S. delegation's deliberations and activities in Mexico City. For the full list of members of the U.S. delegation, see below.

Nan Waterman, HR Chairman; Peggy Lampl, LWVUS Executive Director; Martha Mills, LWVEF Staff Director and I will be attending the IWY Tribune, a non-governmental conference which will take place in Mexico City at the same time as the official conference.

We have heard from several League members who plan to attend the Tribune. League members wish to get in touch with members of the national board and staff in Mexico City should contact us at the El Presidente Hotel. We hope that we will be able to arrange a League gathering mid-way through the conference so that members will have the opportunity to meet with Ruth Clusen and discuss conference developments.

For your information--we understand that the Tribune is open to all interested individuals as long as space is available.

Representatives

Daniel Parker Administrator, AID (Co-Head of Delegation June 19-21)

Patricia Hutar
US Representative on the Commission on
the Status of Women of the Economic and
Social Council of the UN
(Co-Head of Delegation June 19-21;
thereafter Head of Delegation)

Martha W. Graffiths Former Member of Congress

Jill E. Ruckelshaus Presiding Officer, National Commission on the Observance of International Women's Year

Alternate Representatives

Virginia R. Allan Deputy Assistant Secretary for Public Affairs State Dept.

Anne L. Armstrong Member, National Commission of the Observance of IWY

Ruth Clusen
President, League of Women Voters of the U.S.

Arvonne S. Fraser
Former President, Women's Equity Action
League

Joan Goodin
Assistant Director
International Affairs Dept., Brotherhood
of Railway, Airline, and Steamship
Clerks Freight Handlers, Express and
Station Employees
AFL-CIO

Rita E. Hauser Member, US Advisory Commission on International Educational and Cultural Affairs

Rita Johnston
US Delegate to and Vice Chairman of the
Inter-American Commission of Women

Joseph J. Jova US Ambassador to Mexico

Jewel S. Lafontant Deputy Solicitor General Justice Dept.

Patricia H. Lindh Special Asst. to the President for Women The White House

Carmen R. Maymi Director, Women's Bureau Labor Dept.

Virginia Trotter Asst. Secretary for Education HEW

Barbara M. White Ambassador Alternate US Representative for Special Political Affairs US Mission to the UN

Congressional Advisers

Birch Bayh US Senate

Charles Percy US Senate

Bella S. Abzug US House of Representatives Margaret H. Heckler US House of Representatives

Advisers

Muriel M. Berman Vice-Chairman Women for Pennsylvania Bicentennial

Harrison W. Burgess (Secretary of Delegation) Bureau of International Organization Affairs State Dept.

Emily Carssow Assistant Professor of Law University of Georgia

Catherine S. East Deputy Coordinator, Secretariat for IWY State Dept.

Mary M. Haselton
Bureau of Oceans and International
Environmental and Scientific Affairs
State Dept.

Shirley B. Hendsch Bureau of International Organization Affairs State Dept.

Marion N. Javits New York

Nira H. Long Coordinator for Women in Development, AID

Mildred K. Marcy Coordinator for IWY State Dept.

Guy A. Wiggins US Mission to the UN LWVUS Statement at the meeting of the US National Commission on the Observance of International Women's Year, 1975

Presented by Ruth J. Hinerfeld, May 15, 1975

There are so many problems, needs, and hopes shared by women everywhere that it would be a truly tragic waste of an unprecedented opportunity for intergovernmental cooperation if the International Women's Year Conference were to be dominated by another confrontation between the developing and developed nations. We believe that this should not—and need not—happen.

Certainly representatives of developing nations have validity on their side when they point out that women's problems are inextricably entwined with the problems of society. And there is ample evidence to justify their claim that economic and social development are important prerequisites for furthering equality of the sexes. Development can increase opportunities for all members of society—women and men alike. We believe that the United States should be completely open to this concept while promoting the positive view that the integration of women in society can speed development just as development increases opportunities for women.

We understand why the developing nations, which have been frustrated for years in trying to achieve more equitable international economic relations, now attach such importance to the Charter of Economic Rights and Duties of States. Of course, we know, too, that the United States supports the concept of the Charter, but is unable to accept some of its specific provisions. Nevertheless, we strongly urge the U.S. delegation to avoid prolonged debate on those provisions it considers non-negotiable in order to concentrate its energies on positive approaches to women's issues. The United States should be as flexible as possible in seeking out diplomatic means to reach an agreement which will meet the desire of the developing nations to cite the Charter in the World Plan of Action without jeopardizing U.S. support for the final Conference document. We are pleased that you are pursuing this line of approach.

A U.S. abstention or negative vote on the IWY Plan of Action could have serious domestic repercussions. Women from all parts of the nation are looking to our delegation to reflect our commitment to equal rights for women and men. A seemingly negative stance by the United States at the Conference would do a disservice to the cause of women's rights and undermine our identity as a nation striving to provide equal opportunities to all its citizens.

We urge our delegation to be guided by a spirit of compromise and conciliation on issues where total agreement may not be possible, so as to develop a Plan of Action that speaks in strong and positive language to the aspirations of women throughout the world.

This survey is being circulated as part of a final project for Human Relations 542. It was designed in an attempt to assess attitudes toward sexism in advertising (Sexism in this case defined as advertising material which demeans women.) For each example of advertising there are three choices of response; 1. VERY OFFENSIVE 2. SOMEWHAT OFFENSIVE 3. NOT OFFENSIVE Please circle the choice closest to your own reaction to each example. Your cooperation on this project will be greatly appreciated. Please return the survey to your school office as soon as possible. Thanks!!!!

Age _____ Sex_____(These are optional)
SIGNS AND BILLBOARDS

- 1 2 3 1. Take your wife to a motel...no girl is too dull to have bride ideas.
- 1 2 3 Z. Squeeze our chambermaids, but don't pinch our towels.
- 1 2 3 3. GIRLIE PANCAKE HOUSE--they're stacked better!
- 1 2 3 4. Woman...one of nature's agreeable blunders.
- 1 2 3 5. If your husband is a breast or leg man, ask for my chicken parts. (sign in a butchershop window)
- 1 2 3 6. Pets Welcome--This includes your wife. (Campground sign)
- 1 2 3 7. Is your husband losing interest? Not at ----Bank!
- 1 2 3 8. Beat Your Wife....(Billboard headline)
- 1 2 3 9. Automation is man's effort to make work so easy that woman can do it all.
- 1 2 3 10. Dakota National Forest sign...Keep dogs, children and wives under control at all times.....
- 1 2 3 11. Girls don't seem to mind being called "girls" no matter how old they are.
- 1 2 3 12. Have wife 40, will swap for two 20's.
- 1 2 3 13. Mother's milk is better for babies and it comes in such cute container
- 1 2 3 14. I'm "Black and Blue" from the Rolling Stones--and I love it!
 NEWSPAPER AND MAGAZINE ADVERTISING
- 1 2 3 15. Four things a woman should know; How to: Look like a girl. Act like a lady. Think like a man. And work like a dog.
- 1 2 3 16. Best Breasts in the West. Kentucky Fried Chicken.
- 1 2 3 17. Tony will make Mom and Dad one large pizza for a baby girl or two for a baby boy!
- 1 2 3 No. "Pretty Feet" Because a beautiful bosom or a sweet little smile can't stand alone.
- 1 2 3 19. Men, wouldn't you like to get into our pants? (Men's Dept. store)

- 1 2 3 20. There are 18,000 women in Beaumont, Texas who'll do almost anything for money. Texas Parade Magazine
- 1 2 3 21. When was the last time you shot your Mother-in-law? GAF
- 1 2 3 22. What the Bitches are wearing on the courts this summer. (Tennis West Ad.)
- 1 2 3 23. Hey! I just got a promotion...I'll bet it was my coffee!
- 1 2 3 24. Would you permit your wife to spend \$2,000.00 without consulting you? Cemetary Ad.
- 1 2 3 25. Let him make the big decisions (like what to do in Viet Nam) and you select the furniture!

Miscellaneous

- 1 2 3 26. A good hunting dog is like a good wife...
- 1 2 3 27. ENJOY A NICE COLD GIRL! ST. PAULI BEER
- 1 2 3 28. Don't blame girls for talking so much. It's the boys fault for inventing such easy ways to communicate. (From Elementary Creative Bulletin Boards)
- 1 2 3 29. Try A Virgin (Island) Ad. Button
- 1 2 3 30. "Teaching is no longer seen as a woman's job...Teaching is seen as a tough, exciting place where things are happening."

 Wall Street Journal.
- 1 2 3 31. Your Wife is back where she belongs. WIFE Radio.
- 1 2 3 32. A dog, a wife, and a hickory tree are all better when you beat 'em.

Thank you in advance for your response! Feel free to make any comments below.





June 2-5, 1977, St. Cloud, Minnesota

Sponsored by the National Commission on the Observance of International Women's Year as part of the U.N. Decade for Women

What is the Minnesota Women's Meeting?

A meeting open to every woman in Minnesota will convene June 2,3,4, and 5 in St. Cloud, Minn. Events will be held at St. Cloud State University and other sites. Women of all ages, occupations, income levels, cultural backgrounds, and geographic locations are invited—and urged—to take part.

What are its goals?

The Minnesota Women's Meeting has four primary goals:

To promote discussion of women's concerns. Speakers and discussion sessions will focus on such issues as health, aging, employment, economic status of the homemaker, problems of minority women, and more.

To recognize women's achievements and contributions. Special events will recognize the achievements and contributions of Minnesota women in such areas as business, family life, culture, politics, and agriculture.

To develop a state plan of action. Recommendations for specific legislative or other measures relating to women's issues will be adopted at the meeting and presented to appropriate officials.

To elect 26 delegates to a national women's conference in Houston next November. The conference, and the Minnesota Women's Meeting, are sponsored by the National Commission on the Observance of International Women's Year.

How does this relate to International Women's Year?

The United Nations designated 1975 as International Women's Year, highlighted by the World Congress of Women in Mexico City and adoption of a World Plan of Action by its delegates. The U.N. then established a Decade for Women extending through 1985, with a second World Congress scheduled for 1980.

As part of U.S. participation in the Decade for Women, the 94th Congress late in 1975 appropriated funds to extend the life of the National Commission on the Observance of International Women's Year, to hold meetings for women in each state and U.S. territory, and to convene a national conference. Delegates to the national conference November 18-21, 1977, will present a report to the President and Congress.

Who is planning the Minnesota Women's Meeting?

A representative 39-member coordinating committee was appointed by the national IWY commission. The committee, chaired by Secretary of State Joan Anderson Growe, heads the planning efforts of hundreds of volunteers. Sharon Voss, a St. Cloud homemaker, is associate chair. Working committees include program, facilities, outreach, finance, and public relations.

Who will attend?

Thousands of people will attend, from all walks of life. Part of the money allotted by Congress to conduct the meeting will be used for participants unable to pay their own way, in order to encourage wide participation by all segments of the population with special emphasis on representation of low-income women, members of diverse racial, ethnic and religious groups, and women of all ages and geographical distribution.

How can I get involved?

The coordinating committee is soliciting volunteer efforts, financial contributions, and suggestions of issues to be discussed at the meeting.

Where can I get more information?

Informational materials are available from Minnesota Women's Meeting headquarters in St. Paul. Materials and speakers for group meetings are available on both the meeting and a variety of women's concerns. Registration materials may be requested and will be sent when available. Contact:

> Donna Carlton, Administrative Aide Minnesota Women's Meeting Room 400 SW State Office Building St. Paul, Minnesota 55155

Telephone: (612) 296-3834



memorandum

The League of Women Voters of the United States

REMARKS BY RUTH C. CLUSEN at the INTERNATIONAL WOMEN'S YEAR TRIBUNE MEXICO CITY June 23, 1975

PANEL: LAW AND THE STATUS OF WOMEN. National women's movements - experience

of women's struggles for equality in selected countries.

PARTICIPANTS: Luisa Maria Leal, Mexico

Rukmi Widayati Mudiyomo, Indonesia

Aziza Hussein, Egypt Ruth C. Clusen, U.S.A.

I think it most necessary for me to make some disclaimers immediately at the beginning of this discussion on national women's movements. I make no claim to speak for the women of the United States, either in organized groups or as individuals in relation to the struggle of American women for equality. There is no one movement in the United States; there are many, and it is this pluralism and diversity of women's concerns and goals in my country which seem to be both our greatest strength and our greatest weakness.

The working model which I have been asked to describe today is that of my own organization — the League of Women Voters of the United States, of which I am the President. While I believe it has much to offer in technique and substance to women all over the world, it is a uniquely American volunteer institution and I also make no claim that it is either the best or the only route for all women who seek such change in their roles and status.

A few basic facts about the League are necessary for those who do not know about the way it is organized and what it does. It is a nonpartisan organization of about 150,000 persons of voting age who are American citizens. You will note that I said "persons". In 1974 we ceased to be a strictly women's organization and admitted men to full voting membership. The League has two major purposes: 1) to promote informed and active participation of citizens in government; in other words, "people power" and 2) to work actively in support of the governmental issues which League members have selected and reached decisions about. In every way it is a grass-roots membership organization, which studies and then does hard-hitting lobbying. The members elect the officers, select the issues on which we work, and determine what our positions should be. We are organized at the local, state and national level, with Leagues in 1400 local communities, all 50 states, the District of Columbia, Puerto Rico and the Virgin Islands. Perhaps some of you from other countries have heard about the work of the Overseas Education Fund of the League of Women Voters. While this is a separate organization, we share office space in Washington, and some women serve on the boards of both groups; we each have our own budgets, boards, and program. The OEF was formed to work with women in other countries who are interested in the techniques of community organization and leadership training. There are representatives of the OEF present at this Tribune with whom you can talk if you would like to know more about it.

In some ways the League of Women Voters has come full circle in its interest in and advocacy for strictly women's issues. It was an outgrowth of the National American Woman Suffrage Association and its long, dedicated battle for the right to vote for American women which was finally won in 1920 (55 years ago). That same year, 1920, the League was organized to teach women how to use their new franchise, to learn about government, and how to make the most of the doors which were now open to them. At that time it was anticipated that the League's work would be accomplished in five years and it would self-destruct. Obviously that did not happen and the organization continued to grow in size and influence.

As a multi-purpose organization working on a broad range of issues affecting all citizens, our specific concern with women's issues as such has waxed and waned over the years. The 20's and 30's was the age of protection against exploitation (no longer a popular idea among women, but in that era a most necessary one). During that period we were instrumental in the passage of legislation dealing with child labor, working women, education and numerous other issues. In the next three decades the League did not focus on women but concentrated on the need to educate all citizens about government and the issues which citizens must decide. Again in the early 70's when discrimination against women emerged as a major issue, the League once again made it a major priority. We and other women's organizations are still in the midst of ERA — the unwon battle for state ratification of the Equal Rights Amendment to the U. S. Constitution. But more of that later.

Over the years our grass-roots membership process of selecting program issues has served us well by providing a diversified program focused on the major issues of the time; i.e. protecting the quality of the physical environment, opening up the governmental system, promoting international cooperation, working to eliminate poverty and all forms of discrimination based on race, color, or sex. And it is the methods and techniques the League has used which, of course, are constantly evolving and changing, which have applicability to the concerns of women no matter where they live or what the issues.

There are several characteristics of the way the League operates which I have no hesitation in recommending to you. Among these are such things as an organizational structure which permits members to tackle the problems closest to them in their own communities and yet also have a strong and effective voice at the state and national levels of government; an independence of government, of party, and of special interests. This independence motivates us to seek the facts for ourselves, to do our own research, to discuss among ourselves in small groups, which we call units, and reach our own conclusions on where we stand on issues. At the same time, we work with others — organizations, individuals, all spectrums of political thought — in coalitions with others with mutual interests, yet never losing our identity or sacrificing our integrity.

To be more specific, for example at the local level, a League first of all does a community survey of the structure and functions of its local government and its services to inform the membership and the community — this we call a Know Your Local Government study. In the course of this members interview government officials, citizen leaders from business, industry and other organizations. Naturally as a result of this factual study a picture emerges of a community's resources which identifies further needs.

The League then chooses one or more particular issues vital to the community for further concentrated attention. Discussion in small groups, talks from outside experts on the question to larger meetings open to the public continue the process. As a result of this fact-finding and discussion the League decides what it thinks needs to be done in the public interest to improve or change the situation. It may result in such things as working for more funds for the local school system, or the

construction of an adequate sewage treatment plant, or a change in the structure of the city government. The important element in all this is that we do not talk to ourselves and we do not stop after deciding what needs to be done.

We exert every effort to accomplish the goal we have identified and to involve the people of the community in the decision-making process of its government -- because our consistent goal is to increase citizen participation in government. The same process, essentially, which I described for the local League is that used for tackling problems of state and national scope. Perhaps it is best all summed up in a phrase we often use -- "Let the people know, make the people care, help the people act."

You may well be asking yourselves, "What does all this have to do with the women's movement in the United States"? Actually a great deal as far as the League is concerned. It is this kind of careful attention to the actions of government, this thoughtful use of the legislative process, plus the decision we made back in 1964 to exert our energies to achieving equal opportunity for all Americans, that drew us back into the current concern for discrimination based on sex.

We did not recognize as early as we should have the extent of the opposition and antagonism which existed in the U. S. to the ratification of a Constitutional amendment to prohibit explicitly discrimination based on sex. It seemed to us that a nation which had come so far in a 10 year period in constitutional guarantees for civil rights for minorities would surely not question equal treatment for women. Thinking it would pass easily, we did not actively engage in the struggle for ratification until 1972 — although we had never stopped urging greater involvement of women in the political process.

Since 1972 we have more than made up for our earlier slowness to see the need. We have provided money, professional expertise, people; we have taken the initiative in forming coalitions in the states; we have used all the political effectiveness techniques we have learned over the past 55 years in this cause which we <u>must</u> win.

But at the same time we have seized every opportunity to work for acceptance of women -- in politics, business, economically, and in all walks of life. We do not intend to stop until the battle is won. The League is an organization which deals with governmental issues and will continue to work in the forefront for equality of women which can only be achieved by the recognition of governments that we will no longer be denied an equal voice in the highest councils. That's what has brought us all here -- it's the cement which must hold us all together.

If we never lose sight of the basic fundamental need, nor permit ourselves to become the unwitting tools of those who have other agendas, we will leave Mexico City on July 2 with a feeling of accomplishment. Whether you choose a working model like the League's or your own, or adapt ours to suit your needs, the League will be joined with you all in a commonality of purpose which transcends idealogical and language differences. I promise you our continued support and our willingness to be a channel for assistance or the resolution of differences. For, if the women of the world cannot unite — equality, development and peace will remain but a dream.

Copy for Borg, DeSantis

This morning a "lady over 70," active in the LWV many years ago, still a member, called. She was MOST upset about the Supreme Court's ruling that women may not be paid for or have paid times-off for pregnancies -- like article in last night's STAR. She thinks this is terrible, is discrimination (like you get disability when you break a leg; men get disabilities for broken arms, etc.; but "pregnancy is a disease.") -- feels the LWV should definitely look into this, DO something about it, and she will be waiting to hear from us!!!!

She recommends highly a publication (paper? magazine?) called NORTHERN NEIGHBORS, published in Canada, that a friend sends them copies of. IT tells so much about Russia -- how THEY pay women to have pregnancies, etc. And Sweden is FAR richer than are we in the U.S. -- saw figures on that too.

But League must DO something!

Name: Sarah Sire

4421 Penn Avenue North

Minneapolis, MN

529-6221

Education



LWVMN POSITION: Support for ... adequate financing of public schools ... aid for special education ... state responsibility for upgrading educational standards.

On Apr. 1 the House passed the conference committee bill on school aids and related matters (H.F. 1997). The bill occupies 65 pages in the House Journal. The Senate passed the bill the following day. Of particular interest to LWVMN members who have just completed consensus on the Foundation Aid formula is the promise of both Sen. Jerald Anderson (D-North Branch) and Rep. Joseph Graba (D-Wadena), chairmen of the committees on school finance, that some form of aid for high salary costs would be offered in the next session.

The bill declares that a process for curriculum evaluation and planning is needed "for continued improvement of the educational program for all public school children in the state and to allow for better evaluation of educational programs by local communities." It directs school boards to develop goals and an instructional plan for implementing them, based, where possible, on measurable instructional objectives. It also encourages appointment of curriculum advisory committees to provide for active community participation in developing policies and plans, and appropriates \$200,000 to implement this "accountability" section, \$60,000 of which is designated for grants to local districts to develop demonstration projects.

Also included is a requirement that school districts adopt a uniform financial accounting and reporting system (UFARS) to regulate recording of revenues and expenditures and govern practices concerning cash flow, borrowing and budgeting. By 1980 all school districts shall have computerized accounting and reporting operations. Recent consensus reports from local Leagues urged just such regulation of school financial matters, and also supported planning and priority-setting in curriculum.

The total appropriation for Special Education for 1976 is \$38,600,000; for 1977, \$49,675,600. Funds are to be allocated on

a current funding basis (see Jan.-Feb. Minnesota VOTER) at not less than 55% nor more than 75% (not to exceed \$11,000), of salaries of essential personnel, with allocations depending on application from local school districts. Another 10% may go for additional support costs. For each handicapped child who receives special instruction and services for more than 50% of school time, 25% of the foundation aid formula allowance is deducted. This would appear to be aimed at encouraging mainstreaming of handicapped children.

Categorical aid is provided for districts with educational programs for Southeast Asian refugees.

An interesting sidelight on school aid legislation took place late in the session. Members of the Senate and House subcommittees on school finance discovered that the law has allowed the Minneapolis school district to make a special levy for PERA (Public Employee Retirement Fund). Lobbyists for other districts began to press for equity, and consternation reigned.

To take away this levy (several million dollars) from Minneapolis in one fell swoop would seriously cripple that district, already facing a large budget reduction. To not allow other districts the same levy seemed unfair. But the DFL leadership on the two education committees is committed to the proposition that local property levies should not be used to fund schools. As Rep. Graba pointed out, in a wealthy district the PERA amount can be raised by levying only a fraction of a mill, while in his own school district it takes more than two mills to realize the same number of "When you use property tax to solve problems, you increase tax inequities," he said.

Several motions were made by Rep. Salisbury Adams (IR-Wayzata) one afternoon, in an attempt to take the levy away from Minneapolis, but they were defeated. The final bill includes the provision that Minneapolis must reduce its levy for PERA by a specified amount each year until the school district assumes all the cost from its operating budget. It was one of those events that makes Legislature-watching fascinating!

Nancy Atchison



CITY OF SAINT PAUL

DEPARTMENT OF HUMAN RIGHTS 515 City Hall, St. Paul, Minnesota 55102 Area Code 612 298-4288, 298-4144

ELIN MALMQUIST SKINNER
934 SUMMIT AVENUE
ST. PAUL, MINNESOTA 55105
612-225-4356

This is a C H A N G E O F M E E T I N G T I M E notice for participants in the Spring Hill Symposium of Legislation Affecting Women.

On Tuesday, the 16th of September, at 7:30 PM in the evening, there will be a time to pursue topics listed in the spring, updated with Arvonne Frazer in the summer, and now being moved ahead at the Legislative mini-sessions this fall.

There should be a report on the hearing on the Employment status of women in Minnesota, and national issues of which we are informed through our several national organizations.

We will be assessing the possibility of a follow-up meeting for all Spring Hill participants, and we hope to determine our modus operandi during the session.

This is an open ended meeting. You may invite others, but we hope to move forward with plans rather than spend any time reviewing. (Invitations are being sent to those on the original list, and additional legislative activists who have made their interest known)

Meeting is at 934 Summit Avenue, St. Paul, which can be reached by I-94 to Lexington, turning South to Summit Avenue, and then east (left) 2½ blocks past the Governor's house to 934 on the south side of the street. Children are welcome, for there is space for them to safely amuse themselves apart from where we shall be meeting.

Elin Malmquist Skinner MWPC Legislative Coordinator

NOTICE OF MEETING

TO: Women Active in the Legislative Process

RE: Possible Legislation on Women's Concerns

PARTICULARS: Monday, October 27, 1975

State Capitol Building

1:00 to 4:30 P.M.

\$1.00 to cover the costs of postage, printing and coffee

KEYNOTER: Kay Clarenbach, University of Wisconsin--Chairperson, Wisconsin

Governor's Commission on the Status of Women; President,

Research and Education Fund, Interstate Association of Commissions

on the Status of Women; National Advisory Committee, NOW.

Agenda will include an examination of structures through which we could operate to create an accountable arm of government for women's economic needs and associated concerns.

Commission? Office a la Women's Bureau?

Task Force to Investigate?

There was a brain-trust meeting on September 16, at which it was decided to seek expert help in drafting the outline of a bill.

In addition, we determined that a person from a state with a successful commission would be useful in an advise and consult role.

Kay Clarenbach knows what is going on all about the country on this issue.

You are welcome to bring guests interested in a broad range of women's legislative issues. We are sure to touch upon many.

The enclosed outline prepared by Ronnie Brooks suggests various alternatives in developing a Commission structure.

The definition of the goals of the Commission and the subsequent charge to it will form part of the discussion on October 27th.

(Personal note: Elin Skinner will be in Connecticut the week prior to this meeting. Please get any questions to her by the 17th. Her day time number is 298-4288. Home number is 225-4356 until the end of October, after which she will have a new number.)

COMMISSION ON THE ECONOMIC STATUS OF WOMEN

I. Membership:

Obviously the question of who shall serve on the commission is a crucial factor affecting its success or failure. It is important to assure that interested people are involved, that they are broadly representative of the populace and that they bring to their effort, as a group, the skills necessary to research, analyze and present the relevant issues. Several alternatives are available for each of the factors relevant to the question of membership. They are listed below with some comments as to the advantages and disadvantages of each alternative.

A. Size of the Commission:

1. A large commission (18 to 30 members)

a. Advantages

- 1. Easier to make the group representative
- Easier to secure the particular appointment of certain individuals
- More involvement and recognition of the group's effort at the local level
- More people available to do the work of the commission and to publicize its efforts around the state.

b. Disadvantages

- 1. Difficult to organize
- 2. Tendency for a few to dominate
- 3. Less even participation since each member is less likely to be "missed" if inactive
- Less scrutiny in appointment and, therefore, more room for "token" appointees
- 5. More expensive to operate

2. A small commission (9 to 17 members)

a. Advantages

- 1. Easier to organize, establish interaction
- 2. More involvement and participation by the members

- 3. More prestige attached to appointment
- 4. Greater selectivity
- 5. More economical to run

b. Disadvantages

- 1. More difficult to make broadly representative
- 2. More burden on appointees time.
- 3. Greater risk of failure if poor appointments made

B. Appointing Power

1. The Governor

a. Advantages

- 1. More prominence attached to appointments
- 2. Greater probability of press coverage
- 3. Simpler process
- 4. Access to staff assistance

b. Disadvantages

- 1. More difficult to influence selections
- 2. Possibility of being lost in the shuffle of other boards and commissions

2. The Legislature

a. Advantages

- 1. Easier to influence
- 2. More contact with legislative branch
- 3. Diverse appointments

b. Disadvantages

- 1. Legislative membership
- 2. Budgetary constraints
- 3. Less prestige
- 4. Slow

Mixed

a. Advantages

1. Involvement of both branches

b. Disadvantages

- 1. No clear authority
- 2. Slow and cumbersome

C. Membership Categories

1. Complete discretion with appointing authority

a. Advantages

- 1. More access to influence
- 2. More freedom in nominations
- 3. More rapid process

b. Disadvantages

- 1. Greater risk of poor appointments
- 2. Designation of membership qualification

a. Advantages

- 1. Greater chance of getting qualities/skills desired
- 2. Probability of a more representative group

b. Disadvantages

- 1. Cumbersome process
- 2. Greater chance for legislative quibbling
- 3. Possibility of predetermining results
- 4. Less opportunity for new people to become involved

D. Compensation for members

1. Per diem plus expenses

a. Advantages

- 1. Permits more people to serve
- 2. Gives commission more status

b. Disadvantages

- 1. Expensive, especially if it is a large commission
- 2. May generate interest in appointment for the wrong reasons
- 3. May detract from ability to fund staff

2. No compensation

a. Advantages

- 1. Lowers budgetary request
- 2. Makes legislation more probable

b. Disadvantages

- 1. Some persons would be unable or unwilling to serve
- 2. Less status given to membership

II. Term of appointment

The question of term of appointment may influence the ability of the commission to accomplish its goals and will directly affect the scope of the commission's activities.

A. Long or indefinite term

1. Advantages

- a. Gives the commission the opportunity to broaden its scope
- b. Permits the commission to have time to carefully organize its work and branch out into new areas.

2. Disadvantages

- a. Unlikely to be greeted favorably by the legislature
- b. May present a threat to existing agencies
- c. More expensive

B. Short, specific term

Advantages

- a. Makes the commission's work more specific
- Forces the commission to prepare legislative recommendations at a time certain
- c. May be able to attract more people to serve

2. Disadvantages

- a. More restrictive in terms of scope
- Requires that commission members be more qualified and dedicated

III. Agenda of charge to the commission

A. Specific Charge and Agenda

1. Advantages

- a. Clarifies the work of commission members
- b. Specifies areas for research action
- c. Makes appointment qualifications more clear

2. Disadvantages

- a. May restrict freedom of commission
- b. May lead to legislative quibbling

B. Broad Charge

1. Advantages

a. More flexibility to commission

2. Disadvantages

- a. Difficult to organize commission work
- b. Greater threat to existing groups
- c. May create unreal expectations

IV. Budget

It is difficult to discuss the advantages of various budget sizes. The bigger it is the more likelihood of legislative opposition. On the other hand, any budget should be sure to include realistic allowances for the following:

- 1. Meeting costs (including per diem, if agreed upon)
- Staff support (direct:or through existing agencies)
- 3. Materials
- 4. Postage
- 5. Printing

Minutes of Meeting on October 27, 1975, Room 118 of the State Capitol Re: Possible legislation on Women's Concerns Attended by an informal alliance of women representing women's groups and others interested and active in the legislative process.

Elin Skinner, MWPC Legislative Chairperson, introduced keynoter Kay Clarenbach, University of Wisconsin, and Chairperson of the Wisconsin Governor's Commission on the Status of Women. The Speaker began a brief history of Commissions on the Status of Women (including city, county, and state). Forty-nine of these are active state commissions. These are not a new idea; a U.N. Commission on Women having been formed in 1946, and an Inter-American Commission on Women as far back as 1923.

The first national commission on women was the 1963 Kennedy Commission, which produced a report on American Women. After it dissolved, two newly formed commissions came about; The Citizen's Advisory Council on the Status of Women, whose appointees were presidential and The Interdepartmental Committee on the Status of Women, which mainly concerned itself with those in Federal Service. These two commissions convened a conference, some of whose members, frustrated with their lack of freedom to pass resolutions, formed the National Organization for Women!

In 1969 Elizabeth (Libby) Kuntz was appointed head of the Women's Bureau within the U.S. Department of Labor. She called a meeting of the states, each of which sent one delegate. From this was formed the Interstate Commission on the Status of Women, which is now called The National Associations of Commissions on the Status of Women.

Ms. Clarenbach pointed out that early in the history of commissions information was very sparse and although we have come a long way, there are even now great information gaps, just one indication of the need for a strong governmental structure. For example, currently in Wisconsin, data is not kept on diverce, defaults on alimony and child support payments. Nor do we know of the lack of support or deprivation within marriages. There is also a need for monitoring of affirmative action programs.

Budgets also were sparse in those days and in most cases still are impoverished. Ms. Clarenbach believes that in almost every instance, commissions on women could use other existing agencies to perform dollar requiring jobs. Originally, the Wisconsin commission included state agency heads but now with that commission's greater visibility, this tactic is unnecessary.

At this point it was noted that the only authority women in Minnesota have is that of justice, which is rendered by the Women's Advisory Board to the Human Rights Commission. During the discussion is was pointed out that six vacancies exist on the Board and that one immediate option might be to have concerned women appointed to these vacancies.

It was stated that a function of a commission is to monitor public policy and not to duplicate services. A discussion on the need and possibility of establishing such a body noted that: there is no one body in Minnesota responsive to women's needs; there is no one group with the status necessary to get the job done; there is no one such agency with access to other official agencies, to the Governor's office or to the Legislature. Ms. Clarenbach noted that a commission receives such valuable information. The group wonderes if the Women's Advisory Board to the Human Rights Commissioner gets that material.

More discussion followed on whether the needs of women could be taken care of by the advisory Board, or whether that body could be defined and another structure could be developed. Some thought that because it might be hard to get through the legislature a bill establishing a general commission, it might be better to define more narrowly the body as a COMMISSION ON THE ECONOMIC STATUS OF WOMEN. More discussion followed with the concensus:

1. We heed a Commission or formal body other than the Women's Adv. Bd. 2. We need a formal alliance in order to both identify our common concerns and work together towards legislating an arm of government responsible to women's needs. This could be similar to the council of organizations in the ERA COalition.

It was decided that:

1. Resolutions would be written and circulated at D.F.L. caucuses and Central Commistee meetings and the G.OPP. Convention

Caucuses in February - but DFL is the 8th, GOP the 15th of NOVEMBER.

2. A background paper would be written and sent to concerned groups.
3. A working draft of a bill establishing a commission would be circulated and possibly a press conference with the governor could be called as a partial wind-up to International Women's Year.

Minutes compiled by Linda Donaldson for the group, but the typing was not done by her. Our thanks for this excellent record.

ESTHER WATTENBERG INVITES ONE AND ALL TO THE NEXT MEETING AT HER HOME ON THURSDAY, NOVEMBER 20TH AT 7:30 PM - 53 SEYMOUR AVENUE SOUTH EAST (TURN OFF UNIVERSITY ON MALCOMB).

ELIN MALMOUIST SKINNER 1834 PRINCETON AVENUE ST PAUL, MINNESOTA 55105 TELEPHONE (612) 698-1834 Minnesota Women propose the following additions to the platform of political parties and/or candidates.

Amendments to the constitution of the State of Minnesota broaden the Bill of Rights to include the following:

Neither the state nor any of its departments or instrumentalities shall deny any person equal protection of the law. The State of Minnesota, its departments and instrumentalities shall provide for the equal protection of all persons in the enjoyment of any civil rights and for the protection of all persons against discrimination.

Minnesota Women proposed the creation of the following:

A <u>Department</u> on the <u>Status</u> of <u>Women</u> which reports to the legislature and the governor. This department will replace the Division of Women's Affairs which was provided for in Chapter 363.04, Subd. 7 of the Minnesota Statutes.

There shall be at the head of this department a Commissioner on the Status of Women.

October 30, 1975

TO: Members. LWVMN Human Resources Committee

FROM: Lois DeSantis, Chairperson (Phone: 866-5171)

Once again I am writing to ask your advice and also to inform you of a current

issue in the Human Resources/Equality of poortunity area.

In June of this year there was a one day meeting at Spring Hill (written up in the July/August issue of "The Voter"). The primary focus was for lobbyists of women's organizations to review legislative losses and gains in 1975 and to do some planning for the 1976 legislative session. It was agreed that there should be an informal women's coalition, and that we should work out better ways of staying in touch with one another.

Elin Skinner, of the Minnesota Women's Political Caucus, chaired the Spring Hill Conference and has assumed responsibility for subsequent meetings. In August about ten women met with Elin to look at future steps. I was present, and all there except myself (who remained neutral) were enthused about establishing a state Commission on the Status of Women and working to get this passed during the 1976 legislature. I stated that in principle the LWVMN was opposed to more commissions, and that we are also committed to support of the Department of Human Rights, which currently maintains a Women's Division.

The move for a commission was spearheaded by Esther Wattenberg, of the U. of M. Center for Urban and Regional Affairs. Esther had just returned from the annual meeting of the National Association of Commissions on the Status of Women. She was inspired by what various state commissions had been able to accomplish. Ronnie Brooks, a Senate researcher, was also enthusiastic and felt that in the coming legislative session it might be fairly easy to slip such legislation through. Ronnie offered to help draft it.

I asked about the Women's Advisory Committee of the Department of Human Rights, and it was generally agreed that it had not been effective. In fact the three women's political caucuses were quite scathing in their comments, and in no way saw the D.H.R. as being able to help them. It was agreed that a meeting would be set up in October, to which hay Clarenbach, chairperson of the Wisconsin Commission, would be invited to attend.

In September I attended a meeting of the Advisory Board of the Human Rights Department. The Board, under the chairmanship of Earl Craig, is trying to become more effective by listening to representatives of various groups, and on this day heard from women and Chicanos. It was interesting to me that, given this forum, very few women's groups registered complaints. I said that LWVMN had been hearing criticisms of the department, that we were planning to monitor Board meetings in an attempt to find out if the criticisms were justified, and to try to be helpful. (I also asked the Commissioner to send me notices of the meetings of the Board and Women's Advisory Committee and gave him my address. I was not informed of either October meeting.). The representative from the MN Women's Political Caucus suggested that each affected group under the anti-discrimination laws should have an office of its own within the Department. Others spoke mainly of their own programs and interests.

In contrast the Chicanos blasted the department and asked for a Spanish-speaking person on the staff. The Commissioner did not accept this suggestion gracefully, saying rhetoric was fine, but where was anyone when the budget was being presented. Earlier he had suggested that Indians should go to the Indian Affairs Commission with their problems and Chicanos to the Migrant Workers Council. One of the Chicanos on the DHR Board gently reminded him that they were not all migrant workers. Later during the business meeting there was sone disagreement between the Commissioner and Board members, and a remark was made that it was too bad they had to wash their dirty linen in public.

'n October I attended the Women's Advisory Committee meeting. I did not receive too favorable an impression from this group either. In all 12 members attended (and 6 vacancies were announced), but there was much coming and going, and it did not seem to be a cohesive group. Almost the whole meeting was taken up by presentations by various senior staff members of the department (4 black men, 1 black woman. 1 white woman was absent). A meeting which could have taken two hours took four, and very little Committee

business was conducted. Betty Howard (staff member, white) stated at one point that she did not have sufficient clerical help to do something, and a Committee member from the Department of Education offered to loan her secretary. Reports were heard from a Committee on Employment, which seemed to lack personnel and staff assistance, and from a sub-committee working to set up a public hearing where black women could express their concerns.

Following this I attended the meeting with Kay Clarenbach and representatives of various women's groups. About 20 women attended, and Ms. Clarenbach gave background material on Commissions on the Status of women. There are currently 47 state commissions, of which our Women's Division is considered one, and 76 city and county commissions. She gave an impressive report of what the Wisconsin commission had been able to accomplish (see enclosed). This was followed by a lively discussion. While most of the same organizations were represented as attended the Spring Hill meeting, many of the individuals were different. No one felt she was prepared to speak for her organization in regard to establishment of a Commission. Those who had met in August pushed strongly for it - and won the day.

It was decided to write up a position paper in favor of a Commission on the Status of Women and what it might accomplish in Minnesota. This is to be submitted to the various women's organizations for approval by the third week in November. No one present, except myself, voiced reservations about getting her organization to approve it. On the other hand, I did not feel an overwhelming commitment to the idea except from a few. The DFL Feminists questioned if it might not be better to wait until 1977 to get it passed. However, it was agreed to go for it now, and hopefully to get it introduced the first week of the 1976 session (the last week in January).

NOW - our LWVMN Board meets on November 11th, and we have no December meeting. Therefor, the League's decision whether to SUPPORT, OPPOSE, OR REMAIN NETURAL on the question of a state Commission on the Status of Women must be made at that time.

In summary, following are some of the pros and cons of the issue as I see them: PRO:

1. Many women's issues are not being addressed in Minnesota at this time.

- 2. Those issues which are being addressed are fragmentized. (For example, at the Women's Advisory Committee meeting, Betty Howard, staff member, mentioned a committee on Training of Women for Non-Traditional Jobs within the Dep't. of Education and stated that the Women's Division did not have enough money and staff to do the whole job.)
- 3. The Women's Division of the Department of Human Rights is not regarded by women's groups as having the capability of doing the job. Some of the reasons given are:

A. Lack of adequate staff

B. ack of money

- C. The Committee is Advisory to the Commissioner of H.R. (not the Governor). The Commmissioner seems to see the agency as primarily for blacks.
- D. The DHR's primary emphasis is on receiving and processing complaints and very little on collecting information, monitoring, or educating.
- 4. Lobbying and setting up a Commission on the Status of Women would be a focal point for bringing the various women's organizations together on a positive issue.
- 5. Many of the women's organizations would like to see the LWV included in the effort, as they feel the League has more creditibility than the more militant feminist groups.
- 6. LWVMN has compromised its position on the Organization of State Government (see CON) in supporting the Indian Affirs Commission. Can it do less for women?

CON:

- LWVMN has a position under Organization of State Government which favors the elimination and overlapping of agencies.
- 2. LWVMN also has a position under Equality of Opportunity in support of adequate funding for the Department of Human Rights.
- No one has tried very hard to get changes in the DHR and its Women's Division to see
 if it can be more responsive to needs of women.
- 4. LWVMN might be less effective in bringing about future needed changes within DHR if we seem to be undercutting its program now.
- 5. There does not yet seem to be a great groundwell among women's groups to creat a Commission; rather it is the effort of a dedicated few.

I welcome your opinion. What kind of a recommendation do you think the Human Resources Committee should make to the Board? I would appreciate an answer ty November 5th, as I must

EXECUTIVE COMMITTEE

CHAIRPERSON:

Kathryn F. Clarenbach; Associate Professor, UW-Extension, Political Science, Madison

VICE-CHAIRPERSON:

Helen N. Sigmund; Financial Aids Officer, UW-Stevens Point

SECRETARY:

Sarah Lasker; Director, Community Education in Corrections, Madison

TREASURER:

Gene Boyer; Businesswoman, National NOW Vice-President, Beaver Dam

EMPLOYMENT COMMITTEE:

Marian Thompson; Specialist, UW-Ext., Stoughton LEGAL RIGHTS & CORRECTIONS COMMITTEE: Helen Eunice Gibson; Assistant City Attorney, Madison EDUCATION COMMITTEE:

Sister Joel Read; President, Alverno College, Milwaukee PUBLIC LIFE COMMITTEE:

Elizabeth W. Smith; Past Chairperson of Child Development, Inc.; Alderwoman, Madison

ROSTER ADMINISTRATION:

Evelyn Hansen; Past Pres. Wisconsin Business & Professional Women, Sheboygan

COMMISSION MEMBERS

Douglas Ajer, Equal Rights, DILHR, Madison
Janet Allen, UAW Member, Milwaukee
Maureen Arcand, Community Action Commission, Madison
Louise Bakke, Dept. of Health & Social Services, Madison
Nancy Barkla, Attorney, River Falls
Joanne Bruner, High School Teacher, Prentice
Kathleen Buckley, Community Volunteer, Waukesha
Julia Burgess, Soc. Worker, Co. Welfare Dept., Milwaukee
Catherine Conroy, CWA International Rep., Milwaukee
Ruth Curtiss, Co-Editor, Republican Journal, Darlington
Thomas Dale, Equal Rights, DILHR, Milwaukee
Adrienne Davis, Central City Coop., Milwaukee
Viola Gonzales, Member La Raza Unida, Racine
Rita Goodman, Program Exec., Johnson Foundation,
Racine

Helen Hensler, Chairperson, Women's Conference Committee, AFL-CIO, Milwaukee

Dorothy Holden, School Volunteer, Madison

Barbara Kranig, Vol. Soc. Services Coord., Stevens Point

Susan B. Nelson, Community Volunteer, Brodhead

Sandra Ninham, Asst. Manager, Oneida Nation Memorial Civic Center, Oneida

Leonard Pennington, Dept. of Public Instruction, Madison Mildred Perry, AIW Member, Franklin

Mary Ann Seippel, Businesswoman, Beaver Dam

Barbara Senteney, School Teacher, Warrens

Jane Sternberg, Chairperson, Mayor's Commission on the Status of Women, Wausau

Cynthia Stokes, Ret. public welfare admin., Madison

Doris Thom, UAW Member, Janesville

Carl Wettengel, Dir., State Bureau of Personnel, Madison

WORK WITH US

for Equality of Wisconsin Women



The

Governor's Commission on the Status of Women

WHAT THE COMMISSION HAS WORKED TOWARD

1. Creating public awareness of situation through:

- Three statewide conferences, eight regional conferences
- Conferences on (1) Family Life Education, (2) Counseling Adults, (3) Leadership of State Women's Organizations, (4) Legislation of Special Concern to Women
- —Speeches by Commission members to voluntary groups, service clubs, religious groups, educators, counselors, business and industry, labor, with extensive radio, TV and press coverage

-Publications: "Wisconsin Women-Know Your Rights," "Women in Poverty," and three major reports

of "Wisconsin Women"

-Co-sponsorship of or participation in conferences on Vocational Education, Equal Employment Opportunity, Aged Poor, Women Face the 70's, Consumerism

Affecting public policy in Wisconsin by stimulating and encouraging:

- Bureau of Personnel's two statewide surveys of women in classified service
- -Bureau of Personnel's policy requiring maternity leave
- Retention of state retirement benefits on equal basis for men and women
- Efforts made to equalize benefits under state teacher retirement
- Department of Industry, Labor and Human Relations (DILHR) guidelines on maternity leave benefits
- DILHR rescinding of discriminatory hours restrictions for women
- DILHR issuance of sex discrimination guidelines and complaint procedure
- Rescission of exclusion of maternity from unemployment compensation and from new salary continuation plan
- Addition of woman to Employment Service staff to monitor policies toward employed women
- Issuance of Department of Public Instruction's model policy statement for school districts, stating their responsibility to assist pregnant girls to complete high school
- Department of Public Instruction's removal of sex designations from vocational guidance materials
- Department of Health and Social Services to adopt adequate welfare policies, to improve homemaker services
- Projects on Women in Apprenticeship, reviewing Dictionary of Occupational Titles, Maternity Policy research
- -More women to serve on advisory committees (child labor, economic opportunities, equal rights, etc.)
- Governor's Executive Order No. 39 requiring Affirmative Action in state service

3. Leadership in progressive legislative changes such as:

-Passage of Wisconsin Equal Rights Amendment

-Ratification of National Equal Rights Amendment

-Birth control legislation

-Financing Poynette Girls' Conservation Camp

-Welfare budget

Equalization of minimum age for employment and marriage

 -Minors' driver's license application signed by either parent (not just the father)

Influenced appointment of more women to public positions by:

-Creating and maintaining a *roster* of qualified women and urging the Governor and other officials to make full use of it

Encouraged and assisted in the formation and development of:

- -Wisconsin Women's Political Caucus
- -Conference of Women of AFL-CIO

Faculty Women's Association and statewide Coordinating Council for Women in Higher Education

 Wisconsin Equal Employment Opportunities Association in its inclusion of women and women's concerns

 Human Rights Advisory Council to Madison Public Schools

-Municipal Equal Opportunity Commissions

6. Assisted other state Commissions on Status of Women:

- Through the publication and distribution nationally of the "Handbook for State and City Commissions on Status of Women"
- -In providing talent, leadership
 - By speeches and consultative service to the Commissions of other states
 - To the Interstate Association of Commissions on the Status of Women (first President was from Wisconsin and Wisconsin currently represented on the Executive Board)
 - By attendance of Wisconsin Commissioners at every national conference for state Commissions sponsored by the Women's Bureau since 1964
 - Through the ready sharing of Wisconsin resolutions with others also engaged in policy formation

7. Influencing national legislation and policy toward:

-Passage of the Equal Rights Amendment

 Including prohibitions of sex discrimination in Civil Rights Act and in several Executive Orders

 Issuing Revised Order 4 by Labor Department to include requirement of Affirmative Action on behalf of women

 Issuing expanded sex discrimination guidelines by Equal Employment Opportunities Commission

 Extension of concerns of HEW, Civil Rights Commission, Bicentennial Commission to encompass women's rights and responsibilities

 Publication of President's Task Force on Women's Rights and Responsibilities

COMMISSION CONCERNS

EMPLOYMENT AND WELFARE

- Equal opportunities in hiring, training, compensation, advancement, retirement and other fringe benefits
- -De-sexigration of help-wanted classified advertising
- Benefits for maternity leave as a medically related work interruption
- Affirmative action in state government for the employment of women and minorities
- -Creation of a women's unit in state government to coordinate and implement governmental policies affecting
- -Removal of "protective" labor standards which actually deny equal employment opportunity to women
- Extension to men of present benefits which women workers enjoy, such as minimum wage coverage
- -Strengthening powers of the Department of Industry, Labor and Human Relations to initiate investigations, collect back pay
- Measures to fight poverty, recognizing that the greatest numbers of victims are women and their children

EDUCATION

- -Elimination of (1) sex bias in textbooks; (2) segregation of boys and girls in separate schools, courses, extracurricular activities; (3) overbalanced emphasis on maledominated athletic programs; (4) higher admission standards or quota systems for female students
- Inclusion of women in the higher echelons of the teaching profession and administrative positions with equal pay
- Integration of male teachers into elementary and preschool positions
- Teaching of sex and family life education in Wisconsin schools with emphasis on male responsibility for sharing parental role and home maintenance chores
- Assistance from schools, social service and community resources which will enable teenagers to finish high school when marriage or pregnancy occurs

LEGAL RIGHTS

- Uniformity in marriage and divorce laws which will equalize the rights of women and men to maintain individual identity and economic independence
- Recognition of marriage as an equal partnership
- Application of such standards which make the consequences of divorce no harder on one spouse than the other
- -Provision of adequate protection for children's welfare
- Equalization of the age of consent to marry for males and females, and of the minimum age requirements for boys and girls employed in such jobs as selling newspapers, delivering handbills
- —Inclusion of "sex" among the categories of "race, creed, and color," the latter already covered by laws guaranteeing fair housing practices and access to public accommodations.

CORRECTIONS

- Treatment of juvenile offenders in community-based motivational centers rather than traditional and isolated correctional institutions
- Improvement in rehabilitation opportunities for female offenders

LEGISLATION

- Removal of all restrictions on availability of contraception and family-planning services
- Repeal of all abortion laws and measures interfering with individual control of reproductive life
- Availability of universal, high-quality developmental child care services
- Income tax relief for employed parents to deduct child care costs as business expense
- Passage of an omnibus bill to bring Wisconsin statutes into compliance with the Equal Rights Amendment at state and federal levels
- Passage of an Equal Rights Amendment to the Wisconsin constitution

PUBLIC LIFE

- -Appointment of women to positions of public service
- Encouragement of women's participation in the political process at all levels, especially as candidates for public office



THE GOVERNOR'S COMMISSION ON THE STATUS OF WOMEN

Established in 1964 by Executive Order of Governor John B. Reynolds, the Governor's Commission on the Status of Women was reconstituted by Warren Knowles and most recently by Patrick Lucey. It is composed of women and men from all walks of life and all sections of the state who serve by appointment of the Governor and without compensation. It includes representatives from students, senior citizens, blacks, whites, Indians, Spanish-speaking people, business and labor, welfare recipients, as well as education, state government and voluntary groups.



HOW THE GOVERNOR'S COMMISSION ON THE STATUS OF WOMEN WORKS FOR EQUALITY FOR WISCONSIN WOMEN

- -Investigates the conditions of life of Wisconsin women.
- Analyzes the causes of inequities and the nature of barriers to women's full participation in all phases of Wisconsin life.
- -Creates public awareness of these inequities and barriers.
- Recommends changes which would advance women's opportunities in both public and private sectors.
- -Implements these recommendations.

WE CAN WORK TOGETHER

- By alerting Commissioners to problems which prevent women from participating fully in the life of the state.
- By utilizing Commissioners who have volunteered to speak on a wide variety of issues affecting the lives of Wisconsin women.
- By working with the Commission to inform and influence the policy in Wisconsin and the nation on matters of mutual concern pertaining to sex discrimination and sex equality.
- 4. By seeking consultative services of the Commission to assist organizations and groups which wish to define, analyze, and take action to eliminate barriers which prevent women from acquiring the status of first-class citizens.
- By developing an informal network of groups with mutual concerns which will act to influence public policy affecting the lives of Wisconsin women.

NEXT EFFORTS

HOUSING

Prohibit discrimination on the basis of sex in the sale or rental of housing. Prohibit any person or financial institution to discriminate on the basis of sex in any terms, conditions, or privileges relating to mortgages or loans.

CREDIT

Guarantee that no woman shall be denied extension of credit solely on the basis of her sex, upon failure of her husband to agree to such extension, or because she is separated, divorced or widowed, if her earnings or other income warrant such extension.

TEXTBOOKS AND TEACHING MATERIALS

Require the Department of Public Instruction to examine all school materials for their portrayals of the roles of women and men, and to replace those containing damaging sex-role stereotypes.

EDUCATION

Require the Board of Regents to integrate the student body of each publicly supported undergraduate, graduate and professional school in the Wisconsin university system to assure that the percentage of women students more nearly reflects the percentage of women in the Wisconsin population, including provision of scholarships and other financial aids earmarked for such purposes.

CHILD CARE

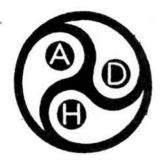
Encourage the Board of Regents to establish and maintain children's centers on the campuses of publicly supported institutions of higher education in the Wisconsin university system available to students and all employees with provisions for parental involvement.

WOMEN'S UNIT

Provide special office in the executive branch of Wisconsin government to:

- Serve as an advocate for Wisconsin women, their rights and concerns
- Insist on enforcement of legislation guaranteeing essential rights
- -Evaluate and draft legislation affecting women's equality
- -Promote special programs on behalf of women
- Work with other state agencies and local communities in developing such programs; serve as *liaison* with women's groups
- -Consult in the filling of sensitive state appointments.

Commission on the Status of Women 1 West Wilson Street Madison, Wisconsin 53702 Office Telephone (608) 266-1162 Executive Secretary: Norma Briggs



ALLIANCE FOR DISPLACED HOMEMAKERS
Minnesota Headquarters
4929 Highland Road
Minnetonka, MN 55343
(612) 933-4110

Dear Friends,

Thank you for your interest in displaced homemakers! That interest is mushrooming in an exciting and heartening fashion; scarely a day goes by without the phone jangling or mailbox containing more inquiries. It makes real our common knowledge we're not alone in our concerns and desires to take positive action.

Many of you have asked, "WHAT CAN I DO TO HELP?". Here's a few ideas for openers:

- 1. PRECINCT CAUCUSES: are coming up in Minn. on Feb 24 at 8 PM. Location information is available at your county auditor's office. Among the items appropriately considered at these caucuses are resolutions on issues. Enlosed is a sample resolution on displaced homemakers and a background fact sheet to use in presenting it. In persauding others, often a valid and effective communication tool is to speak from personal experience. Bring it up at your own caucus yourself; encourage others to do the same; and bring the resolution to groups to which you belong for their endorsement, in turn encouraging their members to bring it to the caucuses.
- 2. FEDERAL BILL(S): are progressing. The House version of the Displaced Homemakers Act is coming up for hearings first. Rep.Al Quie of Minn. sits on the sub-committee hearing that bill. Copies of it can be requested from Rep.Quie's office (which will let him know we're interested). Write urging support from Rep. Quie; Rep. Gus Hawkins, who chairs the House Sub-Committee on Education and Labor; and your own Representative. Rep. Don Fraser is a known supporter, to which we might say thanks. Senators Humphrey and Mondale are also known supporters; urge them to work to expand the number of model centers to 50 (now Senate version provides 30). To write on the Displaced Homemakers Act, simply write: Sen. or Rep., name, House of Representatives or U.S. Senate, Washington, D.C. 55901.
- 3. STATE BILL(S): are underway. Rep. Linda Berglin is the primary author of the Displaced Homemakers Act in the House; Sen. Robert Tennessen has interest in authoring it in the Senate (pending a review of specifics of the bill). Thanks are in order to them: Rep. Berglin, State Office Bldg., St. Paul 55155; Sen. Tennessen, State Capitol, St. Paul 55155. When the bill is assigned to Committee, it helps to contact members. And now, as always, your own representatives.
- 4. ARRANGE A SPEAKING DATE: to help people know about displaced homemakers in your church and community groups. We'll visit anywhere in Minn.--don't be shy! Concise information can be imparted in a warm, friendly manner with ample opportunity for questions and group participation.
- 5. \$\$\$MONEY\$\$\$: is needed and appreciated. The Alliance for Displaced Homemakers is--us. The printer and post office expect their due. So, even a dollar would help. Postage stamps are great, too.
- 6. STAY IN TOUCH: about your situations, questions, successes and problems. To work effectively as a team, this really counts. Notes, call s, coming to meetings—whatever works for you.

Sincerely

Sherry Liveth

PROPOSED DISPLACED HOMEMAKERS ACT(S) RESOLUTION

WHEREAS: homemakers are an unrecognized and unpaid part of the national work force who make an invaluable contribution to the welfare and economic stability of the Nation but who receive no health, retirement or unemployment benefits as a result of their labor,

WHEREAS: an increasing number of homemakers are displaced in their middle years from their family role and left without any source of financial security through the death of their spouse, divorce or loss of family income,

WHEREAS: such persons often have difficulty in securing employment,

THEREFORE BE IT RESOLVED: that this body supports enabling legislation at both the state and federal level providing for programs for displaced homemakers offering job counseling, training, placement, creation and related services.

BACKGROUND

WHO ARE DISPLACED HOMEMAKERS? These are persons who have fufilled a role as a homemaker whose economic status is precarious in their middle years through the death of a spouse, divorce or other loss of family income. They are subject to the highest unemployment rate of any sector of the work force. They're ineligible for much welfare assistance because many are neither physically disabled nor are their children below a certain age. A career as a homemaker yields no reitirement, unemployment or health benefits. Social security coverage is spotty. Displaced homemakers exist in every state of the union; live in urban, small community and rural areas; are of every race, creed and color. Politically, they belong to every party. What they have in common are their special needs in their struggle to economically self-sufficient.

IS THIS A NEW OR OLD PROBLEM: HOW WIDESPREAD IS IT? Basically, it's an old problem with a new twist. The widow of today faces many of the same individual problems of yesteryears widow BUT, because women tend to outlive men, there are far more widows than in the past. Department of Labor statistics indicate there are 12 million widows in the U.S. who live 18.5 years longer than their husbands and whose median age is 56. The rise of no-fault divorce and spousal support for limited periods has swelled the number of households headed by women. In the last decade there has been an increase of 46% in the number of those households. Individual family efforts to judiciously provide for future contingencies are often proving to be grossly inadequate in today's economy.

HOW CAN DISPLACED HOMEMAKERS LEGISLATION EELP? Legislation geared to the specific needs of older women caught in this situation is needed on both a state and federal level. Exisiting programs of any type, however well thought out and administered, simply don't adequately meet the needs of this specific group. These bills should provide for programs offereing job counseling, training, placement, creation and related services for the displaced homemaker. The focus should include innovative avenues to decent salaried employment coupling the native and acquired skills of the former homemaker with the needs of the community. These bills should also provide for feasibility studies on a national level for appropriate ways to include displaced homemakers in existing unemployment benefits programs.

Information Prepared By: Minnesota Alliance for Displaced Homemakers, 4929 Highland Rd., Minnetonka, MN 55343. 612-933-4110.

The Minnesota Women's Political Caucus cordially invites you to cocktails and dinner with It. Governor Mary Anne Krupsak Friday, February 6th 990 Summit Avenue, St Paul Uhe college club) cocktails-5:30 dinner 7:30

cocktails and dinner \$25.00 cocktails \$5.00 (cash bar)

Menu:
Quiche aux Epinards
Soupe a L'oignon
Estouffade de Mouton
Salade Vert
Fromage et Fruit
Mousse aux Chocolat
Cognac et Noix

For dinner reservations send check to MANPC: box 146, Saint Paul Minnesota 55102

ANNUAL CONVENTION

JAN 2 9 1976

Minnesota Women's Political Caucus

Hennepin County Government Center 300 South 6th Street, Mpls.

with: MARY ANNE KRUPSAK, Lt. Gov. of New York

and: Minnesota's Sec. of State JOAN GROWE

Rep. Linda Berglin Rep. Janet Clark Rep. Phyllis Kahn

FEBRUARY 7, 1976

AGENDA SATURDAY								
8:30 a.m.	Hennepin County Chapter Annual Meeting							
9:00	Ramsey County Chapter Annual Meeting							
10:00	General Registration							
10:30	Opening remarks by Marlene Johnson, MWPC Chair Keynote address by Mary Anne Krupsak, Lt. Gov. New York							
11:30	Plenary SessionElection of officers, by-laws changes							
1:00 p.m.	Lunch (Bring your own or buy at convention)							
2:00	Workshops I Women and InsuranceBetty Howard, Head of Women's Division State Dept. Human Rights							
	Employment Opportunities and Issues for Women							
3:00	Workshops II Statewide Campaign TechniquesJoan Growe, Minn. Sec. of State							
	Precinct Caucus Training							
4:00	Closing Remarks and Adjournment							

Minnesota Women's Political Caucus P.O. Box 146 St. Paul, Minnesota 55102

BULK RATE
POSTAGE PAID
PERMIT #
4749
ST. PAUL, MN

Lois Byrum 706 S. Mississippi Riv.Blvd St. Paul, MN 55116



	must be made in advance	Dinner reservations	
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STATE OF MINNESOTA

DEPARTMENT OF HUMAN RIGHTS

200 CAPITOL SQUARE BUILDING ● (612)296-5663 ● SAINT PAUL, MINNESOTA 55101

The Minnesota Department of Human Rights

will hold a PUBLIC HEARING on

SEX DISCRIMINATION IN INSURANCE

SATURDAY, February 21, 1976

11:00 a.m. to 4:00 p.m.

Auditorium of the State Office Building Wabasha between Aurora and Fuller

The focus of this hearing will be on insurance practices that discriminate against women because of their sex or marital status, particularly:

--differentials in coverage, costs, or benefits because of gender

-- cancellations of policies because of sex or change in marital status

--ceilings on benefits because of sex

--availability of options or expanded coverage to women and men

--premium and dividend, sex-based differentials

--differentials in disability coverage such as limits and occupational qualifications

--pension plans

-- any other inequities

The department has prepared interrogatories to help identify sex-biased conditions and practices. These forms are available for the following kinds of insurance:

Health/Accident (group and individual)
Homeowners/rental/property
Pension Plans and Annuities
Disability Income
Hospital Indemnity
Life
Automobile

If you, or anyone you know, has had problems similar to those described above, please request the appropriate interrogatory and return it, completed, to the Department of Human Rights as soon as possible - before the hearing. Advance information will facilitate the hearing procedures.

However, if you are unable to file an interrogatory prior to the 21st of February, please plan to attend the hearing and testify at that time.

Remember, oral testimony and interrogatories are essential documentation for eliminating sex discrimination in insurance!

LEAGUE OF WOMEN VOTERS OF MINNESOTA

555 WABASHA, ST. PAUL, MINNESOTA 55102

April 2, 1976

TO: Members of Conference Committee on H.F. 1940 (Advisory Council on the Economic Status of Women)

FROM: Lois DeSantis, Board Member and Lobbyist, League of Women Voters of Minnesota

The League of Women Voters of Minnesota is strongly opposed to the amendment to H.F. 1940 which would abolish the Women's Advisory Committee of the Department of Human Rights. We feel it would be a step backwards to replace a well established part of a state agency which has focused on a variety of women's issues with a two year legislative council focusing only on the economic status of women.

In the past the League has not supported legislation which would have created a permanent commission on the status of women for two reasons:

1. We oppose a proliferation of commissions and councils, preferring to try to consolidate rather than expand the number of governmental agencies and organizations

2. Since Minnesota already has a Women's Division and a Women's Advisory

Committee within the Human Rights Department which has been recognized

nationally as Minnesota's equivalent of a Commission on the Status of Women,

we would like to strengthen that rater than create new machinery.

This year the League agreed to support H.F. 1940 because the proposed council was to be limited both as to time and scope and could operate without interfering with the Women's Division of the Department of Human Rights. Since it has been amended, we feel obliged to withdraw our support.



Council on the Economic Status of Women Room 124D State Capitol St. Paul, Minnesota 55155



Telephone: (612) 296-8590

Executive Secretary

Nina Rothchild.

State of Minnesota House of Representatives October, 1976

Friends:

Last year the Minnesota State Legislature established an Advisory Council on the Economic Status of Women. The Council has recently appointed me as Executive Secretary and we have opened an office in the State Capitol.

For those of you who are not familiar with the legislation, the role of the Council is to "study all matters relating to the economic status of women in Minnesota, including matters of credit, family support and inheritance laws relating to economic security of the homemaker, educational opportunities, career counseling, contributions of women to Minnesota's per capita and family income and state revenues, job and promotion opportunities, and laws and business practices constituting barriers to the full participation of women in the economy. In addition, the Council shall study the adequacy of programs, services and facilities relating to families in Minnesota..."

That's a tall order, and we shall therefore need help, support, and advice from persons and organizations who have a concern for the role of women in Minnesota. The Council is now in the process of setting priorities for its work program and we would welcome suggestions and offers of help. Specifically, if you know of any studies which are being conducted in this area or of any information which would be of use to us, please contact me or one of the Council members.

The Council consists of: State Representatives Linda Berglin, Stanley Enebo, Mary Forsythe, Phyllis Kahn, Russell Stanton; State Senators Nancy Brataas, Jerry Hughes, Steve Keefe, Ai Kowalczyk, John Milton; and Governor's appointees Lurline Baker, Virginia Erhard, JoAnn Kronick, Verna Lunz, Sandra Melberg, Jane Preston, Carol Ryan, and Anne Siren Levig. Linda Berglin has been elected chair and Sandra Melberg is vice-chair.

The Council plans to initiate and send you a monthly newsletter giving information on its activities, summaries of research, news from commissions in other states, and other pertinent material. In the meantime, we'd like to hear from you.

Sincerely,

Ulina

Nina Rothchild Executive Secretary



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Number 15 • October 1976

OUR PROJECT BEGINS SIXTH YEAR

The Project on the Status and Education of Women, sponsored by the Association of American Colleges (AAC), began its sixth year in September with a \$350,000 grant from Carnegie Corporation of New York. The grant enables the project to continue to serve as a major resource on women's issues in higher education.

Since its inception in September 1971 the project has prepared and disseminated over fifty papers to thousands of key persons across the country-faculty, administrators and students in colleges and universities; personnel in federal and state agencies; and others involved in higher education and women's rights. The project also functions as a liaison between academe and women's groups and federal policy makers.

In announcing the grant, Dr. Frederic W. Ness, president of AAC, said "The association is very proud of the success of the project and we are pleased to see it continue. It fulfills a vital function in American education by providing assistance not available elsewhere."

According to Bernice Sandler, director of the project, Carnegie's grant will fund the partial operation of the project during the next three years. Additional funds are being sought for full funding. She noted that Title IX, which prohibits sex discrimination in educational institutions, affects virtually every college and University. "We will see a sharp increase in Title IX activities," she stated, "as institutions develop new policies and programs to implement educational equity. As a result, demands on the project will increase." In the past five years, the project has been funded by the Danforth Foundation, the Exxon Education Foundation and Carnegie Corporation of New York

TITLE IX BULLETIN

Attorney General Confirms HEW Coverage of Federal Student Assistance

Supporting an earlier interpretation made by the U.S. Department of Health, Education and Welfare, Attorney General Edward H. Levi has affirmed that Title IX applies to institutions which receive student assistance funds through Basic Educational Opportunity Grant, Guaranteed Student Loan or Veterans' Education Assistance Act programs.

At the request of HEW Secretary David Mathews, Levi asked the Justice Department's Civil Rights Division and Office of Legal Counsel to examine the issue of Title IX coverage of institutions benefitting from student aid programs. Both offices agreed with the original HEW interpretation, and in a letter to Mathews, Levi wrote:

An institution which receives no other federal financial assistance but which has students benefitting from one or more of the foregoing programs [see above] is subject to Title VI of the Civil Rights Act of 1964 and Title IX of the Education Amendments of 1972. [Title VI prohibits discrimination based on race, color and national origin; Title IX prohibits discrimination based on sex.1

The earlier HEW interpretation resulted from an inquiry from HILLSDALE COLLEGE (MI) which benefits from federal monies under student aid programs, but receives no direct federal aid. Levi's interpretation is in agreement with an earlier court decision (Bob Jones University v. Johnson 396 F. Supp. 597 [D.S.C. 1974] affirm. sub nom, Bob Jones University v. Roudebush, F. Supp. [D.S.C. 1974], affirmed [4th Cir. 1975]) involving Title VI and veterans' education benefits. [Note: See section 86.2(g) of the Title IX regulation regarding definition of federal financial assistance.]

OCR Explains Maternity Benefits Under Title IX

Institutions which have a deductible amount for maternity coverage but not for other kinds of temporary disability in health insurance plans may be in violation of Title IX, according to Roy McKinney of HEW's Office for Civil Rights. In a letter to a member of California's National Organization for Women, McKinney explained:

For a covered institution [those receiving federal financial assistance] to offer employees a health insurance policy that imposes a \$50.00 deductible for pregnancy benefits but imposes no such deductible for other temporary disabilities would be a violation of the Title IX regulation . . . Similarly, if a covered institution were to offer such a health insurance policy to its students, it would be in violation [of the Title IX regulation].

[Note: The Title IX regulation requires covered institutions to treat pregnancy and pregnancy-related illness or disability like any other temporary disability or illness for all job-related purposes, including fringe benefits offered to employees. See section 86.57(c) of the regulation. The regulation also requires the same treatment of pregnancy and pregnancy-related illness or disability with respect to health plans or services offered to students. See section 86.40(b) (4) of the regulation.]

Male Honor Society Must Admit Women Members

The all-male Seminole Indian Iron Arrow Honor Society at the UNIVERSITY OF FLORIDA will have to admit women as members or forfeit the assistance it receives from the

university, according to a ruling from HEW's Region IV Office for Civil Rights. The society uses school facilities and receives secretarial support from the university, and OCR defines such aid as "significant assistance." [Note: The Title IX regulation forbids institutions from aiding or perpetuating discrimination by providing "significant assistance" to organizations, agencies or individuals which discriminate on the basis of sex. See section 86.31(b) (7) of the regulation.]

OCR Sets Up Central Source of Title IX Rulings

In July 1976 HEW's Office for Civil Rights (OCR) initiated a system designed to route all issuances on Title IX to one central office. OCR Director Martin Gerry designated the Office of Special Assistant to the Director for Public Affairs (OCR) as the center for the collection of the following kinds of documents regarding Title IX: letters of findings resulting from compliance review or complaint investigation, letters of acceptance of compliance plans or complaint remedies, and correspondence interpreting Title IX for a citizen, a recipient, a complainant, a member of Congress, an organization or group.

Gerry also asked HEW's Office of General Counsel, each OCR education division, and all of its regional branches to send such issuances to this office. The move is expected to ensure consistent policy interpretations.

Colleges, Universities Must Assure HEW of Title IX Compliance

In July HEW sent an "Assurance of Compliance with Title IX of the Education Amendments of 1972" to presidents of colleges and universities, school superintendents and chief state school officers. Educational institutions and agencies applying for federal aid are required to complete the assurance (HEW Form 639) and return it to HEW before September 30, 1976.

By completing the form, the institution assures HEW that it has

- complied with Title IX and its regulation;
- adopted a grievance procedure and designated a title IX coordinator;

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CONNIE REID KA

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THE PROJECT ON THE STATUS AND EDUCATION OF WOMEN of the Association of American Colleges provides a clearinghouse of information concerning women in education, and works with institutions, government agencies and other associations and programs affecting women in higher education. The project is funded by Carnegie Corporation of New York. Publication of these materials does not necessarily constitute endorsement by AAC or Carnegie Corporation of New York. This publication may be reproduced in whole or part without permission, provided credit is given to the Project on the Status and Education of Women, Association of American Colleges, 1818 R Street, NW, Washington, DC 20009.

• notified employees and students of the grievance procedures and the name and address of the Title IX coordinator;

• conducted a self-evaluation and eliminated all discriminatory practices found in the self-evaluation or initiated remedial steps to eliminate the effects of discriminatory practices.

The form also outlines the conditions applicable for a religious exemption. [Note: Title IX exempts institutions controlled by a religious organization to the extent that the application of the anti-discrimination provisions is not consistent with the religious tenets of the organization. See section 86.12 of the Title IX regulation.]

Institutions do not have to complete an assurance form each time they apply for federal funds, but they will be required to submit a form each year. In addition, should any information contained in the form become inaccurate, institutions must submit a revised form within 30 days.

Persons interested in obtaining a copy of their institution's assurance form should contact their Title IX coordinator, their regional Office for Civil Rights or the national Office for Civil Rights. For further information about the form, contact Jean Kresy, Acting Higher Education Director, Office for Civil Rights, Department of Health, Education and Welfare, Washington, DC 20202.

OE Supplies Educators with Title IX Compliance Kit

Presidents of colleges and universities, superintendents of school districts and systems, commissioners of education, and heads of state departments of education are among the thousands of persons in the education community who have received a nine item package, *Complying with Title IX: A Resource Kit*, from the U.S. Office of Education (OE). The kit, prepared by the Resource Center for Sex Roles in Education under contract to OE, consists of the following items:

- Equal Opportunity—A Fundamental American Right (a brief pamphlet which establishes the context for understanding Title IX)
- Why Title IX (a short booklet which reviews data documenting the existence of sex discrimination in education)
- Title IX of the Education Amendments of 1972: A Summary of the Implementing Regulation
- Identifying Discrimination: A Review of Federal Antidiscrimination Laws and Selected Case Examples
- Complying with Title IX: Implementing Institutional Self-Evaluation (a manual for conducting the required self-evaluation)
- Title IX: Selected Resources (a list of available materials on Title IX compliance)
- Equal Educational Opportunity and Equal Employment (two posters which outline the rights of students and employees to equal opportunity without regard to sex or race).

Although copies of the kit are no longer available, the Office of Education hopes to reprint the kit for sale through the Government Printing Office. Persons who wish to review or have access to the kit may want to contact their state departments of education, educational institution or school system, congressional representative, or the Office of Education, Department of Health, Education and Welfare, Washington, DC 20201.

Colleges Move to Implement Title IX

Results from a survey show that a number of college presidents have taken positive initial steps in complying with Title IX requirements. The survey, conducted last spring by the Resource Center on Sex Roles in Education, was sent to a stratified sample of 300 college presidents and 500 school superintendents. Seventy-six percent of the presidential sample responded. A preliminary analysis of their responses showed the following:

- 45% considered themselves thoroughly aware of the requirements of the Title IX regulation, 52% stated that they were "somewhat aware," and 3% indicated no awareness.
- 86% reported that a Title IX coordinator had been designated, but only 37% said that job descriptions had been developed for the coordinator.
- 65% stated that students had been notified that a Title IX coordinator had been appointed, and 70% stated that employees had been notified.
- 72% had designated someone to be responsible for conducting the institutional self-evaluation.

The survey responses also revealed that more presidents than school superintendents indicated difficulty in developing grievance procedures and training staff in implementation of these required procedures. A final report of the survey is scheduled for publication in fall 1976. For further information, contact the Resource Center on Sex Roles in Education, 1201 16th St., NW, Washington, DC 20036.

Women Press for Making Self-Evaluations Public

Women's organizations are pressing colleges, universities and other educational institutions to make the results of Title IX institutional self-evaluations available to the public. Although the Title IX regulation does not require institutions to do so, women's groups reason that public knowledge of the extent of sex discrimination in a particular institution can be helpful in developing public support for the policy changes necessary to end sex discrimination. Carol Parr of the Women's Equity Action League (WEAL) explained, "When parents learn that their daughters start school or college facing numerous barriers based on sex bias, they are more likely to insist that the school comply fully and quickly with Title IX." WEAL and other women's groups also urge parents and concerned citizens to obtain and read current summaries, guidelines and other material on Title IX compliance so that they will know what institutions are required to do.

AFFIRMATIVE ACTION

Women Faculty Not Making Progress, Says AAUP

"Little sign of progress can be found" regarding the equalization of the status of men and women faculty members, reports the American Association of University Professors (AAUP) in Nearly Keeping Up: Report on the Economic Status of the Profession, 1975-76. Data from the report show that women have actually lost ground in the profession. For example:

• The percentage of women faculty members decreased from 22.5% in 1974-75 to 21.7% in 1975-76.

- There was no increase in the representation of women in the entrance ranks of faculties: the percentage, 32.8%, was the same as the year before.
- In 1974-75 34% of women were professors or associate professors; in 1975-76 the proportion of women in the higher ranks was slightly less.
- In 1974-75 women received an average compensation which was 4.5% lower than that received by men of the same rank; in 1975-76 women received an average compensation which was even lower-5.2% less than that of men of the same rank

The report was published in the summer 1976 issue of the *AAUP Bulletin*. Reprints are available at \$2.50 each from AAUP, One Dupont Circle, Washington, DC 20036.

Where are the Women Scientists? Unemployed

"The unemployment rates for women in science... continue to be two to five times higher than for men in the same field with comparable training and experience," reports Betty Vetter of the Scientific Manpower Commission in her essay, "Women in the Natural Sciences." Vetter reports that 20% of women (but only 14% of men) receiving doctorates in the sciences in 1973 were still seeking employment at the time of the Ph.D. award. She states further that, while the number of unemployed women scientists is small when compared to the numbers of unemployed women professionals in all fields combined, this percentage "should be viewed in the context of continuing, loud protests by potential employers in industry and higher education that 'qualified women scientists' cannot be found." Vetter points out the following patterns in the careers of women scientists:

- Women scientists have more difficulty finding employment than men similarly educated, and women find it more difficult to advance once they are hired.
- Women scientists have been less likely than men to obtain jobs in prestigious colleges and private industry. Similarly, they do not advance as fast as men to managerial jobs or high academic rank.

Vetter concludes that "the status of women in science is about what it was five years ago, before 'affirmative action' was mandated.... The goal of equal opportunity and equal regard for women lies somewhere down the distant path into the future."

Vetter's essay appeared in the journal Signs, Vol. 1, No. 3, Part 1, Spring 1976. Single copies of this issue of Signs are available for \$4.60 for institutions, \$3.60 for individuals from The University of Chicago Press, 5801 Ellis Avenue, Chicago, IL 60637.

Two other publications also examine the problems of women in science careers.

Women in Science and Technology: U.S./USSR Comparisons, by Gerhard F. Schilling and Kathleen Hunt, assesses the role and utilization of women in scientific and technological fields. The authors state that "the participation of women in all sectors of . . . the USSR economy is considerably greater than in the United States . . . The United States appears to be only slowly catching up." The report gives demographic and employment/education data, discusses women in faculty positions, as well as in the nations' economy and political structures, and ends with some conclusions and projections about the future status of women in both nations. The 67-page report includes six pages of bibliography and 28 charts. Copies are available for \$5.00 each prepaid from The Rand

Corporation, Publications Department, 1700 Main St., Santa Monica, CA 90406.

Research Issues in the Employment of Women contains five papers presented at a 1974 workshop sponsored by the Commission on Human Resources (National Research Council) and the Assembly of Behavioral and Social Sciences. The papers, which focus on the demographic, sociological and psychological aspects of employment and underemployment of women in the natural sciences and engineering, include "Women in Science and Engineering: A Research Review" by Cora Bagley Marrett; "Some Social Factors in Career Choice" by Ellen Page Robin; "Personality Characteristics and Sex in Science" by Ravenna Helson, "Sex-Based Professional Socialization Among Graduate Students in Science" by Carolyn Perrucci, and "Male Values and Female Professionals: Women in Science and Engineering" by Deborah David. Single copies of the proceedings are available free upon request from the Commission on Human Resources, National Research Council, 2101 Constitution Ave., NW, Washington, DC 20418.

EEOCC Calls for Equal Pension Payments

The Equal Employment Opportunity Coordinating Council (EEOCC), a group charged with coordinating federal anti-discrimination policy, has called for a uniform policy of equal pension payments to both male and female retired employees. President Ford had asked the EEOCC to study the differences in the various federal policies regarding pension payments and suggest a uniform policy to resolve those differences. (Sex Discrimination Guidelines under Title VII of the 1964 Civil Rights Act call for equal periodic benefits, while regulations regarding compliance with Executive Order 11246, the Equal Pay Act and Title IX allow equal contributions or equal benefits.)

The April 14, 1976 letter transmitting the EEOCC's recommendation to President Ford stated that "it is a matter of sound public policy that periodic payments made to retired employees pursuant to the terms of employee benefit plans should not reflect a differentiation based on sex."

The EEOCC members (except for the U.S. Commission on Civil Rights) recommended that President Ford ask Congress to enact new legislation which would require that:

- "all persons retiring on and after a certain date... receive periodic payments which do not reflect a differentiation based on sex," and,
- in the case of an employee retirement plan which provides retirement benefits in the form of a lump sum, "such lump sums shall be in amounts sufficient to purchase annuities which provide periodic payments which do not vary because of the sex of the purchaser."

The letter explained that:

The Commission on Civil Rights believes that Title VII prohibits the current practice of paying unequal periodic benefits to men and women....[and] the current EEOC Guidelines can be fully justified by case law. The commission sees no need for legislation. If, however, legislation is proposed, the Commission believes that Congress should consider mandating sex-neutral practices by the insurance industry, applicable to all forms of insurance.

Harold R. Tyler, Jr. (Deputy Attorney General and Chairman of the Equal Employment Opportunity Coordinat-

ing Council), W.J. Usery, Jr. (Secretary of Labor), F. David Mathews (Secretary of Health, Education and Welfare), Arthur S. Flemming (Chairman of the U.S. Commission on Civil Rights), and Robert E. Hampton (chairman of the Civil Service Commission) signed the letter to the President.

Pace University to Pay \$75,000 in Back Pay to Woman Professor

PACE UNIVERSITY (NY) has agreed to pay \$75,000 to Dr. Valentine Winsey, a former faculty member who charged that the university had denied her promotion and subsequently fired her because of her sex. The Pace settlement also includes reinstatement of Winsey with no loss of seniority as an associate professor with tenure, effective September 1976; updating of her pension account as if there had been no break in her employment; and consideration of Winsey for promotion at the beginning of her third year of full time teaching.

Winsey first filed her complaint with the New York City Commission on Human Rights, which ruled in her favor in 1975. The university then appealed the case and was successful in overturning the commission's ruling at both the state supreme court and appellate court levels. However, the state's highest court, the Court of Appeals, upheld the commission's ruling.

The New York City Commission on Human Rights considers the case a "landmark," with "significant national implications for women seeking to prove sex discrimination... especially in the difficult area of professional employment, particularly college teaching."

College Sued for Discrimination Against Part Time Faculty

A part time teacher and the California affiliate of the National Education Association (NEA) have filed a \$3.5 million lawsuit against RIO HONDO COLLEGE (CA), charging the college with discrimination against part time faculty. The suit, filed on behalf of 366 part time teachers, charges the college with violating the state's education code by paying part time faculty at half the rate paid to full time faculty, and by avoiding tenure regulations by hiring and firing part time faculty each semester.

The outcome of the case is likely to have an impact on the employment status of many women faculty: studies have found that women comprise a large percentage of part time faculty in many colleges and universities.

Harvard Demonstrators Call for Affirmative Action

Last spring HARVARD UNIVERSITY (MA) was the site of a demonstration in favor of affirmative action, the largest protest demonstration there in four years. According to the *Chronicle of Higher Education*, approximately 250 persons chanted such phrases as "Equal rights for all! Don't let Harvard stall!" and "What do we want? Affirmative Action! When do we want it? Now!" The demonstrators said they were asking the university "to live up to its ideals."

Putting Affirmative Action in Action? Here's Help

College and university administrators and other personnel may find the following publications helpful in implementing affirmative action plans and improving the status of women and minorities.

The new enlarged 1975-76 edition of Women's Organiza-

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tions and Leaders Directory contains approximately 20,000 entries describing national and local groups, leading individuals in women's organizations, government agencies, professional associations, business, industry and other special interest groups. The directory also contains information about special library collections on women's studies and the history of the women's movement, educational opportunities and vocational training for women, counseling services, day care, financial assistance and other topics of concern to women. In addition, the directory lists talent banks and job banks. The directory, which is indexed extensively, is a valuable resource for employers who wish to expand their recruiting base; governmental and corporate boards seeking women members; and women seeking information about employment and/or educational opportunities. Copies of the directory are available for \$36.00 each prepaid (40.00 for invoiced orders) from Today Publications and News Service, Inc., National Press Building, Washington, DC 20045.

Employers in colleges and universities, as well as graduate school administrators, may find the 1976-77 edition of Handbook for Recruiting at the Historically Black Colleges a useful recruiting aid. The handbook contains profiles of 83 colleges and universities with predominantly black enrollments. It also includes statistics on enrollment by sex, initial career choices of graduates, the number of bachelor and advanced degrees awarded by fields of study and sex, and tables summarizing the data from the 83 institutions. The handbook is available for \$9.00 per copy from College Placement Services, Inc., P.O. Box 2322, Bethlehem, PA 18001.

Collective Bargaining and Discrimination Issues in Higher Education, a 22-page monograph issued by the Academic Collective Bargaining Information Service (ACBIS), explores some of the interrelationships between the collective bargaining process and equal employment issues. Written by Carolyn Polowy, Associate Counsel for the American Association of University Professors, the paper discusses the relationship between the National Labor Relations Act and four federal equal opportunity laws (Title VII of the 1964 Civil Rights Act, the Equal Pay Act, Executive Order 11246, and Title IX of the 1972 Education Amendments). The paper concludes with a "collective bargaining checklist" of issues.

Another ACBIS publication is a 12-page monograph, *The Application of Non-Discrimination Law and Regulations to Collective Bargaining in Higher Education*. The monograph offers a list of suggestions for handling issues which may arise during various phases of collective bargaining and cites relevant court decisions and federal requirements. Both ACBIS publications are available free upon request from Academic Collective Bargaining Information Service, 1818 R St., NW, Washington, DC 20009.

Administrators who are in the process of reviewing or establishing a grievance procedure as required by Title IX of the Education Amendments of 1972 may find *Grievance Procedures: A Working Paper*, by W. Todd Furniss, a helpful guide. In the 33-page paper, Furniss discusses grievance structures in the context of today's campus, reviews the actions involved in formal grievance procedures, and suggests ways to strengthen formal and informal grievance procedures. Single copies of the paper can be obtained free upon request from the Office on Academic Affairs, American Council on Education, One Dupont Circle, NW, Washington, DC 20036.

Programs for Educational Equity: Schools and Affirmative Action, by Shirley McCune and Martha Matthews of the

Resource Center on Sex Roles in Education, reviews the origin and foundation of affirmative action, the elements of affirmative action plans, and specific information for the development of such plans. Although written for the U.S. Office of Education to be used by education agencies providing K-12 services, many of the principles discussed can be applied to post-secondary institutions as well. The authors explore affirmative action plans for educational programs (such as curriculum, athletics, etc.), as well as plans for affirmative action in educational employment. Among the appendices are guidelines for evaluating such plans. Copies of the 56-page booklet are available for \$1.20 each from the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402.

Aids for Affirmative Action Interviewing

Guidelines for Contemporary Employment Interviewing provides helpful information and advice for both the interviewer (employer) and the interviewee. Prepared by a special committee of faculty, staff and students at the UNIVERSITY OF WISCONSIN-STOUT, the 13-page booklet discusses recent changes in laws affecting the employment process, questions that should not be asked in an interview, and ways the interviewer can guard against his or her own biases. The booklet also gives a list of suggested responses to illegal questions that may be asked in interviews. Although the booklet was prepared for use on the UW-Stout campus, its content is transferrable to other academic work environments. Copies of the booklet are available for \$1.00 each from the Affirmative Action Office, University of Wisconsin-Stout, Menomonie, WI 54751.

Although Interviewing Women Candidates (a 4-page brochure from the U.S. Civil Service Commission) was written for male supervisors and agency representatives of federal agencies, it can also be of use to those making hiring decisions in academe. The brochure lists and discusses several "do's" and "don'ts" toward treating women applicants and men applicants equitably. The brochure is available for \$.25 each, \$4.05 per 100, from the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402.

Women's Work

MARY BERRY, formerly provost of the Division of Behavioral and Social Sciences at the University of Maryland at College Park, is now chancellor of the University of Colorado at Boulder. Dr. Berry is the first black woman to hold that title at an institution with predominantly white enrollment.

MARJORIE BELL CHAMBERS, mayor of Los Alamos, New Mexico, president of the American Association of University Women and adjunct professor of history at the University of New Mexico at Los Alamos, has been named president of Colorado Women's College.

VIRGINIA L. LESTER, acting dean of Empire State College (NY), has become president of Mary Baldwin College (VA)

MARIE V. TARPEY, formerly dean of faculty and academic affairs at Wilmington College (DE), is now vice-president for academic affairs at Pikeville College (KY).

BARBARA S. UEHLING, dean of the College of Arts and Sciences at Illinois State University, has become provost of the University of Oklahoma.

JEAN B. WALTON, former dean of students at Pomona College (CA), is now vice-president for student affairs at that college.

Handbook on Women Workers

The 1975 Handbook on Women Workers, prepared by the Women's Bureau of the U.S. Department of Labor, is now available. The 435-page book contains national data on women's employment, a report on women's education and training, information on laws affecting women workers and an overview of women's political status. This book updates and expands the 1969 Handbook. Single copies can be obtained without charge from the Women's Bureau, U.S. Department of Labor, Washington, DC 20202. Copies are also available for \$4.70 each prepaid from the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402. A discount of 25% is allowed on orders of 100 or more.

Why Women Work

Why were more than half of all women ages 18 to 64 in the labor force in 1974? Perhaps one reason is that economists estimate it costs between \$70,000 and \$100,000 to raise a child for the first 18 years of her or his life. If a woman who had previously worked stayed home to devote full time to childrearing, she would lose income. For example, if she had been a secretary making \$3.76 an hour, she would lose at least \$265,455 during that 18-year period.

Considering these figures, it is no surprise that many women are not full time homemakers. In fact, the Women's Bureau of the U.S. Department of Labor reports that the labor force participation rate of mothers with children under 18 was slightly higher than the rate for all women.

New Program for Women Administrators

FLORIDA STATE UNIVERSITY has instituted the Doctoral Program of Administrative Studies for Women in Higher Education. Designed to meet "the needs of students and the demands of contemporary society," the program includes independent study, applied research, internships and a wide spectrum of courses. For further information, contact Melvene Dreheim Hardee, Senior Professor, Higher Education, Educational Management Systems, Florida State University, Talahassee, FL 32306.

New Regional Newsletter for Women

The New England Network of the Federation of Organizations for Professional Women publishes a newsletter, *Alert*, to promote communication and avoid duplication of efforts in the women's movement in that region. The newsletter, published at the Center for Research on Women in Higher Education and the Professions, reports on events, programs, publications and current research. For further information contact Irene Murphy, Federation of Organizations for Professional Women, Cheever House, 828 Washington St., Wellesley, MA 02181.

EDUCATION OF WOMEN

Justice Department Sues Maritime School

In April 1976 the U.S. Department of Justice filed a civil suit in U.S. District Court against the Massachusetts Maritime

Academy, a state-supported school for Merchant Marine officers. The suit charges the academy with violating the Fourteenth Amendment by its refusal to accept women as full time students. A complaint from a woman, charging that she had been denied admission to the academy, precipitated the suit.

The suit names as defendants the academy officials and the thirteen members of the Massachusetts State Colleges Board of Trustees. Additionally, the suit asks the court to issue, a permanent injunction to prohibit sex discrimination at the academy, and require school officials to adopt a plan to eliminate the alleged discriminatory admissions policies.

NSF Funds Program to Increase Women Scientists

In an attempt to tap the underutilized scientific resource which women represent, the National Science Foundation (NSF) has made grants totalling \$946,171 to support science career workshops and science career facilitation projects.

The science career workshops will be held in 17 states and will involve approximately 6,000 undergraduate and graduate women in 1-2 day sessions. The sessions are designed to encourage the women to consider science careers, and provide information to them regarding opportunities and preparation for careers in science.

The career facilitation projects, to be held in 10 states and the District of Columbia, are aimed at women who received bachelor's or master's degrees in science between 2 to 15 years ago, but who are not presently employed in scientific fields. The program is designed to increase the women's level of knowledge to that expected of current graduates at the same degree level. Participants in these projects will be prepared to enter directly into graduate school or employment at the end of the project.

For further information about both programs, contact the Women in Science Program, National Science Foundation, 1800 G St., NW, Washington, DC 20006.

New Publications Discuss Inequity in Education

The League of Women Voters has published a 12-page pamphlet especially for private citizens interested in current problems in education. Entitled *Education: Problems in Equity*, the pamphlet discusses several major education issues, provides a background of legal information on each issue, and gives specific suggestions for citizen involvement. Among the topics discussed are "Sex Discrimination and Title IX," "Racism and Sexism in Text Materials," and "Pregnant Girls, Teenage Mothers." The pamphlet includes a list of resources and is available for \$.75 per copy from League of Women Voters of the United States, 1730 M St., NW, Washington, DC 20036.

A Resource Handbook for Policy Makers is designed to give a "concise overview" of sex discrimination in the following areas of education: adult and continuing education, athletics, employment in elementary/secondary education, guidance and counseling, higher education, curricular materials, teacher training and certification, treatment of students, and vocational education. Each section includes a bibliography, a list of resource organizations and a list of relevant state action. The appendices include lists of film resources and legislative service agencies. The handbook was prepared by the Equal Rights for Women in Education Project of the Education Commission of the States. Copies of the 122-page handbook are available for \$2.50 each from Education Commission of the States, 300 Lincoln Tower, 1860 Lincoln St., Denver, CO 80203.

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Stanford Offers Aid to Women

What does a woman student do when she's seen her advisor six times and he/she still doesn't know her? When she wants to play lacrosse but there's no women's team? When she needs a job but all of the ads say "males preferred"? At STANFORD UNIVERSITY (CA) her first step might be to read A Guide for Stanford Women. Compiled by five Stanford women, the guide contains a wide range of information, including where to find other women (administrators, faculty or staff) to consult about academic problems and career plans, health and legal services available on the campus and in the community; resources for on and off campus employment; and "survival" services (e.g., child care, skill training, women's groups, transportation). Institutions wishing to provide a similar guide for their women students can obtain a sample copy by writing Sandra Nolen, Center for Research on Women, address below.

"To provide Stanford students with a better understanding of women-related issues in their academic work" is one of the objectives of Stanford's Center for Research on Women. Established in 1974, the center initiates and supports research related to the changing roles of women and men in society, and encourages the interchange of ideas between persons engaged in such research and with other scholars and policy-makers in business, education and government. Five research teams at the center are currently investigating such topics as women and stress, women and mass media, health care standards for women, and women and math. The center also publishes a magazine called *S/HE*. For further information contact Sandra Nolen, Center for Research on Women, Room 106 Polya Hall, Stanford University, Stanford, CA 94305.

Research on Women in Sport Running Behind Beagles and Rats

"Women have, in the past, been the most blatantly neglected of all the possible subjects of investigation," writes Waneen Wyrick Spirduso, editor of Bibliography of Research Involving Female Subjects. "Even rats, monkeys, and beagles have enjoyed more scientific attention than have women," she continues. The bibliography, a project of the National Association of Women and Girls in Sport, is an effort to change this state of affairs by stimulating more research on women in sport.

The 212-page bibliography lists theses and dissertations from 93 colleges and universities which have graduate programs in physical education. Categories include motor learning; sport psychology; physiological aspects of motor performance; sport studies; physical education for the handicapped; health; teaching methods; curriculum and administration; and recreation-leisure. Copies of the bibliography are available for \$5.25 each from Louise Kyle, Coordinator, Publications/Sales, American Alliance for Health, Physical Education and Recreation, 1201 16th St., Washington, DC 20036.

National Women's Studies Association To Be Formed

In January 1977 representatives from women's studies programs and services will convene in San Francisco to form the National Women's Studies Association. Representatives at the founding convention are expected to come from a wide variety of educational settings—women's centers, post-secondary women's studies programs, women's prison projects, centers for research on women, elementary and secondary

schools, women's re-entry programs, and vocational projects for women.

The aim of the proposed organization would be "to provide and encourage non-sexist, non-racist feminist education in traditional and non-traditional areas of education." Proposed activities to implement this goal include:

- a national communications network and a national index of curriculum resources and program information;
- the development and dissemination of strategies for changing traditional curricula, programs and institutional practices:
 - support and coordination of women's studies research;
 - advocacy for the concerns of the association;
- assistance to members in danger of losing their jobs because of their work in women's studies; and
- assistance in curriculum evaluation of women's studies programs.

Planners for the association and conference have drafted a charter for the group, as well as a plan for regional participation. For further information contact Sybil Weir, Women's Studies, San Jose State University, San Jose, CA 95192.

Regional Women's Studies Groups Organize

Several regional associations of women's studies have been organized recently and are now planning local and regional activities.

The East Coast Regional Women's Studies Association, 2157 Boylan Hall, Brooklyn College, Brooklyn, NY 11210. Formed in December 1975, this association is currently planning a convention.

The Greater Philadelphia Consortium for Women's Studies, 109 Logan Hall/CN, University of Pennsylvania, Philadelphia, PA 19174. Organized in June 1975, the consortium plans weekend workshops for women's studies faculty and a forum series on women's studies.

The Michigan Women's Studies Association, c/o Gladys Beckwith, Michigan State University, East Lansing, MI 48823. Formed in May 1973, this group focuses on the general development of women's studies in schools and colleges in Michigan.

The Northwest Regional Women's Studies Association, c/o Ann Neel, University of Puget Sound, Tacoma, WA 98416. This association, formed in 1975 to support the women's studies program in a local community college, now includes Idaho, Montana, Washington and Oregon.

Up-to-date information on professional activities in women's studies is reported in *Women's Studies Newsletter*, published four times yearly by The Feminist Press. Subscriptions are \$5.00 for individuals, \$10.00 for institutions, available from The Feminist Press, Box 334, Old Westbury, NY 11568.

Women's Organizations Form Information Network

Ten representatives of major sources of information about the women's movement met at the Center for Research on Women at Wellesley College in December 1975 and agreed to form the Women's Information Services Network. The objectives of the network include:

• collecting and disseminating information about agencies providing information services relating to women's issues, and

• promoting and assisting these information services through cooperation and sharing resources and facilities.

The network plans to develop a directory of information services. The groups and agencies participating in the network are: Barnard Women's Center, Catalyst, Federation of Organizations for Professional Women, Women's Action Alliance, Clearinghouse International of the Eleanor Association, Wellesley College Library, The Schlesinger Library, Center for Research on Women, Institute for Study of Women in Transition, U.S. Commission on Civil Rights, University of Northern Iowa, Business and Professional Women's Foundation, Warner-Eddison Associates, and Women's Equity Action League (WEAL). Six other organizations not represented at the meeting will also participate. For further information, contact Jenrose Felmley, Librarian, Business and Professional Women's Foundation, 2012 Massachusetts Avenue, NW, Washington, DC 20036.

Fellowship Hunting Made Easier

The fine art of finding a fellowship is the focus of *Women & Fellowships 1976* by Judith Nies, published by the Educational and Legal Defense Fund of the Women's Equity Action League (WEAL). The who, what, where, when and why are clearly outlined in sections such as "Why Are Women Outside Fellowship Networks? (And What To Do About It)" and "Is There a Fellowship for You?" The 35-page report also includes a bibliography and general sources on fellowships and foundations. Copies are available for \$4.00 (postpaid first class mail) or \$3.50 (postpaid third class mail) from WEAL Educational and Legal Defense Fund, 733 15th St., NW, Suite 200, Washington, DC 20005.

Resource for Women in Theological Education Available

A handbook specifically for women involved in theological education has been published by the Task Force on Women in Theological Education of the National Council of Churches (NCC) Commission on Women in Ministry. A Resource Guide for Women in Seminary is designed to supply information for "the recent and rapid entry of large numbers of women into theological education," and includes sections entitled "Questions for Women Studying at Theological Institutions," "A Selected Bibliography" on women and religion, "Religious Feminist Publications," "Ethnic Minority Women: A Beginning Bibliography," and "Feminist Theology." Resources on men's liberation materials and suggestions for school libraries are also included. The 36-page handbook is available for \$1.50 prepaid from the Commission on Women in Ministry, Professional Church Leadership, Division of Education and Ministry, NCC, 475 Riverside Dr., Room 770, New York, NY 10027.

Resources on the Mature Woman Coming into Prime

The Emerging Role of Mature Women, a selected annotated bibliography listing mostly free and inexpensive materials, has filled an apparent void in available bibliographic information on the older woman. The 20-page booklet contains basic background data on employment and continuing education.

The booklet contains references to such papers as "Mature Women—The New Labor Force," "The Middle Years: Neither Too Young nor Too Old," and "Women in Vocational Education."

Single copies cost \$2.00, five or more cost \$1.50 each prepaid, from the Federation Employment and Guidance Service, 215 Park Ave., South, New York, NY 10003.

"Remember the Ladies"

The ladies of the American Revolution have not been forgotten. The first major exhibition examining the role of women in the period 1750-1815 opened last summer in Plymouth, MA and will tour the country until June 29, 1977.

"Remember the Ladies" illustrates the profound changes in women's lives, and focuses on women of all classes and walks of life. Primarily a fine arts exhibit, it also includes silver, needlework, furniture and some manuscripts. The exhibit will tour Atlanta, Washington, Chicago, Austin and New York City.

A fully illustrated and annotated catalogue is available for \$8.50 prepaid from Anita Franks, c/o Pilgrim Society, 75 Court Street, Plymouth, MA 02360. Massachusetts residents should include 5% sales tax.

Bicentennial Women's Center Established

America's "city of brotherly love," Philadelphia, is the site of the Bicentennial Women's Center. The center, sponsored by more than 60 organizations, was formed a few years ago by a group of Philadelphia women dissatisfied with "the exclusion of women from the mainstream of bicentennial activities."

With the aid of the State Bicentennial Commission, as well as donated office space and furnishings, the center provides a variety of programming: slide shows on equal opportunity; education and health care; and luncheon discussion groups focusing on education, health, law, employment, image and culture. The center also features a history exhibit on women using photographs from the Schlesinger Library, Betty Medsger's "Women at Work" exhibit, and Emi Tonooka's "Women in Prison" exhibit. Other plans include women's concert and feminist theatre series, a book store, ethnic women's festivals, an information center, and feminist tours of Philadelphia.

For information and hours of operation contact the Bicentennial Women's Center, 112 S. 16th St., Philadelphia, PA 19102, (215) 564-1560.

Briefs

- Over 200 libraries in the United States and abroad now have parts of the Women's History Library on microfilm. The microfilm contains material on women collected by the former Women's History Research Center, Inc. at Berkeley, CA. For further information contact Barbara Baisley, Box 2, Branford, CT 06405.
- The National Science Foundation Reports that women were 24% of the full time students enrolled in graduate science programs in 1974, a 13% increase over 1973. The number for men enrolled in graduate science programs increased by only 3% during the same period.



LEAGUE OF WOMEN VOTERS OF MINNESOTA

555 WABASHA • ST. PAUL, MINNESOTA 55102 • TELEPHONE (612) 224-5445

January 10, 1977

Ms. Carol McCormick, Coordinator Skills for Living Workshop American Association of University Women 625 Windemere Drive Plymouth, MN 55441

Dear Ms. McCormick:

The League of Women Voters of Minnesota will be an endorsing organization for the AAUW workshop, AS WOMEN CHANGE.

We regret that we can not be more actively involved in the planning of the workshop, but we are involved in the planning of four workshops of our own to be held on a monthly basis from now through April 1.

We will be mailing information on upcoming events to local League presidents on January 21, February 18 and March 18. I would recommend that you have finalized information to our office by February 14 so that the workshop details can be sent to our local Leagues. We will ask them to include the information in their local bulletins which they will be mailing to their members some time during the week of February 21. Your waiting until the March mailing to get details to us would, I'm afraid, be too late to generate the interest and attendance you -- and we -- would desire.

Sincerely,

Harriett Herb Executive Director

H:M

of University Women Endorsing AMERICAN ASSOCIATION 625 Windemere Drive Plymouth, Minnesota 55441 January 4, 1977 Dear mo. Jenkins: The changing role of woman in our society has caused concern and anxiety. To provide a forum for the discussion of human problems related to the feminist movement, the Educational Foundation of the American Association of University Women has funded three pilot SKILLS FOR LIVING WORKSHOPS in different areas of our nation. The information gained from these workshops will be used by the AAUW national Women's Committee to develop program materials. The workshop in our area, AS WOMEN CHANGE, is scheduled for Saturday, March 26th, 9 a.m to 3 p.m. at a Minnetonka Area High School. Its theme is Developing Human Potential with an emphasis on how the women's movement is impacting on men and families and how support can be provided for life style choices. You are cordially invited to become a workshop sponsor or endorser. A sponsoring organization would contribute services and be represented on the workshop steering committee. An endorsing organization would encourage its members to attend and have its name listed in workshop publicity materials. Our first steering committee meeting will be on Friday, January 21st, 9:30 to 11:30 a.m. at my home. Please let me know if your organization

is interested in supporting this workshop prior to that date and give me the name of your steering committee representative. Note that steering committee representatives are to bring feedback on the enclosed agenda items.

I look forward to hearing from you.

Sincerely,

Carol Mc Cormick

Carol McCormick, Coordinator Skills for Living Workshop Home Phone 546 4133

/cm Enclosures

WOMAN'S INFORMATION

THE RE

The Council on the Economic Status of Women announces the opening of a new statewidw toll-free information line, established to provide information relating to the legal and economic status of women such as;

- . Credit and Insurance rights
- . Social Security and Inheritance Laws
- . Employment Discrimination & Equal Pay
- . Displaced Homemakers Program
- . Education, Title IX and Equal Athletics Programs in Schools
- . Child support & Property Rights
- . Domestic Violence & Battered Women's Programs

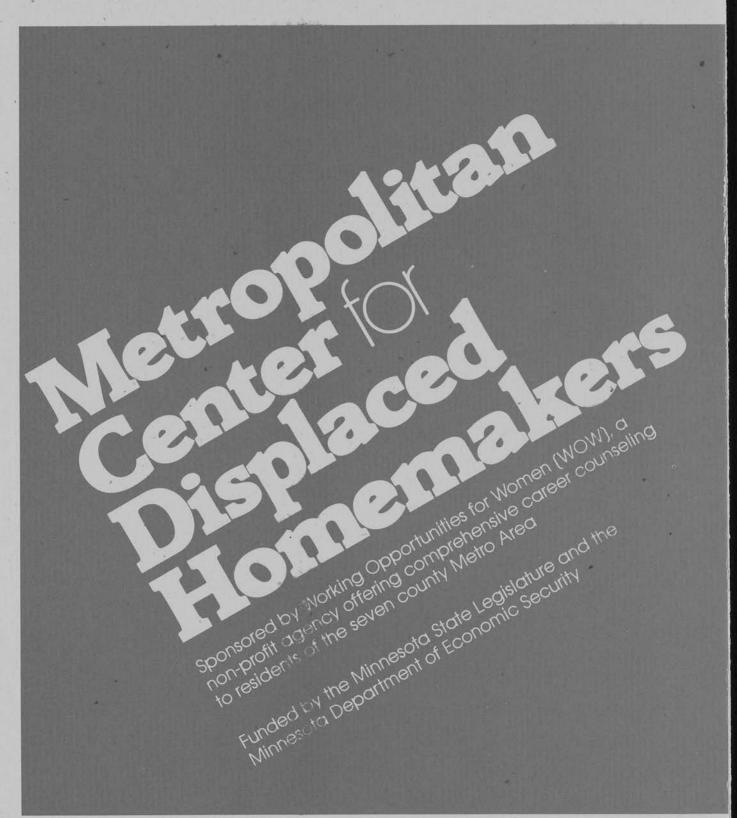
TOIL FREE NOON TILL 7: PM 1-800-652-9744

Council On The Economic Status Of Women 400 S.W. State Office Building St. Paul, Minnesota 55155 296-8590

VEST/

Working Opportunities for Women

227-8401 • Room 437 • YWCA Women's Center 65 East Kellogg Boulevard • St. Paul, MN 55101



Who is a Displaced Homemaker?

A displaced homemaker has spent the major part of her adult life as a homemaker and suddenly, because of death, divorce or other loss of family income, must find paid employment to support herself, and often a family. She finds herself displaced from her role in the home and from her former source of income, and is forced into the labor market without job-seeking skills, recent paid work experience or adequate training.

What Needs and Obstacles Do Displaced Homemakers Experience?

Although the displaced homemaker has worked in the home for a substantial number of years, she has not been paid a salary for her services, and is usually ineligible for welfare, social security, unemployment, health or retirement benefits. She is frequently dependent, both financially and emotionally, though her displacement requires her to become self-sufficient and financially self-supporting. Frequently she finds the barriers of age and sex discrimination, or racism, make her task of finding employment even more difficult. Many displaced homemakers believe they have little to offer a prospective employer, and feel helpless and uprooted when forced by economic necessity to give up their primary occupation as homemaker to find paid employment.

What is the Purpose of the Metro Center for Displaced Homemakers?

The purpose of the Center is to help displaced homemakers in the seven county Metro Area become self-sufficient and job-ready by providing free services which will enable them to maximize their potential in the labor market. The goals of the Center are:

- To provide displaced homemakers with the information, guidance and supportive 'environment that will enable them to
- explore their vocational interests and expand their job options
- identify their work needs, motivations and marketable skills
- learn effective job-seeking and interviewing skills
- investigate and evaluate various occupations, training programs and sources of financial aid
- learn to write an effective resume
- develop self-confidence necessary to take risks and make informed decisions regarding employment
- develop assertiveness skills
- To provide a "reality base" for exploring and testing out vocational choices through interviews-for-information with contact perons currently employed in a wide range of occupations.
- To assist displaced homemakers in their job search by providing employment assistance including job information, referral and placement services.
- To help displaced homemakers identify and arrange for vocational training when required to meet their career goals.
- To utilize supportive agencies to respond to employment-related needs through community resource referral.
- To provide community-wide education regarding the needs, problems and potential social and economic contributions of displaced homemakers.

Direct Services Available to Displaced Homemakers

Career counselors provide a supportive environment for identifying skills which displaced homemakers have acquired during years of service in the home or in volunteer work. Many of these skills can be transferred and effectively utilized in a paid work setting. For example, displaced homemakers often have provided health and child care, managed finances, purchased goods and services, organized the home, and have done decorating and maintenance. Some have held office, served on boards or advisory groups of community agencies, organized funding drives, written newsletters, or managed community educational or public relations efforts. Displaced homemakers need assistance in identifying these marketable skills for use in seeking paying jobs.

The one-month program for displaced homemakers combines...

- INDIVIDUAL NEEDS ASSESSMENT AND VOCATIONAL INTEREST INVENTORY
- ONE-TO-ONE COUNSELING, focusing on interpretation of vocational interest inventory, information on many available career options, including non-traditional occupations; skills to conduct occupational research; identifying job skills and constructing a resumé; developing vocational goals and action plan to achieve them.
- INTERVIEWING FOR INFORMATION. WOW arranges interviews with persons working in selected occupational fields. The firsthand information gained is important in making final career choices. Interviewing for information is a low-risk setting in which to practice interviewing skills, and can provide valuable connections to use later in searching for a job. WOW maintains contact persons in a broad range of occupations.
- WORKSHOPS

Workshop One — Fears and conflicts of women seeking employment; overview of career exploration and the job search; non-traditional jobs (information, training, employment opportunities); identifying marketable skills for the resume.

Workshop Two — How to prepare for the job interview; negotiating wages and evaluating working conditions; how working women can build support systems; civil and human rights laws effecting employment; long-range goal setting.

- SMALL GROUP SEMINARS. Building concrete skills needed for job-seeking and exploring attitudes about women and work. Communication techniques, work values and motivation, and career risk-taking, decision-making, and planning.
- JOB DEVELOPMENT, JOB REFERRAL AND PLACEMENT ASSISTANCE
- ONGOING SUPPORT GROUP. Women and Work Support Group meets monthly for two hours in the evening to provide continuing support and assistance for job-seeking and employed women. Focus on employment-related needs, barriers, and problems facing participants.
- WOW RESOURCE CENTER. The Resource Center provides comprehensive information to displaced homemakers and the general community on
- career planning
- sample resumés

- training programs
- notices of workshops, seminars, women's services

current job listings

labor market trends

iob descriptions

- hundreds of occupations
- job-seeking skills
- non-traditional careers
- issues of concern to women

The plan of action designed to equip displaced homemakers to become job-ready varies according to emotional readiness, vocational focus, family and financial situation of each individual. Previous training or experience also effect this plan. The length of time required for a displaced homemaker to become job ready is dependent on individual need.

Eligibility Requirements

Displaced Homemakers are persons who

- worked in the home for a substantial number of years during which time the primary occupation was that of providing unpaid household services for family members; and
- are not gainfully employed; and
- have difficulty securing employment due to inadequate training, lack of recent paid work experience, age, sex, and race discrimination or other psychological, societal, economic barriers common to this population; and
- were dependent on the income of another family member but is no longer supported by such income, or were supported by Federal Assistance but are no longer eligible for such assistance, or were dependent on the income of another family member whose income is not sufficient to maintain the family above 150% of the Federally-Established Poverty Level.

Are There Any Costs for These Services?

The Displaced Homemakers Center provides services free of charge to those persons who meet. the eligibility requirements listed above. These services are also available to persons not meeting the eligibility requirements but who want and need employment assistance. Services to women who are not displaced homemakers are available through Working Opportunities for Women's regular program, which serves employed, unemployed, and underemployed women.

Where is the Displaced Homemaker Center Located?

The Center has two offices to serve the metropolitan counties:

- Y-WOMEN'S CENTER 65 EAST KELLOG BOULEVARD SUITE 437
- ST. PAUL, MINNESOTA 55101
- SABATHANI COMMUNITY CENTER 3801 FIRST AVENUE SOUTH FIRST FLOOR
- MINNEAPOLIS, MINNESOTA 55408
- **HOURS:** Monday, Wednesday, Thursday, Friday 8 a.m. - 4:30 p.m. Tuesday 8 a.m. - 9 p.m.
- HOURS: Monday through Friday, 8:30 a.m. - 5 p.m.

For More Information, or to Schedule an Appointment, Call 227-8401

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- sample resumés

- hundreds of occupations

- labor market trends training programs
- notices of workshops, seminars, women's services
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For More Information, or to Schedule an Appointment, Call 227-8401



Working Opportunities for Women

WOW is a program developed and staffed by women who are equipped to help you...

- Explore your vocational interests and increase your career options
- Identify your work needs, motivations and skills
- Learn effective job seeking and interviewing skills
- Investigate and evaluate various occupations through the WOW resource center
- Learn to set goals and develop ways to achieve them with an action plan
- Develop the self-confidence necessary to take risks in making difficult decisions, and in seeking employment
- Learn to write an effective resume
- Evaluate training and continuing education, and sources of financial aid
- Discover how human rights laws pertaining to employment can protect you
- Develop your ability to use assertiveness skills in obtaining employment, training and information
- Evaluate work environments to determine if they meet your needs

Working Opportunities for Women offers a month-long program combining...

Individual Needs Assessment and Vocational Interest Testing

One-to-One Career Counseling Three hour-long sessions focusing on interpretation of vocational interest testing; information on many available career options, including non-traditional occupations; skills to conduct occupational research; identifying your skills and constructing a resume; developing vocational goals and action plan to achieve them.

Interviewing for Information WOW arranges interviews for you with persons working in selected occupational fields. The firsthand information gained is important in making final career choices. Interviewing for information is a low-risk setting in which to practice interviewing skills, and can provide you with valuable connections to use later in searching for a job. WOW maintains contact persons in a broad range of occupations.

Workshops Two three-hour workshops offered both daytime and evening:

Workshop One — Fears and conflicts of women seeking employment.

Overview of career exploration and the job search

Attitudes toward women in non-traditional jobs

Non-traditional jobs: information, training, and employment opportunities Identifying marketable skills for the

Workshop Two — The job interview: how to prepare for it
Negotiating wages and evaluating
working conditions
How working women can build support
systems
Civil and human rights laws effecting

employment
Long range goal setting

Small Group Sessions Meets two hours each week for four weeks. Emphasis on building concrete skills needed for job seeking and exploring attitudes about women and work. Rich source of information and support for career risk-taking, decision-making, and planning.

On-Going Support Women and Work Support Group meets monthly for two hours in the evening to provide continuing support and assistance for job seeking and employed women who have completed the WOW program. Focus on employment-related needs, barriers and problems facing participants. Additional one-to-one counseling sessions also can be requested.

WOW Resource Center The Resource Center provides comprehensive information to WOW participants and the general community on:

- career planning
- training programs
- job descriptions
- issues of concern to women
- job-seeking skills
- labor market trends

- current job listings
- hundreds of occupations
- non-traditional careers
- sample resumes
- notices of workshops, seminars, women's services

Service to Displaced Homemakers Based on our experience working with Displaced Homemakers, our program has been chosen by the State of Minnesota as the Metro Area Center offering free services to eligible women in a seven-county area.

WOW counselors understand the feelings of abandonment, loss and insecurity experienced by homemakers who find themselves with no income, and must find employment to support themselves and their families. Many feel they have little to offer a prospective employer. Counselors provide a supportive environment for identifying transferable skills which have been acquired during years of service in the home and in volunteer work. Please call the WOW office for more information or to see if you meet eligibility requirements for these free services.

Cost of Participating in the WOW Program As a non-profit agency, WOW depends on client fees to continue providing services to the large number of women requesting them. However, the use of a sliding fee scale based on income and family size insures that no one is refused services because of inability to pay. There is no charge for the first appointment.

Working Opportunities for Women

227-8401 • Room 437 • YWCA Women's Center • 65 East Kellogg Boulevard • St. Paul, MN 55101



Working Opportunities for Women (WOW) is a non-profit agency offering services to help overcome the economic, social and psychological barriers that stand between women and rewarding employment. Over one-thousand women in the seven county Metro Area have used WOW's services since it opened its doors in 1975: women in search of first jobs or career changes; the trained and the untrained; women of all ages and backgrounds.

Women are often discouraged from choosing or entering higher-paying occupations and are often isolated into low-paying, dead-end jobs. Women must develop better skills to overcome the external obstacles to rewarding work, and learn to identify internal barriers — such as limiting our vocational choices unnecessarily — to bring about greater equality in employment.

WOW's goal is to help women who want paid employment to maximize their potential in the labor market. To meet this goal, the following services are offered.

- Career counseling, both individual and group
- Job information and referral to sources of current job listings, to training programs, and to educational opportunities
- Career guidance workshops and seminars focused on life planning
- Community resource-referral to other supportive agencies.



Working Opportunities for Women

227-8401 • Room 437 • YWCA Women's Center 65 East Kellogg Boulevard • St. Paul, MN 55101

ERA backers are going at it all wrong

Press 4-7-7

By Andrew M. Greeley

as men.

~ .

In a little noticed aside during the big public relations phone-in, President Carter gave the feminist movement another victory. If the draft is restored, he promised, women would be drafted as well

cause there isn't going to be a draft law again. But now that there is talk of a new draft, any honest discussion of ERA must take the possiblity of infantry women slogging through the mud with M16s on their shoulders seri-

MIND YOU, I'm for the goals of the ERA and have supported it un-

IN A SOCIETY in which the feminine influence is truly felt, no one will be forced to kill the sons and daughters of women from other countries. I'm for that kind of society, but I don't see such goals in many of the feminist militants. They want to be like men—even if it means killing in foolish

Te 15

wars.

I'M AFRAID that the feminist movement as it is currently operating believes that progress involves stamping out all trace of tenderness, gentleness, courtesy, compassion, and refinenemt in America. That's progress, all

right — back toward barbarism.

My idea of progress is movement toward an increase of all



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MAY

OF

Women Voters

55102 League of Wo Minnesota 555 Wabasha St. Paul, MN Paul, MN Respect for the Individual

EDITORIAL

The Other 99 Percent of Us

I've belonged to a consciousness-raising group for six years, although I tend to call it a women's group now, because I'm often asked: What do you have left to talk about? Aren't you beyond consciousness-raising yet?

The answer to the second question is, yes—if consciousness-raising means the process by which a woman first becomes aware that she is part of a male-dominated society and that her every choice has been limited by this fact. But the answer is no—if consciousness-raising means that, as women, we're perpetually expanding our life options, deepening our awareness and love of ourselves and each other. In that case, we have a long way to grow.

Despite the fact that our group is a relatively homogeneous one, we constantly face the hard and challenging task of learning to respect each other's choices of lifestyle—choices different perhaps than those we ourselves would make.

Which brings me to the theme of this issue. It's best stated by Charlotte Bunch, feminist theorist and editor of *Quest*:

"When we talk about respect for the individual, we are talking about respect for women who don't conform to the stereotype of the American Girl. That means about 99 percent of the female population in one way or another."

Bunch was speaking on behalf of the National Women's Agenda Task Force on Respect for the Individual, whose overall goal is to "recognize, affirm and respect the dignity, inviolability, autonomy and worth of each woman as a person, with full rights to make the choices affecting her life."

This includes women who choose to live alone, to lead a celibate life, to live openly as lesbians, to have—or not have—children, to be a housewife—or a construction worker or a politician, to change or retain their names.

And of course, it includes women whose lifestyle is not a matter of choice but of circumstance: women whom this society sees as too old or too young to be allowed control of their lives; and women of every race, skin color, ethnic background, shape and size.

Self-acceptance and acceptance of each other is the most important way to achieve such goals—which are, after all, the bottom line of what we're striving for. But, we must also do more: become advocates for each other's right to choose freely. When the law or custom limits the freedom of even one woman to make that choice, we all stand to lose. It's up to each of us, individually and in groups, to speak for the rights of all women.

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PHOTO AND ART CREDITS

Cover

Top from left to right: Bonnie D. Unsworth, Amalgamated Clothing Workers of America, Ann Chwatsky, Amalgamated Clothing Workers of America, Ann Jones. Center from left to right: Ann Chwatsky, Amalgamated Clothing Workers of America, Michele Garval, Ann Chwatsky, Christine Pattee. Bottom from left to right: U.S. Department of Labor, Bonnie D. Unsworth, Ann Chwatsky.

Pages 3, 4 and 14: Michele Garval. Page 5: Labor Pains. Page 6: photo by Ellen Friedman-Weiss, art from U.S. Commission on Civil Rights. Page 10: courtesy of Nevadans for ERA, Inc. Las Vegas. Page 12: Jo Beckelheimer for Quest magazine, Washington, D.C. Page 13: Ivy Bottini.

Women's Agenda Staff:

Ellen B. Sweet, Editor Naomi Barko, Associate Editor Anne Grosso, Linda Manson, Julie Mulligan, Editorial Interns Publication design: Alberta Pepin

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Women's Agenda is a resource magazine for women activists published monthly, except August and December, by the Women's Action Alliance, Inc., at 370 Lexington Ave., N.Y., N.Y. 10017, Rm. 600 (212) 532-8330. Subscription rates are \$10 per year or \$18 for two years by individual check,\$20 per year by institutional check. Single copies: \$1.25. Copyright ⊚1977 by the Women's Action Alliance. All rights reserved. This publication was made possible by grants from the McDonald's Corporation, the Equitable Life Assurance Society and the Sunnen Foundation. The opinions expressed in this publication are not necessarily those of the Women's Action Alliance. Application to mail at second-class postage is pending at New York, N.Y.



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REPORT OF MINNESOTA INTERNATIONAL WOMEN'S YEAR CONFERENCE St. Cloud, MN, June 2-5

by Dolores Hastings

Take 4400 women - ages 15 to 85 - from all walks of life, mix with 200 workshops on women's issues, a feeling of comraderie that did away with differences of age, race, economic status, and put these all together on the St. Cloud State U Campus, and you have the makings of the most exciting Convention I have ever been able to attend. This was history in the making.

Considering the diversity of interests and the number of women attending, much was accomplished under the superb guidance of Secretary of State Joan Growe, Kay Taylor, and Alice Keller. The 30 resolutions presented by the Coordinating Committee were adopted in 1 motion on Saturday night. Also, a slate of 26 delegates and 5 alternates were elected on Saturday.

To me, however, the most important things to happen were not on the floors of the Convention. These were in the give and take at the numerous workshops, everyone sharing their knowledge with those interested. Never a dull moment.

There was an air of friendliness and willingness to communicate throughout. Where else could vou talk and exchange viewpoints and ideas with teenagers, senior citizens, wealthy and poor, rural, urban and suburban women of all races. Exciting and historymaking to me.

Let's not overlook the thrill of being the first to hear that Roaslie Wahl had just become the first woman Supreme Court Justice. Again, history being made, and I was privileged to be there.

Awards were given to 4 outstanding Minnesota women: (1) Arvonne Fraser; (2) Koryn Horbal; (3) Meridel LeSeuer; (4) Jeanette Picard. Did you ever realize we have such outstanding women today? Gratifying, isn't it?

Even the speakers outdid themselves -- and such diversity. We had Maggie Kuhn, 72 years young, irrepressible and a joy to listen to. Arvonne Fraser spoke in her usual marvelous way. She said it helps to have more women than men -- politicans count votes. Elizabeth Koontz spoke on our willingness to share views. Dr. Mildred Jefferson spoke in the park and drew a small group of her loyal supporters.

All together some 316 resolutions from the different workshops were submitted. The discussion on some of these and the entire group of resolutions will be sent to the National Women's Year Convention to be held in Houston, Texas, in November.

Thank you so much for allowing me to represent you at this Convention. I know it will have a tremendous effect on my life and makes me feel as though I can say about one small item in History, "I was there and loved it."

Minnesola 1977

League of Women Voters of the United States 1730 M Street, N.W., Washington, D. C. 20036 Tel. (202) 296-1770



memorandum

June 17, 1977

TO: State League Presidents

FROM: Ruth C. Clusen, President

RE: IWY Conference

Today the League of Women Voters of the United States sent the following letter to the chairs of all the IWY conferences:

TO: IWY State Chair

FROM: Ruth C. Clusen, President

League of Women Voters of the United States

RE: International Women's Year Citizens' Review Committee

The League of Women Voters of the United States requests that you announce at your plenary session that the IWY Citizens' Review Committee and the League of Women Voters of Allegheny County does not represent and is not in any way associated with the League of Women Voters of the United States. The IWY Citizens' Review Committee has on their letterhead, listed as a member of their advisory board, Eithne Mary Hartnett, Board of Directors, League of Women Voters of Allegheny County, 6211 Lowe Street, Pittsburgh, Pennsylvania. This organization is not a part of the League of Women Voters of the United States. The IWY Citizens' Review Committee is a conservative group distributing literature at the state IWY conferences, and should not be confused with the League of Women Voters or any of its affiliates. If your state has already held its conference, will you please notify the delegates to the IWY in Houston of this situation?

For your information, there are two groups in Pennsylvania, the League of Women Voters, Allegheny County Council, and the Allegheny County League of Women Voters. The latter is not affiliated with the LWVUS. In 1952, the League of Women Voters of the United States unsuccessfully challenged in court the use of the name. We have had numerous cases of mistaken identity in the last few years.

As you can see, we are asking the chair to take time at the plenary session to explain to the delegates that the LWVUS is not connected in any way with the IWY Citizens' Review Committee. We are asking you to personally follow up on this letter so that the delegates to the state IWY conferences are made aware of the situation. If your conference has already been held, you will want to alert your League members and the delegates of this mistaken identity.

LEAGUE OF WOMEN VOTERS OF MINNESOTA

555 WABASHA • ST. PAUL, MINNESOTA 55102 PHONE: (612) 224-5445

FROM: Lois

SUBJECT:

DATE: June 30, 1977

TO: Betty Ann and/or Harriett

Attached

MEMO

Would you please make a copy of this for each Board member and then file it.

Jeanette will be writing an abbreviated version of this to be sent with the Board

Memo in August.

One Leaguer's View of the Minnesota Women's Meeting - Jeannette Kahlenberg

Over 4000 women attended the Minnesota Women's Meeting at St. Cloud on June 2-5. Delores Hastings and I served as official LNVMN delegates and many other Leaguers also attended. The meeting offered an opportunity for personal growth, for gaining practical information through the workshops, and for much healthy sharing of concerns. The women attending were certainly not all of one mind, but since they represented more than half the population of the state, total agreement would be unreasonable to expect. They were of all ages, from many different backgrounds, expressing a variety of points of view on woman's "role" today and tomorrow, and most were open to new ideas and challenges, eager to learn.

The three major speakers were Libby Koontz, former director of the Women's Bureau, U.S. Dept. of Labor; Maggie Kuhn, founder of the Grey Panthers; and Rosemary Radford Ruether, liberation theologian. Libby Koontz was particularly effective in her opening of the conference, pleading that we look beyond our various differences on issues such as abortion to the concerns which bind us together. The other two speakers unfortunately spoke right before important plenary sessions in an atmosphere similar to a political convention with continuous caucusing, knots of people gathering in corners to plot stategy, much wandering up and down the aisles, and a general sense of tension about the meeting to follow.

The main piece of business at the Friday evening session was the nomination of delegates to the National Women's Meeting in Houston in November. As Leaguers will recall, a nominating committee from the basic MWM Coordinating Committee selected a "recommended" slate of 29 candidates and 5 alternates. Many Leaguers were encouraged to apply for places on this official slate and some were among the 60 women interviewed. However, the final list, while including several women who are present or former League members, does not include anyone primarily identified with League.

The goal of the nominating committee was to achieve a balanced slate. The result did not please anyone completely, as many familiar names of feminist leaders in the state were omitted. However, the final list did represent ages from 21 to 65, every Congressional district, every racial group, rural, urban, suburban, low income, and disabled. There were two lesbians and one Republican!

At the Friday evening plenary session, after a brief rules dispute, the floor was opened to nominations. The strong anti-abortion group at the converence presented an alternate slate of 31 names, including some very familiar anti-ERA names. Then various other groups and individuals presented names, including the minority and lesbian caucuses. Some of those nominated later withdrew in the interest of unity behind the official slate. The final ballot, however, had over 100 names.

The following morning, campaigning for the delegate slots heated up. The four racial minority caucuses and the lesbian caucus joined forces and started distributing their own list of approved names—13 minority names from the noninating committee slate plus six names that had been nominated from the floor. Saturday afternoon balloting began. 1000 more women had arrived and registered in time to be eligible to vote. Extreme precautions were taken to avoid any irregulabities in the balloting with careful checking of credentials and very long lines. Later, tellers counted the ballots until 3 a.m., working in teams of two, one "freedom of choice" teller paired with a "pro-life" teller. The results were not announced until the end of the Sunday morning session and until then, rumors flew. Conclusions were drawn on the basis of facial expressions of the various leaders of the conference. Eventually, the nominating committee slate was proclaimed victorious, with a few minor exchanges of delegate and alternate positions.

Some of the busloads and carloads of women who arrived on Saturday morning came not primarily to vote or to adopt resolutions on Saturday evening, but to attend the workshops offered all day long. Six workships were available to all conference participants, two on Friday and four on Saturday. It was difficult to choose from among the nearly 200

-2-

offered. I participated in ones on "Women on Boards and Commissions", "Affirmative Action", "Women Organizing for Women", and "Women and the Party". I also helped lead a workshop on the ERA and during my sixth time slot, I stood in line to vote. The above choices reflect my own bent (and those of many other Leaguers who chose the same), but workshops were also offered on topics ranging from rural life to investments, from battered women to the third world, from human sexuality to hunger and nutrition.

The workshop on the ERA seemed to be well received, I shared leadership with two women lawyers, Helena Murray, billed as a "Catholic grandmother" and Ellen Dresselhuis, who just completed an official government publication on "The Legal Status of Homemakers in Minnesota". We were asked to be neutral in our presentations—which was a challenge. However, I think we succeeded in being fair and presenting all points of view, without pretending that fact and fiction are equally valid. In the resolutions presented for vote at the end of the workshop, pro-ERA positions were adopted 120-32. It was interesting that most of the 32 negative votes come from women who appeared to have attended the preceding workshop in the same room and then remained in their seats for our ERA workshop. I had been concerned that anti-ERA factions would attempt to do this—pack the room and pass an anti-ERA resolution regardless of what facts we as leaders presented. The room was indeed only set with 50 chairs so the anti-ERA forces could have been in a majority. However there was great interest in the workshop and so over 150 people crowded into the room, past uniformed policemen, and sat on the floor or stood along the walls.

I was concerned also that since the issue was a volatile one at the conference, that most of the workshop participants who were not violent opponents would be already-convinced proponents, so that nothing we had to say would be new to them. Thus I dound one of the most encouraging comments in the media an atticle later in the St. Paul Pioneer Press quoting a woman who had attended the ERA workshop and felt sha had had her fears allayed and facts clarified for her. So hopefully our workshop did shed some light on the subject.

From the other workshops I attended, I carried away two general impressions. One is that the League must become more visibly active for women's causes. One speaker commented that the League of Women Voters does all kinds of excellent studies on governmental issues and then hands them over to the male power structure. (But there must be a middle ground between helping to perpetuate government without women and seeing the male power structure as the enemy.) Secondly, I was very impressed by the number of articulate, highly competent women we have in Minnesota, with great potential for contribution to the advancement of our state—if only they can be elected or appointed to decision—making positions in our government.

Speaking of appointments to high positions, a very dramatic moment occured Friday evening at the convention when Sec. of State Joan Growe announced that the Governor had just appointed Rosalie Wahl to the Supreme Court of Minnesota. Great cheers greeted this announcement and although the Governor disappointed many of us by not showing up, as promised, there was a generally good feeling toward his seeking out qualified women to appoint to leadership positions in Minnesota. Later in the evening, Rosalie Wahl herself arrived and gave a stirring speech, recalling for us our roots in the suffrage movement of the 19th century and challenging us to further contributions to the cause of human rights and good government in Minnesota.

At the Saturday evening plenary session, the main business was to adopt, reject or modify the "Core Agenda". This consisted of 15 recommendations of the National Commission on the Observance of International Women's Year. It also contained 19 recommendations contributed by the program topic sub-committees of the MWM coordinating coomittee. These recommendations did not necessarily reflect the views of the Coordination Committee and were merely intended as working papers. Changes in both the national and the state recommendations were to be allowed at the plenary session.

The Conference was running late by the Saturday evening session, curtailing time for discussion of the substrance of the Core Agenda. Many of the remaining minutes were taken

up with parliamentary maneuvering, one "point of order" after another. The tone of the discussion was set, moreover, with the very first resolution. It was an innocuous resolution dealing with equal opportunities for women in the arts and humanities areas. On voice voite, thee appeared to be overwhelming support, but when "nays" were requested, the bloc of "anti-abortion" people shouted their disapproval. They were sitting togeher in the back after returning from a rained-out rally in a nearby park whete they had gathered to hear Dr. Mildred Jeffereon rather than the conference speaker. When the resolution was declared adopted, the dissenters called for a division of the house. The chair asked for a standing vote, then again declared a majority in favor. When the "anti" force requested a counted vote, which could have taken an hour, the chair simply declared that the standing division was perfectly clear and counting was unnecessary. However, this maneuver on the first resolution made it clear that opponents of the more controversial parts of the Core Agenda such as reproductive freedom and ratification of the ERA were going to use delaying tactics on all the resolutions, regardless of their merit. More points of order were brought up, and then we moved to the second item which dealt with child care. Here the resolution was more complicated, and a sensible discussion might have resulted in improved wording, but the battle became so heated that the majority of delegates obviously decided they had better pass it as worded or the whole concept would go down in defeat. Then there were more points of order and at 9:50 p.m. a delegate moved adoption of all the rest of the 34 written resolutions. This motion passed overwhelmingly, and the session recessed until the next morning.

It later appeared that the "antis" had planned to stage a dramatic walk-out on the very next resolution, and this abrupt recess effectively upstaged them. The recess also disressed some of us "League-types", who would have liked to have tried a little longer to have some substantive discussion of the issues from the floor. However, it probably would have been pointless to have continued, for opponents of the Core Agenda were determined to throw roadblocks in the way of adoption of any of the items--and so the Core Agenda passed.

This parliamentary manuevering and the strategizing going on behind the scenes was a new experience for me. I have spent most of my adult civic life involved with League and with other non-partisan issue-oriented groups. Our conventions are businesslike and orderly and aimed at honest open discussion of the pros and cons of issues. This meeting, my more partisan friends told me, was much more like a political party convention. I certainly prefer the League's reasonable approach, but I did learn a lot. A loose coalition of women's organizations caucused several times to plan strategy for crucial moments such as nominations, voting, and adopting resolutions. As one of the two official LWVMN delegates, I was designated as spokesperson for the League, and each session I huddled by a mike ready to spring up and identify myself as from League and speak either pro or con on a parliamentary manuever or substantive issue. I never got a chance, because we never really got to the substrance of any issue.

In the coalition caucus, it was interesting to see the way in which League is viewed. Some women suggested that I, as League representative, speak first as soon as the signal was given by our designated coalition leader. The League, suggested these people, represents a well established middle-of-the-roead women's group and the convention will listen with respect. Other coalition leaders, when planning, kept forgetting the League was even involved, considering us evidently on the fringes of the women's movement. I think the League is desparately needed to give stature and credibility to women's rights issues—but other women's groups don't always see us as in the forefront.

On Sunday morning, the resolutions passed by the various workshops were to be debated by the convention as a whole. The first point raised, however, was the issue of a quorum. Less than 1000 women remained of the 4000 registered, so the meeting was officially adjoured and then reconvened as an ad hoc committee which then did go through many of the resolutions. Our action as a committee is unofficial, but the results will nevertheless by sent on to Washington for information. The

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wording of all workshop resolutions and the votes by which they passed will also be sent on to Washington. Over 136 workshops passed resolutions resulting in 316 separate resolutions when duplications were eliminated. The document of resolutions ran 80 pages. Again, substantive discussion and amendment of the resolutions did not occur, much to my disappointement. Also, on Sunday merning, although a large proportion of the official slate to Houston was composed of minority women, and a number of the workshops had dealt with minority problems, the leaders of the minority caucuses rose to say they welt minority concerns had not adequately been addressed, and they were walking out. This cast something of a pall over the remaining proceedings, although some minority women did choose to remain. I did not feel the conference ended too positively. Dissension was rampant, issues were not seriously discussed, the quorum had evaporated, and we needed the scheduled appearance of the Governor or some similar event to bring us back together again. One unifying resolution introduced by two pro-choice and two pro-life members of the Goordinating Committee did receive positive response, toward the end.

During the transition from the MWM to our ad hoc committee, Pam Berkwitz was allowed to announce the LWVMN's new money raising drive for ERA ratification and she said that Leaguers would be standing at each door at the end of the meeting to collect donations for this cause. The result: we garnered over \$750 in about an hour.

Overall, I was sorry about the dissention, but in retrospect, I suppose it was inevitable. On the positive side, I was impressed with the interest and excitement of the majority of the women gathered in St. Cloud. The meeting met a real need for all those women who have sometimes felt alone in their concern for women's rights and opportunities to take responsibility. I was also impressed with the competence and capability of the leaders of workshops, and the careful balance of the delegation elected to represent us in Houston in November. We will try to bring you a report, at least second-hand, on that meeting later in the year.

REPORT ON THE MINNESOTA WOMEN'S MEETING By Jeannette Kahlenberg

The Minnesota Women's Meeting, held in St. Cloud on June 2-5, can now be seen in some sort of perspective. Overall, it was a positive event for the women of this state. Media reports indicate similarities and differences between our meeting and those authorized by Congress in other states. Some of our sessions were marred by dissension, but not as much as other state meetings. Our attendance of over 4,000 exceeded predicted numbers, as happened elsewhere. Apparently at all meetings, while organized one-issue groups attended -- pro or anti-abortion, ERA, lesbianism, minority concerns -- many other women came with minds open to new ideas, eager to share views on many issues affecting women.

The MWM had four stated goals. The first was to promote discussion of women's issues. On this level, the conference was probably most successful. Nearly 200 workshops were offered at six separate sessions, on subjects ranging from Women on Boards and Commissions to Human Sexuality to Karate. I shared with two women lawyers in leadership of the ERA workshop. I was encouraged later to hear even one of the anti-ERA leaders admit we had been fair and to read in the St. Paul paper how much one woman felt she had learned about ERA, her vague fears and worries having been addressed. Some workshops did indeed become battlegrounds, but others were open learning experiences. A number were on political issues of particular interest to Leaguers.

The second goal was to recognize women's achievements and contributions. There was formal recognition of outstanding Minnesota women leaders at the opening session, and Rosalie Wahl was greeted with a standing ovation within hours of her appointment to the Minnesota Supreme Court. Women's achievements were further recognized through the major addresses of three nationally known leaders. But I felt that women's contributions and potential contributions were most effectively displayed on a more informal level. I was filled with a sense of how many competent, articulate women we have in Minnesota. The workshop leaders, the women I joined at meals or with whom I talked in the dorms -- these women have much to offer in present and future leadership to Minnesota, if they are encouraged. One feminist caucus leader commented in a workshop that the LWV does marvelous thorough studies on political issues and then turns over the findings to the male power structure. While most Leaguers would not want the LWV to become anti-male, perhaps we need to do yet more in encouraging our own women members to run for office or seek appointments and so contribute their talent, brains and informed minds to the leadership of our communities and our state.

The third and least successful goal of the conference was to develop a state plan of action. The meeting was asked to adopt, reject or modify a "Core Agenda" of 15 resolutions by the National Commission on the Observance of International Women's Year, plus 19 recommendations of the MWM program topic committees. When debate of the Core Agenda began, so did much parliamentary manuevering, one point of order after another. The tone of the discussion was set, moreover, on the first resolution -- an innocuous one dealing with equal opportunities for women in the arts and humanities. On voice vote, support appeared overwhelming, but when "nays" were requested, the bloc of "Human Rights Amendment" people sitting together in the back shouted their disagreement. When the resolution was declared adopted, the dissenters called for a division of the house. After a standing vote, the "anti" forces requested a counted vote which could have consumed hours. But the chair simply declared that the standing vote was clearly affirmative and counting unnecessary. However, this manuever on the first resolution indicated that opponents of the more controversial parts of the Core Agenda (such as reproductive freedom and the ERA) were going to use delaying tactics on all resolutions, regardless of merit. This roused the ire of moderates and radicals alike and fused a new informal coalition. After more points of order, we moved to the second resolution on Child Care, where a sensible discussion might have resulted in improved wording. But the battle became so heated that the majority of delegates obviously preferred to pass it as written, lest the whole concept go down in defeat.

More points of order were shouted, but at 9:50 p.m. a delegate moved adoption of the remaining 32 written resolutions as a whole. This motion passed overwhelmingly, and the session was recessed until morning. The recess distressed some of us "League types" who would have preferred a further attempt at some substantive discussion of the issues. However, continuation would probably have been unproductive. Also, most of the 34 resolutions which passed are consistent with League positions and probably truly reflect the opinions of the majority of Minnesota women.

This conference manuevering and the behind-the-scenes strategizing was in sharp contrast to the conventions of the League and other non-partisan groups in which I am usually involved. Our conventions are orderly and aimed at honest open discussion of the pros and cons of issues. This meeting, my more actively partisan friends told me, was much more like a political party convention. A loose coalition of organizations favoring ERA and other women's causes caucused several times to plan strategy for crucial moments such as rules, nominations and adopting resolutions. As an official LWVMN delegate, I was designated a coalition spokesperson, and each session I huddled by a mike, ready to spring up and signal Leaguers on a parliamentary maneuver or a substantive issue. I never did because we never got to the substance of any issue, and the manuevering was usually transparent. In our coalition, the League was viewed by some as a well-established middle-of-the-road women's group to which the convention would listen with respect. Other caucus leaders, in plotting strategy, kept forgetting the League's involvement, evidently not considering us much in the forefront of women's issues.

On Sunday morning the resolutions passed by the various workshops were to be debated by the convention as a whole, so that our state plan of action could be completed. Less than 1,000 women remained of the 4,000 registered, so we had no quorum. The meeting was therefore officially adjourned and reconvened as an "ad hoc" committee, which then considered many of the resolutions. Our action as a committee is unofficial, but the results have been sent on to Washington for information. The wording of all the workshop resolutions and the votes by which they passed in the workshops were also sent on. Over 136 workshops passed 316 separate and sometimes contradictory resolutions, filling 80 typed pages. Our ERA workshops, for example, passed 3 pro-ERA resolutions 120-32, but at the same hour anti-ERA resolutions were passed in a workshop on Family Legislation. Again, substantive discussion and amendment of the resolutions by the whole body did not occur, but they were acclaimed or rejected in groups without great care.

The fourth goal of the MWM was to elect a slate of 29 delegates and 5 alternates to the Congressionally authorized National Women's Meeting in Houston in November. As Leaguers will recall, a nominating committee from the basic MWM Coordinating Committee selected a recommended slate. Many Leaguers were encouraged to apply for places on this "official" slate, and some were among the 60 women intereviewed in May. However, the final list, while including several present or former League members, does not contain any names primarily identified with the League. The nominating committee's aim was to achieve a "balanced" slate. The result did not completely please anyone. The slate does represent ages from 21 to 65, every Congressional district, every racial group, various religious communities, low income and disabled women. There are also two avowed lesbians and one avowed Republican! When nominations were made from the floor, the strong "anti-abortion" group at the conference presented an alternate slate, including some familiar anti-ERA names. Then various other individuals and groups, including the minority and lesbian caucuses, made nominations. The final ballot contained over 100 names. Voting took place on Saturday, and more than 1,000 new delegates registered that morning. After long lines with very careful checking of credentials, the polls closed and ballots were counted until 3:00 a.m. by teams of one "pro-choice" and one "pro-life" teller, working together. The "official" slate was elected, although other slates made strong showings.

Report of MWM Meeting - 3

The MWM offerred a much-needed opportunity for discussion and sharing among women honestly searching for answers about their futures in a world of contradictory expectations. They found at the conference women of similar and of different views and were able to be challenged and/or supported. There were rational discussions of deeply felt issues in informal groups and in many workshops, if not on the floor of the convention. It would not have been realistic to expect the women of Minnesota, representing more than half the population, to agree on everything, but the dialogue at the meeting stimulated the thinking of many of us. Thank you for sending me.

How You Going To Get 'Em Back In The Kitchem? (You Aren't.)

The single most outstanding phenomenon of our century the huge number of women who are entering the labor force.

Its long-term implications are absolutely unchartable."—Eli Ginzberg

IN JEAN A. BRIGGS

the past 12 months, women got 1.8 million—almost 55%—of the 3.3 million wijobs the economy created. In September alone, 500,000 adult women got taken on.

The tide of women flowing from the time to the office and workshop is resultless. Just a shade less than half of all timen over 16 are now either working looking for work; in 1960 the propor-

tion was just over one-third. Of every 100 jobs in the U.S. economy, 41 are now held by women, who constitute 51% of the population.

All of which helps explain an anomaly: In the past two years, the U.S. economy has created 6 million new jobs; and yet unemployment remains high—6.8 million jobless at last count. Women and young people are clamoring for jobs faster than even a growing economy can absorb them.

Eli Ginzberg, a Columbia University economist and a well-known specialist on human resources, has called this female wave "the single most outstanding phenomenon of our century." Ginzberg, 66, is chairman of the National Commission for Manpower Policy. He warns Americans not to take this trend lightly. "Its long-term implications," he says, "are absolutely unchartable."

Unchartable? "Yes," said Ginzberg, perched behind a cluttered desk in an office he shares with his secretary at 118th Street and Broadway in the heart of the Columbia campus. He stood by his statement. "Yes," he said, "I really believe it is the major phenomenon of the century. I can't think of one more impor-



Unprogrammed Urban Renewal

ONE OF the "unchartable" implications of more working women (see story above) may be a powerful lift to real estate values in a good many downtown areas. Consider Mary Procter, 35 (at left, with daughter Janina), a consultant with American Management Systems, Inc. In 1973 Mary Procter, her husband William Matuszeski, 36, a Commerce Department lawyer, and their three children paid \$69,000 for a house in the Capitol Hill section of Washington, D.C., once among the worst slum areas in that or any other U.S. city. Why? "Because," she says, "it provides the base to get the good jobs we both want."

Isn't city living expensive? Aren't private schools often necessary for the kids? Yes, but with two incomes, the costs are bearable. A \$20,000 salary and a \$15,000 salary—neither exceptional—make a combined income of \$35,000 and put the family among the top 18% as far as earnings are concerned.

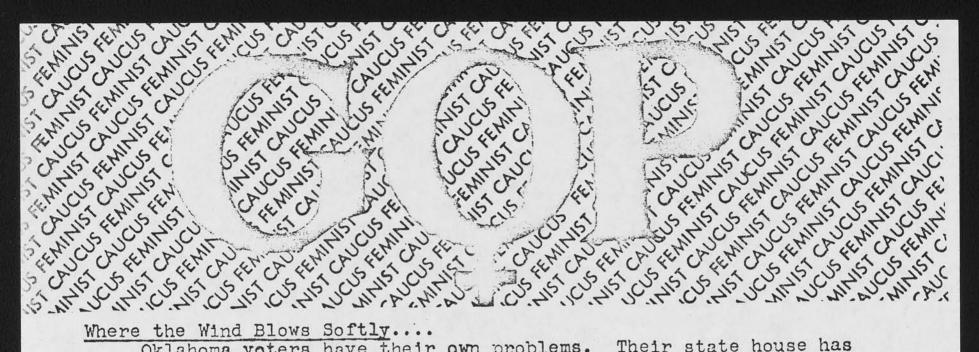
The Procter-Matuszeski decision to homestead in the central city is increasingly common, as pictures on the following pages will show. For such reasons, the decadeslong trek by the middle class to the suburbs may be over, if not actually reversing. It's too early to be sure, but already there are straws in the wind. For example, central-city home values have lately begun to hold their own against suburban values. Between 1973 and 1975, the market price of urban-owned homes rose 20%, as compared with a 19% rise in the suburbs. In rental housing in the same period, reversing a ten-year trend, urban rents climbed nearly 16%, while suburban rents were climbing 14%.

Says economist Nancy Barrett of the Washington-based Urban Institute: "Suburban life is set up for women who don't work."



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Where the Wind Blows Softly

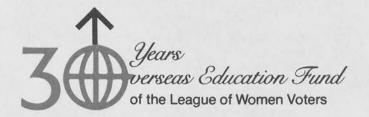
Oklahoma voters have their own problems. Their state house has rejected a proposal to require a man to have the written consent of a woman before they engage in sexual relations. The proposal also would have required the man to inform the woman that she may become pregnant. and that childbirth could result in serious problems. solutely true! (It's not true that discussion of the bill was preceded by a rendition of the song, "I'm Just A Girl Who Can't Say No," from the "Oklahoma," but only because nobody thought of it). Wonder what the Minnesota legislature would have done with that bill?

OVERSEAS EDUCATION FUND of the League of Women Voters 2101 L Street, N.W. Suite 916 Washington, D.C. 20037 MEMORANDUM State League Presidents TO: FROM: Janeth R. Rosenblum, President Overseas Education Fund of the League of Women Voters DATE: December 2, 1977 The Overseas Education Fund is pleased to send you a copy of our latest publication, The Women of Latin America. hope you will enjoy it, find it useful, pass it to your IR Chairman, and perhaps mention it in the State Bulletin. Also enclosed is a promotional flyer on this publication and a companion piece, Women in Indonesia, which will enable you to order more copies, if you so desire. The OEF, as you know, was established by the League thirty years ago. It provides technical assistance to women's voluntary organizations in the developing world at their request, to strengthen those organizations in their efforts on behalf of their less fortunate sisters. Middle management skills, such as planning, programming, budget and fund-raising techniques, use of personnel (involvement of members) were identified at the Mexico Conference which began the Decade for Women as badly needed. These are skills which League Board members acquire almost unconsciously. The League use of members to determine program priorities is a technique which the OEF uses in all its programs, involving a survey of the needs of the poor women who are the targets of the programs and their active participation in planning and carrying out the organization's projects. Presently the greatest need seems to be for income-generation. Therefore, OEF is assisting in efforts which will aid poor women to improve their economic base. OEF has worked in Latin America for twenty years. Some of the changes now taking place there are attributable to OEF efforts. JR/yb

ounded by the League of Women Voters in 1947, the Overseas Education Fund is an independent, non-profit organization that helps citizens in the developing world have an impact in improving the quality of their lives through organized voluntary efforts.

OEF believes that a significant effort to improve the status of women in developing nations is crucial to achieving overall economic and social development goals. Therefore, a major portion of OEF resources is directed toward helping women acquire skills needed to bring about change.

OEF has worked in many areas of the world. It is currently active in Asia, Latin America and Africa. Its programs in the United States seek to heighten the awareness of the role women play in international development and to involve Americans in international cooperation programs.







Activities of women in the United States to advance their status and secure their full rights in society have been widely recognized. Not so well known are similar efforts being made by women around the world.

This new publication, prepared by an organization with 30 years of experience in working with women overseas, provides a comprehensive and readable report on the activities of women in Latin America.



traces the heritage of Latin American women from the days of the conquest to the present. It explores the forces for change that are affecting women today, focusing on their:

- tradition and culture
- role in the family
- education
- career and professional opportunities
- employment
- political activities
- organizations
- rights and privileges under the law
- role in social and economic development

Copies of **The Women of Latin America** are available at \$.75 each; 50-100 copies, \$.65 each; 101-500 copies, \$.60 each. All orders must be prepaid. Make checks or money order payable to OEF.

Please send me America. I enclose	copies of The Women	of Latin
NAME		
ADDRESS		

Mail to: The Overseas Education Fund of the League of Women Voters 2101 L Street, N.W., Suite 916 Washington, D.C. 20037

PUBLICATION ON INDONESIA CITES ADVANCES OF WOMEN

Washington, D.C. --- In recognition of International Women's Decade, the Overseas Education Fund of the League of Women Voters is making available to the public a brochure about women in Indonesia and their work in meeting the economic, educational, and social needs of their country.

Women in Indonesia, a publication written by the Overseas Education Fund (OEF), details the history of women in Indonesian society and their positions in family life and in the work force. The booklet points out that even though Indonesian women are now found in all walks of life, the present educational and religious barriers and the enforcement of restrictive labor laws hamper the continuation of such participation.

Women's organizations are making advances, though, and the publication deals with these strides in establishing and accomplishing goals for greater participation in Indonesia's development.

The Indonesian Embassy in Washington recently recognized the importance of Women in Indonesia and reprinted the publication in its quarterly magazine, Focus in Indonesia.

Women in Indonesia is written in English and is available for 25¢ per copy, including postage. A 15% discount will be given for orders of 25-100 copies, and a 20% for 101 or more copies. Checks should be made payable to the Overseas Education Fund. Mail orders to the Overseas Education Fund, 2101 L Street, N.W. Suite 916, Washington, D.C. 20037.

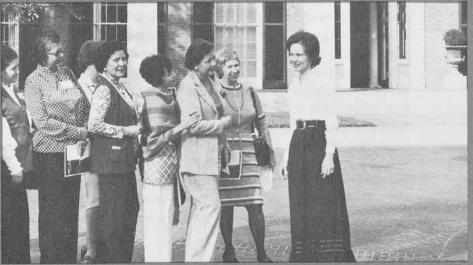
Founded in 1947 by the League of Women Voters, the Overseas Education Fund is a non-profit organization that provides leadership training and technical assistance in developing nations.







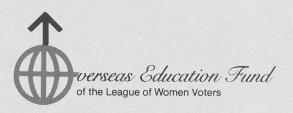






A report of the Overseas Education Fund of the League of Women Voters

by Katharine Douglas Massel



This publication was made possible by grants from the Charles Delmar Foundation, McGraw-Hill, Incorporated and the Irene Sandifer Memorial Fund. OEF gratefully acknowledges the cooperation of the Inter-American Commission of Women.

Additional copies are available at \$.75 each, prepaid. Bulk rates may be obtained by writing the Overseas Education Fund of the League of Women Voters, 2101 L St., Suite 916, Washington, D.C. 20037.

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The Traditional Image

"... When we pronounce the word 'woman', we are referring to a creature dependent on masculine authority—whether it is the authority of her father, of her brother, of her husband, or of her priest. Submissive to the decisions of others, decisions which govern her personal appearance, her choice of civil status, of studies and of work; trained from childhood to tolerate the abuses of those stronger than she, she does not consider herself—nor is she considered by others—to be fulfilled unless she has been fertile in children..."

This is how the gifted poet and novelist, Rosario Castellanos, speaking in 1971 at ceremonies celebrating the Day of the Woman, saw her Mexican sisters. It is the way historians and sociologists perceive the women of Spanish—and Portuguese—America, and the way many of them still think of themselves. It is this image that today's progressive Latin American woman is working to cast off.

Note:

This report paints a broad-brush picture of the back-ground, accomplishments, problems and present status of women in Latin America. For the purpose of this report, "Latin America" refers to the 18 Spanish-speaking countries of the western hemisphere and Portugese-speaking Brazil. But Latin America is not a monolithic whole. No two of the 19 Republics are exactly alike. They vary greatly in size, character, population make-up, degree of development—and to some extent in the situation of women. However, certain basic similarities exist and Latin American women themselves tend to generalize when speaking or writing about their common problems.

While the facts and figures presented here were drawn from a number of sources, OEF acknowledges with special appreciation the reports and studies graciously furnished by the Inter-American Commission of Women. Above all, our gratitude and admiration go to the Latin American women with whom, and with whose organizations, OEF has worked for 20 years. They have taught us much, and many of them have contributed directly or indirectly to this article. Neither they nor the IACW are responsible for any errors of fact or interpretation.



Angela Acuña de Chacón, Costa Rican lawyer and judge, was the first woman Ambassador to the Organization of American States.

The Heritage

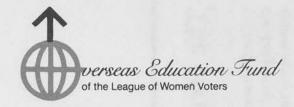
Like all stereotypes, this one has a basis in fact and history. 19 republics of the Americas share a common Iberian heritage. The 16th century conquistadores and colonists brought to the New World not only a conservative Catholic tradition, but customs and attitudes influenced by several centuries of Moslem rule, which had ended in Spain only decades earlier. The rigid usages that confined wives and daughters to the household and let them out only to go to church under the chaperonage of a vigilant duenna, persisted in Latin America, as they did in the mother-countries. into the 20th century. But these carefully guarded women belonged to the upper classes, descendants of the conquerors from Spain and Portugal. The wives and daughters of the conquered indigenous peoples or of blacks imported from Africa were neither protected from working outside their homes, nor from colonial landowner's sexual demands.

The upper-class women played an important role in providing stability to the society. Idealized as paragons of purity and virtue, they served as the family's moral counterpoise, balancing the sexual license which was accepted behavior in their virile husbands. This concept of *marianismo*—the reverse of *machismo*—gave and still gives the upper- and middle-class Latin American woman a great deal of power within the extended family. And yet, as a recent woman commentator put it bitterly, "men doubted that women's brains had a function of their own." They assumed that they did not need, and in fact could not absorb, education beyond the social and domestic graces.



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18 WOMEN 417 MEN



Eighteen women and four hundred and seventeen men. That's how the membership — the human equation — of the 95th Congress of the United States of America adds up . . . The Congress of the United States, the supreme legislative body for a nation in which more than half the citizens of voting age are women.

More than half, mind you. That's why, no matter how we figure it, Good Housekeeping just can't make the sum total of 18 and 417 add up to a fair shake for the women of America. Therefore, in the remaining years of this era declared by The United Nations as "The Decade for Women" (1976-1985), we pledge our allegiance

at Good Housekeeping to all fair campaigns that work toward the election of a more equitable number of qualified, objective women legislators to the U. S. Congress - - as Senators and Members of the House of Representatives. To launch our own campaign on this behalf, within this brochure we present for appraisal the 18 women of the 95th Congress speaking out on an historic event for all U. S. citizens, and we endorse the broad horizon of their composite view.

Huntack Carton Editor, Good Housekeeping



In no other arena in American life is the disparity between equality of the sexes more obvious than in the U. S. Congress. Citizens may well ask what difference does it make if members of Congress are male or female so long as they view action in the same manner. The fact is that often those issues which are of greatest concern to women would be totally overlooked if it were not for women legislators' sensitivity to them. There are certainly as many women qualified as men to serve in Congress and

probably more, if one takes into consideration that there are more women than men in the country. In order to be elected, we must first overcome the barriers which prevent women from holding office. Political parties must be willing to give endorsements to qualified women candidates; more money must be raised for their campaigns — which requires that the business community and political parties and others with money realize that women can win and serve their constituents well; and more work must be done to provide women with an understanding of what it takes to run for office and win. The majority of issues of our times — equal opportunity for employment, education, housing, international peace and countless others impact on women as well as men. We need to elect more women to Congress so that in the many issues which impact directly on women's lives we will be able to speak for ourselves and shape policies which meet our needs.

President, League of Women Voters

Suth C. Cluser

WOMEN OF CONGRESS SPEAK OUT

An historic event of significance to all women is about to take place. From November 18th to 21st in Houston, Texas, 1,800 elected and appointed delegates and thousands of observers from every state will gather for the National Women's Conference to discuss the social, economic and political status and future of American women. Their findings and recommendations for legislation will be sent to President Carter and to the Congress for consideration and action. More than 100,000 women attended state meetings held in the last six months to address the issues and to elect delegates to Houston. This first national conference was planned and funded by the Congress, and inspired by International Women's Year and the Bicentennial. Good Housekeeping asked the women of Congress to comment on this landmark event. Here is what they have to say.



Lindy Boggs (La.)

The conference must provide a forum for a variety of women to address specific issues, especially those women suddenly with-

out finances due to divorce or the death or disability of a husband. Women who have dedicated themselves to the home need assistance in converting abilities to marketable skills to earn enough to support themselves, their families.



Yvonne Burke (Calif.)

The greatest contribution of women's suffrage has been legislation eliminating wrongs of our industrial society, such as

sweatshops, long hours, slave wages. We are changing hearts and minds in industry's attitude toward women in society. We must continue to negotiate for meaningful position. Only when women are heard equally with men will our society be democratic.



Shirley Chisholm (N.Y.)

The single most important social phenomenon in the past ten years has been the rise of the women's movement. It has brought about

fundamental changes in the American family, notably the escalation of single-parent families, the majority of which are headed by women. American mores have not kept abreast of this development. The nuclear family unit is fast becoming the exception to the rule. Those in power must take note of this stark truth and deal with it practically, not sentimentally.



Cardiss Collins (Ill.)

I have been vitally interested in the development of two crusades heralding social change: civil rights and the women's revolution. It is

my fundamental view that the struggle to end sex discrimination is a logical extension of the heightened consciousness that brought about the civil rights movement. As women, we must all get aboard the freedom train.



Millicent Fenwick (N.J.)

The rhetoric of women's liberation has tended to make women who want, above all, to marry and create happy homes feel like "sec-

ond-class women." We should proclaim no career more difficult, more praiseworthy than that of the housewife. Greater liberation means wider choices, not fewer. If we progress in the spirit of true freedom of choice, the ERA will prevail.



Margaret Heckler (M

Heckler (Mass.) I hope Houston will emphasize economic issues like employment, credit, business opportunity, the homemaker's position. These are affect women the

issues that will affect women the most in years to come. The conference will provide, I hope, a forum where women can learn to share, to listen, to speak. While we all will not agree on everything—certainly not controversial issues—we should put aside differences and focus on a common denominator: achieving economic power and equality for women.



Marjorie Holt (Md.)

Women have been given the privilege of bearing children, and the responsibility to see that the family structure is preserved. We must

take care not to destroy the family in pursuit of liberation. But I also feel a woman's prime responsibility is to achieve her highest potential. A woman's only boundaries are her own goals and limitations.



Elizabeth

Holtzman (N.Y.)
America's women
still have a long
way to go to achieve
a truly equal place
in our society. Most
working women still
find themselves on

the lowest rung of the economic ladder. All women are penalized by stereotypes in our laws—particularly in our Social Security and pension systems. Governmental decisions affecting women are still made almost exclusively by men.



Barbara Jordan (Texas)

"Equal justice under law" remains the unequivocal statement of America's commitment to its people. Why then is the equal

rights amendment opposed with such vehemence? One reason is that taboos and prejudices that prevent women from achieving their full potential have not been discarded. Women are partially to blame. Too many believe in the myth that women are not as competent as men. We must develop a comprehensive education program to discredit these unhealthy myths.

continued on page 27

WOMEN OF CONGRESS SPEAK OUT continued from page 26

Martha Keys (Kans.)

In calling for the conference, the Congress has answered a plea for help from women of America. In Houston, women will de-

scribe their many life-styles, differences and identify barriers that prevent them from fully entering into the life of this nation. These issues can only be properly addressed by an examination of their diversity. This conference is an unprecedented effort to do so.



Marilyn Lloyd (Tenn.)

I believe that one of the most important aids in achieving full equality is education. If we expect to compete on an equal basis

with other individuals for good jobs, promotion and the respect of our fellow workers and our friends, we have to have the necessary training and preparation. Education is an investment to this end. Women must be better prepared.



Helen Meyner (N.J.)

More. This one word ought to be the goal of American women in defining the scope of our rights and responsibility. I am con-

cerned that prolonged debate will divert attention from the fundamental problem confronting us. We still have less than we deserve. Too few of us are in positions that count. It is our right and responsibility to organize, plan and work to place more women where it counts. And, in attacking the fundamental problem, we must enlist more men in the cause, for the good of all.



Barbara Mikulski (Md.)

I hope the debate and the attempt to reach consensus will advance the eventual accommodations which must take place between sup-

porters of equality and those who oppose it out of misunderstanding. This hope will not be realized if the natural conflict which attends change frightens any who attend into suppression, manipulation or timidity. All must be heard.



Mary Rose Oakar (Ohio)

By the very nature of a national convention, we are striving for a whole that is a sum of its parts. We must take advantage of this

conference to work to put all parts together if we believe that in unity there is strength. We must not demand a rubber stamp on issues or delegates, and we must admit to ourselves that diversity does not have to divide people.



Shirley Pettis (Calif.)

What is at issue is that every woman be assured the opportunity to explore her full potential, that she feel competent, comfortable

and needed, in whatever niche she chooses. Although it is important that women be equipped to practice the entire range of trades and professions on a par with men, it is just as necessary to offer training and skills that will help them ease household burdens, raise healthier children and enjoy better health themselves. Women should also consider political involvment to secure their future.



Patricia Schroeder (Colo.) Pigeonholing women into a helpmate

en into a helpmate role has prompted the growth of a "stag-nation," and has been a stumbling block to the

development of trust among women. Thus, one of my wishes for Houston and the next decade is that women become more supportive of each other. It's time for women to cast off their insecurity and distrust of each other and jump into the arena—together.



Virginia Smith (Neb.)

In years ahead, we will know we have done a better job of dealing with issues of special interest to women because of Houston.

Not just the women who participate, but all women, and also men, will become aware of barriers that still linger to deny full participation of women in our nation's life. That is the real value of the conference. We must now deal with these inequities.



Gladys Spellman (Md.)

I have always believed that the women's movement was about choices, that women's issues are really people issues. It is encouraging

that women are realizing that there are many alternative life-styles. I am glad to see the movement focusing on the many roles of women, including strong emphasis on the homemaker. We must recognize the fact that a homemaker's work has economic value. It is essential that we find ways to compensate mates for the effort, the affection and the years expended in helping a marriage partner.

Though few in number, the women of the 95th Congress shown here (18 representatives, no senators) are representative of a wide cross-section of American women: married, single, widowed; mothers, grandmothers; urban, suburban, rural; lawyers, educators, farmers, business-women, homemakers; young, middle-aged, venerable. All are enormously effective as legislators for their constituents, women and men. But these admirable women also represent a gross inequity of American life. They constitute a fraction of the Congress, where 417 men sit as lawmakers for a nation in which more than half the citizens are women. Good Housekeeping hopes the Houston conference will address this imbalance as part of its agenda, for we endorse the work of the women represented here and believe that it is necessary to the welfare of the nation to have a greater number of intelligent, compassionate women directly involved in this nation's legislative process. No woman, whatever her social, economic or political needs or ambitions, can hope for true equality unless women are evenly represented in the very halls where equal justice originates.

Mary Nielsen Brunker Agent

6550 York Avenue Suite 102 Minneapolis, Minnesota 55435 Bus. 920-0660 Res. 454-2238

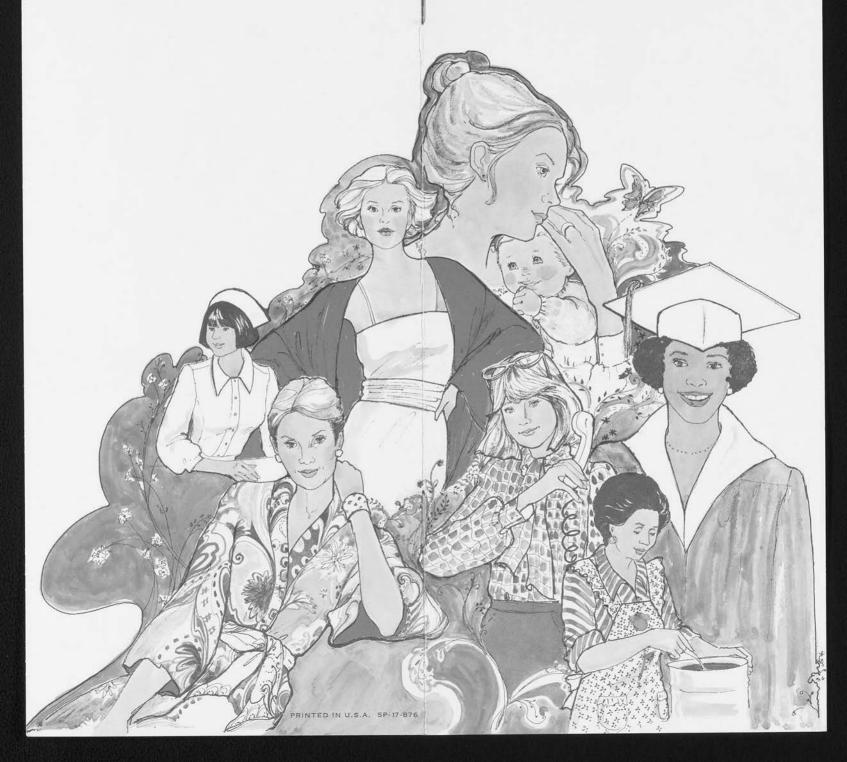
Occidental Life A Transamerica Company





Occidental Life Insurance Company of California

A Woman's Guide to Understanding Life Insurance

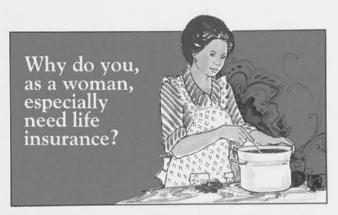




What kind of woman needs Life Insurance?

All kinds! Women everywhere, in all types of occupations and at all economic and social levels; business women and women who own businesses; full-time homemakers; doctors, lawyers, teachers and other women in professional and technical fields; secretaries, waitresses and many more women in service-oriented occupations; widows with incomes; independently wealthy women; and even young girls just out of school and into their first jobs.

All women who are married, widowed, divorced, single, with children or without—in short—every woman who is worth something to herself and to others needs life insurance!



First of all, equating "life insurance" with the phrase "for men only" is not only a dated concept but an absolutely false one. The two are not synonymous and never have been. Ownership of some type of life insurance simply means acceptance of responsibility. And, as the following figures show, men have no corner on the responsibility market.

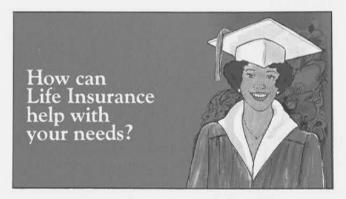
Women today account for more than 51% of the nation's total population, and figure to outlive men by an average of about eight years. Over 36 million women are now in the labor force, nearly double the number working a quarter-century ago. The number of female managers and administrators has increased almost 25% in the last decade.*

More than half of all working women are married, and over one-third have children of pre-school age. Working wives account for more than one-fourth of their families' total income. The number of female-headed families is over 7,000,000—an increase of 73% since 1960. The number of children in these families exceeds 10.5 million.*

In the last quarter-century, the proportion of women aged 20-24 who are single has increased from 28% to 40%; the proportion of women aged 25-34 who are divorced and not re-married has increased from 2.5% to 6.8%.*

*"A Statistical Portrait of Women in the U.S.," issued April, 1976 by the Bureau of the Census. All this makes it quite evident that today's woman can no longer afford to go unprotected, or wait for someone else to take care of her financial needs. Yet, according to recent life insurance industry surveys, the proportion of women with individually-purchased life insurance has remained nearly the same (less than 60%) over the last two decades, and women own only about 15% of the total amount of life insurance in force.

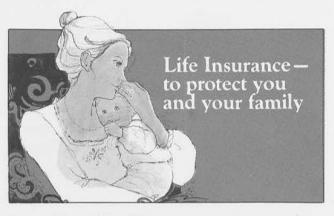
Women have definite ideas of what they wish to accomplish and have some very worth-while things to protect. And whether you're a homemaker or a business woman, or both, you have financial responsibilities and obligations, and as such, you have the right to protect your interests.



Insurance needs for women are not so different from the needs of men. Occidental Life Insurance Company of California has discovered that people generally own insurance for one or more of these reasons, all of which are related to the basic need for *financial security*:

Personal and Family Protection Protection of Savings Estate Conservation Income-Tax Reduction Retirement/Investment

How life insurance helps provide you with answers to these needs is explained on the following pages...



A man's need for life insurance protection has always been taken as a matter of course. Naturally, the male head of a household wishes to provide for his family in case he dies too soon to continue caring for them. And, even if he doesn't have a present family commitment, he considers his probable future obligations and takes advantage of his purchasing power at an early age when premium rates are considerably lower.

A woman's need for life insurance protection has, in today's society, become just as great, and for just as many reasons, as a man's.

Almost all women — whether they are married women who work or stay at home, single women with full-time careers, or young girls hopeful of marriage — have at least one person in their lives they must protect, or wish to protect.

THE WORKING MARRIED WOMAN'S need for protection is most obvious. Whether you are the sole support of your family, or your earnings are combined with those of your husband, your share of the burden of family expenses is of great insurable value. Your earnings are needed to help pay your children's education, the mortgage on your home, and all the other common family expenses. In addition to family financial contributions, most married women also have the responsibility of running a household. So, besides the need to protect your earning power, your value as a homemaker may also need to be protected by insurance. According to one estimate, that value is now more than \$13,000 a year—and today's ever-increasing cost of living makes that a very conservative estimate.

FOR THE MARRIED WOMAN WHO IS NOT EMPLOYED outside the home, the need for protection, although very real, may be less obvious. It's difficult to put a dollar figure on all the efforts made by the woman who chooses to devote full-time to her home and children, but the \$13,000-a-year figure mentioned previously gives you a rough idea. If you are among this group, both you and your husband should give serious thought to what it would cost to replace you in the very practical areas of keeping house and caring for the children. But apart from the amount of extra income it would take to hire babysitters and housekeepers, there are three major expenses that need to be covered by insurance on vour life:

1. Death expenses (hospital, burial, etc.).

2. Increased income taxes due to loss of joint return advantages.

3. Higher estate taxes resulting from the loss of your husband's marital deduction.

SINGLE WOMEN WITH FULL-TIME CAREERS need life insurance protection. too-whether they plan to have families later on or not. The woman who has marriage on her mind may prefer to wait for her future husband to take care of their protection needs; however, this could be a big mistake. Not only is it easier to obtain life insurance at a younger age—lower premiums, too—but you can also guarantee your insurability later on, at a time when perhaps poor health wouldn't otherwise permit it. And, depending on the policy you choose, the longer you have your permanent insurance the more it is worth to you in terms of cash value. Whether you opt for the family life or not, you'll want to make plans for a comfortable retirement, and you know Social Security won't do it all for you.

Most of all, you'll want to protect the one thing which makes possible everything you do for yourself and for others—your earning

power, which could be lost suddenly through an accident or illness-caused disability. So, regardless of whether you're married or single, if you're a working woman, you'll want to assure yourself an income in case disability does put a stop to your important paycheck. Your Occidental agent will tell you how you can add a tailor-made disability income policy to your life insurance coverage.



There are probably as many reasons for instituting savings plans as there are women. Young girls may save for vacations, new wardrobes, home furniture and appliances, or for continuance of an education cut short by pressing financial obligations. Married women with families generally put aside money for family emergencies, home improvements, or a college fund for the children. Single career women may ear-mark their savings for business opportunities and emergencies, the education of a favorite family member, or for a retirement fund.

Since the reasons you have for saving are as individual as you are, you can come up with better reasons why you need to save than we can. You probably do need to save for something. But the trouble with most savings plans is—regardless of the intention—it's often very difficult to carry them out.

With permanent life insurance, you can obtain vitally important protection of your

savings, along with accumulation of cash values which you can borrow against while the policy is in force, or withdraw if you surrender the policy.

Your Occidental life insurance representative will show you how your plans and dreams—whatever they are—can become a reality through a program designed especially to fit your needs.



Other key areas in which life insurance fulfills a woman's (or anyone's) vital needs are:

Estate Conservation: The wealthy woman will want to investigate the part life insurance can play in safeguarding the worth of her estate, not only upon her death, but also while she lives. If you're among these fortunate women, life insurance can be used as a vehicle for bequests to charities. Money provided through your life insurance can pay final estate taxes and settlement costs, preventing depletion of the estate you've intended for your heirs.

Tax Reduction/Retirement: Through recently enacted Federal laws, professional or self-employed people and members of non-profit organizations now have the opportunity to purchase life insurance that sets aside tax-deferred dollars for their retirement. It's possible that you, too, may qualify for one of the following plans:

Occidental's "HR-10" Plan for professional or self-employed people. If you qualify, you can contribute up to 15% of your earned income each year (\$7,500 maximum) for your retirement! 100% of this contribution is tax deductible!

Occidental's Individual Retirement Annuity coverages for individual wage-earners not covered by a company pension or retirement plan. If you are eligible, you can contribute up to \$1,500 or up to 15% of your annual income—whichever is less. This "contribution" is entirely tax-deferred, as are the compound interest earnings.

Occidental's "Tax-Sheltered Annuity" Plans for teachers, public school employees and other members of non-profit organizations (ones operated exclusively for religious, charitable, scientific, literary or educational purposes). Here you can also save for your retirement and get a tax break in the bargain.

Life Insurance as an Investment: Life insurance is a conservative type of investment which, because it is designed primarily for protection, does not afford as high a return on your money as do some other types of investments. It's not some kind of get-rich-quick scheme, but a guaranteed return on dollars invested.

It's also the only investment that requires less of a cash outlay from women than from men. This is not discrimination, but a fact that women, on the average, live longer than men; therefore, their insurance premiums are lower.

Whole Life insurance provides protection of savings—what you save if you live and, if you die, what you *intended* to save. Even if you become permanently disabled and can no longer earn money, your insurance can provide payments to be made for you so that the total amount of your protection will remain in force.

And, finally, life insurance is your best method of protecting all the other investments you've made for your life and the lives of those close to you.

What kind of woman needs life insurance? We hope that this Occidental Life brochure has answered that question for you. There's a need for life insurance in practically every woman's life. The only question that remains is "when?"

Depending on how much you value your responsibilities, it's up to you.

Why not get in touch with your local Occidental Life representative, who will be happy to discuss this vitally important matter with you at your convenience—no obligation, of course.

WOMBNEWORK

Status report: March 1978

APR 20 1978

More and more attention is now being given to women and work—what kinds of work women do both in and outside the home, how work can be structured to accommodate mothers and what practices prevent women from reaching full economic security. This publication, the first in a series on women and work, describes, in brief, women's current work situation, the innovations that affect women and the work they do, and some key laws and court rulings affecting women and employment.

What do women do?

Women work hard! Women work at home, in volunteer jobs, in paid employment. Women often carry the triple burden of rearing children, running the household and holding an outside job. The type of work women pursue varies—sometimes according to necessity, sometimes according to personal choice.

In the home

The one occupation women receive the least credit for and devote the most time to is homemaking. In 1975, 57% of married women were full-time homemakers, performing manual tasks such as cleaning, as well as the highly professional and responsible jobs of child rearing and family counseling. Homemaking is an occupation often taken for granted, not accorded the same benefits, respect or attention as other occupations. For example, women's work in the home is not included in the gross national product (GNP), yet a study measuring the economic value of household work reported that if the 1967 GNP had included household work (two-thirds of it contributed by housewives) the total would have gone up by 26%. Though the economic value of homemaking may be hard to compute, it is a vital function that makes a substantial contribution to society.

As volunteers

Many women devote much time and energy to volunteer work, performing important services that would go undone without their efforts. Some forms of volunteer work have a profound effect upon social change. Volunteer work offers a satisfactory alternative work experience for women working at home or employed in another field, and the skills and training acquired through volunteer work are often transferred to paid employment.

In recent years, the value of volunteer work and of the services performed by volunteers has come in for increasing recognition. Travel expenses incurred in the course of volunteer work for non-profit organizations can already be counted as federal income tax deductions. Several bills introduced in the House would allow other similar deductions—including deductions for babysitting expenses while volunteering.

Though the contribution of women who work in the home and in volunteer jobs is gradually being accorded its due, it is in the sphere of paid employment that the work picture for women is changing fastest.

In paid employment

The increasing participation of women in the labor force (that is the pool of Americans aged 16 or over who are working or actively looking for work) is no longer a trend but an established fact. According to the Department of Labor (DOL), women now comprise about 41% of the nation's work force. A recently published State Department report prepared for foreign visitors reports that 90% of all

American women work outside the home for pay sometime during their lives. According to a DOL report, in mid-1977 the 40 million women in the labor force were 49% of all women aged 16 and over.

During the last 25 years, the proportion of adult women who are working increased by more than one-third. Middle-aged women were largely responsible for the increase between 1950 and 1965. After 1965, the largest gains were made by women under 35, the majority of them married with young children—factors that had traditionally kept women out of the labor force.

Why women seek paid employment

Most American women get jobs for the same reasons men do—to support themselves, their families or others. This is particularly true for single women and for those married women whose husbands are unemployed or have jobs in low-wage occupations.

Besides the increasing numbers of married women who are sole wage earners or work to supplement their husbands' incomes, more women are now heads of families. In 1976, approximately 14% of female family heads were employed. As for single women, there have always been large numbers who worked to support themselves. Now, those numbers are likely to rise steeply: between 1950 and 1976, the proportion of single women in the female population went up from 35% to 41%, according to DOL.

Some facts on women in paid jobs

In 1975, the median weekly earnings of women in full-time jobs were 60% of those of men, representing a wider gap than in 1955, when fully employed women earned 64% of what men earned. One reason that women earn less than men is that most women with paid jobs are working in clerical and service positions at the lower levels of the pay scale, while women in higher positions are concentrated in the traditionally "female" professions—education, health and social services. Furthermore, when men and women are employed in the same occupational grouping, men consistently earn more.

Select occupational	% distribution of total working	Usual weekly earnings full-time workers	
groups	population of women	Women	Men
Professional/		119,13	
technical	16.0%	\$218	\$299
Clerical	34.9	147	228
Service except			
private household	17.9	109*	170*
Private household	3.1		

^{*}Average of both private and other

Source: DOL, 1976

Educational attainment is closely related to earnings and job status, but that generalization works better for men than for women. More women are completing college, a trend that is expected to continue through the 1980s. But educational achievement alone has not, so far, wiped out the disparity between male and female earnings. In 1976, the median annual income of a woman with a high school diploma was \$7,103; a man's was \$12,260. A woman who

[©] March 1978 League of Women Voters Education Fund



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Memories of a new Supreme Court justice

By ROSALIE E. WAHL

Newly designated associate justice, Minnesota Supreme Court

> In a speech at Minnesota Women's Meeting

I am remembering tonight all those generations of women who have gone before

I am remembering Elizabeth Cady Stanton, as a little girl in the mid-1820s, walking into her father's law office with a pair of keen scissors and the novel plan to amend the laws by cutting from his law books all the bad laws he had shown her that "made so many women cry."

Women had to obey the laws but they had no part in making them and could not vote for those who did. Hairpins, wedding rings, cookstoves, offspring, all belonged

to the huchand

Rights Convention in 1852 — a meeting called . . . a "mob meeting of unsexed females who were stepping out of their sphere in defiance of laws both human and divine." There began a partnership which lasted 50 years — a pilgrimage which led back and forth across the nation, mostly by wagon, lecturing, preaching, arguing eloquently. Called "home-wreckers" and "freaks of nature," they knew scorn, fury, hardship, adventure, agonizing disappointment. And they never even saw the promised land.

I am remembering Mary Peek's grandmother — Kari Sougstad Anderson — as a young woman in Norway, refusing to marry the man chosen by her father, asking for her dowry, coming to the new world alone, knowing no English — as an old woman, 78 years old, being the first what little security we have attained for ourselves and our children.

A good many years ago, when my then four children were in school and I had gone with some trepidation to law school to prepare myself to help share the economic burden of supporting those children, a poem came to me which expressed my feeling at that time of what it meant to be a woman:

Foot in nest, Wing in sky; Bound by each Hover I.

Now I know it is not necessary to hover. Now I know it is possible to soar, to know the vastness of the sky and then come back, fully, to the nest, enriched by the vision of the whole and by the exercise.



Tuesday, June 7, 1977 VOLUME XCIX, NO. 165



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League of Women Voters of the United States 1730 M Street, N.W., Washington, D. C. 20036 Tel. (202) 296-1770



memorandum

JUN 9 1978

Going on DPM

June 1978

TO: State and Local League Presidents FROM: Gina Rieke, Communication Chair RE: Women's Equality Day, August 26

It's not too early to begin working on your strategy for coverage of Women's Equality Day, August 26. That day offers a good opportunity to remind the public that we've yet to achieve full equality in this country.

In effect, August tends to be a slow month for action and the media is often looking for a story. All you need is a bit of imagination and some planning and you are likely to get coverage.

Enclosed is a sample press release. Please feel free to modify it to meet your needs.

#



news release

This is going on DPM

(Following is a sample press release regarding Women's Equality Day, August 26, which you may wish to adapt for use in your media.)

wish to adapt for use in your media.)
, president of the League of Women Voters of, issued
the following statement today in honor of Women's Equality Day, August 26.
"Fifty-eight years ago today, women were finally given their right to vote.
Yet, the struggle for equality is still with us more than a half century later.
"In every area of life, women are still denied their basic rights. For
example:
- they suffer from high unemployment and low wages.
- they are often denied equal access to a quality education.
- they are discriminated against in credit matters.
"The League of Women Voters of did not want this day to go by
without reminding the public that until women are given the Equal Rights Amendment,
their future will remain frought with inequities and men as well as women will
continue to suffer economically as well as socially.
"The proposed 27th Amendment to the Constitution is designed to make women
equal partners in American life.
"To remind (name of community) of the importance of their support of the
ratification effort, the League of Women Voters of today will
to underline the importance of passing the amendment in the next
seven months.
"Time is running out. In the next seven months we will determine whether this
country is on the side of equality for all, or whether we will remain locked in the
struggle for equal rights for years to come."

For further information on how you can help gain ratification of the ERA while

there is still time, please contact _____, of the League _____, at

action



LEAGUE OF WOMEN VOTERS OF MINNESOTA

PHONE (612) 224-5445 555 WABASHA • ST PAUL, MINNESOTA 55102 WOMEN'S EQUALITY DAY, AUGUST 26 - STATE FAIR PARADE AND RALLY

<u>ACTION ALERT</u>

To: Local League Presidents and Human Resources Chairs

From: Jeannette Kahlenberg, Human Resources Chair and ERA Coordinator, LWVMN Re: WOMEN'S EQUALITY DAY, SATURDAY, AUGUST 26 - STATE FAIR PARADE AND RALLY

Date: August 7, 1978

August 26th is the 58th anniversary of the adoption of the Women's Suffrage Amendment. State Fair officials have been very cooperative in helping LWV plan a visible observance of this day, focusing public attention on the unfinished business of achieving equality for men and women. NOW, we need your local League members both to MARCH and to RALLY.

PARADE: We may have a contingent of up to 150 women march in the regular 1:15 Fair parade, following a band and other units.

RALLY: At Machinery Park (by Chinese Arch) we will have a rally at 2:00 p.m. Speeches, singing, media coverage -- but we need bodies too!

Parade Details:

Marchers to assemble at open area behind Greenhouse (between Administration Building and the Mexican Village) at 12:45 p.m.

Wear white - dresses or skirts preferably - or slacks.

Identifying sashes will be available for \$1.

Some marchers will wear suffragist-era costumes and carry banners. If your members have costumes or banners, encourage them to wear them (or carry, as the case may be!)

Admission: Unfortunately free admission is not available to us.

Parking: For late morning arrivals, State Fair officials recommend parking at Rose-dale or Harmar shopping centers (free) and taking a 10-cent shuttle bus to the Fair. (Parade assembly point is very near main gate.) Buses leave Rosedale and HarMar every 15 minutes, 9:00 a.m. to midnight, and signs will direct you to the pickup point.

Limit: 150 marchers. We are inviting other supportive groups to join us at the rally and send representatives to the parade. If more than 150 appear, they will still be able to attend the rally. But we want to be SURE we have at least our allotted 150.

METRO AREA LEAGUES: Please try to round up 5 or 10 marchers. Then let me know by August 22 how many are coming. Write a note or call the state

office (224-5445) or me (429-6070).

OUTSTATE LEAGUES: If it is possible for your members to arrange their visits to the

Fair for August 26, we'd love to have them march or at least cheer

at the Rally.

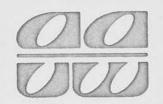
The MINNESOTA Women's Political Concus celebrates the 127th Anniversary of the first Women's Convention Sene ca Jalls testival Calling Skille cancered; Sunday. Swinn Ming!!! HighWAY #12 1:00-**Yolloy** 10:00 CO.RO. 15 Hot dogs, been ice for sole. NARROWS PRIDGE Gloria Griffins

EXCERSIOR

Tickets Available in advance lake, \$ 5.00 each; Children 104/year for info: 646:5865

The Narrout

AMERICAN ASSOCIATION OF UNIVERSITY WOMEN



Minnesota State Division

TO: Council of Jewish Women, Jr. League of Mpls., Jr. League of St. Paul, League of Women Voters, AAUW representatives involved in "The Coalition"

FROM: Geri Burns, VPLP, Minnesota Division AAUW, 822-2349 (home), 521-2263 (office)

Reminder -

We will meet again on

Tuesday, October 17, 1978 9:30 AM - 2:30 PiM, latest (BRING A BAG LUNCH) at the Mpls. Jr. League's office, room 236 in the YWCA, 1130 Nicollet Mall

for the purpose of studying two issues: education for the gifted and family services, which we all support, to determine how we could lobby for them collectively in the '79 session of the Minnesota Legislature.

PARKING INFO: There are several places near the YWCA including a lot next to McPhail on LaSalle, and the Orchestra Hall Ramp on Marquette.

BABYSITTING: The YWCA has a limited number of places in its "drop-in" center, available by reservation only for up to four hours of care. Call 332-0501, extension 172, immediately, if interested.

Typdate -

For the information of those unable to attend the Sept. 19th meeting: We were fortunate to have had present as guest advisers Diane Greensweig, Common Cause lobbyist; Gene Mammenga, Minnesota Education Association's lobbyist and a former state legislator; and Benno Salewski, Joint Religious Legislative Coalition's executive director and lobbyist. They discussed coalition structure and pros, cons, and costs of employing a lobbyist. They agreed that a joint lobbying effort by our organizations would be well-received by legislators, could be tremendously effective, but could cost from \$12,000 to \$30,000 yearly.

After much discussion, during which all involved expressed approval of the coalition concept, it was agreed that we could not recommend hiring a lobbyist to our respective boards at this time.

Instead, we recommended to continue working in the informal coalition we now have, with the possibility of hiring a lobbyist for the 1980 Legislative Session to be reconsidered at a later time. We then made plans for the October 17th meeting.

Those present and the Boards of Directors they represented were:
Pam Berkwitz, Minnesota League of Women Voters; Geri Burns, Minnesota
Division AAUW; Jan Lifson-Bray, Mpls. Branch AAUW; Carole Olson and Pat
Allen, St. Paul Junior League; Jackie Sinykin, Mpls. Council of Jewish
Women; and Leslie Turner, Mpls. Junior League.

* if you have any "in-house" experts on these issues, pluse bring them along!

ELIN MALMQUIST SKINNER 934 SUMMIT AVENUE ST. PAUL, MINNESOTA 55108 612-225-4356

This is an update on issues shared at the Spring Hill Symposium. You have all received the list of participants (a gift of Sally Pillsbury) to encourage you to keep in contact as individuals. Stamps for two mailings have come from Ronnie Brooks.

Several volunteers met with Arvonne Fraser on July 22 to explore future possibilities. The paragraphs below are a summary of that rather effervescent morn.

I. CHILD CARE - This continues to be the most wide-spread problem facing women. Ramifications of mandatory minimum wate for child care workers will price such care out of the reach of many, including those covered by welfare. Much as we want child care workers well-paid, this shows up the teeter-totter relationship we have between local and federal regulations.

II. CHILD SUPPORT PAYMENTS AMENDMENT which was a horror in the House, has been greatly improved by amendments. If you trip over Senator Humphrey, or especially Senator Mondale, these next few weeks, ask that they do plenty of emending to bring the Senate version into line with the House.

III. TITLE XX - In a nutshell, this law means local units of government have the power to design for an extremely wide range of 13 mandated social services. It has a greater implication than most of us envisioned. You are encouraged to call you Congressman's office (local) and ask for a small red booklet, published by HEW, called A CITIZEN'S HANDBOOK TO SOCIAL SERVICES '75. This will inform. you on the Act so that you can act good questions at the Hearings in the counties within the next two weeks, and it will inform you representatives that you are taking am interest.

IV. LEGISLATURE'S INTERMIN HEARINGS are going on three days each month in the House, and on an irregular basis in the Senate. Check with the Committee Secretary if you wish to follow a certain issue. "OUR" ISSUE is up on



August 21 - noon - State Office Building
Labor & Management Committee, Rep. Encho



Testimony is needed from you, or your acquaintances, on the employment and economic status of women. To testify you should phone Ann Hunt (296-7181) or Carol Gilson (296-4274) and ask to be listed. Then, please send me a card so I will know you are planning to speak on a particular issue,

V. FUTURE OF THE GROUP - We plan to have more substantive meeting such as the one being reported above (next will be September 17, above address, 9:30AM, children welcome to play or nap) and they are open to anyone receiving this report.

In addition, we have sketched out some basic plans of on-going rapid communication during the session. You are invited to react to these ideas (which will not be implemented until January 27, 1976). We plan to meet early on Monday and Thursday mornings in SOB 74-B. We will ask a variety of Reps. and Senators to reserve it for us, depending on issue. We know the attendance will change depending on the issue - this is not a tight coalition. At times we will ask in reps. to share their plans on legislation of interest to us, and we can make our own offers of support.

We are planning to ask Phyllis Kahn if we can again have the use of a small message center on the inside of her office door.

Elina 1/27/75

Continuing their long fight to win ratification of the Equal Rights Amendment (ERA), the National Federation of Business and Professional Women's Clubs roted at their convention last week to provide \$250,000 to the effort.

Delegates to the 56th annual convention of the national federaion in Las Vegas voted the funds n the form of a \$1.50 increase in dues for each of the federation's 170,000 members nationwide.

The money will be used to wage a national media campaign to ratfy the ERA in states where it has not yet been approved.

And Sen. Florian Chmidewski DFL-Sturgeon Lake, one of the funniest men in the Minnesota senate, told a group at the St. Paul Press Club that 'a little group of women's libbers" are the only people in favor of the ERA.

Actually, the list of national organizations on record favoring the ERA numbers 78. Opposing organizations number 14.

THERE ARE A lot of other beliefs about what the ERA will do. including forcing men and women to go to the toilet together, drafting women, forcing women to leave the home and work and allowing homosexual marriages. (That last one absolutely baffles me. Why is it anyone's business if two adults of the same sex want to consider themselves married?)

women wanted just career, just marriage, or a combination of both.

IT IS TRUE-that only two per cent of the women voted to have a career and not marrying or hav- Union of Electrical, Radio and ing children. But 38 per cent of the respondents voted for marrying. having children and not having a career, while a majority - 52 per cent — voted for combining marriage, career and children.

But Mrs. Schlatly avoided giving her audience that 52 per cent figure, even though that is precisely what she is doing, combining marriage, children and career. (She says she's just a housewife, but she isn't. She is as much a career woman as a corporate executive.)

ERA opponents will probably never be convinced that the amendment will not mark the end of family structure, although I wonder if some of them are not dumping all the social ills of our

Also, Intercollegiate Association of Women Students, International Association of Human Rights Agencies, International Brotherhood of Teamsters, International Machine Workers, International Union of United Automobile. Aerospace and Agricultural Inplement Workers of America, Interstate Association of Commissions on the Status of Women Leadership Conference on Civil Rights, League of American Working Women, League of Women Voters.

And National Association for the Advancement of Colored Peop. National Association of Colored Women's Clubs, National Association of Negro Business and Profes sional Women's Clubs, Nation Association of Railway Business Women, National Association Social Workers, Inc., National A. sociation of Women Deans and Counselors, National Association of Women Lawvers. National



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STATE CAPITOL ST. PAUL, MINNESOTA 55155

COMMITTEE ON LABOR-MANAGEMENT RELATIONS

STANLEY ENEBO. CHAIRMAN DOUGLAS ST. ONGE, VICE-CHAIRMAN

L. ABELN R. ALBRECHT

G. DOTY

W. ERICKSON W. HANSON

R. JENSEN

D. JOHNSON

G. KNICKERBOCKER T. MANGAN

B. MCEACHERN

J. METZEN

D. MOE

J. PEHLER D. PETERSON

N. PRAHL

W. SIMONEAU W. SKOGLUND

K. ZUBAY

TO: Helene Borg

P.O. Box 5

Mound, Minnesota, 55364

FROM: Representative Stanley Enebo

Chairman, House Labor-Management Relations Committee

State of Minnesota

HOUSE OF REPRESENTATIVES

MARTIN OLAV SABO, Speaker

RE: Labor-Management Relations Committee Meeting

DATE: July 29, 1975

The House Labor-Management Relations Committee will convene on Thursday, August 21, at 12 p.m. in room 81 of the State Office Building to discuss the employment of women in Minnesota.

The committee will hear testimony on such issues as:

- 1) The employment of women in positions normally occupied by men in the past
- 2) Promotional opportunities for women
- 3) Discrimination against women for positions previously held by men
- 4) Discrimination against women presently employed in positions also held by men
- 5) The effect of recession on the employment of women

Please notify other members of your organization and encourage them to attend. We feel the hearing will be both stimulating and thought provoking. Members of the committee hope to be able to address themselves to legislation which can eliminate many of the problems which now exist in employment for women.

If you would like to testify during the hearing concerning these or any other pertinent issues, please contact Ann Hunt (296-7181) or Carol Gilson (296-4274).





SCHEDULE FOR SYMPOSIUM ON WOMEN'S ISSUES AND LEGISLATIVE IMPACT

Monday, June 23, 1975 Spring Hill Conference Center

9:30 a.m.	Registration.
9:45	Introduction.
9:50	Small Group Discussionsseven in each group.
	What were our successes? What were our failures?
10:15	Large Group discussion of priorities, with each group presenting its own.
11:00	Analysis and speculationwhat makes for a successful legislative issues? What have we learned? What are the issues?
11:30	Sherry.
12:00 noon	Lunch and time to stretch your legs.
1:15 p.m.	Brief introduction to perspectives on strategyRonnie Brooks.
	Two views of the lobbying effort: Jen Rasmusson Judy Healey
	 Stand Strong as Out Front Feminists. Blending without bending, working within the system.
	Group discussion on these and other views.
2:30	Coffee.
2:45	A Case Study: The ERAwhat happened, why did it happen, and how do we select a strategy?
3:45	Final exchanges on future actions.
4:00	On your way!

Roster of Participants at SYMPOSIUM ON WOMEN'S ISSUES AND LEGISLATIVE IMPACT Spring Hill Conference Center Monday, June 23, 1975 Sponsored by CURA--Esther Wattenberg MWPC --Elin Skinner

Berkwitz, Pam 2425 France Avenue South Minneapolis 55416	920-3364	Greensweig, Diane 6716 Southdale Edina 55435	926-8522
Borg, Helene P.O. Box 5 Mound 55364	472-2674	Griffin, Gloria Route 2 - Box 287 Excelsior 55331	474-4807
Brooks, Ronnie Senate Majority Research State Capitol, St. Paul 5		Halladay, Shelley 1010 Lake Street N.E. Hopkins 55343	933-2779
Bryant, Marilyn 17819 Maple Hill Road Wayzata 55391	473-4808	Hanson, Emmy Lou 521 Blake Road Hopkins 55343	935-7163
Cain, Ruth 730 East 38th Street Minneapolis 55407	827-5421	Healey, Judy 4800 Freemont Avenue South Minneapolis 55430	822-9238
Delin, Bart 400 Groveland Avenue Apt. 1907 Minneapolis 55403	871-6065	Kahlenberg, Jeanette 2338 South Shore Blvd. White Bear Lake 55110	429-6070
DeSantis, Lois 6508 Newton South Richfield 55423	866-5171	Kane, Betty 5117 Woodlawn Blvd. Minneapolis 55417	729-8236
Douthit, Julie Route 1 - Box 162 Long Lake 55356	473-1136	Kaplan, Ann 22 North Dale St. Paul 55102	226-8835
Eldredge, Ruth 3623 Lowell Wayzata 55391	473-8564	Kaplan, Rita 22 North Dale St. Paul 55102	226-8835
Enkel, Virginia 4840 James Avenue South Minneapolis 55409	926-5631	Lee, Carol 740 Cheyenne Lane St. Paul 55120	454-8909
Flax, Sally Route 2 - Box 8 Excelsior 55331	474-6588	Lund, Janet 92 Orlin Avenue S.E. Minneapolis 55414	378-2486
Gabor, Janet 2667 Mayer St. Paul 55119	739-7638	Lux, Nancy c/o DFL State Center 730 E. 38th Minneapolis 55407	827-5421
Garwick, Dottle 2741 Upton Avenue South	922-2715	or 3301 North County Rd. 18 Plymouth 55427	545-0020

Minneapolis 55416

Roster of Participants at SYMPOSIUM ON WOMEN'S ISSUES AND LEGISLATIVE IMPACT Page 2

Page 2		
Miles, Laura 3790 Northome Road Wayzata 55391	473-2238	Streibel, Charlotte 2359 Chilcombe St. Paul 55108
O'Loughlin, Ann 3833 Aldrich Avenue Souti Minneapolis 55409		Van Allen, Evelyn 436 Holly St. Paul 55102
Otterness, Eleanor 131 Orlin S.E. Minneapolis 55414	331-6203	Wahlberg, Virginia 1452 Windemere Drive Fridley 55421
Parsinen, Jackie 4000 Zenith Avenue South Minneapolis 55410	922-1232	Wattenberg, Esther 53 Seymour Avenue S.E. Minneapolis 55414
Pearman, LuVerne (Lou) 11933 N. Bradford Road Minnetonka 55343	935-1247	Weyrauch, Anne 2800 E. Minnehaha Parkway Minneapolis 55406
Pillsbury, Sally 1320 Bracketts Point Road Wayzata 55391		Works, Ann 2566 West Lake of the Isla Minneapolis 55405
Platt, Martha 2002 West Lake of the Isl Minneapolis 55405		
Poplinski, Mary Jean 2826 Northway Drive Brooklyn Center 55430	561-2669	
Rasmussen, Jeri 4877 Nottingham St. Paul 55112	484-7929	
Sigford, Janet 1987 Beacon Street St. Paul 55113	645-5689	
Skinner, Elin 934 Summit Avenue St. Paul 55105	225-4356	
Smith, Margaret 1706 West Ryan St. Paul 55113	644-8000	

473-9120

Staples, Emily Ann 1640 Xanthus Lane

Wayzata 55391

645-1849

226-3739

571-3318

333-8461

722-8446

374-3561

es

3n J.K. wants your okay on this by 8/31 p1=.

LEAGUE OF WOMEN VOTERS OF MINNESOTA TO: Women's Equality Day Marchers

555 WABASHA · ST. PAUL, MINNESOTA 55102 PHONE: (612) 224-5445

MEMO

FROM: Jeannette Kahlenberg

SUBJECT: Appreciation and plea!

DATE: August 29, 1978

Thank you so much for marching in the State Fair Parade on Women's Equality Day. August 26. We reminded the crowds at the Fair of the issue of equality, and we received good coverage on at least two TV stations.

Unfortunately, expenses crept up when the State Fair administration, on the afternoon before the parade, responded to a series of anti-ERA phone calls and abruptly withdrew their promise of a free sound system as well as stating that they would strictly enforce Fair rules against our selling you the yellow "Women's Equlity Day" sashes (punishable as a misdemeanor!) As you know, they also forbade us to mention ERA on our signs. A frustrating last-minute development! We recognize that you had to pay your own admission to the Fair grounds and that coming out to the parade was a considerable sacrifice to some of you, but if you are able to contribute \$2 or \$3 toward the sash and sound expense, the event could come closer to a breakeven status.

Thank you again for coming! Forward toward equality! "Failure is impossible!"

Midwest HEALTH CENTER FOR WOMEN

A NON PROFIT ORGANIZATION

NEWSLETTER

November 1978

"For Men Only" Groups Led by Dr. Obsatz

"Many of the men I come in contact with care deeply about their partners & want to share in birth control decision-making. Some have difficulty getting in touch with, revealing, or expressing their inner most feelings.

"As a counselor working in a male health clinic primarily designed for women, I work with men in the areas of birth control, sexuality, and relationship issues," comments Dr. Michael Obsatz. "I also see men who have never used birth control, who are partners in unwanted teenage pregnancies, who express feelings of sadness, regret, feelings of stupidity and guilt."

Mike leads educational/counseling sessions for male visitors to the Midwest Health Center for Women. Funds were approved for these sessions in the spring of 1977 and Mike was hired to lead the sessions that summer. He received his doctorate in Educational Psychology from the University of Chicago and is currently Associate Professor of Education and Sociology at Macalester College.

Mike's interest in sexuality and health care for young people began in the late 1960's when he helped organize Family Tree, a low cost community health clinic in St. Paul near Macalester. He was also

involved in providing chemical dependency counseling to male groups at American Chemical Dependency Center in Chanhassen. In the last few years he has been increasingly interested in the roles of men and male socialization. He has led a wide range of groups for men of all ages and has been conducting workshops on these topics each year for the Minnesota Council for Unmarried Parents. This spring he coled a Midwest Health Center Workshop on "Encouraging Male Involvement in Family Planning," with Dr. Kristin Luker, Sociologist from the University of California at San Diego who is currently doing research on this topic.

Groups, "For Men Only", are conducted by Mike daily at the Midwest Health Center for Women. Although many men's initial reaction to the group ranged from scepticism to nervousness, most participants have emphasized that the group was comforting, supportive, and informative. Most men were surprised to receive any attention during this experience of an unwanted pregnancy.

The sessions focus on the men's feelings about pregnancy, the abortion decision and the relationship involved. Mike encourages each group member to become aware of his feelings and to be more open in

Continued on page 2

Research Birth Control Methods for Men: A Chauvinist Plot or Problematic Investigation.

An added incentive which would assist men in assuming their share of responsibility for birth control would be the development of male contraceptive methods that fall somewhere between the closer related condom and the sterilization procedure of vasectomy. Side effects from female-directed methods have increased the need to develop male contraceptives as well as alternate methods for women. However, it will be several years before any of the male techniques will be available for wide spread use.

Several different methods are being explored for controlling fertility in men. Knowledge about male reproductive functions must be extended before male methods can be devised. The male reproductive processes, theoretically subject to control according to Dr. Ronald L. Urry are as follows: gonadotropin inhibition (inhibition of the hormone which supports and stimulates the growth of the gonads), sperm transport (block and delay), the accessory organ function (the epididymal function, seminal vesicle function, and prostrate secretions,) and blocking sperm action at several points in the female tract.

Continued on page 4

From the Desk of Renee Ward - MHCW Co-Director

It may surprise you that a health center for women chooses to devote a newsletter to the topic of men, but I have long been committed to recognizing the significance of the man's involvement in family planning decisions. As early as 1973 we have held daily discussions and counseling groups for our clients' partners and families and for the last year we have been able to offer special groups for men to discuss facts and feelings. Sex, birth control and pregnancy are not just "women's business."

Over the five years that we have been providing medical and counseling services we have learned first hand how serious is the lack of communication on birth control and sexuality among adolescent couples. We know that few young men attend family planning sessions and seldom do clinics make provisions for them if they do attend. With the advent of the pill and the I.U.D. in the early 1960's the man's role in contraception deminished to the point that even health care providers have forgotten how important male methods have been historically.

At the Midwest Health Care Center for Women we have found that many men do, in fact, care and feel "committed" but often do not know what to do or whom to ask. For all these reasons we focus attention on the man's role as well. It is our contention that in order to achieve the most effective use of contraceptive methods we must consider the partnership (where relevant) not merely our female client.*

In this issue of our newsletter we shall review the recent literature on male involvement, future directions in contraceptive methods for men, describe services for men available in our area, give an up-date on our educational and counseling program for men and provide some preliminary data on their reactions to these sessions.

*The other relationship found to be important to successful outcome especially for the adolescent patient, is parental. Even though in situations associated with birth control and pregnancy termination the parental involvement is minimal, this does not mean that their support is not needed or desired. We expect to devote an upcoming issue of our newsletter to this topic.

"For Men Only" (continued from page 1)

expressing them with his partner. As Mike observes, "Many men feel the need to be assertive and dominating in sexual encounters. They seldom admit lack of knowledge, skill, or expertise. It is important to be a "good lover". A man who has felt he was a bad lover would have a difficult time with his self-concept. In relating sexually with a woman, a man might hesitate to admit he knows little about birth control, or little about the woman's needs, feelings, and desires."

Consequently, in the sessions attitudes toward sexuality, the masculine role model and relationships with women in general are explored. Participants are also encouraged to take more responsibility for contracepose 2

Initial results from 200 consecutive participants indicate that the major benefits have been learning about the abortion procedure, learning how other men feel about the situation, and enabling men to express their feelings. This last aspect is particularly beneficial since approximately one third of the men indicate that they have spoken to no one other than their partners about the situation.

Obviously, the group of males participating in the sessions is a select group who care enough to accompany their partners. Approximately four in ten men accompany their partners to the clinic. Of these men almost all attend the sessions led by Mike. 80% speak of their commitment to this relationship nearly every

SMALL DOSES

Dr. Jane E. Hodgson presented a paper at the Annual Association of Planned Parenthood Physicians in San Diego late in October. She colled a course in Medical Malpractice Issues Surrounding abortion with Roy Lucas in San Francisco in September.

Renee Ward and Linda Kleven offered an update on the Safety of Fertility Control for Twin Cities Community Clinic personnel during October. Papers presented at the 2nd National Conference on the Safety of Fertility Control held in California in August were discussed. If your organization would like to be notified of programs of this kind in the future call Renee. (The first in this series was an informal evening of discussion with Dr. Kristin Luker (author of Taking Chances) on encouraging male involvement. The next will be a discussion about the range of techniques for outreach to adolescents with Dr. Peter Scales.)

Mike Obsatz and Janet Wettlaufer presented an all-day workshop for 120 high school students at Park Center High School in Brooklyn Park, October 4th. The workshop included lectures, discussion, films and small group exercises. The small groups explored decision making, values, male/female roles, stereotyping and liberating oneself from rigid sex roles.

Mike, Janet and Marilyn Colby, clinic health education staff, have been presenting our Two-Together series of sex education sessions to adolescent men and women at New Connections Group Home in St. Paul.

man (97%) believes that birth control is the responsibility of both partners.

It is the view of both Dr. Obsatz and Midwest Health Center for Women that these men's thoughts and feelings will be important to their relationships in the future. Male involvement is a crucial and necessary component in a satisfying relationship. Midwest Health Center for Women welcomes the opportunity to reinforce that involvement.

Studies Probe Male Role in Family Planning

Methods used by males account for nearly half of teenage contraceptive use, as many studies have shown. These two methods are condoms and withdrawal. "It is evident that a large percentage of teenage contraceptive behavior depends on males' perception of their responsibility for using contraception," Dr. Peter Scales points out, "and on their willingness and ability to assume that responsibility."

Societal standards and attitudes have consistently under-emphasized the male role in family planning decisions. It has been demonstrated that males consistently receive less parent-child sex education than females. They also rarely receive attention from clinics providing sex education or contraceptive services.

Considering the fact that an increasing number of teens are sexually active and that a method of birth control is seldom used consistently. education for both adolescent males & females regarding the use of contraceptives is crucial. Many young people fear pregnancy but do not use birth control; others don't use contraception because it detracts from the spontaneity of the encounter and makes it seem planned; and still others just hope that pregnancy will not occur. The existence of effective communication between young partners is crucial to whether a method of birth control is employed or not.

page 3

Scales reports on a participant observation study of seven family planning agencies in a large northeastern city. Each was visited by a young couple to see how the male partner was treated and to what degree he was encouraged to become involved in contraceptive decision-making. This study showed that men were not only denied being an integral part of the session but were repeatedly ignored, cut-off, or treated as a source of irritation if they did try to enter the discussion. (There were differences by agencies. Interestingly, the Women's Health Center received the highest scores with the local Planned Parenthood running a close second.2)

A nation-wide study of Federally Funded Family Planning Centers found a similar result. Few clinics offered any encouragement to the male partner to become involved in its services even though women clients wanted this very much.

Improving services for men has been hampered by staff inexperience in dealing with men and by a lack of male workers at the primary level according to Scales. Recommended suggestions for improving services from both studies include asking over the phone if the male will be accompanying the client, alloting more time at the intake interview to encourage additional questions, providing literature in waiting rooms that is geared to men's involvement.³

Clinic Sit-In Trial: Judge Rules on "Necessity" Defense

Judge Henry McCarr ruled on October 5 that the defendents charged with criminal trespass at the Midwest Health Center for Women could not justify their illegal sit-in on the grounds that they were saving lives and operating under a higher "necessity" than the law. The three defendants staged a sit-in on January 7, 1978 and attempted to obstruct activity at the Center by sitting in doorways of examination rooms and blocking hallways. They were representing a new national organization called P.E.A.C.E. (People Expressing Concern for Everyone). Members of this organization staged six demonstrations nationwide on January 7 in order to attract attention to their cause and to get court cases into various jurisdictions.

McCarr will not allow the defendents to introduce evidence designed to prove that human life exists at the time that abortions are being performed. Rather, McCarr cited the 1973 decision of the U.S. Supreme Court which said that states could not limit or prohibit abortions during the first three months of pregnancy. This is believed to be the first ruling on the "necessity" defense by a judge in Minnesota. This decision was handed down at the evidentiary hearing. The trial for trespass, is scheduled for December; at which the defendants will request a jury









HOW MUCH DOES YOUR CHILD KNOW ABOUT WHERE BABIES COME FROM?

"Research Birth..."(continued from page 1)

Berger Receives
Award For
Fund For Choice

In our Winter '78 Newsletter we reported that the Fund for Choice initiated by a donation from Mr. & Mrs. Benjamin Berger for Medical Assistance recipients wishing first trimester abortions was not being fully utilized. The reaction to the publicity, posters, and your cooperation have changed that. The percentage of women receiving Medical Assistance who have chosen abortion returned to the level it was prior to the funding cut-off. Planned Parenthood of Minnesota, the administrator of the fund, indicates the return to previous levels is true for other providers as well as Midwest Health Center for Women.

This fund was advanced for 1978 only. It is difficult to assess what the situation will be next year. Political and legal challenges must be supported if poor women are not to be forced into mandatory motherhood or have to sacrifice in order to pay to receive an abortion. Public hospitals are no longer a resource of medical care for indigent women who seek abortion; there is no other course of action than for them to turn to the private sector.

For his unusual act of generosity Mr. Berger received the Humanitarian Award of 1978 from the National Abortion Federation at its Annual Meeting in San Francisco in September. In his acceptance speech Mr. Berger pointed out how un American and discriminatory the Congress was in the cut-off of funds. As this Newsletter goes to press the President has before him the "liberalized bill" for 1979 offering choice to women about to die, to those who are raped or are incest victims (providing their crimes are promptly reported) and those who would suffer long-lasting and severe physical health damage if the pregnancy continues.

The use of hormones to eventually control fertility in men is plausible. However, the correct hormones and dosage need to be isolated before this can be feasible. Although the reversibility of vasectomy is high, the pregnancy rates following vasectomy are low. If this procedure could be improved then it would be probable that this could be a popular technique to produce temporary sterility. New developments in condom research could refine and improve an already satisfactory method.

The funding for the development of a male contraceptive has been modest compared to that allocated for female contraceptive research. According to Diller and Hembree less than one-fourth the funds spent to research female methods are allocated to research on male methods and this has been decreasing.

Some critics have argued that contraceptive research has been a chauvinist plot. Diller and Hembree express this perspective: "certain historic revisionists see the female contraceptive as the scheme of entrepreneurs concocted with male chauvinist scientists and pharmaceutical companies to unleash untried chemical on the unsuspecting docile, and passive female population."

However, many specialists have considered the task of developing a successful male contraceptive to be more difficult than developing a female contraceptive. Another problem centers around the fact that clinicians and clinical investigators trained in all aspects of male reproduction are needed to provide the motivation and insight for the development of such a contraceptive. The urologist or endocrinologist are the closest counterparts to the gynecologist for females. However, there has been little interest in fertility control for men and consequently little training devoted to this area.

Women also had a greater incentive to push for the development of a successful method of birth control considering the fact that they would

be the ones to most directly suffer the consequences of an unplanned pregnancy. The fact that a successful female contraceptive was developed further inhibited research directed towards the development of a male contraceptive.

Societal attitudes also have had a part in this slow development. Most men were considered to be neither interested in nor responsible for family planning and the male was considered to be sexually capricious, at least prior to marriage. Consequently, the demand for a male contraceptive was questioned even if one were to become available.

The high number of vasectomies performed in the United States (one-half million annually for the past five years) debunks many of these stere-otypic notions about male attitudes. It has become apparent that improved male methods are desired by many male users. Men prefer to limit family size, as do women. They are particularly aware of economic difficulties that accompany large families.

In a 1970 study in Great Britain condom users outnumbered pill takers 36% to 25%. Condom usage has continued to be the most common preventative method in Japan. In India, 84% of the sterilizations performed in 1972-73 were vasectomies. These statistics imply that men are not averse to accepting responsibility for family planning. The development of new male contraceptives and the improvements of existing methods would assist men in participating more fully in this process.

*See listing of Articles on page 5 of this issue.



INFORMATION AVAILABLE

Here are a few well written and interesting pamphlets especially for young men:

1. Sex and Birth Control for Men: formerly the View from our Side (discusses male sexuality, anatomy and birth control from a male point of view) available by writing to:

Box 26069 80 Buller St. SE Atlanta, GA 30303

Cost: \$1.00

2. You've Changed the Combination (Light discussion of male/ferelationships)

Rocky Mountain Planned Parenthood 1852 Vine Street Denver, Colorado 80206

3. He Doesn't Need a Prescription to get Birth Control that Works (brief overview of birth control methods)

Planned Parenthood of New York City.

4. She will Always Remember You (a short brochure encouraging contraceptive responsibility.)

Rocky Mountain Planned Parenthood 1852 Vine Street Denver, Colorado 80206

5. Man's World (briefly covers sexual anatomy, birth control, V.D., the condom)

Population Services
International
105 No. Columbia Street
Chapel Hill,
North Carolina 27514

\$.50

The Twin Cities Men's Center is a group of men interested in discussing men's issues, holding consciousness raising sessions, offering crisis intervention and providing speakers on these topics. A more detailed description can be obtained by calling 373-1857. Ask for tape #5322. Their monthly Newsletter, "Men Talk," can be obtained by writing P.O. Box 14299, University Station, Minneapolis, MN 55414, or calling Frank Holmgren, 727-1129 or Scott Bartell, 729-8016.

RESOURCES FOR MEN

BOOKS AVAILABLE

- 1. Man's Body: an Owner's Manual, Paddington Press LTD., 1976. Profusely illustrated manual with information on male body functions, health, illness, sexuality, aging and his wonder about women's bodies. Available at most large bookstores.
- 2. Male Sexuality, Bernie Filbergeld, Ph.D. A guide to sexual fulfillment. Little, Brown, & Co. 1978.
- 3. You, Sol Gordon with Roger Conant, Quadrangle, New York Lines Book Company, 1975. (10 East 53rd St., New York, N.Y. 10022) Helps the teenager to examine himself as a person and cope with school, sex, work, parents, religion and life in general.

Relevant Articles for Professionals include:

- 1. Diller, Lawrence and Wylie Hembree, "Male Contraception and Family Planning: a Social and Historical Review," Modern Trends, vol. 28, no. 12, Dec. 1977, pp. 1271-1278.
- 2. Scales, Peter, "Males and Morals: Teenage Contraceptive Behaviour amid the Double Standard," The Family Coordinator, vol. 26, no. 3, July 1977, pp. 211-222.
- 3. Vadies, Eugene and Daryl Hale, "Attitudes of Adolescent Males Toward Abortion, Contraception, and Sexuality," Social Work in Health Care, vol. 3, Winter 1977, pp. 169-174.
- 4. "The Modern Condom Quality Product for Effective Contraception," Population Reports, Services H#2, May 1974, Dept. of Medical and Public Affairs, George Washington University Medical Center, 201 S. Street, NW, Washington, D.C., 2009.

REACHING OUT

The Men's Regional Conference:

Mike Obsatz and Art Decker, clinic counselors for men, co-led a workshop entitled, "Close Encounters — Intimacy vs. Intimidation" at the North Central Regional Men's Conference at Metropolitan Community College, October 7th. More than 60 men and women participated in the discussion of men's issues, sharing affection, expressing needs, vulnerability and male/female dependency.

Approximately 360 people attended the three-day workshop. More than 40 individual sessions were held, as well as non-competitive games and dance activities. A performance of "The Gelding" (a play concerning ambivalent feelings between father and his son) was also presented.

Parents As Sex Educators

Parents are the primary sex educators of their children yet many are not prepared to assume this role. To help gain comfort and confidence in this area. Midwest Health Center for Women has developed an outreach program on Parents As Sex Educators. Sexual knowledge, attitudes, myths and facts will be examined with the general goal of the program being to encourage a climate of "askability" in the home. The first of these programs was held Wednesday October 18th, 7:30-9:00 p.m. and was co-led by clinic counselors, Cheri Rolnick and Kate Bochert.

If your organization is interested in offering this program or if you would like more information about this outreach program in your area contact Cheri (612) 332-2311.

Men's Conferences:

The Fifth National Conference on Men and Masculinity will be held December 27th — 31st at the University of California at Los Angeles. Topics civered will be the ERA, Gay Civil Rights, Abortion, and Changing Men.

League of Women Voters 555 Wabasha Ave. 51. Paul, MN 55102

Minneapolis, MM Permit 430

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A METROPOLITAN MEDICAL OFFICE BUILDING

825 SOUTH 8TH STREET, SUITE 902

MINNEAPOLIS, MINNESOTA 55404

Studies (continued from page 3

They also suggest that the man be present at the pelvic exam if the couple so desires.

The object of offering men more information and greater involvement is not to create a situation where the man armed with information chooses what's best for him and his partner. This approach also does not release women from taking greater responsibility for their actions and their sexuality. Rather, greater sexual responsibility comes with better communication between the partners. More complete information for men, and especially teenage men, will facilitate better communication. In order to provide full family planning services this aspect will need to be included and emphasized by clinics and clinic personnel in the future.

- 1. See Relevant Articles for Professional this issue for full reference to Scales' participant observation study.
- 2. If your agency would like to test itself on responsiveness to the partners, Scales article, is instructive "Journal of Community Health". Or you may write us and we'll be glad to send you a copy.
- 3. On page 5 of this newsletter we have listed some books & pamphlets that are currently available.

NARAL has recently published Legal Abortion, A Speakers and Debater's Notebook. A seventyone page notebook of information covering all major aspects of the abortion rights debate in a statement and response format. Arguments and documentation are contributed by people with extensive experience in speaking and debating the issue such as Midwest Health Center for Women clinic co-director and NARAL Board Member, Robert McCoy. There is also an appendix of useful studies, polls, bibliography of books and films.

The \$5.00 charge includes supplements issued to up-date and expand the notebook's usefulness. (Bulk orders of five or more are priced at \$3.00 each). Orders can be sent to the Midwest Health Center for Women and we'll see to it you receive them promptly.)

Published by the Midwest Health Center for Women for referral sources and associates in the health care community.

Metropolitan Medical Center Office Bldg. 825 S. 8th St. Suite 902 Minneapolis, MN 55404 (612) 332-2311

Co-Publishers Renee Ward Robert McCoy Editor Rebecca Wallin Male Clinic Meets Needs in Calif.

A demonstration project for healthcounseling services for men is the Men's Reproductive Health Clinic, located in Chinatown in San Francisco. Funded by the Dept. of Health, Education and Welfare, this clinic serves as a general health clinic for men with an emphasis on sexuality and birth control methods.

Visitors to the clinic are instructed in the safe, effective use of diaphragms, condoms, and foam as well as offered a free supply of condoms, foam and diaphragm jelly. Of the clinic visitors surveyed, in a 2 year period, 67% were in their twenties, 19% in their thirties, and 8% were forty or older. (1 in 20 were teenaged.) 60% 6 out of ten of these respondents expressed interests in sexuality education and learning about sexuality techniques. These men were especially interested in learning about 1) how to maintain an erection longer (41%), 2) prostrate cancer (38%), sexual arousal in women (31%), and 4) male birth control methods (30%).

Outreach programs are also an important part of this innovative clinic. For more information concerning the Men's Reproductive Health Clinic contact:

Joe Lamm
Men's Reproductive Health
Clinic #4
1490 Mason Street, at Broadway
San Francisco, California



Legal Defense and Education Fund

36 WEST 44th STREET • NEW YORK, N.Y. 10036 • (212) 354-1225

HBM got this at home. Don't know if you did too. Maybe Board of Directors it'll provide some more info. for your ERA letter.

November, 1978

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Stephanie J. Clohesy Executive Director Phyllis N. Segal Legal Director Susan Bruser Development Director Dear Friend,

I am outraged by what happened to Selina Martin. I am so angry that I want to tell you her story. It is just one example of injustices suffered today by women who are married, divorced, widowed and single.

Selina, a 26 year-old Louisiana woman, worked double shifts as a nurse to help her husband complete college, and also used her wages to buy a small home. But under Louisiana's "head and master" law, Selina's husband had full power to control the home she bought -- and all their community property -- without her consent.

Over Selina's protests, and without her signature, her husband mortgaged the home and took out a loan which he failed to repay. When the credit company came to foreclose the mortgage and take Selina's home away from her she fought back and challenged the constitutionality of the law. The (all-male) Louisiana Supreme Court refused her plea.

Selina then appealed to the (all-male) United States Supreme Court, but on October 10, it refused to review her case. Now, with no place left to turn, Selina will lose her home because of the "head and master" law.

Could such flagrant injustice happen to you or me, or to our daughters and sisters? YES, as I learned from reading a new book, Real Women, Real Lives. Its real-life stories document the heartrending injustices women suffer under current laws. I think every woman should read this book, for it shows how each of us is a potential victim of discriminatory laws administered mainly by male judges.

For example, marital property laws vary from state to state and many treat women like second-class citizens. In some states a married homemaker with no outside job has no legal right to help decide how the family income will be spent ... under some laws it is presumed that all property (the home, the farm, the stove, the rugs) belongs to the husband, unless the wife can prove she paid for it.

If laws are unfair and judges unresponsive, what can you and I do?

- --The Judicial Education Project is documenting judges' attitudes toward women and will develop educational materials for programs to help change those attitudes. Today many judges respond unfairly to the pleas of women because they still hold stereotyped ideas about women's roles and needs.
- --The Judicial Appointments Project monitors appointments of judges and teaches women how the appointment process works. With 152 new federal judgeships about to be created, we have a unique opportunity to change the nature of our virtually all-male judiciary -- and thus help to eliminate sexist rulings.
- -- The Emergency Project for Equal Rights (directed by Betty Friedan), is harnessing the talents of recognized leaders to press for the passage of the Equal Rights Amendment. Discriminatory laws, like the "head and master" statute, underscore the need for the ERA.
- --The State ERA Education and Litigation Project will further the implementation and interpretation of ERA laws that now exist in 16 states. Until the day when we finally have a federal ERA, women look to state ERAs for relief -- and for proof that the ERA principle really does work!

Each of these projects, in some way, can help prevent future tragedies like Selina Martin's and can help create a better life for you and for people you love. But your support is urgently needed now, for without your financial help these and other vital projects will die.

Won't you please join me in helping the NOW LDEF to help us by sending a generous tax-deductible contribution today? Thank you.

Yours for justice and equality,

Carol Rurnett

P.S. Earlier I mentioned Real Women, Real Lives. By special arrangement, the NOW LDEF is able to offer a copy of this "must-read" book to donors who contribute \$25 or more. If you would like to receive a copy, please check the enclosed card and return it along with your contribution.

REAL VOMEN LIVES

MAMIAGE DIVCORCE WIDOWHOOD

Selina Martin is one of the most recent victims of the discriminatory laws in Louisiana. You could be the next victim of legal inequity—wherever you live.

But you can benefit from the experience of others by reading Real Women, Real Lives. It is available to those who donate \$25 or more to the NOW Legal Defense and Education Fund.

Real Women, Real Lives, a 96-page illustrated book, tells the true life stories of Wisconsin women from a variety of backgrounds who have struggled with the present laws as they cope with divorce, child custody, widowhood, domestic violence, and old age.



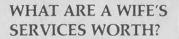
Mary Heath

The True Story of Dorothy McGee

"He didn't commit any crime here: we can't arrest him. You should work this thing out together."

New York policeman to battered wife

PERSONAL RIGHTS IN MARRIAGE



They Smiled at My Naivete

The True Story of Ethelyn Morgan

Beginner's Guide To Estate Planning

The Jennifer Patri Case

HE LEFT HIS DEBTS TO HER

"Menial employed servants were available only to a minority of the pre-industrial population; the servantwife is available, democratically, to almost the entire present male population."

John Kenneth Galbraith The Economics of the American Housewife, 1973



Shirley Weger

The Support That Stopped

PENSIONS

Working and Losing Under the System

The True Story of

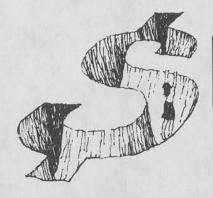
Klara Bolden

Judy Banks and children

"Like everything else, insurance is sold only to income producers. The unpaid housewife is out of luck. Insurance companies . . . regard women as hazardous and expensive risks. Consequently, no disability insurance is written for housewives. I regard this as a most serious form of economic discrimination."

Esther Peterson, 1974

Ellen and Eugene Skaar

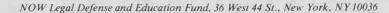


The True Story of Shirley Weger

WHO GETS CUSTODY OF THE CHILDREN?

Two Wisconsin Couples Who Were Denied Equal Partnership





NOV 20 1978

The Blaisdell Women's Health Club, Inc.

The largest publicly-held, womenowned business in the country.

needs you...

What's happening at Blaisdell? Efforts continue to be made to secure the balance of the financing necessary to open the doors of the Blaisdell Place. But these efforts take **time**; a costly commodity for a growing women's business.

We have turned to the people most aware of the struggle to get established . . . you. Frankly we need your organization's help.

We are also aware of the limited funds available to women's organizations for operation. We are not in any way suggesting that you support us with large sums of money. But there are ways, financial, and otherwise, in which your organization can help.

Will you and your members join us for coffee and discussion?

Your presence is vitally important to us.

Date: Wednesday, Nov.29,1978

Time: 7 p.m.

Place: Plymouth Church

1900 Nicollet Avenue

We would appreciate your call if you are planning to attend. 338-2121

WOMEN & WORK 3

Vocational Education

MAR 23 1979

Although women are entering the labor force in growing numbers, they continue to be concentrated in the lower-paid, less-skilled, low-status jobs they have traditionally held.

Despite federal civil rights statutes prohibiting employment discrimination on the basis of sex, there are still many institutional barriers facing women in the world of work. Employers continue to practice occupational segregation, to deny advancement opportunities to qualified women and to pay unequal wages for equal work.

Another key factor that has impeded women's access to the full array of employment opportunities in the past and will significantly affect their future access to jobs is the vocational educational system. Although more than half of its enrollment is female, vocational education continues to perpetuate women's overrepresentation in some job categories and underrepresentation in others.

What is vocational education?

Vocational education (voc ed) covers instruction in all recognized occupations, except those requiring a baccalaureate or higher degree. Most vocational education courses are offered in regular high schools and in community and junior colleges. In addition, there are more than 2,000 public secondary and postsecondary vocational education centers, known as Area Vocational Education Schools, which have as their primary or sole objective the teaching of skills that lead to employment. All three levels of government contribute to the funding of voc ed programs; on the average, state and local governments chip in 8½ dollars for every federal dollar.

Forty percent of all high-school students and 30 percent of community college students are enrolled in voc ed programs. Among the thousands of programs and courses, some of the better known ones are "work study" programs for students who work part-time to support their studies; "cooperative education" for students who receive credit for working at jobs related to their fields of study; and "apprentice training" for students affiliated with a labor union.

Voc ed—a dead end for women?

Vocational education has traditionally offered two different kinds of education—one for males and one for females. And fiscal year (FY) 1976 data collected by the Bureau of Occupational and Adult Education in HEW's Office of Education (OE) reveals how sex-segregated vocational education remains. In seven out of the nine broad voc ed program areas at the secondary level, enrollments were either at least 75 percent female or 75 percent male. The male-dominated programs were agriculture (88.7%), technical (88.7%), and trades and industrial (87.3%); females dominated health occupations (78.7%), consumer and homemaking (78.7%), occupational home economics (84.7%) and office occupations (75.5%). Moreover, analysis of the 155 instructional categories within program areas showed 67 percent of the categories having at least 75 percent enrollment of one sex, and 39 percent of the categories having enrollment of over 90 percent one sex.

Translation: nearly all girls were enrolled in programs that either did not prepare them for work or steered them into jobs at the lower end of the pay scale. For example, 39 percent of all girls were enrolled in consumer education and homemaking. The bureau acknowledges that even though such courses may be valuable, they do *not* prepare students for paying jobs.

The statistics reflect a slight but not significant decrease in the degree of sex segregation during the past few years. Moreover, since FY 1972, the enrollment of boys in occupational home economics has increased more than that of girls in the technical and trades and industrial programs.

However, two key pieces of federal legislation promise to shake up the status quo in voc ed

Title IX

Title IX of the Education Amendments of 1972 prohibits sex discrimination in federally assisted programs and activities. Under Title IX, boys and girls cannot be barred from classes that were once explicitly (or subtly) deemed single-sex courses. This guarantee applies not only to students enrolled in voc ed programs who may want to enroll in nontraditional areas, but also to all other students, including boys who want to take cooking classes and girls who want to study industrial arts.

The Education Amendments of 1976

The second and even more important federal statute affecting voc ed is the Education Amendments of 1976 (PL 94-482), which amended the 1963 Vocational Education Act. Federal funds have helped support voc ed since 1917. Initially most of the money went to vocational agriculture and home economics; but in 1946 and 1963 subsequent major laws significantly increased both the number of recipient categories and the allocation of federal dollars. Right now (FY 1979), the authorization level for block grants to states (excluding separate authorizations for programs to the disadvantaged, consumer and homemaker education and administrative and accountability requirements) is \$1.03 billion—more than double what it was 10 years ago. By FY 1982 the level for state grants will reach nearly \$1.5 billion.

For the first time, the 1976 amendments state that overcoming sex discrimination and stereotyping in voc ed programs is one of the purposes of federally assisted state vocational programs. This purpose and the specific provisions included to implement it were incorporated into the legislation after 1975 congressional hearings had established the pervasiveness of sex discrimination in voc ed.

The act authorizes matching grants to states, based on a state population formula. The funds have been consolidated into a block grant, except for consumer and homemaking education and special programs for the disadvantaged. Eighty percent of each block grant is a "basic grant."

The programs and projects for which states may spend basic grant money include: instruction related to apprenticeship training in trades that provide equal access to both sexes; industrial arts programs designed to eliminate sex stereotyping; support services, such as counseling and placement for women who want to enter nontraditional occupations; day-care services; residential vocational schools for males and females; and voc ed programs for displaced homemakers and other special groups. In addition, states are mandated to designate funds for programs designed to help displaced homemakers

The other 20 percent of the block grant, earmarked for program improvement and supportive services, may be used to fund: research programs to overcome sex bias and stereotyping; curriculum

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WOMEN & WORK 4

Social Security

The Smiths and Johnsons live next door to one another. The Smiths greater dependent's benefit but not both. She does not receive the are both retired; both held paying jobs and both paid Social Security taxes. Yet together they receive the same Social Security benefits as the Johnsons—even though only Mr. Johnson worked outside the home and contributed to Social Security. In fact, Mrs. Smith receives fewer Social Security benefits than Mrs. Johnson!

On the same block lives Mrs. Green, a widow with grown children. She will not be eligible for her widow's Social Security benefits for several years; in the meantime, she's having a tough time finding a job to support herself.

inconsistently and it affords many women inadequate protection.

Background

The Social Security Act was passed in 1935 to insure workers against loss of employment income through retirement. Over the years it has broadened to include 90 percent of all jobs and gives benefits to covered workers and their dependents, upon retirement, death or disability.

How the system works

The Social Security system is financed through a payroll tax deducted from an employee's earnings and a matching contribution from the employer. Generally, benefit levels or primary insurance amounts (PIA) are based on earnings covered by the Social Security tax averaged over the number of adult working years minus five years of low or no earnings. As of 1979, persons applying for benefits will have their PIA indexed to reflect increases in national average

The maximum amount of earnings in any one year which can be used to figure Social Security benefits is set by law. For 1979 this amount is \$22,900 and, starting with 1982, the amount of yearly earnings that can count for Social Security benefits will increase automatically to keep pace with increases in average wage levels.

To qualify for benefits, a person must have worked in Social Security-covered employment for a specified period of time, during which he or she develops, on a quarterly basis, a wage record, which determines benefit upon retirement, death or disability. In general, a person must earn 40 guarters of coverage to be entitled to collect full retirement benefits at age 65 (benefits are less if a worker chooses to retire at age 62).

Workers are entitled to disability benefits if they are fully insured (earned at least one quarter of coverage for each year elapsing after 1950, or since the year the worker turned 21 if that's later) and if they meet the recency test (i.e., worked 20 of the last 40 quarters or five of the last 10 years). There are special provisions for workers disabled before age 31.

Dependent's and survivor's benefits

Dependents of a retired or disabled worker receiving benefits also are eligible for Social Security benefits, equal to half of the worker's benefit, subject to a maximum family benefit ranging from 150 percent to 188 percent of the worker's benefit. A dependent is a spouse aged 62 or over; a child under age 18 (or 22 if a student); and a wife caring for an entitled child.

If a female spouse has earned 40 quarters of coverage as a worker, she is entitled to her own primary benefit based on her own wage record. However, if the amount she could receive as a dependent is greater than her own primary benefit, she will receive the

benefits she earned and paid taxes for as a worker.

The spouse, child and dependent parent of a deceased worker are also eligible for survivor's benefits, which again are subject to a maximum family benefit ranging from 150 percent to 188 percent of the deceased worker's PIA. The wife can receive widow's benefits when she reaches 60 (50 if she is completely disabled). If she waits until 65 to collect, she will get the full retirement benefit to which her husband was entitled; otherwise, the amount will be reduced.

Although wives have automatically been entitled to dependent's The Social Security system treats one- and two-earner couples and survivor's benefits, in the past a husband had to prove that he was dependent on his wife (i.e., she provided more than half of his support) to be eligible for dependent's and widower's benefits. This dependency test was struck down by the Supreme Court in 1977, in Califano v. Silbowitz and Califano v. Goldfarb, respectively for dependent's and widower's benefits, on the grounds that it was discriminatory.

> A widow is entitled to mother's benefits if she has children under age 18 in her care. Mother's benefits, equal to three-fourths of the deceased husband's benefit level, stop when the youngest child reaches 18. The Supreme Court, in the 1975 case of Weinberger v. Weisenfeld, gave fathers the same benefits.

> Children also are eligible for their own benefits, equal to threefourths of the deceased parent's benefit amount, if an insured parent dies. This benefit lasts until the child is 18 years old or until 22 if the child remains in school. A dependent parent (62 or over) of a deceased worker is eligible for benefits equal to 82.5 percent of the worker's benefit or 75 percent if two parents are entitled.

Other benefit tests

- ☐ In the past, a divorced wife was entitled to dependent's benefits only if she had been married for at least 20 years. As of 1979, the duration of the marriage requirement was reduced to 10 years.
- ☐ Individuals receiving Social Security retirement benefits may continue to work but are subject to an earnings test that in 1979 reduces benefits for people aged 65 to 72 by \$1 for every \$2 earned over \$4,500. Different rules, which include medical considerations, apply to work performed by people receiving checks because of disability.
- The single benefit requirement specifies that an individual cannot receive more than one benefit regardless of the number to which he or she is entitled.
- ☐ Marriage or remarriage generally terminates entitlement to dependent's or survivor's benefits. Starting in 1979, and effective retroactively, a widow or widower who remarries after age 60 will not have his or her benefits reduced to the dependent's status but will remain eligible for the higher survivor's benefits.

The effects of changing lifestyles

With a few minor and technical exceptions, the system is administered to men and women equally. Men and women who work outside the home are taxed at the same rate, become entitled to benefits under the same circumstances, and receive benefits based on the

The problems women encounter with Social Security arise primarily from their changing lifestyles. The Social Security program was developed around certain assumptions that are no longer valid: i.e., the husband is employed while the wife remains home to care for

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Women in Management Program The College of St. Catherine St. Paul, Minnesota

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FINANCIAL FEMALE SYMPOSIUM

APR 10 1979



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The College of St. Catherine St.Paul, Minnesota April 21, 1979 8:45 a.m.- 4 p.m.

DO YOU KNOW...

Women own 65% of the private wealth in this country.

7½ million households are headed by women.

91% of wives outlive their husbands. They marry men about 3 years older, live about $6\frac{1}{2}$ years longer and on the average survive their husbands by $9\frac{1}{2}$ years.

Women inherit 2/3 of the estates left by men and 1/2 of the estates left by women, but

More than 1/2 of all widows have expended the insurance benefits of their husbands within 18 months and 1 out of 4 exhausts her insurance money within 60 days.

1/2 of all divorced women find that being single (often with young children to rear) presents an extreme financial burden. They are often at a complete loss as to how they can best use the little money they have.

The symposium is presented by lecturers who are leaders in their fields. They are women . . . they give you the essential facts, the new developments and the techniques you need for intelligent financial and estate planning.



Jacquelyn Crawford B.S., M.A.

Director, Women in Management Program,
The College of St. Catherine, St. Paul
Author, Women in Middle Management,
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SELF ESTEEM AND MONEY

What is self esteem and how is it related to money? What knowledge skills are necessary to develop wealth? How do you make a financial plan? What are your values and goals in relation to money?

FINANCIAL FEMALE SYMPOSIUM

The College of St. Catherine, St. Paul, Minnesota

8:45 a.m. to 4:00 p.m.

April 21, 1979



Anne Kelly B.A., CLU

Charter Life Underwriter, Penn Mutual Life Insurance Company and Mutual Association for Professional services, Minneapolis Life Member Women Leaders Round Table.

INSURANCE PRINCIPLES

Basics to consider in developing a good life insurance program. How can you provide INCOME REPLACEMENT in event of death or disability? What about retirement income? IRA and KEOGH Plans, as tax shelters. What is "Key-Person" Insurance? Life Insurance as property. Will you need estate tax liquidity? Annuities and insurance as gifts.



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THE WOMEN IN MANAGEMENT Program is a college-level program offered evenings at The College of St. Catherine. It is designed especially for women interested in management and supervisory positions. The program teaches the basic principles of professional management with an emphasis on the special concerns of women in a traditionally all-male field.

Upon admission to the College, the courses in the program may be taken for academic credit; OR, for certificate credit. The faculty in the program will assist each individual in selecting the courses appropriate to her level of education and experience.

SUMMER SESSIONS 1979 Courses offered are:

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(Limited Enrollment)

Call WIM Office for registration materials and/or to be put on the mailing list.

Jacquelyn Crawford WOMEN IN MANAGMENT Program The College of St. Catherine 2004 Randolph Avenue St. Paul, Minnesota 55105 OFFICE: (612) 690-6728

C.E.U.'s Available for the Financial Female Symposium

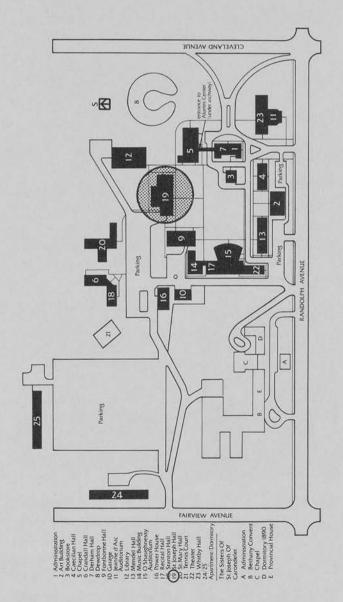
In accordance with the guidelines and standards established by the National Task Force on Continuing Education Units, .6 C.E.U.'s may be awarded for participation in this program. Those persons wishing to apply for C.E.U.'s will be provided appropriate information and forms at the seminar.

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St. Joseph Hall, West Marian Lounge The College of St. Catherine St. Paul, Minnesota



WOMEN & WORK 5

FEDERAL JOB PROGRAMS: APR 16 1979 HOW MUCH DO THEY HELP POOR WOMEN?

Despite recent gains by professional women at the top of the income ladder, for a majority of working women progress has been painfully slow. In fact, the earnings gap has widened in recent years: women who worked full time in 1977 earned only 58 percent as much as their male counterparts. Only 6 percent of male-headed households had poverty incomes, compared to over 35 percent of female-headed families.

The causes of these income discrepancies are both obvious and subtle. Women comprise a disproportionate share of unemployed and "discouraged" workers. The lack of day care and part-time jobs prevents many women with children from working. Some highly skilled traditionally female occupations such as nursing and elementary school teaching are economically undervalued. And sex discrimination and sex stereotyping by educators, employers and unions often prevent women from obtaining "male" skills, relegating them to traditional, low-paid "women's work."

Women participate in a number of federally supported employment and training programs intended to improve skills and earnings, but no major programs are designed to deal with women's special employment needs. While existing programs have a potential for improving the job skills of poor women, too often they merely perpetuate existing conditions that keep women in low-paid occupations.

WIN—The wrong solution to the wrong problem

The Work Incentive Program (WIN), enacted in 1967, was created with a single purpose in mind—to cut the welfare rolls by getting recipients of Aid to Families with Dependent Children (AFDC) off public assistance. The original program, dubbed "WIN I," was an all-out effort to provide social welfare and employment services to make welfare recipients economically self-sufficient. But WIN I's placement rates were disapportive services high: between \$4,000 and \$5,000 for each WIN participant who "graduated" to economic independence.

In 1971, Congress redirected the program by enacting WIN II, which requires all AFDC recipients—except those exempted because of age, illness, family responsibilities or remoteness from a WIN site—to register with the program. Other recipients can participate as voluntary entrants, but they are not assured of services. Under WIN II, which is still in force, efforts have been diverted from expensive counseling, day care and training to placing participants in unsubsidized jobs as quickly as possible.

The 1971 amendments require WIN administrators to give priority for services first to unemployed fathers; next, to mothers who are voluntary entrants; next, to mothers required to register; last, to children over 16 who are not in school. Because the number of registrants has always greatly exceeded WIN's capacity to provide services, WIN administrators must "sift" through participants to select out the most immediately employable. The results of this process are not surprising: the very welfare recipients selected for services are the ones most likely to find jobs on their own and leave welfare rolls soonest. White men in their prime working years with high-school edu-

cations receive a disproportionate share of WIN services and have higher placement rates than other participants. In fiscal year (FY) 1977, for example, men comprised 27 percent of WIN registrants, but they were 38 percent of job entrants. Men also got higher hourly wages upon leaving WIN—34 percent earned wages of \$4.00 or higher, compared to only 7 percent of women. Women were concentrated at the other end of the wage scale—almost 75 percent of women WIN "graduates" earned under \$3.00 an hour, compared to 35 percent of the men. In FY 1977, almost two-thirds of women participants were placed in low-paid service and clerical positions, while half the men found work in better-paid blue-collar jobs.

Because the law requires WIN II to give unemployed fathers priority, all women registrants are at the end of the queue. WIN administrators report that this mandatory preference prevents them from providing services to women who may be more qualified or more highly motivated. Many mothers with young children are not even certified as eligible to participate, because day care is not available.

WIN's funding—\$352 million in FY 1977—has always been inadequate to furnish even minimal services to all WIN registrants. In 1976, WIN served only 25 percent of all registrants. Of these, only about 9 percent actually got jobs and two-thirds of them did so without the help of WIN. Sar Levitan, an employment and training specialist, concludes that "at best, job placement services and pressures to accept jobs probably result in getting enrollees back to work a few weeks or months earlier than would have occurred in the absence of WIN, netting correspondingly small benefits."

The most effective services provided by WIN are the very ones that have been deemphasized under WIN II. Job training and public service employment produced the largest benefits: on-the-job training and public service employment increased participants' average annual earnings by \$1,400, vocational education added \$500, but job placement added only \$300, annually.

The WIN experience indicates that employment programs stressing immediate job placement instead of longer-term training and supportive services will have little long-range impact on the earnings of welfare recipients. Despite WIN's poor record, however, recent proposals have called for expansion of the program as a vehicle for a welfare-related job program.

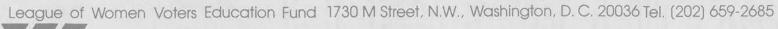
Workfare and registration

"Workfare" projects are another effort to tie welfare benefits to work effort. Unlike WIN, workfare provides no increase in income—recipients are merely required to perform work without pay to "work off" their welfare benefit. Workfare was authorized under AFDC by the 1962 amendments to the Social Security Act. Known as Community Work and Training (CWT), the program offered little training and no financial incentives to participants. Project sponsors generally found that administrative costs outweighed the value of services performed. Moreover, welfare agencies, which traditionally provided social services and rehabilitation, were ill equipped to provide training and employment services. For these reasons, Congress discontinued the CWT program in 1967.



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memorandum

May 11, 1979

TO: State Presidents and State HR Chairs

FROM: Dot Ridings, HR Coordinator and Beatrice Shields, Project Manager

RE: HUD Women and Mortgage Credit Project

The enclosed memorandum is going to the local Leagues listed on the attachment.

If you know of any other local Leagues in your state that might be interested in the Project, please pass the memo on to them. If you need more copies, please contact Bea Shields at the League office in Washington. (202) 296-1770, Ext. 264)

Attachment

INITIAL LIST OF LLs INTERESTED IN WOMEN AND CREDIT MORTGAGE PROJECT*

CALIFORNIA
North San Mateo County
San Dieguito
Los Angeles
Pasadena
San Jose-Santa Clara

DELAWARE Wilmington

District of Columbia Washington

FLORIDA Orange County

GEORGIA Atlanta Columbus

ILLINOIS Chicago Hinsdale-Clarendon Hills-Oak Brook Downers Grove-Woodbridge Highland Park Morgan County

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NEW YORK
N. Brookhaven
New York City
Schenectady

OKLAHOMA Norman Ponca City

PENNSYLVANIA Carlisle Area Venango County

TEXAS Austin

VIRGINIA Lynchburg Richmond Roanoke Area

WISCONSIN Marshfield New Berlin Waukesha Wauwatosa

^{*}Additional listings will be added as inquiries are received

League of Women Voters Education Fund 1730 M Street, N.W., Washington, D. C. 20036 Tel. (202) 659-2685



memorandum

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TO: Local Leagues Interested in the Women and Mortgage Credit Project FROM: Dot Ridings, HR Coordinator, and Beatrice Shields, Project Manager

: HUD Women and Mortgage Credit Project cc: State Presidents and HR Chairs

This mailing is going out to all local Leagues that have expressed an interest in the project, whether through the original sign-out sheet passed around at the Human Resources workshop at the 1979 National Convention, through responses to notices about the project in NATIONAL BOARD REPORTS or other communications.

We haven't forgotten that you are on our list as having expressed interest in the Project! Things have been moving slower than anticipated, particularly given that Secretary Harris "leaked" the original plans for the Project last May at Convention. You will recall that in the January 1979 NATIONAL BOARD REPORT we announced that we had finally received a \$227,000 grant for an eighteen-month project to facilitate the entry of women into the housing and credit market.

Now that the Project is a reality, we hope that this memorandum will bring you up-to-date as to where we stand in terms of timing and your participation.

In March 1979, Secretary Harris formally announced HUD's Women and Credit Project, of which the LWVEF grant is one component. She noted three major problems associated with women and credit:

- 1. Not all lenders and real estate agents have grasped the full scope of equal credit and fair housing laws and regulations;
- 2. Many of them fail to recognize that women are indeed creditworthy;
- 3. Too few women know their rights in obtaining credit and housing finance.

To overcome these problems, HUD has launched a million dollar Women and Credit Project focusing on four areas, including the grass-roots education of women about basic credit and housing concepts; a lender-awareness campaign; a research and publications component (for example, Harvard will measure the impact of race and sex in the granting of mortgage credit, and the National Council of Negro Women and HUD will develop information packages to be used as guides for female home purchasers, renters and others relevant to the Project); and a multimedia information campaign to be conducted by a Washington-based public relations firm.

Grants have been made to two groups to carry out the grass-roots citizen education aspect of the Project: the LWVEF and a minority consulting firm, BLK. In conducting our citizen education campaigns, both the League and BLK will focus on topics such as advantages and disadvantages of homeownership, different kinds of mortgages, step-by-step procedures involved in the purchase of a home and the basics of credit.

BLK will conduct workshops in sixteen cities targeted by HUD that reflect geographical, housing-market and ethnic and racial diversity. The cities are: Atlanta, Georgia; Baltimore, Maryland; Boston, Massachusetts; Dallas, Texas, Dayton, Ohio; Denver, Colorado; Detroit, Michigan; Houston, Texas; Knoxville, Tennessee; Los Angeles, California; Miami, Florida; New York, New York; Portland, Oregon; Providence, Rhode Island; San Antonio, Texas; and Washington, D.C. In each city, BLK will work with women's groups, unions, women's banks and other concerned local groups. They will also work with lenders to make them aware of women as an untapped market for the mortgage-lending industry.

The League will provide pass-through grants of \$3,000 apiece to 10 local Leagues (not necessarily in the same sites as those targeted by BLK) to carry out comprehensive citizen campaigns to facilitate entry of women into the mortgage market and to share information about laws designed to prohibit sex discriminatory practices in mortgage lending. According to the grant award from HUD, only local Leagues will be eligible for the grants.

The League's citizen education campaign will focus primarily, but not exclusively, on displaced homemakers and business and professional women.

We are in the process of finalizing selection of the Project Advisory Committee consisting of about 10 experts in the fair housing field, from the government, public interest and academic sectors as well as League board and staff members from the Human Resources and Litigation Departments. The function of the Advisory Committee is to refine the shape of our Project, develop criteria for selecting the League sites and help plan a League conference that will train representatives from local League projects. We have scheduled the first of our two Advisory Committee meetings for June 18. At that meeting, we will identify criteria for selecting those Leagues that appear to be appropriate candidates for pass-through grants. Shortly thereafter you will be sent information on applying for a pass-through grant; time will be short for you to submit your proposal so be forewarned! The sites will be selected by the LWVEF Human Resources Committee which will be meeting in mid-summer.

Once the League sites are selected we plan to hold a conference that will be geared to workshop-type sessions. Two representatives from each League site will come to Washington for training, and resource people from the League, HUD and the Project Advisory Committee will be responsible for conducting the sessions.

During the next phase of the Project the 10 Leagues will be expected to carry out high-visibility citizen information campaigns using their working ties with concerned local civic, business, union and government groups in their own communities. We will encourage Leagues to use part of their pass-through grants to pay a stipend to the local Project Coordinator, who will be responsible for the success of the local project. Use of local Speakers' bureaus such as those commonly set up by local Leagues to work on citizen education campaigns will be encouraged. Funds have also been budgeted for legal consultants to assist the Litigation board and staff as needed in working with state laws and practices that affect mortgage lending.

spect of the Project: the Division a minority consulting firm, but. It endages no our citizen education campaigns, both the Leadur and Out will focus on topics uch us advantages and discoventages of homeownership different kinds of mortcages.

Competition for the pass-through grants will be keen. However, the project promises to be a valuable and stimulating undertaking.

As soon as we have more information to share with you regarding selection procedures, we will send you the material. In the meantime we hope you are maintaining a continuing interest, and for our part we will keep you informed about the progress of the Project. We are enclosing for your information a copy of HUD's brochure on the Project, "Women and Mortgage Credit Project."

Eventually we hope all local Leagues interested in this subject will be involved as part of the Project's "ripple effect" through the League structure. Even if you are no longer interested in applying for selection as one of our 10 sites, or if your League applies but is not selected, the Project will provide many materials that can be used by Leagues and other organizations as part of a continuing effort to promote the participation of women in the mortgage and credit market.



memorandum

MAY 2 2 1979

May 16, 1979

This is not going on DPM

TO: Local League Presidents cc: State and ILO Presidents

FROM: Dot Ridings, Human Resources Coordinator

RE: Women and Mortgage Credit Project

Once again a reminder that the LWVEF has received a HUD grant for \$227,000 to facilitate the entry of women into the mortgage credit market as part of a major HUD undertaking on women and credit. The League's focus is intensive citizen information campaigns in 10 local sites around the country.

Each League that is selected will receive a \$3,000 pass-through grant to carry out a comprehensive campaign to facilitate entry of women into the mortgage market and to share information about laws designed to prohibit sex discriminatory practices in mortgage lending. The Leagues will focus primarily, but not exclusively, on displaced homemakers and business and professional women. Local Leagues will conduct workshops covering such topics as the advantages and disadvantages of homeownership, different kinds of mortgages, step by-step procedures involved in the purchase of a home and the basics of credit.

We have already heard from a number of you in response to earlier communications about the project. However, we want to remind others who are not yet aware of it to make sure that you are included in our mailing list of interested Leagues.

Recipients of the pass-through grants will be chosen on the basis of criteria established after consultation with the project advisory committee. The committee will meet on June 18 and following that we will solicit proposals. The turnaround time for submitting proposals will be relatively short. Once the Leagues have been selected, we will gear up for a training conference in late summer or fall in order to begin work on the project activities planned for the following 10 months.

It's not too late to express your interest in participating. Contact Bea Shields, Project Manager, as soon as possible for further information.

women to watch

These are only some of the candidates WCF is helping. For example, we've not included several candidates whose primaries occur after you receive this mailing.

When John Burton announced his retirement after eight years as the Congressman representing northern California's Marin County and parts of San Francisco, five Democrats entered the race to succeed him in the newly drawn 6th Congressional District. On June 8, Marin County Supervisor Barbara Boxer came out on top of the field with an impressive 50% of the vote.

A former stockbroker and journalist, Boxer set up Burton's district office when he was first elected to Congress, and she helped him earn a reputation for exceptional responsiveness to constituent needs. In 1976, Boxer decided to run for office herself, and she was elected to the Marin County Board of Supervisors. She was re-elected in 1980, and has fought successfully to gain the support of the bi-partisan board for legislation establishing child care facilities for county employees, implementing environmental protection measures, and starting housing programs for the disabled and senior citizens.

Boxer has been a leader of the nuclear freeze movement in Marin County, and she is stressing that issue in her campaign.

Dennis McQuaid will be Boxer's general election opponent. He ran a strong campaign against Burton in 1980 and will have a well-organized, well-financed campaign this year. Democrats greatly outnumber Republicans in this district, though, and if she can raise the money she needs for the fall campaign, Boxer has an excellent chance to win a seat in the 98th Congress.



Barbara Boxer



Eugenia Chapman

Illinois has been one of the main political battlegrounds of the women's movement in the last two decades, and no woman politician has been more important in the fight for equal rights in that state than nine-term Democratic state Representative **Eugenia Chapman**. Chapman now aims to take her long legislative experience to a national forum—the U.S. House of Representatives.

Chapman will face first-term Republican incumbent John Porter on November 2. Porter has had a conservative voting record during his first term, and has received support from the National Conservative Political Action Committee. Illinois's 10th District extends along Lake Michigan north of Chicago and includes both affluent suburban areas and Democratic, blue-collar towns like Waukegan. Chapman has represented 25% of this district in the state House, while only 20% of the newly drawn 10th District is part of the district that elected Porter to Congress in 1980.

An original sponsor of ERA in Illinois, Chapman has also been a prime force behind education legislation passed by the state legislature. Chapman bills that have been passed into law have ensured the availability of medical assistance for migrant workers, reformed regulations governing abortion clinics, and added anti-fraud amendments to the state's Public Aid Code.

An outstanding legislator and campaigner, Chapman has a good chance to beat Porter—if she can raise the \$250,000 she has budgeted for her campaign. In northeastern Wisconson's 8th Congressional District, Democrat Ruth Clusen is challenging two-term Republican incumbent Toby Roth.

Clusen was national president of the League of Women Voters from 1974 to 1978, and under her leadership, the organization sponsored the 1976 presidential debates. In 1978, President Carter appointed her to serve as Assistant Secretary for Environment in the Department of Energy, a post she held for two years. A former teacher, Clusen has also been a consultant on a wide range of environmental issues, including air and water pollution, land use, and a variety of energy-related problems.

The 8th District is centered on Green Bay, contains prime dairy and forest land, and is a popular vacation area. It is generally viewed as a Republican stronghold, but the voters here have supported a number of Democratic candidates in the past. Senator William Proxmire has consistently been a big vote-getter in the district, and his re-election campaign this year should provide a boost to the Clusen effort.

Roth, a former state legislator, has compiled a conservative voting record in the House, is a strong supporter of Reaganomics, and will have a well-funded general election campaign. Clusen has been endorsed by Wisconsin's education associations and many of the state's other labor organizations. With their support, and with the backing of women's groups, Clusen hopes to post a win in November.



Ruth Clusen



Roxanne Conlin

Iowa's Democratic gubernatorial nominee, Roxanne Conlin, is continuing her strong campaign against current Lt. Governor Terry Branstad. Since winning the nomination on June 8, Conlin has gained the backing of her primary opponents and has consolidated the support of the state Democratic Party in her effort to become the first woman Governor of a midwestern state.

Conlin, the former U.S. Attorney for Iowa's Southern District, has been Assistant Attorney General for the state and directed the Iowa Department of Justice's Civil Rights Section. Her priorities as Governor would include working to reduce Iowa's crime rate, providing compensation and restitution for victims of crime, and encouraging use of a small business fund to increase the number of jobs in the state.

Her work in law enforcement and her long-time commitment to the women's movement have given Conlin exceptionally broad appeal, and the campaign has already signed up more than 1,000 volunteers. Conlin is visiting each of Iowa's 99 counties, just as she did before the primary election. Weekly issue forums on a wide variety of topics are being held across the state to encourage citizen involvement in the campaign.

The total budget for the campaign is \$800,000, and in addition to providing financial assistance, WCF has helped to raise money from other Washington-based donors.



Lynn Cutler

In a rematch of a close 1980 contest, Lynn Cutler is again running for the seat she lost to T. Cooper Evans by less than two percent.

Iowa's 3rd Congressional District has been redrawn to include heavily Democratic Johnson County—a development that should favor the Cutler candidacy in 1982.

Since the 1980 election, Cutler has been elected a vice-chair of the Democratic Party, and she has gained national recognition through speaking engagements across the country. Cutler is a member of the Black Hawk County Board of Supervisors in Waterloo—a post she has held since 1974. She'll stress the importance of that local government experience in dealing with cuts in federal programs—cuts that have been consistently supported by Evans during his first term in Congress.

In campaign speeches, Cutler talks about the need to achieve economic equity for women and stresses the disproportionate impact that cuts in health, nutrition, and education programs have had on females. The Business and Professional Women's Clubs recently gave Cutler their National Achievement Award in recognition of her record of public service and her work as a "leader and role model for women entering politics."

Cutler will almost certainly be outspent in this year's campaign, just as she was in 1980. At this point, however, the race is virtually a dead heat, and a strong fund-raising drive could mean a Cutler victory in November. WCF gave her \$6,500 in 1980, and we're providing financial help and fund-raising assistance again this year.



Frances Farley

As the nuclear freeze movement gathers strength, Democrat Frances Farley's campaign for Congress in Utah is beginning to attract nationwide attention. Farley first gained national prominence as the leader of the successful fight against deployment of the MX missile in Utah, and she'll now use her exceptionally strong grass-roots network as the basis of her campaign against incumbent Congressman Dan Marriott.

Currently the only woman in the Utah Senate, Farley is well-known in the 2nd District, which includes most of Salt Lake City. While Farley faces an uphill fight against the three-term conservative incumbent, since January she has narrowed his lead in the polls from 37% to 15%.

A former buyer and manager for department stores, Farley began her political career by working for passage of fair housing legislation in Minnesota during the early sixties. After managing campaigns for a number of state and local candidates, Farley decided to enter the field herself, and she won her 1976 and 1980 campaigns for the state Senate.

Marriott has consistently outspent his opponents, and since the anti-MX drive was organized at the local level, Farley is counting on the work of her hundreds of volunteers to unseat the incumbent. Given her past track record, Farley has a good chance to pull off a big upset in November.



Nancy Johnson

Republican Nancy Johnson surprised nearly everyone in 1976 by beating a Democratic incumbent by 150 votes to win election to the Connecticut Senate—in a district with a four-to-one Democratic registration edge. Since then, she's won two more terms in the Senate, and her margin of victory has increased with each race. If Johnson is successful in the September primary against conservative Nick Schaus, she'll face the winner of the Democratic primary for the open 6th Congressional District seat that has been vacated by Toby Moffett.

Johnson is a native of Chicago, where her father was the Republican Representative to the state House from a bedrock Democratic district. Johnson has been active in community affairs since moving to Connecticut 15 years ago. In the Senate, she has advocated reforming the appropriations process to require periodic review of government programs. She's served on the Senate Appropriations and Education Committees and currently chairs the Program Review and Investigation Committee that evaluates the effectiveness of 20 state boards and commissions each year. Johnson-sponsored bills have provided funding for shelters for battered women and established tax incentives for businesses to set up day care facilities for their employees.

Johnson won almost 70% of the votes in a non-binding party convention held in the district in July, but Schaus had enough support to force the primary election. Assuming that Johnson is able to withstand his challenge in September, she'll be counting on her proven record of bi-partisan support to win her a House seat in 1982.



Madeleine Kunin

Vermont's Democratic Lt. Governor

Madeleine Kunin will face Republican
incumbent Richard Snelling in the general
election contest for Governor of the state.
After announcing his retirement after three
two-year terms in office, Snelling changed his
mind and will make a bid for an unprecedented fourth term.

Vermont is one of the few states which elects its Governor and Lt. Governor separately, and Kunin has proved to be one of the most popular Democrats in this traditionally Republican state. Organizing a largely volunteer staff, Kunin used the normally ceremonial office of Lt. Governor to fight for increased fees for day care providers in the state and to obtain a federal grant convening an advisory panel on energy. Vermont's Lt. Governor breaks tie votes in the Senate, and Kunin's vote kept funding for Planned Parenthood in the state budget.

Kunin has been a reporter, a TV producer, and a professor of English, and in 1972 she was elected to the Vermont legislature. While serving in that body, she sponsored a wide range of legislation dealing with energy, the environment, women's rights, child abuse, and election reform. Kunin was the first woman in the country to chair a state House Appropriations Committee, and the visibility she gained in that position helped her develop a statewide base, with particular support coming from women's groups.

WCF and Kunin have been associated for three elections now: we helped in both of her races for Lt. Governor and got on board for this campaign late in 1981. Although she faces a difficult race this time, the Kunin campaign is gaining strength and support across the state.



Ruth McFarland

One of the most closely watched races in the country this year is in Oregon's new 5th Congressional District where Democrat Ruth McFarland, the only woman in the state Senate, is challenging first-term Republican incumbent Denny Smith.

While the numbers of unemployed have risen across the country, unemployment in the 5th District, which is heavily dependent on the health of the timber industry, has reached 13%—well above the national average. Clearly the economy will be the major focus of this campaign, and McFarland will hit Smith on his strong support of the Administration's economic policies.

To help shore up Oregon's ailing forest industry, McFarland proposes the establishment of a trusteeship for federally owned land in the state that would permit federal and state officials to make joint decisions on land and timber management. Other legislative priorities for McFarland include fighting to keep funding for education programs in government budgets, working for environmental protection and energy conservation measures, and ensuring that the government continues its support for senior citizens.

McFarland began her campaign as the underdog, but the strong campaign organization that brought her a victory over four men in the primary is still in place. Democrats have the registration edge in the district, but Smith, who owns a small newspaper chain, will have a substantial fund-raising advantage. Labor is strongly behind McFarland, though, and she has a good shot at an upset in the fall.



Mary Jane Odell

Formerly an award-winning radio and TV host, Mary Jane Odell began a whole new career in 1980 when lowa's Governor appointed her to fill out the unexpired term of retired Secretary of State Melvin Synhorst. Odell overcame a challenge from conservative Thacher Johnson in the Republican primary, and she'll face Boone County Auditor Al Sorenson in the general election.

During her time in office, Odell has used volunteers to reduce the cost of running the Secretary of State's office, and she has streamlined filing procedures for businessmen, farmers, and candidates. An active feminist for many years, Odell is a long-time member of the Iowa Women's Political Caucus and the Republican Women's Task Force. Human needs have been a major concern for Odell, and she served as a member of the Iowa Shares program, which raised \$550,000 from Iowans to provide food and medical supplies for Cambodian refugees.

Experience will be the major issue in the fall campaign, and Odell is stressing her accomplishments during her past two years as Secretary of State. Odell's strong abilities as a communicator and campaigner should win her a full term in November.



Ann Richards

When Ann Richards defeated the incumbent to win the Democratic nomination for State Treasurer of Texas in May, she was expected to face a relatively easy general election opponent in November. Shortly after the primary, however, the Republican nominee quit the race, and GOP Governor Bill Clements named one of his former aides, Allen Clark, to run for the office instead. Clark is a conservative Republican and a former Reagan appointee to the Veterans Administration, and he is expected to provide Richards with stiff opposition in the fall campaign.

Texas voters have not elected many women to public office, and Richards would be the first woman elected to statewide office there in nearly 50 years.

A Travis County Commissioner since 1977, Richards was an administrative aide to Sarah Weddington when she served in the state House. Richards's statewide experience includes terms served on the state's Special Committee for the Delegation of Human Services and the Criminal Justice Advisory Committee.

Elections for the office of Treasurer do not usually attract much notice, but Richards's exceptional ability as a campaigner has earned her recognition throughout the country and made this a nationally prominent race. Richards will have strong support from Hispanics, blacks, and women, and she hopes to unite her supporters in a coalition that can beat the Governor's hand-picked candidate.

WCF's continued commitment to supporting women running for office at the local level pays off in several ways. An increasing number of decisions affecting women that were previously handled at the federal level are now being turned over to state legislatures. And by assisting women who are running for local office, we can help build the pool of qualified, experienced women politicians who will be successful candidates for higher office in the future.

Nancy Ryles is one of this year's best examples of a woman working her way up the political ladder. Ryles first ran for office in



Nancy Ryles

1972, when she won the first of her two terms on the Beaverton, Oregon School Board. In 1978 she was elected to the Oregon House of Representatives, and she won re-election two years later. Now she's running for the state Senate, and if she wins she will be the first Republican woman elected to that body in more than 30 years.

Ryles's leadership on the abortion rights issue during her service in the state House has earned her the support of Oregon's exceptionally active feminist community in her campaign against Democrat Gerry Brewster. That support could prove crucial in this tough campaign: the district that Ryles currently represents in the House overlaps with only about half of the newly drawn 3rd Senate District.

Democrats have the registration edge in this part of the state, and Ryles is faced with the task of raising a \$35,000 budget. (She spent only about \$9,000 in her last campaign for the House.) But Ryles met her \$32,000 goal for her winning primary campaign, and the experience she gained then should help her in the general election race—and in any future campaigns she decides to undertake.



Claudine Schneider

Elected to the U.S. House of Representatives just two years ago, Claudine Schneider has already compiled a remarkable record of achievement that includes writing and gaining passage of a bill—a rare feat for a first-term Member of Congress. The legislation, which was passed despite Administration objections, will provide jobs in the ship-building industry for many residents of Schneider's Rhode Island district.

The strong environmental stand that helped Schneider win election in 1980 has been an important part of the new Congresswoman's legislative agenda, and she has been a leader in the fight against revision of the Clean Air Act. Schneider has also played a major role

in efforts to prevent construction of a nuclear breeder reactor on Tennessee's Clinch River.

Women's rights have been another cornerstone of Schneider's program. She has introduced a resolution of support for legislation guaranteeing equality of access to school sports programs for females and males. If successful, this resolution will block current efforts to dilute the impact of Title IX and other programs dealing with educational equity.

Success in Washington doesn't always ensure an incumbent's re-election, and Schneider will have an especially tough contest, since Rhode Island is one of the most Democratic states in the country: Ronald Reagan won only 37% of the vote there in 1980. There is a closely contested race for the Democratic nomination, while Schneider is unopposed on the Republican side. But because of the moderate positions she has taken on many issues, Schneider is having difficulty raising money from traditional sources of funding for Republicans.

WCF is on board with the campaign, just as we were in 1980. Schneider's plans for raising her \$350,000 campaign budget are off to a good start, but she faces a difficult race, and will need the continued support of women and environmental groups.



Arlene Violet

No woman has ever been elected to the post of Attorney General in this country, and in a race that has sparked interest throughout the U.S., a Roman Catholic nun is attempting to win that office in Rhode Island. Sister Arlene Violet has no opposition in the September Republican primary, and she will challenge two-term Democratic incumbent Dennis Roberts in the general election.

Violet obtained her law degree from Boston College Law School and she has been a practicing attorney since 1974. Prior to attending law school, she worked as a teacher and as a social worker in South Providence. While she has never run for office before, Violet did serve as an appointed member of the Narragansett Bay Water Quality Commission.

On the campaign trail, Violet emphasizes that since she is not a professional politician, she will be better equipped than past Attorneys General to keep the office free from political influence, and she stresses the need for faster trial and sentencing procedures. Violet—who is pro-choice—advocates increased activity by the Attorney General's office in consumer protection efforts and in

enforcing the state's environmental laws, and she would seek to establish special units to oversee enforcement of rights for vulnerable segments of the population, such as the elderly, children, and the handicapped.

So far, Violet has raised about one-third of her projected budget of \$150,000. While she faces a tough contest in heavily Democratic Rhode Island, her candidacy has dramatically increased voter interest in this race, and with sufficient funds she'll have a good chance to be a winner on November 2.



Harriett Woods

Missouri state Senator Harriett Woods garnered an extremely impressive 45% of the vote in an 11-way primary battle to win the Democratic nomination for the U.S. Senate. She'll now face first-term incumbent John Danforth in the general election, and if she wins she'll be the first Democratic woman ever elected to the Senate.

Woods began her career as a journalist in Chicago, and she later became a film and TV documentary producer. In 1967 she ran a successful race for the University City Council, and she followed that with winning campaigns for the state Senate in 1976 and 1980.

In the Senate, Woods became known for her work on behalf of the elderly, and she fought successfully for passage of a nursing home reform law. She was instrumental in efforts to obtain ratification of the ERA in Missouri and has gained a reputation as a strong environmentalist.

In fashioning her primary victory, Woods ran well in both urban centers like St. Louis and in rural areas, thereby astounding political experts who said that a woman couldn't win an election in the rural parts of Missouri. Her campaign united strong support from labor and women's groups to raise the money she needed to increase her name recognition across the state.

Danforth, whose family began Ralston
Purina, will be able to pour his own monetary
resources into the race and is expected to
spend \$2 million in the general election.
Woods's challenge now is to raise the \$1
million she needs to top Danforth in November. WCF has helped with direct financial
assistance and by working with the campaign
staff to set up Washington fund-raising events
and to open doors to other potential funding
sources