



Emily Anne Staples Tuttle papers.

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Women Plan Legislative Conclave

The second legislative Forum on Women's Concerns will be held Tuesday at the St. Paul Women's Club.

"More than 100 legislators have made plans to attend," Mrs. Emily Staples, Women's Advisory Committee Chairman, said. "Last time 250 women participated in the conference, but this year we hope to double that figure," she added.

Sponsored by the Women's Advisory Committee and the Division on Women's Affairs of the Minnesota Department of Human Rights, the conference will hold afternoon workshops from 1 to 5:45 p.m. followed by an "attitudinal change" social hour and dinner with legislators from 6 to 8 p.m. The general evening meeting will last from 8:15 to 9:30 p.m.

Five workshops will be offered — to be repeated twice during the afternoon session so each person may attend two presentations.

Principal speaker at the evening meeting will be the Honorable Susan C. Sedgwick, Hennepin County Municipal Court judge. Remarks also will be made by Helen McMillan, state representative from District 5A and Commissioner of Human Rights, Conrad Balfour.

Workshop topics include child care, welfare, employment policies and practices, abortion, and the addition of sex to the Minnesota State Act Against Discrimination. Workshop coordinator Anne Lipnick explained that although sex was added to the employment provision in 1969, it is not included in the fields of public accommodations, public services, housing and education.

The workshop on "Legislative and Legal Approaches to Abortion," headed by Diane Fass, national Organization for Women, will include Eric Hawkanson, M.D., Mrs. Fred Mecklenberg, Minnesota Citizens Concerned for Life, and Mrs. Katherine Taylor speaking for abortion reform.

Participants in the child care discussions will be State Senator Jerome Hughes, Dr. Gloria Johnson Powell, Assistant Professor of Child development at the University of Min-

nesota, Clarence Bishchoff and Dean Maschka, both from the State Welfare department. They will discuss a legislative approach to improving welfare.

A member of the Women's Advisory Committee, Miss Edna Schwartz, will moderate the workshop on employment.

Morris Hursh, state Welfare Commissioner, along with members of AFDC League and Women's Rights Organization will participate in the workshop on Welfare with chairman Elizabeth Kalisch.

The workshop on the addition of sex to the Minnesota State Act Against Discrimination will be chaired by Viola

Kanatz, former executive director of the state commission against discrimination. Others participating will be attorneys Dolores Orey and Ellen Dresselhuus, Emily Staples and Conrad Balfour.

All sessions except the social hour and dinner will be open to the public without charge. Tickets for the dinner are \$5.50 per person, although a limited fund is available for those women who wish to attend but cannot afford to pay.

A free child care center will be available for the afternoon sessions by reservation only. For further information on tickets and reservations, phone 221-2931.

Mrs. Staples Discusses Rights Of Women at GOP Club Meeting

Mrs. Loring (Emily Anne) Staples Jr. of Plymouth gave the Plymouth Republican Women's Club "food for thought" last week, according to club secretary Mrs. Karen R. Jonas.

Mrs. Staples, guest speaker at the club's first meeting of the new year, pursued two current issues, women's rights and civil rights.

Club member Mrs. William Keeley informed the group of Plymouth Village's plans for the next 12 months.

The club's next meeting will be Feb. 3 in the Fireside Room of Messiah Methodist Church, 17805 County Road 6, Plymouth. The gavel will bang at 12:30 p.m. Babysitting is available as usual.

The program includes a presentation on drug violations by a member of the Hennepin County Sheriff's Department.

For additional information about the club, interested women may contact Mrs. Jeanne Anderson, 473-7236.

NEW INTERSTATE ASSOCIATION BACKS WOMEN'S RIGHTS AMENDMENT



MRS. EMILY STAPLES
Midwest representative

The new Interstate Association of Commissions on the Status of Women has endorsed the equal rights amendment as passed by the House and has urged support of it in the Senate.

In telegrams sent to President Richard Nixon and congressional leaders during its first board meeting, held in Minneapolis

this weekend, the association urged support of the amendment as "milestone legislation to make women equal persons."

Mrs. Emily Staples, Plymouth, one of two Midwest regional representatives on the board, said the association discussed the reservations some organizations and women have to the amendment.

The Women's Advisory Committee to the Minnesota Department of Human Rights, of which Mrs. Staples is chairman, did not officially support the amendment. Various labor unions and the National Council of Jewish Women, National Council of Negro Women and National Council of Catholic Women also oppose the amendment.

Some of their reservations are valid, Mrs. Staples said.

"So much involves protective legislation," she said. "But these are the kinds of things not just applicable to women but to everybody. Men have rights as well as women. Why shouldn't the men receive equal benefits that women receive?"

Mrs. Staples said she believes that many of the reservations could be coped with after Congress passed the amendment and during ratification at the state level.

If the amendment is

passed by the Senate, the association will discuss methods of state legislative action at its first annual conference, to be June 18-20 in St. Louis.

If it fails, Mrs. Staples said, the conference will "start from scratch again, trying to figure out how we were so ineffective and how to become more effective."

The association was formed in Washington, D.C., in June. Members are the officially designated commissions concerned with the status of women in each state. The women's advisory committee, established by state statute, is the Minnesota member.

The board that met here this weekend consists of two representatives from each of the five regions in the country. The other Midwest representative is

Mrs. Betty Durden, Des Moines, director of women's programs for the Center of Continuing Education, Drake University.

The association's purpose, Mrs. Staples said, is to be a liaison between the commissions of various states and to encourage states without such commissions to establish them.

The organization will also keep on top of current congressional action. Mrs. Staples said. Although the equal rights amendment is the obvious concern right now, "there are clauses or 'bits and pieces' in other legislation which concern women."

Mrs. Staples said the association also hopes to have affiliate members, such as city commissioners on status of women, university or college commissions.

By law

[illegible]

Emily Anne Staples

MINNESOTA STATE ACT AGAINST DISCRIMINATION

AS AMENDED THROUGH MAY, 1967



DEPARTMENT OF HUMAN RIGHTS

State Office Building

Saint Paul, Minnesota 55101

CHAPTER 363

MINNESOTA STATE ACT AGAINST DISCRIMINATION

Sec.		Sec.	
363.01	Definitions	363.10	Appeal to supreme court
363.02	Exceptions	363.11	Construction
363.03	Unfair discriminatory practices	363.115	Referral to local commission
363.04	Department of Human Rights	363.116	Transfer to commissioner
363.05	Duties of commissioner	363.12	Declaration of policy
363.06	Grievances	363.121	Department attorney
363.071	Hearings	363.122	Transcript of hearing
363.072	District court, review orders of board	363.13	Citation
363.091	Enforcement		

363.01 Definitions. Subdivision 1. **Terms.** For the purposes of this chapter, the words defined in this section have the meanings ascribed to them.

Subd. 2. [Repealed, 1965 c 586 s 6]

Subd. 3. **Board.** "Board" means the state board of human rights.

Subd. 4. **Employment agency.** "Employment agency" means a person or persons who, or an agency which regularly undertakes, with or without compensation, to procure employees or opportunities for employment.

Subd. 5. **Labor organization.** "Labor organization" means any organization that exists wholly or partly for one or more of the following purposes:

- (1) Collective bargaining;
- (2) Dealing with employers concerning grievances, terms of conditions of employment; or
- (3) Mutual aid or protection of employees.

Subd. 6. **National origin.** "National origin" means the place of birth of an individual or of any of his lineal ancestors.

Subd. 7. **Person.** "Person" includes partnership, association, corporation, legal representative, trustee, trustee in bankruptcy, receiver, and the state and its departments, agencies, and political subdivisions.

Subd. 8. **Respondent.** "Respondent" means a person against whom a complaint has been filed or issued.

Subd. 9. **Unfair discriminatory practices.** "Unfair discriminatory practice" means any act described in section 363.03.

Subd. 10. **Discriminate.** The term "discriminate" includes segregate or separate.

Subd. 11. [Repealed 1967 c 897 s 29]

Subd. 12. **Real property.** "Real property" includes real estate, lands, tenements, and hereditaments, corporeal and incorporeal.

Subd. 13. **Real estate broker or salesman.** "Real estate broker or salesman" means, respectively, a real estate broker as defined by Minnesota Statutes, Section 82.01, Subdivision 4, and a real estate salesman as defined by Minnesota Statutes, Section 82.01, Subdivision 5.

Subd. 14. **Commissioner.** "Commissioner" means the commissioner of human rights.

Subd. 15. **Employer.** "Employer" means a person who has one or more employees.

Subd. 16. **Party in interest.** "Party in interest" means the complainant, respondent, commissioner or board member.

Subd. 17. **Hearing examiners.** "Hearing examiners" are persons admitted to practice law who are selected by the commissioner to conduct hearings.

Subd. 18. **Public accommodations.** "Place of public accommodation" means a business, accommodation, refreshment, entertainment, recreation, or transportation facility of any kind, whether licensed or not, whose goods, services, facilities, privileges, advantages or accommodations are extended, offered, sold, or otherwise made available to the public.

Subd. 19. **Public services.** "Public service" means any public facility, department, agency, board or commission, owned, operated or managed by or on behalf of the state of Minnesota, or any subdivision thereof, including any county, city, borough, town, township, or independent district in the state.

Subd. 20. **Educational institutions.** "Educational institution" means a public or private institution and includes an academy, college, elementary or secondary school, extension course, kindergarten, nursery, school system and a business, nursing, professional, secretarial, technical, vocational school; and includes an agent of an educational institution.

Subd. 21. **Religious or denominational educational institutions.** "Religious or denominational educational institution" means an educational institution which is operated, supervised, controlled or sustained primarily by a religious or denominational organization, or is one which is stated by the parent church body to be and is, in fact, officially related to that church by being represented on the board of the institution, and by providing substantial financial assistance and which has certified, in writing, to the board that it is a religious or denominational educational institution.

[1955 c 516 s 3; 1961 c 428 s 1-3; 1967 c 897 s 1-9]

363.02 EXCEPTIONS. Subdivision 1. **Employment.** The provisions of section 363.03, subdivision 1, shall not apply to:

- (1) The employment of any individual
 - (a) by his parent, grandparent, spouse, child, or grandchild, or
 - (b) in the domestic service of any person.
- (2) A religious or fraternal corporation, association, or society, with respect to qualifications based on religion, when religion shall be a bona fide occupational qualification for employment.
- (3) The employment of one person in place of another, standing by itself, shall not be evidence of an unfair discriminatory practice.

Subd. 2. **Housing.** The provisions of section 363.03, subdivision 2, shall not apply to:

- (a) The rental of a portion of a dwelling containing accommodations for two families, one of which is occupied by the owner, or (b) the rental by an owner of a one-family accommodation in which he resides of a room or rooms in such accommodation to another person or persons.

Subd. 3. **Education.** It is not an unfair discriminatory practice for a religious or denominational institution to limit admission or give preference to applicants of the same religion.

[1955 c 516 s 3; 1961 c 428 s 4; 1965 c 584 s 1; 1967 c 897 s 10-11]

363.03 UNFAIR DISCRIMINATORY PRACTICES. Subdivision 1. **Employment.** Except when based on a bona fide occupational qualification, it is an unfair employment practice:

(1) For a labor organization, because of race, color, creed, religion, or national origin,

(a) to deny full and equal membership rights to an applicant for membership or to a member;

(b) to expel a member from membership;

(c) to discriminate against an applicant for membership or a member with respect to his hire, apprenticeship, tenure, compensation, terms, upgrading, conditions, facilities, or privileges of employment; or

(d) to fail to classify properly, or refer for employment or otherwise to discriminate against a member;

(2) For an employer, because of race, color, creed, religion, or national origin,

(a) to refuse to hire an applicant for employment; or

(b) to discharge an employee; or

(c) to discriminate against an employee with respect to his hire, tenure, compensation, terms, upgrading, conditions, facilities, or privileges of employment;

(3) For an employment agency, because of race, color, creed, religion, or national origin,

(a) to refuse or fail to accept, register, classify properly, or refer for employment or otherwise to discriminate against an individual; or

(b) to comply with a request from an employer for referral of applicants for employment if the request indicates directly or indirectly that the employer fails to comply with the provisions of this chapter;

(4) For an employer, labor organization, or employment agency to discharge, expel, or otherwise discriminate against a person because that person has opposed any practice forbidden under this chapter or has filed a charge, testified, or assisted in any proceeding under this chapter;

(5) For a person intentionally to aid, abet, incite, compel, or coerce another person to engage in any of the practices forbidden by this chapter;

(6) For a person intentionally to attempt to aid, abet, incite, compel, or coerce another person to engage in any of the practices forbidden by this chapter;

(7) For any person, employer, labor organization, or employment agency to wilfully resist, prevent, impede, or interfere with the commissioner or any of his employees or representatives in the performance of duty under this chapter;

(8) For an employer, employment agency, or labor organization, before an individual is employed by an employer or admitted to membership in a labor organization, to

(a) require the applicant to furnish information that pertains to the applicant's race, color, creed, religion, or national origin, unless, for the purpose of national security, information pertaining to the national origin of the applicant is required by the United States, this state or a political subdivision or agency of the United States or this state; or

(b) cause to be printed or published a notice or advertisement that relates to employment or membership and discloses a preference, limitation, specification, or discrimination based on race, color, creed, religion, or national origin.

Subd. 2. Real property. It is an unfair discriminatory practice:

(1) For an owner, lessee, sublessee, assignee, or managing agent of, or other persons having the right to sell, rent, or lease any real property, or any agent of any of these

(a) to refuse to sell, rent, or lease or otherwise deny to or withhold from any person or group of persons any real property because of the race, color, creed, religion, or national origin of such person or group of persons;

(b) to discriminate against any person or group of persons because of the race, color, creed, religion, or national origin of such person or group of persons in the terms, conditions or privileges of the sale, rental or lease of any real property or in the furnishing of facilities or services in connection therewith; or

(c) in any transaction involving real property, to print, circulate, or post or cause to be printed, circulated, or posted any advertisement or sign, or use any form of application for the purchase, rental or lease of real property, or make any record or inquiry in connection with the prospective purchase, rental, or lease of real property which expresses, directly or indirectly, any limitation, specification, or discrimination as to race, color, creed, religion, or national origin or any intent to make any such limitation, specification, or discrimination.

(2) For a real estate broker, real estate salesman, or employee, or agent thereof

(a) to refuse to sell, rent, or lease or to offer for sale, rental, or lease any real property to any person or group of persons or to negotiate for the sale, rental, or lease of any real property to any person or group of persons because of the race, color, creed, religion or national origin of such person or group of persons, or represent that real property is not available for inspection, sale, rental, or lease when in fact it is so available, or otherwise deny or withhold any real property or any facilities of real property to or from any person or group of persons because of the race, color, creed, religion, or national origin of such person or group of persons;

(b) to discriminate against any person because of his race, color, creed, religion, or national origin in the terms, conditions or privileges of the sale, rental, or lease of real property or in the furnishing of facilities or services in connection therewith; or

(c) to print, circulate, or post or cause to be printed, circulated, or posted any advertisement or sign, or use any form of application for the purchase, rental, or lease of any real property or make any record or inquiry in connection with the prospective purchase, rental, or lease of any real property, which expresses directly or indirectly, any limitation, specification or discrimination as to race, color, creed, religion, or

national origin or any intent to make any such limitation, specification, or discrimination;

(3) For a person, bank, banking organization, mortgage company, insurance company, or other financial institution or lender to whom application is made for financial assistance for the purchase, lease, acquisition, construction, rehabilitation, repair or maintenance of any real property or any agent or employee thereof

(a) to discriminate against any person or group of persons because of the race, color, creed, religion, or national origin of such person or group of persons or of the prospective occupants or tenants of such real property in the granting, withholding, extending, modifying, or renewing, or in the rate, terms, conditions, or privileges of any such financial assistance or in the extension of services in connection therewith;

(b) to use any form of application for such financial assistance or make any record or inquiry in connection with applications for such financial assistance which expresses, directly or indirectly, any limitation, specification, or discrimination as to race, color, creed, religion, or national origin or any intent to make any such limitation, specification, or discrimination.

(4) For any person

(a) to engage in any economic reprisal against any other person because that person has opposed any practice forbidden under Minnesota Statutes, Chapter 363, or has filed a charge, testified, assisted, or participated in any manner in any investigation, proceeding, or hearing under Minnesota Statutes, Chapter 363;

(b) intentionally to aid, abet, incite, compel, or coerce any other person to engage in any of the practices forbidden by Minnesota Statutes, Chapter 363;

(c) to wilfully obstruct or prevent any person from complying with the provisions of Minnesota Statutes, Chapter 363, or any order issued thereunder, or to resist, prevent, impede or interfere with the commission or any of its members or representatives in the performance of duty under Minnesota Statutes, Chapter 363; or

(d) to attempt directly or indirectly to commit any of the practices forbidden by Minnesota Statutes, Chapter 363.

Subd. 3. Public accommodations. It is an unfair discriminatory practice:

To deny an individual or group of individuals the full and equal enjoyment of the goods, service, facilities, privileges, advantages, and accommodations of a place of public accommodation because of race, color, creed, religion, or national origin.

Subd. 4. Public services. It is an unfair discriminatory practice:

To discriminate against any person in the access to, admission to, full utilization of or benefit from any public service because of race, color, creed, religion, or national origin.

Subd. 5. Educational institution. It is an unfair discriminatory practice:

(1) To discriminate in any manner in the full utilization of or benefit from any educational institution, or the services rendered thereby to any individual because of race, color, creed, religion, or national origin.

(2) To exclude, expel, limit, or otherwise discriminate against an individual seeking admission as a student, or an individual enrolled as a student because of race, color, creed, religion, or national origin.

(3) To make or use a written or oral inquiry, or form of application for admission that elicits or attempts to elicit information, or to make or keep a record, concerning the race, color, creed, religion, or national origin of an applicant for admission, except as permitted by regulations of the department.

[1955 c 516 s 5; 1961 c 428 s 5; 1965 c 585 s 2; 1965 c 586 s 1; 1967 c 897 s 12-16]

363.04 DEPARTMENT OF HUMAN RIGHTS. Subdivision 1.

There is hereby established at the seat of government an executive department to be known as the department of human rights. There shall be at the head of the department a commissioner of human rights, who shall be appointed by the governor, by and with the advice and consent of the senate. The department shall be administered under the supervision and direction of the commissioner, who shall serve at the pleasure of the governor for a four-year term, which shall coincide with the term of the governor. At the expiration of his term of office, the commissioner shall continue to serve until his successor is appointed and shall have qualified. A vacancy in the office of the commissioner shall be filled by the governor by and with the advice and consent of the senate for the unexpired portion of the term. The commissioner shall receive compensation at the rate prescribed by law.

Subd. 2. There shall be in the department a deputy commissioner, who shall be appointed by the commissioner and shall serve at the pleasure of the commissioner. The deputy commissioner shall act for, and exercise the powers of the commissioner during the absence or disability of the commissioner or in the event of a vacancy in the office of the commissioner. The deputy commissioner shall perform such functions, powers and duties as the commissioner shall prescribe from time to time.

Subd. 3. Before entering upon the duties of office, the commissioner and the deputy commissioner shall each take and subscribe an oath, give bond to the state of Minnesota to be approved by the governor and filed with the secretary of state in the sum of \$10,000, conditioned upon the faithful performance of his duties.

Subd. 4. There is hereby established within the department a state board of human rights. There are hereby transferred to, and it shall be the duty of the board to exercise the functions, powers, and duties of the appeal board provided for in this chapter. The board shall also serve in an advisory capacity to the commissioner. The board shall consist of 15 members to be appointed by the governor, by and with the advice and consent of the senate. Members of the board shall be appointed with due regard to their fitness for the efficient dispatch of the functions, powers and duties vested in and imposed upon the board. At least three members of the board shall be lawyers admitted to practice law within this state. Members of the board shall be appointed for terms of three years, except that any person appointed to fill a vacancy occurring prior to the expiration of the term for which his predecessor was appointed shall be appointed only for the remainder of such term. Upon the expiration of his term of office, a member shall continue to serve until his successor is appointed and shall have qualified. Members may be removed by the governor for inefficiency, neglect of duty or malfeasance in office. The governor shall designate from time

to time one of the members of the board as chairman. The first board shall consist of five members appointed for a term expiring the first Monday in January 1968; five members for a term expiring the first Monday in January 1969; and five members for a term expiring the first Monday in January 1970.

Subd. 5. The board shall from time to time recommend programs and policies to the commissioner so as to enable him to better carry out the terms and provisions of Minnesota Statutes, Chapter 363.

Subd. 6. Each member of the board shall serve without compensation but shall be reimbursed for necessary expenses incurred in the performance of his duties in the same manner and in the same amount as provided by law for state officers and employees.

Subd. 7. There shall be within the department a division on women's affairs to primarily assist women in the fields of:

- (1) employment policies and practices;
- (2) education and training;
- (3) health and welfare;
- (4) civil and political rights; and
- (5) home, community and family life.

Subd. 8. There is hereby established within the department an advisory committee on women's affairs to advise and assist the commissioner. The committee shall consist of 15 persons to be appointed by the commissioner. Seven shall be appointed for terms expiring March 1, 1968, and every two years thereafter, and eight shall be appointed for terms expiring March 1, 1969, and every two years thereafter. Vacancies in unexpired terms shall be filled by appointment by the commissioner. In addition to the 15 members of the committee the following shall serve as ex officio, non-voting members of the committee: a member of the state senate to be appointed in January of each odd-numbered year by the committee on committees of that body; a member of the house of representatives to be appointed in January of each odd-numbered year by the speaker of that body; the commissioner of education, or his designee; the commissioner of public welfare, or his designee; and the executive secretary of the state board of health, or his designee. The committee shall elect, in January of each year, a chairman and such other officers as it may deem necessary. It shall meet at least twice in each year. Additional meetings may be called by the chairman, by the commissioner, or by a majority of the voting members. Each member of the committee shall be reimbursed for necessary expenses incurred in the performance of his duties in the same amount and in the same manner as provided by law for state officers and employees.

Subd. 9. Subject to other provisions of Minnesota Statutes, Chapter 363, the commissioner shall have the powers granted by Minnesota Statutes, Section 15.06 to organize the department.

Subd. 10. In exercising the functions, powers and duties conferred on and transferred to the commissioner by this act, the commissioner shall give full consideration to the need for operational continuity of the functions transferred.

[1955 c 516 s 6; 1961 c 428 s 6; 1965 c 586 s 2; 1967 c 897 s 17]

363.05 DUTIES OF COMMISSIONER. Subdivision 1. **Formulation of policies.** The commissioner shall formulate policies to effectuate the purposes of this chapter and shall:

(1) exercise leadership under the direction of the governor in the development of human rights, policies and programs, and make recommendations to the governor and the legislature for their consideration and implementation;

(2) cooperate and consult with the commissioners of education, labor and industry, public welfare, business development, and conservation, and with the secretary of the state board of health in developing plans and programs to most effectively serve the needs of Indians and to assist women in the areas designated in section 363.04, subdivision 7;

(3) establish and maintain a principal office in St. Paul, and any other necessary branch offices at any location within the state;

(4) meet and function at any place within the state;

(5) employ such hearing examiners, attorneys, clerks and other employees and agents as he may deem necessary and prescribe their duties;

(6) to the extent permitted by federal law and regulation, utilize the records of the department of employment security of the state when necessary to effectuate the purposes of this chapter;

(7) obtain upon request and utilize the services of all state governmental departments and agencies;

(8) adopt suitable rules and regulations for effectuating the purposes of this chapter;

(9) issue complaints, receive and investigate charges alleging unfair discriminatory practices, and determine whether or not probable cause exists for hearing;

(10) subpoena witnesses, administer oaths, take testimony, and require the production for examination of any books or papers relative to any matter under investigation or in question; authorize hearing examiners to exercise the authority conferred by this clause;

(11) attempt, by means of education, conference, conciliation, and persuasion to eliminate unfair discriminatory practices as being contrary to the public policy of the state;

(12) conduct research and study discriminatory practices;

(13) publish and distribute the results of research and study when in the judgment of the commissioner the purposes of Minnesota Statutes, Chapter 363, will be served thereby;

(14) develop and conduct programs of formal and informal education designed to eliminate discrimination and intergroup conflict by use of educational techniques and programs he deems necessary;

(15) make a written report of the activities of the commissioner to the governor each year and to the legislature at each session;

(16) accept gifts, bequests, grants or other payments public and private to help finance the activities of the department;

(17) create such local and statewide advisory committees as will in his judgment aid in effectuating the purposes of the department of human rights;

(18) appoint a hearing examiner to preside at a public hearing on any complaint;

(19) develop such programs as will aid in determining the compliance throughout the state with the provisions of Minnesota Statutes, Chapter

363, and in the furtherance of such duties, conduct research and study discriminatory practices based upon race, color, creed, religion, national origin, or other factors and develop accurate data on the nature and extent of discrimination and other matters as they may affect housing, employment, public accommodations, schools, and other areas of public life;

(20) develop and disseminate technical assistance to persons subject to the provisions of Minnesota Statutes, Chapter 363, and to agencies and officers of governmental and private agencies;

(21) provide staff services to such advisory committees as may be created in aid of the functions of the department of human rights;

(22) make grants in aid to the extent that appropriations are made available for such purpose in aid of carrying out his duties and responsibilities, but no grant in aid shall be made without first obtaining the advice and consent of the board;

(23) develop educational programs, community organization programs, leadership development programs, motivational programs, and business development programs for the benefit of those persons theretofore and hereafter subject to prejudice and discrimination; and

(24) provide information for and direction to a program designed to assist Indian citizens to assume all the rights, privileges, and duties of citizenship; and to coordinate and cooperate with local, state and national and private agencies providing services to the Indian people.

[1955 c 516 s 7; 1961 c 488 s 7; 1967 c 897 s 18]

363.06 GRIEVANCES. Subdivision 1. **Charge filing.** Any person aggrieved by a violation of this chapter may file a verified charge with the commissioner or his designated agent, stating the name and address of the person alleged to have committed an unfair discriminatory practice, setting out the details of the practice complained of and any other information required by the commissioner. The commissioner within five days of such filing shall serve a copy of the charge upon the respondent personally or by registered or certified mail.

Subd. 2. **Complaint, issuance by commissioner.** Whenever the commissioner has reason to believe that a person is engaging in an unfair discriminatory practice, the commissioner may issue a complaint.

Subd. 3. **Time for filing charge.** A charge of an unfair discriminatory practice must be filed within six months after the occurrence of the practice.

Subd. 4. **Inquiry into charge.** When a charge has been filed, the commissioner shall promptly inquire into the truth of the allegations of the charge and shall make a determination as to whether or not there is probable cause to credit the allegation of unfair discriminatory practices, and

(1) If the commissioner shall determine after investigation that no probable cause exists to credit the allegations of the unfair discriminatory practice, the commissioner shall, within ten days of such determination, serve upon the complainant and respondent written notice of such determination. This shall be a final decision of the department.

(2) If the commissioner shall determine after investigation that probable cause exists to credit the allegations of unfair discriminatory practices, the commissioner shall issue a complaint and serve on the respondent, by registered or certified mail, a written notice of hearing

together with a copy of the complaint, requiring the respondent to answer the allegations of the complaint at a hearing before a hearing examiner at a time and place specified in the notice, not less than ten days after service of said complaint. A copy of the notice shall be furnished to the charging party, the attorney general, and members of the board.

(3) At any time after the commissioner has determined that there is probable cause to believe that a respondent has engaged in an unfair discriminatory practice the commissioner may file a petition in the district court in a county in which the subject of the complaint occurs, or in a county in which a respondent resides or transacts business, seeking appropriate temporary relief against the respondent, pending final determination of proceedings under this chapter, including an order or decree restraining him from doing or procuring any act tending to render ineffectual any order the commissioner may enter with respect to the complaint. The court shall have power to grant such temporary relief or restraining order as it deems just and proper, but no such relief or order extending beyond ten days shall be granted except by consent of the respondent or after hearing upon notice to the respondent and a finding by the court that there is reasonable cause to believe that the respondent has engaged in a discriminatory practice; provided that no such injunctive relief, order, or decree shall be granted except upon the giving of security by the person claiming to be aggrieved by the unfair practice, in such sum as the court deems proper for the payment of such costs and damages as may be incurred or suffered by the party who is found to have been wrongfully enjoined or restrained. The Minnesota rules of civil procedure shall apply to such application, and the district court shall have authority to grant or deny such relief sought on such conditions as it deems just and equitable. All hearings under this section shall be given precedence as nearly as practicable over all other pending civil actions.

Subd. 5. **Attempts to eliminate unfair practices.** The commissioner, in complying with subdivision 4, shall endeavor to eliminate the unfair discriminatory practice through education, conference, conciliation, and persuasion at the place where the practice occurred, or the respondent resides or has his principal place of business.

Subd. 6. **Publication of accounts of cases.** The commissioner may publish an account of a case in which the complaint has been dismissed or the terms of settlement of a case that has been voluntarily adjusted. Except as provided in other sections of this chapter, the commissioner shall not disclose any information concerning his efforts in a particular case to eliminate an unfair discriminatory practice through education, conference, conciliation, and persuasion.

[1955 c 516 s 8; 1961 c 428 s 8; 1965 c 586 s 3; 1967 c 897 s 19]

363.07 [1955 c 516 s 9; 1961 c 528 s 9-13; 1965 c 586 s 4; Repealed 1967 c 897 s 29]

363.071 HEARINGS. Subdivision 1. **Conduct of hearings.** The commissioner shall appoint from the board a three man hearing panel, at least one of whom shall be a lawyer, or an examiner to hear the complaint. The hearing shall be conducted at a place designated by the commissioner, within the county where the unfair discriminatory practice occurred or where the respondent resides or has his principal place of business. The hearing shall be conducted in accordance with Minnesota

Statutes 1965, Sections 15.0418, 15.0419, 15.0421, 15.0422, and is subject to appeal in accordance with Section 15.0424.

Subd. 2. **Determination of discriminatory practice.** If the panel or examiner finds that the respondent has engaged in an unfair discriminatory practice, the panel or examiner shall make findings of fact and conclusions of law, and shall issue a preliminary order directing the respondent to cease and desist from the unfair discriminatory practice found to exist and to take such affirmative action as in the judgment of the panel or examiner will effectuate the purposes of this chapter. The panel or examiner shall cause the findings of fact, conclusions of law, and preliminary order to be served on the respondent personally, the charging party by registered or certified mail, and shall furnish copies to the attorney general and the commissioner.

Subd. 3. **Dismissal of hearing.** If the panel or examiner makes findings of fact, conclusions of law, and an order in favor of the respondent, such order shall be a final decision of the department.

[1967 c 897 s 20]

363.072 DISTRICT COURT, REVIEW ORDERS OF BOARD. Subdivision 1. A respondent aggrieved by a final decision of the board may seek judicial review in the district court for the judicial district in which the hearing of the board was held.

Subd. 2. The district court review proceedings shall conform to Minnesota Statutes, Section 15.0424, judicial review of agency decisions, and 15.0425, scope of judicial review.

[1967 c 897 s 21]

363.08 [1955 c 516 s 10; 1961 c 428 s 14; 1965 c 586 s 5; Repealed 1967 c 897 s 29]

363.09 [1955 c 516 s 11; 1961 c 428 s 15; Repealed 1967 c 897 s 29]

363.091 ENFORCEMENT. When the order of the department has become final the commissioner may file with the clerk of district court in the judicial district in which the hearing was held a petition requesting the court to order the respondent to comply with the order of the department. Thereupon the court shall issue an order to show cause directed to the respondent why an order directing compliance should not be issued. Notwithstanding the provisions of any law or rule of civil procedure to the contrary, the court shall examine at the hearing on the order to show cause all the evidence in the record and may amend the order of the department in any way the court deems just and equitable.

[1967 c 897 s 22]

363.10 APPEAL TO SUPREME COURT. The commissioner, or the respondent, may appeal to the supreme court as provided by Minnesota Statutes, Section 605.09, Clauses (b) and (g) from an order of the district court issued pursuant to section 363.072, subdivision 1.

[1955 c 516 s 12; 1965 c 51 s 71; 1967 c 897 s 23]

363.11 CONSTRUCTION. The provisions of this chapter shall be construed liberally for the accomplishment of the purposes thereof. Nothing contained in this chapter shall be deemed to repeal any of the provisions of the civil rights law or of any other law of this state relating to discrimination because of race, creed, color, religion, or national origin; but, as to acts declared unfair by section 363.03, the procedure herein provided shall, while pending, be exclusive.

[1955 c 516 s 13]

363.115 REFERRAL TO LOCAL COMMISSION. The commissioner whether or not a charge has been filed under Chapter 363 may refer a matter involving discrimination because of race, color, religion, sex, or national origin to a local commission for investigation, study and report, and may refer a charge alleging a violation of Chapter 363 to a local commission for investigation, determination whether there is reasonable cause to believe that the respondent has engaged in a discriminatory practice, or assistance in eliminating a discriminatory practice by conference, conciliation or persuasion.

Upon referral by the commissioner, the local commission shall make a report and make recommendations to the commissioner and take other appropriate action within the scope of its powers.

The term "local commission" as used in this section means an agency of a city, village or borough created pursuant to law, city charter, or municipal ordinance, and conferring upon the agency powers, including, but not limited to those which are conferred upon the commissioner by chapter 363.

[1967 c 897 s 24]

363.116 TRANSFER TO COMMISSIONER. A local commission may refer a matter under its jurisdiction to the commissioner.

The charging party has the option of filing a charge either with a local commission or the department. The exercise of such choice in filing a charge with one agency shall preclude the option of filing the same charge with the other agency. At the time a charge comes to the attention of a local agency, the agency or its representatives shall inform the charging party of this option, and of his rights under this act.

The term "local commission" as used in this section has the same meaning given to the term in section 363.115.

[1967 c 897 s 25]

363.12 DECLARATION OF POLICY. Subdivision 1. As a guide to the interpretation and application of this chapter, be it enacted that the public policy of this state is to secure for individuals in this state, freedom from discrimination because of race, color, creed, religion, or national origin, in connection with employment, housing and real property, public accommodations, public services, and education. Such discrimination threatens the rights and privileges of the inhabitants of this state and menaces the institutions and foundations of democracy. It is also the public policy of this state to protect all persons from wholly unfounded charges of discrimination.

Subd. 2. The opportunity to obtain employment, housing, and other real estate, and full and equal utilization of public accommodations, public services, and educational institutions without discrimination because of race, color, creed, religion, or national origin is hereby recognized as and declared to be a civil right.

Subd. 3. The department of human rights under the control of the commissioner of human rights is the successor of the state commission against discrimination as it existed immediately prior to July 1, 1967.

Subd. 4. If any provision of this act or the application thereof to any person or circumstances is held invalid, the invalidity does not affect the other provisions or applications of the act which can be given effect without the invalid provision or application, and to this end the provi-

sions of this act are severable.

[1955 c 516 s 1; 1961 c 428 s 16; 1967 c 897 s 26]

363.121 DEPARTMENT ATTORNEY. The attorney general shall be the attorney for the department.

[1967 c 897 s 27]

363.122 TRANSCRIPT OF HEARING. The commissioner shall provide upon request and without cost to the respondent a transcript of any hearing in which the respondent is a party in interest.

[1967 c 897 s 28]

363.13 CITATION. This chapter shall be known as the Minnesota state act against discrimination.

[1955 c 516 s 2; 1961 c 428 s 17]

Approved Operating Procedures for the Advisory Committee of the Division on Women's Affairs of the Department of Human Rights of the State of Minnesota

Article I. Name

The name of this organization shall be the ADVISORY COMMITTEE of the DIVISION ON WOMEN'S AFFAIRS of the DEPARTMENT OF HUMAN RIGHTS of the STATE OF MINNESOTA.

Article II. Object

The object of this organization shall be to advise and assist the Commissioner of Human Rights on behalf of women in the fields of:

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

Article III. Membership

Section 1. The Advisory Committee (as stated in the statute)
This organization shall consist of 15 committee members appointed by the Commissioner. Seven shall be appointed for terms expiring March 1, 1968, and every two years thereafter, and eight shall be appointed for terms expiring March 1, 1969, and every two years thereafter. Vacancies in unexpired terms shall be filled by appointment by the Commissioner. In addition to the 15 *voting* members of the committee the following shall serve as ex officio non-voting members of the committee: A member of the State Senate to be appointed in January of each odd-numbered year by the committee on committees of that body; a member of the House of Representatives to be appointed in January of each odd-numbered year by the Speaker of that body; the Commissioner of Education, or his designee; the Commissioner of Public Welfare, or his designee; the Executive Secretary of the State Board of Health or his designee.

Section 2. The Staff Director

A staff director designated by the Commissioner of Human Rights shall assist the committee in carrying out the functions of the Advisory Committee of the Division on Women's Affairs and shall act as a liaison with the Commissioner.

Article IV. Officers

Section 1. Personnel

The officers shall consist of a Chairman, a First Vice-Chairman, a Second Vice-Chairman, and a Secretary-Treasurer.

Section 2. Nomination

selected from voting members
The Chairman of the Advisory Committee shall appoint a chairman and two other members from the entire committee to serve as the nominating committee. A slate of officers shall be ~~proposed~~ *presented* to the membership by the nominating committee ~~which shall meet three weeks prior to election.~~ *this January meeting.* Additional nominations may be made in writing to the nominating committee chairman at least five days prior to ~~election~~.

at least three weeks prior to the election meeting in January

Section 3. Election and Term

Officers shall be elected in January of each year by a majority of the voting membership of the committee, ~~a quorum being present~~ *for a term of one year.*
No officer may be elected for more than two successive terms.

Section 4. Duties

to the same position
The chairman shall preside and appoint the nominating committee. The first vice-chairman shall preside in the absence of the chairman and perform duties delegated to her by the chairman. The second vice-chairman shall preside in the absence of the chairman and the first vice-chairman and perform duties delegated by the chairman. The secretary-treasurer shall keep minutes of all meetings and shall handle funds designated to the committee.

Section 5. Vacancies

in an unexpired term of an officer
In the event of a vacancy ~~during an officer's term~~, the ~~Commissioner~~ *Chairman* shall appoint a successor with the consent of the ~~committee~~ *Executive*. In the event of a vacancy in the office of chairman, the first vice-chairman shall automatically succeed to the position of chairman. The office to be filled shall be that of second vice-chairman.

Article V. Committees

Section 1. The Executive Committee

The executive committee shall consist of the officers of the Advisory Committee of the Division on Women's Affairs. The executive committee shall be empowered to act for the entire committee on routine business matters.

Section 2. Coordinators

Three members of the Advisory Committee shall be appointed by the Commissioner as coordinators in each of the five fields of concern. It shall be their duty to advise, assist, and coordinate the work of the special committees and act as a liaison to the advisory committee as a whole.

Section 3. Special Committees

The total membership of the Advisory Committee may make recommendations to the Commissioner for the appointment of special committees in each of the fields of concern. No more than 15 special committees may be appointed in each field. The chairman and membership of special committees shall be appointed from the population of the state and shall not be members of this committee. Each committee shall report its findings to a meeting of the appropriate coordinators of the Advisory Committee of the Division on Women's Affairs.

Article VI. Meetings

Section 1. Regular

There shall be at least two meetings a year. Additional meetings may be called by the chairman, the Commissioner, or a majority of the voting members. Notice of all meetings shall be mailed in advance to all members.

Section 2. Voting

~~A quorum shall consist of eight voting members.~~ Recommendations from the Advisory Committee must be approved by a majority of the ~~members~~ *voting* ~~being present.~~ *of the committee.*

Section 3. Notice to the Commissioner

The Commissioner shall be notified of all regular and special committee meetings in advance of the meeting.

Article VII. Amendments and Authority

Section 1. Amendments

These procedures may be amended by a majority ~~vote~~ ^{voting membership of the} of the Advisory Committee, ~~a quorum being present~~, provided that advance notice has been given all members.

Section 2. Statutory Authority

The authority for the establishment of this committee is contained in laws of Minnesota 1967, c 897, s 17.

Section 3. Parliamentary Authority

Robert's Rules of Order shall be the governing authority for all meetings of this committee.

Proposed Operating Procedures for the Advisory Committee of the Division on Women's Affairs of the Department of Human Rights of the State of Minnesota

Article I. Name

The name of this organization shall be the ADVISORY COMMITTEE of the DIVISION ON WOMEN'S AFFAIRS of the DEPARTMENT OF HUMAN RIGHTS of the STATE OF MINNESOTA.

Article II. Object

The object of this organization shall be to advise and assist the Commissioner of Human Rights on behalf of women in the fields of:

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

Article III. Membership

Section 1. The Advisory Committee (as stated in the statute). This organization shall consist of 15 committee members appointed by the Commissioner. Seven shall be appointed for terms expiring March 1, 1968, and every two years thereafter, and eight shall be appointed for terms expiring March 1, 1969, and every two years thereafter. Vacancies in unexpired terms shall be filled by appointment by the Commissioner. In addition to the 15 members of the committee the following shall serve as ex officio non-voting members of the committee: A member of the State Senate to be appointed in January of each odd-numbered year by the committee on committees of that body: A member of the House of Representatives to be appointed in January of each odd-numbered year by the Speaker of that body: The Commissioner of Education, or his designee; the Commissioner of Public Welfare, or his designee; the Executive Secretary of the State Board of Health or his designee.

Section 2. The Staff Director.

A staff director designated by the Commissioner of Human Rights shall assist the committee in carrying out the functions of the Advisory Committee of the Division on Women's Affairs and shall act as a liaison with the Commissioner. ~~The staff director shall assume such responsibilities as the chairman deems necessary to assist her with her duties.~~

Article IV. Officers

Section 1. Personnel

The officers shall consist of a Chairman, a First Vice-Chairman, a Second Vice-Chairman, and a Secretary-Treasurer.

Section 2. Nomination

The Chairman of the Advisory Committee shall appoint a chairman and two other members from the entire committee to serve as the nominating committee. A slate of officers shall be proposed to the membership by the nominating committee which shall meet three weeks prior to election. Additional nominations may be made in writing to the nominating committee chairman at least five days prior to election.

Section 3. Election and Term May

Officers shall be elected in January of each year by a majority of the voting membership of the committee, a quorum being present.

Section 4. Duties

The chairman shall preside and appoint the nominating committee. The first vice-chairman shall preside in the absence of the chairman and perform duties delegated to her by the chairman. The second vice-chairman shall preside in the absence of the chairman and the first vice-chairman and perform duties delegated by the chairman. The secretary-treasurer shall keep minutes of all meetings and shall handle funds designated to the committee.

Section 5. Vacancies

In the event of a vacancy in an unexpired term, ^{of an officer} the chairman shall appoint a successor with the consent of the committee. In the event of a vacancy in the office of chairman, the first vice-chairman shall automatically succeed to the position of chairman. The office to be filled shall be that of second vice-chairman.

Article V. Committees

Section 1. The Executive Committee

The executive committee shall consist of the officers of the Advisory Committee of the Division on Women's Affairs. The executive committee shall be empowered to act for the entire committee on routine business matters.

Section 2. Coordinators

Three members of the Advisory Committee shall be appointed by the Commissioner as coordinators in each of the five fields of concern. It shall be their duty to advise, assist, and coordinate the work of the special committees and act as a liaison to the advisory committee as a whole.

Section 3. Special Committees

The total membership of the Advisory Committee may make recommendations to the Commissioner for the appointment of special committees in each of the fields of concern. No more than 15 special committees may be appointed in each field. The chairman and membership of special committees shall be appointed from the population of the state and shall not be members of this committee. Each committee shall report its findings to a meeting of the appropriate coordinators of the Advisory Committee of the Division on Women's Affairs.

Article VI. Meetings

Section 1. Regular

There shall be at least two meetings a year. Additional meetings may be called by the chairman, the Commissioner, or a majority of the voting members. Notice of all meetings shall be mailed in advance to all members.

Section 2. Voting

A quorum shall consist of eight voting members. Recommendations from the Advisory Committee must be approved by a majority of the members, a quorum being present.

Section 3. Notice to the Commissioner

The Commissioner shall be notified of all regular and special committee meetings in advance of the meeting.

Article VII. Amendments and Authority

Section 1. Amendments

These procedures may be amended by a majority vote of the Advisory Committee, a quorum being present, provided that advance notice has been given all members.

Section 2. Statutory Authority

The authority for the establishment of this committee is contained in laws of Minnesota 1967, c 897, s 17.

Section 3. Parliamentary Authority

Roberts Rules of Order shall be the governing authority for all meetings of this committee.

Operating *Advisory Committee of*
Proposed ~~Bylaws~~ Procedures for the Division on Women's Affairs of the
Department of Human Rights of the State of Minnesota

Article I. Name

The name of this organization shall be *the Advisory Committee of* THE DIVISION ON WOMEN'S AFFAIRS
of the DEPARTMENT OF HUMAN RIGHTS of the STATE OF MINNESOTA.

Article II. Object

The object of this organization shall be to advise and assist the
Commissioner of Human Rights on behalf of women in the fields of:

1. Employment policies and practices *Childs, Weiss, Packer Popham*
2. Education and training *Bradfield, Adams, Randolph*
3. Health and welfare *Dr. Bradfield, Adams, Randolph, Staples, Watson, Ulmer*
4. Civil and political rights *Plank, Knautz, Kunkel, Humphrey*
5. Home, community and family life *Staples, Dalper, Jones, Mears*

{ Article III. Membership

Section 1. The advisory committee (as stated in the statute).

This organization shall consist of 15 committee members appointed by the
Commissioner. Seven shall be appointed for terms expiring March 1, 1968,
and every two years thereafter, and eight shall be appointed for terms
expiring March 1, 1969, and every two years thereafter. Vacancies in
unexpired terms shall be filled by appointment by the Commissioner. In
addition to the 15 members of the committee the following shall serve as
ex officio non-voting members of the committee: a member of the State
Senate to be appointed in January of each odd-numbered year by the
committee on committees of that body: a member of the House of Representatives
to be appointed in January of each odd-numbered year by the Speaker of that
body: the Commissioner of Education, or his designee; the Commissioner of
Public Welfare, or his designee; the Executive Secretary of the State Board
of Health or his designee.

Section 2. The Staff Director.

A staff director designated by the Commissioner of Human Rights shall assist
the committee in carrying out the functions of the Division on Women's Affairs
and shall act as a liason with the Commissioner. *Advisory Committee of*

Among other the following duties:

*The staff director shall assume such responsibilities
as the chairman deems necessary to assist her with her
duties.*

Article IV. Officers

Section 1. Personnel

The officers shall consist of a Chairman, a First Vice-Chairman, a Second Vice-Chairman, and a Secretary-Treasurer.

Section 2. Nomination

The Chairman of the Advisory Committee shall appoint a chairman and two other members ^{from the entire Committee} to serve as the nominating committee. A slate of officers ^{does} shall be proposed to the membership by the nominating committee that meets ^{'members' include ex-officio?} three weeks prior to election. Additional nominations may be made in writing to the nominating committee chairman at least five days prior to election.

Section 3. Election and Term

Officers shall be elected in January of each year by a majority of the voting membership of the committee, a quorum being present.

Section 4. Duties

The chairman shall preside and appoint the nominating committee. The first vice-chairman shall preside in the absence of the chairman and perform duties delegated to her by the chairman. The second vice-chairman shall preside in the absence of the chairman and the first vice-chairman and perform duties delegated by the chairman. The secretary-treasurer shall keep minutes of all meetings and shall handle funds designated to the committee.

Section 5. Vacancies

In the event of a vacancy in an unexpired term, the chairman shall appoint a successor with the consent of the committee. In the event of a vacancy in the office of chairman, the first vice-chairman shall automatically succeed to the position of chairman. The office to be filled shall be that of second vice-chairman.

Article V. Committees

Section 1. The Executive Committee

The executive committee shall consist of the officers of the Division on Women's Affairs. *advisory committee of the*

Power of ex. comm defined - designation of
executive This committee shall be empowered to ~~carry out routine tasks~~ *act for the*
Section 2. Coordinators *entire committee on routine business between*
meetings of

Three members of the committee shall be appointed by the Commissioner as coordinators in each of the five fields of concern. It shall be their duty to advise, assist, and coordinate the work of the special committees and act as a liaison to the advisory committee as a whole.

Section 3. Special Committees

The total membership of the Division may make recommendations to the Commissioner for the appointment of special committees in each of the fields of concern. No more than 15 special committees may be appointed in each field. The chairman and membership of special committees shall be appointed from the population of the state and shall not be members of this committee. Each committee shall report its findings to the *the Subcommittee of* Division on Women's Affairs *(to the subcommittee)* ~~at a full committee meeting~~ *in its area of interest.*

Article VI. Meetings

Section 1. Regular

There shall be at least two meetings a year. Additional meetings may be called by the chairman, the Commissioner, or a majority of the voting members. Notice of all meetings shall be mailed in advance to all members.

Phone call

Section 2. Voting

A quorum shall consist of eight voting members. Recommendations from the Advisory Committee must be approved by a majority of the members, a quorum being present.

Provision for a phone call

How this protect members' rights to hear arguments pro & con?

Section 3. Notice to the Commissioner

The Commissioner shall be notified of all regular and special committee meetings in advance of the meeting.

Article VII ^{Amendments &} Authority

Section 1. Statutory Authority

The authority for the establishment of this committee is contained in Laws of Minnesota 1967, c 897, s 17.

Section 2. Parliamentary Authority

Roberts Rules of Order shall be the governing authority for all meetings of this committee.

~~III~~ *Procedure for amendment.*

Sect. 1. These procedures may be amended by a majority vote of the committee, a quorum being present, provided that advance notice has been given all members.

November 13, 1967

The Division on Women's Affairs of the Department of Human Rights of the State of Minnesota presents the following resolutions:

- I. WHEREAS, The Division on Women's Affairs recognizes the significance of ~~the~~ ^{Contributions} past, the firm foundation of need which was the basis for the President's action, and the continuing relevance of this foundation to the commitments in the future and calls attention to the following: (See insert); and

WHEREAS, The Division on Women's Affairs recognizes the contribution and diligent efforts of the two Commissions on the Status of Women in the State of Minnesota; therefore,

BE IT RESOLVED, that the Division on Women's Affairs assures that the historical significance of these events will be recognized and used as the basis for its future efforts.

- II. WHEREAS, The Division on Women's Affairs recognizes the five areas of concern as defined by the Laws of Minnesota 1967, c897, s 17:

- (1) employment policies and practices;
- (2) education and training;
- (3) health and welfare;
- (4) civil and political rights; and
- (5) home, community and family life;

and

delinquency - cause

WHEREAS, The Division on Women's Affairs recognizes changing opportunities and life styles for all women of all socio-economic levels, at all levels of education and training, be they married or single, vocationally or non-vocationally oriented; therefore,

BE IT RESOLVED, that the Division on Women's Affairs intends to encourage diligent effort and study and policy making in all of the above defined areas.

- III. WHEREAS, The Division on Women's Affairs recognizes the desirability of involving the total population of the state in its efforts; therefore,

BE IT RESOLVED, that the Division on Women's Affairs establish a structure of Committees in each of the five areas of concern, with a chairman and membership selected from the total population, to proceed independently and report findings and recommendations to the Advisory Committee.

State of Minnesota
Department of Human Rights - Room 53 - State Office Bldg.
Division on Women's Affairs

November 30, 1967

TO : Advisory Committee on Women's Affairs
FROM: Frank C. Kent, Commissioner
Department of Human Rights

After studying the work of the previous Commission on the Status of Women, conferring with representatives of the Women's Bureau of the U. S. Department of Labor, contacting many informed women and men in Minnesota, and seeking advice of other state personnel, I suggest we give consideration to the following areas at this time. Our committee structure can broaden as the need in other areas develops.

1. Employment policies and practices:

Labor legislation affecting women in Minnesota.

Personnel practices of Minnesota employers.

The Minnesota woman in business.

Wage and salary policies of Minnesota employers.

Employment opportunities for women in Minnesota.

(this committee should be divided geographically)

Federal civil service opportunities for women.

State civil service opportunities for women.

Enrichment opportunities for employed women.

2. Education and training:

Opportunities for continuing education for Minnesota women.

Counselling of girls and women.

Women in higher education -- opportunities and policies.

Women in secondary education.

Elementary education and women's role.

Women as policy makers in education.

The image of women today as depicted in elementary and secondary schools.

Vocational training available to women in Minnesota.

3. Health and welfare:

Welfare legislation and policies, state, local and federal.

Health services available to Minnesota women.

Women in medical and para-medical careers.

The volunteer in social welfare.

The unwed mother.

4. Civil and political rights:

Women in government - participation, opportunity and image.

Minority women - opportunities, rights and problems.

The Indian woman in Minnesota.

Women in the civil rights movement - role and need.

Political, property and marital rights of all Minnesota women.

Communication between government and women.

5. Home, community and family life:

The consumer in Minnesota.

Family life education.

Child care services, public and private.

Homemaker aides, need, opportunity, training and status.

Opportunities for the volunteer in community life.

Home Economics and the role of women.

State of Minnesota
Department of Human Rights
Division of Women's Affairs
Women's Advisory Committee

April 10, 1969

Members of Employment Policies and Practices Subcommittee

1. Alpuerto, Mrs. Shirley Rasmussen
715 Sextant Avenue
St. Paul, Minn.
Assist. Dir., Office of Career Planning
and Placement, Macalester College
484-6615
2. Berg, Mrs. Iris R.
3304 Dupont Ave. South
Exec. Director, DRIVE
823-0923-home
646-2875-office
3. Boddy, Margaret
Homer Road, Route #3
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Professor of English,
Winona State College
8-1060
4. Bolger, Mrs. John F.
6638 Morgan Avenue So.
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Vice Pres. Sales-Bolger
Publications, Inc.
869-5972-home
339-8921-office
5. Branco, Lola M.
4209 Utica Ave.
St. Louis Park, Minn.
Supervisor, Section of Vital Statistics
State Health Dept.
926-5940-home
221-2785-office
6. Browne, Miss Margaret E.
1629 Hillview Road
New Brighton, Minn.
Director, Div. of Women &
Children, Dept. of Labor
and Industry
221-2282-office
7. Brummett, Mrs. Elizabeth C.
2386 East 15th Ave.
North St. Paul, Minn.
Accountant
777-1957
8. Burns, Mrs. Thomas F.
10446 N. W. Mississippi Blvd.
Coon Rapids, Minn.
Former owner employment business
421-2056
9. Doten, Mrs. Robert
454 Crescent Lane
St. Paul, Minn.
Real Estate Sales
488-8405
10. Durkee, Mary
Box 67, Pine River
Business Executive
(218) 587-4432
11. Eichler, Mrs. Evelyn E.
47 West 9th Street
St. Paul, Minn. 55102
Executive Director, Girl Scout
Council of St. Croix Valley
227-8835
12. Hampton, Mrs. Allie Mae
1497 Western Avenue North
St. Paul, Minn.
Supervisor of Training TCQIC
489-2587-home
227-9389-office
13. Hawks, Mrs. Charles D.
711 Stewart Lane
South St. Paul, Minn.
Home Economist
451-7209-home
540-2203-office

Members of Employment Policies and Practices Subcommittee (Continued)

14. Howard, Dr. Mary T.
1324 SE 8th St.
Minneapolis, Minn.
Psychologist
338-6881
15. Johannsen, Norma
19 Hillside Court
St. Paul, Minn.
Owner-Oper. Employ. Agency
644-7262-home
645-0234-office
16. Kersten, Bea (Mrs.)
335 Citizens Aid Building
404 So. 8th St.
Minneapolis, Minn.
Dir., AFL-CIO Community Services
332-5275, Ext.212
17. Kuryla, Bess (Mrs. T. P.)
Box 532
Bemidji, Minn.
Sec'y., Upward Bound Project
751-6586-home
775-2092-office
18. Lyslo, Mrs. Irene
300 M & L Building
Redwood Falls, Minn. 56283
Manager Chamber of Commerce
507-637-2828
19. McNitt, Leta (Mrs.)
1129 S. Xerxes Avenue
Minneapolis, Minn.
Owner Employment Agency
FR 7-3615
20. Nordin, Miss Charlotte A.
3501 N. E. McKinley Street
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54
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October 17, 1968

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881-2937 - home
Term expires 1969

Mrs. David (Sandra) Phillips
8680 Cedar Avenue Apt. 305
Minneapolis, Minnesota 55420
332-6123 - office
881-7855 - home
Term expires 1970

Mrs. Raymond (Sally) Plank
500 Far Hill Road
Wayzata, Minnesota 55491
473-8443 - home
Term expires 1970

~~Mrs. George (Emi) Saiki
219 Woodshire
Mankato, Minnesota 56001
(507) 345-5318 - home
Term expires 1970~~

Miss Edna L. Schwartz
896 South Cleveland Avenue
St. Paul, Minnesota 55116
224-3377 - office
690-2634 - home
Term expires 1970

Mrs. Loring (Emily Ann) Staples, Jr.
6th Avenue North Road
Wayzata, Minnesota 55391
473-9120 - home
Term expires 1969

Mrs. R. W. (Barbara) Ulman
1701 South 16th Street
Moorhead, Minnesota 56560
(218) 233-6059 - home
Term expires 1969

Ex officio members of the Women's Advisory Committee

Miss Mary Connery, Senior Consultant
Child Welfare Division
Department of Public Welfare
Centennial Building
St. Paul, Minnesota 55101
221-2477

Alberta Wilson
State Board of Health
Minnesota Department of Health Building
University Campus
Minneapolis, Minnesota 55455
339-7751

Mrs. Joan Hellekson
Division of Vocational and Technical Education
Department of Education
Centennial Building
St. Paul, Minnesota 55101
221-2421

Representative George Humphrey
725 Northwestern Bank Building
Minneapolis, Minnesota 55402
333-6374

Senator Wayne Popham
900 F & M Bank Building
Minneapolis, Minnesota 55402
335-9331

Miss Judith L. Higgins
Staff Consultant
Division of Women's Affairs
Room 60, State Office Building
St. Paul, Minnesota 55101
221-2931

State of Minnesota
Department of Human Rights 221-2931
Frank C. Kent, Commissioner
Advisory Committee 377-3758

Division on Women's Affairs

April 9, 1968

Kathryn Scott Randolph, Ed.D.
Chairman
219 Temporary North of Mines
University of Minnesota
Minneapolis, Minnesota 55455
373-3850 o.
331-2215 h.
Term expires 1970

Mrs. Salisbury (Jean) Adams
Route 2, Box 1122
Wayzata 55391
473-9763 h.
Term expires 1969

Eugene Bradfield, Ph.D.
Route 3
Bemidji, Minn. 56601
218-755-2024 o.
218-751-6952 h.
Term expires 1970

Mrs. Leslie (Jean) Janes
871 Lakeview
St. Paul, 55117
222-0311 o.
489-4609 h.
Term expires 1969

Miss Vivian Jenkins
Phyllis Wheatly Settlement House
809 Aldrich Ave. No.
Minneapolis, 55411
374-4342 o.
377-9949 h.
Term expires 1970

Mrs. Gordon (Jeanette) Krantz
3405 Humboldt Avenue North
Minneapolis, Minnesota 55412
521-9994 h.
Term expires 1969

Mrs. William (Virginia) Mears
1114 Sylvandale Road
Mendota Heights
St. Paul, 55118
224-5681 o.
222-8742 h.
Term expires 1969

Mrs. Rena T. Pearson
825 No. 19th Ave. E.
Duluth, 55812, Expires 1969
218-722-4784 o.
218-724-8157 h.

Mrs. Virgille Peeke
9109 - 3rd Ave. So.
Minneapolis, 55420
330-8159 (8796) o.
881-2937 h.
Term expires 1969

Mrs. Raymond (Sally) Plank
500 Far Hill Road
Wayzata, 55491
473-8443 h.
Term expires 1970

Miss Edna L. Schwartz
894 St. Clair Ave.
St. Paul, 55105
224-3377 o.
225-5164 h.
Term expires 1970

Mrs. Loring (Emily Ann) Staples, Jr.
6th Avenue North Road
Wayzata, 55391
473-9120
Term expires 1969

Mrs. R. W. (Barbara) Ulman
1701 South 16th St.
Moorhead 56560
218-233-6059 h.
Term expires 1969

Miss Sandra Claire Weiss
1701 Mt. Curve Ave.
Minneapolis 55403
374-2262 h.
332-6123 o.
Term expires 1970

Ex officio members of the Advisory Committee on Women's Affairs:

Department of Public Welfare
Miss Mary Connery, Senior Consultant
Child Welfare Division
Department of Public Welfare
Centennial Building
St. Paul, Minnesota 55101
221-2477

926-6274

Department of Health
Alberta Wilson
State Board of Health
Minnesota Department of Health Building
University Campus
Minneapolis, Minnesota 55455
339-7751

Department of Education
Miss Jane Preston, Consultant
Sales and Marketing and Person with Special Needs
Division of Vocational and Technical Education
Department of Education
Centennial Building
St. Paul, Minnesota 55101
221-2421

House of Representatives
Representative George Humphrey
725 Northwestern Bank Building
Minneapolis, Minnesota 55402
333-6374

State Senate
Senator Wayne Popham
900 F&M Bank Building
Minneapolis, Minnesota 55402
335-9331

Staff Consultant
Division on Women's Affairs
Room 60, State Office Building
St. Paul, Minnesota 55101
221-2931

State of Minnesota
Department of Human Rights
Frank C. Kent, Commissioner

Division on Women's Affairs

The Advisory Committee on Women's Affairs appointed Sunday, November 5, 1967
by Commissioner Frank C. Kent.

Kathryn Scott Randolph, Ed.D., Chairman
219 Temporary North of Mines
University of Minnesota
Minneapolis, Minnesota 55455

Mrs. Salisbury (Jean) Adams
Route 2, Box 1122
Wayzata, Minnesota 55391

Eugene Bradfield, Ph.D.
Route 3
Bemidji, Minnesota 56601

Mrs. J. M. (Marice) Halper
1780 Pinehurst
St. Paul, Minnesota 55116

Mrs. Leslie (Jean) Janes
871 Lakeview
St. Paul, Minnesota 55117

Mrs. Gordon (Jeanette) Krantz
3405 Humboldt Avenue North
Minneapolis, Minnesota 55412

Mrs. William (Virginia) Mears
1114 Sylvandale Road
Mendota Heights
St. Paul, Minnesota 55118

Mrs. Virgille Peeke
9109-3rd Avenue South
Minneapolis, Minnesota 55420

Mrs. Raymond (Sally) Plank
500 Far Hill Road
Wayzata, Minnesota 55391

Mrs. Loring (Emily Ann) Staples, Jr.
6th Avenue North Road
Wayzata, Minnesota 55391

Bill
Mrs. R. W. (Barbara) Ulman
1701 South 16th Street
Moorhead, Minnesota 56560

Miss Sandra Claire Weiss
1701 Mt. Curve Avenue
Minneapolis, Minnesota 55403

Members appointed March 1, 1968:

Mrs. Vivian Jenkins
Phyllis Wheatley Settlement House
809 Aldrich Avenue North
Minneapolis, Minnesota 55411

Mrs. Rena T. Pearson
825 North 19th Avenue East
Duluth, Minnesota 55812

Miss Edna L. Schwartz
894 St. Clair Avenue
St. Paul, Minnesota 55105

Miss Edna Schwartz (OVER)

Miss Rena Pearson

*Miss Vivian Jenkins
Phyllis Wheatley House*

Ex officio members of the Advisory Committee on Women's Affairs:

Department of Public Welfare

Miss Mary Connery, Senior Consultant
Child Welfare Division
Department of Public Welfare
Centennial Building
St. Paul, Minnesota 55101

Department of Health

Alberta Wilson
State Board of Health
Minnesota Department of Health Building
University Campus
Minneapolis, Minnesota 55455

Department of Education

Miss Jane Preston, Consultant
Sales and Marketing and Person with Special Needs
Division of Vocational and Technical Education
Department of Education
Centennial Building
St. Paul, Minnesota 55101

House of Representatives

Representative George Humphrey
725 Northwestern Bank Building
Minneapolis, Minnesota 55402

State Senate

Senator Wayne Popham
900 F & M Bank Building
Minneapolis, Minnesota 55402

Staff Consultant

Division on Women's Affairs
Room 60, State Office Building
St. Paul, Minnesota 55101
(Tel. 221-2931)

Bev Stone 221-2931 - *Shower - noon -
Lap 4:30.*

State of Minnesota
Department of Human Rights
Frank C. Kent, Commissioner

Division on Women's Affairs

The Advisory Committee on Women's Affairs appointed Sunday, November 5, 1967 by
Commissioner Frank C. Kent.

Mrs. Raymond (Sally) Plank 500 Far Hill Road Minneapolis,	473-8443	Homemaker. Vice-president of Hennepin County Library Board. Woman's Auxiliary of "Boys' Club"
<i>former Comm member</i> Katherine Scott Randolph, Ed. D. 219 Temporary North of Mines University of Minnesota	373-3850 o. 331-2215 h.	<i>"Minnesota Plan"</i> Director of Minn. Planning and Counseling Center for Women Director of Operation Second Chance
Sandra Claire Weiss <i>Carson Pierce Scott</i> 1701 Mt. Curve Avenue <i>promotion +</i> Minneapolis 55403 <i>personnel</i>	332-6123 o. 374-2262 h.	Events manager for Dayton's Speaker to youth groups Campfire Counselor-St. Paul
<i>former Comm member</i> Mrs. J. M. (Marice) Halper 1780 Pinehurst St. Paul 55116	699-4106	Homemaker. National Public Relations Chairman for National Council of Jewish Women
<i>Gene</i> Dr. Eugene Bradfield, Ph. D. Route 3 Bemidji, 56601	218-755-2024	Assistant Professor of Coun- seling at Bemidji State College U. N.D.
<i>Ardine</i> Mrs. Wilma Kirchhofer (W. H.) 1365 St. Paul Avenue St. Paul, 55116	540-3682 o. 699-4270 h.	Home economist; Product Repre- sentative -General Mills Teaches Adult Evening Classes
Mary Hill Childs 920 E. 21st Street Hibbing, 55746	218-262-3461 o. 218-263-5648 h.	Chemical engineer for Pickens- Mather Company.
Mrs. Virgille Peeke 9109 3rd Avenue South Minneapolis, 55420	<i>8796</i> 330-8159 o. 881-2937 h.	Assistant Vice-president, Northwestern National Bank, Minneapolis
P. Theodore Watson, M.D. 1215 Lowry Medical Arts Building St. Paul 55102	227-9141	Chief of the Obstetrical Dept. St. John's Hospital
Barbara Ulman (Mrs. R. W.) 1709 South 16th Street Moorhead, 56560	218-233-6059	<i>non practicing</i> Homemaker. Registered Nurse. Director-Junior High Youth Group President-PTA
Emily Ann Staples (Mrs. Loring Staples, Jr.) 6 th Avenue North Road Wayzata 55391	473-9120	Director of Region VII-Junior Leagues of America United Fund, Kenny Institute BD. N.W. Hosp. Cit. Conf. on Courts
Mrs. Gordon Krantz (Jane) 3405 Humboldt Avenue North Minneapolis 55412	521-9994	Jordan Action Committee Chairman Delegate to Northside Federation Pilot Center Project

Division on Women's Affairs (continued)

Jean Adams (Mrs. Salisbury) Route 2 Box 1122 Wayzata 55391	473-9763	Homemaker. Career Clinic Advisory Board. Junior Great Books Leader.
Jean Janes (Mrs. Leslie) 871 Lakeview St. Paul 55117	222-0311 o. 489-9990 h.	Supervisor of Family Service Homemaker Program, St. Paul Board of Planned Parenthood
Virginia Mears (Mrs. William) 1114 Sylvandale Road Mendota Heights, St. Paul 55118	224-5681 o. 222-8742 h.	Secretary- treasurer of Lan-o-sheen Corporation Woman's City Club, vice-pres. FAUW- past president

Ex officio members of the Advisory Committee on Women's Affairs

Department of Public Welfare

Miss Mary Connery, Senior Consultant 221-2477
Child Welfare Division
Department of Public Welfare
Centennial Building, St. Paul

Department of Health

Alberta Wilson 339-7751
State Board of Health
Minnesota Department of Health Building
University Campus, Minneapolis

Department of Education

Miss Jane Preston, Consultant 221-2421
Sales and Marketing and Person with Special Needs
Division of Vocational and Technical Education
Department of Education, Centennial Building

House of Representatives

Representative George Humphrey 333-6374
725 Northwestern Bank Building
Minneapolis

State Senate

Wayne Popham - 335-9331 -
Committee on Committees has not yet met.

(Mrs.) Beverly L. Stone 221-2931
72 State Office Building
Consultant
Division on Women's Affairs
West Concord, Minnesota 55985 299

Mary Pearson
Sandra

State of Minnesota
Department of Human Rights
Division on Women's Affairs

November 30, 1967

TO : Advisory Committee on Women's Affairs
FROM: Frank C. Kent, Commissioner
Department of Human Rights

After studying the work of the previous Commission on the Status of Women, conferring with representatives of the Women's Bureau of the U. S. Department of Labor, contacting many informed women and men in Minnesota, and seeking advice of other state personnel, I suggest we give consideration to the following areas at this time. Our committee structure can broaden as the need in other areas develops.

1. Employment policies and practices:

Pease
Labor legislation affecting women in Minnesota.

Wine
Personnel practices of Minnesota employers.

Childs
The Minnesota woman in business.

Wage and salary policies of Minnesota employers.

Employment opportunities for women in Minnesota.

(this committee should be divided geographically)

Federal civil service opportunities for women.

State civil service opportunities for women.

Enrichment opportunities for employed women.

2. Education and training:

Boyd
Opportunities for continuing education for Minnesota women.

Randolph
Counselling of girls and women.

Adams
Women in higher education -- opportunities and policies.

Women in secondary education.

Elementary education and women's role.

Women as policy makers in education.

The image of women today as depicted in elementary and secondary schools.

Vocational training available to women in Minnesota.

3. Health and welfare:

Apple
Welfare legislation and policies, state, local and federal.

Uman
Health services available to Minnesota women.

Conary

Women in medical and para-medical careers.

The volunteer in social welfare.

The unwed mother.

*- Service groups -
- Volunteer groups -*

4. Civil and political rights:

Women in government - participation, opportunity and image.

Minority women - opportunities, rights and problems.

The Indian woman in Minnesota.

Women in the civil rights movement - role and need.

Political, property and marital rights of all Minnesota women.

Communication between government and women.

*Plank
Priority
Research*

5. Home, community and family life:

The consumer in Minnesota.

Family life education.

Child care services, public and private.

Homemaker aides, need, opportunity, training and status.

Opportunities for the volunteer in community life.

Home Economics and the role of women.

*Halpern
Lowe
Munn*



STATE OF MINNESOTA
DEPARTMENT OF HUMAN RIGHTS

FRANK C. KENT, COMMISSIONER

STATE OFFICE BUILDING
SAINT PAUL, MINNESOTA 55101
TEL. 221-2931 - AREA CODE 612

November 1, 1967

Mrs. Loring Staples Jr.
Sixth Ave. North Road
Wayzata, Minnesota


Dear Mrs. Staples:

It is with great pleasure and a sense of immense pride that I appoint you a member of the Advisory Committee on Women's Affairs for the State of Minnesota for a term ending March 1, 1969.

The Minnesota State Act Against Discrimination which was passed by the 1967 legislature provides for a division on Women's Affairs within the structure of the Department of Human Rights. This law establishes Minnesota as the first state in the Nation to elevate the previous Governor's Advisory Committee on the Status of Women to executive department level. This new status brings new opportunities for us to move vigorously towards our goal of establishing true equal rights for women in Minnesota.

I am certain you will receive a great deal of pleasure and satisfaction from the challenges which lie ahead. Thank you for agreeing to accept this important assignment.

Sincerely yours,


Frank Kent
Commissioner of Human Rights

FK/sar

STATE OF MINNESOTA
DEPARTMENT OF HUMAN RIGHTS

Frank C. Kent,
Commissioner

Division on Women's Affairs

The 1967 Minnesota Legislature created a Division on Women's Affairs within the new Department of Human Rights. The section of the statute referring to this division is printed below.

Minnesota Statutes, Section 363.04 (as amended laws 1967, Chapter 897, Section 17.)

Subd. 7. There shall be within the department a division on women's affairs to primarily assist women in the fields of:

- (1) employment policies and practices;
- (2) education and training;
- (3) health and welfare;
- (4) civil and political rights; and
- (5) home, community and family life.

Subd. 8. There is hereby established within the department an advisory committee on women's affairs to advise and assist the commissioner. The committee shall consist of 15 persons to be appointed by the commissioner. Seven shall be appointed for terms expiring March 1, 1968, and every two years thereafter, and eight shall be appointed for terms expiring March 1, 1969, and every two years thereafter. Vacancies in unexpired terms shall be filled by appointment by the commissioner. In addition to the 15 members of the committee the following shall serve as ex officio, non-voting members of the committee: a member of the state senate to be appointed in January of each odd-numbered year by the committee on committees of that body; a member of the house of representatives to be appointed in January of each odd-numbered year by the speaker of that body; the commissioner of education, or his designee; the commissioner of public welfare, or his designee; and the executive secretary of the state board of health, or his designee. The committee shall elect, in January of each year, a chairman and such other officers as it may deem necessary. It shall meet at least twice in each year. Additional meetings may be called by the chairman, by the commissioner, or by a majority of the voting members. Each member of the committee shall be reimbursed for necessary expenses incurred in the performance of his duties in the same amount and in the same manner as provided by law for state officers and employees.

For further information or copies of the entire law, contact:

(Mrs.) Beverly L. Stone, Consultant
Department of Human Rights
#53 State Office Building
St. Paul, Minnesota 55101

Telephone: 221-2931

15 Named to State Rights Unit

Frank C. Kent, Minnesota commissioner of human rights, Saturday announced the names of 13 women and two men appointed by Gov. Harold LeVander to advise and assist him in the area of women's affairs.

The appointees report personal interests in reform ranging from abortion laws to discriminatory employment and welfare practices.

The new appointees and their areas of interest are:

Dr. P. Theodore Watson, Pleasant Lake Road, North Oaks, called for reform in the abortion laws and attention to the problems of the unwed mother and women on Aid to Dependent Children. Dr. Watson is a specialist in obstetrics and gynecology.

Mrs. Gordon Krantz, 3405 Humboldt Av. N., said her main concern would be for "lower-income women who lack the basic skills necessary for employment." The mother of four is on the boards of the citywide Citizens Community Center and The Way community center.

Mrs. Raymond Plank, 500 Far Hill Road, Wayzata, said she is concerned with the problems of minority-group women, as both she and her husband have been involved in civil rights work. A mother of five and a former Hennepin County Republican chairwoman, Mrs. Plank added, "Obviously women don't have equal status with men, but basically they're pretty well treated."

Mrs. William Mears, 1114 Sylvania Road, Ivy Falls, said, "Men haven't accepted us yet, and maybe I haven't, either. Women have to realize they do become emotionally involved with family problems, which is reflected in their work."

Mrs. Mears and her husband own and operate a company which manufactures soap products, "so I've been both employer and employee." She is the mother of three married children.

Mrs. Leslie Janes, 871 Lakeview Av., St. Paul, focused on the low-income levels of deprived families as a major concern. "You have to have a decent income or you don't have a base to operate from; that's a cinch," she said.

A mother of two, Mrs. Janes is a social worker and supervises the homemaker program at the United Fund's Family Service. "Equal pay for equal work

is another real concern," she added.

Eugene Bradfield, Bemidji, Minn., is a professor of psychology and counseling and has worked on the state-wide Continuing Education program.



Bradfield

"Counselors sometimes are not adequately aware of the occupations open to women outside a few accepted fields," he said. "A revision in outlook is necessary."

Counseling could also ease masculine fears of facing a female superior on the job, he added.

Mrs. Mary-Hill Childs, a geologist, mentioned special concerns with employment and educational opportunities for women.



Mrs. Childs

"But first we'll have to determine the current needs and status of women in Minnesota," she said.

Mrs. Virgille Peeke, 9109 3rd Av. S., Bloomington, is an assistant vice-president in charge of the women's division of Northwestern National Bank and chairwoman of the Women's Division of the Greater Minneapolis Chamber of Commerce.



Mrs. Peeke

She said the committee should take pains to involve "the thousands of capable women available"

Appointees

Continued on Page 12

Appointees

Continued From Page One

in efforts to cope with problems ranging from employment and education to welfare and family life.

Mrs. Loring Staples Jr., County Rd. 6, Plymouth, said her special interest



Mrs. Staples

has always been in civil and political rights. The wife of the mayor of Plymouth, Mrs. Staples is a past president and now board member of the Minneapolis Junior League. "We should be ready to go after legislation where it's required," she said.

Kathryn Scott Randolph 344 Cherokee Av., St. Paul, is the director of the Minnesota Planning and Counseling Center for Women. "My goal is a second chance for women, both in education and employment," she said. "I'm determined to establish some real communication among all the agencies concerned with education for women," she added.

Other committee members are **Mrs. Ray Ulman**, Moorhead; **Sandra Claire Weiss**, 1774 Fremont Av. S.; **Mrs. Salisbury Adams**, Orono; **Mrs. J. M. Halper**, 1780 Pinehurst Av., St. Paul, and **Mrs. W. H. Kir-**



Mrs. Krantz



Mrs. Halper

chofer, 1565 St. Paul Av., St. Paul.

Mrs. Halper and Miss Randolph are the only members of the new committee who were also on the Governor's Commission on the Status of Women named by former Gov. Karl F. Rolvaag.

THE COMMITTEE succeeds the commission, which expired in June. It is bipartisan, as was the commission, but "there's a significant difference in its political make-up," said Mrs. Fred Stone, state consultant to the new committee.

"We should have an advantage over the commission in that we're an official part of the executive branch, which clarifies our role and makes available full-time clerical help," she said.

The old commission put



Mrs. Janes



Mrs. Adams



Mrs. Mears



Watson

together a report on the status of women in Minnesota, but lacked adequate funds to print and distribute it. It also lobbied in vain for the inclusion, in the state's Fair Employment Practices Law, of a prohibition against discrimination on the basis of sex.

COMMISSIONER Kent emphasized that the new committee "will be right in there lobbying, if changes in legislation are required."

"I know the new committee will look at employment practices again, as well as civil rights, Aid to Families with Dependent Children, and the problems of the poor," he said.

"Right now we don't have adequate laws to ensure equal rights to women," he added.

Mrs. Stone said "discrimination is often not deliberate and one of our jobs will be to find out exactly where it comes in.

"And we'll have to focus our attention where we can do the most good — wherever that is," she said.

The committee's first meeting will be Nov. 13, with LeVander and Kent, at the Capitol Building.

Ex-officio members of

the new advisory committee will link the committee and the public agencies with which they will deal.

These members are:

Mary Connery, Child Welfare Division of the Department of Public Welfare; Alberta Wilson, State Board of Health; Jane Preston, Sales and Marketing and Persons with Special Needs section of the Division of Vocational and Technical Education, and Rep. George Humphrey, State House of Representatives.

A representative from the State Senate also will be named.

The Governor's Advisory Committee on Women's Affairs met for the first time at 10:00 A. M. on November 13, 1967, in the Governor's dining room at the State Capitol. All 15 members were present.

The meeting was called to order by Mrs. Beverly Stone, Consultant to the committee. After welcoming the members she asked each one to give a synopsis of his or her background and the goal each one has as a member of this committee.

Commissioner of Human Rights, Frank Kent, spoke of his hope for this committee to really be a working group with task forces involving other people. He cited the growing problems of the urban areas as perhaps an area where we can specifically help.

Miss Gilmore of the U. S. Department of Labor Women's Bureau spoke of the President's Commission on the Status of Women and asked us to read the Handbook on Women Workers for various area reports and helps. She commented on our committee saying she thought it had good representation--naming sizes and special interests of other states committees. The statistics she quoted included the fact that 13% of the working women are in the professional fields: average pay for all women is \$5,800 (low is \$1,100 annually for household help). She would desire we attend to equal pay for women, minimum wages, continuing education, and a roster of qualified women for available positions (such as ambassadors, labor attaches, etc.).

Dr. Randolph interjected here expressing the hope of seeing younger women being asked to take these jobs. Miss Gilmore is concerned with a study of child care centers so working mothers have a decent place to leave their children. All 50 states have Women's Affairs Committees and 2 cities do. She also mentioned the regional conferences that are held periodically.

Dr. Randolph told the committee that the past 2 commissions on the Status of Women were nationally recognized for the hours of work they devoted to the status of women in Minnesota. This commission, she pointed out, was an extra-legal group as opposed to this new statutory commission which was created by the 1967 legislature.

Governor LeVander addressed the group reminding us that one of his campaign pledges was to work for a strong women's interest group that would be included in the laws. He reiterated the 5 purposes of this committee and expressed his pleasure in seeing this group a reality. He wished us well and thanked us for accepting the appointments to serve and said he knew that Minnesotans will thank us in the future!

Dr. Randolph proposed that we use a temporary chairman until one is elected in January. She moved we accept the nomination of Mrs. Mears. Mrs. Peeke seconded. Carried.

Dr. Randolph moved that we suspend the rules and let the acting chairman Mrs. Stone continue this days program. Dr. Bradfield seconded. Carried unanimously.

A discussion pertaining to staff for this committee did not last very long as it was quickly decided that the Department of Human Rights would provide staff and do clerical work until funds are specifically available to us. Commissioner Kent reassured the committee he accepted the responsibility within his department as prescribed in the statute.

Mrs. Halper questioned the structure of the new law concerning the committee, hoping the new group would take the old commission as a point of departure. Frank Kent stressed again the hope of using task forces throughout the state so more people will actually be involved in solving this committees questions and problems.

Recess for lunch

Reconvening, Dr. Bradfield moved that Mrs. Barbara Ulman act as temporary secretary. Dr. Watson seconded. Carried.

After reading through the resolutions of the Division on Women's Affairs of the Department of Human Rights of the State of Minnesota it was moved and seconded that we suspend the rules and discuss wording of the resolutions. After a short discussion and a brief word change Dr. Randolph called for the question. Dr. Bradfield moved we adopt the resolutions without further change. Mrs. Mears seconded. Carried unanimously. The word change was in the first resolution, first paragraph. It now reads, "The Division on Women's Affairs recognizes the significance of past contributions."

Discussion of operating procedures followed. Voting procedure of the committee was clarified as was the membership of the executive committee. Area committees were discussed---these being "subcommittees" throughout the state. It was felt 5 areas were necessary to facilitate ease of meeting. Members of this Women's Affairs committee shall act in an advisory capacity but the chairman of these area committees shall not be a member of the Women's Affairs committee.

Mrs. Halper moved we adopt the temporary operating procedure and use it until January when a permanent procedure will be ready. Mrs. Peeke seconded. Carried.

Various times for a December meeting were suggested. It was decided that Mrs. Mears will call a dinner meeting in December. The first meeting in 1968 was tentatively set for January 13, 1968.

Mrs. Stone announced the 6 representatives selected to attend the regional Midwest Conference of the Commissions on the Status of Women. They are Mrs. Kirchhofer, Mrs. Adams, Mrs. Kanatz, Dr. Randolph, Mrs. Stone, and Miss Edna Schwartz.

Some members of the committee spoke again on desired goals possibly emerging from this groups work. Dr. Watson talked about a new medical school including para-medical teaching, A.D.C., unwed mothers, sex education, all involving an interest in the field of health, home and community life. AFDC being more effective and useful through better communication was discussed by Dr. Randolph. Sandra Weiss said it appears that interrelationship of the 5 defined objectives of this committee is outstanding. Dr. Randolph agreed but said that the detail work in each area is the starting point. Every area of concern was touched on by individual members, and desires were expressed to serve on specific committees of this advisory committee.

Mrs. Janes moved we adjourn. Mrs. Childs seconded.

Respectfully submitted,

/s/ Mrs. Barbara Ulman

Mrs. Barbara Ulman

Acting as temporary secretary

STATE OF MINNESOTA
DEPARTMENT OF HUMAN RIGHTS

Frank C. Kent,
Commissioner

Division on Women's Affairs

The second meeting of the Governor's Advisory Committee on Women's Affairs was held on December 7, 1967 at 4:00 P.M. in Room 4 at 1964 University Avenue, St. Paul, Mrs. Virginia Mears, temporary chairman presiding.

Roll call was taken, only Mrs. Mary-Hill Childs was absent.

Others attending were Commissioner Kent, Beverly Stone and Carol Roloff of Pioneer Press.

The minutes of the last meeting were read and corrected. Dr. Watson then moved we accept the minutes. The motion was seconded and passed unanimously.

Mrs. Mears called for an immediate organization of this committee. She announced the nominating committee to be Representative George Humphrey chairman, Dr. Randolph, Mrs. Peeke, Mrs. Mears, and Dr. Bradfield. The operation procedure committee members are Mrs. Emily Staples, chairman, Mrs. Halper, Mrs. Stone, Mrs. Adams and Senator Wayne Popham.

Mr. Humphrey reported the committee nominations for the following offices: Chairman, Dr. Kathryn Randolph, 1st Vice Chairman, Mrs. Virginia Mears, Secretary-Treasurer, Mrs. Jean Janes and 2nd Vice Chairman, Mrs. Barbara Ulman. Mr. Humphrey moved and Mrs. Halper seconded that we accept these nominations. Passed. Dr. Watson moved and Miss Weiss seconded that nominations cease. Passed unanimously. Election of officers was held on this day to expedite work of this committee. If there is any question the election could be ratified at the January meeting.

Mrs. Mears asked Dr. Randolph to take the floor and tell of plans she has outlined for the direction of this committee. Dr. Randolph spoke of goals for a long range future and in the process of working for these goals we should know the situation, know where to put the emphasis, and take action omitting irrelevant material and irresponsibility.

Mrs. Stone reported on the Regional Conference on the Status of Women at Madison, Wisconsin, November, 26-28 where 9 states were represented. It is interesting to note that only 2 states have statutory existence and Minnesota is the only one within a group (Department of Human Rights). Mrs. Krantz had attended specific meetings concerned with the disadvantaged where uniform laws for open housing according to areas, rent subsidy and cooperative living, loans available to low income families for housing were discussed. Social aspects involved in the needs of disadvantaged women were discussed by Mrs. Adams and Mrs. Kirchhofer summarized the meetings by saying the total tone of the conference was that the 9 states work hard for the economically disadvantaged women, working in areas of housing, employment and minimum wage legislation. Dr. Randolph explained there previously were 3 national meetings but divided into regions and now needs by states must be considered.

Next on the agenda were recommendations by committee members in areas of concern. Dr. Watson spoke of sex education, women power in medicine being needed, medical school facilities, out of wedlock mothers, and dysfunctions in the sex life between male and female as interests that could use our attention. Mrs. Janes would like to see ADC children removed from the charity rolls into centers where they pay part of their way and possibly getting the mothers out of the home. She also would like to see home-health aid given. Mrs. Halper said the Wilder Day Care Center is the only one in Ramsey County. She wondered about the rest of the state. She feels this seems to be a priority concern because when the children are taken care of it follows that the mother will benefit.

Dr. Bradfield introduced a resolution complimenting the entire delegation attending the Madison region at conference and saying the information they brought back was invaluable. This resolution was unanimously accepted.

Chairman of the Bylaws Committee, Mrs. Staples, attempted to read what her committee had prepared. An immediate discussion on the needs of Bylaws as opposed to "operating procedures" took place. Being presented were proposed procedures for this Women's Affairs Committee to consider and vote on. Parts discussed were finance and power or non-power of an executive committee. Money is available for clerical work for this Women's Affairs Committee but may not be adequate for staff. Commissioner Kent said he will go to the Legislative Advisory Committee and ask for money this committee was to have to do a good job.

Commissioner Kent suggested the 3 committee members be assigned to each of the 5 areas of concern. If this is done today, task forces and research people from throughout the state can be suggested by us and he will start appointing people from our recommendations. As a coordinator, each Advisory Committee member will receive recommendations from these task force committees. Mr. Kent reminded us that we are an advisory committee, not a policy making one. We will advise him of committee findings. An example of how we can help him is that we can find out what women mean when they speak of "equality of women."

Mrs. Krantz moved and Mrs. Janes seconded that we give Commissioner Kent the authority to make appointments to the 5 areas of concern. Discussion was brief. Motion carried. The following appointments were made:

Employment policies and practices

1. Mrs. Virgille Peeke
2. Miss Sandra Weiss
3. Mrs. Mary-Hill Childs
Senator Wayne Popham, ex officio

Education and Training

1. Mrs. Jean Adams
2. Dr. Kathryn Randolph
3. Dr. Eugene Bradfield
Miss Jane Preston, ex officio, or George Humphrey

Health and Welfare

1. Dr. Ted Watson
2. Mrs. Barbara Ulman
3. Mrs. Emily Staples
Miss Alberta Wilson, ex officio, or Mary Connery

Civil and Political Rights

1. Mrs. Sally Plank
2. Mrs. Jeanette Krantz
3. Mrs. Ardine Kirchhofer
Representative George Humphrey, ex officio, or
Jane Preston

Home, Community and Family Life

1. Mrs. Marice Halper
2. Mrs. Jean Janes
3. Mrs. Virginia Mears
Miss Mary Connery, ex officio, or Miss Alberta
Wilson

Ex officio members appointments are not permanent as they will serve as consultants on any other committee upon request.

Mrs. Mears requested that we take home the proposed Bylaws and give them careful study so we may definitely vote on them at the next meeting. The committee will meet again to consider refinements and a final presentation.

New business consisted of trying to establish a regular meeting day and time, expecting to meet once a month. We were reminded by Mrs. Stone that we are an official government-type committee and when we are requested to attend a meeting we must make every effort to go. Each member listed his preferences in order pertaining to future meetings. The ballots will be considered and a regularity of meeting will be established at the January meeting.

Mr. Humphrey moved we adjourn. Dr. Watson seconded. Meeting was adjourned.

Respectfully submitted,

/s/ Mrs. R. W. Ulman

Temporary Secretary

STATE OF MINNESOTA
DEPARTMENT OF HUMAN RIGHTS

Frank C. Kent,
Commissioner

Division of Women's Affairs

The third meeting of the Governor's Advisory Committee on Women's Affairs was held on January 8, 1968 at 2:00 p. m. in the Conference Room, Veteran's Service Building with Dr. Kathryn Randolph, Chairman, presiding.

Members of the Committee present, Dr. Watson, Mmes. Krantz, Plank, Peeke, Staples, Ullman, Miss Weiss, Mr. Bradfield and Mrs. Janes. Also present were Miss Connery, Miss Bryant, representing Miss Wilson, ex officio members; Representative George Humphrey, Miss Warrock, secretary to Dr. Randolph; Mrs. Stone, staff director and Commissioner Frank Kent.

Representative Humphrey presided temporarily and recommended that the Executive Committee, which had been previously presented and approved, be reaffirmed in accordance with the rules of the By-laws. These officers were elected as follows: Chairman, Dr. Kathryn Randolph; 1st Vice Chairman, Mrs. Virginia Mears; Secretary-Treasurer, Mrs. Jean Janes and 2nd Vice Chairman, Mrs. Barbara Ullman. Motions were made for the election of each, seconded and approved.

Discussion of the Operating Procedures followed with these changes proposed:

1. Article III, Membership, Section 2. The last sentence pertaining to the responsibilities of the staff director to be deleted.
2. Article IV, Officers, Section 5. The first sentence should read, "in the event of a vacancy during an officer's term, the commissioner shall appoint a successor with the consent of the committee".

The motion was made, seconded and passed to approve the Procedures with the above two amendments. The committee was commended by the Chairman for their efficient and expedient work in preparing this document.

Various notices of interest of pertinent meetings and news letters were circulated with special comment from Dr. Randolph that we all seriously consider joining the Minnesota Council on Status of Women as well as the Duluth-Arrowhead Women's Council.

The development of a resource manual which would be the result of the combined efforts of all committees working in the five areas of concern was strongly recommended and agreed to. Miss Warrock gave several suggestions based on the experience of the Counseling Center when they attempted to collect data pertaining to educational facilities throughout the state. Each committee member was urged to

contribute to such a directory so that we will ultimately have as complete as possible a reference to each program regarding resources available within the state. A motion to this effect was made, seconded and approved.

There was some discussion regarding the appointment of ad hoc committees, but in its stead the committee preferred to have the regular committees assigned to each of the special areas of concern who would function for an indefinite period. The chairman did specifically designate special assignments to the Health and Welfare Committee and the Home, Community and Family Life Committee.

Commissioner Kent made these special announcements:

1. The resignation of Mary Hill Childs, who is moving from the state -- a replacement is pending.
2. The Conference of Human Rights will be held in Saint Paul in 1968 -- local group will be hosts.
3. The Human Rights Department will have a display at the State Fair -- suggestions to be given to Commissioner Kent.
4. Possibility that Miss Preston's secretary would edit a news letter.

Dr. Randolph urged that we invite all interested and allied organizations to join with our committee as we must have unity of action and need to avoid duplication of effort -- we, as the recognized official body, need to cooperate with these groups. After an enthusiastic discussion the motion was made by Mrs. Staples that we extend an offer of cooperation to all groups concerned with Women's Affairs throughout the state and request that they communicate with us. This motion was seconded and approved. The further suggestion was made that we make known our interest through publicity released through Commissioner Kent's regular channels of communication. In this connection, Dr. Randolph suggested that there be liaison representatives from the State Council, the Arrowhead Council and similar organized groups. We were also reminded to make additional suggestions for persons to serve on the task force committees being set up around the state -- forms were circulated for names.

Representative Humphrey answered questions to help clarify the long range directives of the committee and encourage us to come up with specific suggestions for the executive.

Miss Weiss was given authorization by unanimous vote to proceed with her contacts with an individual who was seeking information involving our committee.

There being no further business the meeting was adjourned to the first Monday in March with the suggestion from Dr. Randolph that the area groups try to meet in February and some be ready to report at this March meeting.

/s/ Respectfully submitted:
Mrs. Jean Janes

NOTE: Minutes of Special Advisory Board meeting held on March 25, 1968

will follow shortly.

STATE OF MINNESOTA
DEPARTMENT OF HUMAN RIGHTS

Frank C. Kent,
Commissioner

Division of Women's Affairs

A special joint meeting was held in the Alumni Club of the Sheraton Ritz Hotel in Minneapolis on Monday, March 11, 1968 with the State Advisory Board on Women's Affairs and the Citizens Advisory Council on the Status of Women. Members on the Advisory Committee present were Mmes. Plank, Halper, Mears, Ulman, Staples and Krantz, Miss Schwarz and Mrs. Janes; ex officio, Miss Preston and Representative George Humphrey. Chairman Dr. Randolph presided.

Three new appointments to the Committee were announced: Mrs. Vivian Jenkins of the Phyllis Wheatley Settlement House of Minneapolis, Mrs. Renta T. Pearson of Duluth, and Miss Edna L. Schwartz of St. Paul.

Mrs. Viola Hymes, member of National Citizens Advisory Council on Status of Women and past chairman of the Governor's Commission on Status of Women, addressed the group on "The Tasks Before Us". She first stressed the need for all interested groups to work together for the common goals. She discussed the specific needs in each of the five areas of concern with stress being laid on the problems existing in the areas in Home and Community. In the employment field reference was made to the fact that we should attempt to up-date the report of the previous commission particularly as it pertained to equal pay for equal work laws. In the second area of Education and Training there was a real need for more extensive counseling services. There was real need to disseminate information on the rights and needs of women. In reference to the area of Home, Community and Family Life there were many problems concerning the consumer household management, the need to up-grade household help and the lack of sufficient Homemaker and Home Health Aide Services. Women in poverty need these services and we must focus our concern on the family as a whole unit and how the mother is a part of this family and not just on her as an individual. The real problem is to see that children have adequate care. Eighty six per cent of our ever-growing working mother population are employed for economic reasons. It is essential that we furnish adequate Day Care Centers that working mothers can afford. At the present time all group and individual centers in Minnesota are filled to capacity and many more are needed. It was suggested that the previous report concerning this area also be up-graded with emphasis on urging the state legislature to consider appropriations for Day Care Centers. The women in poverty as well as the general population need information on consumer service, on income management and specific help with budgeting. Quick reference was made to the areas of Health and Welfare and Civil and Political Rights.

At the completion of her most inspiring message Mrs. Hymes was presented with a Citation of Honor plaque for her unselfish service by Lieutenant Governor Goetz on behalf of Governor LeVander.

The meeting was followed by a reception and coffee hour in Mrs. Hymes honor.

Respectfully submitted,

/s/ Jean T. Janes, Sec'y.
Mrs. Jean T. Janes

STATE OF MINNESOTA
DEPARTMENT OF HUMAN RIGHTS
Frank C. Kent, Commissioner

Division on Women's Affairs

A special meeting of the Advisory Committee was called by Commissioner Kent on Monday, March 25, 1968 at 1:30 p.m. in the State Office Building. Members of the Advisory Committee present were Dr. Bradfield, Miss Schwartz and the Mmes. Ulman, Mears, Staples, Krantz, Jenkins, Janes and Randolph: ex officio members, Miss Preston, Miss Connery and Senator Popham from the State Legislature. Commissioner Kent presided.

Commissioner Kent prefaced the discussion with remarks stressing the need to use and strengthen Woman Power. We must be aggressive--we must be willing to undertake new programs to avoid and prevent problems rather than trying to heal sick situations. As an example of one such concern, we might consider the area of Infant Education. It is essential that we eliminate the ghetto problems, the school drop-outs, etc. during the first six years of these children's lives. There must be concerted effort to improve the present cultural, social and educational deprivation for this group. We could well study this problem with the ultimate thought of offering constructive suggestions. Commissioner Kent suggested we take a good look at all areas and concentrate our efforts on one or two specific problems.

Commissioner Kent announced the new appointments to the Advisory Committee--Miss Vivian Jenkins of the Phyllis Wheatley Settlement House, Mrs. Rena Pearson of Duluth, and Miss Edna Schwartz of St. Paul. There is still one vacancy to replace Mrs. Halper who has resigned since these appointments were completed.

Motion was made by Mrs. Staples and seconded by Mrs. Janes that the Advisory Committee go on record as opposing the two following provisions contained in the Social Security legislation in the H.R. 9-248 and that the Commissioner and the Governor so inform the Minnesota Congressional Delegation:

1. The "freeze" on the number of children eligible to receive aid in each state
2. The Work Incentive Program

The motion passed unanimously.

The balance of the meeting was the presentation by Miss Marge Hols, Special Events Department of Dayton's, of a proposed project entitled "Challenge '68: Start With An Empty Nest". The suggestion was that the Advisory Committee co-sponsor or cooperate with Dayton's in presenting this project. Women throughout the state whose children have left home and who have newly discovered time and freedom would be invited to attend. There would be daily sessions which would be addressed by experts in many fields. Representatives from many cultural, educational, political and business organizations would be available for consultation and information following each seminar. Immediate involvement would be encouraged. The Minneapolis seminar would be considered as a demonstration project that could be made available to communities throughout the state. A discussion followed, pro and con, with the following resolution proposed by Mrs. Ulman and seconded by Mrs. Krantz that "the Women's Advisory Committee cooperate with Dayton's in planning and presenting these seminars now referred to as 'Challenge '68' during the suggested dates of June 3 through June 8, 1968." This resolution passed with one dissenting vote. There was an amendment to the above motion which was made by Mrs. Jenkins, seconded by Miss Schwartz and unanimously approved that we include special programs for lower economic level women and encourage their attendance. Several members volunteered to help with program plans, etc.

Commissioner Kent announced that he would call the next meeting of the Committee and we would be notified.

Respectfully submitted,
/s/ Jean T. Janes, Secretary

STATE OF MINNESOTA
DEPARTMENT OF HUMAN RIGHTS
STATE OFFICE BUILDING
ST. PAUL, MINNESOTA 55101

DIVISION ON WOMEN'S AFFAIRS

The meeting of the Advisory Committee of the Division on Women's Affairs, which had previously been scheduled for April 23, was held on Monday, May 13, 1968 in the Veteran's Service Building at 10 a.m. Members of the Committee present, Mmes. Ulman, Krantz, Peeke, Plank, Adams, Mears, Janes, Miss Schwartz, Miss Weiss and Dr. Randolph, Chairman, who presided. Ex-officio members present were Miss Wilson, Miss Connery, Miss Preston and Representative George Humphrey; staff members, Mrs. Howard, Mrs. Wickstrom and Miss Judy Higgins. The special guest was Miss Mary Manning, Regional Director of the Women's Bureau of the Department of Labor.

Dr. Randolph suggested that in order that we may proceed with some business before a voting quorum was present that we temporarily suspend the rules. This motion was made by Mrs. Janes, seconded by Mrs. Mears and duly passed. The Chairman read and circulated several letters received from Congressmen in reply to Commissioner Kent's letter opposing two of the proposals to the Social Security Act.

The minutes of the Executive Committee Meeting of 4/17/68 were read and included a reading from the Minnesota Law Review, Vol. 52, December 1967, No. 2, P. 301, excerpts referring to the establishment of the Advisory Committee and Mr. Auerbach's, "Interpretation of the Acts Against Discrimination." This raised the question of priority concerns and how to determine the most important areas of study by the Advisory Committee. Miss Manning explained that our Committee is unique and that we must "feel our way" but assured us that the priorities would change and therefore our projects and goals must be flexible. Miss Manning suggested strongly that we re-examine the recommendations of the past Governor's Commission which had done some excellent work and should not be wasted. Goals would be established within the various areas of concern but it would be possible that two or more larger subjects might easily overlap into two or more of these areas and might be undertaken by the Committee. These would include such over all problems as Day Care Centers, Minimum Wage Laws, Equal Pay Law, etc.

The motion, at this point, was made by Mrs. Krantz, seconded and approved, that Mrs. Plank's Committee Report be placed at the head of the agenda. Mrs. Plank expressed her personal concern, as well as others of the Committee, that there was need to have an exchange of ideas to determine more definitely the specific aims and goals of our Committee as a whole. It was felt that we needed to agree on a purpose and Mrs. Plank prepared the following statement:

"The purpose of the Advisory Committee on Women's Affairs, Department of Human Rights is to recommend ways of eliminating practices and prejudices which exist in our society which prevent the individual woman from developing her greatest potential while maintaining her individual dignity; to suggest ways to the Commissioner and to lend support and encouragement to those groups throughout the state working in this area as authorized by Minnesota Statute 363."

Following the motion by Miss Schwartz and duly seconded by Mrs. Peake, the above was unanimously adopted as a definite statement of our purpose. This statement would have to be submitted to Commissioner Kent for his official approval and was

not to be released by the press until his acceptance. It was explained that since we are an Advisory Committee and not a Commission we can only advise and recommend to Commissioner Kent to whom we are directly responsible as the head of our Department of Human Rights. There must be a continuous two-way communication between us and the Commissioner and we need to determine from him what he sees as the best way for our Committee to be of help to him. It was further agreed that all publicity should come from the Commissioner's office.

The next item of business was a discussion of the project "Challenge '68" as reported by Miss Weiss. She had the program brochures which were distributed. The Committee members were asked to serve as hostesses and we were encouraged to publicize the program. Special attempts were to be made to contact the various Social Agencies and Community Centers.

Dr. Randolph then presented the Committee with a proposal for training volunteer leadership for youth groups from the Girl Scout Council of St. Croix Valley. The motion was made by Miss Schwartz, seconded and passed that this matter be tabled until a future meeting.

There was also a proposal which had been presented for approval by the American Hoist and Derrick Company concerning a revision to their present policy regarding maternity leaves of absence. Since the State of Minnesota has a recommended policy for employees, it was the decision of the Committee to recommend the matter to Commissioner Kent and that the Department of Human Rights or the Department of Health inform the American Hoist and Derrick Company of this plan. Prior to this decision a motion to refer the matter to the Employment Committee of our Advisory Committee was voted down.

Dr. Randolph stated that Commissioner Kent had arranged some realignment of the various committees. Miss Schwartz was assigned to the area of Employment Policies and Practices; Mrs. Jenkins to Education and Training and Mrs. Peeke asked to be assigned as an ex-officio member to the Health and Welfare. Other members who wished to be changed were asked to contact Commissioner Kent. A letter would be going out to other community leaders asking them to serve on sub committees. Miss Manning, suggested a possibility of task forces to study some of the larger problems which would touch many areas such as Day Care.

Miss Schwartz announced the "Status of Women" program to be held in Mankato on June 8, 1968. The theme is "The Right to Choose" and all were cordially invited to attend.

Dr. Randolph referred to a letter from Governor LeVander stating that the next day May 14, was a special meeting on Highway Safety and he invited members of the committee to attend.

The balance of the meeting was turned over to Miss Manning. She described her relationship to the Committee which was strictly in a consultative capacity as Regional Director of the Women's Bureau. She was available to give advice and assistance. She offices at 866 Federal Office Bldg., Chicago. She referred to a reference handbook for staff which had been compiled by the Midwest Status of Women Committees and agreed to send copies to our Committee members. The Committee was duly adjourned at 1 p.m. for lunch to reconvene later in special committees with Miss Manning.

Respectfully submitted,

Jean T. Janes, Secretary

STATE OF MINNESOTA
DEPARTMENT OF HUMAN RIGHTS

Frank C. Kent
Commissioner

Division on Women's Affairs

The Advisory Committee on Women's Affairs held a scheduled meeting on Tuesday, August 13, 1968 at 3 p. m. in the Board of Director's Room, Northwestern National Bank Building, Minneapolis. Members present from the Committee included Miss Schwartz, Mmes. Krantz, Peeke, Saike, Staples, Ulman, Plank, Adams and Janes; ex officio, Miss Connery, Senator Popham and Miss Bryant and Miss Higgins from the Staff. Dr. Kathryn Randolph, Chairman, presided.

A letter of resignation was read from Mrs. Rena Pearson of Duluth informing Commissioner Kent that she was unable to continue to serve due to personal reasons. Her resignation was acknowledged with deep regret. Mrs. George Saiki of Mankato, Minnesota was introduced as a new appointee to the Advisory Committee. Chairman Randolph informed Committee members of her new address, 2614 - 37th Avenue N. E., Minneapolis 55421, Telephone 781-6947.

The meeting was called to order by Dr. Randolph and immediately permission was granted to adjust the agenda so that the proposals of the Employment Policies and Practices Subcommittee could be considered first. Miss Schwartz, Subcommittee Chairman, presented each of the four proposals as they had been mailed out in advance and each was discussed and approved as read. These included the following recommended legislative items:

1. Support, secure sponsors, and have introduced an amendment to Minnesota's Anti-Discrimination Law to prohibit discrimination in employment on the basis of sex (the same as it does on the basis of color, race, creed, religion and national origin). (Motion made by Miss Schwartz, seconded by Mrs. Plank and approved).
2. Support of adequate minimum wage legislation applicable to both men and women.
--Because Commissioner Malone, who met with our Committee, is preparing such legislation and will secure sponsors, we ask for approval to support such proposal rather than to have a division of support by the introduction of minimum wage legislation by our Committee. (Motion made by Miss Schwartz, seconded by Mrs. Staples and approved).
3. Support - and if provision is not included in the Labor Department's minimum wage legislation - secure sponsors for the introduction of an amendment that would eliminate the present 54 hour per week limitation for women and provide thus that work hours be the same for all adult workers, regardless of sex.
(Approved.)

4. Support of a Wage Collection Law IF the Department of Labor sponsors such legislation in this session. While the Committee is aware of the need of such legislation in Minnesota, it agrees with Commissioner Malone that both it and the minimum wage legislation perhaps cannot be attempted in this session, and therefore, efforts will be first directed to the Minimum Wage Legislation. (Motion made by Miss Schwartz, seconded by Mrs. Staples and approved.)

It was the recommendation of the Advisory Committee that in order to implement and give any possible help, we invite a group of legislators to discuss the suggested legislation. We would then assist to promote their passage.

The work of the Employment Policies and Practices Subcommittee was commended for its efforts.

Dr. Randolph reported on the "Call to Action" meeting held in New York on July 22, 1968 which she attended by invitation. The Conference entitled "What Women Can Do to End Violence in America" was spearheaded by editors of McCall's magazine and others in the news media. The suggestion was made that a similar conference be called in Minnesota with representatives from neighboring states. It might be partially financed by private foundations, news media, educational institutions, etc. The proper and legal role of this committee was discussed, following which this motion was made by Miss Schwartz, seconded by Mrs. Ulman and unanimously passed; "that we recommend to the Human Rights Department that they consider sponsoring such a conference, if possible, together with the University of Minnesota and the Minnesota Council of Status of Women." Miss Schwartz stated that the Board of the Minnesota Council was meeting later that day, and she would present this suggestion to them. It was suggested that Commissioner Kent might select a steering committee or a task force representing as many women's organizations and interested groups as possible.

Report by Education and Training Subcommittee was made by Mrs. Adams. She had met with Dr. Bradfield and they had expressed problems of concern to study further. These included possible recommendations to the State Department of Education that a greater variety of studies be offered to women in vocational and technical schools. Special concern was expressed for selection and training counselors who helped to plan with female students.

There were no special reports from the other subcommittees other than all hoped to meet before another Advisory Committee meeting.

Reports on the Annual Conference of Commission on the Status of Women in the War on Poverty Conference, and a report on "Challenge '68" were all postponed.

Miss Higgins announced that the Committee's responsibility to assist with the State Fair was eliminated for this year.

Mrs. Peeke was thanked for making the arrangements for the meeting.

Meeting was adjourned.

Respectfully submitted,

/s/ Jean T. Janes

STATE OF MINNESOTA
DEPARTMENT OF HUMAN RIGHTS

Frank C. Kent
Commissioner

Division on Women's Affairs

The Women's Advisory Committee held a scheduled meeting on Tuesday, November 19, 1968, at 2:00 p.m. in Conference Room B of the Veterans' Service Building, St. Paul. Members present included Miss Berg, Miss Schwartz, Miss Jenkins, Dr. Bradfield, Mmes. Saiki, Janes, Plank, Ulman, and Phillips. Ex officio members present included Representative Humphrey, Miss Wilson of the State Board of Health, and Miss Higgins of the Department of Human Rights. Mrs. Virginia Mears, first vice chairman, presided.

Miss Margaret Berg of Duluth was introduced as a new appointee to the Advisory Committee.

The meeting was called to order by Mrs. Mears. The minutes of the last meeting were read and approved as read.

Commissioner Kent made a brief statement to the Committee and stated that he felt the Committee was on the way and that he was proud of the work and results that had been produced thus far. He requested that the Committee note the legislation that they want pushed and start working toward that. Commissioner Kent mentioned that at the November 18, 1968, meeting of the State Board of Human Rights it had been suggested that the chairman of the Women's Advisory Committee become an ex officio member of the State Board. He stated that this change would have to be a legislative one and that he thought it would be a good idea because of the increase in communication that this change would furnish. Dr. Bradfield so moved and it was seconded by Mrs. Plank. Motion was passed unanimously.

Mrs. Mear then appointed the nominating committee and requested that they make their report at the January meeting. The nominating committee is as follows:

Mrs. Adams, Mrs. Janes, Miss Schwartz, and Senator Popham.

Mrs. Sandra Phillips then reported that the legislative recommendations submitted by the Employment Policies and Practices Subcommittee and approved by the Advisory Committee were now at the Revisor of Statutes office. She stated that Commissioner Malone of the Department of Labor and Industry would be contacting them shortly. She also reported that this subcommittee is now getting ready to move in the area of Day Care and that they were looking for a model state response to this problem. It was suggested that Miss Higgins draft a letter to go to selected states to get further information.

Mrs. Plank reported on the Civil and Political Rights Subcommittee in the absence of Mrs. Krantz. She stated that this subcommittee would hold their fourth meeting on November 26th, and that a nominating committee had been appointed and would submit a report at the next meeting. This subcommittee had been seeking more minority and low income membership and had been looking into the problems of the AFDC mothers. Mrs. Plank then stated that at the last meeting the subcommittee had made the following statement:

"Because of our concern with the need for dignity and human rights for AFDC Mothers, we urge that the Women's Advisory Committee recommend to Commissioner Frank C. Kent that legislation be supported in favor of (1) AFDC-UP, (2) elimination of township relief, and (3) setting up structure to enable collection of court orders for husband payments".

It was then mentioned that at the time there is no legislation for the elimination of township relief and that it would have to be drawn up.

Dr. Bradfield then mentioned that at the present time, vocational training for women is very low in Minnesota and that perhaps this Committee should look into ways

in which such vocational training could be made more available for women.

Miss Schwartz then stated that the Minnesota Council on the Status of Women was interested in the Women's Advisory Committee's co-sponsorship of a legislative conference to be held the end of January, possibly the 29th or 30th.

Some of the participants in this conference would be Miss Margaret Brown of the Department of Labor and Industry, Miss Mary Connery of the Department of Public Welfare, Miss Mary Manning of the Women's Bureau, U.S. Department of Labor, and the University of Minnesota. Mrs. Plank moved that the Women's Advisory Committee co-sponsor the proposed conference. It was seconded by Mrs. Phillips. Discussion was held and Miss Schwartz informed the Committee that in the last legislative term over one hundred persons had attended a similar type conference. The idea behind the conference would be to hold all day workshops on the needed legislation to be attended by interested persons and open to the public. That evening various legislators would be invited for dinner and hear a speaker talk on these issues. The motion was passed.

The matter of representation from the Women's Advisory Committee was then discussed. Mrs. Virgille Peeke was suggested by Miss Schwartz because of her chairmanship of the Employment Policies and Practices Subcommittee. Mrs. Ulman moved that Mrs. Peeke represent the Women's Advisory Committee on the planning committee of the Legislative Conference. It was seconded by Dr. Bradfield. The motion was passed.

Because of Mrs. Peeke's absence from the Committee meeting, Miss Schwartz moved that in the event that Mrs. Peeke was unable to serve in this capacity, a representative is to be appointed by the chairman of the Women's Advisory Committee. Seconded by Mrs. Plank. Motion was passed.

Miss Higgins then reported that at the Fourth Annual Conference of the Commissions on the Status of Women, held in Washington, D.C. last June, she had agreed to compile

and edit information from the various commissions on the status of women throughout the Midwest region and thus produce the Midwest Newsletter of the Commission on the Status of Women.

Miss Higgins then briefly explained the proposal on the television series, and the statewide coverage that could be achieved by such a series. The problems of sponsorship was discussed and it was suggested that a pilot tape be made to help sell the entire series. Miss Schwartz moved that the Advisory Committee approve the television series as proposed with the understanding that a pilot tape be made and we proceed with the result of the proposal if sufficient funds are made available. Miss Berg seconded. Motion passed. Mrs. Phillips was then named chairman of the Pilot Tape Project and it was agreed that all tapes would be approved by the Advisory Committee prior to their being shown.

Commissioner Kent then stated that if people on the Advisory Committee do not bring to the attention of his office that expense accounts that have not been paid, he has no way of knowing this. He suggested that if members do not receive their expense checks three weeks after submission, they should contact Miss Higgins.

Meeting was adjourned.

Respectfully Submitted,

Judith L. Higgins
Secretary ProTem

DIVISION ON WOMEN'S AFFAIRS

The Women's Advisory Committee held a scheduled meeting on Friday, January 30, at 12:00 noon in the Northwestern National Bank Weatherball Room. Mrs. Virgille Peeke, chairman, presided.

Members present were: Mrs. Staples, Mrs. Plank, Dr. Bradfield, Mrs. Stone, Mrs. Krantz, Mrs. Polivka, Miss Neimeyer, Miss Schwartz and Mrs. Peeke. Ex-officio members present were Miss Wilson, Mrs. Preston and Miss Connery. Commissioner Balfour was also in attendance.

Chairman Peeke presented Commissioner Balfour to the members who introduced themselves. The Commissioner was unable to stay for the meeting because of another meeting but said he would be with us again in the near future.

Judith Higgins, Director, made her report advising she had been in Washington and that the Labor Department is celebrating its Golden Anniversary this year and that in that celebration one day, possibly June 11, will be set aside as Status of Women Day and the National Association will undoubtedly come into being at that time. Another vote will be taken on the revisions resulting from suggestions received on the proposed by-laws from the various Status of Women Commissions. She further reported that she had met with the OEO offices regarding our TV project and the possible funding of it. They felt the project needed revamping to increase its value. This will be done and the program will be submitted again to Washington. The Women's Department is interested in knowing of volunteer programs that have been tried. The organization known as Women Against Male Supremacy submitted a list of demands one of which was an immediate change in the help wanted ads.

Beverly Stone reported on the success of the Recognition Luncheon for Mrs. Mary Kyle and thanked Miss Higgins for a well arranged and organized workshop and the members for their participation. She stated that reports indicated that the program was successful and did present our thoughts on various subjects to Mrs. Kyle.

There was discussion as to the desirability of taking such a program to areas out-state. The concensus of the members' feeling was that we need to get our story out-state, but exactly how was not resolved.

Edna Schwartz reported that various areas of study had been selected by members of her sub-committee and that a meeting of the committee to hear progress reports was scheduled for Friday, February 27, at noon. Recommendations from this sub-committee to our Advisory Committee will be forthcoming from time to time as studies are completed. She asked if anyone knew of an expert in the field of group insurance, as her sub-committee would like to ask that individual to be on the committee as discrimination in group benefits was a subject they desired to study.

Mrs. Staples reported that the Income Study Day had been most rewarding and that it apparently was a subject that warranted even further consideration.

Dr. Bradfield reported that he had not been successful in carrying through plans of the Education Committee and it would now be necessary to start over again.

Joan Polivka reported that a meeting to which all interested persons had been invited was a very good meeting. Preparation of a directory of agencies was discussed. It was felt by those present that Budgeting, Nutrition, Housing, and Family Life were priority items. Departments have been asked to send their directories. Beverly Stone will be working on the State level and welfare mothers will be contacted for suggestions.

In the absence of Sandra Phillips, chairman of the Nominating Committee, Sally Plank reported that the Nominating Committee desired to present the following slate:

Emily Staples	President
Sally Plank	First Vice President
Jaye Krantz	Second Vice President
Edna Schwartz	Third Vice President
Margaret Berg	Secretary

The secretary instructed to cast a ballot for the slate as presented by the Nominating Committee.

Virgille Peeke thanked the members for their cooperation and stated that she felt our committee would continue to go forward. Mrs. Staples assumed the chair and thanked Virgille for her service as chairman.

Announcement was made of the Governor's 4th Conference on April 2 and 3 at the Radisson Hotel by Jane Preston, who announced that Mrs. Kyle would be one of the participants.

General discussion followed on how we can best serve and it was again pointed out that we are an advisory committee and not an action group and further that the Human Rights Council was an Advisory Body to the department.

The meeting adjourned.

Edna Schwartz
Secretary Pro-Tem

Division on Women's Affairs

The Women's Advisory Committee held a scheduled meeting on Monday, February 17, 1969 at the Governor's Residence in St. Paul, following a noon luncheon with Mrs. Harold LeVander. Members present included Miss Berg, Miss Schwartz, Dr. Bradfield, Mmes. Adams, Preston, Plank, Mears, Phillips, Krantz, Staples, Janes and Peeke. Ex officio members present included Miss Connery of the Department of Public Welfare and Miss Higgins of the Department of Human Rights. Mrs. Virgille Peeke, chairman, presided.

The meeting was called to order by Mrs. Peeke. The chairman asked Miss Higgins to write a letter of appreciation to Mrs. LeVander for her hospitality at lunch and in permitting the committee to meet at the residence.

Minutes of the last meeting held January 29 had been mailed to all members. Several corrections were made in these minutes as follows: Mrs. Krantz should be listed as seconding the motion to accept the slate of nominees instead of Mrs. Plank. The suggestion for by-laws revision should state that the nominating committee should present its slate three weeks prior to the January meeting, not that they should meet three weeks prior to the January meeting. The minutes as corrected were approved.

Commissioner Kent announced that Miss Judy Higgins has been officially appointed as Program Director for the Women's Affairs Division. He also stated that he felt the committee's concern should be in regard to the specific bills which the group wishes to support or oppose in this session of the legislature. Members may also be called upon to attend hearings on these bills representing the committee.

Mrs. Peeke announced that Miss Edna Schwartz has accepted the chairmanship of the Sub-Committee on Employment Policies and Practices.

The chairman called for sub-committee reports.

Health and Welfare Committee - Mrs. Staples reported that this group is working with the Civil and Political Rights Committee. It is planned to confine their work to one major area, primarily AFDC legislation. Mrs. Mears moved, Miss Schwartz seconded and the report was accepted.

Civil and Political Rights Committee - Mrs. Krantz reported that more members will be needed to attend the hearings at the Legislature when the AFDC bills are presented. She also said that material on the bills would be furnished to the committee members. This group has appointed its own chairman, vice chairman and secretary. Their next meeting will be at the Legislature. Mrs. Janes moved, Mrs. Mears seconded and the committee report was accepted.

Education Committee - Dr. Bradfield and Mrs. Adams made this report as co-chairmen. Their plan is to concentrate on the field of counseling, including such projects as in-service training for existing counselors. They plan to set up a sub-committee composed of persons concerned with counseling throughout the state. Mrs. Staples moved, Mrs. Mears seconded and the report was accepted.

Employment Policies and Practices Committee - Miss Schwartz reported on the status of legislation approved by the Advisory Committee for support. The Equal Pay bill is now before the House and has had one hearing in the House Labor Committee. She urged members to write the chairman and members of the Labor Committee in order to get the bill out of committee. (House File 333, Senate File 185). A bill on sex discrimination has been introduced in the House, but not the bill committee wishes to support. The bill supported is one which will prevent discrimination on the basis of sex in employment only. She stated committee members might be needed to testify for the Minimum Wage bill. Mrs. Plank moved, Mrs. Staples seconded and the motion carried to accept the report.

Mrs. Peeke asked that all sub-committees submit written minutes of their meetings which would then be sent to all members of the Advisory Committee. She also asked that lists of committee membership be furnished.

Mrs. Peeke asked Mrs. Adams to report for the By-Laws Revision Committee. Copies of the suggested revisions had been mailed to the members. Although the By-Laws provide for the office of second vice-chairman, Mrs. Adams explained that no one was named to this office by the Nominating Committee this year. Commissioner Kent was asked to reappoint Mrs. Ulman to a year's term as second vice-chairman as recommended by the By-Laws Committee. Dr. Bradfield moved, Mrs. Janes seconded and the report as mailed to the membership was accepted.

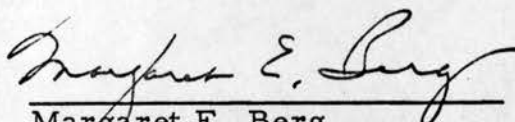
Mrs. Peeke requested that the By-Laws be corrected and a copy sent to each member of the committee.

Mrs. Peeke asked Mrs. Phillips to make a progress report on the Television program proposal. Mrs. Phillips discussed some of the possibilities for the show and matters which needed to be considered, such as: whether the show should be for 13 successive weeks or every other week; length of time, i. e. one-half hour or one hour; basic format for show; suggestions for areas of interest to be covered; suggestions for a women to be moderator for the entire series. After general discussion, Mrs. Phillips asked committee members to submit their ideas to her for the program. Miss Schwartz moved, Mrs. Staples seconded and the motion carried to accept the report.

Miss Schwartz made a brief report on the Legislative Conference held January 29 and 30. Miss Connery ^{stated} ~~reported~~ that there were no developments to report at this time on Divorce Legislation.

Mrs. Peeke invited the committee to hold its next meeting on Monday, March 17, with lunch at the Northwestern National Bank in Minneapolis.

The meeting adjourned.


Margaret E. Berg
Secretary

Division of Women's Affairs

The Women's Advisory Committee held a scheduled meeting on Monday, March 17, 1969 in the Weatherball Room of the Northwestern Bank, Minneapolis, following a noon luncheon.

Members present included Mrs. Peeke, chairman, Mrs. Ulman, second vice chairman, Miss Berg, secretary, Mrs. Krantz, Mrs. Phillips, Mrs. Polivka and Miss Schwartz. Mrs. Adams was also present to report for the sub-committee on Education and Training. Ex-officio members present were Miss Connery of the Department of Public Welfare; Miss Wilson, State Board of Health; Mrs. Preston, Division of Vocational and Technical Education and Miss Higgins, Division of Women's Affairs.

Mrs. Virgille Peeke, chairman, presided.

Mrs. Peeke introduced Mrs. Russell W. Polivka as a newly appointed member of the Advisory Committee.

It was determined that a quorum was not present so that no action could be taken at this meeting.

The minutes of the last meeting held February 17 had been mailed to the members. One correction was made in the minutes, namely that Miss Edna Schwartz had accepted "the coordinating responsibilities" rather than the "chairmanship" of the sub-committee on Employment Policies and Practices.

The chairman called for committee reports.

Miss Higgins reported for the Health and Welfare Committee explaining that the minutes from this committee had been forwarded to all members. She then called on Miss Connery who reported on the hearings at the Legislature and the status of the various AFDC bills.

Mrs. Krantz reported for the Civil and Political Rights Committee and stated that this group was represented at the hearings on the AFDC bills and material had been mailed to the Advisory Committee members.

In reporting for the Employment Policies and Practices group, Miss Schwartz discussed the status of the various bills in which this group is interested. The Equal Pay Bill had passed the House and a hearing was scheduled for the Senate Labor Committee in a few days. The Minimum Wage Bill and the Wage Collection bill have both been introduced, but no hearings had been set at this time.

Miss Schwartz also discussed the representation she would like to see on this Employment committee such as a representative from the Civil Service Department, one from the Department of Labor and Industry, one from the Department of Employment Security and several representatives from major employers of women.

Mrs. Adams made the report for the Education and Training Committee. She asked that a letter be sent to William McDowell, a counselor at Bemidji State College, asking him to serve on this committee. Dr. Bradfield and Mrs. Adams then planned to meet in Bemidji with Mr. McDowell and Mr. Jack Downing, who had already expressed his willingness to serve on this group. The sub-committee coordinators felt that they must involve more people who are directly concerned with education and with counseling.

Mrs. Peeke again asked that the names of all persons serving on the sub-committees be furnished to Miss Higgins so that lists might be mailed to the Advisory Committee members.

The chairman explained that the fifth area of study, namely Home, Community and Family Life, does not have a coordinator at this time. Mrs. Polivka agreed to serve as the coordinator for this area. In the discussion that followed, Mrs. Polivka suggested the Use of More Volunteers in the Welfare Field as a possible area of study for this group.

Mrs. Phillips gave her report on the progress for the proposed Television Series. She explained that a basic format was necessary before further plans could be developed and asked for suggestions from the group. After considerable discussion the general theme, "Who Am I" was proposed with further topics to be developed, such as:

What Is My Potential?
Would I Hire Myself?
Would I Marry Me?
Would I Be My Own Neighbor?
Would I vote for Me?

The chairman asked Miss Higgins for a report from the Women's Division. She reported as follows:

(1) Helen E. MacMillan has been named the Representative to serve on the Women's Advisory Committee. The Senator has not yet been named.

(2) There are 3 vacancies on the Advisory Committee and new members will be appointed as soon as possible.

(3) The Division has been asked to forward to the Commissioner a year's program with up to a five-year plan stating goals and how these goals are to be achieved. The length of time estimated for their attainment is to be included.

(4) A report on Day Care Legislation for a Grant-In-Aid Program for Public Non-Profit Day Care Centers was distributed to the members. (Miss Connery commented that financing day care centers was not in Commissioner Hursh's program nor in the governor's program so she felt it does not have a chance in this session.)

(5) Miss Higgins also distributed to the members a Summary of the Major Provisions of the 1969 Human Rights Bill. The bill has been introduced and members will be advised when hearings are scheduled. The most important items in the Bill for the Women's Advisory Committee are:

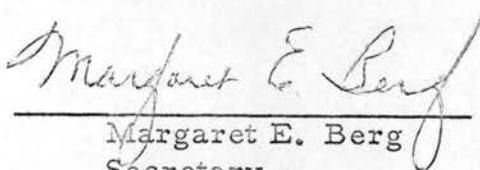
#1 - Amend to prohibit discrimination on the basis of sex in employment.

#5 - Appointment of chairman of Women's Affairs Division as an ex-officio member of the state board.

Members present commended Commissioner Kent on his letter to the editor regarding the Conference on Women's ~~Affairs~~ ^{Concerns} held January 2~~9~~ and 30.

The next meeting of the committee was scheduled for Friday, April 25, 2:30 p.m., Directors' Room, Third Floor, Northwestern Bank Building.

The meeting adjourned.


Margaret E. Berg
Secretary

DIVISION ON WOMEN'S AFFAIRS

The Women's Advisory Committee held a scheduled meeting on Friday, May 16, 1969, in Committee Room A, Northwestern National Bank Building at 3:00 p.m. Mrs. Virgille Peeke, chairman, presided.

Members present included Mrs. Peeke, chairman, Mrs. Ulman, vice chairman, Dr. Bradfield, Miss Niemeyer, Mrs. Phillips, Mrs. Krantz, and Mrs. Polivka. Ex-officio members present were: Miss Connery, Department of Public Welfare; Miss Wilson, State Board of Health, and Miss Higgins, Division on Women's Affairs. Miss Schwartz acted as secretary.

A letter was read from a group of women representing various organizations in regard to creating a new organization called MOW, Mobilization of Women. The chairman reported that she had contacted Mrs. Staples and that a member of the Health and Welfare Committee would attend the meeting of this group on May 19. A report will be made to the next Advisory Committee meeting.

Judy Higgins reported on the meeting of representatives of Status of Women Commissions in Washington, D. C. early in May. The Citizens Advisory Committee will be reactivated and those in attendance were asked to submit two names to Mrs. Koontz of individuals they could recommend and these would then be submitted to President Nixon for his consideration. Discussion was held on the desirability of a national association and regional group meetings. Two were elected from each region to again go to Washington to make plans. Kathryn Clarenbach of Wisconsin and Judy Higgins were chosen from our region. Miss Higgins had advised the group that Minnesota could have a regional meeting if it was self-supporting, as the previous one held in Madison had been.

Sandra Phillips reported on the progress of the proposed TV series and the minutes of their committee meeting were given to members. Dr. Bradfield added that Mrs. Sally Plank had advised him after the May 5th meeting that she was contacting some firms who might also support the series.

Mrs. Phillips reviewed again the format to be used for the series: a moderator (Mrs. Boss and Mr. Jones alternating); a national figure; a training group of 12 women representing various types of women in society and panelists from Minnesota who would answer the questions sent in by the listening audience. It was the consensus of the committee that expenses of those participating in the group training should have their actual expenses paid and that such be included in the budget when finally set up and approved.

Mrs. Phillips emphasized the urgent need for all committee members to submit names to her immediately for national figures, members of the training group and panelists as well as suggestions for issues to be covered. She advised that the special TV subcommittee would meet from 1:00 to 5:00 p.m. on Thursday, June 5, to finalize issues and participants.

Miss Connery reported that there appears to still be hope for the AFDC legislation package which is now before the appropriation and finance committees.

Judy Higgins reported on the urgent need for all members to contact legislators regarding the need for the appropriation for the Human Rights Department so that they may carry out the legislation which it appears will pass both the House and the Senate. This "Human Rights package" includes the amendment for the inclusion of sex to the employment section of the State Act Against Discrimination. All

committee members had Commissioner Kent's letter of May 14 on this important matter.

Miss Schwartz reported that it appeared that the Minimum Wage Bill would not reach the floor of either the House or the Senate in this session because time was running out.

Dr. Bradfield reported that the Education Committee had no further report at this time and pointed out that the work they have planned is not possible in the spring of the year because of the press of academic work of the counselors and others at this time of year.

Joan Polivka reported that letters had gone out to those who had expressed a desire to serve on the Home and Community Life Committee and that responses would now be reviewed and the committee set up accordingly.

It was felt that since Dr. Bradfield and others would be in Minneapolis for the June 5th meeting of the special TV committee, it would be desirable to have the Advisory Committee meeting on Friday, June 6. The next meeting was scheduled for Friday, June 6th, with Mrs. Peeke to advise whether it would be a luncheon meeting or early afternoon meeting at the Northwestern National Bank Building.

The meeting adjourned at 4:40 p.m.

Edna Schwartz
Acting Secretary

DIVISION ON WOMEN'S AFFAIRS

The Women's Advisory Committee held a scheduled meeting on Friday, June 6, at 11:45 a.m. at the Northwestern Bank Building. Mrs. Virgille Peeke, chairman, presided, at the business session following lunch.

Members present included Mrs. Peeke, chairman, Mrs. Ulman, vice chairman, Miss Berg, secretary, Dr. Bradfield, Mrs. Plank, Miss Schwartz, Mrs. Phillips, Mrs. Polivka. Ex-officio members present were: Miss Connery, Department of Public Welfare; Mrs. Preston, Department of Vocational Education and Miss Higgins, Division of Women's Affairs.

The minutes of the previous meeting were approved as read by the secretary.

The chairman asked for Miss Higgins' report as the Program Director. She advised the committee that Senator Wayne Popham had been reappointed as an ex-officio member of the committee. She gave the following address changes for the records:

Representative Helen McMillan - 1230 - 2nd Drive N. E., Austin, Minnesota 55912 and Mrs. Sandra Phillips (after June 30th) 6817 Point Drive, Edina, Minnesota 55435.

She advised that the appropriation granted the department was \$487,411 so that the budget would be \$242,142 for 1969-70 and \$245,269 for 1970-71. This appropriation will allow for some increase in staff. She also stated that the Human Rights Bill would be signed by Governor LeVander this afternoon (June 6). A mimeographed sheet showing the changes in the State Act Against Discrimination as passed by the Legislature were distributed to the committee members. *

Miss Higgins then reviewed with the committee the Questionnaire which she and Miss Clarenbach had prepared which is to be sent to State Commissions on the Status of Women to ascertain their views on a National Federation or Association of Commissions on the Status of Women. The main topics covered in the discussion were:

1. Function of a National Association
2. Composition or Membership of such an Association
3. Structure of a National Association
4. Financing of such an association
5. Relationship with other Public Agencies

Mrs. Phillips reported for the Television Proposal Steering Committee. Minutes of the committee meeting will be mailed to all members. She announced that John Davidson will be the producer for the show and that he had suggested a change in the dates for the series to January 20, 1970 through April 14, 1970. Mimeographed material on the issues which were discussed by the Steering Committee were made available to the members who were urged to submit their ideas for issues and participants as soon as possible.

Mrs. Preston said she had an interesting paper on the Attitude of Counselors Toward Women and it was suggested that copies be made available to members. Caroline Bird's new book, Born Female, was recommended to the members.

The chairman called for sub-committee reports:

Health and Welfare - It was announced that Mrs. Staples was in Europe and that no report was available from her committee or from the meeting held by the M.O.W. organization.

Civil and Political Rights - No member present.

Education and Training -- No report during the summer months.

Home, Community and Family Life -- Mrs. Polivka asked members for suggestions for study areas. She mentioned that on the national level the administration is striving for voluntary involvement in community issues.

Employment Policies and Practices -- Miss Schwartz reported that there is much educational work to be done before the next Legislative session. She said the group would work for the Minimum Wage Law again, would look at our Protective Legislation for women and for ways to strengthen our Equal Pay Law.

Miss Higgins brought up the grave problem of attendance at the Advisory Committee meetings. Since this is a small group with a limited membership, it is vital that members attend all meetings so that business can be conducted. The motion was made, seconded and carried that this matter be referred to the By-Laws Committee and that some provision be made in the By-Laws for attendance or requested resignation of members after a required number of absences. The chairman asked Mrs. Plank to take care of this matter for the By-Laws Committee and report at the next meeting.

The next meeting was set for Friday, July 11, at the Northwestern National Bank Building for 11:45 a.m.

Margaret E. Berg
Secretary

Aug. 8 - next meeting.

I History

II Present How Do I See Myself

III Future.

Wed. July 23 - 2:00

70. State Office Bldg.

Project thinking concerning
area of responsibility.

Can see tapes to be used for
small group discussion.

Talk to Jane Preston about
Daycare area (Hon. Olson)

Mobile daycare unit for
geographically disadvantaged.

Home health aids - Alberta
Retail food management.

Talk to Helen Macmillan about
what goes into the Health and
Welfare Comm in Houses.

Harold Murphy - working with
Hosp Assn.

DIVISION ON WOMEN'S AFFAIRS

The Women's Advisory Committee held a scheduled meeting on Friday, July 11, at 11:45 a.m. in the Northwestern National Bank Building. Mrs. Virgille Peeke, chairman, presided at the business session following lunch.

Members present included Mrs. Peeke, chairman, Miss Berg, secretary, Dr. Bradfield, Mrs. Phillips, Mrs. Staples, Mrs. Krantz, Miss Neimeyer, Miss Schwartz and Mrs. Plank. Ex-officio members present were: Representative Helen McMillan, Miss Wilson, Mrs. Preston and Miss Higgins.

The minutes of the previous meeting were read by the secretary and approved as corrected. The corrections were: Civil and Political Rights Committee - change wording from "No member present" to "No report", and By-Laws revision was referred to Mrs. Staples and not Mrs. Plank as stated.

The chairman called for the report of the By-Laws Committee from Mrs. Staples. The proposed By-Laws change was read as follows: (copies had been mailed to all members as required by the By-Laws.)

"Article III - Membership

Section 3 - Meeting attendance

Absence from three regular meetings during the course of any one administrative year (January meeting to January meeting) without notification to the Department of Human Rights shall result in a request for member's resignation. That not being forthcoming, the Commissioner may revoke the appointment. "

Motion was made by Miss Schwartz and seconded by Mrs. Phillips to adopt the amendment as presented by the By-Laws Committee. An amendment to the motion was made by Dr. Bradfield and seconded by Mrs. Plank to insert the word "prior" before notification. The motion was carried as amended. "

Mrs. Phillips reported on the progress of the Television Project. Plans are now to have two or three well done one-hour programs. Topics to be covered are:

History of Women (Past)
How I See Myself (Present)
What Am I Going to Do About It? (Future)

The Television Steering Committee will meet again on July 23 and they should have approved content, format and design for the next Advisory Committee meeting. Finances are not known at this time. Motion was made, seconded and carried to accept the Television Committee report.

Miss Higgins gave her report as director covering the following points:

- (1) She welcomed Representative Helen McMillan to the meeting.
- (2) She stated that she would be attending the National Steering Committee meeting in Washington, D. C. on July 14 and 15.
- (3) Plans are being made for a one-day conference on September 12 with labor and employment representatives. Major objective is to discuss the inclusion of sex in the State Act Against Discrimination.
- (4) She distributed the first issue of the Midwest Regional Newsletter to committee members.
- (5) Read letter from Women's Bureau in regard to Office of Federal Contract Compliance hearings in Washington, D. C. on August 4, 5 and 6 re Executive Order 11246 which prohibits discrimination in employment on the basis of sex by federal contractors and sub-contractors. The motion was made, seconded and carried that Commissioner Kent send a statement of support to the Washington, D. C. Commission of their testimony to be offered at the hearings.

Sub-Committee reports were as follows:

Health and Welfare - Mrs. Staples reported current interest in the area of Children's Allowances.

Employment - Miss Schwartz reported that 13 replies had been received from individuals who are willing to serve on the sub-committee.

Home, Community and Family Life - Miss Higgins reported for Mrs. Polivka stating that they had met with Mrs. Viola Hymes to coordinate their program with that of the Minnesota Council on the Status of Women. Letters had also been sent to members to determine what community organizations are now doing in this area and for suggestions as to how the committee might make a contribution to community needs.

Committee members present then brought up information which they felt would be of interest to the group. Invitation was read from the State Board of Health for their dedication and open house on July 13. Mrs. Preston described some of the Area Vocational Schools In-Training programs such as Day Care, Home Health Aides, etc. and Miss Wilson described the employment program for older women entitled Green Light.

Mrs. Preston suggested that the ex-officio members might prepare a directory of resources available in the State of Minnesota or bring specific information to the committee on programs of interest to women. Committee members felt the Advisory Committee should be assisting and supporting these projects and needs to be aware of them. Suggestion was made that it might be possible to have some of these resource people attend a meeting of the committee to explain their programs.

Motion was made, seconded and carried that the committee thank the Northwestern National Bank for the use of their meeting room and their hospitality.

The next meeting was scheduled for Friday, August 8, with the time and place to be announced.

Margaret E. Berg
Secretary

DIVISION ON WOMEN'S AFFAIRS

The Women's Advisory Committee held a scheduled meeting on Friday, August 8 at 11:45 a.m. in the Northwestern National Bank Building. Mrs. Virgille Peeke, chairman, presided at the business meeting following lunch.

Members present were: Mrs. Peeke, chairman, Miss Berg, secretary, Mrs. Plank, Mrs. Staples, Mrs. Phillips, Miss Neimeyer, Miss Schwartz and Mrs. Ulman. Ex-officio members present were: Miss Wilson, Miss Connery and Representative McMillan.

Mrs. Peeke announced the appointment of Mrs. Beverly Stone to the committee. She explained that Mrs. Stone was unable to be present at today's meeting.

The minutes of the previous meeting were read and approved.

The chairman asked Mrs. Phillips for a Television Steering Committee report. Her report brought out the following points:

- (1) Presentation of an organizational chart showing duties of each member.
- (2) Report of Miss Berg and Miss Schwartz re their plans for contacting the various organizations in the state.
- (3) A report of the publicity chairman, Miss Neimeyer.
- (4) John Davidson's proposal
 - (a) Two one hour programs scheduled for two nights in January, 1970.
 - (b) Total cost including producer's and broadcast charges \$66,450. Additional expenses such as publicity, brochures, postage, etc. will need to be added. Could come to \$75,000 and \$80,000.
 - (c) Plan to have brochure printed to be available for committee members and for the backers, i.e., firms or foundations who might be interested in sponsoring programs.
 - (d) Letter sent to Commissioner Kent requesting advance of \$500 to cover initial printing and postage expense.

There was some discussion by the committee members as to the emphasis for sponsorship of the programs, i.e., the Department of Human Rights or the Women's Advisory Committee. No decision reached.

Motion was made, seconded and carried to accept the TV Steering Committee report.

Miss Connery brought up the question of what the Department of Human Rights is doing to implement the Equal Pay Bill. Mrs. Peeke was asked if she had been invited to a meeting of the Human Rights Board. She said she believed it had not met. Members agreed that the Women's Advisory Committee should be represented at these meetings either by the chairman or her representative should she not be able to attend.

The feeling was expressed that the committee should have a member designated to act as a publicity liaison with the Department. Miss Neimeyer was asked to accept this responsibility and she asked if she might think it over before giving her answer to the chairman.

The report of the Director which had been mailed to the members was read by the secretary. Miss Higgins stressed the following points in her report:

1. Attendance July 14 and 15 in Washington, D.C. of Steering Committee for National Association of Commissions on the Status of Women where she was elected secretary.
2. Attendance at the request of Mrs. Elizabeth Koontz at the Federal Contract Compliance hearings in Washington, D.C. August 4, 5 and 6 where she will testify on August 5.
3. Attendance at 21st Annual Conference of the International Association of Official Human Rights Agencies, Hartford, Connecticut.
4. One-day seminar scheduled by the Department for September 12 to discuss discrimination on the basis of sex.

Committee Reports:

Health and Welfare -

Mrs. Staples announced a conference to be held November 14 and 15 at Macalester College on Income Equalization in which her group is participating.

Members were urged to attend the September 12 Seminar being sponsored by the Department of Human Rights and Miss Higgins would be asked to get material out to the committee members.

The September meeting was scheduled for Friday, September 19 at the Phyllis Wheatley Settlement House with the time to be announced.

The meeting adjourned.

DIVISION ON WOMEN'S AFFAIRS

The Women's Advisory Committee held a scheduled meeting on Monday, September 15, 1969 at 10:00 a.m. at the Phyllis Wheatley Settlement House, 809 Aldrich Avenue North, Minneapolis.

Members present were: Mrs. Plank, Mrs. Staples, Mrs. Phillips, Mrs. Krantz, Mrs. Stone, Miss Vivian Jenkins and Miss Edna Schwartz. Ex-officio members present were: Jane Preston and Judith Higgins.

Mrs. Sally Plank, vice chairman, presided in the absence of chairman, Virgille Peeke, who was out of the city. Edna Schwartz acted as secretary in the absence of Margaret Berg who was unable to attend this 10 a.m. Monday meeting.

Motion made, seconded and carried to dispense with the reading of the minutes and since there were no corrections, the Chairman declared the minutes approved as mailed to members.

The Vice Chairman presented Mrs. Beverly Stone to the group and welcomed her to the committee.

Edna Schwartz reported that the subcommittee on employment was meeting at 1:30 on Thursday, September 18. This is the first meeting of this subcommittee.

Mrs. Staples stated that suggestions for individuals to be invited to the November 14 and 15 Conference on Income Equalization in which her committee is participating would be appreciated.

Mrs. Krantz expressed a desire for clarification as to direction of her committee in this non-legislative year. The suggestion was made that a meeting of the heads of the subcommittees with the Advisory Committee would possibly be desirable and a means of clarifying what the various subcommittees are doing and their specific plans for the future. It was the consensus of the group present that this suggestion be given to Chairman Virgille Peeke for consideration.

Jane Preston suggested some thought be given to seminars being set up in various communities throughout the state on practical politics with perhaps the League of Women Voters as co-sponsors.

Following further discussion it appeared that we need give serious thought to the work of the Civil and Political Rights subcommittee and the Chair appointed Vivian Jenkins, Emily Staples and Jaye Krantz to try to define this committee's sphere of endeavor and bring concrete suggestions to the Advisory Committee as to the best approach to follow.

Mrs. Phillips reported on the TV Steering Committee and submitted the proposal for the two television specials. (~~See attached~~). Mrs. Staples showed the sketch of the symbol which will be used on all printed matter, on TV, etc. for the programs and explained the meaning of the symbol which had the approval of those in attendance. Appreciation was expressed for this exciting symbol by all. Mrs. Phillips reported

that Kate Niemeyer would apparently need help on publicity and this was to be referred to Chairman Virgille Peeke. Mrs. Phillips is reporting on the project tomorrow to the Human Rights Committee, and progress is being made on securing funds.

Miss Higgins reported on plans for the September 19 Conference at the St. Paul Hotel and encouraged attendance of the members of the Committee. Also, she stated some members had expressed a desire to work on another subcommittee than the one to which they are presently assigned. Therefore, she asked that this be put on the agenda for next meeting and if anyone desired a change, it would be helpful if she was so advised. The formation of the Association of Commissions on which Miss Higgins is serving on the Steering Committee is moving forward. She announced that Mary Kyle had been appointed to the President's Advisory Council and discussion was held as to the best method of keeping Miss Kyle up to date on the work of our Committee. The suggestion was made that some type of public function honoring Miss Kyle sponsored by our Committee would be in order and this will be considered at the next meeting. Miss Higgins also announced that Sue Hovik had been appointed Women's Editor of the Minneapolis Star and the group expressed the desire to have Miss Hovik as a guest at one of our committee meetings. Miss Higgins has testified in Washington since our last meeting on guidelines and is on the Health Committee to help plan workshops for the Minnesota Welfare Association Conference to be held in March.

There being no further business, the meeting adjourned at 12 noon.

DIVISION ON WOMEN'S AFFAIRS

The Women's Advisory Committee held a scheduled meeting on Friday, November 21, 1969, at the Normandy Hotel, immediately following the Testimonial luncheon for Commissioner Frank Kent, who leaves for his Washington post on November 28.

Members present included: Mrs. Virgille Peeke, chairman, Mrs. Ulman, Mrs. Stone, Mrs. Krantz, Mrs. Polivka, Mrs. Staples, Mrs. Phillips and Miss Schwartz who acted as secretary in the absence of Miss Berg. Ex-officio members present were Mrs. Preston, Miss Wilson and Miss Connery.

The minutes of the previous meeting were approved as mailed.

Mrs. Sandra Phillips reported that Commissioner Kent was hopeful of securing a heavy handed guardian who would open some doors. It appears that male help is required in the financial area. She with Miss Higgins will be reviewing with John Davidson, the producer, the script for our own use locally and also for Commissioner Kent's benefit before he leaves for Washington as OEO has no program that deals with women as such. We should not be discouraged because we are off schedule, but will simply have to work harder.

Miss Higgins reported for the Division stating that there could very likely be the first hearing on a sex discrimination case coming up in the near future. A Minneapolis hospital is the employer. If such hearing is to be held, we will be alerted by Miss Higgins.

Mrs. Stone reported that the governor's office was interested in the plans for honoring Mrs. Mary Kyle. At the moment, a statewide luncheon is being considered and possibly it will be combined with a Conference. Such will now be planned for early next year, but since Mrs. Kyle is out of the city due to the illness of her daughter, no date had yet been cleared with her. Miss Higgins planned to contact her next week.

Mrs. Polivka reported that her committee - Family, Home and Community Life, was giving careful attention to what areas of study they should select so that there will not be an overlap. The idea has been suggested for a day care center with the Educational Committee as a pilot group.

Miss Schwartz reported that the Employment Committee was meeting December 5 and at its last meeting had had Commissioner Malone review the provisions of the minimum wage legislation introduced at the last session. She stated that this committee will break up into smaller committees to study in depth such subjects as Civil Service in our State, so-called Protective Legislation; maternity leaves; differentials in insurance and pension benefits; day care needs, etc. Then the Committee plans to meet possibly quarterly to receive the reports on the various studies and determine if recommendations are to be made to the Advisory Committee.

-2-

Mrs. Staples reported on the Macalester Conference on Income Maintenance which was a very exciting meeting.

It was the decision of the members that no meeting of the committee should be held in December and that the members be notified of the date and place the Committee will meet in January, 1970.

There being no further business to come before the meeting, it was adjourned.

Edna Schwartz
Secretary pro-tem

Reports

To: Members of the Advisory Committee, Division of Women's Affairs of the
Human Rights Department

From: Sub-Committee on Employment Policies and Practices

The Employment Committee respectfully submits for your approval the following legislative items:

- Carried*
1. Support, secure sponsors, and have introduced an amendment to Minnesota's Anti-Discrimination Law to prohibit discrimination in employment on the basis of sex (the same as it does on the basis of color, race, creed, religion and national origin).
 2. Support of adequate minimum wage legislation applicable to both men and women.

Carried

--Because Commissioner Malone, who met with our Committee, is preparing such legislation and will secure sponsors, we ask for approval to support such proposal rather than to have a division of support by the introduction of minimum wage legislation by our Committee.

70¢ to \$1.15 at the moment

14 states where no minimum wage is on books - Minn. one.

- Carried*
3. Support - and if provision is not included in the Labor Department's minimum wage legislation - secure sponsors for the introduction of an amendment that would eliminate the present 54 hour per week limitation for women and provide thus that work hours be the same for all adult workers, regardless of sex.
 4. Support of a Wage Collection Law IF the Department of Labor sponsors such legislation in this session. While the Committee is aware of the need of such legislation in Minnesota, it agrees with Commissioner Malone that both it and the minimum wage legislation perhaps cannot be attempted in this session, and therefore, efforts will be first directed to the Minimum Wage Legislation.

Your Committee is not proposing to introduce an Equal Pay for Equal Work Bill being of the opinion that if the Amendment making discrimination on the basis of sex unlawful was enacted, it would prohibit unequal pay for equal work. The Committee desires to be on record as supporting the principle of equal pay for equal work.

Your Committee members will be ready to present their reasons for submitting these recommendations and to answer questions relative to these proposed legislative items at the meeting of the Advisory Committee.

The Employment Committee will assume that if these recommendations are adopted, the support of the Advisory Committee will be forthcoming in every way possible, thru the press, in other organizations, and with the legislators.

July, 5, 1968

PROPOSAL

TO: Women's Advisory Committee
Division on Women's Affairs
Department of Human Rights
State of Minnesota

FROM: Miss Judith Higgins
Department of Human Rights
State of Minnesota

SUBJECT: Television series on the Women's Division

PREFACE: A society that aspires toward greatness must make use of each citizen's talents and abilities, and it must give everyone an opportunity to fully participate in the life of that society. Womanpower is one of our state's greatest resources. Each day we see new evidence that Minnesota is becoming more aware of this and requiring more and more participation on the part of her women citizens. In order to reach the largest number of Minnesota women and inform them of the Division of Women's Affairs and interest them in becoming more involved in the cultural, social, educational and institutional aspects of their society, I have discussed the possibility of utilizing the resources of KTCA, the educational television station in the Twin Cities, with Mr. Joseph McDermott who is the Director of Project Development for KTCA and the following proposal is the result of these discussions.

NEED: Today there is great emphasis upon the need for more training for all types of workers and especially for women and girls. That they are becoming more aware of this need is shown by the increased demand for occupational training, continued education, and better preparation for jobs and for homemaking. Persons must be made aware of what the resources are. Women who spend the larger portion of their time in the home must also be informed of what the problems are and what they can do to begin finding solutions to the problems our society as a whole faces.

AUDIENCE: The women in Minnesota who would like to become involved and because of lack of information and resources as to what the real needs are and how they can help to rectify some of these problems, have not done so.

POSSIBLE SERIES: Content

Involvement with all five areas of the Women's Division as set up by law: health and welfare, civil and political rights, home community and family life, education and training, and employment policies and practices. By setting up such a series based on these five areas we could include all aspects of women's life and include such things as the working mother, minority women in Minnesota, volunteer services, the role of the counselor, women in poverty, and women's role in violence.

PRODUCTION:

In talking with Mr. McDermott of KTCA television about the possibility of such a television series, he quoted to me the following figures:

\$115.00	Purchase of video tape per unit
\$184.00	Use of studio facilities
\$150.00	Production and technical costs
<u>\$165.00</u>	Electronic editing
\$614.00	Total cost per unit or half hour period

The cost of showing such a program on KTCA would be \$100.00 each unit. This would allow for coverage for the Twin City area. Fargo and Duluth would charge approximately \$50.00 a unit and this would cover the northern part of the state. If the video tapes were to be purchased as recommended, commercial television stations would carry such a program on their designated public service time free of cost to us.

The entire cost for 26 half-hour programs would run approximately \$24,114.00. The cost of 13 half-hour programs would run \$12,057.00. Perhaps keeping the programs away from issues that are too "timely" would be wise for then the films could be used more often and purchase of the tape would mean that the tape could be erased and used for a different purpose at the later date.

PROPOSAL:

That the Women's Advisory Committee secure sponsors and assist in the programming for such a series if it were felt that the need to disseminate information of this variety is great enough.



STATE OF MINNESOTA
DEPARTMENT OF HUMAN RIGHTS

FRANK C. KENT, COMMISSIONER

STATE OFFICE BUILDING
SAINT PAUL, MINNESOTA 55101
TEL. 221-2931 - AREA CODE 612

December 28, 1967

To the members of the Advisory Committee:

As voted upon at the December meeting, there will be a meeting of the Advisory Committee on Women's Affairs on

Monday, January 8, 1968
2:00 P.M. to 5:00 P.M.
Conference Room B, Veteran's Service Building
Capitol complex, St. Paul

(The low building at the base of the Capitol Mall facing
Capitol; parking between Capitol and Veteran's Service
Building)

If you are unable to attend for any reason, please notify Mrs. Stone's office.

The agenda will include:

- (1) A short business meeting
 - final presentation of operating procedures
 - election certification
 - committee guidelines
 - definition of liaison functions and appointments
- (2) Meetings of coordinating committees in areas of interest as follows:
 - Employment: Peeke, Weiss, new appointee, Popham
 - Education: Adams, Bradfield, Randolph, Preston or Humphrey
 - Health and Welfare: Staples, Watson, Ulman, Connery
 - Civil Rights: Plank, Kirchhofer, Krantz, Preston or Humphrey
 - Home, Community and Family: Halper, Janes, Mears, Wilson
 - (The first person listed will be the chief coordinator of that area.)

I am sure that each of you, as I have been, are seeking an answer to the question, "Where do we go from here?" In addition you are asking yourselves as you become aware of the multitudinous aspects of the possible actions for this committee, "How do we go about defining our individual roles on the Committee as well as define goals for the total membership?"

It is my opinion that the direction for the future is impossible to define without a knowledge of where you have been and where you are now.

The necessity for an explicit definition of goals and objectives as well as a way to implement these is upon us and urgent. At the same time "goals for goals' sake" merely increases the "spinning of wheels" in direct be adopted or policies to be enacted are inadvisable. Therefore, in view of all of this, it seems we have at least two possible avenues of operation open to us. First and foremost, we must know the situation in the state. I propose to you that we can be of immeasurable service to the community of the state of Minnesota, as well as serve as a standard bearer for the other forty-nine states, if we pull together a resource book of all activities aimed at the improvement of the stature of women occurring within our state. To do this, it would first be necessary to evolve such a directory out of each of the five areas of concern.

In order to approach the problem systematically, the members of the Committee assigned to each area should first classify each activity as to its scope i.e., federal, state, county, city, Twin-City, as well as public or private. Next, the venture should be categorized as to whether it is ongoing or pilot. Thirdly, the question of funding should be answered. In addition to these three definitions, the venture should be cross referenced to the four other areas of concern. I suggest that the five w's and the h (what, where, when, why, who and how) be applied in each instance.

The combining of the five resource and information directories would serve the purpose of providing us with an overview of the total situation regarding women's affairs. This could be of invaluable assistance to the state. In doing this, we would be serving as an investigatory, fact finding, and - using the word broadly - educational body.

Secondly, we can concurrently lend out support to easily identifiable worthwhile activities as individuals or collectively as the Advisory Committee.

It is essential that any action of any kind that we elect be based upon convictions and sound judgment.

We must, at any cost, avoid the three elements of parochialism, irrelevance and irresponsibility that are so frequently present in unguided approaches.

We must recognize that in efforts to find solutions for problems in all of the present activities there is some quality or a combination of qualities of:

- (1) desire for money or funding
- (2) discovery or research
- (3) experimentation
- (4) invention

All four of these elements are dangerous if they are present without the acceptance of responsibility for actions. We, as citizens, as members of the community of the state, as participants in ventures, as members of the Advisory Committee cannot evade the process of public accountability as well as the long term consequences of our actions.

December 28, 1967

The long term interests of the women in the state of Minnesota must be (1) understood (2) protected (3) expanded. These efforts must have some orientation to a common goal, and the leadership must be fully committed to acting with responsibility. This is not to say that action will be without the element of risk or daring.

I submit these to you for your thoughtful consideration prior to and at the meeting on January 8, 1968. Mrs. Stone and I have worked closely in developing this for your consideration and we will try to answer questions.

Finally, in view of all of the above, please give some time and thought to recommendations for people to serve on the sub-committees. We will "need all the help we can get!" Send or phone them to Mrs. Stone.

Sincerely,

Kathryn Scott Randolph

Kathryn Scott Randolph
Chairman

KSR/mcp

Guidelines for gathering resource materials

This suggested form can be adapted to use by all five of the sub-committees. Its purpose is to gather information about services and opportunities for women and about interested groups who could be counted on for support in the area of the human rights of women. The directory which will be the result will be made available to a variety of people working with adult women as a community service.

The guidelines which follow are intended to suggest the kinds of information to be included under each of the broad headings on the form. This information will vary considerably from organization to organization, and data sheets may be drawn-up by more than one committee on the same organization. For example, employment and education will probably both prepare a data sheet on the Career Clinic for Mature Women, but each will do so in terms of its particular area of concern. This is fine and is why we are including a place for cross-references. Also, a given large organization like the University of Minnesota should be surveyed by individual programs or centers rather than in terms of the whole institution. For example, H.E.L.P. and the MPCCW will have data sheets, not the University itself.

1. Nature of the group: educational, fraternal, information dispersal, psychiatric service, civic service, etc.,
2. Level: Is it public or private? Is it state, national, regional, or local? Is it part of a larger organizational structure?
3. Purpose: Does it make its own policy or implement policy or support various policies?
4. Seat of Authority: Who determines the policies or implementation which exist within the organization? An executive committee, a board, elected or appointed officials?
5. Focus: What are the relevant services, programs, or projects? Financial aid, counseling, education and training? Or what is this institution's (agency's organization's) area of influence? Lobbying, people it controls, etc.,
6. For whom does this institution/organization exist? (Population which it serves, or who is eligible to belong.)
7. If a service is performed, what is the professional staff? How many? How trained? Is there an executive director, etc. What does it cost for the service?
8. How is this funded? For how long? Is the financial support regular or sporadic? Is it pilot (experimental) or continuous?
9. Appropriate cross-references: Which of the other four committees should also have a data sheet on this organization/institution?

Institutional or Organizational Data
Related to Opportunities for Women

NAME _____ DATE _____

ADDRESS _____ TELEPHONE _____
(Street Number)

(City, State Zip)

HEAD (President, Chairman, Director) _____

ADDRESS _____
(Street)

(City State Zip)

1. NATURE OF GROUP:

2. LEVEL:

3. PURPOSE:

4. SEAT OF AUTHORITY:

5. FOCUS:

6. FOR WHOM:

7. BY WHOM:

8. FUNDING:

9. APPROPRIATE CROSS-REFERENCE:

[illegible]

Health and Welfare

STATE OF MINNESOTA
DEPARTMENT OF HUMAN RIGHTS
DIVISION OF WOMEN'S AFFAIRS
STATE OFFICE BUILDING
SAINT PAUL, MINNESOTA 55101

February 4, 1969

TO: Members of the Health and Welfare Subcommittee
Women's Advisory Committee
Division on Women's Affairs

FROM: Miss Judith L. Higgins, Consultant
Division on Women's Affairs

Mrs. Loring Staples, Acting Chairman of the Health and Welfare Subcommittee, has asked me to contact this subcommittee membership and notify you of the next meeting. We had planned on meeting on February 13, but Miss Mary Connery of the Department of Public Welfare cannot be with us on that date.

The meeting is now scheduled for 1:00 p.m. on Thursday, February 20. The meeting will be held in Room 70 of the State Office Building. The State Office Building is located between the Highway Building and the State Capitol in the Capitol complex in St. Paul.

I hope to see many of you there for this informative meeting. Please feel free to contact me at 221-2931 if there are any questions.

Thank you.

JLH/glj

AX-MON-AT
M 7 3
CH 3 3

(1)

STATE OF MINNESOTA
DEPARTMENT OF HUMAN RIGHTS
DIVISION ON WOMEN'S AFFAIRS

Minutes of the joint meeting of the Civil and Political Rights Subcommittee and the Health and Welfare Subcommittee

The above joint meeting convened at 1:10 p.m. on January 8, 1969 in room 216 of the Minneapolis Public Library. Mrs. Marie Goss, Chairman of the Civil and Political Rights Subcommittee presided.

The following were present:

Civil and Political Rights
Subcommittee

Mrs. Marie Goss - *Chairman*
Mrs. Mary Lou Carpenter
Mrs. Sally Bosanko
Mrs. Marilyn Gorlin
Mrs. Dorothy Anderson
Ms. Mercedes L. Nelson
Mrs. Arline Booth
Mrs. Charlotte Chope
Miss Judith Higgins, Staff

Health and Welfare
Subcommittee

Mrs. Emily Ann Staples
Miss Azela Gohl
Mrs. Marjorie Curry
Mrs. Edith Lallier
Mrs. Florence Gray
Miss Pearl Mitchell
Mrs. Emi Saiki, Advisory
Committee

There was an attempt to review for the Health and Welfare Committee, which had not yet had its organizing meeting, some of the material recently covered in Civil and Political Rights Subcommittee meetings. It was the feeling that it might be well for the Health and Welfare Subcommittee to meet with some of the people who have given information to the Civil and Political Rights Subcommittee.

It was agreed that we shall work for AFD-CUP, for the elimination of Township Relief, for a better structure for the collection of court orders and for simplification and more speedy payment of welfare in cases clearly eligible.

It was agreed that members of our two committees shall be furnished with schedules of time and place of important meetings of legislative committees with which we are concerned.

It was agreed that the very complete final report of the Governor's Commission on the Status of Women should be boiled down as necessary background material for the work of these committees.

It was agreed that it will be helpful to hold an early meeting of one or both of these committees in the form of a visit to a hearing of one or several of the legislative committees with which we are concerned.

Page 2

Minutes of the joint meeting of Civil and Political Rights and Health and Welfare Subcommittees of the Women's Advisory Committee

Attention was called to forthcoming meeting of the Minnesota Council on the Status of Women and the Women's Advisory Committee to be held on January 29th and 30th, notice of which will be received by each member. In view of this, the meeting scheduled for January 22, 1969 was cancelled.

The following indicated a willingness to do lobbying: Sally Bosanko, Marilyn Gorlin, Edith Lallier, Emily Ann Staples, Arline Booth, Marie Goss, Charlotte Chope and perhaps, Mercedes Nelson.

The meeting adjourned shortly after 2 p.m.

Respectfully,

Charlotte L. Chope, Secy.

PLEASE MAKE EVERY EFFORT TO ATTEND THE CONFERENCE ON JANUARY 29 AND 30.

STATE OF MINNESOTA

WOMEN'S ADVISORY COMMITTEE - DEPARTMENT OF HUMAN RIGHTS

HEALTH AND WELFARE SUBCOMMITTEE

✓ Adams, Mrs. Stephen
8 Mill Road
Hopkins 55343
Homemaker
935-2058

Alderink, Mrs. M. G.
301 Kenilworth
Duluth
Homemaker
728-1658

Appert, Mrs. Robert
1923 Flandrau
St. Paul 55109
Chairman, Dept. of Nursing
777-6054

✓ Arnovich, Bessie R.
1721 E. Third St.
Duluth
Social Worker
724-7694

Berman, Mrs. Nathan
2924 Drew Ave. South
Minneapolis
Citizen volunteer
Wa 2-7111

Curry, Mrs. Paul S.
4238 Portland Ave.
Minneapolis
Social Worker
822-7184

Daniewicz, Catherine V.
4117-13th Ave. South
Minneapolis
Occupational therapist
822-3425

Gaskins, Mrs. Ashby U.
4409 Third Ave. South
Minneapolis 55409
Social Work Supervisor
824-5338 home
330-3363 office

✓ Gohl, Miss Azela
856 West Iowa
St. Paul
Asst. Professor - Occupational therapist
488-8874

Grainger, Margaret F.
507 Fourth St. S.E.
Minneapolis
Teacher
336-9268

✓ Gray, Mrs. Jerome S.
1401 West Minnehaha Pkwy.
Minneapolis
Homemaker
922-9673

Hodgson, Jane E.
512 Lowry Medical Arts Bldg.
St. Paul 55102
Physician
224-7535 office

Johnson, Mrs. Charles (Josie)
1016 Plymouth Ave. North
Minneapolis
Community org., Mpls. Urban League
521-2278

Kief, Mrs. Paul G.
121 North Ninth Street
Montevideo
PHN Teacher
269-8188

Lallier, Mrs. Edith G.
1716 East Maryland Ave.
St. Paul
Homemaker and Student
776-2367

Mathiowetz, Loretta
928 Grand Avenue
St. Paul
Supervisor - Health Occupations
225-2898 home
221-3248 office

Women's Advisory Committee - Minnesota Department of Human Rights

Health and Welfare Subcommittee - 2

Mitchell, Miss Pearl
476 St. Peter Street
St. Paul 55102
Social Worker
223-4650
223-4651

Parkin, Miss Evelyn
502-15th Ave. S.W.
Rochester 55901
Director, Mayo Clinic Social
Service Dept.
289-3054 home
282-2511 Ext 2131 office

Paulson, Virginia M.
5500 France Avenue South
Edina
Director of Nursing
926-8867 home
332-7266 Ext. 301 office

✓ Platt, Mrs. Stanley K.
2002 W. Lake of the Isles Blvd.
Minneapolis 55405
Homemaker
377-4925

✓ Price, Dr. Mary
3208 Armour Terrace
Minneapolis
Physician
789-8788 home
373-8998 office

Reed, Mrs. Richard Y.
1309-13th Street South
Moorhead
Assoc. Prof. Sociology and
Social Work
218-233-1205
218-236-3333

✓ Rogge, Mrs. Leonard J.
2237 Riverwood Place
St. Paul
Homemaker
644-2249

Saigaki, Tai
310 State Office Bldg.
St. Paul 55101
Social Work
221-3557

Smaby, Alpha S.
1531 East River Road
Minneapolis
Homemaker
336-7434

Smith, Mrs. M. I.
Route 2 - Box 65
Hibbing 55746
Retired School Principal
254-3293

Stein, Mrs. Lynn
~~Stein, Mrs. Lynn~~
68 Barton Ave. S. E.
Minneapolis
Homemaker
336-3983

Stemsrud, Mrs. Harold
Bay Cliff Park
Alexandria 56308
Case Worker, Douglas County Welfare
763-5521

Wattenberg, Mrs. Lee
53 Seymour Ave. S.E.
Minneapolis 55414
Project Director, New Careers, U. of M.
333-8461

STATE OF MINNESOTA

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Minneapolis 55414
Project Director, New Careers, U. of M.
333-8461

March 28, 1969

TO : The Women's Advisory Committee, and Civil and Political Rights,
Health and Welfare Subcommittee Members

FROM: Marie Goss and Emily Staples

RE : AFDC - UF Senate File #871, Coleman, Popham and N. W. Hanson

At the Senate Public Welfare committee hearing March 17, Senator Coleman presented this bill and bolstered his own arguments for it with testimony from several businessmen whose firms are involved in training and placement of unemployed people. They were all FOR this bill as they are finding many trainees eager, willing and able to benefit by training and to get back on their feet in a job. They feel that the two programs (training and AFDC) dovetail beautifully.

Several organizations were present and handed in statements favoring SF 871, but none of us were heard for lack of time. However, we felt that the evidence given was more valuable because it was new and rebutted the arguments that the unemployed don't want to work and don't take advantage of training, and also contradicted the doubt many people have that there are any training programs available.

Two county commissioners also spoke for the bill, pointing out that some of the cost would be shifted from local to state and national funds, saving money for counties as well as providing aid for more children and families.

A House bill is either in or soon will be and there will be more hearings of which we will notify you.

MEANWHILE - p l e a s e write (or otherwise contact) your county commissioner, your legislator, your local editor, or any member of the committees involved or the authors of the bill saying you think it should be passed, whether or not you give reasons. Also write Flakne and urge him to introduce the companion bill in the House.

11. A.F.D.C.

Be it resolved: That the Hennepin County Convention support SF 871 A.F.D.C.-U.F. (Aid to Dependent Children - Unemployed Father) because:

1. It will greatly strengthen the idea of AFDC which is to keep needy children in their homes by allowing mothers to qualify for AFDC when there is a genuinely unemployed father IN the home instead of insisting that he must be gone from the home for her to qualify as is now the case.
2. It will equalize the treatment of needy children. Now some get AFDC aid while others are eligible only for general relief which is inadequate and not at all uniform.
3. It is an investment in the future in that children reared in homes and adequately aided are less apt to become delinquents later at much higher cost.

MINNESOTA AFDC LEAGUE
1130 Nicollet Ave. Mpls, Minn. 55403

LEGISLATIVE PRIORITIES OF MINNESOTA AFDC LEAGUE

1. Exemption of earnings and work incentive - Make effective before July 1, 1969 mandatory date.
2. Unemployed parent -Enable the unemployed father to be on AFDC grant while receiving training
3. Keep children on the grant provided they are in school or training until age 21...they must still pay own tuition and school expenses.
4. Strengthen and enforce the support laws.
5. Burial allowance for the guardian as well as children
6. Allow incapacitated father to be on AFDC grant rather than on separate disabled grant.
7. Increase the equity permitted in real estate from \$7,500 to \$15,000
8. Eliminate township relief.

THE PURPOSE OF THE MINNESOTA AFDC LEAGUE is to work with responsible community groups and public welfare boards to attack problems affecting AFDC children and their guardians; to promote legislation strengthening family life and protecting children; to create awareness of the responsibilities as well as the rights of AFDC recipients.

AFDC Aid To Families With Dependent
Children

Senate, House Committee Chairmen Listed

Following is a listing of all chairmen and vice-chairmen of committees in the Senate and House of the 1969 Minnesota Legislature, plus the full listing of certain committees that will deal with most urban legislation.

As a practical matter, Chamber members interested in specific legislation should note the author of bills and the committee to which the bills are assigned so proper contacts can be made.

The Legislative Affairs Department of the Chamber can assist Chamber members in making contacts. All correspondence to legislators should be addressed to Minnesota State Capitol, St. Paul, Minnesota.

(* Votes with organization majority)
(x Votes with organization minority)

SENATE

AGRICULTURE

Josephson, J. A., Chairman
*Nelson, Howard L., Vice Chairman

CIVIL ADMINISTRATION & METROPOLITAN AFFAIRS

*Harren, Henry M., Chairman
*Popham, Wayne G., Vice-Chairman

METROPOLITAN PROBLEMS

*Ogdahl, Harmon T., Chairman
*Anderson, John T.
*Ashbach, Robert O.
*Blatz, Jerome V.
xColeman, Nicholas D.
xDavies, John T.
*Glewwe, Rollin B.
*Hanson, Rudolph
*Harren, Henry M.
*Hughes, Keith F.
*Kirchner, W. G.
*Krieger, Harold G.
xLaBrosse, Francis E.
xNovak, Edward G.
*Popham, Wayne G.
*Rosenmeier, Gordon
*Wolfe, Kenneth W.
*Wright, Donald O.

PENSIONS & RETIREMENT

*Hansen, Mel E., Chairman

COMMERCE

*Bergerud, Alf, Chairman
*Parks, Clifton, Vice-Chairman

COMMITTEE ON COMMITTEES

*Rosenmeier, Gordon, Chairman

EDUCATION

*Hanson, Rudolph, Chairman
*Krieger, Harold G., Vice-Chairman

ELECTIONS AND REAPPORTIONMENT

*Popp, Harold R., Chairman

FINANCE

*Sinclair, Donald, Chairman

GAME AND FISH

*Ukkelberg, Clifford, Chairman
*Higgins, Raymond J., Vice-Chairman

GENERAL LEGISLATION

*Olson, John L., Chairman

JUDICIARY

*Rosenmeier, Gordon, Chairman
*Hughes, Keith, F., Vice-Chairman

LABOR

*Anderson, Wendell R., Chairman

LOCAL GOVERNMENT

*Dosland, William B., Chairman

PUBLIC DOMAIN

*Sundet, A. O., Chairman
*McKnight, Henry T., Vice-Chairman

PUBLIC HIGHWAYS

*Larson, Norman J., Chairman
*McCarty, Glenn D., Vice-Chairman

PUBLIC WELFARE

*Franz, Walter J., Chairman

RULES & LEGISLATIVE EXPENSE

*Holmquist, Stanley W., Chairman

TAXES & TAX LAWS

*Wright, Donald O., Chairman
*Blatz, Jerome V., Vice-Chairman
*Anderson, Ernest J.
*Bergeud, Alf
xColeman, Nicholas D.
*Franz, Walter J.
*Holmquist, Stanley W.
*Hughes, Keith F.
xKalina, Harold
*Krieger, Harold G.
xLaBrosse, Francis E.
*Larson, L. W.
*Larson, Norman J.
xLaufenburger, Roger A.
*McCarty, Glenn D.
*Metcalf, John A.
xMosier, Leo D.
*Parks, Clifton
xPerpich, R. G.
*Ukkelberg, Clifford
xWanvick, Arne C.

TEMPERANCE AND LIQUOR CONTROL

*Larson, L. W., Chairman

HOUSE

AGRICULTURE

*Stone, Ivan, Chairman
*Morlock, Henry J., Vice-Chairman

APPROPRIATIONS

*Fitzsimons, Richard W., Chairman
*Long, Verne, Vice-Chairman

CITIES OF THE FIRST CLASS

*France, Alfred E., Chairman
*Schwarzkopf, Lyall A., Vice-Chairman

CITIES OF THE SECOND & THIRD CLASS

*Frenzel, William E., Chairman
*Wingard, John, Vice-Chairman

CLAIMS

*Klaus, Walter K., Chairman
*Stangeland, Arlan L., Vice-Chairman

COMMERCE AND ECONOMIC DEVELOPMENT

*Adams, Salisbury, Chairman
*Rappana, Duane, Vice-Chairman

CONSERVATION

*Becklin, Robert C., Chairman
*DeGroat, Frank H., Vice-Chairman

COUNTY & TOWNSHIP GOVERNMENT

*Voxland, Roy L., Chairman
*Dunn, Robert, Vice-Chairman

CRIME PREVENTION

*Krenik, George B., Chairman
*O'Neill, Joseph T., Vice-Chairman

EDUCATION

*Schulz, Roy, Chairman
*Sathre, Harvey B., Vice-Chairman

ELECTIONS & REAPPORTIONMENT

*Swanstrom, Dwight A., Chairman
*Anderson, Delbert F., Vice-Chairman

EMPLOYEE COMPENSATION & RETIREMENT

*Anderson, Thor, Chairman
*Sillers, D. H. (Doug), Vice-Chairman

FINANCIAL INSTITUTIONS & SECURITIES

*Everson, Ron, Chairman
*Bang, Otto, Jr., Vice-Chairman

GENERAL LEGISLATION, VETERANS, AND CONSUMER AFFAIRS

*Wright, F. Gordon, Chairman
*Christensen, Robert F., Vice-Chairman

GOVERNMENTAL OPERATIONS

*Renner, Robert G., Chairman
*Newcome, Thomas W., Vice-Chairman

HEALTH & WELFARE

*Hegstrom, M. K. (Mac), Chairman
*Knutson, Howard A., Vice-Chairman

HIGHER EDUCATION

*Searle, Rodney N., Chairman
*Schumann, Alfred O., Vice-Chairman

HIGHWAYS

*Mueller, August B., Chairman
*Weaver, Charles R., Vice-Chairman

INSURANCE

*Graw, Joseph P., Chairman
*Flakne, Gary W., Vice-Chairman

JUDICIARY

*Johnson, Robert W., Chairman
*Johnson, C. A. (Gus), Vice-Chairman

LABOR RELATIONS

*Erdahl, Arlen L., Chairman
*Erickson, Wendell O., Vice-Chairman

LAND & WATER RESOURCES

*Gimpl, Joe, Chairman
*Schafer, Ernest E., Vice-Chairman

LEGISLATIVE ADMINISTRATION & RULES

*Dirlam, Aubrey W., Chairman

METROPOLITAN & URBAN AFFAIRS

*Albertson, Howard R., Chairman
*Humphrey, George F., Vice-Chairman

*Adams, Salisbury

*Andersen, Richard

*Anderson, Thor

*Bell, Robert C.

*Frenzel, William E.

xGearty, Edward J.

*Graw, Joseph P.

*Gruys, Arnold D.

*Johnson, John W.

*Jopp, Ralph

*Keefe, John B.

*Klaus, Walter K.

xKleinbaum, Jack

xKozlak, John (Jack)

xMoen, Carl

xMunger, Willard M.

*Newcome, Thomas W.

xNorth, Robert D.

*O'Neill, Joseph T.

*Pavlak, Robert L.

xRichie, Richard W.

xRyan, Roy R.

xSabo, Martin O.

*Schumann, Alfred O.

*Sillers, D. H. (Doug)

xTheis, Frank

xTicen, Thomas E.

*Weaver, Charles R.

*Wingard, John

*Winter, John B.

*Wolcott, Ray O.

MUNICIPAL AFFAIRS

*Jopp, Ralph, Chairman
*Skaar, Andrew, Vice-Chairman

PUBLIC INSTITUTIONS

*Gustafson, W. F., Chairman
*Larson, Calvin R., Vice-Chairman

REGULATED INDUSTRIES AND UTILITIES

*White, Richard H., Chairman
*Fischer, Donald W., Vice-Chairman

TAXES

*Anderson, Harold J., Chairman
*France, Alfred E., Vice-Chairman

*Adams, Salisbury

xAnderson, Irvin N.

xBares, John, Jr.

*Becklin, Robert C.

*Chamberlain, Warren D.

xChenoweth, John C.

xChristianson, Marvin E.

*Everson, Ron

*Fisher, Donald W.

*Graw, Joseph P.

*Gruys, Arnold D.

xGustafson, Earl B.

*Hegstrom, M. K. (Mac)

*Hoppe, Vernon T.

*Humphrey, George F.

xJohnson, Carl M.

*Johnson, Robert W.

*Lindstrom, Ernest A.

*Mueller, August B.

*Newcome, Thomas W.

xNolan, Richard M.

xPavlak, Raymond

xPrifrel, Joseph

*Reigel, Donald

*Renner, Robert G.

xSabo, Martin O.

*Sathre, Harvey B.

*Stangeland, Arlan I.

*Stone, Ivan

xTheis, Frank

xTicen, Thomas E.

*White, Richard H.

Chamber Board Urges Metro Sewage System

In a letter to James Hetland, chairman of the Metro Council, the Chamber's Board of Directors in January said it would urge the Minnesota Legislature to establish authority for a single metropolitan sewage system that would be under control of the Metro Council for planning and fiscal policy and to be operated by a board responsible to the Council.

The letter said in part:

"The Greater Minneapolis Chamber of Commerce is concerned that an efficient and adequate single sewage disposal system be established in the metropolitan area to support growth in a quality environment.

"It must be recognized, first, that sewage disposal should be controlled by the long-term effects on land and water resources. For sewage purposes, the natural resources involved are the ground water of a large area around the seven metropolitan counties and the drainage systems of the Mississippi, Minnesota and St. Croix Rivers, including many lakes. Water quality in some of these must be greatly improved and must be maintained at high standards in all.

"The water resources involved cross village, city, and county boundaries with even interstate implications. Their restoration and care requires, therefore, that sewage systems be developed in a comprehensive plan that is based on natural resource features, not political boundaries.

"The Metropolitan Council is the most suitable unit for handling metropolitan-wide resource problems because its jurisdiction covers the entire seven-county metropolitan area. It has experience in planning for the area with long-range concerns."

Peeke Named to U.S. Crime Panel

Mrs. Virgille Peeke, director of Citizen Alert, Inc., a Minneapolis Chamber department, has accepted an invitation to serve on the National Chamber's Advisory Panel on Crime Prevention and Control.

Mrs. Peeke attended a meeting of the panel on Monday, Feb. 7, in Washington. Chairman of the panel is Donald F. Taylor, president of Merrill Manufacturing Corp., Merrill, Wis.

The panel's purpose is to recommend action programs for businessmen and their organizations that could help the nation's cities deal more effectively with problems related to law and justice.



OFFICER JOHN BOULGER of the Minneapolis Police Department receives a distinguished public service award from Mrs. Charles Huffman of Citizen Alert for his alertness in making an off-duty arrest. Minneapolis Jaycee President Donald Wegmiller is at left. The award was made at a Jaycee luncheon.

Seminar for Men, Women on March 8

"Insight 69", a seminar for business men and women will be held on Saturday, March 8, from 8:00 a.m. to 2:00 p.m., at the Radisson Hotel. The registration fee is \$6 and includes a luncheon.

The program will be given in three parts: Inside U., U.S., and U.S.S.R., and will be conducted by Dr. Frances Culbertson, Psychology Department of Whitewater State College, Whitewater, Wis.; Francis Boddy, Professor of Economics and Associate Dean of U of M Graduate School, and Robert Holloway, Professor of Marketing. Their subjects will be "Creativity" ("U"), "Whiter and New Administration" ("U.S.") and "Behind the Iron Curtain" ("U.S.S.R.").

This seminar is sponsored by the Industrial and Management Development Subcommittee of the Women's Division.

Reservations may be made through Mrs. Alexander at the Minneapolis Chamber of Commerce (339-8521).

Chamber, Jaycees Honor Policeman

A distinguished public service award was presented to Minneapolis Police Officer John Boulger of the fifth precinct for alertness in making an arrest while off duty. The award was made by Citizen Alert, a department of the Minneapolis Chamber of Commerce and the Minneapolis Jaycees. Presentation was made by Mrs. Charles Huffman, a board member of Citizen Alert at a Jaycee luncheon on January 23.

Officer Boulger was recommended for the award by his superior officer, Roland E. Waller for alertness and quick action, which resulted in the arrest of two men stealing a television from an apartment building at 2507 Nicollet.

Boulger a lifetime resident of Minneapolis is a graduate of DeLaSalle High School. He joined the Minneapolis force in January of 1966 and while receiving "rookie training" was drafted. Serving as a combat engineer with a mine detail, he was stationed in Vietnam for two years. During that time, he was wounded twice and received two Purple Hearts and the Bronze Star.

minneapolis

CHAMBER OF COMMERCE

701 Second Ave. South
Minneapolis, Minnesota 55402

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55391

February 17, 1969

Approved Operating Procedures for the Advisory Committee of the Division on Women's Affairs of the Department of Human Rights of the State of Minnesota

Article I. Name

The name of this organization shall be the ADVISORY COMMITTEE OF THE DIVISION ON WOMEN'S AFFAIRS of the DEPARTMENT OF HUMAN RIGHTS of the STATE OF MINNESOTA.

Article II. Object

The object of this organization shall be to advise and assist the Commissioner of Human Rights on behalf of women in the fields of:

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

Article III. Membership

Section 1. The Advisory Committee(as stated in the statute)

This organization shall consist of 15 committee members appointed by the Commissioner. Seven shall be appointed for terms expiring March 1, 1968, and every two years thereafter, and eight shall be appointed for terms expiring March 1, 1969, and every two years thereafter. Vacancies in unexpired terms shall be filled by appointment by the Commissioner. In addition to the 15 voting members of the committee, the following shall serve as ex officio non-voting members of the committee: A member of the State Senate to be appointed in January of each odd numbered year by the committee on committees of that body; a member of the House of Representatives to be appointed in January of each odd numbered year by the Speaker of that body; the Commissioner of Education, or his designee; the Commissioner of Public Welfare, or his designee; the Executive Secretary of the State Board of Health or his designee.

Section 2. The Staff Director

A staff director designated by the Commissioner of Human Rights shall assist the committee in carrying out the functions of the Advisory Committee of the Division on Women's Affairs and shall act as a liaison with the Commissioner.

Article IV. Officers

Section 1. Personnel

The officers shall consist of a Chairman, a First Vice-Chairman, a Second Vice-Chairman, and a Secretary-Treasurer.

Section 2. Nomination

The Chairman of the Advisory Committee shall appoint a chairman and two other members from the entire committee to serve as the nominating committee. A slate of officers, selected from the voting members, shall

be presented to the membership by the nominating committee at least three weeks prior to the election meeting in January. Additional nominations may be made in writing to the nominating committee chairman at least five days prior to this January meeting.

Section 3. Election and Term

Officers shall be elected in January of each year by a majority of the voting membership of the committee for a term of one year. No officer may be elected to the same position for more than two successive terms.

Section 4. Duties

The Chairman shall preside and appoint the nominating committee. The first vice-chairman shall preside in the absence of the chairman and perform duties delegated to her by the chairman. The second vice-chairman shall preside in the absence of the chairman and the first vice-chairman and perform duties delegated by the chairman. The secretary-treasurer shall keep minutes of all meetings and shall handle funds designated to the committee.

Section 5. Vacancies

In the event of a vacancy in an unexpired term of an officer, the Chairman shall appoint a successor with the consent of the executive committee. In the event of a vacancy in the office of chairman, the first vice-chairman shall automatically succeed to the position of chairman. The office to be filled shall be that of second vice-chairman.

Article V. Committees

Section 1. The Executive Committee

The executive committee shall consist of the officers of the Advisory Committee of the Division on Women's Affairs. The executive committee shall be empowered to act for the entire committee on routine business matters.

Section 2. Coordinators

Three members of the Advisory Committee shall be appointed by the Commissioner as coordinators in each of the five fields of concern. It shall be their duty to advise, assist, and coordinate the work of the special committees and act as a liaison to the Advisory Committee as a whole.

Section 3. Special Committees

The total membership of the Advisory Committee may make recommendations to the Commissioner for the appointment of special committees in each of the fields of concern. No more than 15 special committees may be appointed in each field. The chairman and membership of special committees shall be appointed from the population of the state and shall not be members of this committee. Each committee shall report its findings to a meeting of the appropriate coordinators of the Advisory Committee of the Division on Women's Affairs.

Article VI. Meetings

Section 1. Regular

There shall be at least two meetings a year. Additional meetings may be called by the chairman, the Commissioner, or a majority of the voting members. Notice of all meetings shall be mailed in advance to all members.

Section 2. Voting

Recommendations from the Advisory Committee must be approved by a majority of the voting membership of the Committee.

Section 3. Notice to the Commissioner

The Commissioner shall be notified of all regular and special committee meetings in advance of the meeting.

Article VII. Amendments and Authority

Section 1. Amendments

These procedures may be amended by a majority vote of the voting membership of the Advisory Committee provided that advance notice has been given all members.

Section 2. Statutory Authority

The authority for the establishment of this committee is contained in laws of Minnesota 1967, c897, s 17.

Section 3. Parliamentary Authority

Robert's Rules of Order shall be the governing authority for all meetings of this committee.

March 17
Weatherball Room

STATE OF MINNESOTA
DEPARTMENT OF HUMAN RIGHTS
STATE OFFICE BUILDING
ST. PAUL, MINNESOTA 55101

AGENDA

February 17, 1969

12:00 Noon

Governor's Residence

- I. Call to OrderMrs. Virgille Peeke
- II. Subcommittee Reports
 - Health & WelfareMrs. Emily Ann Staples
 - Civil & Political Rights.....Mrs. Jeanette Krantz
 - Education and Training.....Mrs. Jean Adams
 - Others
- III. By-law committee report.....Mrs. Jean Adams
- IV. Report on Television Proposal.....Mrs. Sandra Phillips
- V. Report on Legislative Conference.....Mrs. Virgille Peeke
- VI. Report on Divorce Reform Legislation Pending.....Mary Connery
- VII. Other Business

*Equal Pay for Equal Work - Importance of getting it out of Committee and
H.F. 333 - Labor Comm. Fri's 9:00 A.M. into the floor.
Room 15
SF. 185
Ordahl
Schwarzkopf*

Joe McDermott - KTCA-TV

60 min. too long.

Who financing? - Focus with appeal to women as consumers.

What about appeal to men?

provide motivation

"Help individual woman develop her own potential"

Title - M.C. - topics - concepts and/or philosophy.

\$3-400 - 1/2 hr.

\$6-700 - 1 hr. for pilot

13 weeks - \$17,000 approx.

February 7, 1969

TO : Members of the Women's Advisory Committee, Division on Women's Affairs

FROM: Judith L. Higgins, Consultant, Division on Women's Affairs

RE : Recommendations from the Bylaws committee, consisting of Mrs. Adams, Mrs. Plank, and Mrs. Staples.

The following recommendations have been submitted to the Women's Advisory Committee for consideration at the February 17th meeting.

It has been suggested by the members of the Bylaws committee that the following sections should read as follows:

Article III Membership

Section 1. The Advisory Committee (fourth sentence only)

In addition to the 15 voting members of the committee, the following shall serve as ex officio non voting members of the committee. (The addition of the word voting is simply for clarification.

Article IV. Officers

Section 2. Nomination

The Chairman of the Advisory Committee shall appoint a chairman and two other members from the entire committee to serve as the nominating committee. A slate of officers, selected from the voting members, shall be presented to the membership by the nominating committee at least three weeks prior to the election meeting in January. Additional nominations may be made in writing to the nominating committee chairman at least five days prior to this January meeting.

Section 3. Election and Term

Officers shall be elected in January of each year by a majority of the voting membership of the committee for a term of one year. No officer may be elected to the same ~~one year~~ position for more than two successive terms.

Section 5. Vacancies

In the event of a vacancy ~~during an officer's term~~, the Chairman shall appoint a successor with the consent of the executive committee.

Article IV Meetings

Section 2. Voting

Recommendations from the Advisory Committee must be approved by a majority of the membership of the Committee.

Article VII. Amendments and Authority

Section 1. Amendments

These procedures may be amended by a majority of the ^{voting} membership of the Advisory Committee provided that advance notice has been given all members.

STATE OF MINNESOTA
DEPARTMENT OF HUMAN RIGHTS

Frank C. Kent,
Commissioner

Division of Women's Affairs

The Women's Advisory Committee held a special meeting called by Commissioner Kent on Wednesday, January 29, 1969 at 4 p. m. in the Minneapolis Public Library Conference Room. A previous meeting scheduled for Thursday, January 23, 1969 was canceled due to the inability of a quorum to attend. Members present included the Mmes. Peeke, Ulman, Krantz, Plank, Staples, Adams, Phillips, Janes, Miss Jenkins and Miss Schwartz. Ex officio members present included Miss Preston of the Department of Education; Miss Connery of the Department of Public Welfare; Miss Higgins of the Department of Human Rights. Mrs. Ulman, second vice chairman, presided in the absence of the chairman and first vice chairman.

Motion was made and approved to dispense with the minutes of the last meeting.

Motion was made by Miss Schwartz to suspend the rules and amend the agenda in order to proceed directly to the election of officers. This motion was seconded and approved.

Mrs. Adams of the nominating committee presented the following slate of officers to serve for the ensuing year:

Chairman	Mrs. Virgille Peeke
Vice Chairman	Mrs. Sally Plank
Secretary-Treasurer	Miss Margaret Berg

Since no other names had been submitted, Mrs. Adams made the motion to accept this slate as the nominees for the respective offices. This motion was seconded by Mrs. Plank and approved. Mrs. Krantz then moved that the nominated slate become the elected slate of officers. This motion was seconded by Mrs. Staples and approved unanimously.

It was apparent that the By-laws needed some revisions and clarifications. Mrs. Adams, therefore, made the motion, duly seconded by Miss Schwartz and passed, that the By-laws committee review and recommend the necessary changes. Specific reference was made to the need to insert that the terms of office would be for one year, that the meeting of the nominating committee should be at least three weeks prior to the January meeting and the suggestion that the office of second vice chairman might be eliminated. It was also suggested that the line of succession be determined as Chairman, First Vice Chairman, Secretary-Treasurer.

Miss Higgins read a letter of January 21, 1969 addressed to Commissioner Kent from Mrs. Saiki explaining her need to resign from the Advisory Committee. This was accepted with regrets and to be replied to by Miss Higgins.

An invitation has been extended by Mrs. Harold LeVander to have the next meeting of the Women's Advisory Committee at the Governor's residence on Monday, February 17, 1969.

The meeting was adjourned in order for the members to attend the first of the legislative meetings which was being held at the Work Opportunity Center.

Respectfully submitted,

Jean T. Janes
Mrs. Jean T. Janes
Secretary

3843 Glenhurst
Minneapolis, Minnesota 55416
April 8, 1969

Mrs. Loring Staples, Jr.
6 Avenue North Road
Wayzata, Minnesota

Dear Emily:

This letter is to invite you and a few others to a small informal meeting on Children's Allowances with Alvin Schorr and Lisle Carter on Thursday evening, May 8th, at 7:30. The meeting will take place at the Alumni Club at the Sheraton-Ritz Hotel in Minneapolis.

Children's Allowances, as you may or may not know, is an income maintenance program that is currently being discussed as one possible alternative to public welfare and as one of the ways of eliminating poverty for many millions of people in the United States. The purpose of the meeting is to test your interest in it and to get your reactions to it. Enclosed is a statement and a fact sheet issued by the Citizens' Committee for Children of New York on the proposal.

The Citizens' Committee, under whose auspices Mr. Carter and Mr. Schorr will be here, has been awarded a grant from the Ford Foundation to promote interest in children's allowances in the United States. Minneapolis and St. Paul were selected as one of the few major areas in the country for pre-campaign testing of the proposal.

Lisle Carter is a past vice-president of the Urban Coalition and former assistant secretary of the United States Department of Health, Education, and Welfare. Currently, he is visiting professor of the School of Business and Public Administration at Cornell University. He is also chief consultant to the Citizens' Committee for the Children's Allowances project.

Mr. Schorr until recently was a deputy assistant secretary at the United States Department of Health, Education, and Welfare. He is author of a book on children's allowances, Poor Kids, and is also the author of a book on public social policy, Exploration in Social Policy, as well as numerous articles on public policy in the fields of income maintenance, housing, and social services. Currently, he is a consultant on income maintenance programs under the auspices of Brandeis University.

We hope this meeting will be of interest to you. We think that we are very fortunate that Minneapolis was selected as one of the cities in which the proposal is to be tested and to be able to participate in this kind of initial effort. We also think that this proposal deserves our attention. We hope very much to see you Thursday evening, May 8th, at the Alumni Club at the Sheraton-Ritz for coffee and

Page Two
April 8, 1969

dessert at 7:30 followed by good discussion about children's allowances with our two guests. Mark the time, place, and date on your calendar. Please respond on the enclosed card.

Sincerely,

Alpha Smaby
(Mrs.) Alpha Smaby - 336-7434

Anne Starks
(Miss) Anne Starks - 646-4713

Shirley Zimmerman
(Mrs.) Shirley Zimmerman - 926-8644

AS:AS:SZ:111

Enclosures

STATE OF MINNESOTA

WOMEN'S ADVISORY COMMITTEE - DEPARTMENT OF HUMAN RIGHTS

HEALTH AND WELFARE SUBCOMMITTEE

Adams, Mrs. Stephen
~~8 Mill Road~~ *Route 1, Box 104B*
~~Hopkins 55343~~ *Chaska, 55318*
Homemaker
~~935-2058~~ *445-3065*

Alderink, Mrs. M. G.
301 Kenilworth
Duluth
Homemaker
728-1658

Appert, Mrs. Robert
1923 Flandrau
St. Paul 55109
Chairman, Dept. of Nursing
777-6054

Arnovich, Bessie R.
1721 E. Third St.
Duluth
Social Worker
724-7694

~~Berman, Mrs. Nathan~~
~~2924 Drew Ave. South~~
~~Minneapolis~~
~~Citizen volunteer~~
~~Wa 2-7111~~

Curry, Mrs. Paul S.
4238 Portland Ave.
Minneapolis
Social Worker
822-7184

Daniewicz, Catherine V.
4117-13th Ave. South
Minneapolis
Occupational therapist
822-3425

Gaskins, Mrs. Ashby U.
4409 Third Ave. South
Minneapolis 55409
Social Work Supervisor
824-5338 home
330-3363 office

Gohl, Miss Azela
856 West Iowa
St. Paul
Asst. Professor - Occupational therapist
488-8874

Grainger, Margaret F.
507 Fourth St. S.E.
Minneapolis
Teacher
336-9268

Gray, Mrs. Jerome S.
1401 West Minnehaha Pkwy.
Minneapolis
Homemaker
922-9673

Hodgson, Jane E.
512 Lowry Medical Arts Bldg.
St. Paul 55102
Physican
224-7535 office

Johnson, Mrs. Charles (Josie)
1016 Plymouth Ave. North
Minneapolis
Community org., Mpls. Urban League
521-2278

Kief, Mrs. Paul G.
121 North Ninth Street
Montevideo
PHN Teacher
269-8188

Lallier, Mrs. Edith G.
1716 East Maryland Ave.
St. Paul
Homemaker and Student
776-2367

Mathiowetz, Loretta
928 Grand Avenue
St. Paul
Supervisor - Health Occupations
225-2898 home
221-3248 office

Women's Advisory Committee - Minnesota Department of Human Rights

Health and Welfare Subcommittee - 2

Mitchell, Miss Pearl
476 St. Peter Street
St. Paul 55102
Social Worker
223-4650
223-4651

Parkin, Miss Evelyn
502-15th Ave. S.W.
Rochester 55901
Director, Mayo Clinic Social
Service Dept.
289-3054 home
282-2511 Ext 2131 office

Paulson, Virginia M.
5500 France Avenue South
Edina
Director of Nursing
926-8867 home
332-7266 Ext. 301 office

Platt, Mrs. Stanley K.
2002 W. Lake of the Isles Blvd.
Minneapolis 55405
Homemaker
377-4925

Price, Dr. Mary
3208 Armour Terrace
Minneapolis
Physician
789-8788 home
373-8998 office

Reed, Mrs. Richard Y.
1309-13th Street South
Moorhead
Assoc. Prof. Sociology and
Social Work
218-233-1205
218-236-3333

Rogge, Mrs. Leonard J.
2237 Riverwood Place
St. Paul
Homemaker
644-2249

Saigaki, Tai
310 State Office Bldg.
St. Paul 55101
Social Work
221-3557

Smaby, Alpha S.
1531 East River Road
Minneapolis
Homemaker
336-7434

Smith, Mrs. M. I.
Route 2 - Box 65
Hibbing 55746
Retired School Principal
254-3293

Stein, Mrs. Lynn
68 Barton Ave. S. E.
Minneapolis
Homemaker
336-3986

Stemsrud, Mrs. Harold
Bay Cliff Park
Alexandria 56308
Case Worker, Douglas County Welfare
763-5521

Wattenberg, Mrs. Lee
53 Seymour Ave. S.E.
Minneapolis 55414
Project Director, New Careers, U. of M.
333-8461



FRANK C. KENT, COMMISSIONER

STATE OF MINNESOTA
DEPARTMENT OF HUMAN RIGHTS
STATE OFFICE BUILDING
SAINT PAUL, MINNESOTA 55101
TEL. 221-2931 - AREA CODE 612

January 20, 1969

Dear Ladies:

Your response to the first meeting notice for the Health and Welfare Subcommittee was very encouraging. Although only six of us joined the Subcommittee on Civil and Political Rights I heard from almost every one of you. I'm enclosing a list of all who expressed interest with this letter.

Since there were so few of us we did not set up a structured committee when we were together. The six of us decided that our next meeting should be in the evening with the thought of perhaps alternating daytime and evening meetings. Again I am giving you late notice because I was out of the city all last week, but we selected Monday, January 27 at 7:15 PM in Room 216 of the Minneapolis Public Library.

At that time we hope to see some structure set up so that those of us in the Twin City area can meet when necessary, but so that we are able to utilize the thoughts, ideas and concerns of the outstate members - maybe even set up task forces of some kind to tap the wealth of interest from all over Minnesota.

According to one of the first charges which the Advisory Committee on Women's Affairs received from Commissioner Frank Kent, the Health and Welfare area should be concerned with the following topics:

Welfare legislation and policies, state, local and federal

Health services available to Minnesota women

Women in medical and para-medical careers

The volunteer in social welfare

The unwed mother

I'm sure that we can delve into other areas as long as we don't duplicate work being done by another subcommittee, but I do feel that we have a broad area of interest - naturally including AFDC legislation.

Those of you in the Twin City area, please call me at 473-9120 to tell me if you are available to meet next Monday. If anyone in other parts of the state has an idea for us, please let us know. We will send you minutes of the meeting. Also be thinking about a chairman.

Sincerely yours,

Emily Mayer Staples
Mrs. Loring M. Staples, Jr.

Enc.



FRANK C. KENT, COMMISSIONER

STATE OF MINNESOTA
DEPARTMENT OF HUMAN RIGHTS
STATE OFFICE BUILDING
SAINT PAUL, MINNESOTA 55101
TEL. 221-2931 - AREA CODE 612

December 31, 1968

Dear Mrs. Kief,

Your name was given to me by the State Department of Human Rights as the result of a survey which was conducted to assess the interest of the women - and men - of Minnesota in the field of women's rights.

The Women's Advisory Committee of the Department of Human Rights was created by statute passed by the legislature in 1967 and has been in operation for approximately a year and a half. At the present time I am chairman of the subcommittee dealing with health and welfare. It is my understanding that you expressed an interest in this area.

The Advisory Committee would like to establish an active subcommittee which can advise the Commissioner on our areas of concern. Since one of the areas which a group of three of us from the Advisory Committee feel is of great importance is AFDC legislation, that seems a likely place for us to start until we are able to establish our priorities.

Another subcommittee, that dealing with civil and political rights, is also interested and we plan to have a joint meeting with them on Wednesday, January 8 at 1:00 P.M. on the second floor of the Minneapolis Public Library (I believe our room is to be 216) to hear and discuss where the state stands at present.

Since this will be an organizational meeting for our subcommittee I would appreciate your letting me know if you are interested but cannot attend. My phone number is 473-9120. If you are not interested in serving actively - or at all - I would also appreciate knowing. If I don't hear from you I will plan on seeing you there.

Best wishes for the new year.

Sincerely yours,

Emily Mayer Staples
Mrs. Loring M. Staples, Jr.

*Sorry - it isn't
convenient for me
to get to the citis*



FRANK C. KENT, COMMISSIONER

STATE OF MINNESOTA
DEPARTMENT OF HUMAN RIGHTS
STATE OFFICE BUILDING
SAINT PAUL, MINNESOTA 55101
TEL. 221-2931 - AREA CODE 612

April 9, 1968

Memo to: Subcommittee Chairmen of the Women's Affairs Advisory Committee
From : Frank C. Kent, Commissioner

In order to establish a communication foundation and to ascertain exactly the extent of subcommittee development, I ask that you would please submit a committee progress report monthly. This step is imperative in order to build an organized structure in which to operate. Our clerical services are at your disposal.

The report should include the names and addresses of members already active on your committee. It should tell of various activities of committee members which relate to women's affairs; what meetings have been attended by members; what has been started; what has been accomplished; what needs to be done, etc.

These reports will be useful to the department as well as the Advisory Committee because they will give a graphic description of where we've been, and where we are going in each of the five fields of committee concerns.

If you have any questions concerning this report or if we can be of any service to you in preparing it, please feel free to call on us.

Thank you.

FCK/glj



FRANK C. KENT, COMMISSIONER

STATE OF MINNESOTA
DEPARTMENT OF HUMAN RIGHTS
STATE OFFICE BUILDING
SAINT PAUL, MINNESOTA 55101
TEL. 221-2931 - AREA CODE 612

The Honorable Walter F. Mondale
443 Senate Office Building
Washington, D. C.

April 9, 1968

Dear Senator Mondale:

The recently enacted amendments to the Social Security Legislation are topics of great concern to the Minnesota State Advisory Committee on Women's Affairs. As the official voice of Minnesota women, the Advisory Committee has asked me to inform the Minnesota Congressional Delegation of its commitment in this area. After considerable examination of the issues involved, the Advisory Committee made the following determination:

We embrace the concept of a program designed to foster self-reliance among our citizens. We give unanimous support to all efforts to secure for individuals equal access for opportunities to make their full contribution to the social, economic and cultural strength of our nation. We are, however, deeply concerned about provisions contained in the H. R. 90-248: (1) the "freeze" on the number of children eligible to receive aid in each state and (2) the Work Incentive Program.

We believe that by placing a quota on the number of children who may benefit from AFDC funds, a great many people may suffer additional unnecessary adversity. This in turn, will place an inconceivably heavy burden on our states and cities which will bear the ultimate responsibility.

With reference to the second point of concern, the Work Incentive Program, we feel entirely too little significance is placed on the needs of the children by demanding that a mother must work in order to be eligible for financial assistance under this statute. This stipulation not only lacks flexible qualities to consider individual situations but carries a vindictive tone as well.

For these reasons we cannot endorse the Social Security Legislation in its entirety, and we urge consideration of the following suggestions:

- (1) Rescind the recently enacted amendments by Congressional action. If this is not feasible at this time
- (2) Postpone the effective date of the 'freeze' until further more cognizant examination of all aspects of this proposal can be made, and
- (3) Delay enforcement of the mandatory -work or lose your aid- provision of the Work Incentive Program until adequate provisions can be made to cope with the problems such a mandate creates.

Sincerely,

Frank C. Kent, Commissioner

Members of the Advisory Committee: Kathryn S. Randolph, Ed.D., Mrs. Salisbury Adams, Eugene Bradfield, Ph. D., Mrs. Leslie Janes, Mrs. Gordon Krantz, Mrs. William Mears, Mrs. Virgille Peeke, Mrs. Raymond Plank, Mrs. Loring Staples, Jr., Mrs. R. W. Ulman, Miss Sandra Weiss, Mrs. Vivian Jenkins, Mrs. Rena Pearson, Miss Edna Schwartz
Ex officio: Miss Mary Connery, Miss Alberta Wilson, Miss Jane Preston, Rep. George Humphrey, Senator Wayne Popham

NAMES AND TITLES OF PEOPLE ATTENDING THE CONFERENCE ON CHILD WELFARE LEGISLATION

July 17, 1968

Mrs. Frances Ames
Guardianship Services Supervisor
Medical Services Division
Department of Public Welfare

Evan Anderson, Representative
Hennepin County Office of Economic
Opportunity

E. Lee Armstrong, Chairman of
Interdisciplinary Committee of
Lawyers and Social Workers
Minnesota Bar Association

Julian Asp
Supervisor, Rural Districts
Field Services Division
Department of Public Welfare

Honorable Judge Bartholet
Juvenile Judge of Dakota County
Dakota County

Barton Bauer, Supervisor
Child Protection Section
Division of Child Welfare
Department of Public Welfare

Edward Bolstad
Executive Secretary
Minnesota Federation of Teachers

Rev. J. Jerome Boxleitner, Director
Catholic Welfare Service of Minneapolis

Mylan Brenk, Director
St. Joseph's Home
Minnesota Association of Child Caring
Institutions

Donald M. Buckner
Economic Opportunity Representative
Employment Security Department

James Campbell
Executive Director
Knights of Columbus

Mrs. Mariam Cohn, Representative
School of Social Work

Robert Coll
F.R.M. Analyst
Administrative Services
Department of Public Welfare

Miss Mary Connery
Senior Consultant
Division of Child Welfare
Department of Public Welfare

John Cosgrove
Economic Opportunity Representative
Employment Security Department

Whittier Day
Consultant
Department of Corrections

Lloyde Dittlevson, Director
Division of Rehabilitative Services
Department of Public Welfare

John Doman, Consultant
Resource Development Section
Division of Child Welfare
Department of Public Welfare

Mrs. Fredrick Eastman, President
Federation of Republican Women

Miss Marjorie Erickson, President
St. Louis Park Local of Federation
of Teachers

Maxwell Fassler, Director
Jewish Family Service of St. Paul

Charles Fecht, Supervisor
Standards & Licensing Section
Division of Child Welfare
Department of Public Welfare

Leo Feider, Representative
Health and Welfare Council
St. Paul

Mrs. Erna Fishhaut, Supervisor
Day Care Section
Division of Child Welfare
Department of Public Welfare

Mrs. Laura Gaskins, President
National Council of Negro Women

Honorable Archie L. Gingold
Judge of District Court
Ramsey County

Harvey Glommen, Director
Minnesota Association for Retarded
Children

Mrs. Arthur Goldman
Chairman - Legislative Committee
Minnesota Welfare Conference

Arthur Goldman, Coordinator
Field Services Division
Department of Public Welfare

Richard Grabko, Supervisor
Aid to Families With Dependent Children
Department of Public Welfare

Miss Connie Green, Representative
State Planning Agency

Mrs. Bertha Heinemeyer, Consultant
Child Protection Section
Division of Child Welfare
Department of Public Welfare

Miss Judy Higgins, Representative
Department of Human Rights

Hans Hoel, Director of
Social Services
Hennepin County Welfare Department

Dr. Arvid Houghlum
St. Louis County Health Department
Duluth

Evelyn L. House, Representative
Ramsey County Citizens Committee for
Economic Opportunity

Mrs. Naomi Huffman
State Legislative Chairman
Minnesota PTA

Mrs. Richard F. Hunt, Representative
League of Women Voters

Mrs. Clarence Johnson, President
Archdiocesan Council of Catholic
Women

Ellsworth Johnson, Representative
Office of Economic Opportunity

Mrs. Josie Johnson
Community Services Director
Minneapolis Urban League

Tony Kastanos, Chairman
Juvenile Officers Association

Frank C. Kent, Commissioner
Department of Human Rights

Mrs. Bea Kersten
Community Services
AFL-CIO

Mrs. George Legeros, President
Junior League

Raymond Lempke
Hennepin County Chest & Council

Llewellyn Linde, Supervisor
Resource Development Section
Division of Child Welfare
Department of Public Welfare

Donald Linder
Administrative Assistant
Minnesota Medical Association

Eli Lipschultz
Associate Director
Division of Child Welfare
Department of Public Welfare

Dr. Theo Litman
School of Public Health

Webster C. Martin, Jr., Director
Division of Child Welfare
Department of Public Welfare

Neil McKellips, Supervisor
Urban Districts Representatives
Department of Public Welfare

*John Elfelt O'Brien, Director
Anoka County Welfare Department
County Welfare Director's Association

Katie McWatt
Community Services
St. Paul Urban League

Charles Melberg, Director
Beltrami County Welfare Department
County Welfare Director's Association

James Merrill, Director
Division of Child Welfare
Lutheran Social Service
President, Minnesota Welfare Conference

Kathy Moore, Representative
Hennepin County Office of Economic
Opportunity

Francis Moriarty, Supervisor
Adoption Section
Division of Child Welfare
Department of Public Welfare

Robert Munro, Chairman
Family Law Committee
Minnesota Bar Association

Thomas Olson, Representative
Hennepin County Chest & Council

Mary Pettee, Co-Chairman
Legislative Committee
Minnesota Welfare Conference

Edgar Pillow, Director
Hennepin County Office of Economic
Opportunity

John Poor, Director
Division of Public Assistance
Department of Public Welfare

Dr. Katherine Scott Randolph, Chairman
Advisory Committee on Women's Affairs

Robert Sartin, Representative
Hennepin County Office of Economic
Opportunity

Eric B. Schultz
Assistant Attorney General
Legal Services
Department of Public Welfare

Mrs. Alpha Smaby, Chairman
Federation of Democratic Women

Miss Anne Starks, Executive Director
Children's Service Inc.

Miss Ruth Steif, President
Minnesota Public Health Association

Annalee Stewart
Social Action Chairman
National Association of Social Workers

Donald Sullivan
Juvenile Control Consultant
Department of Corrections

Buster Talbot, Chairman
Minnesota Sheriff's Association

Mrs. Barbara Tingley
Welfare Education Liaison Consultant
Division of Child Welfare
Department of Public Welfare

Mrs. Irving Victor, Representative
National Council of Jewish Women

Miles Wangenstein, Director
St. Louis County Welfare Department

Ove Wangenstein
Assistant Commissioner
Department of Public Welfare

Mrs. Dorothy Wicks
Administrative Assistant
Minnesota Medical Association

Robert Willhite, Representative
Family & Children's Service

Alberta Wilson, R. N.
Public Health Nursing Chief
Health Department

Roger Wolfe
Co-Chairman, Legislative Committee
Minnesota Welfare Conference

Mrs. Gloria Wright, President
AFDC Mother's League

Shirley Zimmerman
Consultant on Statewide Organizations
Division of Child Welfare
Department of Public Welfare



U.S. DEPARTMENT OF LABOR

Workplace Standards Administration

WOMEN'S BUREAU

Washington, D.C. 20210



February 1971

Dear VIP (Very Interested Person):

The complexities and fast pace of today's living make it important that people sharing similar concerns and similar goals keep in touch. For that reason, I shall be writing to you from time to time to let you know what we in the Women's Bureau are doing.

There was evidence of sincere interest in career opportunities for women on the part of the business leaders, educators, and students who participated in a December conference at Mary Baldwin College, Staunton, Va. A number of large corporations and the Women's Bureau were cosponsors with the college for the 2-day meeting. The industry representatives acknowledged their responsibility to comply with laws and regulations prohibiting sex discrimination but spoke candidly of the problems this creates for employers. Students and faculty were concerned that a liberal arts education does not prepare young women for business careers leading to executive posts. We did not find a cure-all for the problems but I think most who attended felt the conference was a first step in the direction of better preparation and utilization of women in business and industry.

Five consultations planned by the Bureau for February will focus on some of the same problems. We are asking representatives of business and labor to meet with us and discuss the role of women as workers and the need for compliance with Federal, State, and local laws prohibiting sex discrimination.

A Bureau study of child care services in which employers are involved found a variety of arrangements for the care of children of working mothers. We are preparing a bulletin, "Day Care Services: Industry's Involvement" which will describe centers operated by companies for children of their employees, others sponsored jointly by unions and employers, and one center for which a major corporation served as catalyst, using funds from private contributors. Two government-connected centers in Washington, D.C. are included--one operated by the Department of Labor and another by two employees' associations in the Department of Agriculture. Also described are some 120 centers operated by hospitals for children of their employees and a number of other centers.

Of particular interest to the Bureau were three resolutions among those adopted by the White House Conference on Children and Youth. One called for Federal funding of comprehensive child care programs, another for a guaranteed family income, and the third for immediate steps to root out racism.

How can we establish effective lines of communication with young college women? That was the question we took to a Southeastern Regional Consultation of College Women in Atlanta, Ga. Thirty-eight young women came from as many schools,

representing a broad cross section of economic, social, and ethnic backgrounds. Bureau staff members explained the purposes, goals, and mandate of the Bureau and the students discussed their problems. They recommended that the group be expanded to involve more women students in the region and favored a permanent structure to broaden and strengthen student interaction with the Bureau. An ad hoc committee, selected by the students, will meet in March to devise means of carrying out the recommendations.

We see evidence of a slow but promising trend toward household service businesses which act as intermediaries between householder and worker. Such an arrangement has many advantages for the workers, few of whom are covered by minimum wage laws (only two States have such laws covering household workers). As an employee of a household service firm the worker is assured a decent rate of pay, a guaranteed workweek, fringe benefits such as paid vacations and sick pay, full coverage under social security, workmen's compensation, and in some States, unemployment insurance. Householders also benefit. They are assured that a worker will be available when needed and that the work will meet acceptable, specified standards. More household service businesses which adhere to good labor standards should help improve the status of household employment--a major goal of the Bureau.

In response to mounting requests from mature women for information about educational programs geared to their special needs, we are revising our pamphlet, "Continuing Education Programs and Services for Women." It will identify courses and services offered by almost 450 institutions and organizations and will include a list of related programs for which Federal funds have been awarded. There will be, also, a bibliography on continuing education for women. It should be available in the late spring.

A visit to a women's prison brings home to one the terrible waste of human resources that exists when the women there are not given anything meaningful to do. The Bureau is concerned about the employment problems of these women, a large proportion of whom are or have been drug addicts. Most are handicapped by lack of education and skill training, are poorly oriented toward the world of work and have problems of adjusting to society after leaving prison. Yet, many have children to rear and support. If they could be taught homemaking and employment skills they would be better able to cope with their problems after their release.

Volunteers are needed to help provide the encouragement and the supportive services these women need. Some voluntary organizations and several State Commissions on the Status of Women are trying to help, but more community involvement is needed.

I hope 1971 will be a year in which all of us who are concerned with the problems of women can draw closer together and work toward our common goals. You may want to share this letter with others. If so, I hope you will feel free to reproduce it or quote from it.

Sincerely,

Libby Koontz

Elizabeth Duncan Koontz
Director

From the desk of JUDITH L. HIGGINS

June 29, 1970

Emily Ann:

Enclosed are the two names that have been recommended to serve on the Education subcommittee. You can make initial contacts so they will be ready for action when Jean Adams returns.

Miss Charlotte Lehman, 9201 Nicollet Avenue, Mpls. teacher with Bloomington school system, or perhaps in administration is very interested in "status of women" and is trying in her position as president or governor of whatever of the Chapters in Minnesota to get teachers more interested and involved in the subject. She is recommended by Edna.

Darlene (Mrs. David) Haskin asked Sandy why she'd never been invited to a subcommittee meeting of Education sub. after she'd agreed to serve. She is a part time U of M counselor, Master in Psych. She should be called soon and given an explanation
Her address is 1308 Laura Street, Mendota Heights, ST. Paul
phone number is 225-0259.

Okay, that should keep you busy for at least 15.....

A handwritten signature in dark ink, appearing to be "Judy", with a large loop at the bottom.



STATE OF MINNESOTA
DEPARTMENT OF HUMAN RIGHTS
STATE OFFICE BUILDING
SAINT PAUL, MINNESOTA 55101
TEL. 221-2931 - AREA CODE 612

December 22, 1970

Dear President:

The Division on Women's Affairs and the Women's Advisory Committee would like very much to have representatives of your organization join with them in developing plans for a legislative workshop to be held at the beginning of February. The purpose is to provide a forum for an in-depth consideration of legislative proposals of particular concern to women and an opportunity to meet with legislators to discuss action on these concerns.

The first planning session for the workshop will be held on January 5, 1971 at 7:30 p.m. at the Minnesota Church Center, 122 W. Franklin, Minneapolis. We would very much like to have you and your legislative or social action chairman join us that evening to consider issues you believe the legislature should act upon, location for the meeting, speakers, format, moderators, etc. We want and need your input to make the workshop relevant to women's needs and purposeful in taking meaningful steps toward meeting those needs.

If you are unable to attend yourself, please appoint a representative to accompany your legislative or social action chairman to the meeting on the 5th. Please indicate below the names of the members of your organization who will attend the planning meeting.

We look forward to working with you and sincerely hope you will join this cooperative effort.

Emily Ann Staples, Chairman
Women's Advisory Committee
Betty Howard, Director
Division on Women's Affairs

The following persons will attend the legislative planning session, January 5 at 7:30 p.m. at the Minnesota Church Center:

Name _____

Address _____

Organization _____

Name _____

Address _____

Organization _____

ADVANCE AND FOLLOW-UP PUBLICITY ON . . .

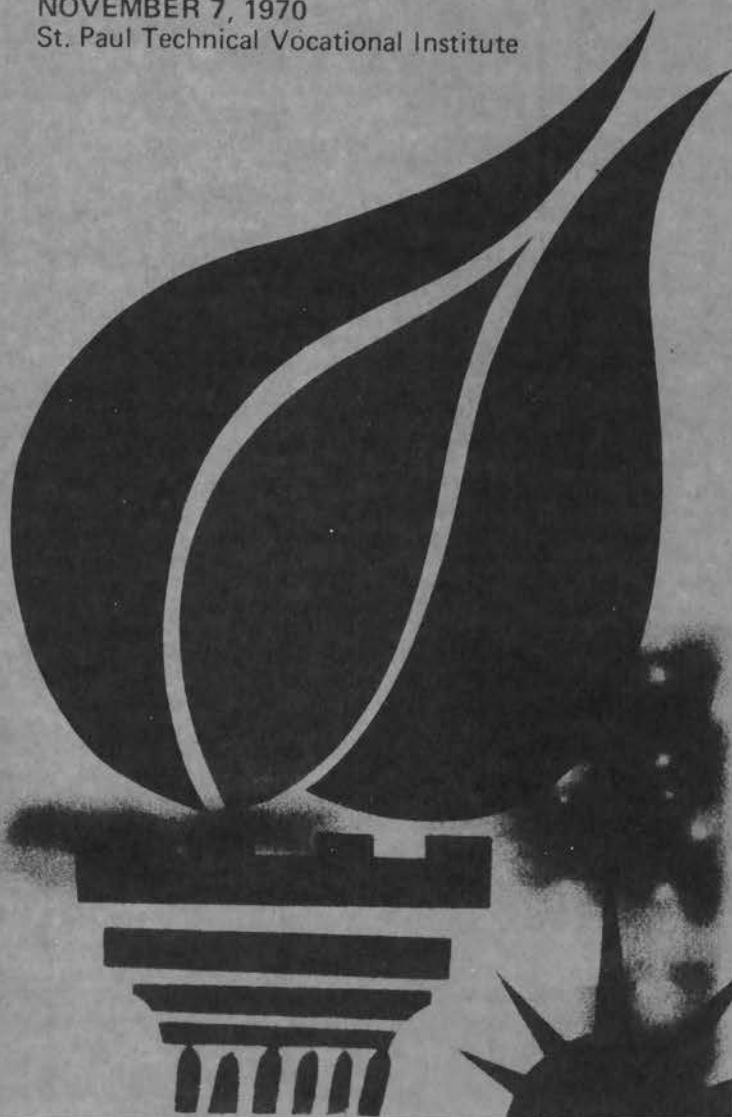
Civil Rights & Civil Liberties of WOMEN

Sponsored by

Women's Advisory Council, Minnesota Department of Human Rights; Minnesota Planning and Counseling Center for Women, University of Minnesota; Minnesota Civil Liberties Union Foundation

NOVEMBER 7, 1970

St. Paul Technical Vocational Institute



Civil Rights & Civil Liberties of WOMEN

If ever the world sees a time when women shall come together purely and simply for the benefit and good of mankind, it will be a power such as the world has never known

Matthew Arnold

Dr. Elizabeth Boyer A graduate of the Cleveland Marshall Law School and Western Reserve University Law School, Dr. Boyer was admitted to the Ohio bar in 1947. She was one of the founders of the Women's Equity Action League (WEAL), and served as its first president. Long active in the movement for women's rights, Dr. Boyer recently was instrumental in filing with the Equal Employment Opportunity Commission a motion to intervene against the American Newspaper Publishers Association in regard to want ad policy.

Mrs. Helen McMillan A resident of Austin, Mrs. McMillan graduated from the University of Minnesota. She has served as state president of the League of Women Voters and secretary of the Governor's Human Rights Commission. Mrs. McMillan has been a member of the Minnesota House of Representatives from District 5A since 1962.

WORKSHOP CHAIRWOMEN

Political action

Yvette Boe Oldendorf — Dakota County DFL Chairwoman
Emily Ann Staples — Women's Advisory Council Chairwoman

Day Care

Dolores Elliott

Repression

Ruth Porisch — Convener for SAFE
Gretchen Barbatsis

Employment

Edna Schwartz — Member of Women's Advisory Council
Tobey Lapakko — President of Minnesota Council on Status of Women

COMMITTEE CHAIRWOMEN

Arrangements

Diane Payne — Head Resident-Director — Bailey Hall

Publicity

Kate Niemeyer — Member of Women's Advisory Council

Mailing

Sandra L. Allen — Administrative Secretary of Twin Cities NOW

PROGRAM

MORNING SESSION

Registration and Coffee	9:00 to 9:30
Workshops	9:30 to 12:30
Political Action	
Repression and sexuality	
Day Care	
Employment	

LUNCH (Lunchroom) 12:45 to 1:30

AFTERNOON SESSION (Auditorium)

Convenors: Mrs. Loring Staples, Jr., Chairman, Women's Advisory Council, State Department of Human Rights, and Mrs. Anne Truax, Acting Director, Minnesota Planning and Counseling Center for Women, University of Minnesota, and Mrs. Diane Payne, Minnesota Civil Liberties Union.

ADDRESS 1:30 to 2:15

Introduction: Mrs. Helen McMillan, Member, House of Representatives, State of Minnesota

Speaker: Dr. Elizabeth Boyer, lawyer, first president of Women's Equity Action League

"Civil Rights Before Civil Liberties"

PLENARY SESSION

Workshop reports 2:30 to 3:30

ADJOURNMENT 4:00

Respectfully submitted:
M. Kate Niemeyer

SUN

St. Paul, Minnesota

Wednesday, Nov. 4, 1970

Elizabeth Boyer Speaker on Womens' Rights

A day-long conference at St. Paul Technical Vocational Institute will exchange ideas and information on the subject, "The Civil Rights and Civil Liberties of Women."

Scheduled Saturday, November 7 from 9 a.m. to 4:30 p.m., the conference's aim is to contribute to greater understanding on the current status of Minnesota women.

Dr. Elizabeth Boyer, an attorney from Cleveland, and one of the founders of the national Women's Equity Action League, will speak at 1:30 p.m. on "Civil Rights Before Civil Liberties."

Incentives to increase turnout are the lack of a registration fee and free day care for children. There will be a small charge for lunch.

Four morning workshops will be devoted to a number of relevant topics, with local community leaders coordinating the discussions.

The Minnesota Civil Liberties Union and the Women's Advisory Council of the State Department of Human Rights are working in connection with the Minnesota Planning and Counseling Center for Women in sponsoring the events.

Rights Workshop Planned Saturday

Women from throughout the state have been invited to exchange ideas and information on "The Civil Rights and Civil Liberties of Women" at a day-long conference Saturday at St. Paul Technical-Vocational Institute. The sessions will be from 9 a.m. to 4:30 p.m.

Dr. Elizabeth Boyer, practicing attorney from Cleveland, and one of the founders of the national Women's Equity Action League (WEAL) will speak at 1:30 p.m. on "Civil Rights Before Civil Liberties." A lunch will be available for a fee.

Four morning workshops will be devoted to presenting divergent views on political action, repression and sexuality, daycare and employment. Community leaders in each of these areas will assist in focusing workshop discussions.

There will be no registration fee and daycare will be available.

Conference sponsors are the Minnesota Civil Liberties Union and the Women's

en's Advisory Council of the State Department of Human Rights in cooperation with the Minnesota Planning and Counseling Center for Women.

Women Plan for Bigger Clout in Politics

By DALE FETHERLING
Minneapolis Tribune Staff Writer

For too long a mere stuffer of envelopes and cooker of spaghetti suppers, the woman in politics needs to seize the power that should accompany party titles.

That was one thrust Saturday at a St. Paul conference of female activists, one of whom described those of her gender as political "house niggers."

Another, former State Rep. Alpha Smaby, told the group, "Maybe it's time to stop being ladies and start becoming human beings."

One of four workshops at a day-long conference on "Civil Rights and Civil Liberties of Women," the political action discussion included a call by Barbara Amram, former Hennepin County DFL chairwoman, to use all available weapons.

They include, she said, the possibility of a strike by female political workers, to increase women's effectiveness in the parties.

The trick is not just to win a party position, she



Mrs. Amram Mrs. Smaby
Decry menial tasks

said, but to capture the implied equivalent authority which is traditionally denied women.

"When the leaders of the party decide who will be the candidate for lieutenant governor, women should be there," Mrs. Amram said.

"Maybe we do have an Eve complex," said Mrs. Smaby. "Maybe in politics we suffer discrimination but maybe we use it as an excuse" for not fighting harder.

State Rep. Helen McMillan, Austin DFLer and the only female Minnesota legislator, said more women must file for office and win

support from reluctant women voters.

Finding little or no discrimination against her by the 201 male lawmakers, Mrs. McMillan nonetheless said she bristles when some condescendingly label her "such a nice lady." She said she tries hard to dispel the image.

Koryne Horbal, state DFL chairwoman, hopes that by the next state convention, the party structure can be changed to allow a larger female role. But meanwhile, she said, it's imperative to convince women they can do more than the menial tasks.

The conference at the St. Paul Technical Vocational Institute was sponsored by the Women's Advisory Council of the Minnesota Department of Human Rights; the University of Minnesota's Planning and Counseling Center for Women; and the Minnesota Civil Liberties Union Foundation.

Elizabeth Boyer, first president of the Women's Equity Action League (WEAL), a national women's rights group, told the 110 conferees that while the era of demonstrations may be past, women must "buckle down to hard, unified and effectively coordinated action if we are going to break out of this straitjacket in which we find ourselves."

She cited growing reports and statistical findings aimed at proving the anti-female discrimination in higher education, business, and government.

By taking action, she added, "I do not mean mere resolutions passed at women's club conventions — I mean individuals rising to their feet and asking candidates, and incumbents, the reasons for their votes on particular issues. I mean large numbers of letters to employers who place illegal help-wanted ads.

"I mean letters of complaint to the proper governmental authorities, insisting that the laws be enforced.

"Great pressure is going

to have to be exerted to overcome the inertia and behind-the-scenes foot-dragging that is virtually revoking by inactive enforcement of those fine-sounding laws that have been made in our favor."

Other workshops were held on subjects including sexuality and repression, day-care centers, and employment.

Among recommendations emanating from the groups were:

Calling of a conference of all women's rights organizations to form a coordinated lobby for the 1971 Legislature.

Asking Governor-elect Wendell Anderson to consider appointment of qualified women to high state offices.

Commendation and support of Dr. Jane Hodgson, a St. Paul physician whose trial for performing a therapeutic abortion begins Monday.

The Minneapolis

SUNDAY, NOVEMBER 8, 1970

Tribune

U pay differentials 'shock' women

By DELORES LUTZ
and NANCY CONNORS

The University's salary differentials for men and women faculty members are representative of colleges and universities throughout the nation, a woman lawyer said at a conference on "Civil Rights and Civil Liberties of Women" in St. Paul Saturday.

Citing "shocking" figures in a comparative salary study released last spring by the Minnesota Planning and Counseling Center for Women, Elizabeth Boyer said statistics now being compiled by the Women's Equity Action League (WEAL) indicate women also are paid less than men at other schools.

ON THE TWIN CITIES campus, 73.9 per cent of the men receive salaries of \$1,200 per month or more, while 70.8 per cent of the women

receive \$1,200 per month or less, according to the planning center report.

WEAL has filed more than 200 complaints with the Office of Federal Contract Compliance charging colleges and universities, including the University, with discrimination against women. Federal contracts with 12 of them were suspended last week.

"Incredible discriminations against women are being carried on by the very institutions which are supposed to furnish our intellectual and moral leadership," Miss Boyer said.

MISS BOYER, a founder and former president of WEAL, was the main speaker at the conference, which was cosponsored by the Women's Advisory Council of the Minnesota Department of Human Rights, the University's Minnesota Planning and Counseling Center for Women and the Minnesota Civil Liberties Union.

Education and employment are key women's rights issues, according to Miss Boyer.

"I believe that if women get an even break in education and in the job market, they can solve a good many of their other, peripheral, problems for themselves," she said.

"AND SO LONG as women are second-class citizens in these survival areas, I believe they will continue to be second class citizens everywhere else."

Discrimination against women in education, both in admissions and employment, "has been very studiously covered up," Miss Boyer said.

She said 40 per cent of the women admitted to public four-year colleges in 1968 had at least B averages in high school, while only 18 per cent of the men admitted had similar grades.

GRADUATE SCHOOL admissions are even more discriminatory, she said; in 1966, 66 per cent of the masters' degrees and 88 per cent of the doctorates were awarded to men, and 78 per cent of students in professional schools were men.

Only 26,734 women hold college teaching positions, compared to 118,641 men, according to the Department of Labor, she said, and a study cited in the current issue of the Junior College Journal shows that only one per cent of college deans are women.

Miss Boyer emphasized that the fight for both equal opportunity and equal pay will be difficult.

"QUITE BLUNTLY, women are the cheap labor pool in this country, and we have clear indications that a number of powerful instrumentalities are determined to keep them in that position," she said.

Despite the Federal Equal Pay Act of 1954, equal pay laws are loosely enforced, often because women are afraid they will lose their jobs if they complain, she said, but also because government departments aren't trying to enforce them.

MISS BOYER URGED political action, complaints to the government departments in charge of enforcement and letters to employers who place discriminatory want-ads.

The 150 conference participants approved workshop proposals for action by the 1971 legislature, including recommendations that:

- Protective legislation which now classifies women with minors and restricts the number of hours female employees may work be extended to cover all adult workers, where necessary, or removed;
- Income tax laws for single persons be equal with those for married persons;
- Child care expenses be tax-deductable;
- State statutes prohibiting discrimination in real property, education and public accommodations and services be amended to include sex along with race, color, creed, religion and national origin;
- The Minnesota abortion law be repealed; and
- The state Public Health Act be amended to permit medical, dental and mental health care to minors without parental consent.



Elizabeth Boyer

Photo by Pete Freeman

Demonstrations and confrontations have had their day in terms of effectively helping women get ahead in our society, an Ohio attorney told a Saturday conference on the civil rights and civil liberties of women.

"... We are going to have to buckle down to hard, unified and effectively coordinated action if we are going to break out of this straitjacket in which we find ourselves," said Dr. Elizabeth Boyer, one of the founders of Women's Equity Action League (WEAL).

"In this age of protest there are few groups in this country that have as much to protest about as its women," she said. "My immediate concerns with the rights of women are of such scope and gravity that they sometimes seem almost nightmarish and I am concerning myself with matters of employment and education alone."

DESPITE much talk about women getting better breaks in employment today, Dr. Boyer told the audience, the situation is actually getting worse rather than better for females in the job market.

"There is an ever-widening salary gap between men's and women's earnings," she said. "Women, nationally, are now down to 58.2 per cent of men's earnings, the lowest percentage in 15 years. For example, men with 5 or more years' college training had median earnings of \$12,803; women in the same category had a median of only \$8,257."

Women still largely occupy most of the more-or-less menial jobs, she pointed out. Between 75 per cent and 90 per cent of job categories such as telephone operators, housekeepers, receptionists, chambermaids, typists, waitresses, file clerks and the like are held by women.

One senator's aide, Dr. Boyer said, told her WEAL should count the number of women with doctorates who are cranking mimeograph machines on Capitol Hill.

PROFESSIONAL women, she told the audience, "have not only a moral obligation to be concerned about the employment problems of less educated women. They also have very practical reasons for being concerned.

"I think of the available 'women's jobs' as a sort of a ladder," she said, "a very much over-crowded ladder, in fact. On the top rungs pushing up against a very firm ceiling, are the highly trained and qualified women who will be allowed to go no further because they are women. There are legions of them in the business and professional worlds—if they were men, they would be far up the line from where they have been stopped from advancing further.

"Sometimes they are bluntly told, and we have many instances of this, that the job above them is a 'stepping job' and must be reserved for a man 'on his way up.' A woman must not be given the job because she would be in the way. It is a training ground for advancement, and she would be an embarrassment there."

So, Dr. Boyer said, "on the top rungs of this ladder you have women who would have been heading up the major corporations in this country if they had not been born women.

Dr. Boyer Says

Job Market for Women 'Worse'

St. Paul Pioneer Press

Family Life

Fashion • Home Making • Social • Consumer News

2

Mon., Nov. 9, 1970

"ALL THE WAY down the ladder you have over-crowding of 'overqualified' women. That word 'over-qualified' is an irony in itself," she told her listeners.

"How can anyone be 'overqualified' when incompetence in top jobs is as prevalent as it is? That word, in itself, is an admission of discrimination in both hiring and advancement practices."

These overqualified women exist all the way down the job ladder, Dr. Boyer said. "Women with B. A.'s



DR. ELIZABETH BOYER

hired to be secretaries to men with B.A.'s. The men are given executive training, the women typing refresher courses."

And at the bottom rungs of this job ladder are the welfare mothers seeking to compete with bright young high school girls fresh out of school with fresh skills.

Dr. Boyer cut through the myth that many women work for their own enjoyment or to fill time.

OVER HALF the children supported by women live at or below poverty level, she pointed out. These are the children whose mothers are working full-time and who

still cannot adequately support their families on their earnings.

She cited a study by Chicago economist Anthony Downs, released last week, which shows that poverty among female-headed families is eight times as great as that in male-headed families. At the other end of the scale, 60 per cent of retired women are living at or below poverty level.

But if private enterprise isn't opening any doors to women, the world of education isn't doing any better, Dr. Boyer said.

Although her organization is only 18 months old she said that from the beginning it received "monumental amounts of mail" from all over the country concerning discriminations against women and at least half of this mail concerned complaints with the educational profession — whether it was hiring and advancement of women faculty members or admissions of women to colleges and graduate schools.

CONGRESSWOMAN Edith Green, a member of WEAL's advisory board, and Dr. Bernice Sandler, a nominee for the National Executive Board, began to explore these charges and found that "incredible discriminations against women are being carried on by the very institutions which are supposed to furnish our intellectual and moral leadership.

"If these shameless inequities were being perpetrated against any group other than women, it would be the scandal of the country," Dr. Boyer said. "But because the equities of women are concerned, we are encountering very real difficulties in obtaining enforcement."

Congresswoman Green is head of the House committee on Education and Labor and author of the Omnibus

Postsecondary Education Act of 1970 which is still pending.

Section 805 of this act endeavors to give women a better break under the law, in education, and Dr. Boyer urged the audience to write their congressmen offering full support for the act.

SECTION 805 introduces "sex" as one of the prohibited grounds for discrimination in Title VI of the Civil Rights Act of 1964, in programs or activities receiving federal financial assistance. It would also remove the exemption of teachers from the application of Title VII of the 1964 Civil Rights Act and it would add discrimination against women as a subject of investigation and study by the Civil Rights Commission. (Reports of this commission now come out only showing discriminations on the basis of race, creed, national origin, and the like, which implies that there is no discrimination against women, Dr. Boyer said.

Women's Civil Rights Meet Makes Recommendations

Here are recommendations adopted by participants in the conference on Civil Rights and Civil Liberties of Women Saturday in St. Paul Technical-Vocational Institute. It was sponsored by the Women's Advisory Council of the Minnesota Human Rights Department; Minnesota Planning and Counseling Center for Women, University of Minnesota; and the Minnesota Civil Liberties Union Foundation. Some 150 persons attended the conference.

POLITICAL ACTION:

1. Modifying Minnesota Act Against Discrimination to include sex in housing, public accommodations, education and public services.
2. Utilizing mechanics of political parties to involve women more completely in total participation.

EMPLOYMENT:

1. Convening meeting with representatives of all women's groups to form a lobby to effectively work for women's rights.
2. Working to change female protective legislation to include all adults where there is a demonstrated

need for such legislation — otherwise dropping such laws.

3. Recommending to the governor-elect that he consider women for the state offices to which he makes appointments.

REPRESSION AND SEXUALITY

(Two Sections):

Abortion:

1. Repealing Minnesota's abortion law, removing it from criminal code and into medical practice.
2. Encouraging concentrated political action within legislative districts to effect such repeal.
3. Commending and supporting Dr. Jane Hodgson in her current case.

Contraception:

1. Urging women in the state to support passage of U.S. House of Representatives bill on family planning and population.
2. Supporting the Minnesota Public Health Association's recommendation concerning health care for minors.

Finally, Section 805 would remove the exemption of executive, administrative and professional employees from the provision requiring equal pay for equal work in the Fair Labor Standards Act of 1938. This legislation would open the door, Dr. Boyer said, for upward escalation of women's job opportunities.

She urged members of the audience to bring pressure to bear on lawmakers for women's rights "with individuals rising to their feet and asking candidates, and incumbents, the reasons for their votes on particular issues."

She asked for letters of complaint to proper governmental authorities, insisting that laws be enforced to overcome "the inertia and behind-the-scenes foot-dragging that is virtually revoking by inactive enforcement those fine-sounding laws that have been made in our favor."

Minutes of television proposal steering committee meeting, May 15, 1969,
Committee Room A, St. Paul Athletic Club, St. Paul, Minnesota

196

Members Present: Mrs. David Phillips, Chairman, Mr. Joe McDermott, Mr. David Jones, Mrs. Andrew Boss, Mrs. Virgille Peeke, Miss Edna Schwartz, Mrs. Margaret Smith, Mrs. Emily Peake, Miss Lillian Anthony, Dr. Gene Bradfield, Miss Kate Niemeyer, Miss Judith Higgins, and Mrs. Emily Ann Staples.

Members Not Present: Mrs. Ernestine Belton, Mrs. Jaye Krantz, Mrs. Sally Plank, Mrs. Barbara Ulman, Mrs. Barbara Gorder, and Miss Margaret Berg.

Mrs. Phillips called the meeting to order and introduction of members was made.

Mrs. Boss gave the background of the proposed television series as envisioned by Jones & Byrd and presented to the Women's Advisory Committee on April 25, 1969. She included in her presentation the fact that background material and historical information should probably be incorporated in the series. The series would be designed to "turn on" the women at home about their own feelings, about where they are and where they want to go.

Mr. Jones expanded somewhat by stating that it was his feeling that women brought something special to every situation, be it employment or whatever. He then discussed the 13 one-hour series and explained more about the makeup of the series. Contacts with national figures would be made, interviews with these persons video taped and these tapes would be used in conjunction with the training series of local women so that no one hour block of time would be one type of device. Mail bag questions would also be included in the format.

It was then mentioned that the focus of the series would be to get persons involved with the issues, groups would have to be organized, etc. Miss Berg and Miss Schwartz will be in charge of contacting the various organizations throughout the state that would be interested in using the series for program material. The time period scheduled for the programs would be Tuesday evenings from 7:30 to 8:30.

The steering committee will be responsible for choosing the issues for the program.

Dr. Bradfield then discussed finance. He mentioned that there was a possibility that one firm would be willing to sponsor the entire series. Discussion was then held on how much advertisement space would be granted to those sponsoring the program. It was mentioned that the selection of sponsors will have to be very carefully done so that no conflict of interest might arise. Mrs. Phillips mentioned that Mr. McDermott indicated to her that the sponsors' names could be listed and mentioned twice during each program. Miss Niemeyer

suggested that sponsors might consider this a grant and use it for a tax deduction. Mrs. Phillips then requested that the legal ramifications be checked out with the Attorney General's office since they are the attorneys for the Department of Human Rights. It was stated that we need some funds immediately to proceed with the plan thus far. Pillsbury was submitted as a firm we should be sure to approach due to the fact that they sponsored the study of the modern American woman which we could utilize.

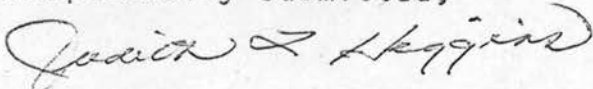
Miss Niemeyer stated that before approaching various companies we should have something drawn up on paper, even if it is simply a theme paragraph on the series and what we hope to accomplish with it.

Miss Anthony then questioned the use of national figures in the series for she felt that such persons perhaps have really not been involved with the struggle that many women face. It was stated that national persons were suggested to insure a viewing audience. Much discussion followed and the decision was made that no one would be chosen unless it was someone who really had something to say and had the ability to say it.

Discussion on issues for the series followed and persons were asked to jot down suggestions for issues to be discussed at the next meeting.

THE NEXT MEETING OF THE STEERING COMMITTEE WILL BE HELD THURSDAY, JUNE 5th FROM 1:00 THROUGH 5 P.M. THE MEETING WILL BE HELD IN THE DIRECTORS ROOM OF THE NORTHWESTERN NATIONAL BANK BUILDING IN MINNEAPOLIS. THE DIRECTORS ROOM IS ON THE THIRD FLOOR OF THE BANK BUILDING.

Respectfully submitted,



(Miss) Judith L. Higgins, Director
Division on Women's Affairs

TELEVISION PROJECT STEERING COMMITTEE

1. Miss Lillian Anthony
Executive Director
Minneapolis Dept. of Civil Rights
WCCO Building
625 Second Avenue South
Minneapolis, Minnesota 55402
2. Mrs. Ernestine Pelton
3645 Third Avenue South
Minneapolis, Minnesota 55409
3. Miss Margaret Berg
711 First American Bank Building
Duluth, Minnesota 55802
4. Mrs. Andrew Boss
Jones & Byrd, Inc.
Suite 21B
6950 France Avenue
Minneapolis, Minnesota 55435
5. Dr. Gene Bradfield
Route #3
Bemidji, Minnesota 56601
6. Mr. John Davidson
4117 Abbott Avenue South
Minneapolis, Minnesota
7. Mrs. Barbara Gorder
4601 Browndale Avenue South
Minneapolis, Minnesota
8. Miss Judith Higgins
Director
Division on Women's Affairs
Department of Human Rights
60 State Office Building
St. Paul, Minnesota 55101
9. Mr. David Jones
Jones & Byrd, Inc.
Suite 21B
6950 France Avenue
Minneapolis, Minnesota 55435
10. Mrs. Gordon Krantz
3405 Humboldt Avenue North
Minneapolis, Minnesota 55412
11. Mr. Joseph McDermott
KTCA Television
1640 Como Avenue
St. Paul, Minnesota 55108
12. Miss Kate Niemeyer
3M 220 9W
Three M Center
St. Paul, Minnesota 55101
13. Mrs. Emily Peake
American Indian Citizen Comm. Center
817 East Franklin Avenue
Minneapolis, Minnesota 55404
14. Mrs. Virgille Peeke
c/o Women's Division
Northwestern National Bank
7th & Marquette
Minneapolis, Minnesota 55440
15. Mrs. David Phillips, Chairman
8680 Cedar Avenue South
Minneapolis, Minnesota 55420
16. Mrs. Raymond Plank
500 Far Hill Road
Wayzata, Minnesota 55491
17. Mrs. Joan Polivka
405 W. Minnehaha Parkway
Minneapolis, Minnesota 55419
18. Miss Edna Schwartz
608 American National Bank
St. Paul, Minnesota 55101
19. Mrs. Margaret Smith
American Indians Citizen Community Center
817 East Franklin Avenue
Minneapolis, Minnesota 55404
20. Mrs. Loring Staples, Jr.
6th Avenue North Road
Wayzata, Minnesota 55391
21. Mrs. Barbara Ulman
1709 South 16th
Moorhead, Minnesota 56560

TELEVISION PROPOSAL

Series
The television *on* the "AMERICAN WOMAN" shall consist of two one hour programs to be broadcast on two nights in January of 1970. The first program will attempt to define what constitutes the American woman, what makes her different from other women, and what problems she faces in contemporary American society. The second program will redefine the most serious of the problems facing the American woman and offer some alternatives that are available to her.

The first program will consist of an animated film history of the American woman, interviews with famous and knowledgeable people giving their particular views ~~on~~ women, and a filmed study of the way the American woman is thought of by herself, the American man, Industry (particularly radio and television), Educators, Children, and other women. *why?*

The second program will be a study of awareness as developed in a two day training session conducted by the staff of Jones and Byrd. In addition four women will be selected from the training group to be the core of an in depth study that will show how they relate what was learned to their home, business, and social environment.

The two programs will be broadcast and produced at that television facility that can provide the largest audience at the lowest price while maintaining adequate production standards.

The total cost of this project including all production and broadcast charges will be \$66,450.00.

Total may be \$85,000.00

Submitted by JOHN B. DAVIDSON

JULY 23 1969

David Jones

— Educational objectives

understanding —

attitudes —

behavior

values

③ to become aware of some
avenues of action open to
them if they so desire

To Enable Women

- ① to become more aware of themselves as women
- ② to become more in touch with the issues they face today in a discriminatory culture
- ③ to gain greater understanding of the forces of the culture on women as they have developed through history.
- ④ to gain greater insight into their unique feminine gifts as contributing members of society

Hopefully will help to change attitudes — Method: involvement

Response needs to be built into the material.

May want to provide some resources — bibliography

Timing and action for Jan.

Aug. 15 — script outline

by Oct. 15 — all publicity ready to go

TO: Members of Television Steering Committee

FROM: Sandra Phillips, Chairman

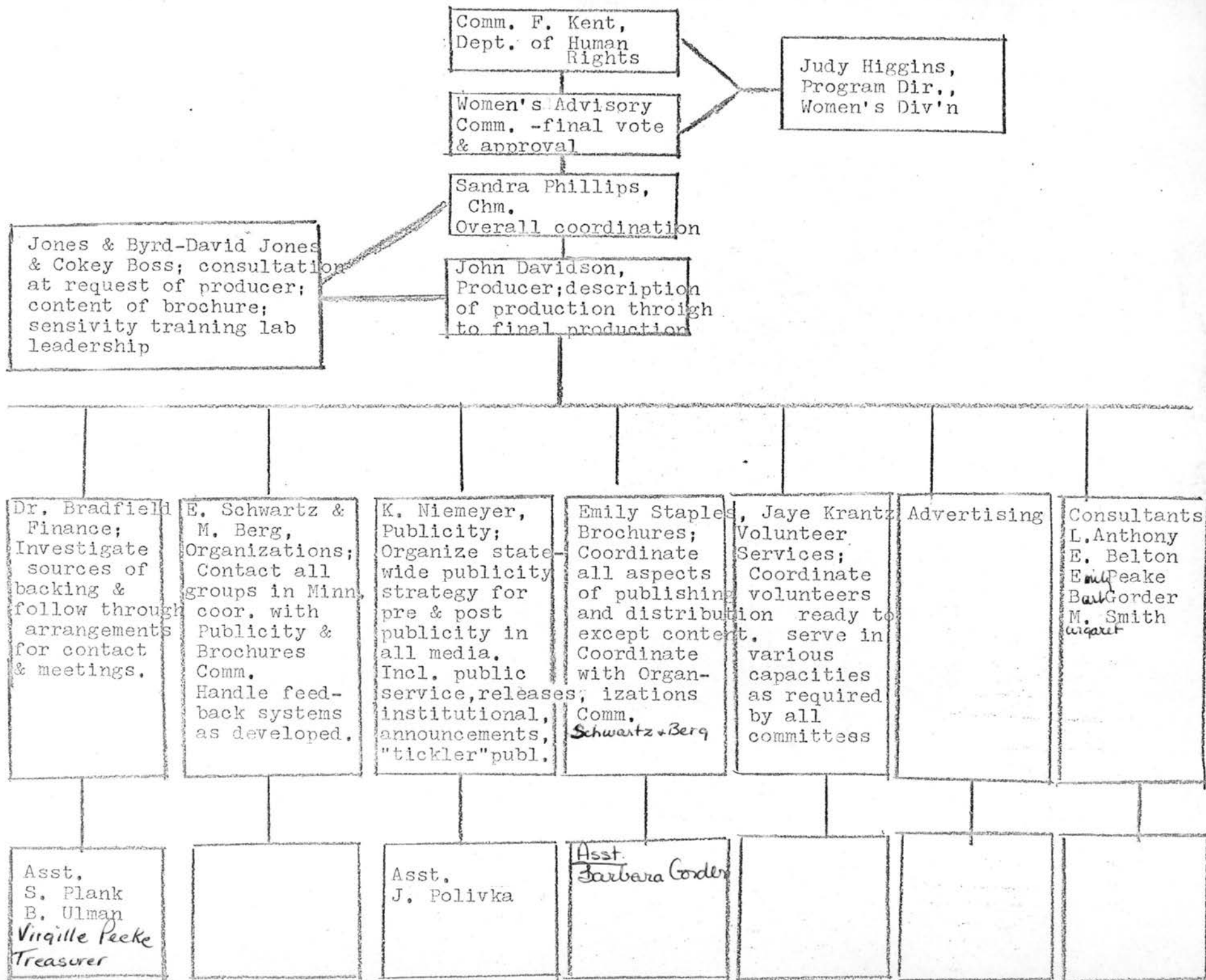
AGENDA FOR TELEVISION STEERING COMMITTEE MEETING
Wednesday, July 23, Room 70, State Office Building

- I. Explanation of how committee will function and role of individual members - Chairman
- II. Presentation of design, format, content, issues and budget of program; educational aspects- John Davidson >
- III. Explanation of timing and action calendar - Chairman, Cokey Boss, David Jones
- IV. Progress Report and information for Timing and Action Calendar

Cokey Boss and David Jones
Dr. Gene Bradfield
Miss Edna Schwartz
Miss Margaret Berg
Miss Kate Niemeyer
Mrs. Jaye Krantz

Sensitivity Training Lab
Finance
Organizations
Organizations
Publicity
Volunteer Services-
Discussion Guidebooks

TELEVISION STEERING COMMITTEE



April 25, 1969

INTERIM REPORT ON TELEVISION PROPOSAL FOR ADVISORY COMMITTEE MEETING-4/25/69

I. OBJECTIVES OF PROGRAM:

- 1) To enable women to become more aware of themselves as women; to assist them to become more in touch with the issues they face today as women in a discriminatory culture; to gain greater understanding of the forces of culture on women as they have developed through history; to gain greater insight into their unique feminine gifts as contributing members of society.

II. FORMAT OF PROGRAM: *Tues. 7:30-8:30 P.M.*

other Thirteen successive weeks of programs, one hours each. Suggested starting date, Sept. 10 through first week in Dec. Each 60 min. program will center around a major female issue. (These issues will be chosen by an official committee approved by the Advisory Committee.) Each program will be moderated by the same "anchor man." Each program will begin with a videotaped interview of a national personality discussing via interview his opinions on the major issue being discussed that week. After the interview, a group of Minnesota ladies (called hereafter the "training group") will react to the interview and discuss the issue as it affects them. The third segment of the program will be made up of a local panel answering questions on the issue of the previous week by mail and phone. These panel members would be people such as Muriel Humphrey, Barbara Flanagan, etc. *(one or two week lag?)*

III. LISTENING AUDIENCE:

In order to have a "built-in" following around the State, it is recommended that we make a strong effort to contact organizations and neighborhoods throughout the State and set up "listening groups" to make this part of their organization's program or neighborhood's "project" for the duration of the program. In inner city neighborhoods, it is recommended we attempt to find a way to insure participation of as many women as possible.

IV. PUBLICITY

A continuing publicity program from the time the project is approved until fruition should be set up to function throughout the State, with free publicity and public service announcements in all media.

V. TIMING AND ACTION CALENDAR

May & June- Pre-plan, choose training group, set up appts., hire clerical and producer, make all KTCA arrangements, obtain "gratis" video-tape, begin to obtain funds, begin publ. & contact groups
June & July- Travel and tape nat'l interviews, tape training group, invite panel to participate, continue publ. & contacting groups
July & August- Edit tape, strong publicity effort
September- On air

VI. OFFICIAL COMMITTEE

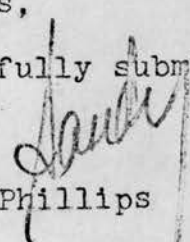
The official committee as approved by Comm. Kent should have the power to choose and approve the issues, and handle the coordination and arrangements for each area of responsibility needed to make the program a success. Recommendation: that two members of the Adv. Comm. each assume responsibility for one area of need: Finance, Publicity, Group Contact, Volunteer Service ("emergency" clerical, arrangements, press assignments). Individuals from outside the Advisory Comm. should be asked to sit in this comm. to choose issues and approve the program, e.g. Lillian Anthony, an Indian woman, a man, etc. Also, Joe McDermott should serve ex-officio.

VII. FINANCE

Cost for the total program , including time buy, Jones & Byrd participation, telephone hookup, clerical & producer, travel expenses will range between \$25,000 & \$50,000 depending on the extent of degree of professionalism sought. It has been recommended by Comm. Kent that we appoint a member of the official committee to be responsible for finance, and contact corporations throughout the State, especially those appealing to women to make a contribution, or buy time (i.e. have a portion of commercial air time) on the program. Or, his office can write letters and take part in this.

It is my hope that these questions can be decided today, so we can progress,

Respectfully submitted,


Sandra Phillips

Amos Rosenbloom. "dialogue"

David Jones

Taped interview with women (men?) around the country - one issue
Per Program - (1st session - put women in historical perspective?)
every other week - Second half of Program will be a live panel.
David Jones and Casey Boss to serve on panel as continuity.
Casey will work with 12 women training so you can see them
change?!? Key is to change attitudes - have them deal with
issues.

Set issues

Panel

Training group

Pillsbury - Study of American Woman

Dignity in the presentation - hour long present

Has there been a national program of this type?

Native - March, April 1969

- Methodist Church -

"Everything has changed but everything is the same"

Margaret Mead - New
Supplement to World
Book.

Issues

History of the woman in this country.

Virginia Slim Commercial - Smothers Brothers Lorne Capsul

Discrimination in higher education

Housing - architecture

Abortion issues - female sexuality (Mrs. John Cowles, Sr.)

part time teachers

Day care centers

ISSUES FOR WOMEN'S ADVISORY COMMITTEE TELEVISION SERIES

ISSUE	RESOURCE	LOCATION
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HISTORY OF WOMEN

Dr. Elizabeth Howes, Jungian analyst. Understanding of psychological effects of history on men and women.	San Francisco
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Marlene Dixon, see Feminist Movement.

Marilyn Salzman Webb, see Psychology of Women.

Ashley Montague, "Natural Superiority of Women".

Margaret Mead, Columbia.	New York
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MYTHS, PROPAGANDA, SOCIAL PHENOMENONS AND STEREOTYPES

Advertising (Virginia Slim ads) Pillsbury.

Women's magazines. James F. Fixx, former editor of McCalls.

Pornography

PSYCHOLOGY OF WOMEN

Dr. Jane Berry, Dir. of Continuing Education for Women, U of Missouri. (1)	Kansas City, Mo.
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Dr. Rudolf Driekers, special understanding of equality issues regarding women.	Chicago, Illinois
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Marilyn Salzman Webb, Associate in Institute for Policy Studies, Wash. D.C. Involvement in women's liberation movement. (2)	Washington, D.C.
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Naomi Weistien, Loyola College, psch. dept. Discusses discrepancies in psychological studies. Chicago, Ill. (2)

Ashley Montague, "Natural Superiority of Women".

ISSUES	RESOURCE	LOCATION
	Deborah Tanzer, female psychologist. "Natural Child-birth, Pain Or Peak Experience". Psychology Today 10/68.	New York
	Dr. Elizabeth Howes, Jungian analyst, authority on feminine psychology.	San Francisco.
	Cynthia Ozick, writer. Beautiful grasp of psychology of women. (2)	New York
	Del Martin and Phyllis Lyon, "The Realities of Lesbianism". (2)	San Francisco.
	Shirley Simeon, "Socialization of Women".	Berkley
	Dr. Karen Horney, psychology of women.	
	Dr. Edwin C. Lewis, prof. psych. dept., Iowa State U. (1)	Iowa

WOMEN AND THE CHURCH

Betsy Roddenmayer, Dept. of Ministries for Episcopal Church. New York

Mary Daly, "The Church and the Second Sex".

Sidney Cornelia Callahan, "Beyond Birth Control: The Christian Experience of Sex".

STEREOTYPICAL ROLES OF WOMEN

Susan Sutheim, news editor, GUARDIAN. "The Subversion of Betty Crocker" (2) New York

Marya Mannes, journalist. (3) Housewife as consumer and lack of progress in the movement.

Mrs. Gordon F. Kølvenbach, homebody. (3)

Dr. Eleanor Fifer, mental illness of housewives. Mpls.

Mrs. Betty McIntosh, Head Start. housewife, student. Santa Fe, New Mexico

ISSUES

RESOURCES

LOCATION

Steven M. Lovelady, reporter Wall Street Journal,
"A Mind Of Her Own" 12/5/68 New York

Evan McLeod Wylie, Reactions of wives to traveling
husbands. "Is Your Wife A Widow?" (3)

EDUCATION

Minnesota Plan For Women

Minneapolis

Admittance into higher education.

Miss Jean Phillips, Dean of Women Students, Carleton
College, Northfield, Minnesota

Linda Yellen, senior, Barard College, film dir.
(4) New York

Gay Bayer, interviewer. (4)

Cynthia Ozick, (2).

PROFESSIONALISM

Job Opportunities

Sandra Shevey, journalist. Relates experience applying for
men's jobs. (3)

Mrs. Jane Schwartz, Dir. of Placement and Career Planning
Barnard College (3) New York

Marlene Dixon (2)

Marya Mannes, role of women in television. "Goodnight Sue."
"Goodnight Betty."

Executives

Mary Wells Laurence, Wells, Rich and Greene

New York?

Women in Government

Rep. Florence Dwyer, R-N.J. Congresswoman. Has made
appeals to Nixon administration

New Jersey

ISSUES

RESOURCES

LOCATION

Sen. Margaret Chase Smith, Rep.

Maine

Congress woman Shirley Chisholm

New York

Mrs. Bruce Benson, Pres. League of Women Voters

Amherst, Mass.

Miss Nina Miglianico, city councilwoman involved in
race relations

Birmingham, Ala.

Mrs. S.E.Coackrell, Jr., city councilwoman San Antonio, Tex.

Virginia Mae Brown, chairman of interstate commerce
commission

Government Involvement

Laws for and against women's rights. Labor Dept. Wash., D.C.

War - Draft

Family Adjustment

Dr. Eleanor Maccoby, Dir. Human Development, Stanford

St.

San Francisco

Mary Ellman, "Thinking About Women". Yale U New Haven, Conn.

Gladys Harbeson, "Choice and Challenge

SEXUALITY

Helen Gurley Brown "Sex and the Single Girl".

Birth Control Information Centers. Planned Parenthood.

Sterilization

Abortion laws.

Dr. Margaret Liley, (1)

New Zealand

ISSUES

RESOURCES

LOCATION

NEW FAMILY ROLES - STRUCTURES

Virginia Satir, new frameworks for marriage

Berkley

Dr. Eleanor Lucky, Family Services

East Coast

Dr. Richard Hey, Family Relations Center, U of Minnesota

FEMINIST MOVEMENT

Sit ins, want ads, ghettoization, segregated colleges, organizations for women's liberation

New Women's Forum, Ecumenical Institute,

Chicago.

National Organization for Women, Betty Fredan, founder and author of "Feminine Mystique". Local president, Donna von Hessert

Minneapolis.

Dr. Rosalind K. Loring, UCLA. produced and moderated T.V. series "Choice: Challenge For Modern Woman". Los Angeles

Linda Seese. Valuable involvement in Women's Liberation Movement. (2)

Marlene Dixon, Ass. prof. of Sociology and Human Development, U of Chicago. (2)

Chicago.

Progress

Marya Mannes (3), Caroline Bird "Born Female", Gladys Harbeson "Choice and Challenge For The American Woman", Shirley Simeon, thesis, Gay Pauly, journalist for Mpls. Trib., James F. Fixx, former editor of McCall's, Robt. Theobald "Powerlessness of Women", Sidney Harris, SunTimes or Chicago Trib.

PARALLEL OF BLACK MOVEMENT AND FEMINIST MOVEMENT

Beverly Jones, thorough understanding of the black-female parallel. (2)

Shirley Simeon, thesis.

April 2, 1971

Mrs. Emily Staples, Chairman
Women's Advisory Committee
Human Rights Department
State of Minnesota
6th Avenue North Road
Wayzata, Minnesota 55391

Dear Mrs. Staples:

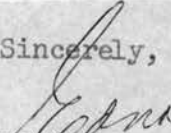
Enclosed is copy of the minutes of the sub-committee on Employment Policies and Practices held March 26, 1971.

This is a request from the Sub-Committee to the Advisory Committee to approve the recommendation that the Advisory Committee take the steps necessary to request the Manpower Department to either eliminate question #17 in its entirety on the "Claimant Identification Questionnaire form" used by the Department in the filing of unemployment benefit claims, or to remove the heading: "To be answered by women only".

In the opinion of the Sub-Committee, the heading "to be answered by women only" is discriminatory. As was pointed out in the committee's meeting, if this information has a bearing on the particular claim under consideration, it certainly can be obtained at the time of the claimant's interview. It may be claimed that it is unnecessary to ask a male claimant "if he is pregnant", but we felt it was no more unnecessary then to ask a claimant like myself, at 62 years of age, that question. It may be that the question regarding minor children has merit, but here again, the Committee feels that if it is asked, it be asked of all claimants, regardless of sex.

A copy of the form referred to is attached.

Sincerely,


Edna Schwartz, Secy
Sub-Committee on Employment
Practices and Policies

CC: B. Howard,
Human Rights Dept.

ISSUES

RESOURCES

LOCATION

ACTUALIZED WOMEN

Artists	Judith Stevens Sayfie, (2) Hallendale Florida Georgia O'Keefe, Santa Fe, New Mexico Mary Barrett, U of Wisconsin
Sculptors	Shirley Stone, Walker Art Center. Strong feelings about women's commitment to career.
Poets	Diane Di Prima, Marge Piercy, New York, Leah Fritz, New York, Jean Tepperman, Dorchester, Mass., Lynn Strongin, West Coast (2)

(1) ADULT LEADERSHIP, May 1969.

(2) MOTIVE, March-April 1969.

(3) THIS WEEK, May 4 1969.

(4) CAREERS TODAY, Jan. 1969.

STATE OF MINNESOTA
DEPARTMENT OF HUMAN RIGHTS
60 STATE OFFICE BUILDING
ST. PAUL, MINNESOTA 55101

Minutes of the Television Steering Committee Meeting

The Television Steering Committee Meeting was held on June 5, 1969, in the Board of Directors' Room, Northwestern National Bank Building, Minneapolis, Minnesota.

Members Present: Mrs. Sandra Phillips, Chairman, Mrs. Andrew Boss, Mrs. Virgille Peeke, Dr. Gene Bradfield, Mr. John Davidson, Miss Kate Niemeyer, Miss Edna Schwartz, Mrs. Barbara Gorder, Miss Lillian Anthony and Miss Judith Higgins. Also present was Mrs. Truly Latchaw.

The meeting was called to order by the chairman, Mrs. Sandra Phillips.

Mrs. Phillips introduced Mr. John Davidson who will be the producer of the television series. She mentioned that Mr. Davidson had some reservations on the proposed series because of the time factor. He had also mentioned concern about the proposed budget for the series and the fact that he felt a television series such as this should not be a series of lectures but have visual appeal.

Discussion was held on these points. It was agreed by the committee that the date of the first showing should be pushed back to January 20 through April 14, 1970. This date would be after the holidays and would allow enough time so that we would not have to go on the air with an inferior program.

Mr. Davidson stated that he would submit a proposal to Mrs. Phillips by June 16.

Dr. Bradfield reported that there was no news on the finance situation. Nothing had been heard from the realty company and Mr. Plank was going to check on some names for him to contact. Discussion on finance followed and it was suggested that Miss Higgins and Dr. Bradfield compose a letter to the Ford Foundation requesting their financial assistance.

Mrs. Boss then discussed the proposed issues and national figures as drawn up by her.* Discussion then followed and additional names and suggestions were made.

Meeting adjourned at 5:00 p.m.

Respectfully submitted,

(Miss) Judith L. Higgins, Director
Division on Women's Affairs

*A list of those issues is enclosed for those members not present or not members of the Women's Advisory Committee.