



Emily Anne Staples Tuttle papers.

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LEGISLATIVE FORUM ON WOMEN'S CONCERNS

Tuesday, February 9, 1971

1:00 P.M. -- 9:30 P.M.

Women's City Club of Saint Paul
Sponsored by:

Women's Advisory Committee
and
Division on Women's Affairs
of the
Department of Human Rights

Forum Co-Chairwomen:

Emily Ann Staples, Chairwoman
Women's Advisory Committee

Betty Howard, Director
Division on Women's Affairs

S T A T E O F M I N N E S O T A

SCHEDULE OF EVENTS

1:00 P.M. GENERAL ASSEMBLY

WELCOME

Emily Ann Staples

FORUM OBJECTIVES

Betty Howard

1:30 P.M. FIRST WORKSHOP SESSION

I CHILD CARE

Chairwoman: Bernice Swanson, Legislative Task Force,
Greater Saint Paul Association for Coordinated
Child Day Care

Moderator: Penny Cairns, League of Women Voters

Recorder: Margee Bracken, League of Women Voters

Panelists: Clarence Bischoff, Minnesota Department of
Public Welfare, Day Care Unit

"Day Care Service Act"

Dean Maschka, Ad Hoc Committee for the
Study of Child Care Needs

"The Child Care Facility Act"

The Hon. Jerome Hughes, State Senator,
District 50

"Early Childhood and Parent Education"

Dr. Gloria Powell, Ass't. Professor of
Child Psychology, Institute of Child
Development, University of Minnesota

"Why the Educational Component in
Child Care"

II EMPLOYMENT POLICIES AND PRACTICES

Chairwoman and Moderator: Edna Schwartz, Vice-
chairwoman, Women's Advisory Committee

Recorder: Evelyn Koke

Panelists: E. I. (Bud) Malone, Commissioner,
Minnesota Department of Labor and Industry

"The Need for State Minimum Wage"

Esther Tomljanovich, Attorney

"'Protective' Legislation"

Ellen Lavin, Director of Investigation
Division, Minnesota Department of Human
Rights

"Compliance and Enforcement"

III LEGISLATIVE AND LEGAL APPROACHES TO ABORTION

Chairwoman and Moderator: Diane Fass, National
Organization for Women

Recorder: Renee Ward

Panelists: *Katherine Taylor, Minnesota Council for
Legal Termination of Pregnancy

**Erick Y. Hakanson, Chairman, OB-GYN
Department, Saint Paul Ramsey Hospital
Associate Professor, University of
Minnesota Medical School

Mrs. Fred Mecklenberg, Minnesota Citizens
Concerned for Life

*first session only

**second session only

IV A LEGISLATIVE APPROACH TO IMPROVING WELFARE

Chairwoman and Moderator: Elizabeth Kalisch, former
member, Ramsey County Welfare Board

Recorder: Susan Hertz

Narrator: Cheryl Lux, Minnesota Welfare Rights
Organization

Participants: Morris Hursh, Commissioner, Minnesota
Department of Public Welfare

Members of the A.F.D.C. League

Members of the Minnesota Welfare Rights
Organization

V SEX AND THE MINNESOTA STATE ACT AGAINST DISCRIMINATION

Chairwoman and Moderator: Viola May Kanatz, former
Executive Director, State Commission Against
Discrimination

Recorder: Anne Truax, Minnesota Planning and Counseling
Center for Women

Panelists: Conrad Balfour, Commissioner of Human Rights

Emily Ann Staples, Chairwoman, Women's
Advisory Committee

Marion Freeman, Minnesota Planning and
Counseling Center for Women

Delores Orey, Ramsey County Legal Aid
Society

Ellen Dresselhuis, Hennepin County Legal
Aid Society

3:30 P.M. SECOND WORKSHOP SESSION

All workshops repeated

5:15 P.M. CONCLUSION OF AFTERNOON SESSIONS

Workshop reports

6:00 P.M. DINNER WITH THE LEGISLATORS

8:15 P.M. EVENING ASSEMBLY Emily Ann Staples, presiding

FORUM GOALS Betty Howard

SUMMARY OF WORKSHOPS Emily Ann Staples

WELCOME Conrad Balfour
Commissioner of Human Rights

INTRODUCTION OF SPEAKER
The Hon. Helen E. McMillan
State Representative
District 5A

ADDRESS The Hon. Susan Sedgwick
Hennepin County Municipal
Judge

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WORKSHOPS: Anne Lipnick

HOSTESSES: Jule Ann Johnson

RESERVATIONS: Mary Loney

KITS: Claudia Lindberg

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Edna Schwartz
Pauline Berryman
Bernice Swanson

CONSULTANTS: Mary Connery, Senior Consultant
Child Welfare Division, Department
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Jane Preston, Consultant, Program
Planning and Development
Vocational Technical Education

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Catherine M. Finn
216 Oak Street
Weehawken, NJ 07087

Irene T. Griffin
404 W. Dudley Avenue
Westfield, NJ 07090

Mildred Barry Hughes
Blue House
Morris Ave., RFD
Union, NJ 07083

*Barbara McConnell
57 Main Street
Flemington, NJ 08822

*Marie A. Muhler
2 East Main Street
P.O. Box 838
Freehold, NJ 07728

Elizabeth VanD Smith
P.O. Box 2
Ringwood, NJ 07456

Rosemarie Totaro
69 East Shore Rd.
Denville, NJ 07834

NEW MEXICO

Concha Ortiz y Pino de Kleven
1506 Las Lomas Rd., N.E.
Albuquerque, NM 87106

NEW YORK

Jean Amatucci
RD 3, Box 92
Huguenot, NY 12746

*Olga Aran-Mendez
1215 5th Ave., 15D
New York, NY 10029

*Carol Berman
42 Lord Avenue
Lawrence, NY 11559

*Elizabeth A. Connelly
94 Benedict Ave.
Staten Island, NY 10314

Rosemary R. Gunning
1867 Grove Street
Ridgewood, NY 11237

*Gerdi E. Lipschutz
257 Beach 116 Street
Rockaway Park, NY 11694

*May W. Newburger
43 South Middle Neck Rd.
Great Neck, NY 11021

*Ruth Harper
1427 W. Erie Avenue
Philadelphia, PA 19140

*Marilyn S. Lewis
Camp Wawa Rd., R.D. 1
Schwenksville, PA 19473

NORTH CAROLINA

*Louise Brennan
2101 Dilworth Rd., East
Charlotte, NC 28203

Frederika Sargent
P.O. Box 757
Burnsville, NC 28714
(Served in VT)

*Rachel Gray
612 Gatewood Avenue
High Point, NC 27260

*Mary P. Seymour
904 Southeastern Bldg.
Greensboro, NC 27401

*Edith Lutz
Route 3
Lawndale, NC 28090

*Margaret R. Tennille
2307 Greenwich Road
Winston-Salem, NC 27104

*Helen R. Marvin
119 Ridge Lane
Gastonia, NC 28052

*Betty D. Thomas
160 Glendale Ave., S.E.
Concord, NC 28025

NORTH DAKOTA

*Brynhild Haugland
Box 1684
Minot, ND 58701

Ruth Meiers
Box 56
Ross, ND 58776

*Marjorie L. Kermott
200 7th Ave., S.E.
Minot, ND 58701

*Corliss Mushik
608 - 3rd St., N.W.
Mandan, ND 58554

OHIO

*Edith P. Mayer
10120 Winstead Lane
Cincinnati, OH 45231

Clara E. Weinsenborn
4940 Chambersburg Rd.
Dayton, OH 45424

OKLAHOMA

*Helen T. Arnold
218 East 29th Street
Tulsa, OK 74114

*Dorothy Conaghan
Box 402
Tonkawa, OK 74653

*Hannah D. Atkins
Rt. 4, Box 799
Oklahoma City, OK 73111

OREGON

Myrtle D. Bernard
250 - 25th St., S.E. Apt. 6
Salem, OR 97301
(Served in Utah)

*Pat Whiting
8122 S. W. Spruce St.
Tigard, OR 97223

*Mary McC. Burrows
3105 Firwood Way
Eugene, OR 97401

PENNSYLVANIA

*Mary Ann Arty
527 LeHann Circle
Springfield, PA 19064

*Helen D. Gillette
1917 Freeport Rd.
Natrona Heights, PA 15065

*June N. Honaman
400 Main Street
Landisville, PA 17538

*Phyllis T. Kernick
10753 Frankstown Road
Pittsburg, PA 15235

PUERTO RICO

Julia A. Arce-Franklin
872 Dr. Ashford Avenue
Santurce, PR 00907

Blanca E. Colberg Rodriguez
Box 142
Caborogo, PR 00623

RHODE ISLAND

Harriet J. D'Attore
35 Liberty Street
East Greenwich, RI 02818

*Gloria Kennedy Fleck
5 Spofford Avenue
Warwick, RI 02888

*Marion Hartley Donnelly
260 Algonquin Drive
Warwick, RI 02888

SOUTH CAROLINA

*Joyce C. Hearn
1316 Berkley Road
Columbia, SC 29205

*Norma Russell
R. 2, Box 338 K5
Columbia, SC 29210

*Jean Meyers
415 Patterson Drive
Myrtle Beach, SC 29577

SOUTH DAKOTA

*Mary B. Edelen
311 Canby Street
Vermillion, SD 57069

TENNESSEE

*Lois DeBerry
680 Alida
Memphis, TN 38106

TEXAS

*Betty Andujar
2951 Benbrook Blvd.
Fort Worth, TX 76109

Mildred O. Hofmann
5066 Boca Chica Blvd., No. 23
Brownsville, TX 78521

UTAH

Delila M. Abbott
4775 Bon Air Street
Salt Lake City, UT 84117

Vervene Carlisle
8 Hillside Ave., Apt. 502
Salt Lake City, UT 84103

Margaret S. Bearnson
1363 Ramona Avenue
Salt Lake City, UT 84105

Della L. Loveridge
2336 South 3rd East
Salt Lake City, UT 84115

*Beverly J. White
122 Russell Avenue
Tooele, UT 84074

VERMONT

*Lucille Molinaroli
46 Webster Street
Barre, VT 05641

Erminie L. Pollard
Proctorsville, CT 05153

*Sarah T. Soule
Thompson Road
Shelburne, VT 05482

Janice W. Waterbury
P.O. Box 7
Ripton, VT 05766

VIRGINIA

*Evelyn N. Hailey
1535 Versailles Avenue
Norfolk, VA 23509

*Elise B. Heinz
2728 North Fillmore Street
Arlington, VA 22207

*Gladys Keating
5911 Brookview Drive
Alexandria, VA 22310

WASHINGTON

*Audry L. Gruger
3727 N. E. 193rd
Seattle, WA 98155

*Margaret E. Hurley
730 East Boone Avenue
Spokane, WA 99202

*Eleanor M. Lee
1431 S. W. 152nd
Seattle, WA 98166

Delores Teutsch
321 House Office Bldg.
Olympia, WA 98504

WASHINGTON, D.C.

Mary M. Anderson
1101 Connecticut Ave., N.W.
Washington, D.C. 20036
(Served in Tennessee)

WEST VIRGINIA

*Patricia Hartman
6224 Brenda Court
Huntington, WV 25705

*Sarah Lee Neal
310 11th Street
Rainelle, WV 25962

*Jae Spears
Box 910
Elkins, WV 26241

WISCONSIN

*Patricia H. Goodrich
159 Oak Street
Berlin, WI 52923

Marjorie L. Miller
9 West Capitol
Madison, WI 53705

*Mary Louise Munts
6102 Hammersley Road
Madison, WI 53711

*Mary Panzer
RR 1
Brownsville, WI 53006

Louise Tesmer
2314 E. Rusk Avenue
Milwaukee, WI 53207

WYOMING

*Esther P. Eskens
1045 S. Ash Street
Casper, WY 82601

*Catherine M. Parks
Little Power River Ranch
Weston, WY 82731

*Peggy A. Shreve
1120 Meadow Lane, Box 357
Cody, WY 82414

CONSTITUTION and BYLAWS

(Revised in September, 1979)

ARTICLE I — NAME

The name of this organization shall be the National Order of Women Legislators.

ARTICLE II — OBJECTS

The Objects of the Order shall be to kindle and promote a spirit of helpfulness among present and former women state legislators; to encourage greater participation of competent women in public affairs; to promote election or appointment of increasing numbers of competent women to public office; to promote interstate relations of friendship, and to act as a clearing house for information for the members of the Order.

ARTICLE III — EMBLEM

The Emblem of the Order shall be the OWL — the first letters of the words: Order, Women, Legislators.

ARTICLE IV — MEMBERSHIP

- Sec. 1. Membership shall be on an individual basis, and shall be open to any present or former woman member of a state legislative body of the United States or of a legislative body of a territory of the United States upon payment of the required dues.
- Sec. 2. Application for membership shall be made to the Treasurer.
- Sec. 3. A member in good standing is one whose current dues are paid, no later than June 15th, and who meets the requirements stated in the Bylaws.

ARTICLE V — DUES AND FISCAL YEAR

- Sec. 1. Individual dues of \$10 per year shall be due on April 1st, and shall be delinquent June 15th. If dues are not paid by the date of the Annual Convention, membership shall be forfeited.
- Sec. 2. Application for reinstatement of membership shall be made to the Treasurer, and shall be accompanied by the current dues, plus a \$5 reinstatement fee and thereby qualifying as a member in good standing. New members are members in good standing upon payment of dues.
- Sec. 3. The fiscal year shall be from annual convention to annual convention.

ARTICLE VI — OFFICERS, ELECTIONS, NOMINATIONS

- Sec. 1. All officers shall be members of the Order in good standing.
- Sec. 2.a. The elective officers shall be a President, a President-Elect, and Vice-President, a Recording Secretary, a Corresponding Secretary, a Treasurer, and a Historian.
- Sec. 2.b. The appointive officers shall be a Parliamentarian, a Keeper of the Archives, and seven Regional Directors. These officers shall be appointed by the President with the approval of the board.
- Sec. 3. The elective officers shall be elected, by ballot, at the Convention for a term of one year or until their successors are elected and assume office. With the exception of the Treasurer and Historian, no elected officer

may succeed herself in the same office. A majority of the votes cast for eligible candidates shall constitute election. If there is only one candidate nominated for an office, a voice vote may be taken.

- Sec. 4.a. No member is eligible to be nominated for office who has not paid her dues by June 15th of the current year.
- b. Nominees to be eligible for elective office shall have been present at two or more conventions in the five years immediately preceding the nomination convention.
- Sec. 5. To be officially installed the elected officer shall be present at the time of installation. Any exceptions to this rule shall be at the discretion of the Executive Board.
- Sec. 6.a. Officers shall assume their duties at the close of the Annual Convention at which they are elected or appointed.
- b. Within two weeks following the Convention, each officer shall deliver all materials pertaining to her office to her successor.
- c. Each officer shall submit a written report, in duplicate, at the Convention.

ARTICLE VII — DUTIES

- Sec. 1. The PRESIDENT shall:
 - a. be the official representative of the Order;
 - b. preside at all meetings of the Order and of the Board;
 - c. appoint the appointive officers, subject to the approval of the elected officers;
 - d. except for the Nominating Committee, appoint standing committees, and she may appoint special committees;
 - e. have general supervision of the Convention arrangements;
 - f. issue an Official Call to the Convention no less than thirty (30) days prior to the Convention;
 - g. perform other duties which may devolve upon the office;
 - h. submit a report of the activities of the Order, during her term, to the Convention.
- Sec. 2. The PRESIDENT-ELECT shall:
 - a. be an assistant to the President;
 - b. perform the duties of the President in the absence or inability of that officer to serve;
 - c. assume the duties of the office of President if a vacancy occurs in that office (this shall not prohibit her from serving as President during the term for which she was elected);
 - d. assume the office of President at the close of the term of the current President;
 - e. serve as Chairman of the Extension Committee.
- Sec. 3. The VICE-PRESIDENT shall:
 - a. be responsible for compiling and distributing the official publication of the Order, the "OWLetter";
 - b. perform such other duties as may be requested by the President or the Board.
- Sec. 4. The RECORDING SECRETARY shall:
 - a. keep accurate minutes of each meeting of the Order and of the Board;
 - b. send a copy of the Convention minutes, including the Treasurer's report to each member of the Order;

creasing membership in the Order by encouraging all eligible present and former women legislators to become members of the Order.

b. **BYLAWS:** The committee shall:

1. give consideration to any proposed amendment submitted by members before June 1;
2. be authorized to edit or correlate any proposed amendment;
3. submit proposed amendments as it deems necessary;
4. provide the President with a copy of its report no later than August 1;
5. submit its report at the Convention.

c. **NOMINATING:** The committee shall consist of eight members, one from each of the seven regions who shall be elected by plurality vote at the Convention, and one member who shall be appointed by the Board. No member shall be eligible to serve on the committee unless she has attended at least one National OWL Convention, and no member shall succeed herself on the committee.

The Committee Shall:

1. meet immediately following the election to select its own Chairman and the Recording Secretary shall be notified of the selection;
 2. conduct its business at the Annual Convention. There shall be at least two meetings, one of which shall be held on the first day of the Convention for the purpose of receiving recommendations for nominations from the general membership, and another meeting shall be held on the first or second day of the Annual Convention for the purpose of preparing a list of nominees to be presented to the general membership. The committee shall hold such other meetings as may be deemed necessary by the Chairman or by a majority of committee members;
 3. the report of the Nominating Committee shall be made twice, once at the meeting one day prior to the meeting at which the elections are to be held, and again at the meeting at which the elections are held. Immediately following the second report, nominations may be made from the floor for eligible candidates who have given consent to serve, if elected;
 4. submit the name of one eligible candidate for each office to be filled.
- d. **RESOLUTIONS:** The committee shall duplicate all resolutions accepted by the committee. Resolutions must be submitted in writing and signed by the members at least 36 hours prior to consideration by the voting body. The committee shall distribute the resolutions by the day before consideration by the voting body. Each registered delegate shall receive a copy of each resolution to be considered.

Sec. 3. **CONVENTION COMMITTEES:**

- a. The President shall appoint a local Arrangements Chairman.
- b. The Convention Committee shall include Credentials (the Treasurer shall be a member), Rules, Program,

Resolutions, Finance, Arrangements Committee, and other committees as may be deemed necessary.

- c. The duties of the committees shall be as outlined in the Parliamentary authority of the Order.

ARTICLE XII — QUORUM

CONVENTION: A majority of the number of voting members who have registered with the Credentials Committee shall be a quorum.

EXECUTIVE BOARD: No less than five members of the Board shall be a quorum.

COMMITTEES: A majority of the members of the committee shall constitute a quorum.

ARTICLE XIII — PARLIAMENTARY AUTHORITY

The current edition of Roberts Rules of Order shall govern proceedings of the Order in all cases not provided for in these By-laws or Special Rules of the Order.

ARTICLE XIV — FISCAL POLICY ON ELECTIONS

At no time may the National Order of Women Legislators sponsor or endorse any person's candidacy for public office, nor may any monies of the organization be given or used in any manner toward the election or re-election of any candidate for public office.

ARTICLE XV — AMENDMENTS

These Bylaws may be amended at a Convention by a two-thirds vote, provided that the proposed amendments have been sent to each member no less than thirty (30) days prior to the Convention.

REGIONAL DIRECTORS AND REGIONS 1980 - 1981

REGION I

Hon. Marie E. Howe, MA

Maine	Connecticut
New Hampshire	Rhode Island
Vermont	Massachusetts

REGION II

Hon. Carol Berman, NY

Pennsylvania	Dist. of Columbia
New York	Kentucky
New Jersey	Ohio
Delaware	Maryland
Virginia	West Virginia

REGION III

REGION III

Hon. Dorothy Felton, GA

Alabama	North Carolina
Georgia	Puerto Rico
Florida	South Carolina
Tennessee	

REGION IV

Hon. Susan Catania, IL

Indiana	Michigan
Illinois	Minnesota
Iowa	Wisconsin

REGION V

Hon. Helen T. Arnold, OK

Arkansas	Mississippi
Kansas	Missouri
Louisiana	Oklahoma
Texas	

REGION VI

Hon. Audre L. Gruger, WA

Alaska	Oregon
Idaho	Wyoming
Montana	Washington
Nebraska	North Dakota
South Dakota	

REGION VII

Hon. Beverly J. White, UT

Arizona	California
Guam	Colorado
Utah	New Mexico
Hawaii	Nevada

NOMINATING COMMITTEE MEMBERS

REGION I

Theodora Nardi, NH

REGION II

Rosemary Gunning, NY

REGION III

Norma Russell, SC

REGION IV

Elizabeth Miller, IA

REGION V

Kaye Steinmetz, MO

REGION VI

Shirley Marsh, NE

REGION VII

Della Loveridge, UT

PRAYER OF NATIONAL ORDER OF WOMEN LEGISLATORS

ALL GRACIOUS FATHER, WE HUMBLY ASK FOR STRENGTH TO SERVE, WISDOM TO GUIDE AND COURAGE TO ACT. HELP US TO HAVE GOOD JUDGEMENT AND AN UNDERSTANDING HEART. GRANT THAT WE MAY TRULY BE THY REPRESENTATIVES THROUGH OUR SERVICE TO OUR FELLOWMEN. ALL THIS WE ASK IN THY HOLY NAME. AMEN.

Mildred C. Hayden, Vermont

(Adopted 1956)



1980

CONVENTION

BALTIMORE HILTON HOTEL

BALTIMORE, MARYLAND

NOVEMBER 15-20



STATE OF MINNESOTA
OFFICE OF THE GOVERNOR
SAINT PAUL

HAROLD LEVANDER
GOVERNOR

May 16, 1970

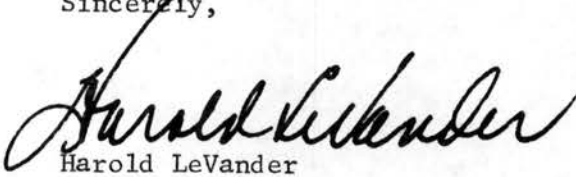
Dear Friends,

Please accept my sincere apologies for not being with you today. I would have enjoyed the opportunity not only to meet you but to take advantage of listening to the excellent program that has been developed. This should be quite an inspirational day for everyone.

As your Governor, I have a particular interest in this meeting. Our State confronts problems which will never be solved if we cannot mobilize our human resources . . . all of our human resources. Waste is always a mistake but the waste of people's talents is a tragedy.

Best wishes for a successful conference. Return home with a commitment to begin to be, if you are not already, Women on the Move.

Sincerely,



Harold LeVander
GOVERNOR

HL:jk

Minnes^{ota}:



Women



On



the

Move



REPUBLICAN WOMEN'S SPRING CONFERENCE
COFFMAN UNION - UNIVERSITY OF MINNESOTA

MAY 16, 1970

PROGRAM

8:30 A.M. to 9:15 A.M. Coffee and Registration,
Main Lounge, first floor

9:30 A.M. to 11:00 A.M. Set I, PANELS

11:15 A.M. to 12:45 P.M. Set II, PANELS

1:00 P.M. LUNCHEON

Invocation Carolyn Ring,
Hennepin County Republican Chairwoman

Pledge to the Flag TARS,
Debbie Wangaard and Barbara Edhlund

Greeting and Welcome Mrs. Harold LeVander
Brief Reports from Morning Panels

"Women's Rights and Responsibilities" Vera Glaeser,
Correspondent, Washington Bureau of the Knight
Newspapers and syndicated Columnist

Salute to Women Recognition of Minnesota Women
Elected Officials and Presidential and
Gubernatorial Women Appointees

Keynote Address "Where is Eve Going?"
Mrs. Elly Peterson,
Assistant Chairman,
Republican National Committee

INVOLVEMENT — VOLUNTEERISM — ACTION

"SMALL, SPLENDID EFFORTS"

"To match the magnitude of our tasks, we need the
energies of our people ... enlisted not only in grand
enterprises, but more importantly in those small,
splendid efforts that make headlines in the neighbor-
hood newspapers instead of the national journal."

President Richard M. Nixon
Inaugural Address
January 20, 1969

MRS. HAROLD (IANITA) LeVANDER
Minnesota:
HONORARY CHAIRMAN

MRS. ELLY PETERSON, Assistant Chairman
Women
REPUBLICAN NATIONAL COMMITTEE

MRS. RHODA LUND
On
CONFERENCE CHAIRMAN

MRS. LU STOCKER
Move
STATE CHAIRWOMAN



REPUBLICAN WOMEN'S SPRING CONFERENCE

Coffman Union - University of Minnesota

"Minnesota: Women on the Move"

May 16, 1970

Set I, PANELS 9:30 AM to 11:00 AM

A

HAVE YOU COME A LONG WAY, BABY?

Ladies Lounge, second floor

Women in Business and the Professions

Virgille Peeke, Chairman

Moderator: Mrs. Mary Kyle, Appointee of the President to the Citizen's Advisory Council

Exploding Sugar and Spice Judith Higgins, Panelist
Division of Women's Affairs, State of Minnesota

Counselling Can Be Cool Mrs. Anne Truax, Panelist
Minnesota Planning and Counseling Center, U of M

Up With People Mrs. Erma Craven, Panelist
Hennepin County Welfare

B

ADVENTURE ON MARKET STREET, MINNESOTA STYLE

Room 320

Federation of Women's Republican Clubs

Mrs. Edward (Ione) Lundeen, Chairman & Moderator

An adventure dramatized in three consumer fraud playlets written by Inez Schwarzkopf (Mrs. Lyall A.) and performed for your scrutiny by Mr. Kenn Senn, Mrs. Al Hilde, Jr. (Jayne), Miss Beth Senn, and Mrs. J.B. Eckert. Important solutions will be emitted by the following participants: James B. McComb, Director Environmental Development, Dayton Hudson Corporation; John Cushman, Office of Consumer Complaints, Minnesota Attorney General's Office; John D. Mayor, Executive Vice President, Better Business of Greater Minneapolis, Inc.; and Charles M. Nichols, Acting Director, Consumers Service, Minnesota Department of Commerce.

C

SLOW DOWN AND HOPE TO LIVE

(Or POLLUTION & SOLUTION)

Mens Lounge, second floor

College Republicans

Candee Watson (Mrs. Douglas), Chairman

Mary Daleiden & Anne Lewis, Co-chairmen

A multi-media film on pollution produced by the Students for Environmental Defense. Robert Tuveson, Chairman, Pollution Control Agency, will moderate. Panelists are as follows: James Monroe, Department of Interior, Outdoor Recreation Department, Washington, D.C. and Dr. Alfred J. Hopwood, Associate Professor, Dept. of Biology, St. Cloud State College. Reactors are Vincent Dworak, Air; Glenna Alevizos, Noise; Merlin Berg, Water; Senator Mel Hansen, Legislation; and Larry Koll, Special Assistant to the Governor for Environmental Affairs.

Set II, PANELS 11:15 AM to 12:45 PM

A

DOES THE INNER CITY NEED

A HEART TRANSPLANT?

Ladies Lounge, second floor

Minorities Division

Mrs. Lillian Warren, Chairman

Moderated by Mrs. Gladys Brooks, Alderman, 11th Ward; the panelists will be as follows: Education - Larry Harris, Special Assistant on Urban Affairs for the Superintendent of Minneapolis Schools; Jobs - George J. Vavoulis, Commissioner, Department of Employment Security; and Housing - Richard T. Curtin, Alderman, 9th Ward, Minneapolis. The Reactors are Fred Felder, Mrs. C. David Milligan, Allie Mae Hampton, Irv Sargent, and Mrs. B. Carlton Leadholm.

B

ARE WOMEN SECOND CLASS CAMPAIGNERS?

(Or LET'S STOP LICKING ENVELOPES)

Room 320

Young Republican League

Vernelle Clayton, Chairwoman

This session has been planned by the YRL and will be directed by Mrs. Vernelle Clayton, Co-Chairman of the GOP Legislative Candidates Committee. Participants will decide how Rosemary White, legislative candidate, should plan her campaign. And, using the case method, we'll do her scheduling, plan her advertising and structure the committees. Group moderators will be selected from Minnesota women officeholders, campaign experts and party leaders. Participants are Lois Anderson, Maybeth Kern, Jan Morgan, LaVonne Samstad and Joyce Thiss.

C

TELL IT LIKE IT IS - YOUTH AND DRUGS

Mens Lounge, second floor

Republican Workshop of Minnesota

Mrs. Robert Bell (Carmen), President

Introductory dramatic effects by David Whitney. Dialogue - The Honorable Neil A. Riley, Judge, Minneapolis Municipal Court, interviewing a drug addict. Moderated by Richard C. Ericson, Executive Director, Minnesota Citizens Council on Delinquency and Crime. Panelists are Harold Higgins, Superintendent, Minnesota Bureau of Criminal Apprehension; Gary Nelson, Narcotics Division, Minnesota Bureau of Criminal Apprehension; Joel Egertson, Social Worker, Mt. Sinai Hospital, Drug Dependency Treatment Center, Associate Professor in Social Work; William Hoffman, ACSW, Director Continuing Education in Social Work of the General Extension Division and School of Social Work, University of Minnesota; and David Poehler, Family Life and Health Coordinator for St. Paul Public Schools.

REPUBLICAN WOMEN'S SPRING CONFERENCE

COFFMAN UNION - UNIVERSITY OF MINNESOTA

MAY 16, 1970 -

Vera Glasser

Virginia Allen testified

Berch Bayh - judiciary sub committee
hearing equal rights amendment

When will task force report be released?

No administration spokesman present
although Nixon supported it in 1968

Ann Truax - tell about NY Conference.

Stand up and be illuminated or
Sit down and be eliminated.

Red Wing Training School - Volunteer Center
outstanding rehabilitation program
250 boys.

Dick Brune - Drug Abuse

Good Environment - Community Involvement

REPUBLICAN WOMEN'S SPRING CONFERENCE

COFFMAN UNION - UNIVERSITY OF MINNESOTA

MAY 16, 1970

Fred Elder - Retraining WOC - TEOIC
Wilma Seary - CEP - U-Education Dept. (we)
Marion Headhorn - Gov. Comm. on Aging
Allie Mac Hampton - Retarded Children - St. Paul
~~Det. Carter~~ Larry Harris. Metropolitan School District.

Schools need to be more flexible - responsive
Images need to be redefined.

Staff needs to be different - faculty needs constant
retraining - inner city children lack books

*Need to start school earlier - now defused by
state law

Look at secondary education - nonflexible

Property tax is only basis for financing

Legislature works on premise that it costs
the same amount to educate each child

In suburbs 1 out of 20 - reading problem

" City 13 " " 20 - " "

State assistance for construction

George Vaalour

1938 - Employment Security Office was established
defined job placement agency
1963 - Manpower Training - recognized individuals
as human beings.

3.7% unemployment in Minnesota
manpower training Bill in Congress -
Place employment authority and
provide funding.

Dick Curran - will need nationally
26 mil y in 10 yrs.
more houses

"Operation Breakthrough" in Congress
≡ Need uniform building codes

*Ellie Mae Hampton good speaker

REPUBLICAN WOMEN'S SPRING CONFERENCE

PANELS

9:30 a.m. - 11:00 a.m.

- A. HAVE YOU COME A LONG WAY, BABY?
Women in Business and the Professions
Ladies Lounge, second floor
- B. ADVENTURE ON MARKET STREET, MINNESOTA STYLE
Federation of Women's Republican Clubs
Room 320
- C. SLOW DOWN AND HOPE TO LIVE
(Or POLLUTION AND SOLUTION)
College Republicans
Mens Lounge, second floor

PANELS

11:15 a.m. - 12:45 p.m.

- A. DOES THE INNER CITY NEED A HEART TRANSPLANT?
Minorities Division
Ladies Lounge, second floor
- B. ARE WOMEN SECOND CLASS CAMPAIGNERS?
(Or LET'S STOP LICKING ENVELOPES)
Young Republican League
Room 320
- C. TELL IT LIKE IT IS - YOUTH AND DRUGS
Republican Workshop of Minnesota
Mens Lounge, second floor

LUNCHEON

1:00 p.m.

REPORT OF PANELS

SALUTE TO WOMEN

SPEAKERS --- Mrs. Harold LeVander (Greetings)

Mrs. Vera Glaser

Mrs. Elly Peterson

NOTE: COFFEE WILL BE SERVED IN PANEL ROOMS FROM 8:30 a.m. to 9:15 a.m.

REPUBLICAN WOMEN'S SPRING CONFERENCE - STEERING COMMITTEE

HONORARY CHAIRMAN

Mrs. Harold (Iantha) LeVander

CONFERENCE CHAIRMAN

Mrs. Russell T. (Rhoda) Lund

STATE CHAIRWOMAN

Mrs. Philip (Lu) Stocker

GENERAL ARRANGEMENTS

General Arrangements Chairman

Mrs. Olof (Dorothy) Anderson

Invitations

Mrs. Gerald (Lois) Wollan
Mrs. Burnard (Pat) Hummel

Publicity

Mrs. John (Marge) Shanard

Hostess and Hospitality

Mrs. Richard (Marsie) Leier

Luncheon and Decorations

Mrs. Seymour (Marge) Mandel

Display Tables (Literature-
Candidates and Issues)

Mrs. Clinton (Carolyn) Schroeder

Registration

Mrs. Douglas (Maggie) Lofdahl

Panel Coordinators

Mrs. Vincent (Margery) Dworak
Mrs. James (Glenna) Alevizos

Telephone, Co-Chairmen

Mrs. Al (Jayne) Hilde
Mrs. Max (Ray) Freedland

Special Guest Chairman

Mrs. Fallon (Mary) Kelly

Greeter for Special Guests

Mrs. C. A. (Ann) Russ

Involvement

Mrs. Frederic (Ruth) Eastman

Salute to Women

Mrs. Duff (Mary) Johnston
Mrs. Burton (Virginia) Myers

Secretary

Mrs. Donald (Dorothy) Stockdale

(over)

SPONSORING GROUPS

Federation of Women's Republican Clubs	Mrs. Edward (Ione) Lundeen
YRL (Young Republican League)	Mrs. Bonn (Vernelle) Clayton
Republican Workshop	Mrs. Robert (Carmen) Bell
Federation of College Republican Clubs	Mary Daleiden Anne Lewis
TARS (Teenage Republicans)	Debbie Wangaard Barbara Edhlund
Women in Business and Professions	Mrs. Virgille Peeke
Jewish Women's Division	Mrs. Rudy (Ellen) Boschwitz
Minority Women's Division	Mrs. Hayward (Effie) McKerson Mrs. C. David (Paralee) Milligan
Nationalities Division (Women)	Mrs. Thomas (Irene) Jepson Mrs. Magdalena Blazejovsky Mrs. Endel (Hetty) Kuik

PANEL CHAIRMEN

Women in Business and Professions	Mrs. Earle (Mary) Kyle Miss Bee Kennedy
Consumer Interests	Mrs. Edward (Ione) Lundeen
Pollution	Mrs. Douglas (Candee) Watson
Inner City	Mrs. Lillian Warren
Campaign Techniques	Mrs. Bonn (Vernelle) Clayton
Youth and Drugs	Mrs. Robert (Carmen) Bell

SEX AND THE LEGISLATURE

Steve Brandt
Minnesota Daily
Feb. 1, 1971

The Minnesota legislature is a most exclusive club -- at the expense of the state's women, blacks and Indians.

That the latter two groups should be excluded is no surprise for they compose only a few percentage points of Minnesota's population. The exclusion of women from what are referred to as "representative" bodies, though predictable, has never seemed until now to upset most women though they make up half our population.

In the 50 years since women were given equal voting rights only 25 women--an average of one per session--have sat in the State House of Representatives. No woman has ever been a member of the Senate.

Surprisingly, more women were House members in the '20s just after the 20th amendment gave them a legal right, than today when women not only have the legal approval of society but even a modicum of social approval and emancipation that seems high compared to 50 years ago.

According to Rep. Helen McMillan (DFL-Austin), now the legislature's only woman member, only 12 women filed for legislative races out of the at least 404 persons who filed for the 202 House and Senate seats.

"I used to think they couldn't file for office," Rep. McMillan said, "Now I think they just wouldn't."

But a variety of factors support her earlier belief that women couldn't really file for election.

First among these is the vocational character of the legislature:

According to G. Theodore Mitau's book Politics in Minnesota 71.7 per cent of Minnesota's 1967 state representatives and 80.6 per cent of state senators were grouped in the three occupations of lawyer, businessman or farmer.

Anyone who has seen the male predominance in graduating law school classes, has seen how few women run businesses, and has seen how rare the female-run farm is, will know how much chance women have of increasing their representation in the legislature.

Systematic discrimination in the occupational market has effectively limited the entry of women into those fields most often considered prerequisite for legislative service. It also has probably kept women from building the necessary financial resources for a political campaign.

"Does lack of femininity matter in the legislature? "I think you would have a substantially different view of family matters," Rep. McMillan believes. "Women could be tougher on divorce laws. They would be more sympathetic to a woman carrying an unborn child."

It is in this last area that Rep. McMillan has made her mark in the legislature. As co-sponsor of the Bell-McMillan bill which sought to liberalize state abortion laws in the 1969 session, she became known as one of the state's foremost proponents of abortion reform. She will again move for a change in the abortion law in the 1971 session but is hanging back to assess the legislative climate before deciding to introduce a bill calling for reform of the abortion law to go ahead with a bill calling for complete repeal of the law.

Though she had gained a thorough knowledge of issues facing Minnesota before running for office as a state president of the League of Women Voters she felt this knowledge did not necessarily overcome her big disadvantage -- being a woman.

"I felt it was a handicap," she says, although she did not encounter opposition within her own party, surprisingly since most female party workers are relegated to the roles of licking stamps and phoning voters the day before the election. Though she believes she has been accepted within the legislature, she also predicts it would be frowned on for her to aspire to any leadership post.

This sort of hidden prejudice by the legislature occasionally comes out in an overt manner. For example, House majority leader Ernest A. Lindstrom made it clear to female House employees that pant-suits would be out of keeping with the decorum of that chamber. In other words, it was all right for men to wear the pants in state government but for a woman to do as she please was verboten. Rep. McMillan, who wore a midi on the session's first day, threatened to show up in a pantsuit herself.

Another example of legislative discrimination comes in the election of the University's Board of Regents. Marjorie Howard, retiring from the board this year, is the only woman to be elected to the board by the since it gained election powers in the 1930's.

It seems evident, therefore, that a legislature which has prohibited discrimination in employment on the basis of sex is perfectly willing to harass its own female employees as a manifestation of the greater public's exclusion of women from the legislature.

minnesota
women's
political
caucus



Box 15078, Commerce Station
Minneapolis, Minnesota 55415

October, 1971

Dear Friend:

As you may know, a Minnesota Women's Political Caucus has been formed to encourage women to participate more fully in the political process. The Caucus is bi-partisan and has the support of both Lu Stocker, Republican State Chairwoman and Koryne Horbal, DFL State Chairwoman. Hennepin County Municipal Judge, Susanne C. Sedgwick, is state coordinator.

One of our goals is to seek active participation by women in every precinct caucus of each party on February 22, 1972. From this base we aim for equal representation at all political conventions from county to national.

We are also encouraging qualified women to seek endorsement for political office. There is absolutely no reason why only one of our state legislators is a woman and in 1972 this situation must be changed.

We are planning a statewide conference at Augsburg College for November 20 open to all women. This conference will offer practical suggestions on organizing for caucuses, running for office and getting women elected as delegates to state and national conventions.

In order for these plans to become an effective reality we need financial support. Your contribution will be used to cover some convention expenses and to assist women in gaining the know-how they must have to move into the political mainstream.

We need your help and appreciate your support.

Sincerely yours,

A handwritten signature in cursive script that reads 'Arvonne Fraser'.

Arvonne Fraser

A handwritten signature in cursive script that reads 'Emily Anne Staples'.

Emily Anne Staples
Co-Conveners

Enclosure

Mary Ann Koopel
3338 University Ave. S.E.

Center for Urban Encounter
November 1971

Proposal for TRAINING PROJECT FOR AND ABOUT WOMEN

A new day is dawning for Western society. The chains are rattling, the apron strings are burning and the voices of angry women are heard throughout the land. Today, with the increasing upsurge of personal and social consciousness and developing social movements, including the women's liberation movement, women and men are beginning to reclaim their rights as human beings to occupy the earth as friends and helpmates, free of the compulsion to act toward each other in a proprietary fashion or ways prescribed by tradition. Both women and men are recognizing that sexism, long directed against both women and men as a means of controlling behavior, continues to impede the development of individual human potential and furthers the waste of human resources and talents, especially those of women. No longer do we unquestioningly accept the "truisms" of Rousseau, Spock and others that all "women were made to be concerned first and foremost with children, husband and home care." Aware, concerned persons are counter-claiming such statements, as did Harriet Mills, wife of John Stuart Mills, many years ago:

"We deny the right of any portion of the species to decide for another portion, or any individual for any other individual, what is and what is not their 'proper sphere.' The proper sphere for all human beings is the largest and highest which they are able to attain to."

Yet, while the numbers of women and men attempting to effectuate these changes in their lives are increasing, for many others the awareness of pervasive sexist attitudes and discriminatory practices still needs to be raised. It is apparent, and sadly so, that many women and men accept such attitudes and situations as the following as "right," "natural" and/or the "way things were meant to be:"

Whenever a woman dies there is one quarrel less on earth.

German proverb

God created Adam lord of all living creatures, but Eve spoiled it all.

Martin Luther

Most women have no characters at all.

Alexander Pope

Nature intended women to be our slaves. . they are our property; we are not theirs. They belong to us, just as a tree that bears fruit belongs to a gardener. What a mad idea to demand equality for women! Women are nothing but machines for producing children.

Napoleon Bonaparte

Women have great talent, but no genius, for they always remain subjective.

Arthur Schopenhauer

The woman's fundamental status is that of her husband's wife, the mother of his children.

Talcott Parsons

The only position for women in SNCC is prone.

Stokely Carmichael, 1966

A study of chemist's salaries (in Chemical and Engineering News) showed that, with seniority held constant, women who held PH.D.s earned less than men with B.A.s.

In the U.S., 1% of engineers are women.

According to a Chase Manhattan Bank survey, the average housewife works 99.6 hours per week.

10% of U.S. families have female heads, but 40% of families classified as poor have female heads.

And these are but a few.

The question for many women today is how can we as women be involved in freeing ourselves, breaking out of second-class-citizen roles and inferior feelings about ourselves.

For many women this will require that we develop our understanding of the power and influence of various systems and institutions such as family, schools, churches and corporations in our lives past and present. We need to understand the ways in which our schools deliberately steer children toward "appropriate" sex roles. We need to understand how Madison Avenue manipulates sexual anxieties to sell all types of products. We need to understand how churches and counselors reinforce old doctrines about the inferiority of women. Only with recognition of these power/influence relationships can we decide whether to accept them or to change them.

For many women this will require that we critically reexamine our patterns and roles of participation within institutions and organizations. The Church, due to the fact that it has been a primary institution through which many women have sought fulfillment beyond the home and family, is a good example of such an institution. Though women are the "strength" of many churches, the tasks which women have traditionally been consigned to and have accepted have not been those tasks related to decisions, the setting of polity, planning etc., except within associations comprised of women. Women have generally been the fund-raisers, the volunteers, the program implementers for goals established by male leadership. Many younger women are withdrawing from the church as they see this to be the case. Similar patterns of participation can be seen to exist in politics, community affairs and education, to mention a few. The disenchantment which many women are feeling with male-oriented institutions is, of course, closely related to limited options for participation open to them. However, disenchantment also stems from disagreement with the functions and goals of these institutions. In such cases, women have and are choosing to create new organizations, consistent with their own goals.

For many women this will require that we develop particular skills so that, as new vistas open to us and as we assume leadership and decision-making roles within existing institutions or new ones, we will do so with confidence and ease. Due in large part to "successful" socializing during childhood and early adulthood -- women are NOT aggressive, assertive or "initiators" -- many women have an underdeveloped theoretical, but more importantly, practical knowledge of leadership and organizational skills. In order to increase their effectiveness in working within organizations of women and men or solely with other women, in acting on issues and concerns of varied kinds or those particularly related to women, many are seeking specific training opportunities related to their own particular needs.

Interest in women's issues and recognition of needs of and by women has spawned a wide proliferation of groups in this area. In conversations with some of these groups, the most frequently articulated concerns regarding the women's movement locally have been related to the following areas: 1.) duplication of services and efforts, 2.) the lack of opportunities for systematic and disciplined reflection on issues by individuals, 3.) "going off in many directions at the same time", 4.) frustration with the unavailability of means of acting on issues of immediate concern.

The project we propose, that of a training and resource center coordinating education and activities on women's issues, arises out of the recognition of the above mentioned needs and the evaluation of the present situation in this area. Due to its past and present programming, experience and staff resources, the Center for Urban Encounter (CUE) is uniquely suited to provide the different elements which this project entails.

In 1966 the Greater Urban Parish (GUP), a Twin Cities ecumenical funding organization, established the Center for Urban Encounter to provide a variety of courses in social problems and social change and direct involvement opportunities to church leadership (clergy and lay) in the Twin Cities area. Since then CUE has expanded to a greater variety of programs (Appendix A -- brochure) and a wider constituency; expanded staff has also provided new input and the possibilities for more training needs of the community to be addressed. This proposed project has, in a very large part, been stimulated by our increased awareness of the special needs of women in terms of involvement in issues, which past training events and other kinds of projects has taught us.

Project Methodology: October through December.

1. Project development -- includes seeking funding, seeking input from the community, continuing to build community and constituency support, putting together resource materials (library), program content, etc.
2. Project coordination -- includes establishing liaison relationships with community women and women's groups, coordinating with community resources and existing action groups, etc.
3. Training events, to be set up as soon as feasible. (See Appendix B for schedule of six-week course to begin the first of January.)

Training Constituencies:

We see training events being addressed to different constituencies which include:

1. Women within the church and outside of it who wish or need to know and understand more about the processes and institutions that affect their daily lives.
2. Women within the church and outside of it who wish to develop their communications, leadership and/or organizational skills.
3. Student groups -- women in high schools and on college campuses.
4. Clergy and seminarians -- those who seek opportunities to explore their own sensitivities to the questions and problems of women in order to better fulfill their ministries.

In light of the needs and different constituencies, we foresee four major types of training, tailored to meet the expressed goals of each particular group:

1. Exploring with women the questions around women's roles, problems of identity in present day society and women's rights.
Topics ~~may~~ include:
 - a. History of Feminism
 - b. "Herstory" through children's storybooks, textbooks and media
 - c. "Jesus was a feminist" -- biblical/theological myths about women
 - d. Psychological, psychiatric counseling approaches to "female" roles and male-female relationships
 - e. Sexual roles, stereotypes and myths
 - f. The nuclear family -- the whys of women who are exploring alternatives
 - g. Single-parent families -- the situation of separated or divorced mothers in our society
 - h. The black woman
 - i. Women and employment -- including career choices, wages, advancement, job opportunities, etc.
 - j. Women and education -- as students, as professionals
 - k. Women and health care
 - l. Women and inequities in the law
 - m. Women within the legal process -- including police and enforcement, the courts, penalties and imprisonment
 - n. Legislative issues related to women -- abortion, welfare reform, equality of job opportunities, etc.
 - o. Women as consumers -- and related issues such as crediting
 - p. Women and politics
 - q. Women and community affairs
 - r. Women and the Church -- including women in church professions
 - s. "It's really the men who need liberating." ???
etc.
2. Action/reflection training for those women who have expressed the need for doing something around the issues that have been raised by the questioning of women's roles and rights.
3. Specific training seminars for the development of specific skills:
 - a. communications skills
 - b. leaderships skills
 - c. organizational skills
4. Theology and church polity for women in conjunction with leadership training and development for church women.
- (5.) Continuing education for ministers about women.
- (6.) Education for seminarians about women.

Training methodology and intensity levels:

The intensity levels or time span of training will of course vary according to the constituency and must be discussed and planned with the trainee group or individual. Some different levels may be:

- Single event programs of an exposure nature on a limited area of concern about women
- 10-12 session seminar series, evenings (or daytime with child care provided), limited to 15-20 women
- 4 week full-time intensive course and field experience for college women during interim period
- 2-3 day, live-in retreats or conferences -- may be especially suited to clergy
- 2-4 day seminar series at seminaries

The training methodology will also vary according to the particular goals or focus of training and the time span. Goals shall be reached through the use of any or all of the suggested methods below:

Lecture/dialogue -- community persons with expertise in particular areas; sharing of insights and concerns

Films

Game playing

Role playing and psychodrama techniques

Selected readings -- both required and optional

Field experiences;

Reflection through

Daily journals

Individual conferences

Resources for training:

1. Program coordinators and convenors; trainers in some areas.

Mary Jane Lenth; B.A Hamline University (1967) in Religion and Sociology; 1 year master's degree study in social work, Univ. of Minn.; been on the staff of the Center for Urban Encounter since February 1970, conducting action-research for clusters of churches and church levels; lived and learned in Europe for almost two years; learned and worked in leadership capacities in local church as well as national missions project; active in politics and community affairs.

Mary Ann Kvapil; Graduate of Dubuque Theological Seminary, June 1971; B.A. Social Science, George Williams College, Chicago, Ill. Dec. 1968; Th.M. candidate, United Theological Seminary, New Brighton, Minn.; Candidate for Clinical Membership in International Transactional Analysis Association. Trainee in Transactional Analysis part time 1968-1971 under Dr. Richard Lee, Dubuque, Iowa.

2. Community resource trainers;

We will be drawing upon the great wealth and expertise of community persons, especially women, in several areas of concern. The program coordinators will in a sense be "brokers" for the trainees, enabling them to take advantage of the expertise and understanding of other women in our community.

3. Action-fields supervision;

Recognizing that field experience in community action may best be facilitated through supervision by already trained and active women, we shall seek to secure and pay such a woman (or women) for closer work with trainees in field settings.

Fields presently available or being explored as field experiences include the Greater Metropolitan Federation (mass-based community organization composed of over 100 groups, many of them churches), the Women's Political Caucus, the Women's Action Coalition effort, Women's Counseling Service, etc.

Proposed Budget: 12 months, beginning January, 1971

Salaries;	
Full-time program coordinator	\$7,200
Part-time program coordinator	4,500
Employer's Social Security	560
Pension -- M. Kvapil	
(required by Presbytery)	675
Initial program and office materials	
(not a repeatable budget item; includes purchase	
of books, games, travel costs, etc.)	800
Travel	1,200
Administration, incl. rent, phone, secretarial	
assistance, supplies etc.; \$250/month	3,000
Honoraria for community resource trainers	1,200
Action-fields supervision	1,000
First year asking budget	<u>\$20,135</u>

1. Three year extended budget picture:

Within three years, granted the project is successful and these kinds of training experiences are still in demand, it is our hope that the project would be self-sustaining. We anticipate that during our first year of programming, the project should be able to raise the following amounts from said sources toward the second year budget:

- a. Colleges and seminaries for contractual training programs -- approximately \$3,000-4,000.
- b. Other community agencies -- \$1,000.
- c. Individual training -- \$1,500- \$2,000.
- d. Miscellaneous, e.g. honoraria for speeches -- \$500.

We will not ask for more than \$14,000 for a second year budget nor more than \$7,000 for a third year budget. There is every possibility that our asking budget after this first year will be even less than these projected figures.

2. The project coordinators will be open at all times to negotiating with local representatives of denominations contributing to the general budget for programs which are of special interest to them and which are within the realm of our concerns for and about women.

3. Due to the uniqueness of the training we will be offering and the interest expressed to date by individuals and groups outside of this metropolitan area, we are prepared to explore the possibilities of broadening our efforts to the Upper Midwest. This occurrence may necessitate some revision of our budget requirements.
4. The Training Project For and About Women, sponsored by the Greater Urban Parish, a tax-exempt, non-profit organization, incorporated in the State of Minnesota.
State number -- 9497706
Federal number -- 41-0909137

Center for Urban Encounter
December 1971

Initial 6-week Course of the TRAINING PROJECT FOR AND ABOUT WOMEN

Description of the trainee group: The group is composed of approximately fifteen college educated young women, several of who have come together recently to discuss free schools, teaching and women's roles. Through discussion which centered around alternatives in education, there was a recognition by many of the need to increase their exposure and skills in several areas. The following articulation of goals, specifics and course content and sequence has been worked out in consultation with representatives of the group.

Goals of training:

- to increase self-confidence in male-female situations such as - -
 - in meetings
 - in analyzing problems and situations
 - in communications patterns
 - in community organizing
- to increase awareness of and provide information about what other women are thinking and doing in relationship to powerful and influential institutions of society
- to explore process questions related to action on issues

Specifics of the course:

1. Reading materials for each session, both required and suggested, will be provided and available at the first session.
2. In addition to the CUE staff (Mary Ann Kvapel and Mary Lenth) we will bring in other community women with know edge, experience and expertise to speak to and reflect on some of the specific areas to be explored, especially for sessions 9, 10 and 11.
3. Costs are being kept at a minimal, "at cost" level by CUE. The registration fee which will include all reading materials and ~~honoraria~~ for community resource people will be about \$20 per person.

We view the above course as introductory course in many ways. We would recommend that, for those women who seek greater understanding and practice in community organization, a second course be set up which would include field experience and reflection upon it.

Content and sequence of training sessions:

- Jan. 4 1. Registration, orientation and introduction to the Transactional Analysis model as a means of understanding/analyzing personal and social encounters.
- Jan. 9 2. Myths about ourselves as women -- especially biblical/theological and media perpetuated.
- Jan. 11 3. Statement: Women are NOT logical, analytical, assertive or "initiators".
 Answer: ??? (Role-play and/or psychodrama practice will be used to develop that answer.)
- Jan. 16 4. Discussion of and practice in leadership and communications skills.
 How to plan meetings.
 How to chair meetings, etc.
- Jan. 18 5. Game -- URBAN DYNAMICS (Practice in communications and decision-making; may include male friends in this session.)
- Jan. 23 6. Introduction and exploration of some basics of community organizing. The philosophy of change and self-interest and practice in discerning self-interest.
- Jan. 25 7. An issue in social change; what questions do you ask to identify issues? How do you determine whether an issue is actionable?
- Jan. 30 8. Strategy of action and reaction. Explore and practice the process of planning for an action.
- Feb. 1 9. Women in employment/vocations: including career choices, wages, advancement, etc.
- Feb. 6 10. Women in the legal process: including sex-based legal inequities and particular problems of civil rights.
- Feb. 8 11. Women in politics and community affairs: including typical roles and functions versus candidacy, holding office, being leaders and organizers.
- Feb. 13 12. Putting it all together -- reflection and planned action in terms of our individual situations and concerns; e.g. for teachers -- differential treatment of males and females within the classroom? for secretaries -- human beings or machines?

M E M O

To: MWPC Speakers' Bureau
MWPC Officers
MWPC District Representatives

From: Ann Burns, Chairwoman
MWPC Speakers' Bureau

The information on presidential candidates contained in these print-out sheets is from "New Woman," February 1972.

"New Woman" asked presidential candidates how they stand on issues that effect women. The six issues are day care, equal pay, taxes, public life, equal rights amendment and abortions.

The last page of the print-out sheets is an article by Elizabeth Janeway, author of Man's World, Woman's Place, which focuses on the formation of the National Women's Political Caucus. This brief article is good resource material on the background of the National Women's Political Caucus -- its practical beginning and hopeful future.

TAXES

WOULD YOU SUPPORT LEGISLATION ENDING THE MANY TAX INEQUITIES THAT AFFECT WOMEN AND CHILDREN?

SPECIFICALLY, DO YOU SUPPORT:

1. FULL DEDUCTIONS FOR WORKING WOMEN FOR THEIR CHILD-CARE AND HOUSEHOLD EXPENSES?
2. CHANGES IN THE SOCIAL SECURITY SYSTEM TO END DISCRIMINATION AGAINST FAMILIES WITH WORKING WOMEN?

PRESIDENT NIXON

"If Equal Rights becomes a part of the Constitution, no special tax legislation is needed."

SEN. HENRY JACKSON, D-WASH.

"I have supported legislation to give working women a tax deduction for their child-care expenses. I believe that this is a legitimate business expense, and should be treated as such."

"There is another aspect of the tax law which is of concern to many single women, as well as single men. This is the higher rate of tax for single persons. I have supported, in the past, and I am supporting again this session, legislation to end this discrimination against single taxpayers. There is no reason for tax rates to be established on the basis of marital status."

have children seek household help to avoid the onerous double duty of full-time housework and a full-time job. Tax deductions for these two expenses might also have the beneficial indirect effect of stimulating an increase in the low wage scale now available for child-care and household workers."

"In similar fashion, the present Social Security system clearly discriminates against families with working women. These restrictive and inequitable regulations must also be reformed."

SEN. EDMUND MUSKIE, D-MAINE

"Our tax system should not reflect any bias that our society may have against women who choose to work. Our Federal tax system and Social Security system should be rewritten to give working women the benefits now accorded men, and deductions for child care for working mothers should be increased."

SEN. GEORGE McGOVERN, D-S. DAK.

1. "I am in favor of legislation that would end tax discrimination against women. I believe that working mothers should receive deductions for child-care and household expenses. The only limitation I would place on that is an upper-income cutoff so that we do not create a new tax loophole for the wealthy while trying to assist the poor and middle-income families. If taxes and mortals are legitimate expenses, so is the care of children."

2. "As for Social Security discrimination, there are obvious biases against women in that law, and they should be legislated out as soon as possible. But to achieve this and other changes it is going to take rather forceful executive leadership, which I intend to provide."

JOHN B. LINDSAY, D-MAYON N.Y.C.

"Tax deductions for child care should be available to all working women, regardless of income. Child-care expenses which enable a woman to work constitute a basic business expense, and are usually the largest expense prerequisite to a woman's being able to work at all. It is grossly unfair for our tax laws to deny a deduction for these costs, and the cost of hiring a household worker should therefore be deductible, since many women who do not

SEN. HUBERT HUMPHREY, D-MINN.

"Yes, I favor any changes in the law which would remove discriminatory provisions and assure equitable treatment for women. And tax inequities should be given prime consideration, because of the impact the changes would have on the 10.4 million households in this country which are headed by women."

EQUAL PAY

1. DO YOU THINK THE PRESENT FEDERAL EQUAL PAY LAW HAS REALLY BROUGHT WOMEN EQUALITY-OF-EMPLOYMENT OPPORTUNITY? IF NOT, WOULD YOU SUPPORT STIFFER LEGISLATION?
2. SPECIFICALLY, WOULD YOU SUPPORT LEGISLATION TO PROHIBIT DISCRIMINATION AGAINST WOMEN--IN BOTH EMPLOYMENT AND PAY SCALES--BY PUBLIC SCHOOLS, INCLUDING UNIVERSITIES AND COLLEGES?
3. WOULD YOU SUPPORT LEGISLATION TO GIVE THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION POWER TO ISSUE CEASE-AND-DESIST ORDERS IN SEX-DISCRIMINATION CASES?

PRESIDENT NIXON

1. "Inequalities still exist. Where they do, they should be dealt with in one form or another."
2. "I have always advocated that women receive equal pay for similar or equal work."
3. "I do not support giving the EEOC cease-and-desist powers. I gave EEOC Chairman William H. Brown, III, freedom to express his own views on this matter in Congressional hearings, and he testified that EEOC supported having such powers. But I do not."

SEN. HENRY JACKSON, D-WASH.

"As I stated before, I am against discrimination of any kind. I am co-sponsoring legislation to insure equality in employment, education and housing for women."
"More specifically, the legislation would extend the Equal Pay Act to many women who are now excluded from its coverage; grant cease-and-desist powers to the Equal Employment Opportunity Commission; and prohibit sex discrimination in all Federally assisted programs."

SEN. GEORGE MCCOVERN, D-S. DAK.

"Yes, I would support stiffer legislation, and specifically those measures you outline."
"Women hold 42 per cent of the jobs today, but the only economic category they lead in is poverty. A male college graduate earns about \$12,000; a woman, about \$7,000 -- about the same as a man with an eighth-grade education. This even though she may have stood higher in the class than he did. These figures are a national disgrace."

"Of those in the work force, twice as many women as men are unemployed. This figure does not take into account those who are discouraged from ever entering the work force."

"America needs every brain, every talent, every energy. And an enormous fund of that energy is lying unused. Discrimination has kept women who should be executives as clerks who should be lawyers and judges as legal-aid volunteers, and has kept many out of the work force entirely."

"America needs women to make our cities safe for the unprotected, exciting for the young and curious, beautiful for us all."

"America needs women to bring justice to the poor, health to the sick, learning to every eager mind."

"America needs women to clean up the politics as well as the rivers, to make the system respond, so that every American can take full part in the riches of the nation."

SEN. EDMUND MUSKIE, D-MAINE

"Our present laws and enforcement of those laws have not provided the necessary legal force to achieve equality of employment of women in our society. Because of this past failure, I support legislation that will end employment discrimination in public schools and in Federally financed manpower programs. I also feel that much more could be done to end sex discrimination if the EEOC [Equal Employment Opportunity Commission] were given cease-and-desist powers in this area."

SEN. HUBERT HUMPHREY, D-MINN.

"I regret that the Federal Equal Pay Law has not brought full equality for women in the employment area. However, it is an important beginning and provides a firm base for other legislative changes where necessary."

"At this time I am not certain what further changes in the law are needed to assure women equal employment opportunity, but it is a goal to which I am fully committed. And if further legislation is necessary, it will have my active support in the Senate. And I shall insist on firm administrative action to achieve this goal as well."

JOHN B. LINDSAY, D-MAYOR N.Y.C.

"The present Equal Pay Law has failed to provide equal employment opportunities for women. As we have done in the past with discrimination against other groups, we must attack the present imbalance through stiff legislation and affirmative action programs similar to those suggested by the Equal Employment Opportunity Commission. In particular, discrimination against women certainly cannot be tolerated in institutions of learning. I strongly support the strengthened enforcement powers which the commission has requested."

EQUAL
RIGHTS
AMENDMENT

DO YOU SUPPORT THE EQUAL RIGHTS AMENDMENT THAT HAS BEEN
INTRODUCED IN THE HOUSE AND SENATE---WITHOUT CRIPPLING AMENDME

PRESIDENT NIXON

"I supported that as a candidate in 1968, and that support continues."

The clearest expression Mr. Nixon made of that support in 1968, according to the White House, was contained in a position paper released in July of that year, when he was still a contender for the Republican presidential nomination. The statement declared, in its entirety:

"Forty-eight years ago American women were given the Constitutional right to vote. Today it is accepted as a matter of course that men and women have an equal electoral franchise in this country and that American men and women will have an equal voice in choosing a new President, a Congress and state and local governing officials and bodies."

"But the task of achieving Constitutional equality between the sexes still is not completed. All Republican National Conventions since 1940 have supported the long-time movement for such equality."

"It is my hope that there will be widespread support for the Equal Rights for Women Amendment to our Constitution, which would add equality between the sexes to the freedoms and liberties guaranteed to all Americans."

**SEN. HUBERT HUMPHREY,
D-MINN.**

"Yes, I support the Equal Rights Amendment. In fact, I have joined Senator Harke in co-sponsoring the Equal Rights Amendment."

**SEN. HENRY JACKSON,
D-WASH.**

"I support the basic philosophy of the Equal Rights Amendment. I believe that discrimination of any type, against a race, religion or sex, cannot be tolerated in this country. However, I am deeply concerned as to the effect the amendment will have on the basic property laws of my own state of Washington, and other community-property states. Therefore, I am reserving final judgment on this amendment until I am certain about the amendment's effect on these fund-estate laws."

**JOHN B. LINDSAY,
D-MAYOR N.Y.C.**

"Yes. I am pleased that the House of Representatives turned back efforts at weakening this long-delayed amendment. I hope the Senate does the same."

**SEN. GEORGE MCGOVERN,
D-S. DAK.**

"Yes, I do. I am a co-sponsor of the amendment, and I will continue to work for its passage in the Senate. Discrimination against women is morally wrong and socially wasteful. We should move now to insure, not just encourage, equal status for women."

"The barrier that restricts a woman's life is invisible, based on unspoken assumptions. It is like a glass wall. First-grade readers show boys making things while their sisters watch helplessly but admiringly."

"Studies of the three major

readers show they mention 144 adult careers for a boy to dream of, and only 24 for a girl. By the time a girl reaches the working world, she may accept that it is quite reasonable that a Phi Beta Kappa graduate of Barnard College must take a typing test to get a job. And it often does not occur to the man who hires her to consider her for the jobs that he is trying to find men to fill."

"We can take some symbolic actions to combat this, as I did when I declined to attend the annual Gridiron Dinner in Washington this spring. Coveted membership in the club is limited to 50 distinguished journalists, all male. It excludes all the distinguished members of the Washington Press Corps who are women."

"However, we must take action that is more than symbolic, action that will bring measurable change to women who are not getting an equal chance. We must live up to the Constitution. Women have life, but they do not truly have freedom, and their pursuit of happiness is blocked at every turn if they do not concede happiness to be limited to the 'little woman' role."

**SEN. EDMUND MUSKIE,
D-MAINE**

"I support the Equal Rights Amendment and will oppose any crippling amendments to it. Further, I have joined with other Senators to have the ERA brought before the full Senate for a vote during this Congress."

TAXES

WOULD YOU SUPPORT LEGISLATION ENDING THE MANY TAX INEQUITIES THAT AFFECT WOMEN AND CHILDREN?

SPECIFICALLY, DO YOU SUPPORT:

1. FULL DEDUCTIONS FOR WORKING WOMEN FOR THEIR CHILD-CARE AND HOUSEHOLD EXPENSES?

2. CHANGES IN THE SOCIAL SECURITY SYSTEM TO END DISCRIMINATION AGAINST FAMILIES WITH WORKING WOMEN?

PRESIDENT NIXON

"If Equal Rights becomes a part of the Constitution, no special tax legislation is needed."

SEN. HENRY JACKSON, D-WASH.

"I have supported legislation to give working women a tax deduction for their child-care expenses. I believe that this is a legitimate business expense, and should be treated as such."

"There is another aspect of the tax law which is of concern to many single women, as well as single men. This is the higher rate of tax for single persons. I have supported, in the past, and I am supporting again this session, legislation to end this discrimination against single taxpayers. There is no reason for tax rates to be established on the basis of marital status."

have children seek household help to avoid the onerous double duty of full-time housework and a full-time job. Tax deductions for these two expenses might also have the beneficial indirect effect of stimulating an increase in the low wage scale now available for child-care and household workers."

"In similar fashion, the present Social Security system clearly discriminates against families with working women. These restrictive and inequitable regulations must also be reformed."

SEN. EDMUND MUSKIE, D-MAINE

"Our tax system should not reflect any bias that our society may have against women who choose to work. Our Federal tax system and Social Security system should be rewritten to give working women the benefits now accorded men, and deductions for child care for working mothers should be increased."

SEN. GEORGE MCGOVERN, D-S. DAK.

1. "I am in favor of legislation that would end tax discrimination against women. I believe that working mothers should receive deductions for child-care and household expenses. The only limitation I would place on that is an upper-income cutoff so that we do not create a new tax loophole for the wealthy while trying to assist the poor and middle-income families. If taxes and marital status are legitimate expenses, so is the care of children."

2. "As for Social Security discrimination, there are obvious biases against women in that law, and they should be legislated out as soon as possible. But to achieve this and other changes it is going to take rather forceful executive leadership, which I intend to provide."

JOHN B. LINDSAY, D-MAYOR N.Y.C.

"Tax deductions for child care should be available to all working women, regardless of income. Child-care expenses which enable a woman to work constitute a basic business expense, and are usually the largest expense prerequisite to a woman's being able to work at all. It is grossly unfair for our tax laws to deny a deduction for these costs, and the cost of hiring a household worker should therefore be deductible, since many women who do not

SEN. HUBERT HUMPHREY, D-MINN.

"Yes, I favor any changes in the law which would remove discriminatory provisions and assure equitable treatment for women. And tax inequities should be given prime consideration, because of the impact the changes would have on the 10.4 million households in this country which are headed by women."

DAY CARE

DO YOU SUPPORT FEDERAL FUNDING OF CHILD-DEVELOPMENT CENTERS FOR CHILDREN OF ALL ECONOMIC CLASSES—WITH PAYMENT ON A SLIDING SCALE FOR THOSE WHO CAN AFFORD IT?

On the crucial Senate vote, Senators Jackson and McGovern voted for child-care. Senators Humphrey and Muskie were absent. Despite his comments, on December 9, 1971 President Nixon vetoed the crucial child-care package approved by Congress.

PRESIDENT NIXON

"Early in my administration I pointed to the special importance of the early years of life. I said at that time: 'So crucial is the matter of early growth that we must make a national commitment to providing all American children an opportunity for healthful and stimulating development during the first five years of life.'"

"In keeping with that belief, our anticipated budget for day-care and child-development services in fiscal 1973 is \$1.2 billion — approximately double the amount expended in the fiscal year 1972."

"The \$1.2 billion will include funds for day care and other child-development activities under H.R. 1 [the Welfare Reform Bill], Head Start, Title IV of the Social Security Act and certain provisions of the Economic Opportunity Act."

SEN. HUBERT HUMPHREY, D-MINN.

"For many years there has been a critical need for quality child-care services in the United States. The availability of modern day-care help is no longer an individual convenience. It has become a community and a national necessity. I am convinced that the needs will be met only if the Federal government responds and assists states and local communities, nonprofit and voluntary agencies in providing the facilities and service which are needed."

"In this session of the Congress I am a co-sponsor of legislation providing for a comprehensive Child Development Program which includes day care for all economic levels. Its provisions have been incorporated into S-2007, the OEO [Office of Economic Opportunity] amendments. It should be one of the first pieces of legislation before the Senate."

"(The bill would appropriate \$4.5 billion over a three-year period to fund community-run child-development centers for children to age 14, with emphasis on the preschool years and low-income families.)"

SEN. HENRY JACKSON, D-WASH.

"I support Federally assisted day-care centers and have voted for legislation in this session of Congress to establish such a Federal program."

"I believe we must make a commitment to improve the day-care centers in this country. They should not be merely baby-sitting services, but should be designed in a way which will contribute to the education and personal development of the child."

"Certainly, such centers should not be only for welfare children. If these centers are to assist in the development of the child, those attending the center should be from the broadest possible social and economic backgrounds, free care being available only to those who cannot afford to pay."

JOHN B. LINDSAY, D-MAYOR N.Y.C.

"I created the nation's first child-development agency in New York City, and we are doubling our day-care program in the next seven months alone. But financing remains our greatest problem, and broad Federal legislation is desperately needed. The recent passage of Federal child-development legislation by both the Senate and the House is a milestone in this country's recognition of its responsibility to children. It will help finance a vast expansion of services to children of the poor across the nation. But it discriminates against the working-class family and its children. This legislation must be broadened to support these basic child-care services for the children of the working poor and the middle class."

SEN. GEORGE MCGOVERN, D-S. DAK.

"Construction of day-care and child-development centers and Federal funding for such programs is something I consider critically important, and an area in which the present Administration has been most lax."

"With so many working mothers today and with so many more who want to resume careers, it is mandatory that we provide adequate day-care and development centers and also make available either direct payments to families for such care, or arrange a system of free day care for those who cannot afford it and a sliding scale of payment—based on income—for those who can afford it."

SEN. EDMUND MUSKIE, D-MAINE

"I strongly believe that our nation should create day-care centers for child development that will be available to every family on an ability-to-pay basis. I feel the Federal government should take the initiative in setting up and funding a system of such centers."

ABORTIONS

1. DO YOU SUPPORT STATE ABORTION LAWS THAT LEAVE THE PRIMARY DECISION TO THE WOMAN--ASSISTING REASONABLE LIMITS GOVERNING STATES OF PREGNANCY, AND PERFORMANCE OF THE OPERATION BY TRAINED PERSONNEL?
2. DO YOU SUPPORT THE PACKWOOD BILL NOW BEFORE THE U.S. SENATE, WHICH WOULD SET FEDERAL STANDARDS ON THE QUESTION OF ABORTIONS?

PRESIDENT NIXON

1. "From personal and religious beliefs I consider abortion an unacceptable form of population control. Further, unrestricted policies, or abortion on demand, I cannot square with my personal beliefs and the sanctity of human life of the yet unborn. For, surely, the unborn have rights also, recognized even in principles expounded by the United Nations.

"Ours is a nation with a Judeo-Christian heritage, it is also a nation with serious social problems: problems of malnutrition, of broken homes, of poverty and of delinquency. But none of these problems justifies such a solution.

"A good and generous people will not opt, in my view, for this kind of alternative to its social dilemmas. Rather it will open its hearts and homes to the unwanted children of its own, as it has done for the unwanted millions of other lands."

2. "Historically, laws regulating abortion in

the United States have been the province of states, not the Federal government. That remains the situation today, as one state after another takes up this question, debates it and decides on it. That is where the decisions should be made. Partly for that reason, I have directed that the policies on abortions on American Military bases in the United States be made to correspond to the laws of the states where they are located. If the laws in a particular state restrict abortions, the rule at the military base hospitals are (sic) to correspond to that law.

"The effect of this direction is to reverse service regulations issued last summer, which had liberalized the rules on abortions at military hospitals. The new ruling supersedes this--and has been put into effect by the Secretary of Defense."

SEN. ROBERT HUMPHREY
D-MINN.

"I do not favor national legislation on

abortion. Abortion is essentially a matter between the woman and her physician. But there must be due respect given the moral and religious values of the individual. There must be adequate protection and standards. The physical and psychological well-being of the woman must be given the highest priority. To achieve these goals there is generally a need for liberalization of state laws and greater flexibility."

SEN. HENRY JACKSON
D-WASH.

"I am opposed to Federal abortion legislation. I believe that this subject is within the police power, which is delegated to states in the Constitution.

"The voters in the state of Washington, last year, approved a referendum changing the state's abortion laws, to allow the primary decision to be made by the mother with certain reasonable limitations. I believe abortion is a matter which should be left up to each person's individual conscience."

JOHN B. LINDSAY,
D-NYER N.Y.C.

"New York State's abortion-reform law has been in effect since July, 1970 and has proved extremely effective. Our municipal hospitals now provide abortions within ten days of the request, with an extraordinary record of patient safety. All women in the United States should be guaranteed this essential right. Abortion reform on the Federal level, as advanced by the Packwood Bill, is long overdue."

SEN. GEORGE McGOVERN
D-S.DAK.

1. "I would leave the matter of abortion laws up to the states. This is primarily a matter for a woman and her doctor."

2. "As for the question of the Packwood Bill, I would not support it. I believe abortion should be subject to state law."

ABORTIONS

SEN. GEORGE MIKOVICH,
CONTINUED

My position is based on the need for us to allow states to settle matters such as this in accordance with the will of their inhabitants. We must not arrange a system of Federal penalties which would be imposed on people who, for their own reasons, elect to have large families.

"What I believe we need is a greatly expanded program of education by the Federal government to make clear the dangers posed to the nation and the world by unchecked and explosive population growth. We must make people understand that what is at the root of problems like pollution is the rapid growth of population during the last 20 years.

"So a program of education along these lines plus decisive presidential leadership in promoting these programs would go a long way toward easing the population-growth crisis without resorting to a system of penalties or rewards."

SEN. EDWARD MURDER
D-MAINE

"I believe that abortion reform is an issue to be decided on a state-by-state basis, without dictation from the Federal government.

"My support or denial of support to reform of state abortion laws is not presently an issue. I believe that therapeutic abortions, with proper safeguards, can be justified as a matter of public policy. Whatever is decided within a state, lack of finances alone should not be a barrier for a woman qualifying for a therapeutic abortion.

"A free and humane society has the responsibility to protect the lives which it produces and to create conditions that will enable all its members to live in decency and with hope for improvement. Family planning, adequate social services and meaningful

programs of assistance to the disadvantaged are also matters of conscience and public responsibility. The unrestricted use of abortions should not, in my view, ever be a substitute for the discharge of these responsibilities."

On most of the preceding questions, voters must simply take the candidate's word on how he stands. . .

there are two issues, however, on which most of the candidates had to put their words on the line. Senators (which most of the Democratic candidates happen to be) had to vote, and the President had to decide, whether or not to have an Administration position presented at a Congressional hearing.

This is how the candidates stacked up on the two issues:

1. EQUAL RIGHTS AMENDMENT: On October 13, 1970, the Senate held a crucial vote on an amendment to the Equal Rights Amendment, to exempt women from the draft. (Addition of any amendment to the bill already passed by the House was almost certain to be disastrous—whatever the substance of the amendment—because the measure had passed the House through a parliamentary maneuver that could not easily be repeated. Hence, a return to the House would almost certainly be the bill's death knell.)

This is how the candidates stood on the crippling amendment:

Senator McGovern voted Against the crippling amendment— that is, FOR an effective Equal Rights Amendment to the Constitution.

Senator Jackson voted For the crippling amendment, hence AGAINST Equal Rights.

Senator Muskie was recorded as "necessarily absent".

Hubert Humphrey was not a member of the Senate in 1970 (he was reelected the following month) nor, of course, was New York Mayor John Lindsay.

President Nixon took no position on the Equal Rights Amendment during hearings held earlier in 1970 by Bayh's Constitutional Amendments subcommittee. The Administration was invited to send a spokesman to the hearings, and when none was forthcoming, the committee sent another message, offering to hold the record open for written testimony from the Administration. None was ever received.

2. SEX DISCRIMINATION IN HIGHER EDUCATION: On August 6, Senator Bayh attempted to amend the Higher Education Act of 1971 to ban Federal funds to schools that discriminate against women.

Voting For the amendment and, hence, AGAINST sex discrimination: Senators Humphrey, Jackson, McGovern and Muskie.

John Lindsay, of course, had no chance to cast a vote.

NEW WOMAN'S UNOFFICIAL BALLOT

NOW IS THE TIME
FOR ALL GOOD WOMEN TO COME TO THE AID
OF ALL GOOD WOMEN.

<p>1. Which of the presidential hopefuls interviewed do you plan to support?</p> <p><input type="checkbox"/> Nixon <input type="checkbox"/> Lindsay <input type="checkbox"/> Humphrey <input type="checkbox"/> McGovern <input type="checkbox"/> Jackson <input type="checkbox"/> Muskie <input type="checkbox"/> None</p>	<p>10. Have you run for political office yourself?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	<p>17. Which do you feel would undergo greater change for the better if a woman were elected President?</p> <p><input type="checkbox"/> Foreign policy <input type="checkbox"/> Domestic policy <input type="checkbox"/> No significant change in either</p>
<p>2. If you do not plan to support any of the above, for whom do you intend to vote?</p> <p>_____</p>	<p>11. In a primary election, assuming equal qualifications, would you be more inclined to vote for a woman than a man?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	<p>18. Would you be in favor of a "Woman's Party" in which women could vote in a "bloc" in order to elect more women to office?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>
<p>3. Would you support a woman candidate for President?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If yes, whom? _____</p>	<p>12. Do you feel that a President should appoint a representative proportion of qualified women to cabinet, ambassadorial, judicial positions, etc.?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	<p>19. Do you believe women have a greater interest than men in the following issues? Please check those you feel are of special interest to women.</p>
<p>4. Would you support a woman candidate for a national elective office other than that of President?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	<p style="text-align: center; font-size: 2em; font-weight: bold;">VOTE TODAY</p> <div style="display: flex; justify-content: space-between;"> <ul style="list-style-type: none"> <input type="checkbox"/> Environmental Rehabilitation <input type="checkbox"/> Peace in Southeast Asia <input type="checkbox"/> Consumer Protection <input type="checkbox"/> Liberalized Abortion Laws <input type="checkbox"/> Equal Rights Amendment <input type="checkbox"/> Federal Aid to Education <input type="checkbox"/> Federal Aid to establish day-care centers <input type="checkbox"/> Other _____ </div>	
<p>5. Would you support a woman for a local elective office?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>		
<p>6. Are you registered to vote?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	<p>13. Do you think that government would be more responsive to the needs of the people if more women were elected to office?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	<p>20. Do you consider the fact that several major powers are governed by women Prime Ministers to be an endorsement to the election of women?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>
<p>7. Do you vote in local as well as national elections?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	<p>14. Do you believe that a woman would place greater emphasis on the welfare of her electorate than would a man?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	<p>21. Please check your age range.</p> <p><input type="checkbox"/> under 21 <input type="checkbox"/> 21 to 35 <input type="checkbox"/> over 35</p>
<p>8. Have you ever had the opportunity to vote for a woman?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If yes, did you do so?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	<p>15. Do you feel that the current dialogue among women regarding women's role in government will produce more responsive action on the part of male office holders?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	<p>22. Please indicate your educational background.</p> <p><input type="checkbox"/> High-school graduate <input type="checkbox"/> Some college <input type="checkbox"/> College graduate <input type="checkbox"/> Post graduate degree</p>
<p>9. Would you cross party lines to vote for a woman?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	<p>16. Do you believe we would witness a decline in the military establishment if a woman were elected President?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>	<p>23. Please check your marital status.</p> <p><input type="checkbox"/> Single <input type="checkbox"/> Married <input type="checkbox"/> Divorced</p>

PLEASE CHECK YOUR PREFERENCES THEN SEND TO: NEW WOMAN POLL, P.O. BOX 24302,
FORT LAUDERDALE, FLORIDA 33307. RESULTS WILL APPEAR IN THE NEXT POSSIBLE ISSUE

SPEAKEASY

THE NATIONAL WOMEN'S CAUCUS: DELIVERING OUR POLITICAL CLOUT

BY ELIZABETH JANEWAY

□ On July 10, 1971, more than three hundred women met in Washington, D.C., to set up the National Women's Political Caucus. It was, by design, a heterogeneous group and the list of issues raised was a long one. Democrats, Republicans, and independents were there, from twenty-six states in all. They represented different ages, different races, and different economic backgrounds. Many had special interests. Some had determined views on priorities. A Radical Women's Caucus presented its own report declaring that "bland and conservative compromise . . . in the hope of enlisting the more timid and ladylike of our sisters is self-defeating." The Young Women's Caucus, remarking that it "had done much of the work at the Conference," noted that it had nonetheless "not been represented in the selection of conveners, the nominations to the Policy Council, and other responsible positions." Having heard these demurrers, the Conference accepted them (and the implicit reproaches they contained) by acclamation—an action that might, in itself, be criticized as a bland compromise.

Or was it? Myself, I think not. Leaving aside long-term considerations for the moment, it's evident that a new organization must seek to form as wide and united a front as possible, and that in the beginning, at least, singleness of aim may well be sacrificed to breadth of response. Newspaper reports certainly played up what differences they could find, and the fact that no single, simple goal was announced meant the general impression made by the meeting was rather confused. Because of this diversity of purpose, some people conceived the idea that women, meeting to found a political action group, intended to set up a party of their own, independent of the old lineups and bent on running its own slate of candidates. This is not the case; but it adds to the diffuseness of image about "what happened" during the three days of speeches, resolutions, and debates, and, more important, about "what it means" in terms of the future and especially of the 1972 presidential campaigns.

What did happen and what does it mean for women? Is it merely another gesture made by a movement that, so far at least, seems to have produced more publicity than results? Or is it a sound step toward the action that can bring results? Back in Populist days, a century ago, one indignant Kansas matron declared, "It's time to stop raising corn and start raising hell." Maybe it's time now to add the latter activity to the eternally necessary one of raising consciousness. Politicians are wont to say that "the women's vote" can make or break a candidate. Perhaps it's time to find out if they're right and if, specifically, the Women's Caucus can mobilize and deliver the women's vote, or at least a significant part of it. The Caucus is not a party and will field no slate of candidates. Can it make its weight felt within the political system on the side of candidates (both male and female) who support positions that the Caucus upholds? Can it see its demand for equality begin to pay off in the passage of legislation like the Equal Employment Opportunities Enforcement Act of 1971?

The answer is that no one knows—yet. But there are glimmerings of evidence that determined women can use their clout for some specific ends. The New York State law permitting abortion pretty much on demand was threatened with (if you'll pardon an inappropriate word) emasculation last spring. It was saved by a last-minute lobbying drive mounted by women, spearheaded by Women's Lib groups. Again, a great deal of unconscious sexism in politics has been identified and increasingly challenged. It's not enough, but it's a first step. The mass media, far from guiltless themselves, have been sufficiently sensitized to keep their eyes open to sexist attitudes among candidates for office. Thus, the reaction by President Nixon and his cronies to last summer's Washington Conference was reported in a tone which differed quite markedly from that of the jocular exchange itself. Reading it, one not only

Elizabeth Janeway, the well-known novelist, is author of the recently published *Man's World, Woman's Place*, an inquiry in depth into the sources of female oppression.

had a feeling that the reaction was out-of-date, but also that the reporters knew it. The Caucus leaders, said Secretary of State William Rogers in reply to a question from the President, "looked like a burlesque show."

"What's wrong with that?" quipped Mr. Nixon. From most readers, I suspect, he had to wait a long time for a laugh that would surely have followed quickly three years ago. What happened in Washington, in short, is something that the President failed to understand. Women demonstrated that they have got to the point where they take their own political aims seriously. They are willing to see whether that priceless political commodity, the women's vote, may be controllable and directable by women themselves. Once more that tired old question of Freud's that's been trotted out so often, "What do women want?" has been answered in the way that it always is by serious people: women want control over, and management of, their lives. The National Women's Political Caucus is an instrument designed to win them this control in the public, political field.

How good an instrument it will be in the long run, no one can tell, but it is a most important and hopeful beginning. Certainly the Statement of Purpose issued by the Caucus is long and wide-ranging. Far from being a disadvantage, however, this breadth of intent and interest will allow experimentation. In fact, such a diversity of purpose is highly realistic, for it reflects the existing situations in which women find themselves. The effort to strengthen and dignify their position must be made on many fronts, not just on one. For some women, the most pressing concern is equal pay for equal work. For some, it's dependable child care, tax-deductible to working mothers. For other women, equality of opportunity is the first demand, access to training on an equal footing with men on the job, in technical schools, or in universities. For still others, it is direct political engagement. The Women's Caucus recognizes this diversity of interest and offers a common tool that can be used for many aims.

This emphasis on flexibility marks a significant difference between today's movement and that of the suffragists. History professor William O'Neill, in his 1969 book *Everyone Was Brave*, an analysis of the first feminist wave, suggests that the women who won the vote in 1920 failed by succeeding. They had put all their eggs in one basket and assured their followers that Votes for Women would mean the dawn of a new day. Political corruption would end and public morality, enforced by female standards, would produce utopian government. This assessment turned out to be wrong. The first President elected with women voting was Warren Harding.

Women, it seems, are really not all that much purer, better, and more moral than men. It is a lesson in natural history that we should all remember. Men and women are both human, and humans are fallible creatures. The great advantage over the suffrage movement that the Women's Caucus offers today is symbolized by its breadth of purpose. There is hardly a corner of our political life that women aren't properly interested in and the statement of intent drawn up in Washington last July goes far beyond merely "feminine" demands. It speaks out firmly against racism, it urges an end to war in Vietnam and the step-up of war against poverty, it attacks repressive measures opposing social change and the persecution of political prisoners. In all this there is evident a wide vision and a full recognition that women must take a stand not simply as women but as human beings involved with universal human issues.

But is it, you ask, practical? Can it work? Who knows? Let me suggest that the most practical thing women can do today is not about learning how to be practical or (I prefer the word) effective. Their old feminine role, assigned to them by orthodox social mythology, credited them with power in personal relationships, with manipulative skills, with subtle ways of influencing men to give them what they wanted. Women, in their "proper place," lived vicariously through their men, succeeded vicariously in someone else's success, drew back from positive action of their own. But this is over, gone with the wind and with Scarlett O'Hara. The Women's Caucus is a superb opportunity for self-instruction in how to achieve political effectiveness. It is flexible, it is open to ideas and to debate, it is ready to tackle local jobs or lobby Congress, or work in political primaries. It has set its sights on getting proper, not token, representation for women at national conventions. It's all over the place.

And that, I submit, is where it ought to be, because that's where women are.

W.A.C.

May, 1972

Report to Women in Minnesota
by
Women's Advisory Committee
State Department of Human Rights

Are you aware of the existence of an Advisory Committee on Women's Affairs to the Commissioner of Human Rights? By statute, (1967), a Women's Advisory Committee was formed to advise and assist the Commissioner of Human Rights on behalf of women in the following areas:

- 1) Employment policies and practices
- 2) Education and training
- 3) Health and welfare
- 4) Civil and political rights
- 5) Home, community and family life

Betty Howard, Director of Women's Affairs in the State Department of Human Rights is the Staff Director that assists the Committee in its work and in liaison to Commissioner Richardson.

At the present time there are four active subcommittees functioning: 1) sexual stereotypes in education, 2) child care, 3) legislation, 4) employment. We invite you to join us in our work - subcommittee membership is open. There are many other areas we could become involved in but we need your help.

Some areas we are considering are Consumer Affairs, (credit), and rights of women in institutions, (mental hospitals and prisons). If you are interested, let us know.

In an effort to expand the outreach of the WAC, we are planning regional task forces in out-state areas. The goals at these task forces will be:

- 1) to involve more women in our mutual activities in their home communities
- 2) to gain the input from women out-state, particularly to increase input and to support the 1973 legislative program
- 3) to inform more women of the State and Federal government structure available to them for solving problems unique to women

This year we are hosting the 2nd annual conference of the Interstate Association of Commissions on the Status of Women in Minneapolis, Minnesota on June 15 through June 18, 1972. Do join us at this exciting conference of women from the 50 states that are working to get the ERA ratified and to get other changes in State laws that will give women equal rights and a freedom of choice in employment, education and life style.

Ruth Stack, Chairone

Resolutions To Be Presented At IACSW Conference

Meeting on February 1, members of the Women's Advisory Committee passed resolutions to be presented to the IACSW meeting in June. They include a call for repeal of veterans preference laws; repeal of laws against prostitution, (on the grounds that they are discriminatorily enforced against women), the elimination of tax and social security inequities; repeal of all laws restricting access to contraception and abortion and study of the problems of women in prisons.

The group further asks for equality for women by calling for passage of the Equal Rights Amendment, (subsequently passed by U.S. Congress), and its ratification by the States, passage of Equal Rights Amendments to State Constitutions, passage of anti-discrimination laws and, (most important), adequate funding and support for departments or agencies responsible for enforcement. Another resolution calls for adherence to the Presidential Executive Orders on non-discrimination for institutions holding government contracts. This includes the required development of affirmative action programs.

One resolution dealt with eliminating sexism or sexual stereotyping in education and a second concerning family structure and child care, called for child care facilities, parental leave policies to allow both working parents to attend to parental responsibilities and the encouragement of flexible work schedules particularly by governmental agencies. Extension of the Federal Fair Labor Standards Act to cover household workers, executive, administrative and professional employees was also urged.

Finally, recognizing that women are currently under represented at all, (political), decision making levels to the detriment of society, we called for support of Women's Political Caucuses on all levels, national, state and local encouragement of women to run for elective office and preferential selection of women for appointive positions.

If the resolutions are passed, member organizations of IACSW will be urged to work for them both through their own commissions and as individuals.

Phyllis Kahn, 1st Vice Chairone

Employment

The employment subcommittee has been active since the original Status of Women Commission in 1962, and continuing to the present WAC. Following two main thrusts, education and legislation, the Committee has participated in all seminars and workshops sponsored by the Department of Human Rights, the WAC and other organizations focused on present laws and proposed legislation. Recommendations and lobbying efforts were successful for wage collection laws and equal pay for equal work. Passage of a statutory minimum wage law will be a lobbying effort again next session along with other goals.

One of the various studies in employment of Minnesota women resulted in removing male designation from all state job descriptions. A detailed study was made on "maternity leave" in industry before it became law. Areas of vocational technical training and placement are also of interest to this Committee. The chairone of the employment subcommittee is Dr. Margaret Boddy, Winona, Minnesota.

Edna Schwartz

Child Care

A recently formed subcommittee concerning child care services is focusing on child care programs and services often called day care, for organizational meetings and conferences. Initiating and coordinating children's activities and care allowing parents to participate more fully in community activities is the goal while also allowing more representative input in community affairs. Also on the agenda is awareness of developments in child care and coordination of advocate activities in this area, as has been work of the Advisory Committee in the past.

In the 1971 Minnesota Legislative Session, the Committee successfully lobbied for passage of the Child Care Facilities Act which provides \$250,000 for the development of child care services throughout the State, (grants made available for matching of local share and available Federal funds), directed towards projects concerning the needs of the economically disadvantaged child, working mothers, developmental needs of the child, and coordination of services.

Seventy percent of the State funds shall be divided equally to non-urban regions of Minnesota and 30% to urban counties divided on the basis of the number of single parent families and economically disadvantaged children. Any municipality, county, corporation or combination may apply for funds.

Diane Fass, subcommittee chairone, is seeking participation from persons representing every facet of child care: users, providers, teachers, aides, State and local agencies and community service organizations.

Diane Fass, Chairone

Sexual Stereotypes In Education

On December 15, 1971 a subcommittee on sexism in education was formed by the WAC. Believing that the practice of stereotyping and socializing men and women into masculine and feminine roles has resulted in prejudice, dominance, discrimination and segregation, the Committee felt that educational institutions could provide leadership in eliminating this practice rather than reinforcing present attitudes. The subcommittee formed into six areas of interest:

- 1) curriculum, textbooks and materials - elementary & college
- 2) teacher and counselor attitudes and sensitivity
- 3) extra curricular activities - including sports
- 4) admissions to colleges, vocational schools & graduate schools
- 5) administrative and faculty staffing
- 6) placement of personnel

In January Governor Anderson was called on to proclaim February 15 as Susan B. Anthony Day - the birthdate of that great woman suffragette. Governor Anderson in his proclamation asked all schools in the State to appropriately observe this date. Because women have largely been ignored in the history books, the Committee prepared material on Susan B. Anthony. Over 500 copies of this material was sent out to schools in the State by their request. Additional copies of the material are still available in the Women's Division of the State Department of Human Rights.

Recommendations on eliminating sexism in the schools has been presented to the State Department of Education. These recommendations were presented at the last State Board of Education meeting and are now being revised in a committee. Members of

the Sexual Stereotypes in Education subcommittee have been working with the State Board of Education and these recommendations should be adopted in the near future as guidelines to the public schools in Minnesota. They will include eliminating sexism in curriculum and textbooks, eliminating sex based requirements for courses and activities, developing a career education program which recognizes the need for equality of career choice for all students and equal opportunity in promotion to higher level positions.

Ruth Stack, Chairone

Legislation

Legislative concerns of the WAC have been developed by members with input from Minnesota women and women's groups participating in workshops, conferences and coordination with the Department of Human Rights. The 1971 legislative session highlighted 1) successful lobbying for the Child Care Facilities Act, (see child care), and, 2) unsuccessful lobbying for the Department of Human Rights Bill, (expanding the State Act Against Discrimination).

Legislative activity for 1973 will focus on ratification of the Equal Rights Amendment and expansion of the State Act Against Discrimination. Additional efforts will also include implementing resolutions passed at the 2nd annual IACSW conference, June 15 through 18.

Dee Orey, Chairone

The Division On Women's Affairs of the Department of Human Rights Fights Sex Bias

The Department of Human Rights is the agency responsible for implementing Minnesota's public policy guaranteeing equality of opportunity to all of its citizens, regardless of race or sex. Racial equality is guaranteed by statute. Sex bias is prohibited statutorily at present in employment only, but the Division on Women's Affairs, a section of the department, has the responsibility of working to achieve sexual equality through attitudinal change by using education and persuasion. The goals of the Division include expansion of the Minnesota State Act Against Discrimination to include sex as a prohibited basis in housing, public accommodations, education and public services. Also, adoption of affirmative action programs for women and minorities by economic, educational, political and community institutions to reduce existing disparate distribution of decision making and educational and financial rewards. Discrimination for any reason, prevents freedom of choice and guaranteeing each citizen of Minnesota freedom to work and live as one chooses is the department's primary obligation.

Minnesota is the only one of the nation's fifty states to have a Department of Human Rights with the same status as other departments such as highway, taxation, administration and welfare. It is also the only agency administering anti-discrimination laws to have a Division on Women's Affairs as an integral part of its organization, an advocate on the scene. The Division also provides the mechanism for reassuring officially those minorities who fear progress for women will be gained at their expense and that women will never accept advancement which suppresses underadvantaged groups. The Division of Women's Affairs accepts as a major responsibility, reinforcement of the department's basic premise that Human Rights are indivisible...its goal is women's participation...human liberation.

Betty Howard, Director

PRE-REGISTRATION - I.A.C.S.W. Second Annual Conference
June 15-18, 1972
Sheraton-Ritz, Minneapolis, Minnesota

1. ALABAMA

none

2. ALASKA

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Clara Days

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1972 CONFERENCE RULES
INTERSTATE ASSOCIATION OF COMMISSIONS ON THE STATUS OF WOMEN
Minneapolis, Minnesota

VOTING BODY

The voting body for this Conference shall consist of one member designated by each accredited State Commission represented whose 1971-72 dues are paid, or her authorized alternate. No State shall have more than one vote and no voting by proxy shall be allowed.

QUORUM

A quorum for the business meetings of this Conference shall be one-third of the registered delegates.

SEATING

Delegates, alternates and members shall be seated by states.

MOTIONS

Motions may be made by voting delegates only, but discussion may be participated in by any persons registered for the Conference.

When making a motion, the proponent shall stand and when recognized, state name and Commission affiliation before stating the motion. The maker of a motion should be prepared to submit the motion in writing to the Recording Secretary.

DISCUSSION

Anyone wishing the floor for discussion shall stand and when recognized, state name and affiliation and whether speaking for or against the motion. Debate on all questions shall be limited to two minutes for each speaker. Unanimous consent shall be required if additional time is to be granted a speaker. No person shall speak for a second time until all others who wish the floor have had an opportunity to speak. The maker of a motion shall have the privilege of closing debate and shall be allowed three minutes for this purpose.

RESOLUTIONS

A majority vote of the registered delegates shall be required to present a resolution from the floor which has not been passed on by the resolutions committee.

TIMEKEEPER

The Chair shall appoint a Timekeeper for each business session. It shall be the duty of the Timekeeper to indicate to each speaker the expiration of the time allowed.

PARLIAMENTARY AUTHORITY

When not in conflict with the Bylaws of the Association, parliamentary authority for this meeting shall be Robert's Rules of Order. *Newly Revised*



Doris E. Kean, Rules Chairwoman
Margaret Hunt
Ruth Stack

Interstate Association of Commissions on the Status of Women--cont.

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Northeast Region:

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U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
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CHAIRMEN AND EXECUTIVE DIRECTORS OF COMMISSIONS, COMMITTEES
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1/ In Alabama a law establishing a statutory commission was approved. Commission members have not been appointed.

June 1972

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1/ The Chairman's term expired. Awaiting action by Governor to name new chairman.

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1/ The Chairman has resigned. Awaiting action by the Governor to name new chairman.

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 145 South Front Street
 Columbus, Ohio 43215

OKLAHOMA: No current commission. Address
 correspondence to:

Office of the Governor
 State Capitol Building
 Oklahoma City, Oklahoma 73105

OREGON

Mrs. Sue Gordon
 Chairman, Governor's Committee on the Status
 of Women in Oregon
 Division of Continuing Education
 1633 SW Park Avenue, P.O. Box 1491
 Portland, Oregon 97207

PENNSYLVANIA - Address correspondence to both
 Co-Chairpersons

Ms. Alma Fox
 Co-Chairperson, Governor's Commission on the
 Status of Women
 7124 Apple Avenue
 Pittsburgh, Pennsylvania 15206

Ms. Lynn Scheffey
 Co-Chairperson, Governor's Commission on the
 Status of Women
 529 Heath Road
 Marion Station, Pennsylvania 19131

Ms. Arline Lotman, Executive Director
 Governor's Commission on Status of Women
 628 Main Capitol Building
 Harrisburg, Pennsylvania 17120

RHODE ISLAND

Mrs. Maxine Nichols
 Chairman, Permanent Advisory Commission on Women
 in Rhode Island
 Whale Rock Road
 Narragansett, Rhode Island 02882

Mrs. Anna M. Tucker, Executive Coordinator
 Chief, Division on Women and Children
 Rhode Island Department of Labor
 235 Promenade Street
 Providence, Rhode Island 02908

SOUTH CAROLINA

Mrs. Mary G. Pruitt
 Chairman, South Carolina Commission on the Status
 of Women
 603 Jackson Square
 Anderson, South Carolina 29621

SOUTH DAKOTA

Mrs. Winifred Echelberger
 Chairman, Governor's Commission on the Status
 of Women
 808 North Central
 Pierre, South Dakota 57501

TENNESSEE

Mrs. Joan Williams
 Chairman, Tennessee Governor's Commission on
 the Status of Women
 123 Woodhaven Drive
 Jackson, Tennessee 38301

TEXAS

Mrs. Margaret Brand Smith
 Chairman, Texas Governor's Commission on the
 Status of Women
 Union Bankers Insurance Company
 2551 Elm Street
 Dallas, Texas 75226

UTAH

Mrs. Barbara Burnett
 Chairman, Governor's Advisory Committee on
 Women's Programs
 6133 South 23rd East
 Salt Lake City, Utah 84121

VERMONT

Mrs. Lenore W. McNeer
 Chairman, Governor's Commission on the Status
 of Women
 Vermont College
 Montpelier, Vermont 05602

VIRGINIA

Mrs. Julian A. Kean
 Chairman, Commission on the Status of Women
 8502 Rivermont Avenue
 Richmond, Virginia 23229

WASHINGTON

Ms. Anne Winchester
 Chairman, Washington State Women's Council
 Council on Higher Education
 1020 East 5th Street
 Olympia, Washington 98504

Ms. Gisela E. Tabor
 Executive Director
 Washington State Women's Council
 305 Insurance Building
 Olympia, Washington 98504

WEST VIRGINIA

Mrs. Alma Ferguson
 Chairman, Governor's Commission on the Status of Women
 Harrisville
 West Virginia 26362

WISCONSIN

Dr. Kathryn Clarenbach
 Chairman, Wisconsin's Governor's Commission on the
 Status of Women
 Room 427 Lowell Hall
 610 Langdon Street
 Madison, Wisconsin 53706

WYOMING

Mrs. Edna Wright
Chairman, Wyoming Commission on the Status
of Women
114 E. Walnut Street
Rawlins, Wyoming 82301

TERRITORY OF THE VIRGIN ISLANDS

Mrs. Addelita Cancryn
Chairman, Commission on the Status of Women
P. O. Box 189
Charlotte Amalie
St. Thomas, Virgin Islands 00802

COMMONWEALTH OF PUERTO RICO: No current commission.
Address correspondence to:

Office of the Governor
La Fortaleza
San Juan, Puerto Rico 00903

MUNICIPAL COMMISSIONS

SAN FRANCISCO, California

Mrs. Ilse Green
Chairman, Mayor's Committee on the Status of Women
845 Monterey Boulevard
San Francisco, California 94127

HONOLULU, Hawaii

Ms. Mary Ellen Swanton
Chairman, Mayor's Commission on the Status of Women
Office of the Corporation Counsel
City and County of Honolulu
Honolulu, Hawaii 96813

GARY, Indiana 1/

Office of the Mayor
City Hall
Gary, Indiana 46402

BOSTON, Massachusetts

Mrs. Geraldine Pleshew
Chairman, Mayor's Commission on the Status of Women
128 Shore Avenue
Quincy, Massachusetts 68132

OMAHA, Nebraska

Miss Arlona M. Moyer
Chairman, Mayor's Commission on the Status of Women
5119 Cass Street
Omaha, Nebraska 68132

1/ The Chairman of the Mayor's Commission has resigned. A new chairman has not been appointed.

Municipal Commissions--cont.

RENO, Nevada

Ms. Joan d'Azevedo
Chairman, Reno Commission on the Status of Women
125 Rissone Lane
Reno, Nevada 89503

SALISBURY, North Carolina

Miss Marlene Plyler
Chairman, Mayor's Commission on the Status of Women
1316 Statesville Boulevard
Salisbury, North Carolina 28144

WINSTON-SALEM, North Carolina

Miss Barbara W. Ross
Chairman, Mayor's Committee on Status of Women
640 Anson Street, Apt. C-21
Winston-Salem, North Carolina 27103

AUSTIN, Texas

Mrs. Mary Ruth Beeson
Chairman, Austin Mayor's Commission on the
Status of Women
2700 Valley Springs Road
Austin, Texas 78746

FORT WORTH, Texas

Mrs. John Tarter
Chairman, Fort Worth Mayor's Commission
John Tarter and Company
P.O. Box 11002
Fort Worth, Texas 76109

HUNTSVILLE, Texas

Mrs. J. E. Crews
Chairman, Huntsville Mayor's Commission on the Status
of Women
McAdams Dry Goods Company
Huntsville, Texas 77340

SAN ANGELO, Texas

Mrs. John Cargile
Chairman, San Angelo Commission on the Status of Women
2304 Douglas Drive
San Angelo, Texas 76901

SAN ANTONIO, Texas

Mrs. Lois Scott
Chairman, Mayor's Commission on the Status of Women
Frost National Bank
P.O. Box 1600
San Antonio, Texas 78205

SEATTLE, Washington

Mrs. Mildred Henry
Director of Women's Division
Office of Human Resources
88 S. Main Street
Seattle, Washington 98104

BEAVER DAM, Wisconsin

Mrs. Burt Boyer
Chairman, Mayor's Commission on the Status of Women
218 Front Street
Beaver Dam, Wisconsin 53916

Municipal Commissions--cont.

WAUSAU, Wisconsin

Mrs. Jane Sternberg
 Chairman, Mayor's Commission on the Status
 of Women
 1005 Sturgeon Eddy Road
 Wausau, Wisconsin 54401

PRINCE GEORGE'S COUNTY, Maryland

Mrs. Eileen Brandenburg
 Chairperson, Prince George's County Council on the
 Status of Women
 Courthouse
 Upper Marlboro, Maryland 20870

COUNTY COMMISSIONS

DADE COUNTY, Florida

Mrs. Mollie Brilliant
 Chairman, Dade County Status of Women
 5835 SW 50 Terrace
 Dade County, Florida 33525

HARRISON COUNTY, Texas

Mrs. Thelma H. Jarrott
 Chairman, Harrison County Commission on the Status
 of Women
 P.O. Box 484
 Marshall, Texas 75670

HILO, Hawaii

Ms. Janet Fujiaka
 Chairman, Commission on the Status of Women
 County of Hawaii
 Hilo, Hawaii 96720

FAIRFAX, Virginia

Mrs. Glenda B. Surovell
 Chairman, Fairfax Commission on the Status of Women
 7917 Fairfax Road
 Alexandria, Virginia 22308

KULA MAUI, Hawaii

Mrs. Lois E. Andrews
 Chairman, Commission on the Status of Women
 Kula Sanatorium
 Kula Maui, Hawaii 96790

NOTE: As of June 1972, 46 States, the District of Columbia, 16 municipalities, 6 counties, and the Territory of the Virgin Islands have commissions on the status of women. There are no current commissions in the States of Connecticut, Indiana, New Mexico and Oklahoma at this time. Puerto Rico also has no current commission.

Citizens' Committees on the Status of Women (Non-Governmental)

In addition to the above officially appointed governmental Commissions, a number of citizen groups have organized themselves on a State or local basis to work towards the advancement of women's status. These include:

STATE

Minnesota

Miss Edna Schwartz
Chairman, Minnesota Council on the
Status of Women
608 American National Bank Building
Saint Paul, Minnesota 55101

Ohio

Mrs. Emily L. Leedy
President, Ohio Commission on the Status
of Women
580 Lindberg Boulevard
Berea, Ohio 44017

Virginia

Mrs. Helen Gannon
Chairman, Citizens' Committee on the Status
of Women in Virginia
1207 Southbury Avenue
Richmond, Virginia 23231

MUNICIPALITIES

Sacramento, California

Ms. Bonnie Mischo
Chairman, Sacramento Community Commission for Women
YWCA, 1122 17th Street
Sacramento, California 95814

Des Moines, Iowa

Mrs. Linda L. Archibald
Chairman, Status of Women Council
Greater Des Moines Area
3424 Grand Avenue
Des Moines, Iowa 50312

Cleveland, Ohio

Mrs. Emily L. Leedy
President, Cleveland Council on the Status of Women
580 Lindberg Boulevard
Berea, Ohio 44017

Cincinnati, Ohio

Miss Marie Brady
President, Cincinnati Council on the Status of Women
YWCA, Ninth and Walnut Streets
Cincinnati, Ohio 45202

THE INTERSTATE ASSOCIATION OF COMMISSIONS ON THE STATUS OF WOMEN

Organized: June 11, 1970

Held First Meeting: June 18-20, 1971, St. Louis, Mo.

Second Meeting: June 15-18, 1972, Minneapolis, Minn.

OFFICERS AND DIRECTORS FOR 1971-72Board of Directors

Dr. Kathryn F. Clarenbach, President
Room 427, Lowell Hall
610 Langdon Street
Madison, Wisconsin 53706
(2 yr. term - 2nd year)

Mrs. Mabel Amos, First Vice-President
Executive Department
State Capitol
Montgomery, Alabama 36104
(1 yr. term)

Mrs. Geraldine Rickman, Second Vice-President
6783 Alvarado Road, #6
San Diego, California 92120
(2 yr. term - 2nd year)

Miss Virginia Cairns, Secretary
Associate Director
Women's Unit of New York State
Office of the Governor
State Capitol
Albany, New York 12224
(1 yr. term)

The Honorable Voit Gilmore, Treasurer
Senator, North Carolina
P. O. Box 289
Southern Pines, North Carolina 28387
(1 yr. term)

Interstate Association of Commissions on the Status of Women--cont.

Regional Directors

Northeast Region:

Miss Evelyn Cunningham
 Director, Women's Unit of New York State
 22 West 55th Street
 New York, New York 10019
 (2 yr. term)

Ms. Gertrude Hochberg
 346 Rochambeau Avenue
 Providence, Rhode Island 02906
 (1 yr. term)

Southeast Region:

Mrs. Margaret Hunt
 1011 Benjamin Parkway
 Greensboro, North Carolina 27408
 (2 yr. term)

Mrs. Doris Kean
 8502 Rivermont Drive
 Richmond, Virginia 23229
 (1 yr. term)

Midwest Region:

Mrs. Betty Durden
 920 Cummins Parkway
 Des Moines, Iowa 50212
 (2 yr. term)

Mrs. Emily Staples, Chairman
 Women's Advisory Committee, Division of
 Women's Affairs
 6th Avenue North Road
 Wayzata, Minnesota 55391
 (1 yr. term)

Southwest Region:

Mrs. Emily Taylor
 847 Avalon Road
 Lawrence, Kansas 66044
 (2 yr. term)

Miss Alberta J. Meyer
 Chairman, Missouri Commission on the Status of Women
 507 East Capitol
 Jefferson City, Missouri 65101
 (1 yr. term)

Far West Region:

Mrs. Gertrude Reeser
 Chairman, Alaska Commission on the Status of Women
 P.O. Box 492
 Petersburg, Alaska 99833
 (2 yr. term)

Mrs. Kay Gammage
 Chairman, Governor's Commission on the Status of Women
 Arizona State University
 Tempe, Arizona 85281
 (1 yr. term)

The
Interstate
Association
of
Commissions
on the
Status of Women

1972

Program
for the
Second Annual
Conference
Sheraton-Ritz Hotel
Minneapolis,
Minnesota
June 15—18

Theme: What's Going On?



INTERSTATE ASSOCIATION OF COMMISSIONS
ON THE
STATUS OF WOMEN

REFER TO:

Second Annual Conference
June 15-18, 1972
Sheraton Ritz
Minneapolis, Minnesota

PROGRAM

THURSDAY, June 15, 1972

Registration 3:30 - 10:00 p.m. Hotel Lobby
Preconference Board Meeting 9:00 - 9:00 p.m. Presidential Suite

Credentials Committee

Alberta J. Meyer, Chairwoman	Missouri
Gertrude Reeser	Alaska
Marcia Olson	Minnesota

Nominations Committee

Peg Lamont, Chairwoman	South Dakota
Nancy Burkheimer	Maryland
Frieda Coggin	Alabama
Blanche Cowperthwaite	Colorado
Marion Saunders	Hawaii

Resolutions Committee

Evelyn Cunningham, Chairwoman	New York
Kay Gammage	Arizona
Diane Kincaid	Arkansas
Joy Simonson	Washington D.C.
Emily Taylor	Kansas

Rules Committee

Doris Kean, Chairwoman	Virginia
Margaret Hunt	North Carolina
Ruth Stack	Minnesota

(NOTE: ALL COMMITTEES WILL MEET ON
CALL OF THE CHAIRWOMEN AND IN A PLACE
DESIGNATED BY THEM)

This conference is being held with financial assistance from the Department of Labor.

*Special thanks should be given the Human Rights Department of the State of
Minnesota for its continuing support and encouragement
of this conference.*



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ON THE
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IACSW PROGRAM

-2-

FRIDAY, June 16, 1972

8:30 - 12M	Registration	Outside Cotillion Room
9:00	Conference Convenes	Cotillion Room
	National Coordinator Geraldine Rickman Member, California Commission Second Vice President, IACSW	
	Welcome Messages Governor's Office Representative Helen McMillan, Legislator Sam Richardson, Commission, Human Rights Dept.	
	Presidential Remarks Kathryn Clarenbach Chairwoman, Wisconsin Commission President, IACSW	
9:30	Business Meeting Rules Committee Report Credentials Statement Statement about resolutions	
10:00	Keynote Address Elizabeth Duncan Koontz Deputy Asst. Secretary of Labor, ESA Special Counselor to the Secretary for Women's Affairs and Director of the Women's Bureau	
11:00	Regional Meetings Resolutions/How to Handle Process for regional board nominations Communications - inter- and intraregional Outreach - to minority women, youth, others	
12:30	Luncheon Address Ethel Bent Walsh Commissioner, EEOC	
2:00	Panel: ERA: A Framework for Change Education Sylvia Tucker Assoc. Prof. of Education U.S. Intl. Univ., San Diego, Ca.	

Panel: ERA: A Framework for Change (continued)

Marriage/Divorce/Alimony/Child Support

Catherine East
Executive Director
Citizens Advisory Council on
the Status of Women, Wash., D.C.

Marriage and Property Rights

Marguerite Rawalt
Attorney at Law
Washington, D.C.

The Draft

Karen Keesling
~~Interstate~~ ^{Intercollegiate} *Association of Women
Students, University of Kansas

Politics

Margaret Hunt
Secretary, No. Carolina Commission
Southeast Regional Director, IACSW

Labor

Dorothy Haener
Women's Division
United Automobile Workers
Detroit Michigan

4:00

Panel: What's going on in...

HEW Re Executive Order 11246 as amended

Florence Hicks
Director, Women's Action Program
Department of HEW

Affirmative Action and Contract Compliance

Doris Wooten
Office of Federal Contract Compliance
Department of Labor

5:00

Happy Hour - Poolside

Hosts: Minnesota Advisory Committee
to the Department of Human Rights

7:30

Banquet Address

Sylvia McCollum
Education Specialist
U.S. Bureau of Prisons

*Note: p.3 & 4: Interstate should read "Intercollegiate"

SATURDAY, June 17, 1972

9:00

Let's Talk About How to Organize Commissions/Committees
to be More Effective

Financing, Staffing, Grantsmanship and Program
Development

Geraldine Rickman

Effective Development of Techniques and Strategies
for lobbying and effective legislative activities

Geri Joseph
Contributing Editor
Minneapolis Star Tribune

Different Organizational Formats for Commissions
and Committees

Carolyn Heine, Executive Dir., Calif. Commission
Norma Briggs, Vice Chmn, Wisconsin Commission
Doris Kean, Chairwoman, Virginia Commission
Ruth Stack, Chairone, Minnesota Committee

Internal/External Communications and Outreach
to other Women, especially minorities, in
developing program

Blanche Cowperthwaite - Colorado Commission
Diane Kincaid - Arkansas Commission
Caron Balkany - Women's Bureau/Southeast
Coalition of Women Students
Marjorie Chapman, President, Interstate*Association
of Women Students

A special program idea: Perdita Champey
American Revolution Bicentennial Commission

12:30

Luncheon Address: The Importance of the Volunteer
Carole Williams
Director, Volunteer Placement Corps
Detroit, Michigan

2 - 5:00 p.m. Let's Take a Look at the Interstate Association

Where have we been?	How are we going to get there?
Where are we now?	How are we going to finance our
Where are we going?	program?
How much time do we have?	What services are we going to
	render? How?

7:30 p.m.

Introduction of resolutions: reading, discussion, debate
(NO VOTING) At the Walnut Room of the
Pick Nicollett Hotel

SUNDAY, June 18, 1972

8:00 a.m. Continental Breakfast Cotillion Room

9:00 Business Meeting
 Elections: President, 2nd Vice President, Treasurer
 Special Reports
 Resolutions: voting
 Other Business

1:00 Adjournment - followed by immediate convening
 of the Postconference Board of Directors

Meeting - and lunch Regency Room

SPECIAL NOTE: The Minnesota Advisory Committee on the Status of Women has a top-quality child care demonstration unit established on the fourth floor. Please go by and see what is being done.

SPECIAL ACKNOWLEDGMENTS*To the Conference Planning Committee*

Geraldine Rickman, <i>chrm.</i>	Evelyn Cunningham
Margaret Hunt	Voit Gilmore - <i>ex officio</i>
Alberta J. Meyer	Kathryn Clarenbach - <i>ex officio</i>
Gertrude Reeser	Ruth Stack - Local Host Cmte. <i>Chrm.</i>
Emily Taylor	Betty Howard - Local Representative

To the Local Host Committee

Ruth Stack	-	Physical Arrangements
Registration	-	Marcia Olson
Publicity	-	Phyllis Kahn
		Sue Perry
		Mary Williams
		Laurie Hultgren
		Caroline Pritzker
Volunteers (Hostesses/Guides)	-	Phoebe Kent and Irene Kilpatrick
Communications Center	-	Betty Howard
Exhibits/Displays/Message Center	-	Edna Schwartz/Betty Howard
Hospitality	-	Emily Anne Staples and Billie Carter
Child Care	-	Diane Fass (also vice chairone of the planning Cmte) and Building Block Nursery School

Photographs: Milligan Photo Service (David and Paralee Milligan)
 Members: Professional Photographers of America
 St. Paul, Minnesota

Hotel Arrangements: Dennis Wolf, Catering Manager - and Staff

Printing/Duplicating: James Farley, **Daily** Printing, Inc., Minneapolis

Office/Clerical support: Phillip Grandquist and Sue McDonald, Department of Labor, Minneapolis

Special staff assistance to National Conference Coordinator:
 Nan Powell - San Diego; Nada Patton, San Diego

Board of Directors and Officers— as of June 15, 1972

PRESIDENT

Kathryn F. Clarenbach
Wisconsin Commission
433 Lowell Hall
610 Langdon Street
Madison, Wisconsin 53706
(608) 262-2576

FIRST VICE-PRESIDENT

The Honorable Mabel Amos
Secretary of State
3142 Norman Bridge Road
Montgomery, Alabama 26104

SECOND VICE-PRESIDENT

Geraldine Rickman
6783 Alvarado Road #6
San Diego, California 92120
(714) 263-4473

SECRETARY

Virginia A. Cairns
Associate Director, Women's Unit
Office of the Governor
State Capitol
Albany, New York 12224

TREASURER

Voit Gilmore, Chairman
North Carolina Commission
on the Education and
Employment of Women
P. O. Box 289
Southern Pines, No. Carolina 28387

REGIONAL DIRECTORS

NORTHEAST

Evelyn Cunningham
Director, Women's Unit
Office of the Governor
22 W. 55th Street
New York, New York 10019

Gertrude Hochberg
346 Rochambeau Avenue
Providence, Rhode Island 02906

SOUTHEAST

Margaret A. Hunt
Secretary, North Carolina Commission
on the Education and Employment
of Women
1011 Benjamin Parkway
Greensboro, North Carolina 27408

Doris Kean
Virginia Commission Chairman
P. O. Box 5721
Richmond, Virginia 23200

MIDWEST

Betty J. Durden
Chairman, Iowa Governor's Commission
Drake University
Des Moines, Iowa 50311

SOUTHWEST

Emily Taylor
Legislative Chairman, Kansas
Governor's Commission
847 Avalon Road
Lawrence, Kansas 66044

Alberta J. Meyer
Chairman, Missouri Commission
507 East Capitol
Jefferson City, Missouri 65101

FAR WEST

Gertrude Reeser
Chairman, Alaska Commission
P. O. Box 492
Petersburg, Alaska 99833

Kay Gammage
Chairman, Governor's Commission
Arizona State University
Tempe, Arizona 85281

MWPC - Administrative Committee
September 9, 1972
Women's Institute for Change, Mpls. IWCA

SECRETARY'S REPORT: The meeting was called to order by Medora Perlman in the absence of Wanda Beale. The secretary's report was approved as printed after which the officer roster was updated.

TREASURER'S REPORT: The treasurer's report showed a balance of \$770.95. MOTION by Mary Ziegenhagen: The treasurer should submit a written report to the members at each meeting and reimbursements of more than \$25 to one person shall be held for the approval of the administrative committee before payment. PASSED. The committee approved bills submitted by Avis Foley for miscellaneous expenditures.

PERMANENT HEADQUARTERS: Mary Ziegenhagen informed us of the arrangements being made with the Women's Institute for Change to share office space in their room. Phyllis Mirkin, Emily Anne Staples and Kathy Olson were asked to work out the details.

ISSUES AND LOBBYING: Janet Dieterich reported that the committee had held a joint meeting with NOW's political action committee and that together they would aim for one contact in each legislative district. Priority issues are: ERA, child development, human rights, abortion, and the addition of an ERA to the Minnesota Constitution. She also indicated a willingness to co-operate with other organizations to avoid duplication in areas of common concern. MOTION by Emily Anne Staples: The MWPC shall co-operate with other organizations to secure passage of the ERA before the general election. PASSED. Janet Dieterich was appointed liaison in this effort.

BY-LAWS: Medora Perlman announced a meeting of the by-laws revision committee for Thursday, September 9, 8PM at her home.

SPEAKER'S BUREAU: Ann Burns informed us of a letter sent to various women's groups in the area telling them of our services.

OUT-STATE ORGANIZATIONS: Kathy Trill of Moorhead told of their activities which include working for a legislative and a county board candidate, preparing for a workshop in December and putting out a newsletter.

WOMEN CANDIDATE'S EVENT: MOTION by Mary Ziegenhagen: The MWPC sponsor a luncheon or dinner honoring all women candidates prior to the general election. PASSED. Eve Peterson will work with Republican State Chairwoman In Stocker to secure a Republican speaker, Phyllis Mirkin will make the physical arrangements and Mary Ziegenhagen will be in charge of invitations.

NEWSLETTER: Mary Hastings, the new editor, asked for reactions to the circulation of the newsletter through Goldflower and for money in advance of publication. MOTION by Emily Anne Staples: The MWPC continue to circulate our newsletter through Goldflower until our annual meeting and that the editor should have one vote on the Goldflower staff. PASSED. MOTION by Mary Ziegenhagen: The treasurer shall advance \$240 to Mary Hastings to cover the cost of publishing the newsletter in September and October. PASSED.

ANNUAL MEETING: The date for the conference was set for November 18, 1972. Medora Perlman and Sherry Lurth are charged with finding a place to meet.

REPLACEMENT: MOTION by Ann Burns: The Administrative Committee appoint Susan Cote to fill a delegate-at-large position. PASSED.

The meeting was adjourned.

Respectfully submitted,

Eve Peterson, Secretary

Treasurer's Statement
September 7, 1972

Bank Balance - July 10, 1972	\$134.14	
Receipts - Fund-raiser	<u>650.25</u>	
	784.39	
Disbursements - August 11, 1972		
<u>Goldflower</u> and postage	<u>120.00</u>	
	664.39	
Additional receipts		
fund-raiser	46.16	
membership dues	<u>65.00</u>	
	775.55	
Disbursements		
Eve Peterson - minutes & postage	<u>4.60</u>	
	770.95	Cash on hand

Betty Howard, Treasurer

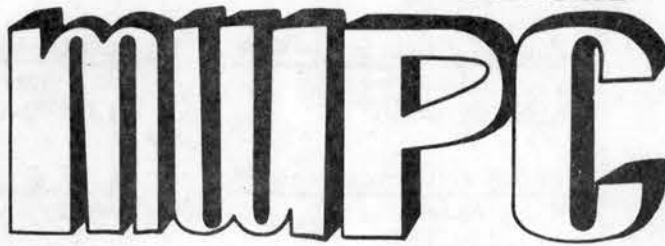
MEETING NOTICE

WHAT? MWPC ADMINISTRATIVE COMMITTEE
WHEN? MONDAY OCTOBER 2, 1972 7:30 PM
WHERE? ROOM 100
MPLS. YWCA
12th & NICOLLET

WHY? AGENDA

1. STANDING REPORTS
 - a. secretary
 - b. treasurer
 - c. committees (as necessary)
2. WOMEN CANDIDATES EVENT - MARY ZIEGENHAGEN
3. BY-LAWS REVISION - MEDORA PERLMAN
4. ANNUAL CONFERENCE

minnesota
women's
political
caucus



The Minnesota Women's Political Caucus (MWPC) by-laws state the organizations' purposes.

1. To have WOMEN share equally in the responsibilities of government at all levels, executive, legislative and judicial.
2. To have WOMEN share equally in the delegate strength of political parties.
3. To encourage able and qualified WOMEN to run for elective office.
4. To gain the appointment of qualified WOMEN to positions in government and the courts.
5. We contend that all political issues are a serious concern of WOMEN and that WOMEN'S issues are a serious concern of all candidates and officeholders.
6. We will act to achieve a just society for all in pursuit of the elimination of such problems as racism, sexism, institutional violence and poverty.

The membership attending the November 20, 1971 and January 22, 1972 conferences elected the following officers and steering committee.

<u>Chairwoman</u> Wanda H. Beale 333-6827	<u>Metropolitan co-ordinator</u> Medora Perlman 377-6975	<u>Outstate co-ordinator</u> Mary Ziegenhagen 890-6847
<u>Youth co-ordinator</u> Pam Brooks 823-7672	<u>Secretary</u> Eve Peterson 925-2904	<u>Treasurer</u> Betty Howard Office: 221-2931 Home: 922-7301
<u>Delegate-at-large</u> Barbara Cyrus 631-2113	<u>Delegate-at-large</u> Wilma M. Gary 825-5385	<u>Delegate-at-large</u> Phyllis Kahn 332-4893
<u>Delegate-at-large</u> Martha Kahne 920-0455	<u>Delegate-at-large</u> Cheri Register 377-1147	<u>Delegate-at-large</u> Sarah Silver 938-1129
<u>Appointive Offices</u> Norma Zaske Office: 221-3398 Home: 644-4522	<u>Elective Offices</u> Ruth Stack 922-9428	<u>Finance</u> Emily Anne Staples 473-9120
<u>Human Relations</u> Pat McKinnie 545-0142	<u>Internal Communications</u> Mary Winget 646-4238	<u>Issues and Lobbying</u> Janet Dieterich 644-6815
<u>Membership</u> Avis Foley 331-8841	<u>Political Liaison - DFL</u> Phyllis Mirkin 374-1646	<u>Political Liaison - GOP</u> Beverly Braun 429-9264
<u>Political Liaison - Ind.</u> Mary Sornsin 377-1147	<u>Public Relations</u> Kathy Olson 333-6870	<u>Speaker's Bureau & Organization Contacts</u> Ann Burns 920-2461
<u>First District - DFL</u> Alice Johnson 507-454-2452	<u>First District - GOP</u> Betty Ryan 507-288-5905	<u>First District - Ind.</u> Judy Meisinger 612-222-5379
<u>Second District - DFL</u> Mildred Ludowese 612-447-2234	<u>Second District - GOP</u> Laurel Taylor 612-665-3115	<u>Second District - Ind.</u> Mary Vogel 612-472-4565
<u>Third District - DFL</u> Judie Rivkin 612-554-2635	<u>Third District - GOP</u> Gwen Luhta 612-473-6104	<u>Third District - Ind.</u> Maureen Donahue 612-938-8194

Fourth District - DFL
Judy Devine
612-633-7895

Fourth District - GOP
Virginia Greenman
612-227-4068

Fourth District - Ind.
Edna Schwartz
612-690-2634

Fifth District - DFL
June Hegstrom
612-825-5636

Fifth District - GOP
Mary Adams
612-335-2426

Fifth District - Ind.
Sherry Lurth
612-822-8345

Sixth District - DFL
Rita Simmons
612-523-1744

Sixth District - GOP
Donna Steichen
612-252-1725

Sixth District - Ind.
Julie Andrezewski
612-253-4393

Seventh District - DFL

Seventh District - GOP
Mary Koep
218-829-9793

Seventh District - Ind.

Eighth District - DFL
Cynthia Kitlinski
612-784-6988

Eighth District - GOP
Jan Nelson
612-755-5108

Eighth District - Ind.
Nancy Marschke
218-525-5143

At the January 22, 1972 meeting the MWPC adopted resolutions covering such issues as passage of the Equal Rights Amendment to the Constitution, political party reform to insure women equal representation to all conventions, elimination of tax and social security inequities, an immediate withdrawal from Indochina, and that all laws that affect a woman's right to decide her own reproductive and sexual life be repealed.

Other social resolutions adopted urged the adoption of day care centers, passage of preventive health care programs, stronger consumer protection legislation, guaranteed minimum annual income of \$6,900 for a family of four. In order to implement these resolutions the membership adopted a resolution demanding women be given preference for all government appointments in order to achieve representation equal to their proportion of the population.

Three ways to become an active participant in MWPC.

1. Join the MWPC. Just fill out and mail the attached form.
2. Join an MWPC committee. Call any of the members on the Steering Committee (listed above). She can help you determine how YOUR interests might relate to one or more of the MWPC committees.
3. ACT NOW!

Name	Phone		
<hr/>			
Address	City	Zip	
<hr/>			
Cong. Dist. or Congressman	Legislative Dist.	Ward	Precinct
<hr/>			
Party designation (optional) _____			
You may list my name as a supporter of the MWPC _____			
I want to work actively with MWPC _____			
Committee(s) preference (lists above) _____			
Other activities, interests and organizations _____			
<hr/>			
What suggestions do you have for MWPC activities? _____			
<hr/>			

*Leave blank if not known.

Persons under 25 yrs. old check box ☐

Donations accepted -- make checks payable to MWPC

Mailing Address: Avis Foley
1812 Como Avenue S. E.
Minneapolis, Minnesota 55414

**minnesota
women's
political
caucus**



FOR FURTHER INFORMATION

CONTACT: Medora Perlman
377-6975

Kathy Olson 333-6870

FOR IMMEDIATE RELEASE

The Minnesota Women's Political Caucus is conducting a candidates workshop entitled "See How They Run" on Saturday, April 15 from 1:00 to 4:30 p.m. at the Phyllis Wheatley Community Center in Minneapolis.

The sessions, aimed at women who either want to run for office or help others in their campaigns, will cover topics such as candidate search, campaign planning and committees, media techniques, issues, funding and problems of the women candidates. Lunch (sold by the White Bear Lake Teen-Age Republicans), will be available from noon to 1:00 p.m. Participants desiring child care must reserve space by calling 869-2345. Interested men are also welcomed to attend.

Edith Lallier, current candidate for the St. Paul City Council, will open the workshop with the keynote address. The workshops continue with the Minnesota Women's Political Caucus' major goal of political education for women at all stages of the political process. Registration fee for the afternoon is \$1.50.

Background of the Minnesota Women's Political Caucus

On July 10, 1971 more than three-hundred women met in Washington D.C. to set up the National Women's Political Caucus. It was organized to bring women into positions of power and responsibility commensurate with their abilities and their percentage of the population.

Arvonne Fraser was a convenor at the National Caucus. There were other Minnesota women among the three-hundred attending this first organizational conference, and these women returned to Minnesota determined to organize a similar caucus on the state level. Initial organization for the state level caucus was co-ordinated by the Politics and Legislation committee of the Twin Cities Chapter of the National Organization for Women (NOW).

On August 26, 1971, the 51st anniversary of Women's Suffrage, Republican Emily Ann Staples and DFL Arvonne Fraser were co-convenors and speaker along with DFL Statechairwoman, Koryne Horbal and GOP Statechairwoman, Lu Stocker at a kick-off press conference and public meeting held at the NSP Plaza in Minneapolis. It was on this date that the non-partisan Minnesota Women's Political Caucus, dedicated to elect and appoint women to public offices and elevate the consciousness of the entire population to the serious issues that concern women, came to the political surface.

The following are the goals of the Minnesota Women's Political Caucus:

1. To have WOMEN share equally in the responsibilities of government at all levels, executive, legislative and judicial.
2. To have WOMEN share equally in the delegate strength of both political parties.
3. To encourage able and qualified WOMEN to run for elective office.
4. To gain the appointment of qualified WOMEN to positions in government and the courts.

The MWPC contends that all political issues are a serious concern of WOMEN and that WOMEN'S issues are a serious concern of all candidates and officeholders.

To achieve those goals the MWPC will:

1. Provide WOMEN with the political tools to be effective at local precinct caucuses.

2. Encourage WOMEN to organize support prior to the caucuses for two purposes:
 - a) To pass resolutions which ask 50% representation by WOMEN on delegate slates to all conventions from county to national.
 - b) To elect WOMEN to at least 50% of delegate positions to all conventions.
3. Work for and support qualified WOMEN running for political office and recommend WOMEN for appointive positions.
4. Establish a list of qualified WOMEN available for appointive positions.

From the MWPC organization and work sessions evolved the all-day "Conference for Political Education" that was held at Augsburg College on November 20, 1971 and attended by over 800 women.

The morning sessions began with opening remarks by the Honorable Susanne C. Sedgwick, Hennepin County Municipal Judge and State Co-Ordinator for the Minnesota Women's Political Caucus. Mock Precinct Caucus meetings demonstrated and explained the practical political realities of electing delegates and passage of resolutions.

The MWPC assembled for their first convention on that November 20th afternoon. After vigorous and thoughtful debate, the convention adopted the governing by-laws and elected the following officers.

Wanda Beale, Chairwoman
Medora Perlman, Metropolitan Co-Ordinator
Mary Ziegenhagen, Out-State Co-Ordinator
Emily Ann Staples, Finance Director
Betty Howard, Treasurer
Eve Peterson, Secretary
Phyllis Kahn, Delegate-at-Large

A January 1972 conference is being planned to adopt resolutions for the MWPC and the election of the remaining officers to the Steering committee Standing Committees of the Minnesota Women's Political Caucus.

Compiled by
Ann Burns,
Temporary Chairwoman
Speakers' Bureau MWPC

On January 22, 1972 the Minnesota Women's Political Caucus reconvened with an all-day conference at St. Paul Central High School.

The first order of business was the completion of Steering Committee election. The membership divided for congressional district meeting at noon. In these district meetings, DFL, GOP and Independent Representative were elected and precinct caucus strategy was initiated.

The keynote address was given by Betty Friedan, one of the founders of the National Women's Political Caucus and author of the "The Feminine Mystique." Ms. Friedan urged women to capitalize on their great strength (53% of the population) and back only candidates whose views are in line with women's priorities.

After Betty Friedan's keynote speech, the 700 women attending the annual meeting of Minnesota Women's Political Caucus adopted the following resolutions:

1. RESOLVED: that women should be at least 50% of the delegate slates to all conventions, county through national.
2. RESOLVED: that party structure be reformed to insure women of all ages, races and socio-economic groups a more equal voice in decision making and specifically
 - (a) discard all gender identifications (i.e., "chairman", "chairwoman") for the top executive positions.
 - (b) place a limitation on the number of people of one sex in executive positions.
 - (c) top two positions in the slate (currently chairman and chairwoman) be renamed without gender identification, and both be established as paid positions.
3. RESOLVED: that equality for women under the law be established by:
 - passage of the Equal Rights Amendment ("Equality of rights under the law shall not be denied or abridged by the U.S. or any state on account of sex").
 - expansion of the state civil rights law to include prohibition of discrimination based on sex in all jurisdictions (housing, public accommodations, public services and education); it is already included in employment.
 - support laws prohibiting the use of public funds (federal, state, county or municipal) in programs that discriminate on the basis of sex.
 - MWPC urges effective enforcement of existing laws on sex discrimination in employment by speedy investigations, decisions and actions to correct violations.
 - MWPC go on record and lobby for increased budget and staff for the Minnesota Human Rights Department to include the rights of women.
4. RESOLVED: that all laws that affect a woman's right to decide her own reproductive and sexual life be repealed.

5. RESOLVED: that we achieve comprehensive community-controlled programs for all Americans, including parent and community-controlled child care programs aided by public funds.
6. RESOLVED: that we achieve comprehensive and preventive health care for all residents of the U.S., including a concerted effort to end hunger and malnutrition.
7. RESOLVED: that we work for a guaranteed annual income based on the standard of \$6900 for a family of 4 by the National Welfare Rights Organization.
8. RESOLVED: that all tax and social security inequities that affect women and children be eliminated, including those which discriminate against single persons, childless persons and couples.
9. RESOLVED: that legislation (with adequate enforcement) be enacted to insure the safety, quality and value of all consumer products (from breakfast cereals to cars).
10. RESOLVED: that this country immediately withdraw from Indochina, support international agreements to end the arms race, and seek an end to the use of physical violence as a way of resolving conflict.
11. In order to implement these resolutions we demand that women be given preference for all government appointments in order to achieve representation equal to their proportion of the population.
12. The MWPC is aware that more effort should be made to provide support and care for pregnant women whereas the underlying social and economic conditions which cause women to seek abortion will not be improved merely by legalizing abortion and whereas humane and acceptable alternatives to abortion should be developed, we recommend study and implementation by the legislature in the following areas:
sex, marriage and parenthood education, family planning programs, counsel services for the distressed mother, insurance coverage for unwed mothers, program to assist unwed mothers to continue education and job training, program to provide economic and social assistance to unwed mothers, genetic counseling to couples in need, insurance for birth defects, improvement in adoption procedures, state aid for families with or accepting handicapped children, support of studies to eliminate rubella, and improved day-care facilities.

While recognizing that caucus candidates and groups must shape their platforms to meet the needs of their constituencies, we ask that an active concern for the civil rights and human dignity of all people be taken as a central guideline to internal organizing, public activities and goals for change.

MINUTES OF MEETING OF BOARD OF DIRECTORS
OF
WOMENS INSTITUTE FOR SOCIAL CHANGE

A meeting of the Board of Directors of the Womens' Institute for Social Change was held at the offices of the Institute at 1130 Nicollet Mall, Minneapolis, Minnesota, at 8:00 p.m. on Monday, October 9, 1972, pursuant to notice duly and properly given. Ms. White acted as Chairman of the meeting, and, Mr. Stout, the Institute's Secretary, recorded the proceedings.

Ms. White noted that Miriam Cohn, Esther Wattenberg, Hugh Harrison, Emily Anne Staples, Bruce Buller and John Stout were present, and that Greg Coler, Pat Hoven, Dave Knotts, Connie Legeros, Wenda Moore, Tom Walz, Kathy Olson, Jean Moorhead, Mary Hoffman, Diane Ahrens, Barbara Westberry and Dulcie Alston were absent. In addition, three staff members were present at the invitation of the President: Elizabeth Shippee, Diane Hunt and Mary Lynch.

Treasurer's Report

The Board reviewed the monthly financial statement presented by Diane Hunt, the Institute's Treasurer, a copy of which is attached to these minutes as Exhibit A. The Board also reviewed the cash flow projection prepared by Ms. Hunt, a copy of which is attached to these minutes as Exhibit B. In addition, the Board reviewed the budget as projected at September 18, 1972, a copy of which is attached to these minutes as Exhibit C.

Discussion of Graduate Program

The Board reviewed the Institute's graduate program for the Fall of 1972. A copy of a summary of the scheduled programs is attached to these minutes as Exhibit D.

Discussion of Course for Non-graduates

Mary Lynch reviewed the Fall curriculum as outlined on Exhibit E attached to these minutes. Ms. Lynch indicated that the enrollment in the Fall course was satisfactory in terms of numbers, and the diversity of the participants. There was considerable discussion as to the constituencies toward which the Institute should be directing its energies. There was some concern expressed as to whether the Institute courses were becoming simply another form of consciousness raising.

Planning for Future Institute Courses and Programs

There was considerable discussion regarding the mechanics of the planning process. It was the consensus of the Board that planning was essentially a staff function. The Board's role was considered to be more in the nature of a sounding board to test proposals which might be brought to the Board by the staff. Several Board members felt that it might be desirable to participate in an Institute class to gain some insight into the concerns of the persons enrolled. It was agreed that the staff would consider the advisability of Board participation in a discussion group which would meet on Thursday, November 9, 1972, from 9:00 a.m. to 1:00 p.m. Subsequent to the meeting the staff indicated the desirability of having the Board participate in the class session to be held Tuesday, November 7, at 9:00 a.m. Lunch will be served following the session, and members of the class will be invited to join the Board for lunch. Reservations for the November 7th meeting may be made with Mary White (374-3594) or at the Institute office (332-3833).

Fund-Raising

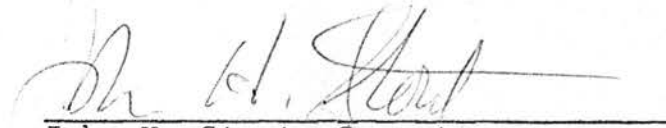
It was noted that as of the date of the meeting ten graduates had contributed or pledged to contribute slightly in excess of \$800.

Next Meeting

The next meeting of the Board of Directors was set for Monday, November 13, 1972 at 8:00 p.m. at the Institute offices.

Adjournment

There being no further business the meeting adjourned at 10:00 p.m.


John H. Stout, Secretary

Women's Institute For Social Change

10. c. Sept. 1971-June 1972

Receipts:

Junior League of Minneapolis	\$3,000.00
University of Minnesota - C.U.R.A.	2,000.00
Bing Foundation	1,000.00
Tuition	<u>1,325.00</u>
	\$7,325.00

Expenditures:

Salaries -	
Director	\$4,000.00
Secretary	413.45
Honorariums	2,000.00
Rent	600.00
Supplies and Postage	<u>267.14</u>
	\$7,280.62

1972-1973-Year as of October 9, 1972

Receipts:

Junior League of Minneapolis	\$2,000.00
Contributions	795.00
Tuition	800.00
Membership meeting	<u>71.30</u>
	\$3,671.30

Expenditures:

Salaries	\$ 672.82
Telephone	106.10
Supplies and Postage	73.28
Renovation	1,391.67
Secretary	38.00
Membership meeting	<u>43.60</u>
	\$2,525.37

Cash balance	\$1,145.93
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EXHIBIT A

Fraser & Neave (F&N)

[illegible]

At September 18, 1972

W. I. S. C. 1972-1973 BUDGET

Expenditure:

Director	34,000.00
Assistant Director	2,800.00 *
Community Resource Specialist	2,000.00
Phone	350.00
Supplies	1,000.00
Rental	3,500.00
Honoraria	2,000.00
Audio-Visual	500.00
Legal Fees	200.00 **
Insurance	300.00 **
Social Security	458.00
Renovation	1,500.00 **
Provisional Course	500.00
Graduate Program	1,200.00
Audit	200.00
Secretreary	600.00
Day Care	1,500.00
	<hr/>
TOTAL	22,608.00

Income:

Tuition	33,000.00
Junior League	3,500.00
University of Minnesota	2,000.00
Y W C A	3,500.00
Provisional, Junior League Contract	950.00
Graduate Program	1,200.00
Day Care	1,500.00 ***
Contributions	500.00
Deficit	6,458.00
	<hr/>
TOTAL	22,608.00

*450.00 of assistant director's salary paid by Junior League
Provisional contract

** estimate

*** dependent upon number of children in program

EXHIBIT C

What Can One Person Do?

CONSIDER THE GRADUATE PROGRAM..FALL '72..WOMEN'S INSTITUTE FOR SOCIAL CHANGE

DATE	TIME	TOPIC	RESOURCE PERSON(S)	FEE
October 11	9:30am to 12 noon	Political Realities	Arvonne Fraser Virginia Greenman	\$2
* October 27 28	4pm to 4pm	Conflict Workshop	Pat Noonan Wagner	\$20
November 8	9:30 am to 12 noon	A Thorny Issue: Can wealth & power be redistributed?	Tom Griffin (Read: <u>Populist Manifesto</u> by Greenfield & Neufeld)	\$ 2
November 29	9:30 am to 12 noon	Tactics for Change (sequel to Nov. 8)	Fred Smith	\$2

AND an evening program for couples and for those who work during the day: the CBS documentary, But What If the Dream Came True? Date to be announced.

-
- .. all sessions will be held at 1130 Nicollet unless otherwise indicated..
 - .. child care available at \$1 per child for daytime sessions except workshop..
 - * the workshop will be held at Christus House, 2448 18th Avenue S. Housing and meals will be included in the fee.
-

ABOUT THE RESOURCE PEOPLE..

<u>Arvonne Fraser</u>	National Vice-President, WEAL ; Convenor State and National Women's Political Caucus; Campaign Manager for Cong. Don Fraser
<u>Virginia Greenman</u>	Exec.Secretary, Ramsey Resident for Reorganization; Steering Committee, Women's Political Caucus; Primary candidate Ramsey County Board, 1972.
<u>Pat Noonan Wagner</u>	Instructor, Psychological Foundations of Education, University of Minnesota
<u>Tom Griffin</u>	Former lecturer, University of Minnesota, Ecology & Society; Editor, <u>Minnesota Earth Journal</u> ; candidate for U.S. Senate, Primary, 1972
<u>Fred Smith</u>	Director, Center for Urban Encounter

FOR RESERVATIONS call the Institute office by Monday preceding the Wednesday sessions and by October 23 for the Workshop (332-3833). Ask for Elizabeth Shippee..

If you
don't do it,

it won't
get done.

EXHIBIT D

CURRICULUM FOR
WOMEN'S INSTITUTE ON SOCIAL CHANGE
Fall 1972

I. Change: A Historical Perspective

Reading: Radical Suburb - Orr &
Nicolson
Locking Backward - Bellamy

October 3

- 9:00 A History of Social Change - Dr. Bert Ellenbogen, Professor of Sociology
University of Minnesota
11:00 A Theory of the Middle Class - Dr. Thomas Walz, Family Social Science
Department, University of Minn.

October 5

- 9:00 Discussion with Ann Johnston, Community Resource Specialist and
Resource Staff
11:00 Discussion of Institute goals, log assignments

II. The Alternatives of Change

Reading: Culture and Commitment
Margaret Mead

October 10

- 9:00 The Future is Now - Dr. John Brantner, Professor of Clinical Psychology
at University of Minnesota Medical School
11:00 One Woman's Changing Alternatives - Marcia Alvor

October 12

- 9:00 Discussion of field Experiences with Community
Resource Staff
11:00 Magician - a film

III. The Other Americas

Reading: Upside Down Welfarism -
Thomas Walz
(available at Women's Institute)

October 17

- 9:00 Hunger in America - a film
10:30 Poverty and Women - Esther Wattenberg, Director
New Careers, University of Minn.
12:00 The Welfare Rights Movement - Patricia Barnhouse

October 19

- 9:00 Field Experience discussion with Community Resource staff
11:00 Gerlach's film on Social Movements
12:00 Discussion of "Other Americas"
-

EXHIBIT E

IV. The State of the Union

Reading: The Populist Manifesto -
Greenfield & Newfield

October 24

9:00 Jack Flegler - Department of Labor Relations, University of Minn.

10:30 - 1:00 Planned by Participants (speaker phone available)

October 26

9:00 Discussion with Community Resource Staff

10:30 Mapping out power structure of the area

V. State of the World

Reading: to be assigned

October 31

9:00-1:00 Planned by Participants (speaker phone available)

November 2

9:00 - 2:00 Tracts - (a land use simulation)

VI. Human Liberation

November 7 - to be scheduled

November 9

9:00 Discussion with Community Resource Staff

11:00 Creativity - a film by Sol Bass

VII. Skills for Change

Reading: Rules for Radicals - Alinsky
Ward Number 6 - Lebedoff

November 14

9:00 A Radical Approach to Change - Paula Giese - Honeywell Project

10:30 Political Process - Speaker phone to Washington

1:30 Tackling Bureaucracy - Ilene Shapiro, St Paul Open School

Caroline Stout, Minneapolis Alternatives

Ruth Murphy, Greater Metropolitan Federation

November 16

9:00 Tactics for change - a skills day

VIII. Evaluation - personal and program

9:00 - 1:00 Evaluation with staff, participants and Community Resource Staff

MINUTES OF MEETING

Minnesota Coalition to Ratify the ERA

November 27, 1972

A meeting of the Minnesota Coalition to Ratify the ERA was held in Room 100, YWCA, Monday November 27, 1972 and called to order by Ruth Stack at 8:10 p.m. The following organizations were represented:

DFL Womens Caucus
League of Women Voters of Minnesota
Minnesota Federation Business and Professional Womens Clubs, Inc.
National Organization for Women
Womens Advisory Committee, Minn. Department Human Rights

Guests:

Mary Bremer
Julia Auerbacher, Patty Jassmann, Gail Young - Macalester College
Kit Searight - Red Owl
Sue Holmes - Minnesota Home Economists Association
Joyce Peltzer - Minnesota Council Unmarried Parents
Mary Hawkins - acting recording secretary

The minutes of the November 13, 1972 meeting were approved as published and mailed.

Jule Johnson reported that reservations for the workshop on ERA planned for Rochester, Minn. on December 2, 1972 were slow and a telephone committee was at work to obtain a larger attendance. A review of the program for the day was given for benefit of the guests. 800 invitations were mailed in Rochester.

Emily Staples being absent, the plans for a December 9th workshop in the Twin Cities were not discussed.

Re the planned conference in St. Cloud, Ruth Stack reported that Mary Zienhagen felt a speakers bureau adequate and the conference not necessary at this time. Pat Brennan will meet with Mary on the matter.

It was also announced that Mary Zienhagen suggested sending a letter and fact sheet to all delegates to county conventions to put pressure on the legislators. Also recommended to make a list of goals for representatives in each senate district. The labor groups, Catholic Legislative Committee and American Legion are considered as opposition groups to ratifying ERA. Koryn Horbal stressed a great need for better organization and a talk with legislators again.

The three objections of the Catholic Legislative Committee to ERA are (1) damaging to family life; (2) worry about disturbance to Catholic Church; (3) wedge for abortion issue. Pat Marx is cooperative on the issue but cannot convince Archbishop Byrnes.

Irene Scott sent a message, via Jule Johnson, that the print-out of Minnesota Statutes are being updated and will be ready within two weeks.

Sue Holmes, the State Legislative Chairwoman of the Minnesota Home Economists Association reported that the group is sending 112 letters the end of this week to members of their Association informing them of the Minnesota Coalition and its work; that the Association had officially decided to join the Minnesota Coalition, if there aren't paid lobbyists. Lois Herman will be the official representative of the Association to the Minnesota Coalition.

Jule Johnson stated that 312 invitational letters to join the Minnesota Coalition were mailed to equal opportunity employers; 319 to organizations, 193 to other businesses in State of Minnesota and 32 to unions. Brochures and reply cards were included with the letters. The Minnesota School of Business (Richard L. Moon) and Jacees Association (Gene Moody) have joined the Minnesota Coalition. The Pilot Club and Church Women United Minnesota will send representatives to a meeting in the interest of joining.

Koryn Horbal reported that she talked with Senator Humphrey who said he would help on the ERA upon his return from Russia. She also stated that 3 Democrats and 2 Republicans were needed in the House, 2 Democrats and 1 Republican in the Senate as authors of the Amendment. She advised that only a few women lobby, not a large group. Koryn urgently requested that each group represented in the Minnesota Coalition give names of prospective lobbyists to her. Jule Johnson recommended Ida Geittmann as a lobbyist from the Minnesota Federation of Business and Professional Womens Club.

Ruth Stack asked Gloria Phillips of the League of Women Voters to report on the mailing project assigned to her. Gloria said there were only eighteen areas without contact, so letters and information will be mailed. The letters were read for approval by the group; one in which those who responded were thanked and sent a copy of the Congressional Record Article. The second proposed letter would be mailed to those who did not respond to the first questionnaire with a card enclosed asking their decision and a copy of the editorial.

After discussion, it was decided that the letters should not be mailed at this time, but to give the list of those who did not respond to Koryn and she will handle the matter through the Districts.

Jule Johnson announced that the United Nations voted to endorse ERA, but cannot join the Minnesota Coalition because their attorney advised that a tax exempt organization cannot join a political organization and hold their tax status.

The group was asked by Mary Bremer, for their ideas on a spot on the Moore on Sunday program, or other types of publicity, such as editorials and having legislators and Catholic women discuss ERA issue with Archbishop Byrnes.

Jule Johnson reported that three members of the Minnesota Federation of Business and Professional Womens Club will meet with the Executive Committee of the American Legion at Radisson South on December 7th to discuss the Legion's opposition to ERA.

The Speakers Bureau was asked to provide nine persons to speak at separate meetings to be held January 10, 1973 by the Junior League Young Housewife Volunteers.

Patty Jassman of Macalester College stated that Dudley Stempfer wished her to give the message to the Minnesota Coalition that support would be given with legal help and volunteer services of students.

A reminder given again by Ruth Stack and Koryn Horbal for each group to bring names of lobbyists to the next meeting to be held at YWCA Monday, December 11th, at 8:00 p.m.

The meeting adjourned at 9:50 p.m.

Respectfully submitted,

Mary L. Hawkins

MINUTES OF MEETING

Minnesota Coalition to Ratify the ERA
December 11, 1972

A regular meeting of the Minnesota Coalition to Ratify the ERA was called to order by Ruth Stack, Chairwoman, at 8:15 p.m. in Room 100, YWCA, Monday December 11, 1972.

Representatives of the following organizations responded to roll call:

DFL Womens Caucus
Emma Willard Task Force
League of Women Voters - Minneapolis
League of Women Voters - Minnesota
Minnesota Federation Business and Professional Womens Clubs
Minnesota Womens Political Caucus
National Organization for Women
Womens Advisory Committee - Minn. Department Human Rights
Minnesota Home Economists Association
Minnesota Womens Lawyers representative arrived after roll call
Guests: Mary Hawkins, acting recording secretary
Peter Ackenberg, Minneapolis Star

Corrections were noted by the Chairwoman on Meeting Minutes of November 27, 1972 (1) sixth paragraph should read "It was also announced that Kathy Trill of the Moorhead Womens Political Caucus is sending letters and fact sheets to all DFL Legislators in the 7th District, etc." (2) last paragraph on page one should read after the words "the group is sending" 2000 letters the end of this week to members of their Association, with a special mailing to legislators; (3) third to last paragraph on page 2 after the words "that support would be given" by MPIRG. With these exceptions, the minutes were approved as published and mailed.

Ruth Stack reported for the Treasurer, Emily STaples, a balance of \$100 in the checking account.

Lois Herman asked if consideration should be given to sale of ERA buttons, as shown at last meeting. Jule Johnson stated that NOW buttons are available and Ruth Stack recommended that an investigation be made on obtaining same.

Jule Johnson reported that the following organizations joined the Minnesota Coalition since last meeting: Third District Minnesota Nurses Association; Law Observance League and Society of Citizenship. Reported by Ruth Stack that AAUW nationally supported ERA and will send a member to lobby. Gloria Phillips stated that the National Association of Social Workers will join the Minnesota Coalition.

In the absence of Koryn Horbal, Mary Bremer gave her report. Koryn will meet with lobbyists and asked for recommendation of names from NOW and League of Women Voters, which were promptly given to Mary. Koryn has arranged meetings with Messrs. Sabo, Coleman and Irv Anderson; the DFL Womens Caucus is proceeding to get in contact in each senate district.

A motion was made by Mary Bremer that the project of this group continue with informational mailings and that individual groups, as members of the Minnesota Coalition, independently write letters to all legislators. After discussion, Mary Bremer added to the motion that in addition, the individual groups initiate massive letter writing in their own groups. Motion was seconded and carried by vote.

Report of the Legislative Committee was given by Gloria Phillips stating that interviews have not been returned and she recommended that information be mailed on questions that will be asked by legislators and interested persons on ERA. After discussion, Gloria Phillips moved that a folder consisting of a letter on Why They Should Support ERA, a fact sheet, and How It Will Effect Minnesota Law and copy of editorial be assembled and mailed to legislators before January 2, 1973. Motion seconded by Jule Johnson and carried by vote.

For her report on the Speakers Bureau, (1) Jule Johnson called on Irene Scott to tell of her debate with Dan Slater on December 7th at Union Hall (2) Jule reported on meeting with Executive Committee of American Legion at Radisson South Hotel on December 7th. The main objection seemed to be sharing latrines with women in the Army. Conversations with members of the committee disclosed that individual members of the American Legion would not oppose ERA; (3) Esther Tomljanovich will speak at a meeting

Page 2

December 11, 1972

Meeting-Minnesota Coalition to Ratify the ERA

of the United Veterans Committee; (4) there is a need for speakers at nine meetings to be held January 10, 1973 by the Junior League and request made for volunteers.

Mary Ziegenhagen reported that Pat Brennan put out a publicity release in St. Cloud coordinating opportunities for speakers to appear before groups.

Mary Bremer commented that publicity should be on our own terms when possible and in depth. Peter Ackenberg will publish an article on the work of the Minnesota Coalition, shortly before Legislation convenes. Dave Moore had not been contacted yet on a possible spot on his Sunday night show.

As further publicity, information had been mailed to New Ulm and Blue Earth, reported Mary Ziegenhagen. Jule Johnson recommended that publicity material also be mailed to cities in Northern Minnesota and stated that Ida Geittmann has 50 minute tapes available covering ten subjects having to do with ERA which can be purchased and used for radio spots and at group meetings. Lois Herman mentioned that WLOL has a program called Its Girl Talk as a means of ERA publicity; also Channel 17 recommended for presentation.

Irene Scott moved that the Minnesota Coalition purchase two tapes made by Ida Geittmann. The motion was seconded by Mary Ziegenhagen and carried by vote. Mary Bremer assigned the distribution of the tapes.

A report on the ERA Workshop in Rochester, December 2nd, was given by Jule Johnson: 85 persons (some college students) in attendance, good panel discussion, representative present from IBM Corporation spoke on equal rights in that company, no state legislator present.

Ruth Stack asked for ideas on a follow-up presentation to organizations. Lois Herman suggested making telephone calls to find the pattern for refusing to join the Minnesota Coalition. It was moved by Jule Johnson that we contact, as a sampling, twenty Minnesota organizations that received letters from the Minnesota Coalition and have National organization support for ERA and ask them to support the Minnesota Coalition. Motion seconded by Irene Scott and carried by vote. The following volunteered to make the calls: Lois Herman, Janet Dieterich, Ruth Stack, Gloria Phillips, Pam Berkwitz, Irene Scott and Mary Hawkins.

It was announced by Ruth Stack that 2000 fact sheets are available, when Mary Bremer asked if fact sheets should be printed by the DFL Womens Caucus to send to legislators. Reference was made to an earlier motion on mailing of assembled folders.

Mary Ziegenhagen will mail 400 fact sheets to Minnesota Political Womens Caucus and Mary Sorenson offered to take 400 with her to hand out in Mankato.

Jule Johnson recommended that a complete treasurers report be given at each meeting.

Announcement was made by the Chairwoman, Ruth Stack, that due to the holiday season, the next meeting will be held Monday, December 18th, 1972 in Room 100, YWCA, with the first meeting of 1973 to be held January 10th. 2

There being no further business, the meeting adjourned at 9:45 p.m.

Respectfully submitted,

Mary L. Hawkins

Next meeting 12/18/72 YWCA

the MINNESOTA COALITION to RATIFY the E.R.A.

%Nancy Gilsenan
2500 17th Avenue South
Minneapolis, Mn. 55404

Dear Candidate:

The 1973 session of the Minnesota Legislature will consider ratification of the proposed 29th Amendment to the United States Constitution. Enclosed is a fact sheet answering questions commonly asked about the Equal Rights Amendment. Please read it and return the enclosed post card indicating your position.

Thank you.

THE MINNESOTA COALITION TO RATIFY THE ERA

The following groups have indicated their support of THE MINNESOTA COALITION TO RATIFY THE ERA although at this time the list is not complete:

- League of Women Voters of Minneapolis
- League of Women Voters of Minnesota
- National Organization for Women
- Women's Equity Action League
- Commission on the Status of Women Students
- Minnesota Women's Political Caucus
- West Suburban Council for Women's Liberation

Dear Candidate,

1973 session
This ~~session~~ the Minnesota ~~State~~ Legislature will consider ratifi-
cation of the *proposed* 29th Amendment to the US Constitution. Enclosed is a
fact sheet answering questions commonly asked about the Equal Rights
Amendment. Please read *it and return the enclosed post card* the fact and understand our concern that the
Amendment be ratified immediately then promise us your support,
indicating your position.

Thank You,

THE MINNESOTA COALITION TO RATIFY THE ERA

Will you vote to ratify the Equal Rights Amendment?

yes _____

no _____

Return to:

THE MINNESOTA COALITION TO RATIFY THE ERA

c/o Minnesota Women's Center
301 Walter Library
University of Minnesota
Mpls., Minn. 55455

C/o Nancy Gilsenan
2500 17th Ave So
Mpls
55404

WOMEN'S INSTITUTE FOR SOCIAL CHANGE
1130 Nicollet Avenue
Minneapolis, Minnesota 55403

May 4, 1973

Dear

The Women's Institute for Social Change is seeking a new Executive Director to replace Mary Lynch, whose resignation becomes effective June 1, 1973.

The Women's Institute for Social Change is in its third year of operation. During that period, Mary Lynch has provided the type of creative and effective leadership necessary to develop the strong, viable organization that WISC has become. It is essential at this time, that the high level of leadership continues. You have been recommended as a possible candidate for this position.

I am enclosing a brochure stating WISC's goals and purposes. Since the Institute is an organization designed to train middle class women as agents for social change, it is necessary for the director to have a deep commitment to and an involvement in social justice areas. Salary for this position is from \$6,000 - \$8,000, based on a 10 month year.

The job of director includes the following responsibilities: Curriculum planning, coordinating course work, leading group discussions, interviewing participants, supervision of paid and volunteer staff, and funding.

It is the privilege and responsibility of the Search Committee, composed of members from the WISC Board of Directors, to hire the new Executive Staff Director. If you are interested in applying for this position, please submit by May 18 a Resume listing educational background, employment and volunteer experience, and any additional appropriate information.

Send to: Emily Anne Staples
Women's Institute for Social Change
1130 Nicollet Avenue
Minneapolis, Minnesota 55403

For further information, contact me at 373-3850 (days) or 473-9120 (evenings) or Mary White, 374-3594.

Sincerely yours,

Emily Anne Staples
Chairperson of Search Committee

NSP**NORTHERN STATES POWER COMPANY**

MINNEAPOLIS, MINNESOTA 55401

August 7, 1973

Ms Emily Ann Staples
1640 D Xanthus Lane
Wayzata, Minnesota 55391

Dear Ms Staples:

The other day I was reading "The Center Magazine", July/August edition and it jogged my mind about your activities. It seems that your "Institute" has found a subliminal location within my being.

One of the articles dealt with the subject of "truth". It was written by Jacques Maritain. I've enclosed a copy for your convenience. As an old philosophy freak I've struggled with the conceptual question of "what is truth" many times. Maritain's definition of truth and its interplay with democracy is meritorious and rewarding. I've not been able to reach his conclusion in the past. My god, how simple if only we as a people would bend a bit with the winds of each other's truth. Our personal experiences and reality, however, have taught some hard lessons about the "arrogance and misuse of truth and power".

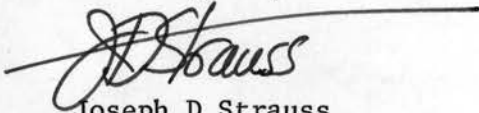
Edward Goldstücker's article "Youth Separated by Thirty Years" (also enclosed), is highly revealing. My generation definitely falls as the transition between the traditional or establishment generations and the youth movements of the middle nineteen sixties. So much of what went on before our "coming of age" was just accepted. Then suddenly the earth dropped away and things began to happen. Everything came under challenge and nothing was inviolate. I felt too young to be at fault and too old to wear an arm band. But soon I learned that necessary change could come about only by extending one's neck from its position of security.

Goldstücker's article certainly summarizes in brief, conceptual form the similarities and differences between the young of different periods. The phenomenon of the necessity for "change agents" becomes much more clear. In fact many things that we've personally done, but yet not specifically labeled, are in fact actions of "change agents".

I've started off by being presumptuous! I've written without invitation or calling. I've rambled and daydreamed! Please excuse my zest

for wanting to share with you some thoughts. Initially my reason was simply to alert you to a couple of neat articles and here I end as a babbling brook.

Warm regards,

A handwritten signature in cursive script, reading "JDStrauss", with a horizontal line extending to the right from the end of the signature.

Joseph D Strauss
Director
Consumer Affairs

Enclosures

JDS/ml

Are Only Skeptics Tolerant?



Jacques Maritain, the distinguished French philosopher, who died last April at the age of ninety, was living in the United States when the idea of the Center for the Study of Democratic Institutions was conceived in the late nineteen-fifties. He was one of the first persons to whom

Robert M. Hutchins turned for advice when the notion of the Center was still gestating. M. Maritain, already in his mid-seventies and infirm, was not able to accept Mr. Hutchins's invitation to join the original staff of the new institution, but he did agree to become a corresponding consultant. During the next few years, he sent in suggestions and memoranda, giving us the benefit of his wisdom on issues under discussion and critically commenting on papers presented at the Center.

M. Maritain, who believed that persons of differing — and even conflicting — beliefs and convictions ought to attack practical problems on the common ground of their citizenship and belief in democracy,

enthusiastically welcomed the establishment of the Center. On one occasion he was asked whether in his opinion it would be necessary for participants in the proposed continuing dialogue to check their basic beliefs at the door before sitting down at the Center table. Would it be possible, he was asked, for atheists and believers, liberals and conservatives, Russians and Americans, Scholastics and pragmatists to reason together — or is genuine dialogue possible only among those who share a common skeptical attitude toward any claims put forth in the name of Truth?

In this ecumenical period, the question seems less pressing than it did in the Cold War nineteen-fifties; but at that time the untried Center staff could not ignore the widespread predictions that their idea would founder on the rock of ideological differences. Jacques Maritain, a man who never hesitated to speak of an upper-case Truth and who freely accepted the designation Pilgrim of the Absolute, seemed the most appropriate consultant to whom the question should be addressed. He replied with the following memorandum, recently extricated from the micro-filmed files of the early Center.

O Liberty, how many crimes are committed in thy name!" Madame Roland said, mounting the scaffold. O Truth, it may be said, how often blind violence and oppression have been let loose in thy name in the course of history! "Zeal for truth," as Victor White put it, "has too often been a cloak for the most evil and revolting of human passions."

As a result, some people think that in order to set human existence free from these evil passions, and make men live in peace and pleasant quiet, the best way is to get rid of any zeal for truth or attachment

to truth. Thus it is that after the violence and cruelty of wars of religion, a period of skepticism usually occurs, as in the time of Montaigne and Charron.

Here we have only the swing of the pendulum moving from one extreme to another. Skepticism, moreover, may happen to hold that those who are not skeptical are barbarous, childish, or subhuman, and it may happen to treat them as badly as the zealot treats the unbeliever. Then skepticism proves to be as intolerant as fanaticism — it becomes the fanaticism of doubt.

This is a sign that skepticism is not the answer.

* The answer is humility, along with faith in truth.

The problem of truth and human fellowship is important for democratic societies; it seems to me to be particularly important for this country, where men and women coming from a great diversity of national stocks and religious or philosophical creeds have to live together. If each one of them endeavored to impose his own convictions and the truth which he believes on all his fellow citizens, would not living together become impossible? That is obviously right. Well, it is easy, too easy, to go a step further, and to ask: If each one sticks to his own convictions, will not each one endeavor to impose his own convictions on all others, so that, as a result, living together will become impossible if any citizen whatever sticks to his own convictions and believes in a given truth?

Thus it is not unusual to meet people who think that not to believe in any truth or not to adhere firmly to any assertion as unshakably true is itself a primary condition required of democratic citizens in order to be tolerant of one another and to live in peace with one another. May I say that these people are in fact the most intolerant people, for if perchance they were to believe in something as unshakably true, they would feel compelled, by the same stroke, to impose by force and coercion their own belief on their co-citizens. The only remedy they have found to get rid of their abiding tendency to fanaticism is to cut themselves off from truth. That is a suicidal method. And it is a suicidal conception of democracy: not only would a democratic society which lived on universal skepticism condemn itself to death by starvation; but it would also enter a process of self-annihilation, from the very fact that no democratic society can live without a common practical belief in those truths which are freedom, justice, law, and the other tenets of democracy; and that any belief in these things as objectively and unshakably true, as well as in any other kind of truth, would be brought to naught by the pre-assumed law of universal skepticism.

In the field of political science, the opinion which I am criticizing was made into a theory — the so-called “relativistic justification of democracy” — by Hans Kelsen. It is very significant that in order to show that democracy implies ignorance of, or doubt about, any absolute truth, either religious or metaphysical, Kelsen has recourse to Pilate; so that, in refusing to distinguish the just from the unjust, and

washing his hands, this dishonest judge thus becomes the lofty precursor of relativistic democracy. Kelsen quotes the dialogue between Jesus and Pilate in which Jesus says: “To this end am I come into the world, that I should bear witness unto the truth,” and Pilate answers: “What is truth?” and then delivers Jesus over to the fury of the crowd. Because Pilate did not know what truth is, Kelsen concludes, he therefore called upon the people and asked them to decide; and thus in a democratic society it is up to the people to decide, and mutual tolerance reigns because nobody knows what truth is.

The truth of which Kelsen was speaking was religious and metaphysical truth — what they call “absolute truth,” as if any truth, insofar as it is true, were not absolute in its own sphere. As Miss Helen Silving puts it in the *Iowa Law Review* (Spring 1950), the burden of Kelsen’s argument is: “Whoever knows or claims to know absolute truth or absolute justice” — that is to say, *truth* or *justice* simply — “cannot be a democrat, because he cannot and is not expected to admit the possibility of a view different from his own, the *true* view. The metaphysician and the believer are bound to impose their eternal truth on other people, on the ignorant, and on the people without vision. Theirs is the holy crusade of the one who knows against the one who does not know or does not share in God’s grace. Only if we are aware of our ignorance of what is the *good* may we call upon the people to decide.”

It would be impossible to summarize more accurately a set of barbarous and erroneous assumptions. If it were true that whoever knows or claims to know truth or justice cannot admit the possibility of a view different from his own and is bound to impose his true view on other people by violence, then the rational animal would be the most dangerous of beasts. In reality it is through rational means, that is, through persuasion, not through coercion, that the rational animal is bound by his very nature to try to induce his fellow men to share in what he knows or claims to know as true or just. And the metaphysician, because he trusts human reason, and the believer, because he trusts divine grace and knows that “a forced faith is a hypocrisy hateful to God and man,” as Cardinal Manning put it, do not use holy war to make their “eternal truth” accessible to other people; they appeal to the inner freedom of other people by offering them either their demonstrations or the testimony of their love. And we do not call upon the people to decide because we are aware of our ignorance of what is the good, but because we

know this truth and this good: that the people have a right to self-government.

It is, no doubt, easy to observe that in the history of mankind nothing goes to show that, from primitive times on, religious feeling or religious ideas have been particularly successful in pacifying men; religious differences seem rather to have fed and sharpened their conflicts. On the one hand truth always makes trouble, and those who bear witness to it are always persecuted: "Do not think that I came to send peace upon earth; I came not to send peace, but the sword." On the other hand — and this is the point we must face — those who know or claim to know truth happen sometimes to persecute others. I don't deny the fact; I say that this fact, like all other facts, needs to be understood. It only means that, given the weakness of our nature, the impact of the highest and most sacred things upon the coarseness of the human heart is liable to make these things, by accident, a prey to its passions, as long as it has not been purified by genuine love. It is nonsense to regard fanaticism as a fruit of religion. Fanaticism is a natural tendency rooted in our basic egotism and will to power. It seizes upon any noble feeling to live on it. The remedy for religious fanaticism is to be found in the progress of religious consciousness in faith itself and in that fraternal love which is the fruit of the human soul's union with God. For then man realizes the sacred transcendence of truth. The more he grasps truth, through science, philosophy, or faith, the more he feels what immensity remains to be grasped within this very truth. The more he knows God, either by reason or by faith, the more he understands that our concepts attain (through analogy) but do not circumscribe Him, and that His thoughts are not like our thoughts: for "who hath known the mind of the Lord, or who hath become His counselor?" The stronger and deeper faith becomes, the more man kneels down, not before his own alleged ignorance of truth, but before the inscrutable mystery of divine truth.

To sum up, the real problem has to do with the human subject, endowed as he is with his rights in relation to his fellow men, and afflicted as he is by the vicious inclinations which derive from his will to power. On the one hand, the error of the absolutists who would like to impose truth by coercion comes from the fact that they shift their right feelings about the object from the object to the subject; and they

think that just as error has no rights of its own and should be banished from the mind (by means of the mind), so man when he is in error has no rights of his own and should be banished from human fellowship (by means of human power).

On the other hand, the error of the theorists who make relativism, ignorance, and doubt a necessary condition for mutual tolerance comes from the fact that they shift their right feelings about the human subject — who must be respected even if he is in error — from the subject to the object; and thus they deprive man and the human intellect of the very act — adherence to the truth — in which consists both man's dignity and reason for living.

They begin with the supreme truths either of metaphysics or of faith. But science also deals with truth, though in science the discovery of a new truth supplants most often a previous theory which was hitherto considered true. Well, what will happen if human fanaticism takes hold of what it claims to be scientific truth at a given moment? Suffice it to look at the manner in which the Stalinist state imposed on scientists its own physical, biological, linguistic, or economic truth. Now, it is a little different: a certain amount of diversity among scientists is commanded in Russia, and the Russian state is endeavoring to manage and control free discussion itself. Shall we then conclude that in order to escape state-science oppression or management, the only way is to give up science and scientific truth, and to take refuge in ignorance?

It is truth, not ignorance, which makes us humble, and gives us the sense of what remains unknown in our very knowledge. In one sense only is there wisdom in appealing to our ignorance: if we mean the ignorance of those who know, not the ignorance of those who are in the dark.

Be it a question of science, metaphysics, or religion, the man who says: "What is truth?" as Pilate did, is not a tolerant man, but a betrayer of the human race. There is real and genuine tolerance only when a man is firmly and absolutely convinced of a truth, or of what he holds to be a truth, and when he at the same time recognizes the right of those who deny this truth to exist, and their right to contradict him and speak their own mind, not because they are free from truth but because they seek truth in their own way, and because he respects in them human nature and human dignity and those very resources and living springs of the intellect and of conscience which make them potentially capable of attaining the truth he loves, if some day they happen to see it.

*I've not understood truth in this way —
what a beautiful description ... a
humble, good man's faith.*

Youth Separated by Thirty Years

An autobiographical account of the similarities and differences between the young people of the nineteen-thirties and those of the nineteen-sixties

This is an attempt to compare the attitudes, reactions, and world outlook of young people in two decades separated by a time span of one generation; and it will be based to a large extent on my own experience. I intend to trace the thoughts and actions of two generations of young people: those born during or around World War I and those whose lives began during or around World War II. In both cases, war or its aftermath left a stamp on their early childhood impressions and memories.

I belong to the first of these generations. Born on the eve of the great conflagration of 1914, I went through the nineteen-thirties intensely involved, intellectually and emotionally, with the great issues of that decade, approaching university age when it began and finding myself a political refugee when it ended. In the nineteen-sixties, as a father and teacher, I tried to understand the reactions of my children's generation to the world confronting them.

I am aware of the limitations of this autobiographical approach. They derive from the observer's geographic position, his social state of life, and his world outlook, i.e., from the scope of his horizon as well as from the quality of his personal criteria.

As far as geography is concerned, the Czechoslovakia of the nineteen-thirties, especially Prague, where I lived, was a stage on which the contemporary economic, social, and political problems were vitally present. At that time and in that place there was a sensitive convergence of ideas from all directions, so that, toward the end of the period, as again at the close of the nineteen-sixties, Prague was one of the most exposed points on the world map.

In the nineteen-thirties I moved in a left-intellectual student milieu. Owing to extraordinary circumstances (such as the Munich crisis, exile, and the closing of the Czech universities during the Nazi occupation), I continued to be actively connected with the student movement until 1946. Ten years later, I was in contact with it again, this time as a teacher.

As to my standpoint, it was and still is predominantly political. In considering the attitudes and actions of the young generation, I am primarily concerned with assessing what forces and sorts of social change they represent; in other words, what scale of values and priorities do the youth oppose to those of their elders? And what is their capacity to bring about the social changes they have in mind?

First, a few general remarks.

When we talk about any young generation we should remind ourselves that its image is created by an active minority who voice their wishes, their resentments, their concern with the state of the world, and their own position in it. With the exception of rare moments during great upheavals, the majority of young people usually remains silent and passive, and eventually adapts to the established order.

Again, when we talk about the generation gap we should recognize that it is not a new phenomenon; it has been present every time young people are about to set the course of their lives. Although they have a deep-rooted, primordial sense of security in continuing and repeating the life-style of their parents, children generally see themselves more or less compelled, even driven, to deviate from that life-style according to circumstances, i.e., according to the extent to which the social changes that occurred between their parents' adolescence and their own have undermined their sense of security and/or hold out the promise of a better life. These departures from the ancestral ways continually recur. Every departure from the past, being a thrust into the unknown, involves some risk; yet every new generation of youth is more or less forced to adapt its life to circumstances that are different from those that prevailed when their parents were young. If, in the parents' judgment, their children are failing to improve their lot, then the youthful innovations will be accompanied by tension and a diminished understanding. The intensity of such separations are directly related to the extent of the intervening social changes. The young generation never repeats completely the life of its elders; and the quicker the pace of change in a given society the less likely it is to do so.

So, what we call the generation gap is substantially present at every change of generations. However, it becomes a matter of more than personal importance when the transition of generations coincides with an epochal transition in the development of any given society. One can argue, I know, that every epoch marks a transition because in every present the differences between the past and the future are taking shape. However, by a transition of epochs I mean a moment in time when it seems to the younger generation that political and social developments have created living conditions substantially different from those their parents experienced. Decisive historic events (e.g., the two World Wars) usually act as catalysts of such changes. They also intensify the young generation's realization of their impact.

It is possible, I think, to distinguish regularly recurring elements in these crises of transition, these generational gaps. The young realize, more or less consciously, that they cannot go on living as their parents did because the foundations on which their fathers built their lives are crumbling.

Such a realization has two immediate consequences: a negative critique of the "old" world, and a zealous search for a new one. In the critique there is, naturally, a substantial ingredient of disappointment and bitterness, the deepest source of which lies in the shock experienced by a young person when he finds he cannot establish a harmonious relationship with the society he is about to become a part of because he is unable to identify with its values and mores. If we do not want to turn a blind eye on this tragic aspect of growing up, we must see the conflict, on the one hand, between the demand of the ruling classes that all must bow to the hypocritical contradiction between stated ideals and social reality or between noble words and far from noble deeds; and, on the other, the desire of the young not to foul themselves by moral compromise, or to narrow the gap between principle and practice.

A normal young person wants to live in harmony with the community. If he cannot do so, he either blames himself and suffers from a sense of inferiority, guilt, and anxiety, or he blames society and begins thinking about how he can change it.

But how to change it, that is the question. What to aim at and how to proceed (the question of ends and means)? In the youthful rebellions during the last two centuries, beginning with the gradual dissolution of the feudal order under the pressure of industrialization, young people's negative critique of the existing Establishment was usually more articulate than their positive program. The reason is obvious. A critique is based on experience, while the image of what should replace the unsatisfactory present is woven of ideals and desires little restrained by practical considerations. Paradoxically, the more absolutely these ideals and desires are put forward, the less realistic are the forces by which they are supposed to be achieved in a given social context. That is why, time after time, radical movements in the young generation have been reproached — to a large extent justly — for being much more aware of what they are against than what they are for. They are accused of being destructive.

The fact is that youth, tending to the extremes, do represent potential reserve troops for extreme causes of all kinds. It is also true that in isolation, cut off

from the forces which can make fundamental social changes, youthful rebellions are unstable; they lack internal cohesiveness and can be easily broken up. Nonetheless, these rebellions are sensitive indicators of the intellectual and emotional climate of their times and reflect the undercurrents of a society's malaise.



Up to 1914, Europe, with the exception of the Balkans, experienced a forty-three-year reign of peace. The parents of the young generation of the nineteen-thirties were born and grew up in it. Many of them really believed that the civilized peoples of their continent had outgrown the barbarism of war and that their countries, rich in amenities and cultural treasures, would never again be exposed to the ravages of warfare. The catastrophe of 1914 was a terrible shock to most of them, and in the ensuing holocaust they tried to give meaning to their suffering by believing that the war they were waging was a "war to end war."

Yet after only a few years of peace, by the time the children of these fathers were growing up and beginning to face the world, there were many indications that none of the problems besetting mankind prior to 1914 had been solved. In the realm of ideas, what Georg Lukács once described as the fourfold crisis bequeathed to Europe — and increasingly to the rest of the world — by the French Revolution became more acute than ever.

The four crises were these:

□ *The crisis of democracy.* The principles of the citizens' equality before the law and of national sovereignty remained, ever since their triumph in the Revolution, at the very center of European political thought as both mobilizing and divisive factors — mobilizing because they served as a positive program to those whose interests they expressed; divisive as a negative program to those who opposed their realization. In this sense they helped crystallize the democratic as well as antidemocratic forces. They also divided the democratic camp itself: liberals of all shades wanted to incorporate the principles of democracy into formal law, while the radical democrats and socialists demanded that they be actually implemented in society, arguing that equality and popular sovereignty would remain illusions as long as the causes of inequality and the obstacles to national sovereignty were not removed. Anatole France under-

lined the difference between them when he noted that "the democratic law forbids with equal severity the poor and the rich to steal bread and sleep under bridges."

□ *The crisis of the idea of progress.* Belief in progress became, for the Western world, a secular substitute for religion. This belief was nourished by great advances of science and technology, which contributed to unparalleled economic growth. Yet, as the nineteenth century wore on, the consequences of this progress grew darker and more disturbing. To its undeniable benefits were added new forms of inequality and oppression. The distance between rich and poor increased everywhere. "Progress" dehumanized, alienated, and deformed ever-larger masses of people whom it pressed into the service of its machinery. It bred hatred and social conflict. It created and maintained a state of latent civil war. Among thinkers, poets, and artists, it gave rise to doubts and mistrust of its very foundations, and led to a quest for alternative courses of human development. Loss of confidence in the basic assumptions of that particular kind of progress led erroneously to a loss of confidence in the very possibility of progress.

□ *Crisis of the belief in reason as guiding principle of the person and society.* Science is based on the conviction that the human brain can grasp the nature of phenomena, discover the laws governing their development, and turn that knowledge to the benefit of man. For a long time, every new scientific exploit strengthened this confidence. The men of the Enlightenment, filled with such trust, foresaw an imminent millennium of Reason. They believed that men would discard superstition and prejudice and arrange their lives according to rational principles as soon as these principles were established.

This rationalist optimism — no matter how greatly subsequent experience revealed its naïveté — has continued to reappear. Each generation in its turn has had to shed its illusions and learn that human actions are not motivated by reason alone; that people pursue their interests whether or not these are at variance with reason; that, consequently, it is not enough to be right in order to achieve the object of one's social effort, one must also mobilize in support of one's goal stronger forces than the opponent's; that power and reason, might and right, seldom walk hand in hand.

All this, I know, sounds self-evident, but if we want to understand how an oncoming generation be-

comes conscious of the world, we must take into account the assaults to which the belief in reason is exposed, a belief which is a more or less conscious assumption of every young generation, especially those within the Western tradition. When young people are confronted with the "unreasonable" feature of the real world, they are disappointed, and they either painfully adapt to or oppose the reality it represents.

The development of modern science, from its Copernican beginnings, determined the general direction of Western civilization. From the earliest days of science, strong warnings have been voiced. It was argued that man should respect the limits set by God, that any attempt to go beyond these limits would be to play the devil's game and run the risk of eternal damnation. The first history of Faust, published in 1587, is a classic presentation of the argument; that is why it has caught the imagination of every age down to our own. Much later intellectualism, held to be central for the development of Western civilization, was criticized as a dangerous impoverishment of man, which, if unchecked, would result in human degeneration and ruin because man's vital energies do not spring from his intellect.

We recognize here the vantage point from which Rousseau, in the middle of the rationalist eighteenth century, launched his attack on civilization and sent up the cry: "Back to nature!" A generation later, during the German Enlightenment, Goethe's young Werther perishes because of the tragic cleavage between his sensitive heart and the cold, cruel "reason" of society. The Romantics, faced by what seemed to them to be a dreary and prosaic world of money and mediocrity, unleashed an unfettered imagination to nourish that poetry without which man would cease to be human.

All this came from the forebodings of the ill effects of the intellectualist-scientific-technical civilization. After it had attained to its capitalist form and it had become apparent that the greater the triumphs of reason in science and technology the more antirational their social consequences, critiques of reason as the guiding principle of Western man became more insistent. A chain of antirationalist rebellions runs through the history of nineteenth-century European thought, each rebellion proposing to replace the intellect on the throne of Western civilization with something else in order to avoid the threatening degeneration.

Consider Schopenhauer's assertion of the primacy of the will to live, Kierkegaard's absolutism of faith,

Stirner's solipsism, Dostoevski's preaching of suffering and redemption, Nietzsche calling for the liberation of the instincts, Bergson's *élan vital* and exaltation of intuition as against intellect. These thinkers made important contributions to our understanding of the human condition, but I cannot evade the question whether, faced with great social contradictions, they did not mistakenly attribute them to reason itself rather than to a faulty application of reason. In any event, they embodied a waning belief in reason, and not a few people in subsequent generations had recourse to them.

□ *Crisis of humanism.* It is understandable that humanism, as contained, for example, in the Judeo-Christian moral code or in the secular "*liberté, égalité, fraternité*," did not remain untouched in the general criticism of social evils. Its lofty ideals were said to be a mantle of hypocrisy concealing ugly realities. As the tensions of modern society increased, critics said the humanists should either put their principles into practice or abandon the pretense of adhering to them. It was said that the very concept of humanism was contrary to human nature and hampered the development of the human species.

It should be borne in mind that antirationalist philosophies were fundamentally antidemocratic, implicitly or explicitly rejecting the idea of equality of man, pointing out the dangers of the leveling process called democracy which engulfs the individual into a nondescript mediocre gray mass, and asserting the right of the chosen individual or group (Kierkegaard's Knight of Faith, Stirner's Ego — *der Einzige* —, Dostoevski's messianic Russian Orthodox mystic, Nietzsche's Superman, Houston Stewart Chamberlain's German, etc.) to vindicate a privileged position for themselves. Within one century Western humanism went from Goethe's "Noble be man, helpful and good," to Nietzsche's praise of the Superman "in whom the specific qualities of life — injustice, deceit, exploitation — are at the highest."

There is yet another side to the problem. The actual inequalities in society somehow had to be justified. A fatalistic religious acceptance of one's lot as being God's will became less and less effective as time went on. Consequently, the ruling classes in the progressive industrialized West began to water down the humanist program for which they had fought and by which they had gained power.

Toward the end of the nineteenth century, the West's occupation of vast and distant territories and



its exploitation of their people meant that they had to abandon and then repudiate their old humanist principles. One cannot maintain that all men are created equal and, at the same time, keep slaves, unless the slaves are excluded from the category of "man." The same, *mutatis mutandis*, applies to the colonizer and the colonized. The only way to cling to this contradiction and to explain and justify it in the eyes of all those whose coöperation is required, is through antidemocratic and antihumanist rationales and outright misrepresentation. In our century, after a war that was presented to the younger generation as a victory of democracy over despotism, antidemocratic and antihumanist platforms were brought together in the Nazi ideology, which began to bear its poisoned fruit in the nineteen-thirties.



All generalizations based on one's personal experience are risky, but one must take the risk because that is how we learn to confront the world and live in it. Here, then, is a brief sketch of what the world looked like to a young man in Prague at the beginning of the nineteen-thirties.

Czechoslovakia was the most stable and successful bourgeois democracy east of the Rhine and the Swiss Alps. In the few years of her existence she had made progress in many fields. She was led by Tomáš Masaryk, one of the foremost humanists of the age. But a cursory glance around her horizon was apt to give rise to serious doubts about the quality and extent of the victory of democracy elsewhere. On Czechoslovakia's borders, there was Horthy's semi-

feudal Hungary, a counterrevolutionary dictatorship since 1919; royal Rumania, another neighbor, was in the grip of corruption; Pilsudski's Poland had been a military dictatorship since 1926; Weimar Germany, that "democracy without democrats," was ruled by decree; and the Republic of Austria was unsure about her national identity. A bit farther away there was fascism in Italy (since 1922) and dictatorships in Yugoslavia (since 1929) and Bulgaria (since 1923).

In Czechoslovakia itself, the nineteen-thirties opened with the Great Depression, which created acute social tension and put democratic rule to the acid test. At the height of the crisis, this country of fourteen million people had about one million officially registered unemployed, including both white- and blue-collar workers. Many people lived on the edge of starvation, barely sustained by meager unemployment benefits. Some of the desperate workless people were shot down in clashes with the police. Young people growing up saw that society had no use for their energies and skills.

More than anything else, the crisis exposed the contradiction between the ideals and the reality of the social system, even in Czechoslovakia where democracy seemed to be strong. This contradiction shaped the attitudes of the oncoming young generation. Its shock was well illustrated in E. M. Remarque's novel *All Quiet on the Western Front* (published in 1929) in which the young hero, sent from his school bench straight to the battlefield in the First World War, finds that his survival largely depends on how quickly he forgets all the humanistic precepts "from Plato to Goethe" he had learned at school.

This painful contradiction between principles and realities penetrated the minds and hearts of young people. It could not be avoided. The intellectual and political atmosphere of the nineteen-thirties was still characterized by thoughts and actions centering on the interrelated problems I have described. The platforms of Czechoslovakia's many political parties could be sorted out on the basis of their response to those problems.

There was a fairly large base of liberal democracy, a comparatively strong camp of the revolutionary descendants of the erstwhile radical democrats, and a weaker antidemocratic camp on the right. It is important to note that the politically active segment of the young generation roughly followed this division: they were still able to identify on the whole with the parties and movements created by their predecessors. There were no political organizations of the young outside the existing party system. The young generation did not look upon itself as an independent political force unable to find accommodation within the system, no matter how much, in their eyes at least, the political parties needed repairs.

But within this general framework there were two new powerful elements that, as the decade progressed, became the main points of polarization. One emanated from the appealing example of the Russian Revolution, the other was attracted to the example set by Mussolini (later, of course, Hitler) and the lesser right-wing dictators in dealing with the menace of Red revolution. These two diametrically opposed ideological concepts garnered a high degree of credibility among the young. Their adherents offered a philosophy of life and a line of political action that youth could follow.

The old fundamental division, introduced by the French Revolution, appeared in Czechoslovakia in a new form, with a changed emphasis. On the one hand, there was a demand for radical revolutionary changes in the social order in harmony with reason which would provide the basis for a true democracy, open the road to true progress, and create the conditions of genuine humanism. On the other hand, there was the belief, no less fervently held, that it is necessary to do away with the pretense of equality, with all talk of democratic parliament, with the idolatry of progress and the hypocrisy of the bleeding-heart weakness called humanism, and in their place put society on a foundation of hard realities such as the primacy of the nation's interests (in the ethnic sense), the right of those who can best achieve those interests to rule, to eliminate all opposing influences,

to use any means to weld the nation into a unit conscious of its strength and confident as it faced the future.

It is difficult today to show how much Lenin's revolution influenced the young minds in my part of the world at that time. The Russian Revolution created such a great reservoir of confidence that it took Stalin several decades to dissipate it. It is equally difficult to show how persuasive fascism was in the nineteen-thirties. The visible successes of fascist movements in the nineteen-twenties and nineteen-thirties; the fascists' ability to deal with internal dissent and conflict; their simplistic philosophy and exploitation of nationalist feelings — all these made fascism attractive to a great many people, young and old alike.

For youth, the real drama was played out between two poles. For the one side, the decade on the world scene brought a series of bitter disappointments and defeats; for the other, its most extreme hopes were constantly encouraged.

In 1931, Japan began the conquest of China; in 1933, Hitler came to power in Germany; in 1934, the remnants of Austrian democracy were blasted to pieces by Dollfuss's artillery; in 1935, Mussolini got away with his cynical colonial war against Ethiopia; in 1936, Hitler remilitarized the Rhineland, and Franco started his rebellion against the Spanish Republic openly supported by the fascist dictators while the legitimate government was denied the means of defense by an embargo initiated by the head of the French Popular Front government; in 1938, Austria was occupied by Hitler's armies, and a few months later Czechoslovakia, truncated and split, became a colony of Nazi Germany in the heart of Europe, Stalin concluded his pact with Hitler, and the Second World War started. The play turned out to be a tragedy.

But within pre-Munich Czechoslovakia itself, the story was different. The country was governed by a coalition of bourgeois and democratic socialist parties representing the political forces clustered around the center. A disgruntled ex-general founded a fascist party in the late nineteen-twenties, but it remained an insignificant group on the fringe of Czechoslovakian politics, more a laughingstock than a serious development. After the fateful turning point of Hitler's victory in Germany, an attempt was made to organize a Czech right-wing party but it was too late. In the parliamentary elections of 1935 it suffered a resounding defeat because by that time Hitler's Germany was more menacing than attractive to the Czechs. This

feeling was greatly strengthened by Czechoslovakia's pact of alliance (1935) with the Soviet Union, and even more when the two largest non-Czech population groups in the country — the Germans and the Slovaks — voted overwhelmingly for their respective near-fascist national parties.

So it became apparent that Czechoslovak democracy and, indeed, the very existence of the State were threatened not from the Left but from the Right. The door was thus open to a common effort in her defense of the center with the extreme Left. The famous slogan of the defenders of Madrid, "*No pasarán*," was fulfilled in Prague. Czechoslovakia's light was extinguished only when her Western friends combined their efforts with those of the fascist dictators.

A little poem by Heinrich Heine comes to my mind. Heine says that during his lifetime man asks many questions, and at the end his mouth is silenced by a handful of earth — "but is that a reply?" The question applies, by the way, to Czechoslovakia, 1968, as well as Czechoslovakia, 1938.

This historical excursion may indicate the intensity of the political sphere in those early years. The ideas and struggles, merely mentioned here, engaged the interest and absorbed much of the energy of the young. One of the differences between large and small nations is that in the latter, politics plays a larger part. That is understandable: citizens in small countries must spend more of their energies simply to maintain their identity and assert themselves; they are more affected by external factors which they have to be watchfully aware of. This applies even more to the young, who are less willing to compromise with life and the world.

Under these circumstances an unusually large part of my generation's life in the nineteen-thirties was pervaded by politics. Even the highly original neo-Romantic movement that had started up spontaneously among the urban youth of the early nineteen-thirties and developed rapidly in the following decade was eventually drawn into politics. These young people began spending their free time away from the cities in untouched natural surroundings of the hills and woods, deeply influenced by the sagas of the American Wild West and the Gold Rush. They wore fantastic clothes, believed to be exact copies of the wardrobe of cowboys and gold miners. They adopted, as best they could, the vocabulary of the cowboys. They built themselves log cabins in secluded places and gave them names renowned in the exotic land of their imagination. Who knows how many Klondikes, Moon Valleys, Devil's Canyons, and the like mush-

roomed during those years in Czechoslovakia? They called themselves "tramps" and they sang, to the accompaniment of their guitars, about the charm of their models' simple lives, stirring adventures, tight-lipped heroism, and shy loves. They created their own culture, which included a distinctive life-style, songs, tales, and humor. Some thirty years later, they became almost legendary in the eyes of a new generation seeking to escape a new regimentation.

Even these poor nostalgic town-dwellers, these forerunners of the hippies, could not withstand the pull of politics. They had started their Romantic movement because they abhorred the petit bourgeois way of life, its gray mechanism, and basic insincerity. They were thus susceptible to political extremism from both Right and Left. In Germany, young people with the same attitudes ended up in Nazism. In Czechoslovakia, they strengthened the ranks of the revolutionary socialist youth.

Even the aesthetic experiences of that generation were colored by politics. A consequence of the First World War was a noticeable shift of many writers and artists toward the Left throughout the world. In Czechoslovakia, especially among the Czechs, for reasons deriving from their history, writers and artists of any importance, with only a few exceptions, stood well left of center. Most of them identified or sympathized with the ideas of the Russian revolution. The artist as a revolutionary was a new phenomenon in Russia as well as in the West. My generation grew up in this atmosphere of the aftermath of Dada, the new "proletarian art," surrealism, Mayakovsky and Brecht, Jack London (still) and Upton Sinclair, Romain Rolland and André Malraux, and many others, in addition to our own poets, painters, musicians, and teachers.

Obviously all this was related to our attitude toward the Soviet Union. The young saw in Russia the living promise that the tragic contradictions surrounding them could be solved, that a social order of equality, justice, and human brotherhood could be created. This faith outweighed the bitterness of many defeats and insulated them for a long time from doubts. And there were many reasons to be chary, doubtful, including such ominous developments as the banishment of Trotsky, the regimentation of literature and art, the political show trials, and the pact with Hitler. One can only contemplate the relationship between faith and reason, and meditate on how to prevent the faith needed to motivate noble human endeavor from eroding the critical faculties of those engaged in it.



The young generation of the nineteen-thirties was very soon called upon to fight the battles of the Second World War, to man the factories sustaining the war with either voluntary or forced labor, and to fill the concentration camps and even their furnaces. What sort of a world did those who survived prepare for their children who matured in the nineteen-sixties?

If we, now the older ones, try to see the world with the eyes of our children, we must remember that our lives are pre-history to them. Their oldest memories are images connected for the most part with war. They do not know any other but a world whose developed regions are divided into two opposing parts armed with nuclear weapons, and whose vast, mostly poverty-stricken underdeveloped areas are inhabited by people who have just got rid of colonial rule and are afflicted by incessant local wars. We who remember, however, can compare and see the differences between the nineteen-thirties and the nineteen-sixties. The young can do so only in a limited and indirect way.

One of the differences which seems to me relevant is this: the period from 1914 to 1945, sometimes called the Second Thirty Years' War, saw two world wars and many violent upheavals in the most developed parts of the world, while in the period following 1945 these were conspicuously absent. The only event approximating the earlier upheavals was the French crisis triggered off by the student rebellion of Paris in 1968. The developed societies have achieved a new kind of stability.

The governments in the capitalist countries — and we shall focus our attention mainly on them — devised new methods, effective until now, of intervening in the economy in order to prevent a repetition of the calamitous Depression of the nineteen-thirties. At the same time they maintained a steadily rising standard of living. It seemed as if contemporary capitalism had succeeded in resolving the contradiction that had plagued earlier capitalist economies between efficient organization in an individual enterprise and anarchic planlessness in over-all production. The fact is that governments in these capitalist nations became supra-managers of the economy, taking direct responsibility for its development and for more and more areas of the citizens' lives. Governmental power and its exercise by increasingly technocratic methods naturally increased, leaving less and less opportunity for the citizen to influence public affairs. And the more his life has become a public affair, the less opportunity the citizen has to shape even that.

This development greatly influenced the attitude of young people. It made most of them doubt the worth of the individual's decisions; it increased their feeling that they were mere objects in the hands of elders beyond their influence. In reaction, many young people decided to remove themselves from the reach of the Establishment as much as they could and to conduct their individual lives with a minimum regard for it. This decision was encouraged by the existential philosophers, who emphasized the importance of individual decisions.

Another new factor was the rapid development of the communications media. Large masses of people could now be influenced and indeed manipulated by radio and television. Young people rebelled against being merely passive recipients of information, most of which disoriented rather than enlightened, and reduced citizens to the role of consumers. The division of labor of modern industrialism had confined the individual within a narrow routine, and the new consumerism, fed by the mass media, impoverished him even more. Young people resisted this pressure and fought it wherever they could.

Another new element facing the new generation was that for the first time in history men had the power to destroy mankind. This shaped the young people's philosophy of life more than is generally realized. It weakened their sense of security and stimulated their desire to fill their lives as quickly as possible with every variety of human experience.

Another important change, when compared with the nineteen-thirties, is that all the inherited ideological concepts had lost their credibility. This, more than anything else, set the young generation apart from their elders, and impelled them to look for new guiding principles. Early in the century the German Expressionists found themselves in a similar situation. So intensely did they reject the world offered them by their fathers that they toyed with the idea of morally justifying parricide.

Such a search for alternatives has a sense of urgency about it, a sort of *horror vacui*. It led the youth of the nineteen-sixties to ideological fragmentation and to borrowing from various ideological traditions distant in space and/or time. It led them to either resignation or violence. Both reactions stem from a rejection of the Establishment.

They are the natural responses of the alienated. But since this generation of young people could no longer rely on the principal inherited ideological concepts, they, more than their immediate predecessors, had to create their own philosophy of life, their own ideological framework to give justifying meaning to their attitudes and actions. Some, anxious to find a way out of the blind alley into which, as they saw it, excessive rationalism would lead them, reached back to preindustrial philosophical and religious concepts, or even to the occult. Others, finding at home, in Brecht's words, "too much oppression and too little rebellion," were attracted to distant revolutionary movements — the anarchists', Trotsky's, Mao's, Ho Chi Minh's, Castro's, Che Guevara's — and they appropriated the ideas and fragments of their ideol-

ogies, often without concern for whether the fragments were really applicable to the society in which they lived.

In talking about these two modes of reacting, I am well aware of their intricate correlation and the variety of combinations lying between them. If we look to history for analogies of the withdrawal reaction, the early monasticism within the Judeo-Christian tradition comes to mind. Then, as now, withdrawal from an estranged world was seen as necessary if one was to live according to one's ideals. Then, as now, the withdrawal was prompted by the conviction that it is futile to try to change the world except, perhaps, by setting a personal example. But monasticism, that paradigmatic attempt to opt out of society, became socially effective only much later when it was integrated into the Establishment and became its tool, and later still, when institutionalized monasticism became conscious of its power.

As for the other reaction — the resort to violence — it is enough to point to the history of Russia in the last century when young idealists were prepared to sacrifice their lives in order to shake the inert mass into action. Yet, the less successful their exhortations the more they took to acts of violence, believing that bullets and bombs would be more persuasive than words. The lonely fighter, the small conspiratorial group, appeared, resorting to terror, acting in the hope that this would energize the masses, but also out of impatience, even despair.

These two kinds of reactions — romanticist and anarchist — are always attractive to youth.

In the nineteen-sixties, these reactions were articulated most clearly among the students. That, too, is not new. What was different was the greater weight of the students in society because of their greatly increased numbers. A society in which science and technology were becoming the most important productive force, and which was increasingly governed by technocratic methods, needed more highly trained, qualified specialists in every field of its activity. Also, many high-school graduates, freed from the immediate compulsion to earn their own living, turned to the universities.

From the point of view of the contemporary establishments, the ideal specialist is the one who performs his function expertly and does not inquire beyond it; who, in other words, is satisfied to be used as a tool. It was the Prussian State in the nineteenth century which succeeded in producing that type of apolitical specialist: the well-qualified, meticulous scientist, technician, scholar, or civil servant whose

life was divided into two separate compartments, with a different set of values for each.

This, of course, presupposes a confidence in the State. Where that is assailed by doubts, the production of apolitical specialists becomes a difficult task. That was true certainly in the developed parts of the world in the nineteen-sixties. Generally the students resisted being sucked into the Establishment as specialists and tools; and the active minority among them expressed that resistance in various ways.

The university came under attack. Crowded with large numbers of students, many of whom sought not so much career training as orientation in the maze of the problems besetting them, the universities were found wanting. In some respects their mode of operation had changed little from what it was in the Middle Ages. When change was not forthcoming, the tension developed into a confrontation with university authorities and, through them, with the Establishment. The students wanted to change the university from what they saw to be a manipulatory instrument in the hands of the Establishment into an institution free to fulfill its real purpose: developing and imparting knowledge, and run by the elected representatives of those who worked in it. In such a conflict, university administrations ultimately relied on the extramural law-enforcement agencies of the Establishment. But on the campuses the students had considerable power, the more so as actions aimed at democratizing the universities gained more mass support than any others. Indeed, these actions were the only ones which won some visible concessions.

Beyond the confines of the universities, the power relation was very different. Although students were a higher percentage of the total population than ever before, their effectiveness as an independent social force remained small. By themselves, students do not have the power to command serious consideration from the Establishment. As long as they are isolated, students do not have direct access to any vital lever of the social machine. They remain vulnerable to suppression. Always a potentially radical element in society (radical in any direction), students can substantially affect socio-political developments as catalysts and as allies of social forces which command stronger power positions.

Some radical student movements of the last decade seem not to have understood these truths. Encouraged by the numerical strength of the student body and by relative successes on the university campuses, and at the same time disappointed by the absence of strong dynamic innovative movements in society,

they thought they could go it alone, at least along the first stretch of the road to social change. But going it alone often meant using extreme tactics which could only estrange the people rather than win them over. At the same time, going it alone meant exposure to suppression. It is hardly surprising, then, that this part of the student movement of the nineteen-sixties, though it captured the attention of the mass media, had come to a halt by the end of the decade. Experience taught students that they had to establish contact with non-student forces.

As for the young generation in the socialist part of the developed world — roughly the Soviet sphere — most of the elements mentioned above were analogous. There, too, was a generation gap in spite of repeated authoritative statements to the contrary. The gaping distance between the honeyed words and the ugly deeds of authority was its breeding ground. The doubts, disappointments, and longings of the young paralleled those of the young elsewhere. Only the priorities were different. There, young people strove for what they lacked most and what they considered indispensable: basic human and democratic rights. They struggled under most unfavorable conditions against the heavy-handed regimentation they had been forced to grow up under. They tried to break their involuntary isolation, both material and spiritual, from the rest of the world, to regain for themselves and for the renaissance of their socialist societies the basic elements for which long generations of their predecessors had fought and which they saw as absolutely necessary for civilized life.



A final word: it is easy to criticize young people from the supposed wisdom of one's age and with the advantage of hindsight. But no criticism can claim to be just if it does not pay full attention to the interplay of anguish and self-confidence, disappointment and hope, gentleness and violence of youth; if it does not take note of youth's deep concern for genuine human values and for all forms of life; if it does not appreciate the richness and penetration of the thought and the artistic creativity with which this young generation tried to come to terms with a world that was so different from anything in the past.

Mr. Goldstücker, exiled from Czechoslovakia since the 1968 occupation of his country, teaches at the University of Sussex, England. He was a Visiting Fellow at the Center this year.

AWS CAREER DAY
March 14, 1974
Alumni Hall - GAC
St. Peter, Minnesota

- AMATEUR GOLFERJOAN GARVIN (2)
ANTHROPOLOGYDR. PEARL ENGLUND (2)
Mankato State College
ARCHITECTUREELIZABETH CLOSE (11)
Close Associates Inc., Architects
studied in Vienna, degree from MIT
worked with Stornorov, Philadelphia;
Maney & Tusler, Mpls & Close Assoc.
Officer in Mpls, Minn., & national chpts.
of the American Inst. of Architects,
holder of nat. fellowship & design honors,
amateur cellist & active in fine arts
ATHLETIC TRAININGGERI MYERS (2)
North Dakota State University
Physical Education & Athletic Training
Assistant Trainer - NDSU, Assistant
Women's Intercollegiate Basketball Coach
BACKSTAGE - COSTUMINGANNETTE GARCEAU (10)
Minnesota Theatre Co. (Tyrone Guthrie Thtr)
St. Martin's Coll. of Art & London Univ.-
worked: Old Vic Thtr., London & Shakespeare
Memorial Thtr Stratford, Eng.; helped es-
tablish Festival Thtr Statford, Ont.;
designed top Broadway shows, operas, &
ballets
BIOLOGYDR. YVONNE CONDELL (7)
Associate Professor of Biology, Moorhead St.
U of Conn. - PHD; H.S. biology teacher,
Jr. College biology teacher; Science Con-
sultant U.S. Dependents Schools, Europe;
Nat. Comm. Chair. of Am. Assoc. of Univ.
Women; Outstanding Young Woman of America
BROKERAGE - INVESTMENTANNA PINDZOLA (12)
Piper, Jaffray & Hopwood
studied Mechanical engineering; as been an
income tax consultant & fashion model;
PJ&H exec. sec. and headed Commercial Paper
Department
BUSINESS - CORPORATEPATRICIA HUMMEL (9)
Vice President of Lunds, Inc.
St. Cloud Teacher's Coll. & Calhoun Secre-
tarial School; Elementary teacher; Exec.
secretary; & Food consultant & advertising
director for Lund's, Inc.; active in art
and cultural organizations

BUSINESS - INDEPENDENTNANCY LIABLE (7)
research biologist U of M
Gustavus Adolphus BA - Biology (ed. minor)
Jr. H.S. science teacher; research techni-
cian microbiology; worked on NASA ster-
ilization project & on U of M streptococcal
& bacteriophage research; part owner of
the Stone Flower Gallery

CHILD WELFAREJAQUELINE FLEMMING (4) see corrections

CIVIL SERVICETHERESE BOWKER (13) see Food & Drug Adm.

COMMERCIAL ARTM. JOHNSON & J. WAGNER (8)
Split Infinitive

COMMUNITY & VOLUNTEER SERVICEEMILY STAPLES (15)

COMPUTER PROGRAMMINGKAY COMBS (12)
Control Data Corporation
U of Colorado BA - English Literature
systems programmer/analyst

CONDUCTOR - COMPOSERROBERTA CARLSON (11)

CORRECTIONSJAQUELINE FLEMMING (4)
Supt. Minn. Correctional Inst. for Women
St. Olaf Col. BA, U of M MSW; Case worker
in Becker Co.; Child Welfare worker in
Hennepin Co.; Psychiatric Soc worker in
San Jose, Calif.

DENTAL HYGIENEMRS. DORIAN (4)

DOCTOR - MEDICALDR. RIESCHL (6)
Staff Physician St. Peter St. Hospital
St. Scholastica BA, Marquette Univ. MD
General Practice in rural communities

EDUCATIONAL ADMINISTRATIONCHARLOTTE LEHMAN (1)
Principal Portland Jr. H.S., Bloomington
Mankato St. Col. BS, U of M MS; holder of
numerous offices in Professional Associa-
tions for Secondary School Principals;
Officer of Bloomington-Richfield Bus. &
Professional Women's Club; former St. Pres.
& officer on all levels of Delta Kappa
Gamma; in Who's Who of American Women &
Who's Who in Minnesota

EDUCATIONAL DEVELOPMENTJOAN GARVIN (2)
Director of Staff Development - Oak
Grove Junior High School

EDUCATIONAL PSYCHOLOGY &
SPECIAL EDUCATIONDR. EVELYN DEMO (3)
Professor of Educational Psychology U of M
U of M PHD; directed the Special Education
& Rehabilitation in the Mpls public schools;
member of numerous public service boards;
very widely published

ENGINEERLOIS CUTTER (12)
 Manufacturing Engineer Control Data Corp.
 Purdue Univ. BS - Aeronautical Eng.; taught
 Purdue Extension & Hibbing Jr. Col.; worked
 for Donaldson Co., Ford, G.M., Detroit
 Diesel, & Greyhound

ENTOMOLOGYGRISELDA HANLON (5) see veterinarian

EXECUTIVE SECRETARY &
 ADMINISTRATIVE ASSISTANTPAT SEYKORA (15)
 Sec. to Sr. Vice Pres. Dayton-Hudson Corp.
 Mpls Bu. Col. - Medical Sec., Dale Carnegie;
 Secretary - Mankato Clinic, Mankato St.
 Col.; Ex. Sec. to Pres. of Josten's

FASHION ADVERTISINGKATHY PETERSON (9)

FASHION MERCHANDISINGMRS. MATTING (9)
 Dir. of Fashion Mer. Mankato Commercial Col.
 Assistant buyer, Ed Schuster Co.; Fashion
 Coordinator & Special Events Director,
 Brett's; Director & Developer of personal-
 ity development programs, Mkto Comm. Col.

FASHION MODELINGMRS. MATTING (9) & ANNA PINDZOLA (12)
 see Fash. Merch. & Brokerage

FOOD & DRUG ADMINISTRATIONTHERESE BOWKER (13)
 Consumer Safety Inspector & Federal Women's
 Coordinator
 U of M BA - Anthropology

FOREIGN SERVICEEUGENIE ANDERSON (14)
 Carlton, the Institute of Musical Art,
 New York City & an Honary Doctor many times
 AMERICA's first woman ambassador, she
 represented the U.S. in Denmark, Bulgaria
 and the U.N.

(Film Production listed on
 the last page)

JANE COON (14)
 Career Foreign Service Officer
 Wooster Col. BA - hist. & political sci.
 State Deptment - worked Africa & South
 Asia; assigned by For. Serv. as political
 or consular officer to Pakistan, Bombay,
 & New Delhi; Washington DC-UN affairs.

GENETICS -BEHAVIORALARLENE LARSON (7)
 Dight Inst. of Behavioral Genetics U of M
 U of Col. BA - Zoology, U of M MS - Genet-
 ics & Psych., PHD candidate; teaching
 asst. U of M; Instructor of genetics GAC;
 Mem. of Behavioral Genetics. Assoc.;
 Fellowship from Nat. Inst. of Mental Health
 for Behavioral Genetics

GOVERNMENT -CITYARLINE BROWN (13)
 Mankato City Councilwoman
 BA & MS - Economics; taught H.S.; Director

of the Bureau of Bus. & Economic Research
and Professor of Economics at Mankato St.
Leader in League of Women Voters

HEALTH CAREERSJOHN KOPROWSKI (4)

INCOME TAX CONSULTANTANNA PINDZOLA (12) see Brokerage

JOURNALISMCAROL LACEY (8)
Reporter with St. Paul Pioneer Press
Concordia BA - Music Eng. & German, U of M
MA - Journalism & Pol. Sci., U of M PHD -
Am Studies (Juvenile Justice); music &
drama critic - Fargo Forum; member & Pres.
Twin Cities Media Project, Inc. publishes
Twin City Journalism Review; teaches piano
& clarinet

LAB TECHNICIANELIZABETH LEIF (6) see nurse - midwife

LAWPATRICIA HEINZERLING (14)
Attorney-at-Law Chaska
Gustavus Adolphus, U of M JD; Officer of
Eighth Dist. Bar Assoc. Crown of Glory
Luth. Church, Republican Party, Chaska
Federated Women's Club & a scout leader &
book discussion leader - Chaska schools
Attorney for Twin City Lines

PARA-LEGALDENISE WEBSTER (14)
Legal assistant for Robins, Davis & Lyons
Albion BA - German, & Para-Legal Institute
in Philadelphia; specialty is estates &
trusts; working to establish a Minn.
Assoc. of Legal Assistants

MEDICAL MISSIONARYELIZABETH LEIF (6) see nurse - midwife

MILITARY SERVICESFC SANDY STEWART (13)
Counseling, Public Relations & Interviewing
Army Communications & Security in Georgia
and Germany; Army Air Defense Command
in Personnel Management in Colorado

MUSICIANCAMILLA HELLER (11)

NURSE - MIDWIFE
- MEDICAL SURGICAL
- OFFICE MANAGERELIZABETH LEIF (6)
Asst. Prof. in Multimedia Lab Mankato St.
Col. , Division of Nursing;
Quincy City Hosp RN, Royal College of
Nursing-Midwives, England CNM, Boston
Univ. BS - Nursing, Yale Univ. MPH -
Health Ed.; Hosp. staff nurse, supervisor,
& lab tech.; Medical Missionary in Africa;
extensive maternal & child welfare work;
Office management; Lecturer in maternity
nursing; County Health Dept. organizer;
Community youth director

NURSE - OUTPOST
 PROFESSOR
 - STAFF ROSALIE CAFFREY (6)
 Asst. Prof. of Community Health Nursing
 Mankato St. College
 St. Olaf Col., U of M MS - Nursing Ed.
 U.S. Navy Nurse; taught U of M, S. Dak.,
 Supervisor of Nurses on Elcore Project,
 Kentucky

FORESTRY (Recreational Programming)..... TERRY JO THOMPSON (5)
 Univ. Of Minn. BS - Forestry (Chem. emph.)
 Research asst., Dept of Plant Pathology;
 Forestry Aid, Umpqua National Forest, Org.
 U.S. Forest Service, Chequamegon National
 Forest, Wisc.; Active in Student Govnt. &
 holder of many scholarships

PHOTOGRAPHY BETTE BLONGREN (10)
 Free-lance photographer
 Moorhead St. Col. BS - Mass Communications
 Photographer & Filmmaker Midland Coop.,
 Inc., Federal Intermediate Credit Bank &
 Cedar-Riverside Day Care Center

PUBLIC RELATIONS & ADVERTISING M. JOHNSON & J. WAGNER (8)

PSYCHIATRIC SOCIAL WORK JAQUELINE FLEMING (4) see corrections

PUBLIC WELFARE VERA LIKINS (4)
 Minnesota Commissioner of Public Welfare

RELIGION BARB LUNDBLAD (15)

RESEARCH NANCY LIABLE (7) see Ind. Bus.
 TERRY JO THOMPSON (5) see Forestry

PRE-SCHOOL KATE LAFAYETTE (1)
 Eliot-Pearson School - Early Childhood Ed.
 Tufts Univ. BS & M.Ed.; Kindergarten tea-
 cher, pre-school teacher, Supervisor of
 student teachers; Director of day care ctrs
 Instructor Wheelock College; Nat. Child
 Development Consultant; Day Care & Child
 Dev. Council of Am., board mem.; Out-
 standing Young Woman of America

SCHOOL SOCIAL WORK DOROTHY VILLMOCK (1)
 School Social Worker In Park Rapids Middle
 School
 Wesleyan BA - Sociology; worked in the
 Bloomington, Ill. Community Center,;
 School social work in rural schools;
 Church organist & choir director

SPEECH THERAPY MAVIS LANSJOEN (3)
 Therapist with the Nat Polinski Rehabili-
 tation Pre-school Nursery, Duluth
 Gustavus Adolphus BA & St. Cloud St. Col.
 Public School Speech Therapist

TEACHINGKATE LAFAYETTE (1) see pre-school
 NANCY LIABLE (7) see Ind. Bus.
 YVONNE CONDELL (7) see Biology
 ARLINE BROWN (13) see Government - city
 PATRICIA HUMMEL (9) see Business - Corp.
 DR. EVELYN DENO (3) see Educational Psych

URBAN PLANNINGLYNNE D. HOLMAN (13)
 Director of Regional Relocation Clearing
 House & Metropolitan Council Housing
 Planner
 Macalaster BA - Anthropology

VETERINARIANDR. GRISELDA HANLON (5)
 Professor of Veterinary Medicine, specialty
 in veterinary radiology
 Montana State University BS - Entomology,
 U of M MS - Veterinary Medicine; served
 in U.S. Navy, Diplomat in the American
 College of Veterinary Radiology

WILDLIFE MANAGEMENTVONNE HAGEN (5)
 Dept. of Natural Resources)

FILM PRODUCTIONKATHY LAUGHLIN (10)
 Professor at Mpls Coll. Art & Design
 College of Great Falls, Mont., Art &
 Liberal Arts, Mpls College of Art & Design
 BFA - Graphic Design; Design work for Mpls
 City Planning Commission & Empire Photo-
 sound, Inc.; free-lance design in London,
 Eng. & the Twin Cities

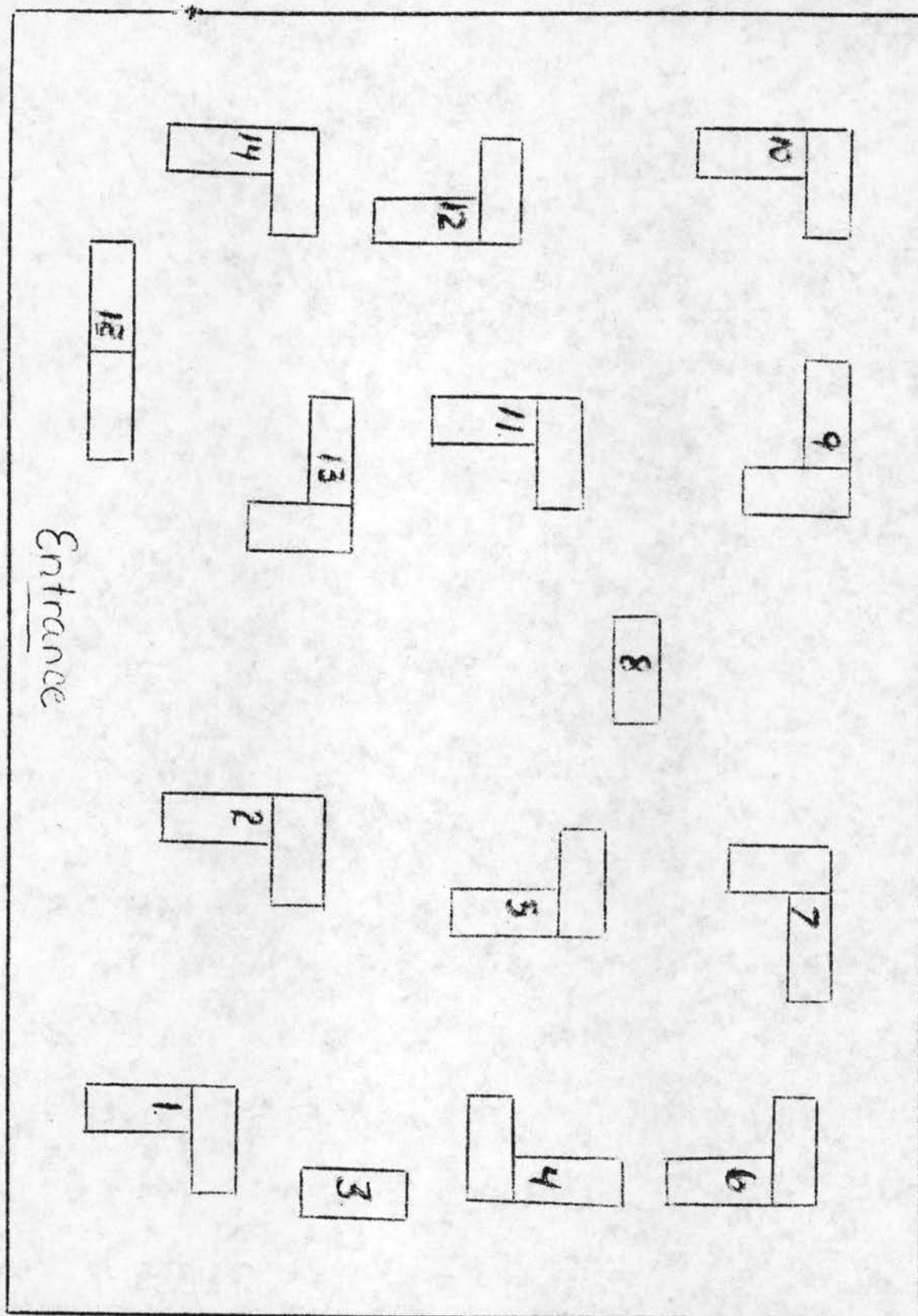
The Association of Women Students would like to acknowledge the time given and effort put forth by many people to make this Career Day possible. The following deserve special recognition:

Mrs. Nygaard
 Bob Stahl
 Dean Butler
 Mrs. Kurseth
 Pres. Barth
 Mrs. Brostrom
 Mrs. Ewert
 Dean Picket
 Mrs. Young
 Mitzi Ohman
 Mrs. Seibert

Gustavian Weekly
 Deb Dorian
 Blair Johnson
 Loie Jo Josefson
 Judy Josefson
 Linda Miller
 Linda Mitchell
 Jane Novak
 Terri Shaw
 The Hostesses
 Alumni Hall Arrangers

Alumni Hall

Entrance



The numbers in parentheses after the names correspond to the table numbers.

PROCEDURES:

One representative from each cooperating organization attends meetings called by the chairperson to:

Review openings on boards and commissions coordinating recommendations with starting and expiration dates.

Search for qualified women who are able and interested in serving.

Interview those seeking endorsement.

Make recommendations, based on interviews and resumes.

Develop and maintain liaison with appointing officials.

The Skills Bank actively seeks capable women who are interested in serving on boards and commissions and urges them to seek endorsement of the Skills Bank by contacting -

WOMEN'S ADVISORY COMMITTEE
WOMEN'S DIVISION
MINNESOTA DEPARTMENT OF
HUMAN RIGHTS
200 CAPITOL SQUARE BUILDING
ST. PAUL, MINNESOTA 55101

(612) 296-5669

league of women voters-minneapolis, league of
. paul, links, inc., minnesota department of
cal #59, minnesota home economics associatio
men lawyers association, minnesota women's p
ucus, national council of jewish women, nati
jewish women, national council for negro wo
ganization for women (now)-twin city chapter
ganization for women (now)-st. paul chapter,
iversity of minnesota, women's equity action
service to education, women's institute for
men's international league for peace & freed
nneapolis, y.w.c.a. of st. paul, woman's aux
ate medical association, american associatio
men-minneapolis, american association of uni
. paul, business & professional women's asso
f.l. feminist women's caucus, g.o.p. women f
nior league of minneapolis, league of women
men voters-minneapolis, league of women vote
nks, inc., minnesota federation of teachers,
nesota home economics association, minnesot
sociation, minnesota women's political caucu
uncil of jewish women, national council for
tional organization for women (now)-twin cit
ganization for women (now)-st. paul chapter,
the state medical association,, women's cen
nesota, women's equity action league, women
ication, minnesota department of human right
tional league for peace & freedom, y.w.c.a.
v.c.a. of st. paul, american association of
neapolis, american association of universit
siness & professional women's association of
f.l. feminist women's caucus, g.o.p. women f
ectiveness, junior league of minneapolis, l
ers-metro, league of women voters-minneapol
men voters-st. paul, links, inc., minnesota
achers, local #59, women's advisory committe
nesota women lawyers association, minnesota
ucus, national council of jewish women, nati
ro women, national organization for women (n
apter, national organization for women (now)
men's center, university of minnesota, women
gue, women in service to education, women's
ial change, women's international league fo
edome, woman's auxiliary to the state medic
c.c.a. of minneapolis, y.w.c.a. of st. paul,
university women-minneapolis, women's advis
en-st. paul, business & professional women'
neapolis, d.f.l. feminist women's caucus, g
ectiveness, junior league of minneapolis, l
ro, league of women voters-minneapolis, lea

ORIGIN

Recent studies reveal that comparatively few women serve on appointive boards and commissions in Minnesota.

-0-

Recognizing the need to rectify the imbalance, in early 1973 the Women's Advisory Committee of the Department of Human Rights invited all interested women's groups to organize a Woman's Skills Bank.

-0-

As a result more than 25 groups representing a wide variety of civic, political, educational, ethnic and social service organizations have joined together under the auspices of the Women's Advisory Committee to search out and recommend women to state, county and city officials for appointment to boards and commissions whenever openings occur.

MEMBERS:

The following organizations participate and support the efforts of the Skills Bank:

American Association of University Women, Minneapolis
American Association of University Women, St. Paul
Business & Professional Women's Association of Minneapolis
D.F.L. Feminist Women's Caucus
G.O.P. Women for Political Effectiveness
Junior League of Minneapolis
League of Women Voters - Metro
League of Women Voters - Minneapolis
League of Women Voters - St. Paul
Links, Inc.
Minnesota Federation of Teachers, Local #59
Minnesota Home Economics Association
Minnesota Women Lawyers Association
Minnesota Women's Political Caucus
National Council of Jewish Women
National Council for Negro Women
National Organization for Women (NOW) - Twin City Chapter
National Organization for Women (NOW) - St. Paul Chapter
Woman's Auxiliary to the State Medical Association
Women's Center, University of Minnesota
Women's Equity Action League
Women in Service to Education
Women's Institute for Social Change
Women's International League for Peace & Freedom
Women's Advisory Committee
Women's Division,
Minnesota Department of Human Rights
Y.W.C.A. of Minneapolis
Y.W.C.A. of St. Paul

PURPOSE:

To secure appointments of qualified women in appropriate numbers to appointive governmental and quasi-governmental positions.

-0-

The Skills Bank publicizes relevant data on statewide and metropolitan area appointive offices, searches for candidates and makes recommendations to state and local officials.

-0-

Long-range plans include expansion to outstate areas beginning with pilot projects in Duluth, Rochester and Mankato in the Fall of 1974.

MINUTES - APRIL 12, 1974 MEETING

SKILLS BANK
WOMEN'S ADVISORY COMMITTEE
DEPARTMENT OF HUMAN RIGHTS

PLEASE NOTE: THE NEXT MEETING OF THE SKILLS BANK WILL BE HELD
ON FRIDAY, MAY 17 AT MINNESOTA CHURCH CENTER,
122 WEST FRANKLIN AVENUE, MINNEAPOLIS AT 9:30 A.M.

Minutes of the Skills Bank Meeting, April 12, 1974, Minnesota
Church Center, Minneapolis.

PRESENT: Penny Cairns, Women's Institute for Social Change
Fran Berdie, League of Women Voters - Metro
Marian Raup, Women's Int'l. Lague for Peace & Freedom
Ann Bailly, Junior League of Minneapolis
Diane Smith, Links, Inc.
Lois Fischer, Woman's Auxiliary to the State Medical Assn.
Mary Ann Scroggins, D.F.L. Feminist Women's Caucus
Phoebe W. Kent, Women's Advisory Committee
Mary Ellen McFarland, Minnesota Home Economics Assn.
Nancy L. Woolworth, American Assn. of University Women-St. Paul
Judi Ylvisaker, G.O.P. Women for Political Effectiveness
Allie Mae Hampton, National Council for Negro Women

ABSENT: Helen Bowlin, Phyllis Kielblock, Karnie Hill, Virginia
Mahlum, Christine Dunham, Moarjorie Ott, Carol Freeman,
Anne Schmidt, Patricia Belois, Molly Casey, Ronna
Goldsteen, Lois Byrum, Susan Shaw, Susan Cote, Emily
Ann Staples, Ellen Drewwelhuis, Anabel Marcouiller,
Anne, Storey, Karen Starr, Carol Schuldt

The meeting was called to order by the chairperson, Ms. Kent.

Information sheets on various boards and commissions of the metro
area and state were distributed to volunteers who agreed to obtain
necessary information for their completion and return them by
May 1st. The addition of two new member organizations and repre-
sentatives was announced, Woman's Auxiliary to the Minnesota State
Medical Association and Links, Inc.

Discussion on the Metro Council was held.

Geraldine Jenkins, a candidate for appointment to the Metro Council
from District #2, was interviewed and unanimously endorsed.

Discussion of expansion of the Skills Bank statewide ensued. It
was decided that a joint meeting with the Women's Advisory Council

be held as soon as feasible. It was moved, seconded and carried that the Skills Bank recommend to the Women's Advisory Committee that three pilot projects be initiated in Rochester, Duluth and Mankato.

An addition to the proposed guidelines was approved as follows:

In endorsing a woman for a position, the committee should conclude that the candidate has a commitment to equal rights for women.

It was moved, seconded and carried that the minimum guidelines as amended be accepted and forwarded to the Women's Advisory Committee. (See attached.)

Ms. Kent reported on three special sessions held for the purpose of interviewing candidates for the opening on the Minnesota School Board. It was her conclusion that it is advisable to have as large a group as possible participate in the interviewing process. Nine candidates were interviewed. Virginia Richardson, Gertrude Buckanaga, Jane Starr and Mary Tjosvold were endorsed.

Meeting was adjourned at noon.

FOR YOUR INFORMATION

It is very likely that there will be some vacancies on several advisory council of the Metropolitan Council; namely, Housing and Parks and Open Spaces. There are nine seats on each, and members are urged to seek out possible candidates. The only opportunity to interview candidates will be the May 17th meeting. As soon as you hear of an applicant, contact Ms. Kent to schedule an interview.

The entire group of committees concerned with health care are being reorganized. It is also very possible that openings will be occurring in this area also.

Respectfully submitted,

Betty B. Howard
Secretary

To be submitted to the Women's Advisory Committee:

Approved minimum guidelines for regional Skills Banks

1. Each Skills Bank committee shall meet minimum requirements:
 - a. Minimum quorum: 5 members. Composition as broadly representative of women's organizations as possible.
 - b. Representatives shall have their organizations' authorization to vote on behalf of that organization.
 - c. A personal interview and resume are required for endorsement. The interviewee must be willing and able to serve if appointed.
 - d. Endorsement shall be by simple majority vote.
2. An alternative method, a written resume with two-three letters of reference, may be forwarded to the appointing official "for your consideration," but a personal interview is required for "endorsement."
3. Female minorities shall be sought for representation on the committee and for interviews and recommendations.
4. In endorsing a woman for a position, the committee should conclude that the candidate has a commitment to equal rights for women.
5. Letters of endorsement with resumes shall be sent to appointing officials with copies to others in the chain. E.G., if the Governor appoints, copies shall be sent to the appropriate state senator and representative.
6. A copy of each letter of endorsement, with supporting materials, shall also be sent to Phoebe Kent, Chairperson of the Women's Advisory Committee. In this way, a central bank may be maintained and the statewide effort monitored.

Jurisdiction

The Skills Bank discussed this issue at length and concluded that:

- a. State congressional district representatives on the Women's Advisory Committee might serve as liaison members of the Skills Bank committees.
- b. It would be helpful to conduct a joint meeting of the WAC and the Skills Bank, so that the WAC may observe and participate in the interview/endorsement process.
- c. The parent Skills Bank should retain its metropolitan character.
- d. Pilot projects be set up as soon as possible in Duluth, Rochester and Mankato.

[Feb. 2, 1982]

Tuesday - Feb. 2

My Dear -

Assume you are busy ahead
haven't heard. Hope everything is
okay -

Bright & sunny here today. Had
6" new snow last nite so tricky
driving home from class. Next week
Arvoone leads the session - on
women & leadership. I've decided John
Drees is a big bore. Ditto Ted Kolderic-
sad with him at dinner & he has nothing
to say to me. Keith Murphy says he is
a big chauvoineil & I think this right
or at least he doesn't think I'm
worth talking to. Funny. Keith
wanted to know how you are & when
home again.

Deader had nite last with
Carolyn & Jim Schwante & plan our
trip to Peru on Inca Trail. I
hope! Sunday nite at D's with French
& our girls to celebrate - Martha left
today for semester in Africa & Anne
started work for Automobile Club as
sales trainee. As for Sat. 13th -
will you be here? Hawaiian dinner

ad Club may fall thru - don't know.
Better leave it up in air for now -
going to Mr. Gills for dinner this Sat.
nite.

Kathy & I evacking on Ed. Gov. - Nancy
Brattas definitely not interested in
Gov. or Ed. Gov. Loane Thorne didn't
say no -

Lunch yesterday with Jerry
Olson & Ed Jensen - I love talking
to him about Washington. I go again
Feb 11 - ad noon - for fund mtg.

YWPC annual convention was
held Sat. ad G - Kathy Wilson seems to
be doing a good job. Well organized.
Thanking hard.

Adm ad office - pardon scribble.
See ad duplex Club 4 pm for Director's
mtg of Men. Women's Economic Foundation.
Hon. J. B.

[Feb. 1932]

MARILYN T. BRYANT
17819 MAPLE HILL ROAD
WAYZATA, MINNESOTA 55391

Thed. p.m.
Feb. 3

My Dear -

Glad to get your call
last nite! Congratulations
on good grades - you must
have gotten a star on
every paper.

Cold here - supposed to
be 25° below. Due in
Husenberger's office at 7:30 a.m.

so will be a short note —

I'll look forward to
seeing you on Feb. 15 —
I wish I should work — &
will call you on 13th
when I get home.

Love,
M.B.

Committee Members

Myra Peterson, Chair
Ellen Palmer, Vice Chair
Janice Heiling, Secretary
Karen Gilbertson, Treasurer
Darlyne Lang, Arrangements
Sheila Colbert, Invitations
Nonie Kisch, Decorations
Katherine Ella, Program
Char Sadlak
Peggy Lemmon
Chris Kneeland
Jane Klinge
Mary Mika
Cheryl Talberg
Sara Jahne
Jan Gallagher
Caroline Bye
Adrienne Breiner
Judy Johnson
Pam Schoenecker
Leanne Dotson
Julianne Pohl

Cottage Grove
Parkers Prairie
Granite Falls
Woodbury
Little Canada
Cottage Grove
Hastings
Plymouth
Maple Grove
St. Paul
Shoreview
Benson
Minneapolis
Stillwater
Golden Valley
Rochester
Duluth
Owatonna
Red Wing
Sartell
St. Paul
St. Paul

Contributors

Holm & Olson
Linders
Bywords Printing



Women's Leadership Breakfast

The Day of Excellence
Women's Leadership Breakfast
January 11, 1991

"Building Partnerships"

Program

This dedication is for women who have attained excellence, whose names may never appear in history books, but whose causes may. We honor women who have worked and will continue to work to the best of their abilities, and the women who not only have attained personal success and public acclaim, but have assisted others in their quest.

We honor the unsung heroines who have taken care of the family business, and the ones who have sought outside employment to keep that business afloat. We honor the mom who struggles to take her child to day care and to get herself to work. We also honor the women who have chosen to be care-givers, as well as the ones who are wave-makers.

On this Day of Excellence we honor the women who recognize that each of us have traveled different paths. They understand that each has opinions and they may differ, but they understand that by building partnerships they can move mountains.

<i>Master of Ceremonies</i>	<i>Barb Sykora</i>
<i>Welcome</i>	<i>Lt. Governor Joannell Dyrstad</i>
<i>Invocation</i>	<i>Rabbi Marcia Zimmerman</i>
<i>Introduction</i>	<i>Susan Carlson</i>
<i>Honored Hostesses</i>	<i>Anne Carlson & Anika Dyrstad</i>
<i>Introduction of Program</i>	<i>Barb Sykora</i>
<i>"Samantha 'Rattles' the Woman Question"</i>	<i>Jane Curry</i>
<i>Remarks</i>	<i>Governor Arne Carlson</i>
<i>Closing</i>	<i>Myra Peterson</i>

Bluegrass music played by Owatonna residents
Judy Thon-Jones, violin, and Gary Jones, string bass and banjo.

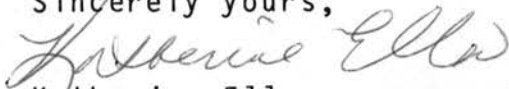
8284 Indian Blvd. S.
Cottage Grove, Mn. 55016
January 15, 1991

Dear Senator Staples,

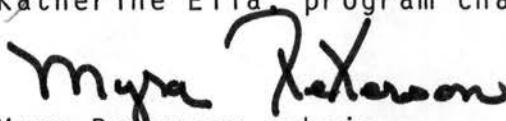
We would like to take this opportunity to thank you for participating in our Women's Leadership Breakfast. The contributions you have made for the women's movement may never be recorded in history books, but your path making will serve our future generations.

Your contributions helped make our Inaugural week celebration successful. Minnesota is a great state because of the generosity of its' people, and you have certainly demonstrated that kindness. We appreciate the time you have given to make Friday, The Day of Excellence, successful.

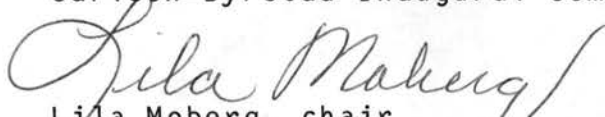
Sincerely yours,



Katherine Ella, program chair



Myra Peterson, chair
Women's Leadership Breakfast
Carlson-Dyrstad Inaugural Committee



Lila Moberg, chair
Carlson-Dyrstad Inaugural Committee