S. B. No. 125 By Andujar

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COMMISSION AND STAFF

Commission Members

Quarterly Meetings - Travel and per diem
(2 days/400 mi. per trip/15 members/4 meetings)
(2 x 400 x .16 x 15 x 4) + ($22 x 2 x 15) = $ 8,340

Staff

(1)	Executive Director	$22,000
(1)	Administrative Assistant/ Coordinator of Projects	15,000
(2)	Attorneys (14,000 ea.)	28,000
(2)	Researchers (12,000 ea.)	24,000
(2)	Writers (12,000 ea.)	24,000
(1)	Secretary to Director & Commission	9,500
(2)	Secretary/Clerk-Typist (7,500 ea.)	15,000
		$137,500
	Benefits (Insurance, FICA, Retirement) 13%	17,875
		155,375

Travel

Staff Travel

Mileage 5,000
Per diem

(based on 2 days travel per month for 4 staff persons)

Commissioners' travel - other than quarterly meetings
(based on $200 per member) 3,000

8,000

TOTAL $171,715

CAPITAL OUTLAY AND OPERATING EXPENSES

Office Rental		$12,000
Furniture and Equipment		7,990
Telephone		
Installation and local service	2,000	
Long Distance	3,000	
Total		5,000
Printing and Office Supplies (includes publication costs for reports)		10,000
Information Services		2,000
Postage		5,000
Data Processing Services		4,000
Library		3,000
TOTAL		$48,990
TOTAL (from first page)		171,715
GRAND TOTAL		$220,705

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AN ACT

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BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

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Sec. 5. COMPENSATION. Members of the commission serve without compensation but are entitled to reimbursement by the state

for all actual and necessary expenses incurred in the performance of their duties.

Sec. 6. ORGANIZATION. (a) Members of the commission annually shall elect a chairperson, vice-chairperson, and secretary.

(b) The commission shall employ a director and such other administrative, professional, technical, and clerical assistants as it deems necessary to enable the commission to carry out its statutory duties. Employees shall be paid from appropriations to the commission in the general appropriations act.

Sec. 7. POWERS AND DUTIES. (a) The commission shall collect and distribute information and study subjects relating to the opportunities, needs, problems, and contributions of women in Texas in all areas, including education, homemaking, civil and political rights, labor, employment, and health and other areas the commission deems pertinent to the interests of women.

(b) The commission may charge reasonable fees, to cover handling and printing costs, for the distribution of materials compiled or composed by the commission.

(c) The commission may hold fact-finding hearings on subjects relating to interests of Texas women and, for a hearing, may subpoena witnesses and records, administer oaths, and take testmony under oath of any person, subject to limitations imposed by the Fifth or Fourteenth Amendments to the federal constitution or by privileges against compelled testimony granted by Texas law.

(d) The commission shall meet quarterly at such times and places as determined by the commission. Special meetings may be called by the chairperson on not less than 10 days' written notice to each member.

(e) The commission may accept donations, gifts, and endowments to be held in trust and administered by the commission for the purposes and under the provisions which may be prescribed in writing by the donor not inconsistent with the powers and duties of the commission nor with state or applicable federal law.

(f) The commission may seek and accept grants, loans, and other funds from the federal government for specified projects not inconsistent with the duties and powers of the commission.

(g) The commission shall prepare a report to the legislature and the governor for each regular legislative session, which report shall include:

(1) commission findings concerning laws which impose special limitations or burdens on women or which limit or tend to limit opportunities available to women;

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(h) The commission shall appoint an advisory panel composed of representatives of state agencies and private groups which administer laws or programs of interest to women or which have exhibited a special interest in the opportunities, needs, problems, or contributions of women. The advisory panel shall include representatives from minority groups. The panel shall select its presiding officers. The advisory panel shall meet at least twice each year and at such other times as determined by the panel.

Actual expenses of the advisory panel shall be paid out of the commission's budget upon approval of the commission.

Sec. 8. ADMINISTRATIVE PROCEDURE. The Administrative Procedure and Texas Register Act applies to all proceedings under this Act except to the extent inconsistent with this Act.

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Sec. 10. (((Long Emergency Clause)))

NOV 6 1978

MEMORANDUM

TO: State-wide Coalition for Commission on Status of Women

FROM: Bonnie Lesley, Coordinator Bonnie 360 Crestmont EP 79912

DATE: November 2, 1978
SUBJECT: Minutes of October 21 meeting; Agenda for Sunday, November 12.

I. See attached list of names and addresses of those in attendance at last meeting.

II. Decisions made:
A. That Lorene Vychopen and other Commissioners will form a committee to get as many organizations as possible to add their names to our Support Coalition for COSW. The planning and implementation of this work will be left entirely to Ms. Vychopen and her committee, but others will be willing to act as resources.

Some suggested organizations are as follows:
Common Cause
G.I. Forum
LULAC
Young Homemakers
Church Women United
Vocational Homemaking Teachers
Women in Communication
Texas Press Women
Texas Nurses Association
Dental Hygenists
Home Demonstration Clubs
A. Philip Randolph Institute
National Assoc. of Negro B &PW
Delta Sigma Theta
Federated Women's Club
Local COSWs
Methodist Women
Texas Council of Churches

I enjoyed seeing you again,
Betty.

Council of Jewish Women
Presbyterian, Luthern Women
Junior Leagues
etc.

Other possibilities are on state-wide mailing list. This work needs to be begun immediately and completed before February 1.

This motión was made by Smiley and seconded by Macon. Passed.

B. That the Planning Committee--appointed by Coordinator--be authorized to act in interim for the Coalition until next meeting on Saturday, Dec. 16. Motion made by Duke and seconded by Vance. Passed.

C. Mimi Purnell volunteered to check on lobbying laws and reporting. She will brief us at next meeting. She will also reserve the House Members Lounge for our November and December meetings.

D. Bonnie Lesley was coerced into coordinating the Coalition--and bribed--andshe thanks you for the bribe!

Political Strategy--Planning Committee will meet Sunday, November 12, at 10:00 a.m. in the House Members Lounge of the State Capitol.

All of you are invited to attend as participants or as observers.

In addition, we are inviting the following people:

Rosa Walker
Judith Guthrie
Jane Hickie
Mary Beth Rogers
Ann Richards
Owanah Anderson

As I see it, this Coalition and the Planning Committee are open, and we shall be adding people constantly.

The main purposes of the November 12 meeting will be to formalize the lobbying strategy and to assign responsibilities. Please plan to be there to help us think.

And thanks again very, very much for your financial contribution to my participation. You gave me $260. That's enough for three plane tickets at $70 each, plus $50 for the telephone. Therefore, I have enough money to operate through December. Perhaps by then we can turn it over to our lobbyist(s).

10-21-78

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#5

10-21-78

WHAT IS THE MISSION OF A COMMISSION ON THE STATUS OF WOMEN?

The mission of a Texas Commission on the Status of Women is to investigate the conditions and the equality of life of Texas women, with a view to improving their status and widening their opportunity for full participation in contemporary society.

I. Advantages of a Commission

A. It can bring the problems of women to the attention of the community/state.

1. By providing a forum in which women can make their voices heard.

2. By promoting educational and public relations programs on the status of women in the community.

B. Because members are close to the problems, the commission can narrow the issues to those affecting local situations.

1. It can survey the community to determine existing conditions and what needs to be done.

2. It can explore community resources and incorporate these in its planning.

C. The commission has access to local and state officials.

1. Because of its official standing it can report its findings and make its recommendations directly to the mayor and city council.

2. It can seek the cooperation of other commissions, committees and government agencies having common interests.

D. A commission on the status of women can serve as a rallying point for all women's organizations in the state concerned with a particular problem.

1. It can coordinate programs and prevent duplication of effort.

2. It can provide the means through which women's groups can present a united front in working for a common goal.

3. It can serve as a clearinghouse for information and exchange of ideas.

4. It can provide the means through which women unaffiliated with existing organizations -- the disadvantaged, youth, etc., can have a role in community action.

E. A commission can serve as a channel of communication between local women and the State Commission on the Status of Women.

1. If there is no local resident on the State Commission, the municipal commission can establish contacts and keep local women apprised of activities at the state level.

II. <u>There is much that a commission on the status of women can do in the community/state</u>.

A. Encourage the full use of the skills and abilities of women to meet state/community needs for workers in demand occupations and for volunteers.

1. Study state employment needs and resources.

The Mayor's Commission on the Status of Women in Beaver Dam, for instance, surveyed the potential labor force in that city; found that 95 percent of the potential labor supply was female. Employers are now recruiting women for jobs, formerly considered men's work, in areas of labor shortages.

2. Discourage discrimination against women in employment.

a. Provide information to employers and workers about existing laws that prohibit discrimination in employment on the basis of sex.

-- Title VII of the Civil Rights Act

-- Executive Order applying to employment under Federal Contract

-- Federal and State equal pay laws

b. Provide information to explode the myths about women's ability to perform as well as men on most jobs, to assume responsibility, make decisions and make constructive contributions to the solution of community problems.

c. Encourage women to report and prosecute, if necessary, violation of anti-discrimination laws affecting employment.

-- Equal Employment Opportunity Commission handles violations of Title VII

-- Office of Federal Contract Compliance, Department of Labor, handles cases involving employment under Federal contracts

-- Wage and Hour and Public Contracts Divisions, Department of Labor, administer the Federal Equal Pay Law

3. Promote education and counseling for women and girls that will prepare them to use their full capabilities as workers and volunteers.

a. Realistic counseling in the schools.

b. Wider choice of vocational training for girls and women.

c. More apprenticeship opportunities for women.

d. Continuing education facilities for mature women.

e. Inclusion of women in federally supported training opportunities.

-- The District of Columbia Commission sponsored a conference on "Job Horizons for Women and Girls." Educators, guidance specialists, social workers and city officials took part and the Women's Bureau helped with the planning and the program. After the conference a committee formulated recommendations for meeting some of the city's education and counseling needs.

-- The Louisiana Commission received from Governor Edwards CETA funds ($60,000) for a series of eight mini-conferences on non-traditional jobs for women in 1976.

4. Upgrade low-skilled, low-paying jobs such as household employment.

5. Promote women for policy-making posts.

-- The community needs to be aware of the potential of its women for elective and appointive posts.

-- The Mayors' Commissions in Cedar Rapids and Beaver Dam compiled rosters of women qualified for public service.

6. Encourage training and effective use of women volunteers.

-- Many women can be recruited for volunteer service if they know about such opportunities. A community volunteer center to train volunteers and refer them to programs and agencies needing their services has proved successful in some places.

B. Stimulate action to provide services that will make it possible for women with home responsibilities to take training or a job.

1. Day Care

a. Many welfare mothers would prefer to work if they could be assured of good care for their children.

b. Women with technical and professional training often drop their careers because they have children who need care. As a result, the community may suffer a shortage of doctors, nurses, social workers and other professionals.

c. Good day care facilities can provide high quality care for youngsters, give them sound preparation for the future.

2. Homemaker Services

Women workers may need temporary assistance to maintain their homes during the absence of regular household employee, closing of a day care center, or some other crisis. Community services should be available during this time.

3. Family Counseling Services

Problems of household management, budgeting, family planning, etc., sometimes keep women from seeking needed employment or force them to leave their jobs. Expert counseling often can help them meet their problems.

COPY

21 August 1978

The Honorable Dolph Briscoe
The Governor's Mansion
Austin, Texas 78701

Dear Governor Briscoe:

The League of Women Voters of Texas has long supported a strong Commission on the Status of Women for the state. Obviously, I was distressed to hear that the present Commission had been stripped of its authority. The Commission's plans to publish an updated booklet on women's legal rights and a directory of women's resources were commendable. Their proposed plans to study family violence are also sorely needed.

We do not understand why the Commission cannot go forward with its work when it is needed to gather and disseminate information about job training opportunities, fair treatment in credit, loans and insurance, and equal legal treatment. The Commission is also needed to serve as a consultant and interpreter to public agencies and make recommendations on behalf of women.

We regret that the Executive Order has been rewritten and fail to recognize the rationale for the action.

Sincerely,

Betty Anderson, President
League of Women Voters of Texas

cc: Lorene Vychopen

Lubbock Woman On State Panel

AUSTIN (UPI) — A Lubbock woman is one of 15 women named Wednesday by Gov. Dolph Briscoe to serve on the Texas Commission on the Status of Women.

Briscoe created the commission last week by executive order.

Named to the panel from Lubbock was Mrs. Don (Alemeida) Workman, president of Lubbock Christian Women's Club.

Also named to the panel were:

— Mrs. Howard (Peggy) Coghlan of Longview, Kilgore Junior College instructor.

— Mrs. Dominga G. Coronado of Marion, past president of the national and state GI Forum women.

— Dolores A. Guerrero of Houston, past president and first woman state director of LULAC.

— Maxine Lee of Austin, member AFL-CIO Legislative Committee.

— Jane Haun Macon of San Antonio, assistant city attorney.

— Mrs. John T. Manry III of Houston, member Commission on Services to Children and Youth.

— Louise Maxon Rea of El Paso, El Paso Times columnist.

— Jody Richardson of Austin, former legislative liaison for the Texas Women's Political Caucus.

— Mrs. Morris (Lavonne) Unsell of Denton, member state board of the Texas Federation of Women.

— Mrs. Charles (Lavene) Vychopen of Dallas, a director of Greater Dallas Community Relations Commission and Greater Dallas Crime Commission.

— Rosa L. Walker of Austin, Texas AFL-CIO volunteers director.

— Marilyn Wilhelm of Houston, Wilhelm International School director.

— Judge Joan Tarpley Winn, Dallas County Court at Law No. 2.

— Mrs. Edwrd (Laneil) Wright of Dallas, vice president Northeast Texas District United Methodist Women.

NEW LAWN I
TEX TURF 10 & U3 Sprigging
WILCOX LAWN SER

8-25-77

EOD WEEKLY NEWS

TDCA
A TEXAS DEPARTMENT OF COMMUNITY AFFAIRS PUBLICATION

WEEK ENDING SEPT. 2, 1977 NUMBER 501

COMMUNITY HELPS MEALS ON WHEELS TO ROLL

The Victoria Meals on Wheels program is going to keep rolling along, at least for another year, according to Don Polzin, executive director of Victoria Department of Community Affairs.

The Meals on Wheels program is operated by the Neighborhood Services Program in Victoria. Originally, the program was begun out of Community Services Administration General Community Programming funds. During the present fiscal year, the program obtained special permission to use Community Food and Nutrition Program funding to carry on the program for the single year, according to Peggy Schaefer, project director of the Neighborhood Services Program.

Alternate federal and state funding were sought to continue the program without success. This meant 50 disabled, elderly poor persons confined to their homes wouldn't have the benefit of hot meals delivered to their homes twice a week.

Ms. Schaefer explained that the meals are delivered totally by volunteers, and no personnel costs are involved in the program, because meal preparation is done in conjunction with the Title VII Nutrition Program.

A total of $3,380 was needed to continue the program, but $1,404 was available through commodity food grants.

Once the problem was explained to the people of Victoria through local media and community organizations, they began to respond. To date, a total of $2,841 has been contributed. If enough

(Continued on Page 8)

GOVERNOR APPOINTS THE 15 TCSW MEMBERS

The 15 members to the Texas Commission on the Status of Women were appointed last week by Governor Dolph Briscoe (see EOD WEEKLY NEWS #500, page 8).

Appointees include:

Mrs. Howard (Peggy) Coghlan of Longview, who has been an instructor at Kilgore Junior College and is now working on her doctorate at Texas A&M University.

Mrs. Dominga G. Coronado of Marion, past president of the National and State GI Forum Women, and past president of the Mexican Business and Professional Women.

Miss Dolores A. Guerrero of Houston, immediate past president and first woman director of LULAC.

Mrs. Maxine Lee of Austin, member of the United Labor Legislative Committee of the AFL-CIO.

Mrs. Jane Haun Macon of San Antonio, assistant City Attorney for the City of San Antonio.

Mrs. John T. Manry, III, of Houston, active in PTA, Girl Scouts and Little League, and a member of the Commission on Services to Children and Youth.

Mrs. Louise Maxon Rea of El Paso, columnist for the EL PASO TIMES.

Ms. Jody Richardson of Austin, former legislative liaison for the Texas Women's Political Caucus and now a law student at The University of Texas.

(Continued on Page 8)

FEDERAL REGISTER REGULATIONS

AGRICULTURE, DEPARTMENT OF:

FARMERS HOME ADMINISTRATION

Interim rule issued Aug. 11, 1977, revising FmHA regulations which prohibit use of rural housing loan funds to refinance debts except for interim financing. Under certain circumstances, loan funds may be used to obtain a release of an existing lien on land needed for the site of a proposed project. This action is necessary to enable FmHA to obtain a first lien on a project being financed with loan funds. Comments received on or before Sept. 12, 1977, to Office of the Chief, Directives Management Branch, FmHA, U.S. Department of Agriculture, Rm. 6316, Washington, D.C. 20250.

On Aug. 19, 1977, FmHA amended its regulations to add provisions authorizing a reduction of interest rates on emergency loans for actual losses, as a result of PL 95-89, which was enacted Aug. 4, 1977, authorizing new interest rates for emergency loans for actual losses for disasters occurring on or after July 1, 1976, and prior to Oct. 1, 1978. Amendment is effective Aug. 19, 1977.

COMMUNITY SERVICES ADMINISTRATION:

Notice printed Aug. 16, 1977, of a new list of CSA employees at the level of GS-13 and above who must file reports on their outside financial interest with the CSA Personnel Division, effective Sept. 15, 1977.

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION:

EEOC published its proposed procedural regulations Aug. 19, 1977. The Commission has planned a major reorganization to improve the agency's administration and enforcement of Title VII of the Civil Rights Act of 1964, as amended, and is seeking public comment. Interested persons are invited to submit comments on or before Sept. 8, 1977, to Eleanor Holmes Norton, Chair, Equal Employment Opportunity Commission, 2401 E St., NW, Washington, D.C. 20506.

FEDERAL ENERGY ADMINISTRATION:

Notice published Aug. 15, 1977, of a proposed set of allocation regulations for allocated natural gas liquid products such as propane, butane and others and a public hearing on the revision. FEA has encountered difficulties with the current regulations in responding to problems and believes the proposed regulations will resolve some of the problems. Comments are requested by 4:30 p.m. Sept. 8, 1977; requests to speak by 4:30 p.m. Sept. 2, 1977; statements by 4:30 p.m. Sept. 9, 1977. Hearing will be at 9:30 a.m. Sept. 12, 1977, and will be continued on Sept. 13 if necessary.

FEDERAL RESERVE SYSTEM:

The Board of Governors of the FRS issued Aug. 10, 1977, an interpretation of a term in Regulation B, "expressly authorized by Federal or state law" to mean that a government agency implementing a loan program authorized by law or legislation may determine whether it benefits an economically disadvantaged class of persons and qualifies as a special purpose credit program of the Equal Credit Opportunity Act.

HEALTH, EDUCATION, AND WELFARE, DEPARTMENT OF:

OFFICE OF EDUCATION

Amended criteria specifying ingredients of acceptable plans to desegregate State Systems of Higher Education were published Aug. 11, 1977. These amended criteria for Title VI of the Civil Rights Act of 1964, are the result of the court case *Kenneth Adams, et al, Plaintiffs, v. Joseph A. Califano, Jr., Secretary of the Department of*

(Continued on Page 4)

TEXAS DEPARTMENT OF COMMUNITY AFFAIRS HAS SEVEN POSITIONS OPEN

The Texas Department of Community Affairs (TDCA) is accepting applications through 5 p.m. Wednesday, Sept. 7, for the first four positions listed below, and until Thursday, Sept. 8, for the other three. The applications are accepted at the First Floor, 210 Barton Springs Rd., Austin, Tex. (512) 475-5438.

SUPERVISOR, Planning and Research Section, Drug Abuse Prevention Division.

Salary: $1,437 per month.

Description: Supervises staff working with the regional drug abuse planners; supervises liaison between regional planners and local drug programs; assists in development of and provision of training to regional planners; develops evaluation protocol and supervises analysis of evaluation results; and engages in evaluation research and research using drug abuse indicator data.

Qualifications: Graduation from an accredited four year college or university, with three years experience in drug abuse evaluation and two years experience in administration of a drug abuse or related program. MERIT SYSTEM Position.

SECRETARY, Drug Abuse Prevention Division (Two Positions).

Salary: $651 per month.

Description: Performs advanced secretarial work with some latitude for decision in carrying out routine work.

Qualifications: Graduation from an accredited high school, plus one year of full-time paid employment in stenographic work. One semester (15 semester hours) of accredited college work may be substituted for each six months of the required experience. Must be able to type 45 wpm accurately and take dictation at 80 wpm. MERIT SYSTEM Position.

SECRETARY, Manpower Services Division.

Salary: $743 per month.

Description: Responsible secretarial work to include dictation (shorthand or dictaphone); typing correspondence, reports, confidential information; filing; maintaning records. Prepares travel authorizations and vouchers. Prepares weekly and monthly calendars; cancels appointments; assists in preparing reports.

Qualifications: Type 65-75 wpm, shorthand 80-90 wpm or dictaphone. Graduation from high school, and at least two to three years previous experience.

CERTIFICATION COORDINATOR, Drug Abuse Prevention Division.

Salary: $1,695 per month.

Description: Responsible for planning, developing and recommending to agency head the establishment of a process for certifying drug treatment programs and personnel; responsible for training, and developing and maintaining an information system.

Qualifications: Five years experience in drug abuse or alcoholism, two of which should be in administrative or supervisory capacity; earned graduate degree in professional discipline relating to drug abuse. MERIT SYSTEM Position.

COMMUNITY ASSISTANCE SPECIALIST, County and Rural Services Division (Two Positions).

Salary: $1,345 per month.

Description: Professional and administrative work in the County and Rural Services Division in Support of the Division's technical assistance program. Travel 30 percent of time.

Qualifications: Master's degree in public administration, planning or related discipline with a minimum of one year experience in local government; or

(Continued on Page 8)

COMMUNITY HELPS MEALS (Continued)

funds are contributed, the program may even be expanded, said Ms. Schaefer, because the need is great.

The First Presbyterian Church was the first to respond to the appeal for funds with their pledge of $100. The others quickly followed, and are: First Baptist Church, $50; Victoria Lions Club, $500; Eleanor A. Hirsch, $25; Mrs. Ora L. Terrell, $15; Stockton Office Machines, $50; Our Lady of Sorrows Church $476; Mr. and Mrs. David Lack, $200; Mr. and Mrs. Walerian Sienkiewicz, $50; Sons of Herman Da Costa Lodge No. 265, $1,000; George Washington Carver Center, $25; Luncheon Pilot Club, $50; Luncheon Pilot Club, $30; Junior Woman's Club $150; Northside Baptist Church, $100; and Mr. and Mrs. Sam McCormick, $20.

Now these 50 persons, many of whom are blind, amputees and bedridden, will continue to enjoy two hot meals delivered to their homes each week as a result of the concern of their fellow citizens.

*****

TDCA HAS SEVEN POSITIONS (Continued)

bachelor's degree with two years or more experience in local government.

TDCA is an equal opportunity/affirmative action employer.

GOVERNOR APPOINTS (Continued)

Mrs. Morris (LaVonne) Unsell of Denton, State Board member of the Texas Federation of Women and former director of the American Cancer Society.

Mrs. Charles (Lavene) Vychopen of Dallas, a director of the Greater Dallas Community Relations Commission and the Greater Dallas Crime Commission, and former president of the Greater Dallas Council of Churches.

Ms. Rosa L. Walker of Austin, director of volunteers in programs of the Texas AFL-CIO.

Ms. Marilyn Wilhelm of Houston, director of Wilhelm International School.

The Honorable Joan Tarpley Winn of Dallas, judge of County Court at Law #2.

Mrs. Don Workman of Lubbock, president of the Lubbock Christian Women's Club and former member of the Governor's Education Resources Commission.

Mrs. Edward (LaNeil) Wright of Dallas, vice president of the Northeast Texas District United Methodist Women.

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TEXAS DEPARTMENT OF COMMUNITY AFFAIRS
P.O. Box 13166, Capitol Station
Austin, Texas 78711

STATE OF TEXAS
STATE PENALTY
FOR PRIVATE USE
SEP 2 '77
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D
BETTY ANDERSON
PRESIDENT OF TEXAS LEAGUE OF WEMEN VOTERS
5017 15TH STREET
LUBBOCK, TEXAS 79416

Women Protest Proposed Group

1/25/76

AUSTIN, Tex. (UPI) — A housewife Saturday said a proposed Commission on the Status of Women in Texas would be a waste of taxpayers' money because it would only provide information which already is available to women.

About 50 women — one with a small baby and several wearing "Stop S.O.W." badges — attended the second day of the hearings scheduled by a special House committee studying the proposed commission.

"I feel like if we as women in the community would stay home and tend to our children we would have less need for state and federal funds for things such as child care centers," said Mrs. Rochell Wardell of Austin.

"We feel a status of women commission would do us little help," she said.

She said the commission could not provide jobs unless the women qualified for them and all the data it compiled could not help her.

"I am a homemaker myself and it takes a lot of smarts and ingenuity to do that," Mrs. Wardell said. "What would the status of women commission do for me? We as homemakers feel the status of women commission is not going to help us, especially if we're going to raise children without outside help."

Mrs. Wardell said she objected to the portrayal that only working women have any input into society.

Rep. Chris Miller, D-Dallas, said the proposed commission would help homemakers and housewifes would serve a very important function on the agency.

Study Of Texas Women Needed, Says Caucus

2-24-76

AUSTIN, Tex. (UPI) — Texas needs an agency to study the status of women because they have not been politically represented sufficiently for their special concerns to be known, the chairperson of the Texas Women's Political Caucus said Friday.

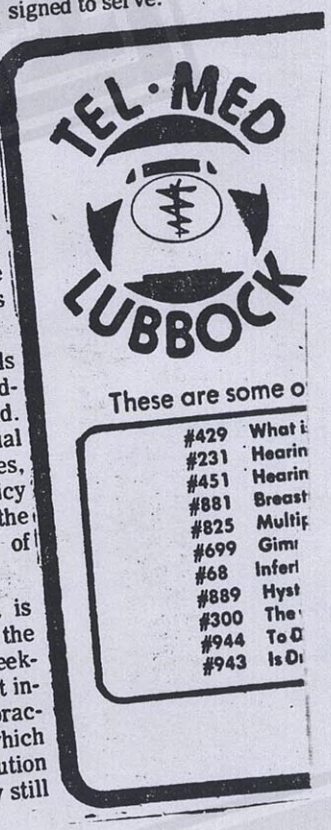
"We know that there are issues and unmet needs that women in Texas have in common," Martha Smiley told a House study committee on the status of women.

Only 8.3 per cent of elected officials in Texas are women and only 9.1 per cent of the membership of state agencies is women, she said.

"We do not know how girls and women are affected in education," Ms. Smiley said. "We do not know the actual status of women in faculties, school administrations, policy making positions in the schools and universities of Texas.

"We do not know what is happening to women in the prisons of the state — in seeking credit — under current insurance policies and practices. We do not know which laws violate the constitution of this state because they still discriminate on the basis of sex."

Ms. Smiley said bureaucracy has developed social programs without first having a clear idea of the needs of the people the programs are designed to serve.



JAN 26 1976

Statement to the Interim Study
Committee of the House Committee On State
Affairs
Austin, Texas - January 23, 1976
by
Susan Reid, President
League of Women Voters of Austin

I appreciate the opportunity to speak to you today for the League of Women Voters of Texas in support of the establishment of a State Commission on the Status of Women. The League is composed of 4000 members in 40 communities throughout the state. During the 64th Legislature, the League supported the bill to create such a commission, and we were pleased that it was approved by the Senate. We feel that a commission established by the Legislature would have the advantages of continuity and greater resources on which to draw. For these reasons we look to the Legislature to react to the need for a commission on women rather than seeking a commission to be established by executive order such as was done in the 1960's. We hope that the bill creating this commission will pass both Houses next session.

The last ten years have surely been ones of progress in eliminating discrimination on the basis of sex. Women have been integrated into the economic, occupational, political, and social activities of our state. Statistics show however, that there is much left to be done. The League has identified three crucial areas to be addressed by a Texas commission. These areas are: the family, utilizing women in the policy-making process, and employment.

The family unit is the core of our society, and a Texas Commission on the Status of Women might take heed of work done by the Wisconsin Commission in strengthening the family and meeting the needs of homemakers. Through conferences held around the state, the question of the many ways in which our society undervalues the homemaking function and also the homemaker were explored. There are economic risks and penalties encountered by the housewife who has no financial recognition of her own. Proposals to solve or at least minimize the economic problems were gathered.

Other state commissions are considering vital areas relating to the family such as economic protection of uniform marriage and divorce laws, the contributions of spouses as homemakers, and locator systems for parents who are not paying child support. Other areas for exploration are the special needs of elderly women, who more often than not find themselves widows and alone for the last years of their lives.

In Austin, the Commission on the Status of Women has identified day care for children as the crucial problem for women in our area. There are imperative reasons why adequate day care services are needed. The mother may find outside employment necessary, the mother may be ill, there may be poor family relationships, or the living conditions may be inadequate for encouraging the development of the young child in the crucial early years. Whatever the reason, the demand for day care is increasing, and for the family of today and the family of the future we must see that the needs of our children are well met.

The second area of interest to the League is the utilization of the potential of women in the decision-making process. The state needs to recognize and make use of women in elective and appointive posts. In over a thousand appointments made to boards and commissions by the governor in the past three years, only 122 have been women. When women make up more than half of the population of this state, it would seem absurd that they are not represented more in policy making posts. The commission can be a clearing house for a talent bank with a roster of qualified women for public appointment.

Employment is the last area that I would like to mention. Studies show that nine out of ten women will work outside the home at some time in their lives. Even if the women should break into their career to have a family, the average woman worker will be employed for 25 years. In those years of employment, the take-home pay in Texas is about half that of men. In state employment, although 41.3 percent of state employees are women, they did not hold the high-paying jobs in a study done in 1973 for the Governor's Office. The majority (57.4 percent) earned less than $6,000 and only 10.6 percent of the jobs paying $16,000 or more were held by women.

Older women have the lowest annual median income of any age group. Their income is half that of men in the same age group. This discrepancy has the disasterous effect of bringing low social security benefits so that elderly women find themselves almost poverty stricken.

Many recent studies have identified the problems facing women, and we need a commission as a framework within which to seek solutions. The League of Women Voters believes that a Commission on the Status of women could make the following contributions which would benefit the entire state:

*Being a voice of advocacy for women. Women have unique problems that need attention.
*Insuring equality of opportunity by studying the denial of equal protection of the laws to women, private discrimination against women, and affirmative steps necessary.
*Serving as an educational channel for factual information.
*Monitoring the present laws and programs relating to w en.
*Providing expertise to other state agencies on all issues vital to women.
*Serving as a conduit for grants, private and governmental.

Perhaps the most important benefit for the state and the individual women in this state would be the building of networks of women, all kinds of women, who share a common concern for the utilization of women's potential.

REP. CHRIS MILLER
P. O. BOX 2910
AUSTIN, TEXAS 78767
(512) 475-5814

The State of Texas
House of Representatives
Austin, Texas

REP. CHRIS MILLER
1203½ LAKE STREET
FORT WORTH, TEXAS 76102
(817) 338-4455

February 13, 1976

Ms. Betty Anderson
5017 - 15th
Lubbock, Texas

Dear Betty:

On behalf of the women of Texas, I want to say thank you for your support and testimony at the recent subcommittee hearings on the Commission on the Status of Women. Texas women are indeed fortunate in being represented by such articulate individuals. The organizations and professions who were represented in favor of a commission are certainly indicative of widespread and diversified support. (I'm attaching a list of these organizations.)

The difficulties we experienced in the last session show clearly that we do not have an easy task. However, the load is lighter since we are all sharing the burden together.

Thanks again for your help.

Gratefully,

Chris

Chris Miller

CM:sh

ORGANIZATIONS REPRESENTED FOR A COMMISSION ON THE STATUS OF WOMEN

Northwest Texas Conference, United Methodist Church
Texas Tech University, College of Home Economics
LWV of Lubbock
LWV of Texas
Texas Tech AAUP
National Organization for Women
Women's Law Caucus, Texas Tech School of Law
Lubbock Rape Crisis Center
ACLU
NAACP
Texas Tech University, Department of Sociology
American Association of University Women, Texas Division
Southwest Regional Planned Parenthood Federation
Women for Change, Lubbock
United Methodist Women
Commission on the Status and Role of Women, Southwest Texas Conference
Friendship Community Center, Austin
UT Student Body
Fort Worth Mayor's Commission on the Status of Women
Austin Commission on the Status of Women
National Association of Commissions on the Status of Women
Texas Nurses Association
Dallas Commission on the Status of Women
Church Women United
Corpus Christi Area Women's Political Caucus
Corpus Christi LWV
Texas Federation of Women's Clubs
Women in Communications
Austin NOW
Austin Women's Center
Texas Women's Political Caucus
Downtown Dallas Noon B&PW
Texas AFL-CIO
Mexican American B&PW
Women Interested in Government
Womens Equity Action League
Texas Federation of B&PW
San Antonio LWV
Texas Press Women, Inc.
San Antonio B&PW
San Antonio AAUW
City of San Antonio, City Council
Austin Rape Crisis Center
National Council of Jewish Women

September 7, 1976

The Honorable Michael Ezzell
House of Representatives
Austin, Texas 78711

Dear Mr. Ezzell:

Women from across the state--homemakers, businesswomen, mothers, and professional women--want their voices to be heard.

Members of the League of Women Voters of Texas believe that a Commission on the Status of Women would help serve this purpose. We hope that you will support the establishment of such a commission in Texas.

We think that a commission is needed to:

- --gather and disseminate information about job training opportunities, fair treatment in credit, loans, and insurance, and equal legal treatment;
- --serve as a consultant and interpreter to public agencies;
- --make recommendations onbbehalf of women to the Legislature.

We support the creation of this vitally important commission. The budget could be minimal, but the services would be great.

The needs of women are many, and a Commission on the Status of Women could make a difference. We do urge your support in recommending passage of legislation establishing such a commission for Texas.

Sincerely,

Betty Anderson
President, League of Women Voters of Texas

"FIRST In Lubbock-FIRST On The South Plains"

LUBBOCK AVALANCHE-JOURNAL

54th Year No. 51 | 52 Pages | Lubbock, Texas, Saturday Morning, January 10, 1976 Price 15 Cents | Full Leased Wires: (AP), (UPI)

Foes Of Women's Panel Hold Edge At Hearing

LUBBOCK AVALANCHE-JOURNAL JANUARY 10, 1976

By ANN MARCY
Staff Writer

ADVOCATES of a commission on the status of women for Texas expounded Friday upon the need for such an organization while at least half of the audience wore lapel cards reading "Stop SOW."

The occasion was the first of two days of hearings into the feasibility of such a commission in Texas, the only state without one.

Conducted by Rep. Mike Ezzell of Snyder, chairman of an interim study committee of the House Committee on State Affairs, the hearing in Lubbock will reconvene at 10 a.m. today in the Community Room of the George and Helen Mahon Public Library. Rep. Chris Miller of Fort Worth and Rep. Felix McDonald of Edinburgh also participated in the hearing.

Rep. Miller carried a bill in the House during the last legislative session that would have created such a commission as a separate agency, to be funded by sources outside the state government.

The bill passed the Senate and was referred to subcommittee in the House and never reported out.

Proponents of such a commission quoted statistics of inequities against women in education, in divorce and in the work force.

"People think that just because so many people are working, the problems are solved; they are not," said Mrs. W. S. Dingus of Lubbock.

Under questioning by Rep. Ezzell, Gail House of Rt. 5, a teacher of home economics at Texas Tech University, said that such a commission should serve educational, research and informational functions.

Betty Anderson of 5017 15th St., president of the League of Women Voters of Texas, preferred to say the agency would be an advocate for women and serve a monitoring role.

It should, she said, bring attention to unique problems of women, "study the denial of equal protection of the laws to women, private discrimination against them and affirmative steps necessary," channel factual information concerning women's legal rights, career counseling and techniques in finding and keeping a job.

Opponents of the proposed commission came to the hearing from as far away as Amarillo and Irving.

Patsy Akins of Brownfield said SOW on the lapel cards represented "status of women." Such commissions, she added, are geared to feminists only and are "not representative."

In other states, she said, such commissions have provided state officials and tax money to lobby for such issues as the Equal Rights Amendment in a manner which she said "is certainly improper and probably illegal."

Mrs. Benny McDade of Irving, a board member of the National Association of Women that Want to be Women, said that safeguards would have to be applied immediately after violation. She opposes the commission but said she would want to serve on one if it is created.

"Someone has to keep them in line."

SECOND HEARINGS RE THE FEASIBILITY OF TEXAS CONTINUING TO BE THE STATE WITHOUT A COMMISSION ON THE STATUS OF WOMEN ARE TO BE HELD JAN 23-24, [redacted] Supreme Court Room, at 10 A.M.

These hearings are being conducted by an INTERIM STUDY COMMITTEE HOUSE COMMITTEE ON STATE AFFAIRS; CHAIRED BY REP. MIKE EZZELL, SNYDER, REP. BOB VALE, SAN ANTONIO, REP. FELIX MCDONALD, EDINBURGH, REP. CHRIS MILLER, FT. WORTH, AND REP. SUSAN GURLEY MCBEE, DEL RIO, TEXAS.

AS YOU WILL NOTE FROM THE NEWS CLIP, ONLY THREE OF THE COMMITTEE MEMBERS CONDUCTED THE LUBBOCK HEARINGS.

BETTY ANDERSON, PRESIDENT OF THE LEAGUE OF WOMEN VOTERS OF TEXAS DID A SUPERB JOB OF COORDINATION OF THE PRO WITNESSES. REP. CHRIS MILLER WON THE PRO-ACCOLADE.

*Sharon Burrer in Representative Chris Miller's office, Austin, is coordinating the pro witnesses for the Austin hearings. She may be contacted at [redacted].

Panel Foes, Backers Heard

By MONA HARVEY
Staff Writer

Opponents of the creation of a statewide commission on the status of women offered one-third of the testimony in the second day of hearings here but made their presence more visible by lapel cards reading "Stop W."

Arguing against the commission for Texas, the only state lacking one, opponents said other minorities also should be so represented, from ethnic groups to farmers. They also charged that such a commission would take on the responsibility for changing family lifestyles and would push for feminist interests.

Conducted by Rep. Mike Ezzell of Snyder, chairman of an interim study committee of the House Committee on State Affairs, the hearing is one of two scheduled for Texas. Also participating were Rep. Chris Miller of Fort Worth and Rep. Felix McDonald of Edinburgh.

Rep. Miller carried a bill in the House during the last legislative session that would have created such a commission as an information gathering agency funded by sources outside state government.

In support of the commission, Vivian Davis of 4607 23rd St., agreed with the opponents that it should not be a political football, that piecemeal statistics would do no good, but that otherwise the arguments were based on personal problems.

Francisco C. Gonzalez of 3313 38th St. said since his affiliation with the Planned Parenthood Federation he has shed his former "typical Latin chauvinistic attitude" and agrees that women should have rights to equal status, equal opportunity and to decisions about their own fate."

Housewife Louise Cummings of 6511 Peoria Ave. said it is now possible for women to "pursue multiple roles. What might be sex discrimination to one might be to another a long-held status."

Kathlene Billingsley of 2107 15th St. pointed out how such a commission could have helped with establishing a Rape Crisis Center. Charlotte Toombes of 4608-A 66th St., the nation's only woman basketball official, said she wished such an agency had existed four years ago when she was denied a job because of her sex.

Foes Of Women's Panel Hold Edge At Hearing

By ANN MARCY
Staff Writer

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"Someone has to keep them in line."

1/10/76

1/3/75

Hearing Set Here On Women's Panel

A-J Austin Bureau

AUSTIN—Rep. Mike Ezzell of Snyder has called a hearing next Friday and Saturday in Lubbock for persons to testify on the feasibility of creating a state commission on the status of women.

The hearing will be held at the High Plains Water District from 1 p.m. until 5 p.m. Friday, and will continue at 10 a.m. Saturday.

Ezzell is chairman of the interim study committee of the House Committee on State Affairs charged with making a report to the next legislature on the feasibility of the creation of a Commission on the Status of Women in Texas.

"Anyone who would like to be heard on this subject is certainly invited to be present at the hearing in Lubbock. We will be holding a later hearing in Austin," Ezzell said.

A bill authored by Sen. Betty Andujar of Fort Worth and introduced during the last sesion of the legislature would have created a commission on the status of women.

The bill (SB 125) successfully made it out of the Senate with only a few amendments, but was held up in the House State Affairs Committee until the last days of the session.

The measure, backed by the Business and Professional Women of Texas, was delayed in subcommittee.

The commission would be charged with collecting and distributing to the legislature information and study subjects relating to the opportunities, needs, problems and contributions of women in Texas.

Mrs. Andujar's bill would have had the commission self-destruct after 10 years. Nine members would have been appointed by the governor, three by the lieutenant governor and three by the speaker of the House. Members would have served six-year terms.

Weather

Weather Map Page 16, Sec. A

Lubbock and vicinity: Sunny and cold today with the high expected to be near 40, and the low tonight in the teens. Northwesterly winds 10 to 15 mph expected today.

1 a.m.	39	1 p.m.	32
2 a.m.	39	2 p.m.	33
3 a.m.	39	3 p.m.	34
4 a.m.	37	4 p.m.	35
5 a.m.	33	5 p.m.	34
6 a.m.	29	6 p.m.	31
7 a.m.	27	7 p.m.	25
8 a.m.	24	8 p.m.	22
9 a.m.	23	9 p.m.	20
10 a.m.	24	10 p.m.	20
11 a.m.	26	11 p.m.	19
Noon	30	Midnight	19

Maximum 39; Minimum 23.

Maximum a year ago today 40; Minimum a year ago today 25.

Sun rises today 7:52 a.m.; Sun sets today 5:52 p.m.

Maximum Humidity 74%; Minimum Humidity 32%; Humidity at midnight 65%.

SOUTHWEST WEATHER

City	P	H	L	City	P	H	L
Abilene	—	37	30	Denver	—	24	2
Albuquerque	—	30	3	El Paso	.18	39	26
Amarillo	—	29	17	Houston	.08	73	51
Hobbs	—	34	25	Okla. City	—	30	27
Dallas	—	45	41	W. Falls	—	37	30

Lubbock, Texas
January 9, 1976

Statement
to the
INTERIM STUDY COMMITTEE OF THE
HOUSE COMMITTEE ON STATE AFFAIRS

by

Betty Anderson, President
League of Women Voters of Texas

The League of Women Voters of Texas appreciates the opportunity to speak for creating a state Commission on the Status of Women. The League is composed of 4,000 members in 40 communities throughout the state. We supported the bill to create such a commission in the 64th Legislature.

Much progress has been made toward establishing equality between men and women and the integration of women into the economic, occupational, political, and social activities of our state. However, much remains to be done. Three areas which need to be addressed by a Texas commission are employment, utilizing the potential of women, and the family.

Employment The take-home pay of women who work in Texas is about half that of men--that is, $2.50 for every $5.00 earned by men.[1] Women are underrepresented in Texas state employment. While women constituted 41.3 percent of the state's employees, they did not hold the high-paying jobs. The majority (57.4 percent) earned less than $6,000; only 10.6 percent of the jobs paying $16,000 or more were held by women.[2]

Older women have the lowest annual median income of any age group--$1,900--half that of men in the same age group. Dr. Arthur Fleming, Commissioner on Aging, has noted this results from employment discrimination which means lower salaries and in turn, low social security benefits.

CETA (Comprehensive Employment and Training Act), responsible for operating manpower programs, oftentimes directs women into the lowpaying positions rather than into the higher paying nontraditional jobs, such as skilled craft workers. Women heads of families should be a target population, along with veterans, welfare recipients, and former manpower trainees, in these programs. At least four state Commissions on the Status of Women (New Mexico, Louisiana, Florida, and Wisconsin) are seeking to improve CETA programs in their states.

Utilization of the Potential of Women
The State needs to be aware of the potential of its women for elective and appointive posts. However, Texas seems to be regressing in promoting women in policy-making posts. In over a thousand appointments made to boards and commissions by the governor in the past three years, only 122 have been women. Of 474 appointments noted in the Austin Report over that period of time only 42 were women. And these appointments were mainly to such boards as nurse examiners, arts and humanities, services to children and youth, and camp safety advisory councils. Most of these posts could be described as extensions of what women do as homemakers--teach children and nurse the sick. The commission can be a clearing house for a talent bank with a roster of qualified women for public appointment.

[1] Employment Profiles of Minorities and Women in the SMSAs of the 17 Large Cities. 1971. Office of Research, Equal Employment Opportunity Commission, Research Report, #41, June 1973.
[2] Federal Revenue Sharing: The Texas Portion. A Study Prepared for the League of Women Voters of Texas, Jan. 1975.

Family The family unit is the core of our society, but this core needs strengthening. The Commission should acknowledge the important role women play in the home and how this role has influenced the economic and cultural development of Texas. We realize the importance of a woman's right to choose between a career and the home. Other state commissions are considering vital areas relating to the family--the economic protection of uniform marriage and divorce laws, the contributions of spouses as homemakers, and locator systems for parents who are not paying child support.

The League of Women Voters believes that a Commission on the Status of Women could make the following contributions to the state by:

. Being a voice of advocacy for women. Women have unique problems that need attention. When I review the state budget and note the money spent on obscure boards and commissions, I think the State could devote one of its over 200 boards and commissions to women--over half the population.

. Insuring equality of opportunity to women by studying the denial of equal protection of the laws to women, private discrimination against women, and affirmative steps necessary. This body would have access to state officials to make meaningful recommendations.

. Serving as an educational channel for factual information. The New Mexico Commission has conducted courses for women on their legal rights, career counseling, and techniques in finding and keeping a job, as well as courses for employers on how to write affirmative action programs.

. Monitoring the present laws and programs relating to women.

. Providing the expertise to other state agencies on women's issues and employment, and

. Serving as a conduit for grants. A bill has been introduced in the U.S. Senate which would authorize matching grants to states for Commission on the Status of Women. A special project by the California Commission has been funded by the Rockefeller Foundation.

For over 55 years the League of Women Voters has seized every opportunity to work for acceptance of women--in politics, business, economically, and in all walks of life. The League is an organization which deals with governmental issues, and we will continue to work for equality of women.

Lubbock, Texas
January 9, 1976

Statement
to the
Interim Study Committee of the
House Committee on State Affairs

by

Betty Anderson, President
League of Women Voters of Texas

The League of Women Voters of Texas appreciates the opportunity to speak for creating a state Commission on the Status of Women. The League is composed of 4,000 members in 40 communities throughout the state. We supported the bill to create such a commission in the 64th Legislature.

Much progress has been made toward establishing equality between men and women and the integration of women into the economic, occupational, political and social activities of our state. However, much remains to be done. Three areas which need to be addressed by a Texas commission are employment, utilizing the potential of women, and the family.

Employment The take-home pay of women who work in Texas is about half that of men--that is, $2.50 for every $5.00 earned by men.[1] Women are underrepresented in Texas state employment. While women constituted 41.3 percent of the state's employees, they did not hold the high-paying jobs. The majority (57.4 percent) earned less than $6,000; only 10.6 percent of the jobs paying $16,000 or more were held by women.[2]

[1] Employment Profiles of Minorities and Women in the SMSAs of the 17 Large Cities, 1971. Office of Research, Equal Employment Opportunity Commission, Research Report, #41, June 1973..

[2] Federal Revenue Sharing: The Texas Portion. A Study Prepared for The League of Women Voters of Texas, Jan. 1975.

Older women have the lowest annual median income of any age group--$1,900--half that of men in the same age group. Dr. Arthur Flemming, Commissioner on Aging, has noted this results from employment discrimination which means lower salaries, and in turn, low social security benefits.

CETA (Comprehensive Employment and Training Act), responsible for operating manpower programs, oftentimes directs women into the lowpaying positions rather than into the higher paying nontraditional jobs, such as skilled craft workers. Women heads of families should be a target population, along with veterans, welfare recipients, and former manpower trainees, in these programs. At least four state Commissions on the Status of Women (New Mexico, Louisiana, Florida, and Wisconsin) are seeking to improve CETA programs in their states.

Utilization of the Potential of Women The State needs to be aware of the potential of its women for elective and appointive posts. However, Texas seems to be regressing in promoting women in policy-making posts. In over a thousand appointments made to boards and commissions by the governor in the past three years, only 122 have been women. Of 474 appointments noted in the Austin Report over that period of time, only 42 were women. And these appointments were mainly to such boards as nurse examiners, arts and humanities, services to children and youth, and camp safety advisory councils. Most of these posts could be described as extensions of what women do as homemakers--teach children and nurse the sick. The

commission can be a clearing house for a talent bank with a roster of qualified women for public appointment.

Family The family unit is the core of our society, but this core needs strengthening. The Commission should acknowledge the important role women play in the home and how this role has influenced the economic and cultural development of Texas. We realize the importance of a woman's right to choose between a career and the home. Other state commissions are considering vital areas relating to the family--the economic protection of uniform marriage and divorce laws, the contributions of spouses as homemakers, and locator systems for parents who are not paying child support.

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1/9/76

Lockney Snyder Clarendon Brownfield Am.

Com. on Status of Women

1. Mrs. N. G. Dingus ✓ Pro
2. Helen Ledgerwood ✓ Pro
3. ~~Frances~~ Talsy Akers — Brownfield Con
4. Dail House Pro-
5. Mrs Wayne Daniel, 102 Amarillo ~~Con~~ Con
the Phyllis Schlafly Newsletter
6. Mrs B. J. Jordan, Amarillo Con

3.25 7. Peggy Braden, Amarillo Con
personal opinions Reagen for Pres.
Conc. increasing bureaucracy.
8. Mrs. Gilbert Brown Rt 2 Canyon Con
Panhandle 55 Women
professional writers -
Counselor in private practice
9) Sandra McDade The W's Con
Irving ~~Dallas 7~~

4:20 11 more

10) B. Anderson
11) Linda McG. Edinburg McAllen

Sat mor

1) Edna Gott 2703-24 F AAUP- Pro
2) Strickland Con
3) ? Deanna Cadle 2605-42, NOW Pro
4) Cadney Thurman Haggard Con
Louise said she debated on her or radio or TV. She teaches @ LCCHS

That is Rhobia Taylor, Women's Bureau 3-Lbr Cons
Dept of Labor — Dallas
She's been providing
us with material
1 ~~Need~~
2 ~~Prep~~
3 Cost - how a step could get followed us out
Sat Stood Rhobia to hotel yesterday
+ asked - "I didn't get your name — + Rhobia
replied "I didn't give it to you."
5) Jess Taylor Pro
Stabilize Ten things per issues
9 women imp.
6 Peggy Englehardt 4110 - Snyder Con
Eagle ~~Point~~ Forum - Phyllis Schapplay -
Issue of Role + + Jam Lyge -
7 Julia Sweeten (Women Law - Cong) Pro
8 Ruth Race? - Reese? 1st - Con
9 Kathleen Billips Jan Pro
She is asst Dir of Rape Crisis Center
10 Louise Cummins Pro
11 Fran Bo[illegible] Pro
12 Mary Vines "
13 Vegran Davis "
9 14 (10) Pat Hallaburgh - DAW - Pro -
(1 min) 15 Linda Floyd Brownfield Con -
16 Eleg Hasser 2512-46 Pro
17 Gonzales Pro
18 Jess Frost "
19 Dr. Ruth Gordell Opthalmologist - Pro
20 Mrs Robt Tipton Planned Con
21 Charlotte Toombs BB official Pro
22 Grace Wossum Pro -

JAN 21 1976

CHRIS MILLER
P. O. BOX 2910
AUSTIN, TEXAS 78767
(512) 475-5814

State of Texas
House of Representatives
Austin

DISTRICT 32, PLACE 8
P. O. BOX 9063
FORT WORTH, TEXAS 76107
(817) 338-4455

January 20, 1976

Ms. Betty Anderson
5017 15th Street
Lubbock, Tx. 79416

Dear Betty,

Thanks so much for sending along the clipping from your Lubbock paper regarding the hearing. Will be leaving for the Austin hearings this Thursday, and keeping my fingers crossed.

I do so appreciate the superb support offered for the commission and especially your fine help.

Sincerely,

Chris

Chris Miller

IWY '75

STATUS OF WOMEN IN TEXAS

Governor's Commission on the Status of Women
(1/13/67 - Revitalized 1/70) - Presently None

Municipal Commissions on the Status of Women

Austin (1/22/70 Revitalized 7/75)	Chairperson	Ms. Cathy Bonner [redacted] Austin, Texas [redacted]
Dallas (8/11/75)	Chairperson	Dr. Caroline Galerstein (Ph.D) [redacted] Dallas, Texas [redacted]
Fort Worth (3/1/71 Revitalized 2/74)	Chairperson	Ms. Jerry Eidson [redacted] Fort Worth, Texas [redacted] [redacted] Ext. 204
San Angelo (1/19/71 Revitalized 1972 & 1973)	Chairperson	Mrs. Nick Galindo 2102 Wilson San Angelo, Texas [redacted] [redacted]
San Antonio (5/7/70 Revitalized 1971 & 1972)	Chairperson	Ms. Luz Escamilla [redacted] San Antonio, Texas [redacted] [redacted]
Wichita Falls (4/7/75)	Chairperson	Mrs. Beth Francell [redacted] Wichita Falls, Texas [redacted] [redacted]

County Commission on the Status of Women

Harrison County (1/1/71 Revitalized 1972)	Chairperson	Dr. Aggie Boyett (Ph.D) [redacted] Marshall, Texas [redacted] [redacted]

Southwest Office, Women's Bureau, Employment Standards Administration
U.S. Department of Labor, 555 Griffin Square Bldg. - Room 506, Dallas, Texas [redacted]
Rhobia C. Taylor, Associate Assistant Regional Director [redacted]

B

5782

11-10-75

Rhoda Taylor

Nicol (Mrs Wm F) [redacted] Greenbrier Lane

Noreen Nichol, Dallas 4475208 Past Dist Dir Zonta Int.

Helen McAllister, San Antonio Church Women United

Sister [redacted]

Marion Mc[redacted]

Marianna [redacted]

SAN ANTONIO [redacted]

Nat Assembly Women Religious

[redacted]

AAUW - Faye Mayfield [redacted]

Fed B&PW Darlene Bonner

PO Box 252

Jackson [redacted]

Dallas [redacted] } Noreen Nichol

W.E.A.L.

Houston - Negro Women Union

I.W.C. Chairperson

Martha Smiley, atty

[redacted] - N. Line

B&PW Thelma Cowgart

Ex. Sec.

FW.

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Wash. D.C. INF.

Resource Techniques

Wash. 1532 16th St N.W. (20036)

Betsy Wright

Ex DIR

Nat Women's ED. FUND How to

Carnegie Campaign 31 to Nat. who

for Public Office plan to run

Campaigns

N. Council of Jewish Women

Fed Rep Mrs Lorraine

Sulkin [redacted]

Sw. Regional -

January -

TEXAS COMMISSION ON THE STATUS OF WOMEN

WHY A COMMISSION ON THE STATUS OF WOMEN?

Establishment of commission would create the only state agency to function exclusively on behalf of the four million women in Texas, 53% of the civilian population, and the largest constitutency in the state.

The commission would maximize women's contributions to society by focusing on education, employment, child care, political roles, and criminal justice. A commission would accomplish much-needed research, counseling services, and a continuing study of state statutes relating to women.

A commission would bring about equality of men and women before the law through implementation of Artic le I, Section 3a of the Texas Bill of Rights.

A commission would act as a clearinghouse for information on women and their needs.

A commission would provide technical and consultative assistance to public agencies, private enterprise, and a wide range of individuals who are concerned with the changing roles and responsibilities of women.

A commission would work to improve the conditions for women within the state's criminal justice system, for women who are senior citizens, for homemakers, for those who are heads of households, and for those who are below the poverty level.

SOME HISTORY

On January 13, 1967, Governor John Connally issued an Executive Order creating a Governor's Commission on the Status of Women :

> Whereas, there is a need for a Commission charged with the responsibility for developing recommendations for new and expanded services to enable women to continue their roles as wives and mothers while making a max imum contribution to the world around them, and for developing recommendations for overcoming any unequal policies and practices in employment, political or civil rights ...

This commissien has ceased to function.

Almost four years later, on November 7, 1972, the poeple of Texas adopted Article I, Section 3a, of the Texas Bill of Rights. This amendment was adopted by a vote of 2,156,536 to 548,422, a 4 to 1 majority.

> Eq-uality under the law shall not be denied or abridged because of sex, race, color, creed or national origin.

SOME FACTS ABOUT WOMEN

EMPLOYMENT

Of those persons over 14 years of age in Texas, the civilian labor force consists of 37% women.
Of the total population of women in the state 41% are working. Of these, 34% have children under six.

The largest percentage of women work out of economic necessity. The largest majority of the women in the work force are single, widowed, spearated or divorced, or married to men with incomes less that $7000.

The median income for all families in Texas in 1969 was $8,490. For males, 14 years and over, the median income was $5,635 and for females in was $1,996.

STATE EMPLOYMENT

In 1972, female employees accounted for 48% of the state's employees.
51% of all female employees in classified positions are in the three lowest salary groups. In total, females hold only 13.4% of the State's upper-level jobs.

In state employment, women have a lower average salary in the classified service, $483 per month contrasted to an overall average of $607 per month.

EDUCATION

6% of women in Texas 25 years old and over have four years of college compared to 7% of the males.
A woman needs a college degree to earn as much on the average as an man with an eight grade education.

"The variations in incidence of poverty among persons with the same educational attainment by ethnic group, age and sex indicate that for minorities, the elderly, and females, especially, increased education is not the only measure needed to relieve poverty." (Poverty in Texas, 1973)

Women hold 91% of the elementary teaching positions, 83% of the school principals are male.
In secondary schools 52% of the teachers are female. In junior high school, 98.6% of the principals are male and in senior high school, 99.75% of the principals are male.
There are 933 superintendents in the Texas school system. Of these, only six are women and none are superintendents in accredited school districts. (Texas Education Agency, Reserach Division)

WOMEN AS SENIOR CITIZENS

According to the 1970 U.S. Census, there are 573,789 females over the age of 65 in Texas. This figure representa almost 58% of the total population of senior citizens. Almost 40% of thse females have incomes below the poverty level as compared to 29% of males over 65.

WHAT ABOUT OTHER STATES?

49 states have Commissions on the Status of Women, only Texas does not.

California: Estazblished a commission in 1965. In 1972 and 1973 it held public hearings in three pppulation centers in the state. From thee hearings 1200 pages of testimony was gathered. This testimony serves as an overview of the current progress and problems and a data base for determining priorities.

Iowa: The Iowa Commission established four TaskForces to examine and report on specific areas of concern in education, legal discrimination, child care and welfare. The intital goal of each Task Force was the development of legislative priorities and these were submitted to the Governmr and the General Assembly in Decemb er, 1973. The Commission, additionally, has printed a pamphlet entitled "Iowa Laws of Special Interest to Women."

Colorado: A network of Resource Centers for Colorado Women have been established in Colorado by the Commission. An administrative headquarters and six branc h cent-ers located throughout the state work with women of all ages and economic backgrounds on the local level concerning their education, training, employment, counseling, and home and family life. Their functions also include counseling, development of programs, service as a referral source, local clearinghouses of information and resources and provision of speakers.

~~THE-UNITED-NATIONS-H-S-PROCLAIMED-1975-INTERNATIONAL-WSOM--~~

THE UNITED NATIONS HAS PROCLAIMED 1975 INTERNATIONAL WOMEN'S YEAR, AN EFFORT TOWARDS ATTAINING EQUAL RIGHTS FOR ALL WOMEN. Let us proclaim 1975 TEXAS WOMEN's YEAR by enacting a bill to create a Texas Commission on the Status of Women, to be a permanent and independent body within state government which addresses itself to the problems and concerns of women.

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.S. Bureau of the Census, 1970 Census of Population -General Social and Economic Characteristics; Texas. [redacted]

he following groups support the paggage of House Bill 261 by the Legislature of the tate of Texas to create a Commission on the Status of Women:

ational Organization for Women (NOW)

omen's Political Caucus (WEAL)

Women's Equality Action Leggue) (WEAL)

American Civil Liberties Union

Common Cuase

American Association of University Women

National Association for the Advancement of Colored People

Business and Professional Women's Association

For more information, please contact:

Kay Bieberdorf

[redacted]

Austin

[redacted]

By_____ B. No._____

A BILL TO BE ENTITLED

AN ACT

relating to the creation, membership, powers, and duties of the Texas Commission on the Status of Women; and declaring an emergency.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

Section 1. PURPOSE. Because of the need for a continuing body to act as a source of information and assistance to the women of this state in fulfilling their individual goals and responsibilities under the law, it is the purpose of this Act to create a state commission to collect and distribute information and study subjects relating to the opportunities, needs, problems, and contributions of women in Texas.

Sec. 2. CREATION OF COMMISSION; MEMBERSHIP. (a) The Texas Commission on the Status of Women is established. The commission consists of 15 members, appointed as follows:

(1) nine members appointed by the governor with the advice and consent of the senate;

(2) three members appointed by the lieutenant governor; and

(3) three members appointed by the speaker of the house of representatives.

(b) The membership of the commission must include homemakers, persons in business and the professions, and persons not employed outside their homes. To be eligible for appointment,

a member must have exhibited an interest in areas of concern to women.

Sec. 3. TERMS OF OFFICE. (a) Except for the initial appointees, each member's term is six years and until the member's successor is appointed and qualifies.

(b) In making the initial appointments to the commission:

(1) the governor shall appoint three members to terms expiring January 31, 1977, three members to terms expiring January 31, 1979, and three members to terms expiring January 31, 1981;

(2) the lieutenant governor shall appoint one member to a term expiring January 31, 1977, one member to a term expiring January 31, 1979, and one member to a term expiring January 31, 1981; and

(3) the speaker of the house of representatives shall appoint one member to a term expiring January 31, 1977, one member to a term expiring January 31, 1979, and one member to a term expiring January 31, 1981.

Sec. 4. VACANCIES. Appointment to any vacancy that occurs on the commission shall be for the unexpired term by the authority who appointed the member whose position becomes vacant.

Sec. 5. COMPENSATION. Members of the commission serve without compensation but are entitled to reimbursement by the state within the budget appropriated to the commission for all actual and necessary expenses incurred in the performance of their duties.

Sec. 6. ORGANIZATION. (a) Members of the commission annually shall elect a presiding officer, a secretary, and other

officers as are needed.

(b) The commission may employ a director and other staff as necessary. Employees shall be paid from money available to the commission.

Sec. 7. POWERS AND DUTIES. (a) The commission shall collect and distribute information and study subjects relating to the opportunities, needs, and contributions of women in Texas in all areas, including homemaking, education, civil and political rights, labor and employment, health, and other areas the commission deems pertinent to the interests of women.

(b) The commission may charge reasonable fees, to cover handling and printing costs, for the distribution of materials compiled or composed by the commission.

(c) The commission may hold fact-finding hearings on subjects relating to interests of Texas women and may administer oaths and take testimony under oath.

(d) The commission shall meet quarterly at the times and places determined by the commission. Special meetings may be called by the presiding officer on not less than 10 days' written notice to each member.

(e) The commission may seek and accept donations, gifts, and endowments to be held in trust and administered by the commission, and may seek and accept grants, loans, and other funds from the federal government, for purposes consistent with the powers and duties of the commission.

(f) The commission shall prepare a report to the governor and the legislature for each regular legislative session, which

report must include:

(1) commission findings concerning laws that impose special limitations or burdens on women or that limit or tend to limit opportunities available to women;

(2) a summary of the activities of the commission;

(3) specific recommendations for legislation relating to subjects under study by the commission; and

(4) any report submitted to the commission by its advisory panel.

(g) The commission shall appoint an advisory panel composed of representatives of public and private groups that administer laws or programs of interest to women or that have exhibited a special interest in the opportunities, needs, or contributions of women. In appointing the advisory panel, the commission shall see that the interests of homemakers, persons in business and the professions, and persons not employed outside their homes are represented. The advisory panel shall meet at least twice each year and at other times as determined by the panel.

Sec. 8. AGENCY COOPERATION. The commission shall cooperate on request with state agencies, appropriate federal agencies, and political subdivisions of the state in correcting unlawful practices based on sex discrimination. Each state agency, department, or commission and each political subdivision of the state shall cooperate with the commission on request in furnishing information and otherwise enabling the commission to accomplish its statutory objectives, when not in violation of any prohibition of state or federal law.

Sec. 9. EMERGENCY. The importance of this legislation and the crowded condition of the calendars in both houses create an emergency and an imperative public necessity that the constitutional rule requiring bills to be read on three several days in each house be suspended, and this rule is hereby suspended, and that this Act take effect and be in force from and after its passage, and it is so enacted.

6 Jan. '76

Since 1972 Gov.
Briscoe has
appointed 122
women to Boards
or Commissions

Marg Walker

~~Jan 7.~~

Women

Mar 4 '73	TCR	b	111111	37
Mar 25	—			4
Apr 8				6
29				2
5/20				10
6/3			2	16 Nurse Examiner JTB Nurse Exam
7/1				2
7/8			1	1 MH/MR
7/15				4
7/22				6
8/5	4/6			19 Comm. Nurse Services + Ch. + Youth.
8/12	1			7 TW & Regal
9/9	1			10 Youth Council
9/30	2			9 Kenity Memorial Museum Comm
9/23	5			19 U. of Houston 1- Coord Bd 4- Comm Arts + Humanities
10/21	13			18 4

73	Women	all	Bd
11/11	2	19	Conte ~~N~~ Geyser Ch.
12/2	1	8	Private Employer. Agency Rep. Bd.
12/9	3	24	Youth Camp Safety Adv. Council
12/16	11(2)	7	Stephen F. Austin ~~St~~ U Regents
1974			
1/13			Bd. of Canvassers.
	1	9	Basic Science Examiners -
2/3	2	9	Tex. So. U. director
			Beaumont Energy Adv. Coun
2/26	2		
3/1		25	Adv. Coun. for Developm. Disabilities
3/10	2	20	
		16	Comm. on Sav. & Ch. & Loans
			Public Employees Study Comm.
3/17	2		
		16	Lib. & Ltr. St Comm.
			ACIR
3/24	1		
3/31	-	10	Interim Com. on Comm. Bus.
4/14		9	
4/28	5	3	
6/2	1	18	TWU Request
		9	Interim Com. study streamline Pub Ed
			Bicentennial Com
	24		

1974	Women	#	B or C
6/9	—	6	—
10/6		2	
12/22		1	
2/16	1	18	MH/MR Cigarros ago
2/23		9	
3/2		8	
3/16		9	
3/23	1	4	Tex Southern Regents
4/20		4	
5/5		2	
5/25		1	
6/29	29 17	22	Kenneth Ross Bd
7/6		4	
10/26		15	
11/2	1	17	NT St Board
12/3		8	
12/14		5	
	5		

3 withdrew

50 511
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474

Introduction of legislation 2 MH/MR 4 regents 42
474

92 42 474

JAN 5 1976

League of Women Voters of the United States
1730 M Street, Northwest, Washington, D.C., 20036

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AS WE CONTINUE TO ALIGN OURSELVES with the resolution adopted by the United Nations General Assembly with regard to the study and development of ways of ensuring equal rights for men and women, and endorsing the central theme of IWY "Equality, Development, and Peace",

Endorsing the observance of International Women's Year (1975) with the hope that the intensified interest of Governments, the United Nations with its Specialized Agencies and non-governmental organizations for the creation of conditions will promote the equality of men and women, and that there should be expanded contacts between women of the various nations of the world in the promotion of their rights,

Welcoming the success of the World Conference of the International Women's Year held at Mexico City from June 19 to July 2, 1975, the scope of its work and the results obtained, which are given concrete expression in the World Plan of Action, welcoming the U. S. Commission on the observance of International Women's Year, 1975, and its Women in Power Committee to Texas for the Conference on Women In Public Life at the LBJ Library, November 10 - 11, 1975,

Recalling that the principle of equal rights is contained in different constitutions and that many civil and social laws have been passed to that effect,

Bearing in mind that the emancipation of women, and the democratic, social, economic and political development of all countries and the international community as a whole are interrelated and interdependent, and that the substance of the emancipation of women lies in their complete integration as equal partners in the economic, political and cultural life of every country,

Noting that, despite the significant efforts made by many Governments, States, Counties and Cities, women continue to be the subject of considerable discrimination, and observing that, in applying such discrimination, mankind is voluntarily depriving itself of the invaluable abilities of half of its members and that in those conditions where women are discriminated against, the entire international community is dehumanized,

Convinced that equality between men and women in all states and nations of the world would contribute to strengthening vigorously the international movement for peace, as well as cooperation among peoples,

Expressing the conviction that, in the efforts for development and international economic co-operation, the great significance of this development in the liquidation of all forms of discrimination, and particularly discrimination against women, which is reflected in the fact that the majority of women in the world live in illiteracy and poverty, should be kept in mind,

Convinced furthermore that such equality would contribute to the full development of freedom and to the pursuit of happiness,

1. Calls on all states to use their influence with their respective Governments with a view to taking the necessary measures to implement the documents adopted by the World Conference of the International Women's Year which was held at Mexico City in 1975, particularly on the basis of the World Plan of Action;

World Plan of Action

2. Calls Upon the "IWY TEXAS TRIBUTE WOMEN" so designated by their organizations during and/or following Women's Equality Week, August 26, 1975, to consider themselves a Texas Citizen's Committee to work for a Commission on the Status of Women; that the presidents of these organizations also consider themselves as the steering council of the Committee by naming one of the designated IWY Texas Tribute Women from their group to serve on a on a comparable regional council within the State:

Regional Councils

ALAMO	PANHANDLE
EAST TEXAS	GULF COAST
NORTH TEXAS	RIO GRANDE VALLEY
WEST TEXAS	VALLEY

That the state and regional Councils of the Citizens Committee to work for a State Commission on the Status of Women feel free to call the Women's Bureau, Employment Standards Administration, U. S. Department of Labor, Southwest Office for additional information.

Dec 2, 1975

U.S. NATIONAL WOMEN'S AGENDA

Women's Action Alliance
NY. City

Preamble

We, women of the United States of America, join together to challenge our Nation to complete the unfinished work of achieving a free and democratic society, begun long ago by our Founding Mothers and Fathers. Join us as we commit our lives, hearts, energies and talents to the attainment of this goal.

In creating the first National Women's Agenda, we are making explicit demands on our Government, and on the private sector as well. Firm policies and programs must be developed and implemented at all levels in order to eliminate those inequities that still stand as barriers to the full participation by women of every race and group. For too long, the nation has been deprived of women's insights and abilities. It is imperative that women be integrated into national life now.

We are women with interests and roots in every sector and at every level of society. Although our programs and goals may vary, still we have agreed upon issues which must be addressed as national priorities so that women will play a full and equal role in this country.

Diverse as we are, we are united by the deep and common experience of womanhood. As we work toward our common goals, we insist upon the protection of this diversity, and call for the simultaneous elimination of all the insidious forms of discrimination, not only those based on gender, but also on race, creed, ethnicity, class, lifestyle, sexual preference, and age.

Full realization of our Agenda also requires commitment to peace as fundamental to a free society, and attainment of the Constitutional guarantees of equal rights. Without these, women's rights in the society will be neither guaranteed nor preserved.

The U.S. National Women's Agenda declares full equality under law, as embodied in the Equal Rights Amendment, to be essential to the equality of opportunity and access for women in all aspects of life, including specifically:

I. Fair Representation and Participation in the Political Process

II. Equal Education and Training

III. Meaningful Work and Adequate Compensation

IV. Equal Access to Economic Power

V. Quality Child Care for All Children

VI. Quality Health Care Services

VII. Adequate Housing

VIII. Fair and Humane Treatment in the Criminal Justice System

IX. Fair Treatment By and Equal Access to Media and the Arts

X. Physical Safety

XI. Respect for the Individual

I. FAIR REPRESENTATION AND PARTICIPATION IN THE POLITICAL PROCESS

* Election of legislators who support the principles set forth in the U.S. National Women's Agenda

* Encouragement for women to run for elective office, and provision of the necessary resources for women candidates

* Appointment of increased numbers of women to political positions

* Provision of opportunities for women and girls to develop and exercise leadership skills

* Systematic preparation and examination of all legislation taking into account its effects on women

* Rapid development and enforcement of laws and regulations to open the political process to all citizens

* Commitment to and enforcement of equal access and affirmative action rules within political parties

* Education of women regarding the political process and how it affects their lives

II. EQUAL EDUCATION AND TRAINING

* Enforcement of federal, state and local laws which guarantee equal access to and treatment in all educational, vocational and athletic programs and facilities

* Development of nondiscriminatory educational and vocational guidance programs, with equal access for all students

* Elimination of sex role, racial and cultural stereotyping at every level of the educational system, and in educational materials

* Inclusion of realistic curricula on health and human sexuality throughout the educational process

* Equalization of financial aids and research opportunities

* Equity in funding from private and public sources for organizations providing programs, opportunities and services for girls and women

* Development of continuing education programs to meet the needs of varying life patterns, and to assess and give education credits for appropriate life experiences

* Increased numbers of women on faculties, administrations and policy making bodies, at all levels of educational systems

* Incorporation of women's issues into all areas of educational curricula

III. MEANINGFUL WORK AND ADEQUATE COMPENSATION

* Enforcement of legislation prohibiting discrimination at all levels of employment

* Extension of anti-discrimination legislation to cover all govermental units

* Extension of the basic workers' benefits and rights to groups of workers not now covered: household workers, migrant and agricultural workers, and homemakers

* Economic and legal recognition of homemakers' work

* Development and enforcement of affirmative action programs in the public and private sectors

* Assurance of equal access to job ladders, promotion policies, and employer or government funded career development training programs that expand employment and management opportunities for women

* Provisions for flexible work schedules which do not in any way abrogate protections and benefits of collective bargaining agreements

* Recognition of pregnancy related disabilities as normal,temporary employment disabilities

* Increased representation of and participation by women in all levels of union activity

* Attainment of equal pay for comparable work, that is, work frequently performed by women which is equivalent to work performed by men, but for which women receive less pay

* Review of widely used industrial designs and machinery which inhibit women's work production

* Development of programs which counter prevailing myths and stereotypes regarding women workers, and which recognize the ability of women and men alike to set goals and to achieve success in work

IV. EQUAL ACCESS TO ECONOMIC POWER

* Establishment of a minimum standard of income and other social benefits for low income and disadvantaged persons, which protect their equity and respect the individual rights and dignity of all women

* Elimination of discrimination in income tax laws and removal of sex bias from the social security system and introduction of coverage for unpaid homemakers

* Elimination of discrimination against women applying for credit

* Elimination of discrimination in insurance, benefit and pension plans

* Comprehensive revision of family laws which relate to the economic status of women

* Elimination of discrimination by sex in inheritance laws

* Removal of all barriers to women entrepreneurs

* Education of women to their actual and potential economic responsibilities and power

V. QUALITY CHILD CARE FOR ALL CHILDREN

* Creation of a comprehensive and adequate system of child care

* Establishment of convenient and responsive child care facilities and programs which include parent involvement

* Inclusion of child care as a tax deductible business expense

* Development of programs for the recognition, treatment and prevention of child abuse

VI. QUALITY HEALTH CARE AND SERVICES

* Support for and expansion of convenient and responsive medical and mental health services available without regard to ability to pay

* Implementation of the legal right of women to control their own reproductive systems

* Expansion of private and public health insurance to provide for women's special needs

* Increased attention to and support for research into new drugs and medical procedures which have special significance for women

* Increased attention to and support for research into the safety of all drugs and procedures which have special significance for women

* Establishment and implementation of informed consent as the right of every patient

* Examination of present mental health services and programs in terms of impact on women

VII. ADEQUATE HOUSING

* Elimination of discrimination in the rental of housing

* Elimination of discrimination in the sale of housing, and in granting mortgages, insurance and other credit requirements

* Provision of private and public funding programs to assure adequate supplies of low and middle income housing

VIII. JUST AND HUMANE TREATMENT IN THE CRIMINAL JUSTICE SYSTEM

* Repeal of laws which treat women and men differently within the criminal justice system

* Equalization of services for women and men offenders

* Provision of comprehensive health programs and medical facilities for women in institutions

* Creation of effective rehabilitation programs which permit expansion of economic and social opportunities for women offenders

* Elimination of employment barriers to women charged with or convicted of criminal offenses

* Development of programs which provide community support and services for indicted and convicted women and their families

* Provision of community based prevention and intervention programs for juveniles

* Achievement of expanded representation and participation of women in positions of authority in the criminal justice system

* Repeal of laws that criminalize status offenses, that is, offenses which are not criminal if committed by an adult

* Improved treatment of rape victims by personnel within the criminal justice system

* Re-examination of laws pertaining to victimless crimes

X. PHYSICAL SAFETY

* Recognition of and respect for the autonomy and dignity of the female person

* Recognition of rape as a violent and serious crime

* Reform of laws which make it unduly difficult to convict rapists and which place victims of rape in the role of the accused in the legal system

* Creation and expansion of support programs for rape victims

IX. FAIR TREATMENT BY AND EQUAL ACCESS TO MEDIA AND THE ARTS

* Encourage increased financial support and wider exposure of women's media and artistic efforts, and expansion of opportunities for the entry of more women into careers in the arts and media

* Encourage increased participation of women in all aspects and levels of the media and communications industries

* End stereotyped portrayals of women and girls in all media, and encourage efforts to portray them in positive and realistic roles

* Encourage treatment of women's issues as regular news rather than as items of interest to women only. Encourage elimination of media formats which segregate women's issues reporting from all other news topics

XI. RESPECT FOR THE INDIVIDUAL

* Protection of the right to privacy of relationships between consenting adults

* Extension of all civil rights legislation to prohibit discrimination based on affectional or sexual preference

* End to prejudice and discrimination against women who wish to determine their own names

* Elimination of discrimination against women based on marital status

* Recognition that women are individuals with full rights to make the choices affecting their lives

B. Jordan

only 4 states since 1972 Ratified

Call in Const expert + explain it to Gov.

Fail to define ourselves as whole, full human beings

Assumes trad. role - gr. impediment to rights of

women -

Regional IWY Conf.

House Ways + Means - tax bills - relief to singles

Soc. Sec. benefits to homemaker - Jordan's bill

Women - Exercise legislative equal - Contentment -

make / goat. - Lonely Only ask ~~don't~~ Stand

up - One nation / God. lib, justice

everybody - flag - know true

2:45 For Policy - Dept. of State

Dillick "Our challenges since we can learn to live - Ambiguity"

Law of Sea - resources to control + solution of pol

Env. integrity essential.

Int Conf of Law of Sea - 110 -

(Harris Poll) Conc. about quality of life -

76% - go each

62% - go without laws -

Intuitive purpose -