

GOVERNOR'S COMMISSION FOR WOMEN
MARK WHITE, GOVERNOR

HISTORY

The first Texas Commission on the Status of Women was established in 1967 as a result of the first Presidential Commission on the Status of Women established by President John Kennedy in 1962. The current Governor's Commission for Women was created by Governor Mark White in April 1983 by executive order. Betty Anderson of Lubbock is Chair and Mae Jackson of Waco is Vice Chair of the Commission.

PURPOSE AND DUTIES

The Governor's Commission for Women serves in an advisory capacity to the state government to promote state policies which will provide equal opportunities for the advancement of women. Duties include the following:

1. Find and recommend qualified women for appointive office.
2. Address issues affecting women such as education, domestic violence, women's health, displaced homemakers, networking, etc.
3. Hold conferences and workshops to identify needs and concerns of women and apprise women of their rights and opportunities.
4. Address the needs of women as new programs are planned such as the Job Training Partnership Act.
5. Provide information and guidance through publications on issues affecting women.
6. Secure recognition of women's accomplishments and contributions to Texas.
7. Identify and assess the employment and economic status of women in Texas.
8. Integrate the needs of women in Texas to the state budget process.
9. Monitor legislation affecting women.
10. Consider the needs of women in the long-range planning process for Texas.
11. Respond to changes at the federal level in the best interests of women in Texas.
12. Review new state statutes for compliance with the Texas Equal Rights Amendment.
13. Research and maintain statistics on the status of women.
14. Participate with other established task forces and policy groups, especially in the area of jobs and health and human services.

STRUCTURE

Commission members are appointed for two-year terms and serve without pay except for travel expense reimbursement. The Commission meets quarterly. Carol Nasworthy serves as Executive Director and manages the Austin office. Each of the 27 members serves on one of the following standing committees:

- Public Relations - to enhance women's visibility.
- Issues - to identify women's concerns in Texas.
- Information and Publications - to collect and disseminate information regarding women's issues, concerns, and problems.
- Program Development - to encourage the development of new programs for women.

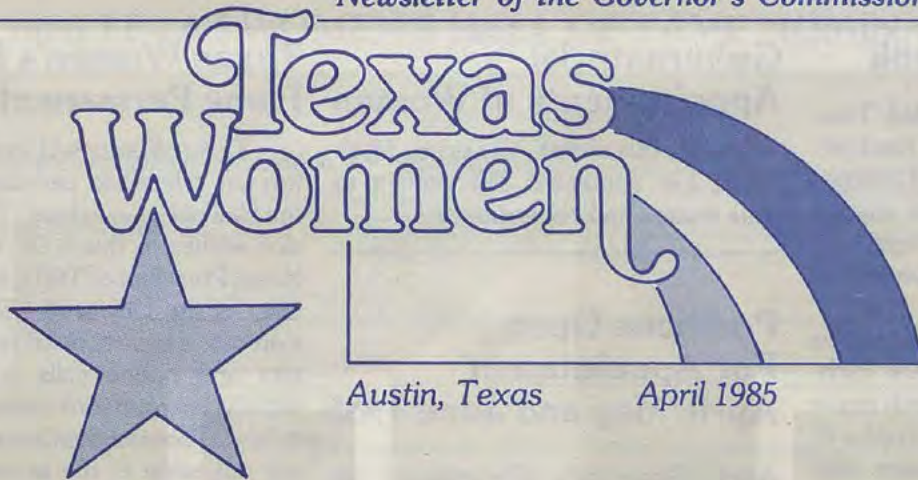
CURRENT ACTIVITIES

1. Sponsor Women in Texas Today Week and the Texas Women's Hall of Fame.
2. Present caravan meetings and educational conferences throughout the state.
3. Compile a talent file bank to assist in gubernatorial appointments.
4. Distribute hotline cards with toll free telephone numbers.
5. Collect and disseminate information about women's needs and concerns.
6. Continue networking with Coalition of Women's Groups and the Texas State Agency Group.
7. Distribute manual to assist persons to monitor legislation.
8. Encourage establishment and support of local commissions for women.
9. Develop strategies to ensure that programs such as the Job Training Partnership Act address the needs and concerns of women on state and local levels.
10. Serve as a clearinghouse and encourage replication of model programs, especially in the areas of jobs and health and human services.
11. Celebrate the Sesquicentennial in conjunction with the dedication of the Women's Library at Texas Woman's University, Denton.

FOR MORE INFORMATION CONTACT:

Carol Nasworthy, Executive Director
Governor's Commission for Women
Box 12428
Austin, Texas 78711
512/463-1782





Austin, Texas

April 1985

Women's Issues Questionnaire Results

Pay inequities for work of comparable worth emerged as the issue of most concern to 1,945 women responding to a survey circulated during the past year by the Governor's Commission for Women.

Gay Erwin, the Commission's executive director, said almost a third of those surveyed ranked comparable pay at the top of a list of 80 issues important to women.

Martha Williams, dean of the University of Texas School of Social Work and chair of the women's Commission, designed and analyzed the survey which was circulated to women attending conferences and events sponsored by the Commission and other women's groups during 1984.

Seventy-six percent of the survey respondents were white; 12 percent, hispanic; and 8.6 percent, black. Respondents had a median education level of 15.8 years (college junior) and a median household income of \$35,000, and a majority (55.9 percent) were married. Almost 74 percent were employed full-time outside the home with 42.4 percent in professional jobs, 17.4 in clerical jobs, and 13.8 percent working as managers or government officials.

"The nonprobability sample of respondents generally reflects the sentiments of women who are most actively working to improve the status of women in Texas," said Dr. Williams.

"It is important for the Commission to know what issues are important to women, if we want to work with the Legislature and state agencies to see that laws and services are adequate to meet women's needs," Erwin said.

The following were ranked as the 10 most critical problems confronting women in Texas: pay inequities, first, followed by rape, child abuse and neglect, lack of equal job opportunities, failure to promote women to higher management jobs, inadequate income or support, stress, failure to pass the Equal Rights Amendment, adolescent pregnancy, and nonpayment of child support.

Respondents from cities of one million population or more ranked failure to pass the ERA fourth in importance among these 10 issues with stress listed in tenth place.

Women from cities under 100,000 population ranked stress third and the ERA eighth among issues important to them. They were the only group to identify spouse abuse as among the 10 most critical problems confronting women.

Survey respondents in all urban and rural population groups ranked pay inequities for comparable work as the most critical women's issue.

Ninety percent of those surveyed agreed with the statement: "Equality of rights under the law shall not be denied

or abridged by the United States or by any State on account of sex." Only 1.5 percent disagreed with the statement, with 4.5 percent remaining neutral.

"This first survey was an experiment, and the Governor's Commission for Women is pleased that women from almost half of Texas' 254 counties participated. This year, we want to broaden our reach to include more minority and low-income women in our issues survey," Erwin said.

Women in Texas Week

Women in Texas Week will be November 10-16, 1985. The awards ceremony to honor the inductees into the 1985 Texas Women's Hall of Fame will be Thursday, November 14 in Austin. More details will follow in the summer newsletter. Those cities which did not have local celebrations in 1984 and wish to do so this year should write the Commission office with the name and address of a contact person for the celebration.

Nomination Forms

The 1985 Texas Women's Hall of Fame nomination form is included as part of this newsletter. The form should be detached and mailed in with the additional information required to nominate an individual. Additional forms are available from the Commission office if needed.

Governor's Commission for Women 1983-1985

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San Marcos, Texas 78666

Lorraine Bonner
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Odessa, Texas 79760

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Liz Carpenter
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Austin, Texas 78746

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El Paso, Texas 79903

Marian E. Coleman
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Houston, Texas 77006

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Dallas, Texas 75224

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Helen Farabee
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Wichita Falls, Texas 76309

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Aurora Sanchez
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Austin, Texas 78746

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Fort Worth, Texas 76107

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Galveston, Texas 77550

Hermine D. Tobolowsky
6247 Desco Drive
Dallas, Texas 75225

Betty Turner
4466 Ocean Drive
Corpus Christi, Texas 78412

Velia Uribe
2807 Lyon
Laredo, Texas 78040

Maria Valdez-Fisher
118 West St. Charles
Brownsville, Texas 78520

Martha Whitehead
1908 North Fourth Street
Longview, Texas 75601

Martha Williams
3200 Silverleaf Drive
Austin, Texas 78757

**Office of the Governor
State of Texas
P.O. Box 12428
Austin, Texas 78711**

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1985 TEXAS WOMEN'S HALL OF FAME NOMINATION FORM

Name of category for which nomination is being made: _____
(must be designated or nomination will not be considered)

1. Name of Candidate _____
First Middle Maiden (if applicable) Last
2. Home Address _____
Street Phone
City State Zip Code
3. Current Occupation (if applicable) _____
4. Business Address _____
Street Phone
City State Zip Code

Please attach the following information to the nomination form:

5. For what significant accomplishments should this candidate be considered one of Texas' most outstanding women?
6. In your own words, explain the impact of your candidate's contribution to the State of Texas and why she deserves to be in the Texas Women's Hall of Fame.
7. Attach a 1-3 page biographic sketch of the candidate including significant aspects of her background, education, family, and/or career **and** a recent photo.
8. Name of person or group submitting nomination: _____

Address: _____
Street Daytime Phone
City State Zip Code

9. Names of two other people who may be contacted by the Governor's Office for further information about this candidate if necessary.

_____	_____	_____
Name	Daytime Phone	
_____	_____	_____
City	State	Zip Code
_____	_____	_____
Name	Daytime Phone	
_____	_____	_____
City	State	Zip Code

10. **DEADLINE** for nomination forms to be received in the Commission office is: **Monday, September 16, 1985.**

Mail completed form and attached information to:

**Hall of Fame
Governor's Commission for Women
P.O. Box 12428
Austin, Texas 78711**

Legislative Handbook

A citizen handbook entitled "How the Texas Legislature Works" has been compiled by the Governor's Commission for Women as an aid for anyone who wants to learn about the legislative process in Texas and how it works.

The Commission wishes to express appreciation to Atlantic Richfield Company for a grant which made possible the printing of 5,000 copies of the handbook. The Commission also thanks the United Cerebral Palsy Association of Texas, Inc., and Pressworks Publishing for their contributions toward this effort as well as Lucille Enix for editing services. For many hours of work, effort and organization, the Commission would like to recognize and thank Commission members Lynn Searcy, Anne Dickson and Helen Farabee.

Because of the number of requests and interest in the handbook, efforts are now underway to secure funding for a second printing at an early date.

Texas Education Agency Hotline

TEA has recently established a toll-free statewide phone number for persons to call who want information regarding House Bill 72 which passed in last summer's special Legislative session dealing with public education. For those who have questions regarding the bill or who need information, the number is 1-800-392-2440.

Hotline Telephone Number Cards

The Commission office has available for distribution copies of business size cards containing over 20 toll-free statewide phone numbers of interest to women and families. The categories include: health, social services, crisis center telephone numbers, legal assistance, and others.

Gubernatorial Appointments of Women

As of this month, Governor Mark White has appointed 315 women to state boards and commissions.

Positions Open For Appointment April, May and June 1985

April—Governor's Commission for Women; Administrative Judicial Districts: 2 positions; Board of Medical Examiners: 5 positions; National Guard Armory Board: 2 positions; Radiation Advisory Board: 5 positions; Rio Grande Valley Municipal Water Authority: 2 positions.

May—State Board of Barber Examiners: 2 positions; Civil Air Patrol Commission: 3 positions; State Board of Dental Examiners: 4 positions; Lavaca-Navidad River Authority: 2 positions; North Texas State University Board of Regents: 3 positions; Administrative Judicial Districts: 1 position.

June—Board of Architectural Examiners: 3 positions; Southern Regional Education Board: 1 position; Fire Protection Personnel Standards and Education Commission: 3 positions; Good Neighbor Commission: 3 positions; Governor's Commission on Physical Fitness: 4 positions; Polygraph Examiners Board: 2 positions; Rio Grande Compact Commissioner: 1 position; Texas Commission on Alcoholism: 2 positions; Texas State Board of Pharmacy: 2 positions.

Talent File Sheets

The Commission office has copies of a brief vita form that are available on request. Women who are interested in a gubernatorial appointment can complete these forms and return them indicating what specific board/commission they are interested in. The completed forms become part of a Talent File Bank that is used as a resource for gubernatorial appointments.

Texas Women's Hall of Fame Permanent Exhibit

Texas Woman's University in Denton has offered to permanently house the Hall of Fame exhibit. The Commission wishes to thank Dr. Mary Evelyn Huey, President of TWU, for the generosity of the University. The Commission office has received numerous letters and phone calls during recent months from persons wishing to see the exhibit. There is great interest throughout our state in the women inducted into the Hall of Fame and in their lives and accomplishments. Now once the exhibit is established, the opportunity exists for all Texans to view this display.

Information on State Boards and Commissions

For a complete listing of the state boards/commissions, their duties and responsibilities and the dates of vacancies, contact the Texas Advisory Commission on Intergovernmental Relations, P.O. Box 13206, Austin, Texas 78711. Phone 512/475-3728. This handbook has the statutory requirements for qualifications for appointment positions on state boards/commissions. Cost \$25.00.

For a limited listing of the state boards and their membership as well as dates of expiring terms, the Texas State Directory, P.O. Box 12186, Capitol Station, Austin, Texas 78711, phone 512/477-5698, has this information. The cost is approximately \$20. This is available in most local public libraries.

Governor's Commission For Women

Governor
Mark White

Executive Director
Gay Taylor Erwin

Administrative Assistant
Joyce Woods

Staff Office -
207 Sam Houston Building
P.O. Box 12428
Austin, Tx 78711
512/475-0360

Local Commission Reports

At the February 26 meeting of the Governor's Commission for Women the following local commission reports were presented:

Sharon Rodine, Ft. Worth: Status in city government was attained after diligent work by various women's groups. The first commission assignment by the City Council was to look into problems of women's alcoholism in the community. A report was published and presented to the City Council and Police Department. A hearing was held with some 20 groups represented to explore issues and determine what the city could do. Problems were identified and plans made for activities of the commission.

Betty Collier, Longview: Eleven members are on the commission and serve as an advisory and facilitating body. Priorities were identified and set: transportation; housing (especially for elderly and low income single mothers; access to assistance in the development of a referral directory; child care (specifically after-school care and for infants); legal services (especially for divorce and child support payments); development of a talent bank for appointments. Committees were formed to research and develop recommendations with these areas.

Marjorie Kastman, Lubbock: Fourteen members are on the committee which acts as advisory body to the City Council. The City assigned a staff person to help the committee. Goals, objectives and a work plan have been presented to the City Council. The plan was approved and a 9-month budget of \$6,800 was provided. A public hearing was held to identify community perception of needs. Four committees have been formed to work with issues identified. These are presently working on a talent bank form, newsletter, brochure, speakers bureau, community leadership workshops, etc.

Bea Irving, Southeast Texas: The 21-member commission came about as an out-growth of a teachers conference held at John Gray Institute. A regional

commission was decided on by a 40 member task force. Committees have been formed, and work has started on a speakers bureau, a resource bureau, and a survey to determine priorities for topics of study. The region covers Orange, Jefferson and Hardin Counties.

Mary Ester Hernandez, San Antonio: Commission is made up of one appointee by each city council member and one commissioner at large. Each commissioner has 2 associates who function as aides and standing and special committees have been formed. Priority concerns are: affirmative action, planning Corporate Day Care Conference, recommendations for appointments to boards and commissions, areas of employment, sponsorship of International Women's Day and Women's Fair to be held in October, 1985. The commission held a leadership seminar and a forum on educational reform.

Mariam Wagenschein, Corpus Christi: A steering committee held a public meeting to determine interest in forming a commission. A permanent organization was formed with 60 members. Aims and purposes: support Governor's Commission; establish communications network; identify crucial women's issues and plan for addressing and resolving those issues; establish a talent bank; learn from and contribute to research about women; recognize contributions of women and women's groups in the community. Committees have been established that will work toward resolving problems accruing from bilingual and bicultural communities.

Dr. Elizabeth Maret, Bryan-College Station: Dr. Maret is chair of the Steering Committee which will organize a commission to be created by a joint executive order from the mayors of both Bryan and College Station. The function will be informational, giving priorities based on analysis of information gathered by the group. Issues identified are child care referrals, appointment of women to local boards, etc., sponsoring informational conference. An employment conference is planned for the first activity.

Volunteer Program

The Commission Office has started a volunteer program in response to phone calls from persons in the Austin area who want to help in the state office. There is a variety of tasks which volunteers have undertaken. Please call the Commission office if you live in the Austin area and are interested in this program, 512/475-0360.

Austin Women's Center Program

The most reliable statistics indicate approximately 450,000 Texas women are beaten by their husbands or partners each year.*

Battering and abuse occurs in EVERY socio-economic group level. Eighty-four percent of battered women who are financial dependent on their husbands return to their spouses, while only 15% of those having jobs return to their violent marriages.**

Special funding by TEC provides employment services for battered women through a program developed by Austin Women's Center and the Center for Battered Women.

There are currently 41 shelters and 24 merging programs across Texas to provide information to employment service providers operating programs under the Job Training Partnership Act.

A "10% window clause" in the Job Training Partnership Act Regulations can provide some employment services for battered women. The 10% window allows help for those who do not meet the income requirements but have critical need for the services, i.e., battered women. In Texas, Private Industry Council boards disburse the JTPA funds in each district. Those interested should attend local monthly meetings and determine if the local PIC board has opened the 10% window.

For more information, contact the Texas Council on Family Violence, 512/482-8200.

*Study by Sam Houston University

**Study by Texas A&M University

NOMINATION FORM

1985 TEXAS WOMEN'S HALL OF FAME SPONSORED BY GOVERNOR'S COMMISSION FOR WOMEN

Many outstanding women have helped shape Texas by contributing their talents and skills to the state's development and growth. To recognize and honor these women and to provide visible examples for tomorrow's leaders, the Governor's Commission for Women established in 1984 the Texas Women's Hall of Fame.

Those women selected are pathfinders or leaders who have paved the way for others to follow. The 1984 Hall of Fame inductees were: Arts and Humanities, Dr. Amy Freeman Lee, San Antonio; Business and Finance, Oveta Culp Hobby, Houston; Civic and Volunteer Involvement, Christia Adair, Houston; Communications, Vivian Castleberry, Dallas; Community Leadership, Lila Cockrell, San Antonio; Education: Higher, Dr. Mary Evelyn Huey, Denton; Education: Primary and Secondary, Dr. Kate Bell, Houston; Health Professions, Dr. Clotilde P. Garcia, Corpus Christi; Legal, Judge Sarah T. Hughes, Dallas; Public Service: dual award, Lady Bird Johnson, Austin and Barbara Jordan, Austin; Science and Technology, Dr. Jeanne Porter Hester, Houston.

This nomination form for the 1985 Texas Women's Hall of Fame may be used by **Individuals or Groups** to nominate **Notable** Texas Women. The categories for 1985 vary slightly from those in 1984; please read the categories and their descriptions closely before returning the form. Nominations will **Not** be considered unless a category has been designated on the form. Only one category should be designated.

Eligibility: Nominations must be for **Living** Texas women who are legal residents of the State of Texas, and not already members of the Hall of Fame. Renomination of those considered but not selected in 1984 is encouraged.

Criteria: Nominees should be individuals who have had a **Significant** impact on the State of Texas in at least one of the categories listed below. Candidates will be selected on the basis of **Lasting** contributions or achievements that **Exceed the Local/Community Level**. The quality of a candidate's achievements will be evaluated, rather than the quantity of forms submitted. Please attach only the information requested on the form; do not send scrapbooks or large amounts of material, it is not necessary.

Judges: Selections will be made by a panel comprised of Commission members, public citizens, and Governor Mark White. The members of last year's panel were: Dr. Dymple Cooksey, Texas A&M University; Ruben M. Escobedo, San Antonio; Laura Estrada, Dallas; Marion Johnson, Hurst; Dr. Ruben McDaniel, University of Texas at Austin; Commission members, Lunelle Anderson, San Marcos; Helen Farabee, Wichita Falls; Aurora Sanchez, Austin; and Ann Simmons, Galveston.

Nomination deadline for forms to be received in the Commission office is: **Monday, September 16, 1985.**

CATEGORIES OF ACHIEVEMENT FOR HALL OF FAME NOMINATIONS

Agriculture and Ranching: Expertise in the areas of farming and ranching.

Arts: ***The Creative Arts***—artists, sculptors; ***The Performing Arts***—musicians, singers, actresses, dancers; ***The Literary Arts***—authors, writers, poets.

Athletics: Individuals who have excelled in amateur or professional sports or the Olympics.

Business and Finance: Bankers, business owners, financiers, entrepreneurs.

Civic Leadership: Leadership emanating from the local or community level to the state level in areas such as civil rights, civic involvement, advancement of the arts, philanthropy, historical preservation, and humanitarian causes.

Communications: Persons involved with print (newspapers, magazines) or electronic media (radio or television).

Education: ***Higher***—educators and administrators; ***Primary and Secondary***—educators and administrators.

Health Professions: Doctors, nurses, administrators.

Legal: Attorneys, judges, law enforcement or criminal justice officials.

Public Service: Elected/appointed officials, government service, human services.

Science and Technology: Research scientists, inventors, engineers, environmentalists, architects.

Volunteerism: Commitment to volunteer causes or efforts that have statewide as well as local community impact.

It is possible for an award to **Not** be given in any category if exceptional individuals are not nominated in that category.

JUN. 30 1987



PRESS RELEASE

FOR IMMEDIATE RELEASE.....

TEXAS ATHLETIC EQUITY PROJECT ESTABLISHED

Modeled after a successful program in Colorado, the Texas Athletic Equity Project is an effort to enlarge the pool of competent women and minorities qualified to assume positions as coaches, officials, athletic directors, and governing board members.

Although the number of girls participating in athletics in Texas has increased over 500% since 1971, the number of women coaching girls' teams has declined dramatically, paralleling national trends. Several factors account for the negative employment trends, including the increased career options available to women.

"Attracting women into careers in education and sports is important," notes Dr. Donna Lopiano, Director of Women's Athletics at the University of Texas at Austin. "The coach is a highly visible, prestigious and authoritative figure in high school, college, professional, and Olympic events, and thereby can serve as a role model of courage, teamwork, strength and power for young women."

Representatives from professional education and sports associations, public and higher education, and the private sector established goals for the project. According to Dr. Susan Zinn, Assistant Athletic Director with the University Scholastic League and chair of the steering committee, these goals include the following:

- . . . To locate, train and support talented women and minorities with coaching, officiating and athletic leadership potential.
- . . . To sensitize and encourage organizations and employers to affirmatively seek women and minorities for athletic leadership, training, placement and promotion.
- . . . To promote the benefits of athletic leadership to students, educators, parents and community.

For further information contact Susan Zinn at (512) 471-5883

...MOPE...





PRESS RELEASE

TEXAS ATHLETIC EQUITY PROJECT ESTABLISHED
Page 2

Grants from The Southwest Technical Assistance Center at Stephen F. Austin University, The Texas Women's Commission Foundation, and The National Association of Girl's and Women's Sports provided seed money to launch the project.

The first activity sponsored by TAEF will be a symposium to be held in Austin on July 7th in conjunction with the Texas Girl's Coaches Association summer meeting. In addition to a briefing on the current status of women and minorities in athletic roles in Texas, participants will be offered several workshops. Topics include "Getting into Better High School Coaching Positions", "Improving Your Marketability for Athletics", "Preparation for Entry Into College Coaching", and "From Educational to Private Sector Sports Careers".

For more information about this project, contact Dr. Susan Zinn, UIL, 512/471-5883.

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For further information contact Susan Zinn at (512) 471-5883



TEXAS ATHLETIC EQUITY PROJECT

FINDING AND PURPOSE

Research clearly shows that

- *women and ethnic minorities are underrepresented in positions as coaches, officials, athletic directors, and athletic association governing board members;
- *a shortage of qualified officials and volunteers in community based recreation programs exists in the state;
- *it is in the public interest to support the recruitment and placement of women and ethnic minorities into positions as coaches and officials because they are highly visible, prestigious and authoritative figures in high school, college, professional, and Olympic events, and thereby can serve as role models of courage, strength and power for young women and minorities.

The purpose of this project is to enlarge the pool of competent women and minorities qualified to assume positions as coaches, officials, athletic directors, and athletic association governing board members.

GOALS

The goals of this project are

- *to locate, train and support talented women and minorities with coaching, officiating and athletic leadership potential;
- *to sensitize and encourage organizations and employers to affirmatively seek women and minorities for athletic leadership, training, placement, and promotion;
- *to promote the benefits of athletics and athletic leadership to students, educators, parents and community.

GOVERNANCE

An advisory board of representatives from professional education and sports associations, public and higher education, and the public and private sectors will determine the overall direction of the project and identify experts and resources to assist with project goals. Former Secretary of State Myra McDaniel is Honorary Chair of the advisory committee.

FUNDING

The activities of the project will be funded by grants to the Texas Girls Coaches' Association. Grants have already been received from The Texas Women's Commission Foundation, the Southwest Technical Assistance Center at Stephen F. Austin University in Nacogdoches, and the National Association of Girls and Women's Sports. Other grants are being sought.

ACTIVITIES

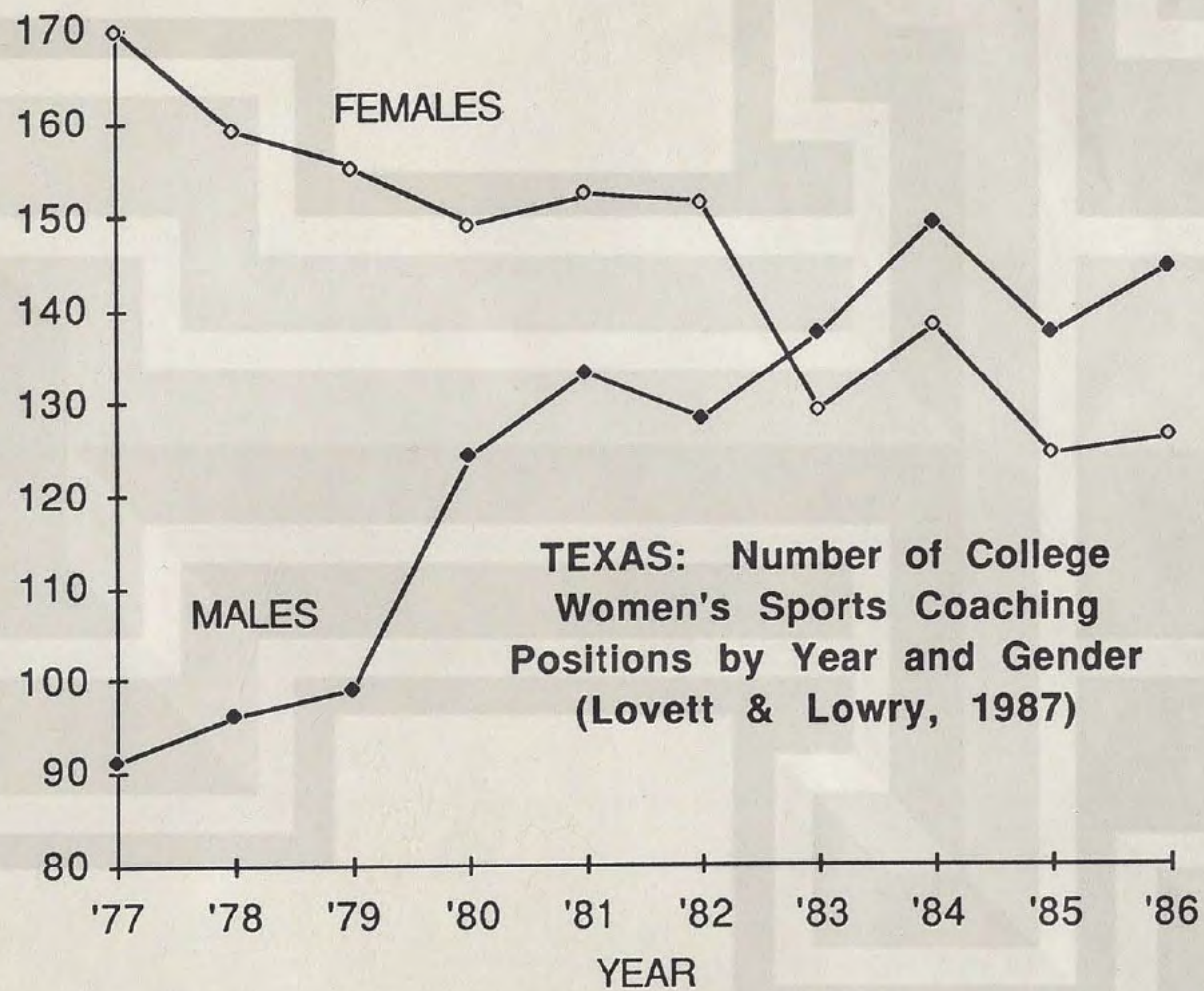
The following activities have been recommended and are being developed by the advisory committee:

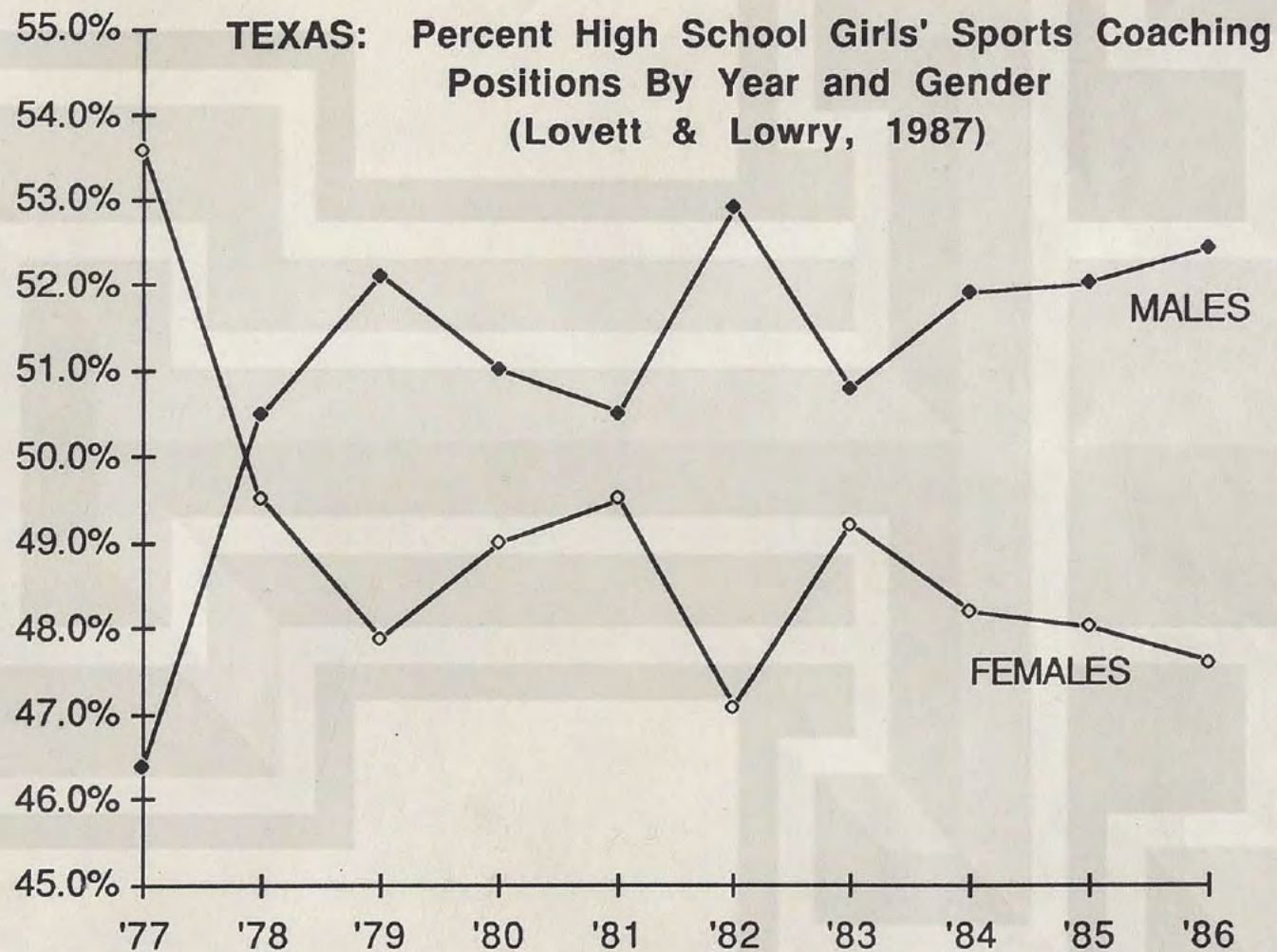
- *addition of special sessions to the annual Texas Girls Coaches Association Summer Clinic (see attached tentative agenda for June 7th);

- *addition of articles and expanded job listings published in the Texas Girls Coaches' Association.

Committees will be established to recommend additional activities to the advisory board.







TEXAS ATHLETIC EQUITY PROJECT
First Conference for Coaches of Women's Athletics
Held in Conjunction With The Texas Girls Coaches' Association Summer Clinic
July 7, 1987
The Hyatt Regency Hotel
Austin, Texas

TENTATIVE PROGRAM

6:30 pm

"Welcome"

Ann Quirk, Texas Commission On Women

6:40 pm-7:30 pm

**"The Current Status of Women Coaches,
Administrators and Officials"**

"The National Picture and Origins of the TAEP"

Donna Lopiano, Director
Intercollegiate Athletics for Women
The University of Texas at Austin

"The Texas Picture"

Dorothy Jo Lovett, Director
Professional Preparation Programs
Department of Kinesiology and Health Education
The University of Texas at Austin

7:45 pm-9:15 pm

**"Increasing Your Employment Success in
Athletics-Related Fields"**

***"Getting Into Better High School Coaching
Positions"***

Ellie Noack, Director of Athletics
Austin Independent School District

***"Improving Your Marketability for Athletics
Administration"***

Susan Zinn, Assistant Director
University Interscholastic League

"Preparation For and Entry Into College Coaching"

Carla Lowry, Director of Athletics
Southwestern University

***"From Educational to Private Sector Sport
Careers"***

Carla Scritchfield
Whataburger, Inc.

9:30 pm-10:30 pm

Conferees Reception



Analysis Prepared by:
Martha Williams & Jan Green
February, 1985

WOMEN'S ISSUES

N = 1445

Feb, 1985

Below is a list of issues that might be of concern to women. Each is stated as a problem (solutions are not listed). Would you please read over the list and indicate how serious a problem you think each is for women in Texas today? You should make your best estimate using the 1 = extremely serious to 7 = not at all serious scale provided. Assume that each issue applies specifically to women in Texas. Indicate your answers by circling the appropriate number by each item.

PART I: ISSUES

Top 10 in frequency
Selected as most critical
frequency (rank)

X	Extremely Serious	Not At All Serious	
1	2	3	4
2	3	4	5
3	4	5	6
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Now go back over the above list of issues and pick out five (5) you think are the MOST CRITICAL OF ALL. Pick only five (5) items and write the item numbers (1-80) in the five boxes below.

See below

\bar{X} = mean

% Percentages *

PART II: INFORMATION ABOUT YOURSELF (Please check or fill in the blank)

81. Your sex? $\frac{3.6}{(1)}$ Male $\frac{94.9}{(2)}$ Female 1.5 Missing %
82. Your age? $\frac{39.45}{(1)}$ (Insert actual number in years) \bar{X} range = 16-90
83. In what racial or ethnic group do you belong?

$\frac{16.2}{(1)}$ White 870
 $\frac{8.6}{(2)}$ Black
 $\frac{12.0}{(3)}$ Hispanic Origin

$\frac{.4}{(4)}$ Oriental/Asian or Pacific Islander
 $\frac{.5}{(5)}$ American Indian/Alaskan Native
 $\frac{.3}{(6)}$ Not Sure 1.9 Missing

84. What is your marital status?

$\frac{55.9}{(1)}$ Married $\frac{17.5}{(2)}$ Single $\frac{15.3}{(3)}$ Divorced $\frac{1.9}{(4)}$ Separated $\frac{2.3}{(5)}$ Remarried
 $\frac{4.8}{(6)}$ Widowed $\frac{.5}{(7)}$ Other 2.0 Missing %

85. How many children do you have? $\frac{1.88}{(1)}$ (Insert actual number) \bar{X} range = 0-13 (27 → blank)
86. What is the annual income of your immediate household? \$ $\frac{1.79}{(1)}$ median $\frac{39,942.17}{(2)}$ mean range 0 - \$1,000,000
87. What is your own personal annual income? \$ $\frac{21,317.43}{(1)}$ mean $\frac{19,999.52}{(2)}$ median range 0 - \$180,000
88. What is your present employment status?

$\frac{13.9}{(1)}$ Employed full-time outside the home $\frac{6.4}{(4)}$ Homemaker
 $\frac{8.1}{(2)}$ Employed part-time outside the home $\frac{3.7}{(5)}$ Retired
 $\frac{3.1}{(3)}$ Not employed outside the home but seeking employment 4.7 Missing %

89. Are you a student at this time? $\frac{15.2}{(1)}$ Yes $\frac{79.6}{(2)}$ No 5.2 Missing
90. If you are employed outside the home as a wage earner, what is your type of work?

$\frac{90}{(1)}$ Insert the number of your choice from the list as follows:

- $\frac{42.4}{(1)}$ 1 = Professional (including accountant, lawyer, teacher, etc.)
 $\frac{13.8}{(2)}$ 2 = Manager or government official (including public or private sector)
 $\frac{3.0}{(3)}$ 3 = Proprietor (small business)
 $\frac{17.4}{(4)}$ 4 = Clerical worker (including bank teller, bookkeeper, cashier, secretary, etc.)
 $\frac{2.9}{(5)}$ 5 = Sales worker (including stock, real estate, insurance, etc.)
 $\frac{1.7}{(6)}$ 6 = Skilled craftsworker or supervisor (including mechanic, repairer, baker, printer, painter, upholsterer, etc.)
 $\frac{.3}{(7)}$ 7 = Operative, unskilled laborer (except farm) (including assembler, manufacturing inspector, operative, etc.)
 $\frac{.1}{(8)}$ 8 = Service worker (including bus driver, firefighter, housekeeper, etc.)
 $\frac{.2}{(9)}$ 9 = Farmer, rancher, farm or ranch manager or laborer
 $\frac{17.2}{(10)}$ Missing

91. What is the highest grade you completed in school?

$\frac{15.19}{(1)}$ \bar{X} Insert the number of the grade you completed from the list as follows:

$\frac{15.86}{(1)}$ median 970 range 2-18
 $\frac{0}{(1)}$ 1 = First grade $\frac{.5}{(2)}$ 10 = Tenth grade
 $\frac{.1}{(2)}$ 2 = Second grade $\frac{.8}{(3)}$ 11 = Eleventh grade
 $\frac{.1}{(3)}$ 3 = Third grade $\frac{14.0}{(4)}$ 12 = Twelfth grade
 $\frac{.1}{(4)}$ 4 = Fourth grade $\frac{6.9}{(5)}$ 13 = College Freshman
 $\frac{0}{(5)}$ 5 = Fifth grade $\frac{11.0}{(6)}$ 14 = College Sophomore
 $\frac{.1}{(6)}$ 6 = Sixth grade $\frac{5.0}{(7)}$ 15 = College Junior
 $\frac{.1}{(7)}$ 7 = Seventh grade $\frac{27.7}{(8)}$ 16 = College Senior
 $\frac{.8}{(8)}$ 8 = Eighth grade $\frac{24.5}{(9)}$ 17 = Master's degree or equivalent
 $\frac{.2}{(9)}$ 9 = Ninth grade $\frac{6.4}{(10)}$ 18 = PhD, LLD, MD, degree or equivalent

92. Are you handicapped? $\frac{1.8}{(1)}$ Yes $\frac{96.2}{(2)}$ No 2.0 Missing %

93. Do you agree, are you neutral or do you disagree with the following statement?

Equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex.

$\frac{90.1}{(1)}$ Agree $\frac{4.5}{(2)}$ Neutral $\frac{1.5}{(3)}$ Disagree 3.9 Missing %

94. Are you registered to vote? $\frac{94.3}{(1)}$ Yes $\frac{3.7}{(2)}$ No 2.1 Missing %

95. Do you usually vote? $\frac{91.4}{(1)}$ Yes $\frac{6.7}{(2)}$ No 2.4 Missing %

96. Give the zip code of the area in Texas where you reside _____ (Zip)

97. Write the name of the city in Texas where you reside _____ (City)

98. Write the name of the county in Texas where you reside: represented 119 Counties (County) Large Region

99. Were you born in Texas? $\frac{59.5}{(1)}$ Yes $\frac{38.9}{(2)}$ No 1.6 Missing %

* Note: Thank you very much for completing this questionnaire. Please turn in the questionnaire at the front of the meeting room or return to.

Totals may not add to exactly 100% due to rounding error.

Governor's Commission for Women
P.O. Box 12428
Austin, TX 78711

WOMEN'S ISSUES

Below is a list of issues that might be of concern to women. Each is stated as a problem (solutions are not listed). Would you please read over the list and indicate how *serious a problem* you think each is for women in Texas today? You should make your best estimate using the 1 = *extremely serious* to 7 = *not at all serious* scale provided. Assume that each issue applies specifically to women in Texas. Indicate your answers by circling the appropriate number by each item.

PART I: ISSUES

Extremely Serious	1	2	3	4	5	6	7	Not At All Serious	
	1	2	3	4	5	6	7		1. Inadequate housing
	1	2	3	4	5	6	7		2. Inflexible work schedules set by employers
	1	2	3	4	5	6	7		3. Interpersonal conflicts with women in the work environment
	1	2	3	4	5	6	7		4. Ethnic minority discrimination
	1	2	3	4	5	6	7		5. Inadequate income or support
	1	2	3	4	5	6	7		6. Lack of opportunities for an adequate social life
	1	2	3	4	5	6	7		7. Unwanted pregnancy
	1	2	3	4	5	6	7		8. Substance abuse by family members or associates
	1	2	3	4	5	6	7		9. Not enough women appointed to boards and commissions
	1	2	3	4	5	6	7		10. Stress
	1	2	3	4	5	6	7		11. Lack of equal job opportunities
	1	2	3	4	5	6	7		12. Unreasonable job requirements for employment
	1	2	3	4	5	6	7		13. Lack of enforcement of legal rights of women
	1	2	3	4	5	6	7		14. Mental illness
	1	2	3	4	5	6	7		15. Lack of access to social services
	1	2	3	4	5	6	7		16. Spouse abuse
	1	2	3	4	5	6	7		17. Poor communications in the family
	1	2	3	4	5	6	7		18. Nonpayment of child support
	1	2	3	4	5	6	7		19. Inadequate spiritual and religious training
	1	2	3	4	5	6	7		20. Poor job market
	1	2	3	4	5	6	7		21. Divorce and abandonment
	1	2	3	4	5	6	7		22. Lack of recreation and leisure time
	1	2	3	4	5	6	7		23. Inadequate daycare arrangements
	1	2	3	4	5	6	7		24. Lack of equal educational opportunities
	1	2	3	4	5	6	7		25. Inadequate preparation for marriage
	1	2	3	4	5	6	7		26. Conflicts between work and family life
	1	2	3	4	5	6	7		27. Violence against women in the media
	1	2	3	4	5	6	7		28. Interpersonal conflicts with men in the work environment
	1	2	3	4	5	6	7		29. Lack of role models for women
	1	2	3	4	5	6	7		30. Unemployment
	1	2	3	4	5	6	7		31. Child abuse and neglect
	1	2	3	4	5	6	7		32. Not enough women elected to political office
	1	2	3	4	5	6	7		33. Discrimination on the basis of sexual preference
	1	2	3	4	5	6	7		34. Special problems of handicapped women
	1	2	3	4	5	6	7		35. Sexual harassment
	1	2	3	4	5	6	7		36. Pay inequities for work of comparable value (worth)
	1	2	3	4	5	6	7		37. Not enough women being promoted to higher management jobs
	1	2	3	4	5	6	7		38. Problems with weight, exercise and fitness
	1	2	3	4	5	6	7		39. Problems with children's behavior
	1	2	3	4	5	6	7		40. Time management problems
	1	2	3	4	5	6	7		41. Inequities in job benefits
	1	2	3	4	5	6	7		42. Lack of support networks
	1	2	3	4	5	6	7		43. Conflicts with inlaws and relatives
	1	2	3	4	5	6	7		44. Hunger and malnutrition
	1	2	3	4	5	6	7		45. Poor self esteem
	1	2	3	4	5	6	7		46. Insurance inequities
	1	2	3	4	5	6	7		47. Problems related to health and health care
	1	2	3	4	5	6	7		48. Discrimination against women in the criminal justice system
	1	2	3	4	5	6	7		49. Isolation and loneliness
	1	2	3	4	5	6	7		50. Not enough job training
	1	2	3	4	5	6	7		51. Displaced homemakers
	1	2	3	4	5	6	7		52. Lack of research and statistics about women
	1	2	3	4	5	6	7		53. Lack of information about legal rights
	1	2	3	4	5	6	7		54. Prejudice against women in general
	1	2	3	4	5	6	7		55. Lack of unions supportive of women
	1	2	3	4	5	6	7		56. Rape
	1	2	3	4	5	6	7		57. Crimes against women other than rape and abuse
	1	2	3	4	5	6	7		58. Low wages
	1	2	3	4	5	6	7		59. Inadequate legal representation
	1	2	3	4	5	6	7		60. Career reentry problems
	1	2	3	4	5	6	7		61. Women's substance abuse
	1	2	3	4	5	6	7		62. Lack of access to non-traditional jobs
	1	2	3	4	5	6	7		63. Adolescent pregnancy
	1	2	3	4	5	6	7		64. Poverty
	1	2	3	4	5	6	7		65. Domineering attitudes of men
	1	2	3	4	5	6	7		66. Inadequate transportation
	1	2	3	4	5	6	7		67. Child custody disputes
	1	2	3	4	5	6	7		68. Low voter registration
	1	2	3	4	5	6	7		69. Special problems of elderly women
	1	2	3	4	5	6	7		70. Underemployment
	1	2	3	4	5	6	7		71. Inadequate information about career choices
	1	2	3	4	5	6	7		72. Lack of passage of the ERA/Equal Rights Amendment
	1	2	3	4	5	6	7		73. Special problems of dual career couples
	1	2	3	4	5	6	7		74. Inability to obtain credit
	1	2	3	4	5	6	7		75. Special problems of single mothers
	1	2	3	4	5	6	7		76. Inability to break into "old boy networks"
	1	2	3	4	5	6	7		77. Inadequate education for parenthood
	1	2	3	4	5	6	7		78. Lack of assertiveness
	1	2	3	4	5	6	7		79. Confusion regarding women's roles in society
	1	2	3	4	5	6	7		80. Other? List any additional issues that you think should be included or comment on any of the above.

Now go back over the above list of issues and pick out *five (5)* you think are the **MOST CRITICAL OF ALL**. Pick only five (5) items and write the item numbers (1-80) in the five boxes below.

PART II: INFORMATION ABOUT YOURSELF (Please check or fill in the blank)

81. Your sex? ☐ (1) Male ☐ (2) Female

82. Your age? _____ (Insert actual number in years)

83. In what racial or ethnic group do you belong?

☐ (1) White

☐ (2) Black

☐ (3) Hispanic Origin

☐ (4) Oriental/Asian or Pacific Islander

☐ (5) American Indian/Alaskan Native

☐ (6) Not Sure

84. What is your marital status?

☐ (1) Married ☐ (2) Single ☐ (3) Divorced ☐ (4) Separated ☐ (5) Remarried

☐ (6) Widowed ☐ (7) Other

85. How many children do you have? _____ (Insert actual number)

86. What is the annual income of your immediate household? \$ _____

87. What is your own personal annual income? \$ _____

88. What is your present employment status?

☐ (1) Employed full-time outside the home

☐ (2) Employed part-time outside the home

☐ (3) Not employed outside the home but seeking employment

☐ (4) Homemaker

☐ (5) Retired

89. Are you a student at this time? ☐ (1) Yes ☐ (2) No

90. If you are employed outside the home as a wage earner, what is your type of work?

_____ Insert the number of your choice from the list as follows:

- 1 = Professional (including accountant, lawyer, teacher, etc.)
- 2 = Manager or government official (including public or private sector)
- 3 = Proprietor (small business)
- 4 = Clerical worker (including bank teller, bookkeeper, cashier, secretary, etc.)
- 5 = Sales worker (including stock, real estate, insurance, etc.)
- 6 = Skilled craftworker or supervisor (including mechanic, repairer, baker, printer, painter, upholsterer, etc.)
- 7 = Operative, unskilled laborer (except farm) (including assembler, manufacturing inspector, operative, etc.)
- 8 = Service worker (including bus driver, firefighter, housekeeper, etc.)
- 9 = Farmer, rancher, farm or ranch manager or laborer

91. What is the highest grade you completed in school?

_____ Insert the number of the grade you completed from the list as follows:

- 1 = First grade
- 2 = Second grade
- 3 = Third grade
- 4 = Fourth grade
- 5 = Fifth grade
- 6 = Sixth grade
- 7 = Seventh grade
- 8 = Eighth grade
- 9 = Ninth grade
- 10 = Tenth grade
- 11 = Eleventh grade
- 12 = Twelfth grade
- 13 = College Freshman
- 14 = College Sophomore
- 15 = College Junior
- 16 = College Senior
- 17 = Master's degree or equivalent
- 18 = PhD, LLD, MD, degree or equivalent

92. Are you handicapped? ☐ (1) Yes ☐ (2) No

93. Do you agree, are you neutral or do you disagree with the following statement?

Equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex.

☐ (1) Agree ☐ (2) Neutral ☐ (3) Disagree

94. Are you registered to vote? ☐ (1) Yes ☐ (2) No

95. Do you usually vote? ☐ (1) Yes ☐ (2) No

96. Give the zip code of the area in Texas where you reside: _____ (Zip)

97. Write the name of the city in Texas where you reside: _____ (City)

98. Write the name of the county in Texas where you reside: _____ (County)

99. Were you born in Texas? ☐ (1) Yes ☐ (2) No

Thank you very much for completing this questionnaire. Please turn in the questionnaire at the front of the meeting room or return to:

Governor's Commission for Women
P.O. Box 12428
Austin, TX 78711

March 26, 1985

On April 13, 1983 Governor Mark White issued Executive Order MW-4 Creating and Establishing the Governor's Commission for Women (Repealing Executive Order DB-32). The executive order brought into existence the fourth Commission for Women in Texas' history. The new commission was charged with:

"Addressing issues affecting women such as education, domestic violence, displaced homemakers, women's health, legal rights of women, legislation, networking, child care, sexual assault, sex discrimination, and developing strategies and recommending solutions to these problems, and

Holding conferences and workshops around the state to identify needs and concerns of women and families, to apprise women of their rights and opportunities, and to recommend assistance and services in those areas." (p. 1)

In the intervening two years the 29-member commission has accomplished these and the other objectives set forth by Governor White in his executive order. We have held numerous conferences, meetings and similar activities all over the state. As part of these activities we have requested that women (and men who attended) provide us with their ideas, suggestions and concerns regarding what might best be termed "women's issues." We defined women's issues as problems that place a heavy burden on women because of structural features of our society or because of the traditional definitions of the social roles and responsibilities of women vis-a-vis men. As part of our effort to solicit input we asked that individuals complete a questionnaire regarding how they perceived the relative severity of many social problems of special concern to women. This questionnaire, titled "Women's Issues," was circulated over the period of one year (1984). It was usually presented by a commission member to those who were attending a meeting or activity sponsored by the commission, and the respondents were asked to complete it at the beginning of the meeting. It usually required about 30 minutes to complete and so was only utilized

when sufficient time was available given the kind of activity that was planned. In some areas of the state the questionnaires were tabulated locally for use in that community and were not forwarded to the commission. In the course of the year, 1945 questionnaires were completed and forwarded to the Commission office in Austin. This questionnaire contains 80 items which the literature, several pilot studies and commission members themselves identified as important "social problems." We decided not to list solutions to the problems because this would have been a quite different and much longer list. Rather we wanted to gauge the degree of concern with the problems themselves. The respondents were asked to rate the severity of the problems on a 7-point severity scale.

We think the results of the survey are worth reporting. We recognize that the sample is a nonprobability sample and that the respondents are most representative of those women who are actively involved in promoting the rights and status of women in Texas. However, we believe the findings may well be indicative of trends in how women are viewing a number of key social problems of immediate concern to women.

SAMPLE OF RESPONDENTS

The 1945 respondents resided in 119 of Texas' 254 counties and 94.9% of them were female. Their average age was 39 with a range from 16-90. All ethnic groups were represented (76.2% white, 8.6% Black, 12.0% of Hispanic Origin and the rest from other ethnic groups). The majority were married (58.2%), with children (66%) and a median family income of \$35,000. A great majority (82%) were working either part-time or full-time in a range of occupations. Most had graduated from high school (96.3%) and many had also attended or graduated from college (81.5%). In addition, 1.8% were handicapped. Finally, the majority were native Texans (59.5%), were registered to vote (94.3%) and reported that they usually vote in elections (91.4%). This group is obviously a leadership group among women in the state. Many are active in their local communities and are highly motivated to work for issues they feel are important.



RESULTS

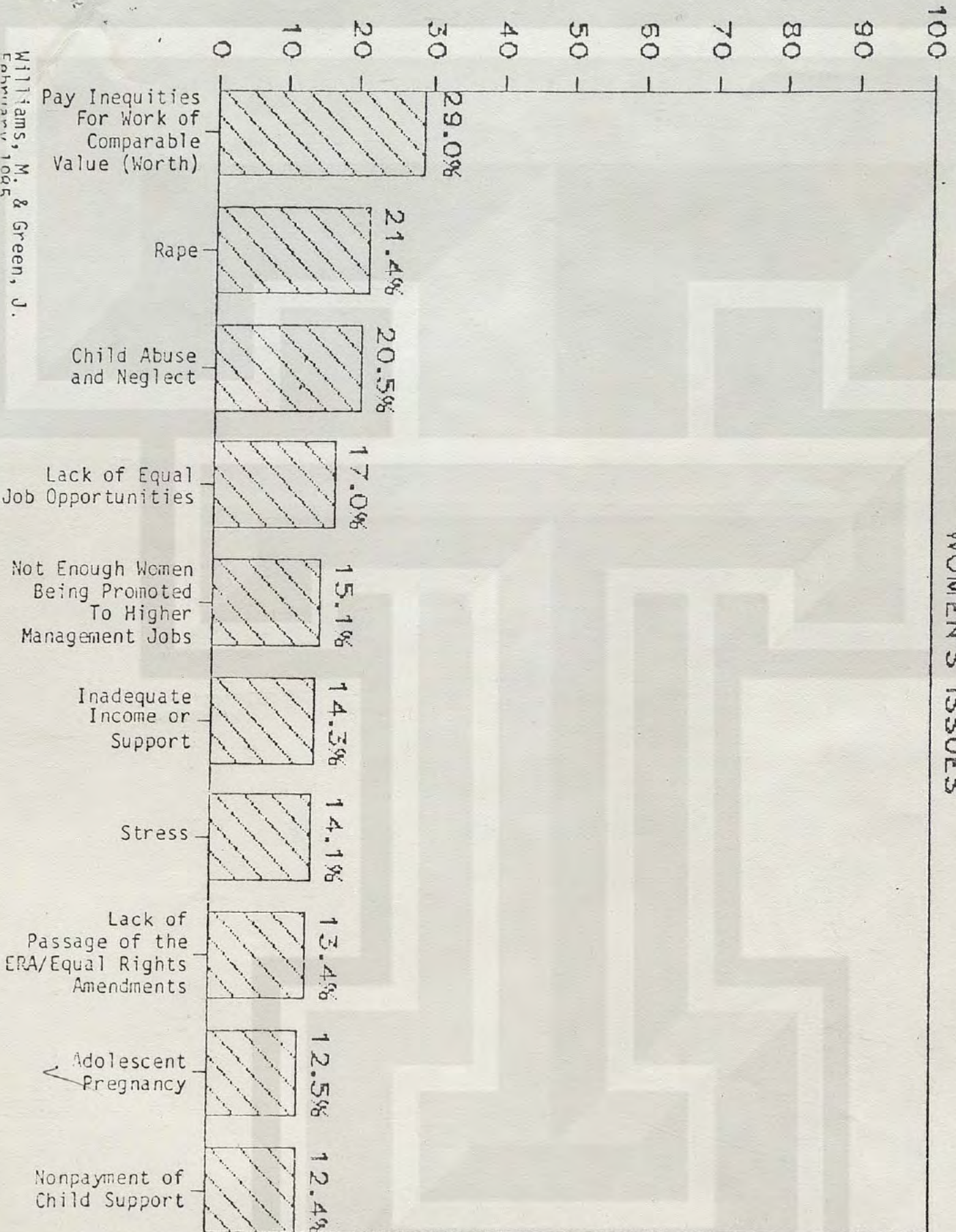
The respondents were asked to rate the seriousness of all the problems on the list and then to pick out the five that were **MOST CRITICAL OF ALL**. Generally, most were considered serious to some degree so the five selected as most critical were considered to be especially important to these respondents. When the results were tabulated for this question, the percentage of women in the sample who endorsed any one item out of the total of 80 could be computed. Table 1 shows the resulting percentage endorsement rates for the items that made the "top 10" list out of the total of 80 items. The most endorsed item was, "Pay inequities for work of comparable value (worth)." This item was selected as #1 by women in communities of all sizes from most urban (over 1,000,000 population in the MSA/PMSA designation) to the most rural. The ordering of the other items varied slightly by county density. These results indicate that the issue of pay is viewed to be of major importance to these Texas women. This is an issue that obviously needs further study, more clarification, and greater attention from policy makers. It may not be the issue policy makers wish to deal with, but it is certainly an issue of concern to the respondents in this survey. We hope that others will conduct similar studies and to discuss this issue further with other Texas women. It is important to include women in policy-setting regarding this issue.

Martha Williams

Martha Williams, Chair
Governor's Commission
for Women

TABLE 1

MOST CRITICAL WOMEN'S ISSUES



Williams, M. & Green, J.
February 1985

WOMEN'S ISSUES IN TEXAS*

by

**Martha Williams, Ph.D.
and
Janet Green, MA**

The University of Texas at Austin

On April 13, 1983 Governor Mark White issued Executive Order MW-4 Creating and Establishing the Governor's Commission for Women (Repealing Executive Order DB-32). The Executive Order brought into existence the fourth Commission for Women in Texas' history. Among the many objectives of the Commission, the new commission members were charged with:

"Addressing issues affecting women such as education, domestic violence, displaced homemakers, women's health, legal rights of women, legislation, networking, child care, sexual assault, sex discrimination, and developing strategies and recommending solutions to these problems, and

Holding conferences and workshops around the state to identify needs and concerns of women and families, to apprise women of their rights and opportunities, and to recommend assistance and services in those areas." (p. 1)

*** Paper presented at The Women and Work Conference, The University of Texas at Arlington, May 2, 1985. These studies were completed for the Texas Governor's Commission for Women which I chaired in 1983-1985. For more information, please contact me at the School of Social Work, The University of Texas at Austin, Austin, Texas 78712 or (512) 471-1937.**

In the intervening two years the 29-member commission has accomplished these and the other objectives set forth by Governor White in his Executive Order. Numerous conferences, meetings and similar activities were held all over the state. As part of these activities women (and men who attended) were asked to provide their ideas, suggestions and concerns regarding what might best be termed "Women's Issues." "Women's Issues" were defined as problems that place a heavy burden on women because of the structural features of society or because of the traditional definitions of the social roles and responsibilities of women vis-a-vis men. As part of the Commission's effort to solicit input, individuals were asked to complete a questionnaire regarding how they perceived the relative severity of many social problems of special concern to women. This questionnaire, titled "Women's Issues," was circulated over the period of one year (1984). It was usually presented by a Commission member to those who were attending a meeting or activity sponsored by the Commission, and the respondents were asked to complete it at the beginning of the meeting. The questionnaire typically required about 30 minutes to complete and was only utilized when sufficient time was available given the kind of activity that was planned. In some areas of the state the questionnaires were tabulated locally for use in that community and were not forwarded to the Commission. In the course of the year, 1,945 questionnaires were completed and forwarded to the Commission office in Austin. The questionnaire contained 80 items which the literature, several pilot studies and Commission members themselves identified as important "social problems." Solutions to the problems were not listed because this would have been a quite different and much longer list. Rather the purpose was to gauge the degree of concern with the problems themselves. The respondents were asked to rate the severity of the problems on a 7-point severity scale.

The results of the Texas survey are reported below. The major or "Texas" sample is a nonprobability sample and the respondents are representative of those women most actively involved in promoting the rights and status of women in Texas.

However, we believe the findings may well be indicative of trends in how women in general are viewing a number of key social problems of immediate concern to women. In order to supplement the major Texas sample, we also conducted three less extensive surveys to obtain different samples of respondents. These surveys are also discussed below. To summarize, various samples were:

The "Texas Statewide" Sample	N - 1945
The "AFDC" Sample	N - insufficient for reporting
The "Travis State School" sample	N - 87
The "Texas Department of Highways and Public Transportation" Sample	N - 790

THE TEXAS STATEWIDE SAMPLE

Description of Respondents

These 1,945 respondents resided in 119 of Texas' 254 counties and 94.9% of them were female. Their average age was 39 with a range from 16-90. All ethnic groups were represented (76.2% white, 8.6% Black, 12.0% of Hispanic Origin and the rest from other ethnic groups). The majority were married (58.2%), with children (66%) and a median family income of \$35,000. A great majority (82%) were working either part time or full time in a range of occupations. Most had graduated from high school (96.3%) and many had also attended or graduated from college (81.5%). In addition, 1.8% were handicapped. Finally, the majority were native Texans (59.5%), were registered to vote (94.3%) and reported that they usually vote in elections (91.4%). This group is obviously a leadership group among women in the state. Many are active in their local communities and are highly motivated to work for issues they feel are important.

Results

The respondents were asked to rate the seriousness of all the problems on the list and then to pick out the five that were MOST CRITICAL OF ALL. Generally, most were considered serious to some degree so the five selected as most critical were considered to be especially important to these respondents. When the results were tabulated for this question, the percentage of women in the sample who endorsed any one item out of the total of 80 could be computed. Table 1 shows the resulting percentage endorsement rates for the items that made the "top 10" list out of the total of 80 items. The most endorsed item was "Pay inequities for work of comparable value (worth)." This item was selected as #1 by women in communities of all sizes from most urban (over 1,000,000 population in the MSA/PMSA designation) to the most rural. The ordering of the other items varied slightly by county density (see Tables 2 through 6). These results indicate that the issue of pay is viewed to be of major importance to these Texas women. This is an issue that obviously needs further study, more clarification, and greater attention from policy makers. It may not be the issue policy makers wish to deal with, but it is certainly an issue of concern to the respondents in this survey.

THE AFDC SAMPLE

In order to get the perspectives of women in poverty, the Texas Department of Human Resources cooperated in mailing 200 surveys to a random sample of the women on the AFDC roles (total population of approximately 300,000 families). The return rate was totally insufficient for tabulation. Only 15 questionnaires were returned (7.5% return) even though postage paid return envelopes addressed to the Women's Commission and a cover letter from the Commission were included. Some other method for encouraging the participation of this group is obviously necessary.

THE TRAVIS STATE SCHOOL SAMPLE

All female employees of this state school located in Austin who made less than \$12,096 were mailed surveys. These were mailed with a cover letter from the agency director and respondents were provided postage paid return envelopes. A return rate of 29.2% was achieved.

Description of Respondents

This group of respondents resided in seven Texas counties in and surrounding Austin. Their mean age was 34 with a range from 17-66. All major Texas ethnic groups were represented (white 39.1%, Black, 51.7%, Hispanic Origin 6.9% and the rest from other ethnic groups). In terms of marital status, the distribution was married (37.9%), single (33.3%), divorced (18.4%), other (10.2%) and no information (1.1%). Most had children (77%). The median family income was \$12,999. They were, of course, employed (85.1% full-time and 8.0% part-time) with the rest not responding to this item. Most were in the service occupations (46.0%). Their educational level was typically high school graduate (55.2%). However, 37.8% had attended or completed college. In this group 4.6% reported that they were handicapped. Finally, the majority were native Texans (67.8%), were registered to vote (74.7%) and reported that they usually vote in elections (69.0%). This sample is markedly less well off than the "Texas Statewide" sample, and includes more minority unmarried women. Also they are less well educated and worked at less prestigious jobs.

Results

Table 7 summarizes this group's major concerns. It should be noted that here too all issues were considered important and, therefore, the "top 10" were considered especially critical. This sample placed many of the same items in the "top 10" as did the "Texas Statewide" sample. Their top ten also included six* different items (see Table 7).

*Three of these were tied for tenth place in this group, thus 12 items in all are included in the "Top 10."

THE TEXAS DEPARTMENT OF HIGHWAYS AND PUBLIC TRANSPORTATION SAMPLE

This sample included 790 respondents. All 24 District Headquarters Directors outside of Austin were sent questionnaires and cover letters. The District Directors distributed the questionnaires to all of the female employees in their districts (the Houston District--the largest-- did not receive enough questionnaires and were about 133 short of complete coverage). The cover letter was from the Director of Human Resources in Austin. Respondents were asked to return the questionnaires to the central office. They also were able to mail them directly to the Commission. The return rate was 65.8% (1200 questionnaires distributed).

Description of Respondents

The 790 respondents resided in 152 counties in Texas. Their average age was 38 with a range from 17 to 67. All major ethnic groups in Texas were represented (85.4% White, 4.9% Black, 7.0% Hispanic Origin, .5% Other, and 2.2% no information). The majority were married (61.9%) with children (73%) and a median family income of \$29,998. Again all were working either part-time or full-time, mostly in clerical and (69.5%) occupations. Their educational level was typically high school graduation (50.5%), although many (39.6%) had some college or had completed degrees. Additionally, 1.4% were handicapped. These respondents were predominantly native Texans (73.2%) were registered to vote (87.1%) and usually voted (81.4%).

Results

Table 8 shows this group's "top 10" choices in terms of critical issues out of the total list. Again many of the same items appeared.

Summary

The items appearing on all three lists as among the most critical, are summarized in Table 9 .

The Governor's Commission for Women would like to encourage others to utilize this questionnaire and report the results to us. We do not have the resources to conduct the extensive statewide survey of a random sample of Texas women that would be ideal. Rather we will continue to collect samples of targeted groups as they become available. We can with some confidence at this point state that quite different groups seem to agree that certain issues are especially critical and Texas policy makers should take note of these. In addition, there is evidence that the questionnaire is useful as a needs assessment tool and can provide special insight into the varying priority needs of various groups of respondents. If one were to generalize from these three samples, it appears that two kinds of items are very critical from the viewpoint of these Texas women, (1) sufficient income (or pay) for women and children, and (2) protection from violence against women and children. Other items are also certainly important, but these are crucial. Actions to alleviate these concerns would no doubt be widely supported by Texas women.

TABLE 1

MOST CRITICAL WOMEN'S ISSUES

Texas Statewide Sample
N = 1945

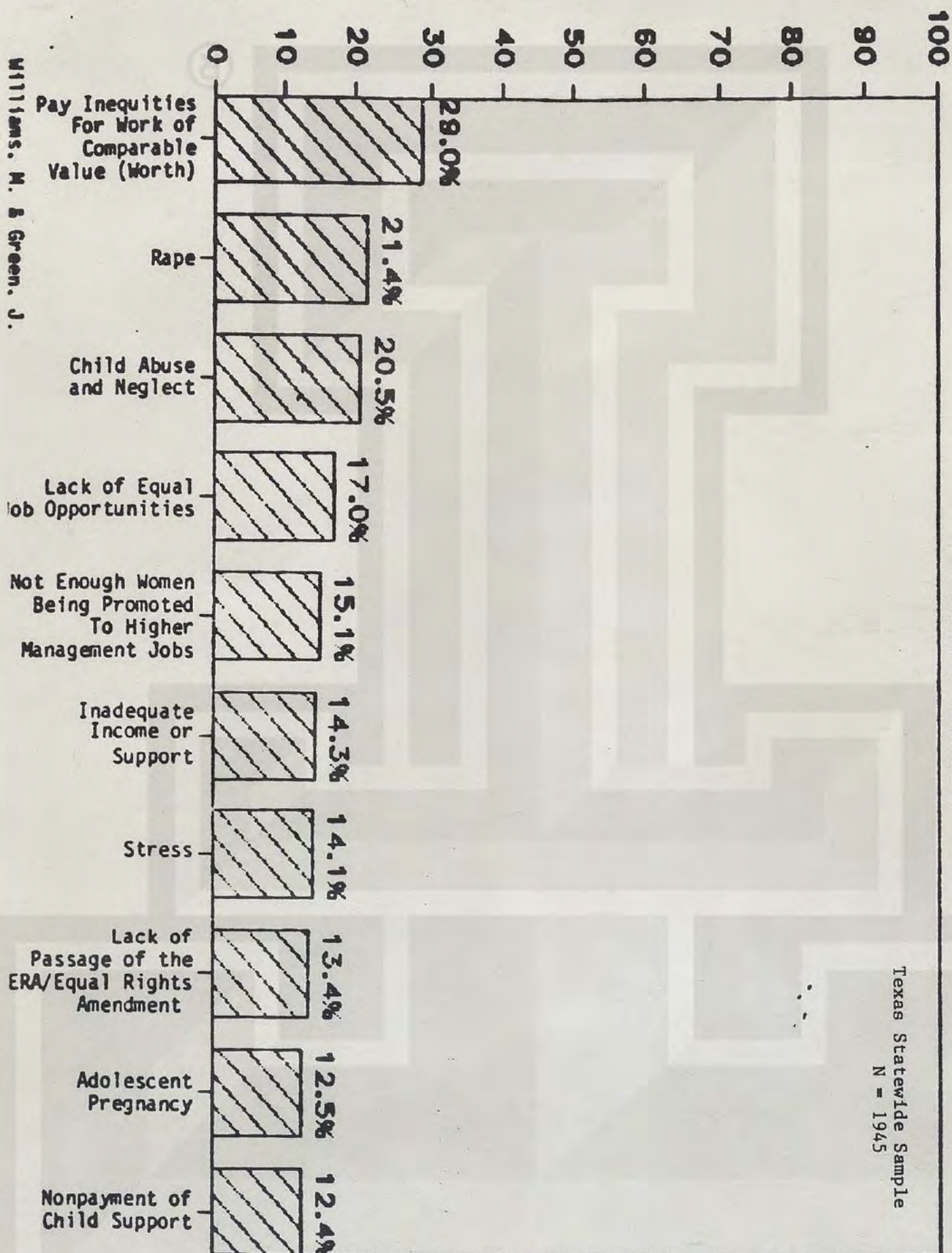


TABLE 2

TEXAS STATEWIDE SAMPLE

MOST CRITICAL ISSUES

By

Size of Community (MSA/PMSA)

MSA/PMSA DESIGNATION: 1,000,000 or more (N = 181)

RANK	ITEM #	ISSUE
1	36	Pay inequities for work of comparable value (worth)
2	56	Rape
3	37	Not enough women being promoted to higher management jobs
4	72	Lack of passage of the ERA/Equal Rights Amendment
5.5	23	Inadequate daycare arrangements
5.5	31	Child abuse and neglect
7	63	Adolescent pregnancy
8	5	Inadequate income or support
9	18	Nonpayment of child support
10	10	Stress

TABLE 3

TEXAS STATEWIDE SAMPLE

MOST CRITICAL ISSUES

By

Size of Community (MSA/PMSA)

MSA/PMSA DESIGNATION: 250,000 to 1,000,000 (N = 756)

RANK	ITEM #	ISSUES
1	36	Pay inequities for work of comparable value (worth)
2	56	Rape
3	31	Child abuse and neglect
4	11	Lack of equal job opportunities
5	72	Lack of passage of the ERA/Equal Rights Amendment
6	37	Not enough women being promoted to higher management jobs
7	5	Inadequate income or support
8	10	Stress
9	23	Inadequate daycare arrangements
10	18	Nonpayment of child support

TABLE 4

TEXAS STATEWIDE SAMPLE

MOST CRITICAL ISSUES

By

Community Size (MSA/PMSA)

MSA/PMSA DESIGNATION: 100,000 to 250,000 (N = 537)

RANK	ITEM #	ISSUES
1	36	Pay inequities for work of comparable value (worth)
2	31	Child abuse and neglect
3	11	Lack of equal job opportunities
4	37	Not enough women being promoted to higher management jobs
5	56	Rape
6	5	Inadequate income or support
7	10	Stress
8	18	Nonpayment of child support
9	58	Low wages
10	32	Not enough women elected to political office

TABLE 5

TEXAS STATEWIDE SAMPLE

MOST CRITICAL ISSUES

By

Community Size (MSA/PMSA)

MSA/PMSA DESIGNATION: Urban Under 100,000 (N = 98)

RANK	ITEM #	ISSUES
1	36	Pay inequities for work of comparable value (worth)
2	56	Rape
3	10	Stress
4	63	Adolescent pregnancy
5	31	Child abuse and neglect
6.5	5	Inadequate income or support
6.5	16	Spouse abuse
8	72	Lack of passage of the ERA/Equal Rights Amendment
9	58	Low wages
11	11	Lack of equal job opportunities
11	23	Inadequate daycare arrangements
11	37	Not enough women being promoted to higher management jobs

TABLE 6

TEXAS STATEWIDE SAMPLE

MOST CRITICAL ISSUES

By

Community Size (MSA/PMSA)

MSA/PMSA DESIGNATION: Non-metropolitan Rural Areas (N = 337)

RANK	ITEM #	ISSUES
1	36	Pay inequities for work of comparable value (worth)
2	31	Child abuse and neglect
3	56	Rape
4	11	Lack of equal job opportunities
5	58	Low wages
6	63	Adolescent pregnancy
7	5	Inadequate income or support
8	10	Stress
9	18	Nonpayment of child support
10	37	Not enough women being promoted to higher management jobs

TABLE 7

MOST CRITICAL WOMEN'S ISSUES

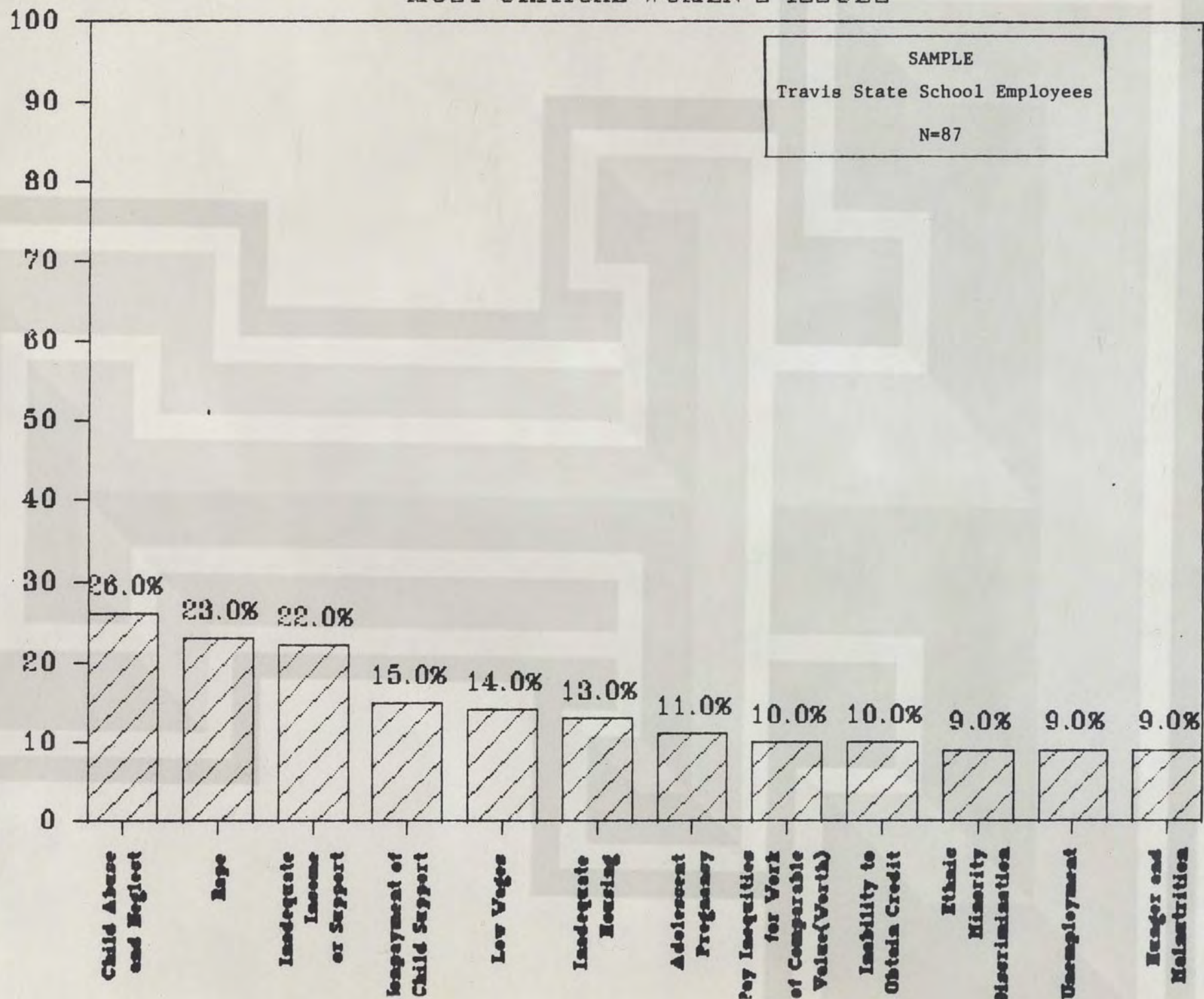
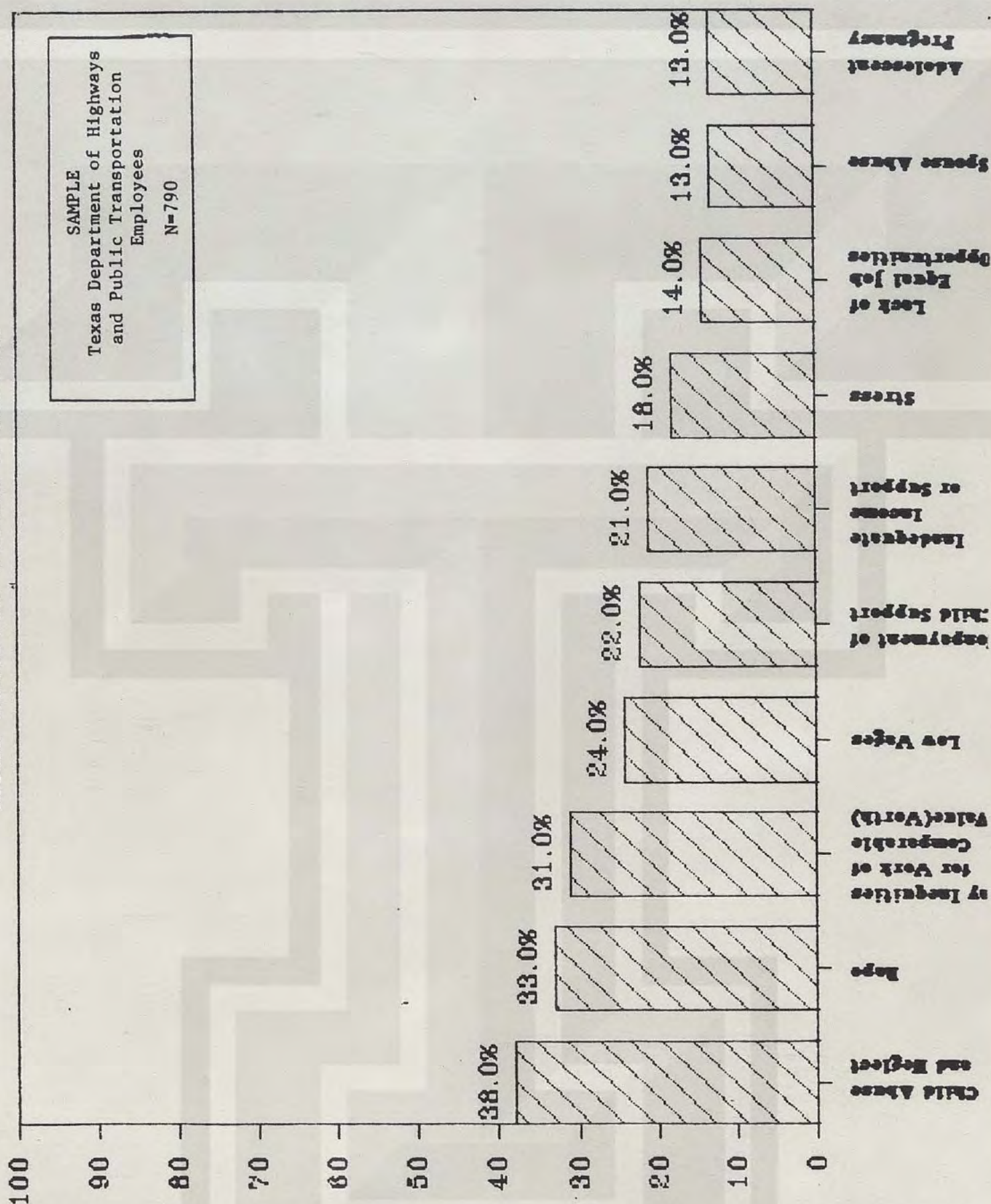


TABLE 8

MOST CRITICAL WOMEN'S ISSUES



Williams, H. & Green, J.
February 1985

TABLE 9

Consensus on Critical Women's Issues in Texas

ITEMS IN TOP TEN OF ALL THREE SAMPLES	SAMPLE AND % ENDORSEMENT RATES		
	TEXAS STATEWIDE %	TRAVIS STATE SCHOOL %	DEPARTMENT OF HIGHWAYS %
Pay Inequities for Work of Comparable Value (Worth)	29.0	10.0	31.0
Rape	21.4	23.0	33.0
Child Abuse & Neglect	20.5	26.0	38.0
Inadequate Income or Support	14.3	22.0	21.0
Adolescent Pregnancy	12.5	11.0	13.0
Non-payment of Child Support	12.4	15.0	22.0

Swift

SURVEY FOR TEXAS WOMEN

Here is a list of 25 topics which may be of concern to women in Texas today. Each topic is stated as a problem. Please read the list and choose the 5 you believe are the most serious. Use the 5 boxes at the bottom of the page to write the 5 topics you choose. SELECT 5 AND ONLY 5!

1. Housing
2. Racial discrimination
3. Unwanted pregnancy
4. Poverty
5. Stress
6. Unequal job opportunities for women
7. Not enough women in political offices
8. Spouse abuse
9. Fathers failing to pay child support
10. Inadequate religious training of children
11. Divorce
12. Child care
13. Unemployment
14. Child abuse
15. Sexual harrassment
16. Problems of single mothers
17. Not enough women promoted to management jobs
18. Rape
19. Low self esteem
20. Malnutrition
21. Teenage pregnancy
22. Problems of elderly women
23. Need for a national equal rights amendment
24. Problems getting credit
25. Women getting less pay than men for doing equal work

From this list, choose the 5 AND ONLY 5 you believe are the MOST SERIOUS. Rank those 5 choices, from MOST SERIOUS to LEAST SERIOUS, in these five boxes. For example, if you believe that Malnutrition is the most serious, place the number 20 in the first box.

Most
Serious

Least
Serious



INFORMATION ABOUT YOU: (check the box or fill in the blanks)

Female _____

Male _____

Your age: _____

Racial or ethnic group:

Hispanic _____

Oriental or Asian _____

Black _____

American/Alaskan Indian _____

White _____

Other: _____

Marital Status:

Married _____

Widowed _____

Never married _____

Divorced _____

Separated _____

Other: _____

If you are married now, how many years have you been married? _____

How many children do you have? _____

What is the monthly income of your household before taxes? \$ _____

What is your own monthly income? \$ _____

Check one of the following employment choices:

Employed full-time outside the home _____

Homemaker _____

Employed part-time outside the home _____

Retired _____

Not employed outside the home but seeking work _____

What is the highest grade you finished in school?

First grade _____

Tenth grade _____

Second grade _____

Eleventh grade _____

Third grade _____

Twelfth grade _____

Fourth grade _____

One year of college _____

Fifth grade _____

Two years of college _____

Sixth grade _____

Three years of college _____

Seventh grade _____

College graduate _____

Eighth grade _____

Master's degree _____

Ninth grade _____

Doctoral degree _____

What is the name of the county in which you live? _____

Write today's date: _____
month day year

THANK YOU FOR TAKING THE TIME TO COMPLETE THE SURVEY. If you take this form home with you and wish to mail it later, you should address it to

Governor's Commission for Women
P. O. Box 12428, Capitol Station
Austin, Texas 78711



The following materials are available for distribution. Please check the publication and the number needed for your event.

AVAILABLE MATERIALS FROM THE GOVERNOR'S COMMISSION FOR WOMEN

One sheet information pieces

- ☐ History, Purposes, Activities of Gov. Com. for Women
- ☐ Names and addresses of members of 1985-87 GCFW
- ☐ Short biographical sketches of GCFW 1985-87 members
- ☐ Names and addresses of Local Commission contact persons
- ☐ Current Positions Open for Appointment
- ☐ Talent file sheet
- ☐ Mailing list form for Women's Groups in Texas

Survey

Newsletters

- ☐ "Texas Women", Newsletter of the Gov. Com. for Women
- ☐ April 1985, includes results of survey
- ☐ August 1985, Legislative Update, lists appointed women
- ☐ September 1985, Texas Families Symposium information
- ☐ "Texas Crime Victim Clearinghouse News"

Printed Cards, Brochures and Booklets

- ☐ Statewide Hotline Numbers
- ☐ Women and JTPA in Texas
- ☐ Flyers on upcoming conferences (such as "Strategies '85")
- ☐ Voter registration applications
- ☐ ~~"How the Texas Legislature Works", A Citizen Handbook~~

BUILDING EFFECTIVE ADVOCACY NETWORKS

by Sarah Harder, Co-Chair--National Women's
Conference Committee--January, 1983

The next frontier for the women's movement is building action networks which target tangible objectives for change on the state and local level. Networks linking the priorities, resources, and expertise of volunteer groups will focus skills gained in the 10-year ERA ratification effort. By showing people what needs to be done and how they can do it, networks can build the majority which now believes in equality into a citizen force for change. Outreach to diverse groups sharing this commitment will build the base of active supporters for the next ratification effort. But that broad base can also change the laws, policies, institutions, and attitudes which impede equality now.

Model advocacy networks for women's issues already exist across the country. Information on two is included in this packet because the model they share works particularly well. Both the Wisconsin and the North Carolina Women's Networks link a broad number of diverse groups sharing similar principles of equality in an ongoing organization. And both use priority task forces on specific issues to link the active efforts of interested groups in ways which will increase their visibility and effectiveness in the short term. This model provides the benefits of both the collective strength of a variety of groups and individual autonomy and control by participating organizations. A network can establish as many priorities or task forces as can be practically supported by the interests and resources of participating organizations. Most beginning networks establish 3-4 task forces initially in areas with the greatest possibility for success and build from there. The network confirms the task force goals, and task forces identify objectives and strategies.

This model can be built starting with the network or starting with task forces. But for greatest success, both are necessary in some form. The task forces are needed to establish the practical objectives and strategies which will mobilize organizations and individuals to effective action on issues. The network is needed to provide an overview on priorities and principles from diverse perspectives, for education on the issues to create more advocates, and to establish a broad and powerful presence for equity.

EFFECTIVE COMMUNICATION

The heart of effective networks and task forces is communication. Both networks and task forces are in fact vehicles for structured communication among groups. They do not replace the organizations, which have broad programs and memberships. They are vehicles through which an organization makes one programming aspect--its advocacy efforts--more effective and thus better trains and serves members.

To be effective, the process of communication in a network or task force must be more carefully planned than in a typical organization. Discussion must accomplish something if participants are to continue, and there are no organizational traditions or friendships to rely on to smooth over inefficiencies or misunderstanding.

The materials in this packet are designed to make communication as efficient and effective as possible during the process of building a network or task force. The charts are designed to be duplicated and used by each participant in a structured discussion to make her own record of the progress of consensus. Leaders can and should identify in advance possible answers to the questions. But the discussion/decision-making process should be real, allowing for the dynamics of creativity and conflict to affect the final consensus.

EFFECTIVE ACTION

Women's organizations have traditionally engaged in study or service rather than action. That is important because many women are more familiar and comfortable with study and service. It is also important because effective action requires another kind of planning. For study or service, organizations often established broad and idealistic goals--"to understand the problems facing modern families" or "to help hungry children." These goals were often so idealistic or so abstract that it was not possible to measure progress. Any service one performed could be defended as "helping hungry children," and study might go on forever before understanding the "problems of modern families." Because the goal was broad, the task was endless but justified because the ideal was so worthy. Because change was not part of the goal, the effectiveness of activity was rarely measured. Often, in fact, the activity became an end in itself.

Building effective networks requires effective communication about effective action. We must not lose ideals, but we must establish achievable goals in moving toward them. And we must be able to measure progress along the way if the network is to build a momentum of success to build both confidence and participation.

Effective action requires planning. It requires shared understanding of terms and mutual consideration of realistic goals, objectives, and strategies. Any network or task force must answer the following questions before it can be effective.

EFFECTIVE ACTION REQUIRES PLANNING

WHAT IS OUR GOAL?

- What end are we striving toward?
- Is it desirable?
- Is it achievable?
- What are the possible blockades to success?

WHAT ARE OUR OBJECTIVES?

- What specific measurable means will we employ to achieve the goal?
- Have we specified end results to be achieved within a given time frame?
- Are our objectives realistic given what we know of potential support, opposition, resources?
- How will the objectives move us toward our goal?
- Have our objectives anticipated blockades?

WHAT IS OUR STRATEGY?

- What activities will serve to move us toward our objectives?
- What activity (project, service, or task) will best initiate momentum toward the objective?
- Is the strategy (the linked activities) realistic to achieve the objective?
- What others can we involve? What skills do we need?
- How can we link activities to broaden and hasten movement toward multiple objectives or goals?



BUILDING CONSENSUS: WHEN DIFFERENCES SURFACE

In any group there will be differences. The more diverse the group, the greater the differences. The process of building advocacy networks will surface disagreements. Unrealistic expectations that sisterhood will conquer all can destroy a young network effort and its potential for change. But when good and reasonable women disagree reasonably, the final consensus will be stronger, more creative, and more likely to succeed. And the network, having managed conflict, will have won its wings.

First, it is important to expect differences and to anticipate time and a process to resolve them. In a structured discussion, agree in advance that any item of difference will be written down with a note recording how many shared differing views. Then place that item aside, and move ahead in the discussion listing any other differences the same way. Get through as much of the discussion as possible recording all areas of consensus. Be sure to begin consideration of any disagreements at a scheduled and agreed-upon time. And identify the most objective person present to facilitate the process.

SUBSTANCE OR STYLE?

Before considering the list of disagreements, note that there are two kinds: substance and style. Substance disagreements say, "I don't favor that goal or objective or strategy under any circumstances." Style disagreements say, "I may agree with what you're after, but I'm not comfortable with your means of getting there." In reviewing the list, decide quickly which are style and which are substance disagreements. Network building activities can get you past both kinds. But deal with the substance issues first. They're easier to clarify and resolve.

It is also important to assess again the strength of the disagreement. Have the facilitator poll each issue again; you may find that earlier disagreement has lessened or disappeared, particularly as you probe its nub. Is wording the problem or does it go deeper? This is the point where that good old-fashioned tool, compromise, can be tried. Is there another way of stating the point which maintains its principle while reducing concerns?

Remember that the extent to which the group can agree is some measure of how salable the issue may be in the public market. Analyzing your disagreements helps to test-market issues. That doesn't mean you dodge tough issues. It means, however, the tougher the issue, the more together the group should be before tackling it. You had better take into account the kinds of public resistance which will eventually have to be dealt with.

CONSENSUS ON SUBSTANCE

Networks link groups in actions agreed on by the majority. The network group should only undertake goals and objectives which the majority agrees upon. But networks do not limit a participating group from pursuing its own separate agenda. In issues of substance, there should be a strong majority consensus before a goal or objective is adopted. A network or task force may choose to begin its work based on just a few agreed-upon goals or objectives to ensure the widest possible participation. Individual groups may then continue to pursue their additional objectives separately. Without question, the two sources of activity will complement each other and stimulate progress.

There will be times, however, when wide participation does not seem worth watering down a goal or dodging an objective. The group will then have to decide if principle outweighs participation. Inability to reach consensus tells you something about the risks in an adopted goal. On the other hand, a network or task force group may be more effective initially with a smaller core if the alternative would be continuous debate as to what it is about.

Over the long haul the network or task force must learn to convince more than a small core of the converted. Thus every effort must be made to remove enmity from disagreements of substance. Once a group has agreed to disagree, it must also agree to respect differences--whether you have decided to go separate ways or to work together within a narrower area of consensus.

DIFFERENCES IN STYLE

Differences in our ways of doing things may be tougher to deal with than differences in substance. Style differences are often confused with substance. They can handicap a network's effectiveness and particularly its success in involving diverse participants, which build its base of credibility.

Our selection of groups, organizations, and individuals is usually based subconsciously on their style. We're comfortable with their way of doing things; it's our way of doing things or a way we admire or want to adopt. In fact, our comfort with a familiar style can minimize or overcome real differences in substance. Similarly, we can totally agree on goals and objectives but be so uncomfortable over different ways of doing things that we decide not to work together. This is what networks and task forces must work to avoid.

Even if your network elects to use broad principle as the basis for overall participation, lack of sensitivity to style differences could limit participants to groups which are very much alike (primarily white, middle-class, middle-age, college-educated, or employed women, for example, even though they might belong to different organizations). For vitality, creativity, and credibility, the network must try to involve women who are minority, young, disabled, low-income, older. It should include women who are homemakers, union members, church workers and from different lifestyles. And it should come to utilize the commitment of men who care about equality.

To do so, network leaders must be sensitive to style and to tone (the attitude taken toward others). White, middle-class, middle-age, college-educated women are often seen by the other groups as patronizing. The take-charge, issued-focused approach of a woman with long organizational experience may be interpreted (and misinterpreted) as suggesting she has all the answers and is looking only for a new group of followers. On the other hand, women experienced in welfare or civil rights struggles may be perceived (and misperceived) as confrontive when using the only techniques successful in making themselves heard in dealings with "the system." Women from organizations focused on Church or home may be seen (and misunderstood) as lacking in assertive leadership or understanding of issues. Stereotypes have some small basis of truth in the styles we have adapted to survive and operate in our surroundings. Simply being aware of style differences and the responses they evoke can help networks to deal with them non-defensively. And we must "see through" them to what is really there.

Task force groups are more likely to get hung up on style and strategy than on goals or objectives. Strategy is the embodiment of a group's style. The activities a group engages in tell us what it's comfortable with. Groups work more closely together in task forces than in the network, and thus each organization will feel more protective about adopting task force activities which reflect its particular way of doing things. When heels dig in, the task force effort is threatened.

This is where practical politics come into play. A strategy is like a piece of music: different voices, tones, and styles are arranged to harmonize, to complement one another, to add up to something. No individual organization should be forced to engage in an activity it isn't comfortable with. But the task force should consider the full range of activities (the full range of instruments available) to build a strategy. Only those inconsistent with its objectives and goals or politically impractical should be eliminated. The major tests of an activity or strategy should be: Does it work? And who will do it? Task forces provide the ability to orchestrate different styles and voices into an overall plan which makes the parts work together. Different activities will persuade different publics. Therefore the more diverse your strategy, the more likely it will be to effect progress.

Becoming comfortable with differences in style is the mark of network maturity. A stated commitment to mutual respect is one key to helping the group past differences. Another is to avoid laying guilt trips built from stereotypes on one another. A third key is to be direct in dealing with either obstructionist or steam-roller behavior, to name it and deal with it openly. The final key is what networks are all about: to discover and address the needs of diverse groups while also discovering and using their special contributions in political skills and leadership. That is the real base of a citizen force for equality and change which advocacy networks will build.



JULY 1, 1982

NATIONAL PLAN OF ACTION TASK FORCE ON:
VIOLENCE

The 1977 National Plan of Action calls for elimination of sexual assault and violence in the home; funding crisis centers and shelters; developing programs for prevention, training, intervention and treatment of victims; reform of law and legal practices; legal services for victims.

TASK FORCE MISSION:

To work toward reducing and preventing violence against women, children, and men, especially violence between family or household members and sexual assault; to maximize options for the victims of violence seeking protection and change; to develop opportunities for the perpetrators of violence to learn more pacific coping behaviors.

ONE-YEAR PRIORITIES:

- Extend alliances among traditional community/social service agencies and alternative programs focusing on violence against women.
- Develop public education campaigns on domestic violence/sexual assault, improving data collection and encouraging victims to seek assistance and support.
- Increase national attention to the problem of sexual assault, centering coordination of programs for education, prevention, information.
- Develop vehicles in the states, such as governor's or legislative task forces, to highlight and review problems of domestic violence/sexual assault and propose solutions.
- Develop state funding sources for domestic violence prevention/service programs through such mechanisms as marriage license surcharge (as in 14 states).
- Extend implementation of model state legislation--e.g. sexual assault law reform (WI, NY) and designation of spouse abuse as a separate criminal offense (10 states).

LEADERSHIP ORGANIZATIONS

For general information on the task force, contact starred (*) organizations.

* Center for Women Policy Studies
2000 P Street, NW Suite 508
Washington, DC 20036
(202) 872-1770 Contact: Jane Chapman

National Association of Commissions
for Women (NACW)
c/o Office of the Governor
1350 Avenue of Americas
New York, NY 10019
(212) 977-2737 Contact: Mary Burke Nicholas

* YWCA, USA--National Board
135 W. 50th Street
New York, NY 10020
(212) 621-5115 Contact: Helen Parolla
Women's Legal Defense Fund
2000 P Street, NW Suite 400
Washington, DC 20036
(202) 887-0364 Contact: Zona Hofstetler

NACW--Coordinating organization for official governmental state, county, and local Commissions for Women. Many focus on domestic violence. For list of Commissions, contact: Women's Bureau, Department of Labor, Washington, DC 20210; phone (202) 523-6611.

YWCA--National consultations on violence. Local program expertise on domestic violence/sexual assault; women's centers, often including crisis, shelter, hotline, counseling, referral services; employment, training; child care.

CENTER FOR WOMEN POLICY STUDIES--Referral service, and national clearinghouse of information on sexual abuse and domestic violence available to community organizations, projects, agencies. National study on rape. Analysis of state family violence law. Response newsletter (\$20 introductory rate).

WHAT CAN BE DONE TO WORK FOR THESE PRIORITIES?

OTHER EXISTING ACTION MECHANISMS AND RESOURCES

NATIONAL COALITION AGAINST DOMESTIC VIOLENCE--Support network of grassroots groups sharing information and resources; legislative lobbying. Address: 1728 N Street, NW, Washington, DC 20036; phone (202) 347-7015. Contact: Mary Morrison.

NATIONAL CENTER FOR THE PREVENTION AND CONTROL OF RAPE--Grants for research; materials resource; crisis center directory. National Institute of Mental Health, DHHS, Room 15-99, Parklawn Building, 5600 Fishers Lane, Rockville, MD 20857; phone (301) 443-1910. Contact: Mary Lystad.

NEW YORK WOMEN'S DIVISION--State program on domestic violence: task force, legislation, training, services. National Association of Commissions for Women, c/o Office of the Governor, 1350 Avenue of Americas, New York, NY 10019; phone (212) 977-2737. Contact: Rhonda Kirschner.

SUGGESTED ACTIVITIES

Establish community monitor of incidence of violence; review services and encourage training involving social service agencies, police, judiciary, alternative services, organizations; identify block grant and other local funds to support hotlines, shelter, counseling for victims; use cable TV to videotape local public information/education programs; explore counseling programs for rapists and batterers; establish speaker's bureau and public forums.

OTHER GROUPS TO ENLIST IN YOUR EFFORTS

American Association of University Women; NOW, Rural American Women, women's centers, activist organizations; church and service groups of women and men (Junior League); Take Back the Night and Parents Anonymous groups; social service professionals; United Way and other fund campaigns.

The National Women's Conference Committee produced and distributed these Task Force papers. For full 1977 Plan of Action, send \$1.00 to Allie Hixson, Secretary, Route 4, Box 502, Greensburg, KY 42743.



JULY 1, 1982

NATIONAL PLAN OF ACTION TASK FORCE ON:
ELECTIVE/APPOINTIVE OFFICE

The 1977 National Plan of Action calls for joint effort by federal and state administrations, political parties, organizations and foundations to increase women in office, policy-making positions and judgeships.

TASK FORCE MISSION:

The Elective/Appointive Office Task Force will work to increase the number and influence of women in public life, to encourage contributions to the campaigns of those supporting women's issues, and to involve organizations in promoting public participation by women of all economic and ethnic backgrounds.

ONE-YEAR PRIORITIES:

- In 1982 campaigns, to provide information on the positions of candidates for national office and encourage contributions of time and dollars to those supporting women's issues, especially women candidates.
- to increase from 12% to 15% the number of women in the 50 state legislatures.
- to prepare to support the appointment of women to the large number of newly created judgeships and magistrate positions in 1983 and 1984.
- to create state appointment projects to seek parity where a governor is elected or re-elected in 1982.
- to extend projects aimed at recruiting and training women for participation in public life and the political process.

LEADERSHIP ORGANIZATIONS

For general information on the task force, contact starred (*) organization.

* National Women's Political Caucus
1411 K Street, NW
Suite 1110
Washington, DC 20005
(202) 347-4456
Contact: Gayle Melich

National Women's Education Fund
1410 Q Street, NW
Washington, DC 20009
(202) 462-8606
Contact: Rosalie Whelan

NATIONAL WOMEN'S POLITICAL CAUCUS--a non-partisan member organization supporting women for elective/appointive office; "Win with Women Plan"--a comprehensive how-to program. Contact: Carol Bros.

NATIONAL WOMEN'S EDUCATION FUND--a non-partisan national training and information service for women and public leadership; training programs and materials, information access, clearinghouse and related services. Contact: Lynn Olson.

WHAT CAN BE DONE TO WORK FOR THESE PRIORITIES?

OTHER EXISTING ACTION MECHANISMS AND RESOURCES

PUBLIC LEADERSHIP EDUCATION NETWORK--Five colleges cooperating in curriculum for political education of women. Contact: Katherine Kleeman, Eagleton Institute, Rutgers University, New Brunswick, NJ 08901.

NARAL ELECTION PROJECT--National lobby and media effort to activate pro-choice constituency; building coalitions in 17 states to stop Human Life Amendment ratification; support for pro-choice candidates. Contact: Nanette Falkenberg, National Abortion Rights Action League, 825 15th Street, NW, Washington, DC 20005 (202-347-7774).

MINNESOTA PROJECT 13--Non-partisan state coalition program to train grassroots women to utilize party process in electing pro-choice legislators. Contact: Ruth Cain, 3255 Hennepin, Minneapolis, MN 55408 (612-827-5362).

UNITED METHODIST CHURCH--WOMEN'S DIVISION--Legislative training sessions on issues, lobbying, and election skills. Contact: Joyce Hamlin, 110 Maryland, NE, Room 211, Washington, DC 20002 (202-488-5600).

WOMEN'S CAMPAIGN FUND--Unaffiliated political committee providing financial and technical assistance to progressive women candidates running for federal, state, local office. Contact: Ranny Cooper, 1725 I Street, NW, Room 515, Washington, DC 20006 (202-296-5346).

SUGGESTED ACTIVITIES

Provide education programs on running for office and the appointment process focused on state and local positions; establish local and state coalition efforts to spot and encourage women candidates and to generate campaign funds; establish coalitions to identify and support women for appointments; involve and support women now in government through organizational activities; encourage adult education institutions to use training programs from WEF in courses; involve all groups with a stake in the public process as activities are initiated; work for support of women by groups which have established PACs; provide political education programs on key community or state issues for potential candidates.

OTHER GROUPS TO ENLIST IN YOUR EFFORTS

National/state committees and caucuses of political parties; politically active progressive organizations such as Americans for Democratic Action, Common Cause; labor unions (N.E.A., CLUW, AFSCME, UAW); women's groups with progressive agendas: those with PAC's (NOW, Business and Professional Women) and those permitting political activity; involve those whose bylaws preclude direct candidate support through training, education, appointive projects of individual support.

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JULY 1, 1982

NATIONAL PLAN OF ACTION TASK FORCE ON:
CHILD CARE

The 1977 National Plan of Action supports federally supported efforts and legislation at all levels to promote quality voluntary child care programs, bias-free, accessible to all, and involving parent participation; also responsibility by employers and labor in making child care available.

TASK FORCE MISSION

The Child Care Task Force will work to raise public recognition of affordable child care as a basic support for many families, working, unemployed, or students, as an economic necessity for parents and an educational necessity for children. It will bring together advocacy networks to extend availability of child care, to promote enabling legislation, and to raise awareness of the need for a comprehensive system of federal support and fundings.

ONE-YEAR PRIORITIES:

- To build a broad-based national education and information network around child care as a family issue; to preserve and expand federal support.
- To connect women's organizations, unions and child care advocates in efforts to increase the availability and accessibility of affordable quality child care, rural and urban.
- To target states for significant progress through model legislation and increased funding for child care by joining efforts of advocacy organizations, legislators, agencies, service providers and parents.
- To reinforce obligations of employers for child care (e.g. through model union contract language); to extend tax offsets for providing or using care.
- To activate local constituencies on child care involving parents, organizations, churches, providers, officials, unions, and business.

LEADERSHIP ORGANIZATIONS

For general information on the task force, contact these organizations.

Women for Racial and Economic Equality (WREE)
130 E. 16th Street
New York, NY 10003
(212) 473-6111 Contact: Walteen Grady

Pioneer Women (NA'AMAT)
315 5th Avenue
New York, NY 10016
(212) 725-8010 Contact: Shoshonna Epstein

Coalition of Labor Union Women (CLUW)
11-15 Union Square
New York, NY 10003
(212) 242-0700 Contact: Ruth Antoniades

Women's Equity Action League (WEAL)
805 15th Street, NW Suite 822
Washington, DC 20005
(202) 638-1961 Contact: Nancy Axelrod

WREE--Multi-racial grassroots organizing; petition drive for comprehensive federal child care.

CLUW--Union-run child care centers; studies; model contract language.

NA'AMAT--Network of Israeli child care centers; potential U.S. model.

WEAL--Extensive resource/lobby on equity issues; legislative newsletter.

EXISTING ACTION MECHANISMS AND RESOURCES

CHILDREN'S DEFENSE FUND--Advocates public policy to meet basic survival needs. Broad information on programs/action. Contact: Helen Blank, CDF, 1520 New Hampshire Avenue, NW, Washington, DC 20036; phone (800) 424-9602.

NATIONAL BLACK CHILD DEVELOPMENT INSTITUTE--Analyzes effects of policy/programs on Black children. Contact: Evelyn Moore, 1436 Rhode Island Avenue, NW, Washington, DC 20005; phone (202) 387-3300.

WHAT CAN BE DONE TO WORK FOR THESE PRIORITIES?

MORE EXISTING ACTION MECHANISMS AND RESOURCES

CHILDREN'S FOUNDATION--Monitoring/advocacy projects for low-income pregnant/nursing women; advocates nationalized food programs for day care centers. Contact: Mary Roberts, 1420 New York Avenue, Suite 800, Washington, DC 20005; phone (202) 347-3300.

DAY CARE AND CHILD DEVELOPMENT COUNCIL OF AMERICA--Promotes coordinated network of universally available, locally-run, publicly-supported centers; program support/technical assistance to communities. Contact: Maureen McKinley, 1620 17th Street, NW, Washington, DC 20005; phone (202) 745-0220.

DAY CARE FORUM, INC.--Newsletter on public policy (city/state); organizes parent/community meetings around issues. Contact: Velmanette Montgomery or Tony Ward, 610 W. 112th Street, New York, NY 10020; phone (212) 663-7200.

CALIFORNIA CHILD CARE RESOURCE/REFERRAL NETWORK--Public information/analysis on policy/issues. Contact: Patti Siegel, 320 Judah Street, #2, San Francisco, CA 94122; phone (415) 661-1714.

CENTER FOR PUBLIC REPRESENTATION--Audits, targets gaps in service delivery level; WI Women's Network (broad-based advocacy group with Child Care Task Force). Contact: Patricia Mapp, Children's Audit Project, 520 University Avenue, Madison, WI 53703; phone (608) 251-4008.

CHILDCARE SUPPORT CENTER--Regional headquarters of Save the Children. Contact: Nancy Travis, phone (404) 885-1578.

FEDERATION OF CHILD CARE CENTERS OF ALABAMA (FOCAL)--Training for providers; shares information, monitors legislation, develop strategies in coalition with other groups. Contact: Sophia Bracy Harris, 3702 Cleveland Avenue, P.O. Box 214, Montgomery, AL 36101; phone (205) 262-3456.

Local child care workers unions, e.g. District Council 1707 AFSCME, New York or

ACTWU CHILD CARE CENTER--(One of six child centers run by this union). Contact: Manny Tutuer, 323 S. Ashland, Chicago, IL 60607; phone (312) 738-6211.

SUGGESTED ACTIVITIES

Identify targets for incremental improvement in current federal and state support for child care, especially for low-income. Monitor and bring home to media, officials, the public, impact of federal budget cutbacks and program changes on families struggling to survive; show family benefits of quality child care; compile case histories, write news stories; use cable TV/videotape. Assess local need for child care service to pinpoint problems of availability; gather parents, providers, organizations, churches, business in forums to identify problems/possibilities; lead community organizing effort. Develop broad-based statewide contacts as resources for lobbying/legislation/regulations.

OTHER GROUPS TO ENLIST IN YOUR EFFORTS

The Junior Leagues, Inc.--CHILDWATCH--Program on effects of the Reagan budget in conjunction with the CDF. Contact: area chapter.

Many local YWCA's operate child care centers, some geared to needs of teen-aged mothers.

AAUW FAMILIES AND WORK PROJECT joins business, unions, organizations in building family supports. Contact: Mary Ann Krickus, American Association of University Women, 2401 Virginia Avenue, NW, Washington, DC 20037; phone (800) 424-9717.

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JULY 1, 1982

NATIONAL PLAN OF ACTION TASK FORCE ON:
EMPLOYMENT

The 1977 National Plan of Action calls for a federal full employment policy; enforcement and extension of anti-discrimination laws; efforts by governments, institutions, business, industry and unions to reduce occupational segregation and promote upward mobility; special attention to minority women; amendment of the Veteran's Preference Act; extension of the labor standards and the right to unionize; support for flexitime jobs; extension of the data base.

TASK FORCE MISSION

The Employment Task Force will work for unified action among organizations and women promoting an equitable full employment policy and addressing the issues of comparable worth, pay equity, job and career training, and support for family responsibilities. It will promote organizing as a route to effectiveness in achieving change both politically and in the workplace.

ONE-YEAR PRIORITIES:

- Provide information on candidate records on job issues to inform and involve women workers in political action.
- Develop visible opposition to weakening affirmative equal opportunity measures which provide job protection and upward mobility.
- Educate women about labor organizations and worker associations.
- Support organization and litigation on behalf of comparable worth/pay equity.
- Work with government and the private sector to increase job/career training opportunities for women and to promote workplace options reinforcing families.

LEADERSHIP ORGANIZATIONS

For general information on the task force, contact starred (*) organizations.

- | | |
|---|---|
| * Federally Employed Women (FEW)
1010 Vermont Avenue, NW Room 821
Washington, DC 20005
(202) 638-4404 Contact: Fran Kaplan | * Working Women's National Association of
Office Workers (WW)
1218 Chestnut Street
Philadelphia, PA 19107
(215) 925-6684 Contact: Ellen Cassidy |
| * American Nurses Association (ANA)
2420 Pershing Road
Kansas City, MO 64108
(816) 474-5720 Contact: William Kuehn | National Conference of Puerto Rican Women
39 Stillman Street
Boston, MA 02113
(617) 279-0100 Contact: Maria VanHoy |
| Girls Clubs of America, Inc. (GCA)
205 Lexington Avenue
New York, NY 10016
(212) 689-3700 Contact: Edith Phelps | League of Women Voters of the US
1730 M Street, NW
Washington, DC 20036
(202) 296-1770 Contact: Nancy Reder |
| United Food and Commercial Workers
International Union
1775 K Street, NW
Washington, DC 20006
(202) 223-3111 Contact: Addie Wyatt | United Auto Workers, Women's Department (UAW)
8000 E. Jefferson
Detroit, MI 48214
(313) 926-5237 Contact: Dorothy Haener |

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WHAT CAN BE DONE TO WORK FOR THESE PRIORITIES?

EXISTING ACTION MECHANISMS AND RESOURCES

- FEW--Candidate records (national); monitor/lobby enforcement of laws/regulations affecting women and minorities in government; regional training workshops, talent banks, job listings; newsletter, publications.
- WW--12 regional field offices; leader/organizer training; monitoring worksites and enforcement; media campaigns and resource kits; newsletter, films.
- ANA--Organization/litigation around comparable worth/affirmative action; childcare and other workplace issues.
- GCA--Advocates for girls' rights/potential; advocate training; career development/job training.
- UAW--Projects to increase participation of women members; model equal opportunity contract language; education/political action.
- COALITION OF LABOR UNION WOMEN--Promote unionization of unorganized women, affirmative action, child care, health/safety; political action joining union women. Address: 15 Union Square, New York, NY 10003; phone (212) 242-0700.
- WOMEN'S BUREAU, DEPARTMENT OF LABOR--Major source of statistics and information on women workers; new data on child care. Address: 200 Constitution Avenue, NW, Washington, DC 20210; phone (202) 523-6611.
- AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, WOMEN'S DIVISION--Project teaching women benefits of membership in unions; voter education. Contact: Barbara Hutchinson, 1325 Massachusetts Avenue, NW, Washington, DC 20005; phone (202) 737-8700.
- NATIONAL COMMISSION ON WORKING WOMEN--Public information on women in workforce; testimony; model format for working women's dialogue; media award/campaigns, fact sheets. Contact: Sandra Porter, 2000 P Street, NW, Suite 508, Washington, DC 20036; phone (202) 887-6820.
- WOMEN'S CAMPAIGN FOR JOBS AND ECONOMIC JUSTICE--Agenda supported by 11 national organizations to address economic crisis of women/children through issues of income, workplace, education/training. Contact: Women's Campaign/WOW, 1511 K Street, NW, Suite 345, Washington, DC 20005; phone (202) 638-3143.
- NATIONAL COMMITTEE ON PAY EQUITY--Organization/individuals supporting pay equity through education, litigation, political action. Contact: Kathy Collette, American Federation of State, County, Municipal Employees, 1625 L Street, NW, Washington, DC 20036; phone (202) 452-4800.
- FAMILIES AND WORK PROJECT--Joins business, unions, organizations in building family supports. Contact: Mary Ann Krickus, American Association of University Women, 2401 Virginia Avenue, NW, Washington, DC 20037; phone (800) 424-9717.

SUGGESTED ACTIVITIES

Provide women information on defending working rights; seek enforcement of affirmative action; bring together diverse women workers for dialogue on equity issues of pay and workplace; provide public forum on workplace/family/pay issues involving workers, unions, employers, churches, organizations; use cable TV and "speaker's bureau" of women workers for community education; use media stories to make issues human; compile vocational packages urging preparation by girls; form political coalitions to gather/distribute candidate records; form advocacy networks of women's organizations, unions, women's centers, etc. to change laws, regulations, policies; promote equitable access to training programs through schools, agencies, employers; monitor/publicize positive and negative employer behavior; run local candidate forums/surveys highlighting issues.

OTHER GROUPS TO ENLIST IN YOUR EFFORTS

Progressive women's organizations and church groups; unions, especially those for "women's work"; unorganized women workers; YWCA's; centers and shelters for women/displaced homemakers; National Congress of Neighborhood Women, Rural American Women; business and professional networks; child care advocates.



JULY 1, 1982

NATIONAL PLAN OF ACTION TASK FORCE ON:
HEALTH

The 1977 National Plan of Action calls for establishment of health security programs acknowledging the special needs of women; improved community facilities, contraceptive research, substance abuse efforts, representation in professions and on policy boards; increased review of drugs, custodial care, surgical procedures; access to low cost family planning and services assuring the right to individual choice in determination of reproductive life.

TASK FORCE MISSION:

The Health Task Force will work to promote recognition among individuals and organizations of women's stake in health issues; to increase the contribution of women to progressive public policy reflecting life-and-death concerns of the 80's; to encourage organized advocacy of women's health issues providing for a maximum of information and choice for individuals; to support humanistic alternative care and services.

ONE-YEAR PRIORITIES:

- To encourage groups at the local level to define in terms specific to their own communities the critical health issues facing women in the 80's (including reproductive freedom, maternal/child health, long-term care, environmental/occupational safety) and emphasizing high-risk populations.
- To request communication on these issues back to the task force to be shared with other communities.
- To encourage women's advocacy of supportive public policy through participation in action networks/coalitions and as a voting constituency.
- To monitor the effects of block grants, budget cuts and regulation on health care delivery systems in accessibility, maintenance of standards, accountability.
- To promote dialogue among consumers, providers and policy makers on local, state, and federal levels.

LEADERSHIP ORGANIZATIONS

For general information on the task force, contact starred (*) organizations.

* National Council of Jewish Women (NCJW)
1346 Connecticut Avenue, NW
Washington, DC 20036
(202) 296-2588 Contact: Harriet Stonehill

* National Women's Health Network (NWHN)
224 Seventh Street, SE
Washington, DC 20003
(202) 543-9222 Contact: Belita Cowan

Women and Health Roundtable (WHR)
2000 P Street, NW Suite 403
Washington, DC 20036
(202) 466-3545 Contact: Elayne Clift

NCJW--Member organization coordinating education, services, social action; local direct and referral services for women with special health problems; community and legislative action on health issues and reproductive choice.

NWHN--Member organization influencing health policy and legislation; clearinghouse on women's health topics; monitors federal agencies; hot-line and referrals; conference calendar; newsletter.

WHR---Coalition of health and women's organizations working to improve federal health policies and programs for women; monthly forums for issue analysis, information exchange, legislative strategies (forum format available).

WHAT CAN BE DONE TO WORK FOR THESE PRIORITIES?

OTHER EXISTING ACTION MECHANISMS AND RESOURCES

- AMERICAN NURSES ASSOCIATION--Promotes women's health issues and equity for health professionals. Contact: William Kuehn; 2420 Pershing Road, Kansas City, MO 64108; phone (816) 474-5720.
- PLANNED PARENTHOOD FEDERATION OF AMERICA--Promotes low-cost voluntary family planning for all women; provides direct and referral service, technical assistance; information on developments affecting reproductive choice; research, program and policy formulation on U.S. services and needs. Address: 810 7th Avenue, New York, NY 10019; phone (212) 541-7800.
- ENCORE: YWCA--200 instructors nationwide for post-mastectomy rehabilitation effort. Contact: local YWCA or National Board, 135 W. 50th Street, New York, NY 10020; phone (212) 621-5115.
- COALITION FOR MEDICAL RIGHTS FOR WOMEN--Promotes response to women's needs by medical system; education/action programs for public, providers, state department and legislators on: DES, health hazards, reproductive freedom, Pap smear, sterilization abuse; referrals, newsletter. Contact: Robbie Young, 1638 B Haight Street, San Francisco, CA 94117; phone (415) 621-8030.
- WOMEN'S OCCUPATIONAL HEALTH RESOURCE CENTER--Information, library, research service on workplace needs; links concerned groups including management, unions, workers, scientists, organizations; technical bulletin; hazard fact sheets/surveys; newsletter. Contact: Jeanne Stellman, Columbia University, School of Public Health, 60 Haven Avenue (B-1), New York, NY 10032; phone (212) 694-3464.
- MONTGOMERY COUNTY HEALTH ACTION NETWORK--Lobby and dialogue with policy makers; local action model. Contact: Ruth Segal, P.O. Box 165, Garrett Park, MD 20766; phone (202) 245-0291.
- NARAL ELECTION PROJECT--National lobby and media effort to activate pro-choice constituency; building coalitions in 17 states to stop Human Life Amendment ratification; support for pro-choice candidates. Contact: Nanette Falkenberg, National Abortion Rights Action League, 825 15th Street, NW, Washington, DC 20005; phone (202) 347-7774.

SUGGESTED ACTIVITIES

Bring together diverse expertise for local/state discussion of issues; select consensus priorities for action; consider teen mothers, mental health, substance abuse, rural access, nursing homes; review environmental/occupational concerns; hold health information fairs or forums analyzing issues; build directories of local/state health resources; videotape forums/dialogues for cable TV; review volunteer role; support woman-provided services and alternative care; build and educate voter/lobby coalitions.

OTHER GROUPS TO ENLIST IN YOUR EFFORTS

Progressive women's organizations; organizations of rural and minority women, women/health centers, health professional/service provider groups; unions; fair budget coalitions.

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JULY 1, 1982

NATIONAL PLAN OF ACTION TASK FORCE ON:
EDUCATION

The 1977 National Plan of Action calls for implementation and enforcement of laws prohibiting discrimination at all levels of education; special consideration for sports, leadership positions, vocational training, elimination of sex and race stereotyping.

TASK FORCE MISSION:

The Task Force on Education will work to achieve educational equity for women and men of all ages and at all levels of education. It will strive to promote public understanding and support of educational equity through legislation, implementation, and funding of equity programs.

ONE-YEAR PRIORITIES:

- To halt erosion in:
 - Title IX of the Education Amendments of 1972 (which prohibits sex discrimination in federally assisted education programs and activities)
 - WEEA (Women's Educational Equity Act) (which supports efforts to overcome inequities facing women and girls in education)
 - Title IV of the 1964 Civil Rights Act (provides technical assistance in Title IX implementation) and Title VI (prohibits race discrimination)
 - Vocational education and other Federal legislation and funding supportive of educational equity
- To have educational equity legislation enacted and enforced in a maximum number of states, sharing successful legislative models.
- To develop and share information and models promoting progress toward educational equity in local communities.
- To maintain and expand the involvement of professionals and citizens in paid and volunteer activities promoting educational equity.

LEADERSHIP ORGANIZATIONS

For general information on the task force, contact starred (*) organization.

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|--|--|
| * American Association of University Women
2401 Virginia Avenue, NW (AAUW)
Washington, DC 20037
(202) 785-7760 Contact: Amy Berger | National Association for Women and
Girls in Sport
1900 Association Drive
Reston, VA 22091
(703) 476-3450 Contact: Carol Thompson |
| American Educational Research Association
SIG: Research on Women and Education
1832 M Street, NW #821
Washington, DC 20036
(202) 653-5846 Contact: Susan Klein | National Women's Studies Association
Social Sciences Building
University of Maryland
College Park, MD 20742
(301) 454-3757 Contact: Susan Gore |
| League of Women Voters
1730 M Street, NW
Washington, DC 20036
(202) 296-1770 Contact: Marlene Provizer | Project on Equal Education Rights (PEER)
1112 13th Street, NW
Washington, DC 20005
(202) 332-7337 Contact: Holly Knox |

WHAT CAN BE DONE TO WORK FOR THESE PRIORITIES?

EXISTING ACTION MECHANISMS AND RESOURCES

- PEER--Community involvement project to improve vocational access K-12. "Title IX Watch" updates. Contact: Linda Weston, 1112 13th Street, NW, Washington, DC 20005; phone (202) 332-7337.
- WOMEN'S EQUITY ACTION LEAGUE (WEAL)--National legislative updates. Contact: Char Mollison, 805 15th Street, NW, Washington, DC 20005; phone (202) 638-1961.
- MATH/SCIENCE NETWORK--Links individuals, programs, institutions, conferences. Address: Math/Science Resource Center, Mills College, Oakland, CA 94613; phone (415) 430-2230.
- NATIONAL EDUCATION ASSOCIATION--Also state and local education associations. Contact: Barbara Stein, 1201 16th Street, NW, Washington, DC 20036; phone (202) 822-7715.
- PROJECT ON THE STATUS AND EDUCATION OF WOMEN--Higher Education newsletter-subscribe. Contact: Bernice Sandler, Association of American Colleges, 1818 R Street, NW, Washington, DC 20009; phone (202) 387-1300.
- SOCIAL SCIENCE CLEARINGHOUSE--Computerized information on educational research/programs. Contact: Sydney Meredith, 855 Broadway, Boulder, CO 80302; phone (303) 492-8434.
- SPRINT HOTLINE--"In the Running" newsletter. Address: 805 15th Street, NW, Washington, DC 20005; phone (800) 424-5162, for information on athletics.
- REGIONAL SEX DESEGREGATION ASSISTANCE CENTERS--Funded by Title IV, U.S. Education Department. For nearest center, contact MACSE, #252, 3301 New Mexico Avenue, NW, Washington, DC 20016; phone (202) 686-3511.

SUGGESTED ACTIVITIES

- * Lobby Congress, legislatures, school boards on legislation and appropriations.
- * Organize or participate in state and local coalitions pushing for educational equity efforts in legislation, funding, enforcement, curriculum, training.
- * Investigate progress toward equity in state and local school systems and higher education institutions, including employment of women in administrative positions, proportion of women on boards of education, enrollment of boys and girls in non-traditional vocational courses, type of counseling, use of unbiased textbooks and curricula, athletic, physical education and extracurricular opportunities, etc.
- * Educate local leaders, organizations and individuals, including students, concerning educational equity problems and involve them in working toward solutions.
- * Support the programs and staff already devoted to educational equity, such as Title IX and vocational education sex equity personnel, Title IV centers, and demonstrations funded by WEEA, PEER.

OTHER GROUPS TO ENLIST IN YOUR EFFORTS

National, state, and local chapters/representatives of the Lead Organizations listed on front of sheet. Subscribe to: AAUW "Action Alert;" "WEAL Washington Report." Persons employed in state and local Education Departments and higher education institutions as Title IX or vocational education sex equity coordinators, affirmative action/human rights officials, women's studies faculty. Organizations with general concern for quality of education such as Parent-Teacher, student groups, women's centers, and state or local Commissions for Women.

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JULY 1, 1982

NATIONAL PLAN OF ACTION TASK FORCE ON:
INTERNATIONAL ISSUES

The 1977 National Plan of Action calls for increased U.S. support and participation by women in foreign policy, UN Commission on the Status of Women, development programs, international human rights treaties and conventions, peace and disarmament, international education and communication, and the International Women's Decade.

TASK FORCE MISSION:

The International Issues Task Force will work to promote the welfare of women worldwide, particularly women in developing countries; to shift resources from the military to human services worldwide; to increase networking and cooperation among women worldwide emphasizing the commonality of their struggles; to develop initiatives to advance the cause of world peace; to share information on timely action needed; and to ensure appropriate U.S. preparation for the 1985 U.N. World Conference.

ONE-YEAR PRIORITIES:

- Initiate a campaign to advance ratification by the U.S. Senate of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women.
- Alert women's groups about foreign aid legislation that affects women in developing countries.
- Work to build the influence of women in shaping policy affecting peace and international development, food production and land use, refugees and immigrants.
- Reach a million women to petition to Stop The Arms Race (STAR) by International Women's Day, March 8, 1983, and work in disarmament coalitions.

LEADERSHIP ORGANIZATIONS

For general information on the task force, contact starred (*) organizations.

* Women's International League for
Peace and Freedom (WILPF)
1213 Race Street
Philadelphia, PA 19107
(215) 563-7100 Contact: Libby Frank

National Council of Negro Women (NCNW)
1918 H Street, NW Suite 900
Washington, DC 20006
(202) 293-3902 Contact: Dorothy Height

National Women's Law Center (NWLC)
1751 N Street, NW
Washington, DC 20036
(202) 876-0270
Contact: Shirley Wilcher

Zonta, International
35 East Wacker
Chicago, IL 60601
(312) 346-1445 Contact: Valerie Levitan

* Coalition for Women in International
Development (CWID)
3700 13th Street, NE
Washington, DC 20003
(202) 422-3430 Contact: Maria Riley

National Federation of Temple Sisterhoods
838 5th Avenue (NFTS)
New York, NY 10021
(212) 249-0100
Contact: Constance Kveshtool

Rural American Women (RAW)
1522 K Street, NW Suite 700
Washington, DC 20005
(202) 785-4700 Contact: Jane Threatt

WHAT CAN BE DONE TO WORK FOR THESE PRIORITIES?

EXISTING ACTION MECHANISMS AND RESOURCES

WILPF--A non-partisan member organization working for peace and social justice; Stop The Arms Race Campaign packet, publications, including Peace and Freedom. Contact: Donna Cooper, (215) 563-7110.

RAW---A member organization for recognition of problems/achievements of rural women; forums, advocacy for legislation, health and child care, education, legal services; links rural women worldwide.

CWID---A broadly-based, non-partisan effort to inform U.S. policy and opinion makers on issues affecting women, especially in the Third World, and to mobilize support for policies recognizing women as partners in the work and the benefits of development.

ZONTA--Work for peace through world fellowship of women executives; U.N. consultative status; Columbia urban slum project.

AMERICAN FRIENDS SERVICE COMMITTEE--National/international efforts for peace, non-violence, food and medical aid/relief, human rights, refugees, disarmament. Regional offices. Address: 1501 Cherry Street, Philadelphia, PA 19102; phone (215) 241-7000. Contact: Linda Bullard.

OVERSEAS EDUCATION FUND OF LEAGUE OF WOMEN VOTERS--Assist women in developing countries to leadership, training, linkage with U.S. women's groups; educational exchange, needs surveys, resource center, publications. Address: 2101 L Street, NW, Washington, DC 20037; phone (202) 466-3430. Contact: Elise Smith.

INTERNATIONAL WOMEN'S TRIBUNE CENTER--Entry point for overseas women; resource center for women and development; links with U.N., organizations and foundations; forums, project data bank, audiovisual aids, publications, newsletters. Address: 305 E. 46th Street, 6th Floor, New York, NY 10017; phone (212) 421-5633. Contact: Mildred Persinger.

SUGGESTED ACTIVITIES

Provide educational programs on link between militarization worldwide and lack of food, land, jobs for women; join and form broad-based coalitions with peace and anti-nuclear groups; use cable television for public forums on peace and development issues utilizing educators and other informed citizens; promote international education in schools and community groups; utilize exchange programs to make tangible connections among women; question political candidates on aid to international women's programs.

OTHER GROUPS TO ENLIST IN YOUR EFFORTS

Church Women United, United Presbyterian Church, International Feminist Commission, American Friends Service Committee, Unitarian Universalist Association, League of Women Voters, American Association of University Women, international professional and service groups, world hunger groups, United Nations Association.

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JULY 1, 1982

NATIONAL PLAN OF ACTION TASK FORCE ON:
HOMEMAKERS AND FAMILY LAW

The 1977 National Plan of Action calls for recognition that marriage is a partnership in which the contribution of each spouse is of equal value; revision of marital property, social security and pension laws; economic protections in divorce and provision for children's needs with sharing of the economic burden; support of displaced homemaker programs; recognition of the needs of poor and older women in housing, training, counseling, business and employment opportunities, financial management and legal services.

TASK FORCE MISSION:

The Task Force will work to reinforce marital partnership through increased legal and economic equity during marriage and at its dissolution by death, divorce, or separation. It will promote: respect for family diversity; the economic value and shared responsibility in homemaking; the dignity of poor and older women; and equal rights in social security, pensions, inheritance, property, child custody/support/care.

ONE-YEAR PRIORITIES:

- Raise consciousness to marriage partnership in which spouses share rights and responsibilities entitling equal management and control of assets and earnings acquired.
- Compile data on realities of family life; document diversity; illustrate devaluation of homemaker-provided goods and services and under-valuation of "women's work" in the labor force.
- Research legal/judicial patterns contributing to increase of women and their children among the poor.
- Review efforts to reform state laws governing marriage/divorce, sharing information on "model" laws.
- Oppose federal/state fiscal moves which cut assistance to poor women and families in AFDC, social security, housing assistance, food stamps, etc.
- Support funded programs to foster economic independence of displaced homemakers, low-income women, and single-parent families.
- Oppose the "Family Protection" Act which would: prevent protective and supportive services to families in transition; undermine educational efforts to end race and sex discrimination; promote school prayer.
- Support the Women's Economic Equity Act package providing: pension reforms; access for ex-wives and widows to military pensions; IRA's for homemakers, tax benefits for child and dependent care; end to sex discrimination in health, disability, retirement, life and auto insurance.

LEADERSHIP ORGANIZATIONS

For information on the task force, contact starred (*) organization. All are member organizations.

*National Congress of Neighborhood Women
249 Manhattan Avenue
Brooklyn, NY 11211
(212) 388-6666 Contact: Jan Peterson

Displaced Homemakers Network
755 8th Street, NW
Washington, DC 20001
(202) 347-0522 Contact: Sandra Burton

B'nai B'rith Women
1640 Rhode Island Avenue, NW
Washington, DC 20036
(202) 857-6655 Contact: Edna Wolfe

Homemakers Equal Rights Association
342 West Hornbeam Drive
Longwood, FL 32750
(305) 862-6860 Contact: Linda Duncan Cohen

WHAT CAN BE DONE TO WORK FOR THESE PRIORITIES?

EXISTING ACTION MECHANISMS AND RESOURCES

NOW/LEGAL DEFENSE AND EDUCATION FUND--Research/education/litigation organization.

Available reports: Impact of State ERAs on Family Law; Conference on the Future of the Family. Address: 132 West 43rd Street, New York, NY 10036; phone (212) 354-1225.

FAMILIES AND WORK PROJECT--Engages diverse groups from business/organizations in seeking ways to humanize the workplace; conference and project formats. American Association of University Women, 2401 Virginia Avenue, NW, Washington, DC 20037; phone (800) 424-9717. Contact: Mary Ann Krickus.

WOMEN'S EQUITY ACTION LEAGUE--Conducts litigation and monitors policy to secure legal and economic rights for women; analyzes budget cuts for impact on homemakers, poor and older women. National Coalition on Older Women's Issues (task forces, coordination)--Midge Marvel. Address: 805 15th Street, NW, Washington, DC 20005; phone (202) 638-1961. Contact: Char Mollison.

WOMEN'S LEGAL DEFENSE FUND--Legal assistance in cases involving sex discrimination in employment, credit, domestic relations, domestic violence, pensions and insurance. Address: 2000 P Street, NW, Suite 400, Washington, DC 20036; phone (202) 887-0364. Contact: Judith Lichtman.

SUGGESTED ACTIVITIES

- * Investigate and publicize family law provisions of your state.
- * Organize speak-outs on the effects of family law on women.
- * Monitor court proceedings and enforcement for local practices on child custody, income maintenance, and support awards. Include percentage of payments actually collected.
- * Assess availability of quality low-income housing.
- * Present Family Forums for public discussion of issues representing diverse groups and structures.
- * Use cable TV for local videotapes illustrating effects of public policies (e.g., budget cuts) on the lives of women or family diversity or success strategies.
- * Review school texts and courses to assure young people are prepared realistically for marriage, family, and occupational roles.
- * Present workshops on the Legal Status of Homemakers in your state, including credit, debts, pensions, etc.

OTHER GROUPS TO ENLIST IN YOUR EFFORTS

Involve local units and networks of displaced homemakers, battered women's shelters, women's centers, Older Women's League, YWCA, other politically active groups with pro-women agendas. Reach out to Church Women United and other religious groups; Jaycees and Jaycettes and other young parent groups; Parents Without Partners; home economists and rural homemakers groups; unions; sympathetic male service organizations. Note: Some groups with "Pro-Family" in their program statements are anti-woman in their viewpoint that the wife and mother should fulfill the role of servant to husband and children.

The National Women's Conference Committee produced and distributed these Task Force papers. For full 1977 Plan of Action, send \$1.00 to Allie Hixson, Secretary, Route 4, Box 502, Greensburg, KY 42743.



League of Women Voters of Texas Education Fund
NONPARTISAN

VOTERS GUIDE

1212 Guadalupe, No. 107 • Austin, Texas 78701

GENERAL ELECTION

NOVEMBER 5, 1985

The League of Women Voters is a nonpartisan organization which works to promote political responsibility through active informed participation of all citizens in their government. The League DOES NOT support or oppose any political party or candidate. It does publish and distribute factual in-

formation to help prepare citizens to cast an informed vote.

The information on the constitutional amendments was compiled by the League of Women Voters of Texas from various sources, and the arguments for and against are not necessarily those

of the League. Primary sources of information: Texas Legislative Council and House Study Group; Special Legislative Report of Texas House of Representatives.

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THIS VOTERS GUIDE WAS MADE POSSIBLE THROUGH FUNDS FROM THE LEAGUE OF WOMEN VOTERS OF TEXAS EDUCATION FUND.

PROPOSED CONSTITUTIONAL AMENDMENTS

★ AMENDMENT 1 ★

☐ FOR

☐ AGAINST

(Wording on Ballot)

THE CONSTITUTIONAL AMENDMENT TO AUTHORIZE THE ISSUANCE OF AN ADDITIONAL \$980 MILLION OF TEXAS WATER DEVELOPMENT BONDS, TO CREATE SPECIAL WATER FUNDS FOR WATER CONSERVATION, WATER DEVELOPMENT, WATER QUALITY ENHANCEMENT, FLOOD CONTROL, DRAINAGE, SUBSIDENCE CONTROL, RECHARGE, CHLORIDE CONTROL, AGRICULTURAL SOIL AND WATER CONSERVATION, AND DESALINIZATION, TO AUTHORIZE A BOND INSURANCE PROGRAM, AND TO CLARIFY THE PURPOSES FOR WHICH TEXAS WATER DEVELOPMENT BONDS MAY BE ISSUED.

★★★ EXPLANATION ★★★

Since 1957, when the first Texas Water Development Bonds were authorized, Texas voters have approved the issuance of \$600 million of these bonds, which are guaranteed by the state's credit.

This amendment would authorize the Texas Water Development Board to issue an additional \$980 million of bonds to be used for the following purposes:

- \$400 million for state participation in the construction of reservoirs and regional water and wastewater systems. The state participation program would expand the scope of the existing storage acquisition program, under which \$80 million has been allocated for state cost-sharing in the construction of eight reservoirs.

State participation would be limited to 50 percent of the costs of any single project. The legislature could limit the amount of state funds to be used for the state participation program in each fiscal year. (Contingent on approval of Amendment 1, a \$50 million limit has been set for the 1986-87 biennium.)

- \$580 million to purchase bonds of political subdivisions; such as cities and water districts, with this money being allocated as follows:

- \$190 million for water supply projects;
- \$190 million for water quality projects, such as sewage treatment;

- \$200 million for structural and nonstructural flood control.

The amendment would also create a new state bond insurance program. Under this program, up to \$250 million of the state's credit could be pledged to guarantee payment of bonds, issued by political subdivisions for water supply, water quality, and flood control projects. Unless suspended by a two-thirds vote of the legislature, the following limits would apply:

- a two-to-one ratio of bonds insured to the state's liability;

- maximum bond insurance coverage of \$100 million in any fiscal year;

- expiration of the program, except for bonds already insured, at the end of six years.

In addition, the amendment would authorize the legislature to create special water funds for various purposes and to appropriate state money to the funds.

If Amendment 1 is approved by Texas voters, legislation contingent on passage of the amendment will go into effect, including provisions for the following:

Conservation: Applicants for more than \$500,000 of state financial assistance and applicants for water rights permits will be required to have appropriate water conservation programs. The Water Development Board will conduct an educational and technical assistance program to help political subdivisions develop comprehensive water conservation plans.

Agricultural Soil and Water Conservation: A \$15 million Agricultural Trust Fund will be established. Up to \$5 million from the fund is to be used for a two-year pilot program of low-interest loans to farmers for purchase of water-conserving irrigation equipment.

The remainder of the fund will be invested, with half the interest being added to the principal of the fund and the other half being used for agricultural soil and water conservation programs of state agencies and universities.

Protection of Bays and Estuaries and Instream Uses: In permits for new reservoirs within 200 river miles of the coast, the Water Commission will include, to the extent practicable, requirements for inflows to the bays and estuaries necessary for an ecologically sound environment that will maintain the productivity of fish and shellfish. Five percent of the annual firm yield of water from any of these reservoirs that are constructed with state financial participation will be appropriated to the Parks and Wildlife Department for releases to bays and estuaries and for instream uses.

Further studies of the estuaries, conducted jointly by the Parks and Wildlife Department and the Water Development Board, are to be completed by 1989.

Underground Water Conservation Districts: Chapter 52 of the Texas Water Code, which provides for underground water conservation districts, will be amended to allow the state to take the initiative in establishing new districts.

A part of the state where groundwater problems exist may be designated as a critical area. The Texas Water Commission will then provide for an election on creation of a local conservation district. If voters in a critical area fail to approve the creation of a district, local governments in that area will not be eligible for state financial assistance for water projects.

Districts operating under this chapter will be given new powers to:

- buy, sell, transport, and distribute surface water and groundwater;

- exercise the power of eminent domain, except for the purpose of acquiring rights to groundwater;

- issue and sell bonds and notes.

These districts will be required to:

- develop comprehensive plans for efficient use of groundwater;

- keep records of wells drilled and of groundwater production and use;

- require permits for all wells that can produce 25,000 gallons or more per day, except wells for domestic use, livestock, and oil and gas production;

- report annually to the state on their findings and activities;

- hold an annual hearing on adoption of their budget and tax rate.

Prior to each legislative session, the Water Commission will report to the legislature on elections held to form districts and on activities of districts formed after 1985.

★★★ FOR ★★★

- Passage of this amendment will help meet the water needs of the state's rapidly growing population in a timely manner.

- State participation in financing reservoirs and regional water and wastewater systems will provide an incentive for construction of these facilities at their optimum size. By carrying a portion of the costs while needs for water and wastewater services develop, the state can encourage the construction of more efficient regional facilities, rather than small plants that may lack skilled operators and may need to be replaced when their capacity is exceeded.

- The \$580 million of bonds for financial assistance to political subdivisions will encourage the construction of many needed water supply and wastewater treatment systems. Flood control projects will also be eligible for state assistance. This program will be especially helpful to small cities and water districts that cannot finance their projects through the commercial bond market.

- The bond insurance program is an innovative means of reducing costs to local governments of financing water projects. The pledge of the state's credit to guarantee local bonds will enable political subdivisions to sell their bonds through the commercial market at lower interest rates.

- Programs providing state financial aid for water projects are balanced in this "water package" by measures that will encourage water conservation, protect natural resources, and encourage better management of groundwater. These measures will go into effect only if voters approve the proposed amendment.

★★★ AGAINST ★★★

- This amendment would open the spigot for substantial future drains on the state's General Revenue Fund. It includes no fiscal safeguards to assure that local participants in state cost-sharing projects repay the state in a timely fashion. Indeed, there is no requirement that the state ever be repaid for its investment in these facilities.

- Water Development Bonds are the only state bonds that have required use of the General Revenue Fund for principal and interest payments. The \$63 million in past demands on the state treasury are small in comparison with potential demands if this amendment is approved.

- Costs of administering the financial assistance programs will also fall upon the state's taxpayers. Almost \$2.5 million for increased costs of managing the Water Development Fund have been appropriated for the current biennium, contingent on passage of this amendment.

- Water projects should be paid for by users, rather than by subsidies from the state's taxpayers. The best way to encourage water conservation is to assure that users pay the full cost of the water facilities that serve them.

- Adverse environmental impacts of new state-subsidized reservoirs on farmlands, forest, rivers, and coastal resources will far outweigh the modest provisions for better management of natural resources included in the legislation that is contingent on passage of this amendment.

POLLS OPEN 7 A.M. — CLOSE 7 P.M.

★ AMENDMENT 2 ★

☐ FOR ☐ AGAINST

(Wording on Ballot)

THE CONSTITUTIONAL AMENDMENT AUTHORIZING THE ISSUANCE AND SALE OF \$200 MILLION OF TEXAS AGRICULTURAL WATER CONSERVATION BONDS.

★★★ EXPLANATION ★★★

This amendment would authorize the Texas Water Development Board to issue up to \$200 million in general obligation bonds of the state. Proceeds from the bonds would be placed in an Agricultural Water Conservation Fund.

No bonds could be sold until authorized by a two-thirds vote of each house of the legislature. And no bonds could be issued after November 5, 1989. Provisions for management and use of the Agricultural Water Conservation Fund would be made by law.

This amendment is part of the "water package" that also includes Amendment 1 and the legislation that will go into effect if Amendment 1 is adopted. The legislation would

authorize a two-year pilot program of low-interest loans to farmers for purchasing water-conserving irrigation equipment.

The pilot program would be managed by the Texas Water Development Board, which would lend up to \$5 million to districts that would, in turn, lend the money to farmers for purchasing more efficient irrigation equipment. Underground water conservation districts and state soil and water conservation districts would be eligible to participate in the pilot program.

The Water Development Board would report to the legislature before January 1, 1987, and before January 1, 1989, on the progress of the pilot program. The purpose of the pilot program, and of these reports, is to help the legislature decide whether and how to implement the agricultural water conservation bond program proposed by this amendment.

★★★ FOR ★★★

• More than 70 percent of the water used in Texas in 1980 was used for farm irrigation. The percentage was even higher in water-short areas of the state. Reducing the

amount of water used for irrigation is the cheapest and easiest way to avoid future water shortages.

• Irrigation equipment is available that can save more than 20 percent of the water used to grow crops and that will pay for itself in a few years through lower production costs. Low-interest state loans to help farmers purchase water-conserving equipment will extend existing water supplies and make water available for other uses.

★★★ AGAINST ★★★

• State bond money should not be used to finance purchases by individual citizens. Too many tax-exempt bonds for industrial development, housing, and loans to individuals are now being issued by state and local governments. Voters should turn down proposals for additional bonds except those that will finance capital improvements to serve the public.

• Bonds for loans to farmers would carry a high financial risk because so many farmers have already gone too deeply in debt.

★ AMENDMENT 3 ★

☐ FOR ☐ AGAINST

(Wording on Ballot)

THE CONSTITUTIONAL AMENDMENT TO AUTHORIZE THE LEGISLATURE TO ENACT LAWS PERMITTING A CITY OR TOWN TO SPEND PUBLIC FUNDS AND LEVY ASSESSMENTS FOR THE RELOCATION OR REPLACEMENT OF WATER LATERALS ON PRIVATE PROPERTY.

★★★ EXPLANATION ★★★

When it is necessary for a city to relocate a water main, water laterals belonging to private property owners must also be relocated. Some property owners are not able to pay the cost of this construction. The amendment would allow the city, with the consent of the property owner, to contract for the relocation of the water lateral, with repayment to be made to the city by the property owner within a five-year period at an interest rate set by statute.

The constitution was amended in 1983 to allow cities to finance the relocation of sewer laterals. The proposed amendment would make this provision applicable to water laterals also.

★★★ FOR ★★★

This amendment would facilitate needed replacements and relocations of water lines. It is optional for both the city and the property owner.

★★★ AGAINST ★★★

Cities that choose to finance the relocation or replacement of water laterals will have increased bookkeeping costs.

★ AMENDMENT 4 ★

☐ FOR ☐ AGAINST

(Wording on Ballot)

THE CONSTITUTIONAL AMENDMENT AUTHORIZING PROCEEDS FROM THE SALE OF LAND DEDICATED TO THE PERMANENT SCHOOL FUND TO BE USED TO ACQUIRE OTHER LAND FOR THAT FUND.

★★★ EXPLANATION ★★★

The proposed amendment of Article 7 of the Texas Constitution would allow proceeds from the sale of Permanent School Fund Land to be used to acquire additional land for the fund while maintaining the authorization for the proceeds to be invested in bonds of the United States, the State of Texas, counties of this state, or in other securities prescribed by law.

The Texas Constitution creates the Permanent School Fund to provide a perpetual trust fund for the support of the state's public schools. Part of the fund is composed of public lands. Leasing the grazing and mineral rights to these lands generates income for the fund.

The income derived from the Permanent School Fund is distributed annually for the support of the public schools. The constitution provides that proceeds from the sale of Permanent School Fund land are part of the Permanent School Fund, and it limits investments that may be made with such proceeds to government or government guaranteed bonds or other securities. It is this limitation that effectively prohibits using land sale proceeds for the purchase of additional land.

★★★ FOR ★★★

• Allowing the use of proceeds from the sale of Permanent School Fund land to be used to acquire other land while

maintaining the current constitutionally authorized investment options provides greater flexibility in investing the proceeds.

• Passage of this amendment would allow the board to sell small and scattered tracts and to use the proceeds to purchase larger tracts, which are easier and more profitable to lease. Such action could enhance the value of the Permanent School Fund.

★★★ AGAINST ★★★

• If the percentage of the Permanent School Fund that is invested in real estate is increased, the liquidity of the fund, which might be essential in certain investment climates, will be decreased.

• Land brought into the fund may not earn any income for the fund until the land is sold.

★ AMENDMENT 5 ★

☐ FOR ☐ AGAINST

(Wording on Ballot)

THE CONSTITUTIONAL AMENDMENT TO AUTHORIZE THE LEGISLATURE TO REGULATE THE PROVISION OF HEALTH CARE BY HOSPITAL DISTRICTS.

★★★ EXPLANATION ★★★

The constitution currently allows hospital districts, which are composed of one or more counties, to be created by the legislature subject to the approval of district voters. Such districts must "assume full responsibility for providing medical and hospital care for its needy inhabitants." Amendment 5 would clarify this language. Specifically, it would allow the legislature to set by statute the types of health care services a hospital district must provide, the requirements a

resident of a hospital district must meet to qualify for services, and "any other relevant provisions" necessary to regulate the health care provided to district residents. The indigent health care legislation passed during the May 1985 special session establishes uniform standards for services and eligibility for county and public hospitals but specifically excludes hospital districts from its provisions because they are constitutionally authorized.

★★★ FOR ★★★

• Though the constitution requires hospital districts to provide "medical and hospital care" to the "needy," its language is vague. Because state law now offers no clear guidance, hospital districts have set their own widely divergent standards. Some offer extensive services while others exist on paper and collect taxes but offer no services. This amendment would give the legislature explicit authority

to establish standards for the types of services a hospital district must provide and to set eligibility standards for free or reduced rate services.

• If the state legislature does not adopt provisions that equalize the availability of health care to the needy, a federal court may step in and adopt its own provisions for the state.

★★★ AGAINST ★★★

• Hospital districts are funded by local property taxes, not state funds. Accordingly, local hospital district administrators should decide what services are needed and can be provided. If supporters of this amendment want to go after "do-nothing" hospital districts, they need only file suit.

• If the legislature adopts standards for hospital districts, some districts may have to raise taxes to meet those standards.

★ AMENDMENT 6 ★

☐ FOR ☐ AGAINST

(Wording on Ballot)

THE CONSTITUTIONAL AMENDMENT TO PERMIT STATE PRISONERS TO BE PLACED IN PENAL FACILITIES OF ANOTHER STATE PURSUANT TO AN INTERSTATE AGREEMENT.

★★★ EXPLANATION ★★★

Presently, the Texas Constitution says that no citizen shall be transported out of the state. Historically, "transportation" was the process of exiling prisoners, usually to a penal colony in another country.

Passage of this amendment would allow Texas to join approximately 31 other states in adopting the Interstate Corrections Compact which provides procedures for one state entering into an agreement with another state for the placement of inmates in the correctional facilities of the other.

★★★ FOR ★★★

• Adoption of this amendment would give the Texas Department of Corrections (TDC) more flexibility in separating certain classes of inmates and would be a valuable tool in controlling prison violence by transferring inmate gang leaders to a state where they would not be a security problem.

• TDC could transfer inmates who have been convicted in this state but who have families in another state. Also, cer-

tain low-risk inmates with special physical or mental health-care needs could be sent to another state with facilities better equipped to handle such special problems.

★★★ AGAINST ★★★

• Since the amendment and the Interstate Corrections Compact do not require the consent of the inmate or even a hearing on the issue, an inmate might be sent to another state against his/her will, or in circumstances which would create hardship for the inmate.

• Texas could receive problem inmates from other states. Texas could also receive more inmates than it transfers out, thus exacerbating prison overcrowding.

PROPOSED CONSTITUTIONAL AMENDMENTS

★ AMENDMENT 7 ★

☐ FOR ☐ AGAINST

(Wording on Ballot)

THE CONSTITUTIONAL AMENDMENT AUTHORIZING CHAMBERS COUNTY TO BE DIVIDED INTO TWO TO SIX PRECINCTS.

★★★ EXPLANATION ★★★

In 1983 voters amended the Texas Constitution to require each county to have a certain number of justice-of-the-peace precincts (JP), depending upon the county's population in

the last census. Up to that time every county had been required to have four to eight precincts. The 1983 amendment limited, according to population, the number of precincts a county may have. Amendment 7 would allow Chambers County to have one more precinct than its population would otherwise permit.

★★★ FOR ★★★

• Although it is entitled to five JP precincts now, Chambers County needs a sixth one because it has an unusually large tourist traffic and consequently more traffic violations. It also has geographical barriers (Lake Anahuac, the Trinity River, bayous) which prevent easy travel be-

tween precincts.

• Counties maintain JP courts with county funds, and the decision to add another court should lie with county officials.

★★★ AGAINST ★★★

• Amending the constitution with this type of local concern is a piecemeal approach which will lead to other counties attempting to create exceptions for themselves.

• The amendment would limit Chambers County to six precincts even if the county grows and the need arises for more JP precincts.

★ AMENDMENT 8 ★

☐ FOR ☐ AGAINST

(Wording on Ballot)

THE CONSTITUTIONAL AMENDMENT PROVIDING \$500 MILLION IN ADDITIONAL BONDING AUTHORITY FOR THE VETERANS' HOUSING ASSISTANCE PROGRAM AND CHANGING THE DEFINITION OF THOSE VETERANS ELIGIBLE TO PARTICIPATE IN THE VETERANS' LAND PROGRAM AND THE VETERANS' HOUSING PROGRAM BY AUTHORIZING THE LEGISLATURE BY LAW TO DEFINE AN ELIGIBLE VETERAN FOR THE PURPOSES OF THOSE PROGRAMS.

★★★ EXPLANATION ★★★

This amendment authorizes the Veterans Land Board to issue \$500 million in general obligation bonds. These bonds would be in addition to those previously issued. The amendment would also delete the definition of veteran from the constitution for purposes dealing with the Veterans Land Program and authorize the legislature to define the term.

The Veterans Land Program was created by a 1946 constitutional amendment with an initial bond authorization of

\$25 million. Since that time Texas voters have approved seven amendments adding to the Land Fund a total of \$1,225,000,000. An additional \$500 million in bonds for the Veterans Housing Assistance Program, approved by amendment in 1983, created the housing assistance program. The housing program currently provides loans of not more than \$20,000 at an interest rate of less than 10% annually.

Eligibility for the land and housing programs is presently defined in the constitution. A bill passed by the 69th Legislature reauthorizes the Veterans Land Board and adopts the definition of veteran contained in the constitution, with the addition of former members of the U.S. Public Health Service. The definition in the bill will become effective only if this amendment is approved.

★★★ FOR ★★★

• The board needs authority to issue an additional \$500 million in bonds to continue the program. If approved, the board will be able to make another 25,000 loans and thus stimulate the housing industry and generate property-tax revenue for local governments. Without these loans many veterans would not be able to afford a home.

• Allowing the legislature to define what makes a veteran eligible for these programs is preferable to freezing the

definition in the constitution. It will permit the legislature to respond more promptly with a new definition when necessary to comply with changes in federal requirements.

• By providing an attractive source of home mortgage money for veterans, the housing assistance program reduces the competition among potential homeowners for other sources of home funding.

★★★ AGAINST ★★★

• A disproportionate amount of the state's credit is now being used for assistance to veterans. The state's credit should be used to meet public needs rather than to assist in the purchase of homes and land by individual citizens.

• Mortgage loan assistance for veterans is already available through the federal Veterans Administration. In addition, veterans receive many other state and federal benefits, such as college tuition, medical care, and hiring preferences for civil service jobs.

• As a result of the reduction in size of federal military forces, the number of Texans performing military service will probably decline in the next several years. The state cannot at this time afford such an expensive program for a declining and hence a smaller segment of the population.

★ AMENDMENT 9 ★

☐ FOR ☐ AGAINST

(Wording on Ballot)

THE CONSTITUTIONAL AMENDMENT TO PROTECT PUBLIC FUNDS BY AUTHORIZING PRIOR APPROVAL OF EXPENDITURE OR EMERGENCY TRANSFER OF STATE APPROPRIATIONS.

★★★ EXPLANATION ★★★

During the regular biennial legislative sessions, the Texas legislature adopts a budget to finance the operations of the state for the next two fiscal years. The budget is based on requests submitted by state agencies as early as 14 months before the beginning of the fiscal years covered by the budget and 38 months before the end of the fiscal biennium. Texas has no central budget management authority to oversee the budget once the legislature adjourns. Therefore, each state agency has sole authority over its budget within the requirements of the appropriations act.

The legislature has made repeated attempts to create a way to manage state finances between legislative sessions. These attempts have either been ruled unconstitutional or have been defeated at the polls. In 1979, the legislature proposed a constitutional amendment authorizing the legislature to provide for gubernatorial control with a committee of various legislators and elected officials giving final approval.

Voters defeated this amendment. In 1981, a proposal was made to allow the legislature to authorize a state finance-management committee consisting of the Governor, Speaker of the House, and chairs of the senate and house committees responsible for budgetary matters. This amendment was also defeated.

Amendment 9 would permit the legislature to require state agencies to obtain approval before spending or making an emergency transfer of any appropriated funds. The legislature could impose this requirement by rider in the appropriations act or by separate statute. While both supporters and opponents agree that some kind of budget oversight is desirable, they disagree on how to establish such a process.

★★★ FOR ★★★

• Current laws do not allow the state the ability to respond to changing needs and changing economic conditions. It is impossible to predict where money is most needed three years in advance. This amendment would allow the flexibility necessary to put state resources where they are most needed.

• The most important executive function, control over spending, is not available to the governor. This amendment would permit the legislature to give the governor an essential executive tool.

• Unelected bureaucrats have the power to spend taxpayers' money on a daily basis without oversight by elected

representatives. This amendment would provide a supervisory mechanism to maintain continuous pressure on state agencies to cut costs and justify expenditures.

★★★ AGAINST ★★★

• Amendment 9 is similar to two previous amendments that have been rejected by the electorate. But, unlike earlier versions, it is deliberately vague and does not specify which elected officials would be given budget-execution power. Voters should not approve an amendment that is so unspecific that no one has any idea how the legislature will implement it.

• This amendment would require a major change in the state's fundamental law and, according to past rulings by the Attorney General, would violate sections of the state constitution. To allow the legislature to exercise executive power over daily operation of state government is a violation of the concept of separation of powers. Texas already has a weaker executive branch than most states and this is a further attempt to weaken it.

• This amendment would delegate power over expenditures of the legislature to a small committee and would open the door to pressure from lobbyists and special interest groups. Agencies would lose some of their independence and would instead be subject to requests for political support and patronage. They might also be subject to meddling in their day-to-day activities.

★ AMENDMENT 10 ★

☐ FOR ☐ AGAINST

(Wording on Ballot)

THE CONSTITUTIONAL AMENDMENT AUTHORIZING THE ISSUANCE OF GENERAL OBLIGATION BONDS TO PROVIDE FINANCING ASSISTANCE FOR THE PURCHASE OF FARM AND RANCH LAND.

★★★ EXPLANATION ★★★

Amendment 10 authorizes the legislature to provide for the issuance of \$500 million in general obligation bonds for a farm and ranch finance program. Proceeds of the bond sale would be used for loans made under the program which, if approved, would take effect September 1, 1986. The Farm and Ranch Finance Program, to be administered by the

Veterans Land Board, would help farmers and ranchers acquire land. Eligible farmers or ranchers could buy only one plot of at least 50 acres with the amount financed by the state not to exceed \$95,000. Applicants would have to derive at least 35% of their gross income from farming or ranching for three years preceding application, and have a net worth of less than \$250,000.

★★★ FOR ★★★

• The market value of farm and ranch land in Texas has risen from \$34.3 million in 1975 to \$79.7 million in 1982, greatly increasing land costs. This amendment would provide needed financial assistance and help owners of small farms to increase their holdings or young farmers to acquire land. The effect would be to preserve the family farm.

• There are built-in safeguards to ensure that the money only goes to real farmers and ranchers.

• The state would retain title to the land until the loan is paid off, so there is no risk to the state. Furthermore, it would require nothing from the General Revenue Fund.

★★★ AGAINST ★★★

• The program will not rescue the small family farm whose major problem is production and operating costs, not lack of land. It is not in the best interest of the state to use state resources to support small farms and ranches that may not be cost effective.

• This program is likely to become a \$500 million windfall for "hobby" farmers.

• Another bond program will further strain the credit of the state. It is unwise to authorize the issuance of additional general obligation bonds when state revenues and income are being depleted and the budget is so tight.

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Governor's Commission
for Women

The name "caravan" was coined from the Nebraska Commission on the Status of Women; that Commission used caravans to mean a traveling group of members and staff who speak to several meetings in one day. The 1983-85 Commission developed an outreach program using "caravans" of Commission members and staff to travel to local communities and outlying areas. The caravans provided information about the Commission's activities and also provided an opportunity to receive input from groups of interested women.

Caravans were established to enable the Commission members a chance to network with as many women as possible. Commission meetings are only quarterly, but interest in the programs and activities is so great throughout the state, this plan helps members to reach women's groups in the interim between meetings.

Caravans were generally a regional area, such as Luling/Gonzales/Victoria or Amarillo/Lubbock of a single area such as El Paso. Caravan meetings have occurred in churches, college or university facilities, and libraries. Often media stops such as press conferences or radio or television interviews were included in addition to speeches to women's groups.

Caravans were scheduled where an interest in the Commission was expressed to a Commission member or to the office. When an area was identified, a Commission member was named the caravan contact; this member was responsible for

- * scheduling the caravan
- * identifying local coordinators
- * communicating with local coordinators
- * monitoring preparations
- * conducting the caravan, including:
 - * arranging for assistance by other commission members
 - * providing hand-outs

As soon as local coordinators were identified, they received a packet of information to assist in planning the caravan.

Attached is the caravan schedule for 83-85. A schedule can be developed for 85-87. The following areas have been suggested to date:

- * Abilene
- * Lewisville
- * College Station

CARAVAN SCHEDULE

August 6, 1984

Carol Nasworthy and Gay Erwin

- 9:00 Chambers County - Whites Park
- 10:00 Press conference - The Driftwood Hotel
- 12:00 Port Arthur - Wyatt's Cafeteria
- 2:00 Channel 6 - Beaumont - Tape "Feedback" Show
- 4:00 Orange - First Methodist Church
- 8:00 Beaumont - John Gray Institute
Auditorium - Lamar University

August 8 -

Carol Nasworthy / Anne Simmons / Martha Whitehead

- 8:00 Livingston - Library
- 10: Lufkin - Angelina Junior College
TV Interview
- 12:00 Nacogdoches - Holiday Inn
- 4:00 Jasper - Community Room - Savings and Loan
- 7:00 Woodville - Tyler County Courthouse - District Court Room
(Radio Interview)

*Sample
Schedule*

®

MEMORANDUM

DATE: June 1, 1985
TO: East Texas Caravan Coordinators
FROM: Carol Nasworthy

Thank you for agreeing to serve as a local coordinator for the East Texas Caravan. Enclosed is a packet of materials to assist you in planning your part.

The caravan is scheduled for Thursday, August 8. Unless there is a problem, we will follow the schedule below. I have included the name, address, and phone number of each local coordinator so that you may communicate with each other.

Caravan Coordinator: Wanda Brasher
c/o Tyler County Courthouse
Woodville, Texas
Phone: 283-3645

8:00 Livingston Honey Simons
516 Church
Livingston 77351
327-4929

10:00 Lufkin Elaine James
911 Moore
Lufkin 75901
639-3465 (o)

12:00 Nacogdoches Judy McDonald
P.O. Box 768
Nacogdoches 75963
564-8323 (o)
564-6980 (h)

4:00 Jasper Nancy Nicholson
1399 S. Wheeler
Jasper 75951
384-4451 (o)
384-4452 (h)

7:00 Woodville Betty Ray
c/o District Attorney
100 Courthouse
Woodville
283-3139

As you make your plans, please contact Wanda. If you have any questions, please call me at 409/835-1607.

I'm looking forward to seeing you in August.

*Sample
letter to local
coordinators*



Office of the Governor
Commission For Women

P.O. Box 12428
Austin, Texas 78711
Phone (512) 475-0360

MEMO

TO: EAST TEXAS CARAVAN CO-ORDINATORS

FROM: CAROL NASWORTHY

DATE: AUGUST 3, 1984

I'm looking forward to seeing all of you and being in East Texas next week. For your information, this is the format we will use for the meetings;

AGENDA

Opening & Introductions
Introduction/Acknowledgement of
Local Committees

Carol Nasworthy
~~Honey Simon, Livingston~~
Elaine James, Lufkin
Judy McDonald, Nacogdoches
Nancy Nicholson, Jasper
Betty Ray, Woodville
Wanda Brasher, Woodville
Caravan Co-ordinator

History of Commission Formation
and Composition of Commission
Activities of the Commission Since
Formation and Future Events
Question & Answer Period
Issues Questionnaire

Carol Nasworthy
Martha Whitehead/Anne Simmons
Carol/Martha/Anne
Carol Nasworthy

In addition to the Women In Texas Week posters which you have already received, I will bring the following materials to hand out:

Names/addresses of Commission Members
Women In Texas Week Information
Information on Local Commissions
Issues Questionnaire
Texas Crime Victims Clearinghouse Newsletter
Texas Crime Victims Clearinghouse Brochure
Voter Registration Cards

History of the Commission
Sample Commission Newsletter
Talent File Sheet
Hotline Cards

Please have a sign-in sheet with room for names, addresses (including city & zip). You will need a table for printed materials.

GAY ERWIN
Executive Director

Sample letter

1984-85
TENTATIVE SCHEDULE FOR CARAVANS

<u>CITIES</u>	<u>DATE</u>	<u>COORDINATORS</u>	<u>COMMISSION CONTACT</u>
San Antonio, Kerrville	March '84	Jane Macon, Ruth Bowers, Jo Floyd Aurora Sanchez	Aurora Sanchez
Amarillo, Lubbock, Odessa	March '84	Donna Clark	Michele Gilmour
Corpus Christi, Alice <i>Brewer</i>	May '84	Linda Dorsey, Betty Turner, Jo Floyd, Rosita Gutierrez	Betty Turner
Nacogdoches, Livingston, Woodville, Jasper	June '84	Judy McDonald (Nacogdoches) Honey Simon (Livingston) Wanda Brasher (Woodville) 409/283-3631 Nancy Nicholson (Jasper) 409/384-4451	Carol Nasworthy
Beaumont, Port Arthur SE Texas Area	Early August '84	Carol Nasworthy	Carol Nasworthy
Galveston, Houston area (NASA)	October '84	Anne Simmons, Sharon Lovick, Shirley Price	Sharon Lovick
Waco, Temple, Killeen, Belton	October '84	Sue Hamby, Evelyn Vick, Margaret Mills, Mae Jackson	Gay Erwin, Joyce Woods
Dallas, Denton area	Mid November '84	Bernice Conley, Hermine Tobolowsky, Lynn Searcy, Anne Dickson	Anne Dickson
Ft. Worth	November '84	Karen Perkins	Lynn Searcy

Laredo

April '85

Elma Salinas, Velia Uribe,
Maria Valdez-Fisher, Jo Floyd

Velia Uribe

Wichita Falls, Vernon

May '85

Helen Farabee, Martha Williams

Helen Farabee

El Paso, Ft. Stockton

Jan. '85

Jesse Carrasco, Joy Martin,
Martha Williams

Joy Martin

Luling, Gonzales, Victoria

Jan '84

Janey Lack
Lunelle Anderson
Martha Williams

Jo Floyd

PACKET FOR LOCAL CO-ORDINATORS



CARAVAN PROCEDURES

I. SAMPLE FORMAT FOR MEETING

- A. Opening and Introductions
- B. History of the Commission's formation
- C. Composition of the Commission (Number, background, career fields represented, ethnicity, age ranges, etc.)
- D. Activities of the Commission since formation
- E. Future events (Workshops, grants proposed, special projects)
- F. Question and answer period

II. SAMPLE MEETING TYPES

- A. Open forum
- B. Presentations-discussion
- C. Coffee (Informal or formal)
- D. Luncheon (Informal or formal)

III. POINTS TO REMEMBER

- A. Commission has no money for meals, coffee, etc.
- B. Plan on seeking free:
 - 1. Meeting space
 - 2. Coffee or meal items (can be dutch treat)
 - 3. Printing
 - 3. Mailing
 - 5. Telephoners
- C. Look for a variety of sources of advertisement
 - 1. Radio
 - 2. Television
 - 3. Newspaper
 - 4. Club Newsletters
 - 5. Church bulletins
 - 6. Bulletin boards
 - 7. Neighborhood center's bulletin boards
 - 8. Letters to individuals
- D. Keep your meeting in the public eye every week for the six weeks leading up to the session. News releases might cover:
 - 1. The Commission's formation
 - 2. The Commission members who will be attending
 - 3. Special events or projects of the commission
 - 4. Location and coordinators for local meetings, etc.
- E. A sample press release/notice from the Texas Commission is attached

IV. SAMPLE HANDOUTS FOR THE CARAVAN MEETING

- A. Voter registration cards
- B. Talent profile sheets
- C. Sign-in sheets
- D. Upcoming activities (conferences such as the Women In Focus regional conferences, Women in Texas Week, Hall of Fame, etc.)
- E. Most recent newsletter
- F. Hotline cards
- G. Information on special projects (Texas Crime Victim Clearinghouse, etc.)



V. CARAVAN SCHEDULE

<u>ITEM</u>	<u>TIME FRAME</u>
A. Determine cities	Four months before event
B. Appoint a coordinator from Commission	Four months before event
C. Identify Commission coordinators	Four months before event
D. Identify and obtain permission of local coordinators to help commission coordinators	Three months before event
E. First entire group meeting	Three months before event
1. Plan media announcements	
2. Assign poster making and placing	
3. Plan time, date, place	
4. Plan refreshments, if any	
5. Plan costs, if any	
6. Plan for donations	
7. Plan for weekly follow-through	
8. Plan logistics, format, etc., of meeting	
9. Plan for any needed future meetings	
10. Assign tasks and follow-up persons	
F. Weekly news promotion, posters, etc.	Weekly
G. Hold meeting	As Scheduled
H. Evaluate with group the success of the meeting	Within one week of meeting
I. Follow-up	Within 10 days of meeting
1. Mail sign-in sheets to Commission office for mailing list	
2. Send thank you notes to coordinators, etc.	
3. Send thank you notes to media, etc.	

To: Selected Professional Women in Victoria

The Governor's Commission for Women is planning a visit to Victoria on January 12, 1984. I am writing to ask if you would be willing to serve as a coordinator for this event.

A meeting of the coordinators will be held as soon as possible. Please respond immediately by calling Janey Lack (office - 578-3571, home - 575-5859).

Enclosed please find a copy of the Executive Order establishing the Commission.

I know Janey will look forward to hearing from you soon. Thank you for your consideration of this request.

Sincerely,

SAMPLE LETTER



REPLY FORM

_____ I will be able to serve as a coordinator and will attend the meeting at Gonzales Warm Springs Rehabilitation Hospital.

_____ I will not be able to attend but will assist in any way possible.

_____ I will not be able to attend and am unable to assist in this capacity.

Name _____

Address _____

_____ Zip _____

Telephone (Home) _____

(Work) _____

SAMPLE
REPLY
FORM

You're Invited to Join

Members of the GOVERNOR'S
Commission FOR WOMEN

JAN 12, 1984

Locations and Times:

Luling
9:00 ⁶
Am

Episcopal Parish Hall
301 S. WALNUT

Gonzales
5:15 pm

Episcopal Parish Hall
400 Block of Hamilton

Come and share your concerns and needs re:
Women's Issues. We will share news, activities,
plans and projections for the commission. There
is no charge. Please come and bring a friend
(male or female).

SAMPLE

YOU'RE INVITED TO JOIN

MEMBERS OF THE GOVERNOR'S
COMMISSION FOR WOMEN

LOCATIONS AND TIMES:

COPPERAS COVE

WHEN: OCTOBER 27, 1984
10:00AM

WHERE: COMMUNITY ROOM
CO-STATE BANK
408 SOUTH MAIN
(DOWNTOWN)
COPPERAS COVE

TEMPLE

WHEN: OCTOBER 27, 1984
1:30 PM

WHERE: AMPHIATHEATRE
VA HOSPITAL
1901 SOUTH FIRST
TEMPLE

GUEST SPEAKERS:

LUNELLE ANDERSON, ASSISTANT TO THE PRESIDENT OF SOUTHWEST
TEXAS STATE UNIVERSITY
DR. JO FLOYD, PROFESSOR AND DIRECTOR, SCHREINER COLLEGE,
SAN ANTONIO

Come and share your concerns and needs in regard to women's
issues. We will share news, activities, plan and projections
for the commission. There is no charge. You are invited to
come and bring a friend.

For further information contact
Sue Hamby, Temple 778-1833
Janis Petronis, Copperas Cove 547-6745
The Governor's Commission for Women, Austin 475-0360

SAMPLE
®

JOIN Members of the Governor's Commission For Women

MAKE

SURE

THEY

HEAR

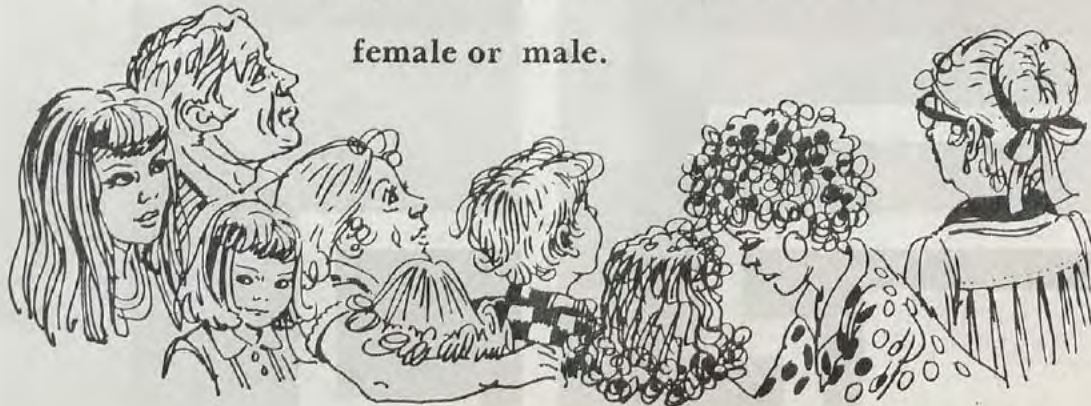
YOU ...

Come & share your concerns and needs related to Women's Issues.

We will share news, activities, plans and projection for the commission.

There is no charge. Please come and bring a friend,

female or male.



GOVERNOR'S
COMMISSION FOR WOMEN
Mark White, Governor

MEETING INFORMATION

DATE: Monday, June 25, 1984

TIME: 7:00 p.m.

PLACE:

St. Mary's Church Conference Room

For more information call
Maria Valdez at 546-9063

(512) 542-5091 Quality Printing Co. Brownsville, Texas 78130 U.S.A.

SAMPLE

SAMPLE PRESS RELEASE FOR COMMISSION CARAVANS

The Governor's Commission for Women was established by Governor Mark White in April 1983 with the appointment of 29 women from all parts of Texas. Betty Anderson of Lubbock is Chair and Mae Jackson of Waco is Vice-chair. The Commission serves in an advisory capacity to the Governor and its primary purpose is to promote state policies which will provide equal opportunities for the advancement of women.

Some of the main activities and programs of the Commission include: finding and recommending qualified women for appointive office; addressing issues which affect women in Texas ; holding conferences and workshops to identify needs and concerns of women and apprising women of their rights and opportunities; and providing information and guidance through publications on issues affecting women.

The Commission has developed an outreach program using caravans of Commission members and staff to travel to local communities. The caravans provide information about the Commission's activities and also receive input from groups of women. The caravans distribute publications and a women's issues questionnaire that lists over 80 subjects of concern to Texas women. Data from the survey is being accumulated and documented in the Commission office in order to determine statistics regarding Texas women and their concerns.

The state Commission member(s) in this area is (are) _____ of _____. (a brief bio) Member's name is organizing a caravan in this area. For those interested in participating, contact _____ at _____ for further details.



GOVERNOR'S COMMISSION FOR WOMEN

The Governor's Commission for Women was established by Governor Mark White's Executive Order in April 1983. There are 29 members selected state wide for a two-year term. Members are reimbursed for travel expenses and the Commission meets at least quarterly.

As stated in the Executive Order the Commission has the following charge:

1. To aid the Governor in finding and recommending women for appointive office;
2. Address issues that affect women such as: education, domestic violence, displaced homemakers, women's health, legal rights of women, legislation, child care, sexual assault, sex discrimination; to develop and recommend solutions to these problems.
3. Hold conferences and workshops around the state to address these issues and to recommend assistance and services in those areas.
4. To address the needs of women as new programs are planned such as the Job Training Partnership Act and the Community Block Grant Program.
5. To provide information and guidance through publications on issues affecting women.
6. To secure recognition of women's accomplishments and contributions to Texas.

At its first orientation and planning meeting in June, the Commission set the following objectives: establishment of a state wide data bank of services available to women, the creation of local women's commissions, creation of a speakers' bureau, and the identification of wage assignment for child support as a major economic issue.

In late July the Commission was funded a Criminal Justice Division grant to develop a Crime Victim Assistance Clearinghouse. Its purpose is to identify and establish a state wide coordinating network to link all victim/witness programs and services in Texas, concentrating on the needs of women and children.

BACK-GROUND



MARK WHITE
GOVERNOR

OFFICE OF THE GOVERNOR
TEXAS CRIME VICTIMS
CLEARINGHOUSE

September 22, 1983

The Texas Crime Victim Clearinghouse has been created to provide a coordinated effort to assist victims and witnesses of crime in Texas. Planned services will include:

- * A toll-free number for information and referral
- * Technical assistance to existing and potential victim service providers
- * Training manuals, educational brochures, legislative models, and service guidelines
- * A quarterly newsletter
- * Regional workshops

To make this a successful effort, we ask that you help us by providing any materials or suggestions. Thank you.

BACKGROUND



OFFICE OF THE GOVERNOR

MARK WHITE
GOVERNOR

Governor's Commission
for Women

Dear Caravan Coordinator:

Thank you for your support and cooperation in our caravan effort in your area. Members of the Governor's Commission for Women feel that this first effort was a successful outreach to women in small communities. We are excited by your enthusiasm and response to becoming involved in activities of the Commission.

All persons who signed the attendance sheet at the meeting will be added to our mailing list.

We look forward to working with you in the future.

Sincerely yours,

A handwritten signature in cursive script, appearing to read "Gay Erwin".

Gay Erwin
Executive Director

SAMPLE





OFFICE OF THE GOVERNOR

MARK WHITE
GOVERNOR

Governor's Commission
for Women

The name "caravan" was coined from the Nebraska Commission on the Status of Women; that Commission used caravans to mean a traveling group of members and staff who speak to several meetings in one day. The 1983-85 Commission developed an outreach program using "caravans" of Commission members and staff to travel to local communities and outlying areas. The caravans provided information about the Commission's activities and also provided an opportunity to receive input from groups of interested women.

Caravans were established to enable the Commission members a chance to network with as many women as possible. Commission meetings are only quarterly, but interest in the programs and activities is so great throughout the state, this plan helps members to reach women's groups in the interim between meetings.

Caravans were generally a regional area, such as Luling/Gonzales/Victoria or Amarillo/Lubbock of a single area such as El Paso. Caravan meetings have occurred in churches, college or university facilities, and libraries. Often media stops such as press conferences or radio or television interviews were included in addition to speeches to women's groups.

Caravans were scheduled where an interest in the Commission was expressed to a Commission member or to the office. When an area was identified, a Commission member was named the caravan contact; this member was responsible for

- * scheduling the caravan
- * identifying local coordinators
- * communicating with local coordinators
- * monitoring preparations
- * conducting the caravan, including:
 - * arranging for assistance by other commission members
 - * providing hand-outs

As soon as local coordinators were identified, they received a packet of information to assist in planning the caravan.

Attached is the caravan schedule for 83-85. A schedule can be developed for 85-87. The following areas have been suggested to date:

- * Abilene
- * Lewisville
- * College Station

CARAVAN SCHEDULE

August 6, 1984

Carol Nasworthy and Gay Erwin

- 9:00 Chambers County - Whites Park
- 10:00 Press conference - The Driftwood Hotel
- 12:00 Port Arthur - Wyatt's Cafeteria
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- 4:00 Orange - First Methodist Church
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Auditorium - Lamar University

August 8 -

Carol Nasworthy / Anne Simmons / Martha Whitehead

- 8:00 Livingston - Library
- 10: Lufkin - Angelina Junior College
TV Interview
- 12:00 Nacogdoches - Holiday Inn
- 4:00 Jasper - Community Room - Savings and Loan
- 7:00 Woodville - Tyler County Courthouse - District Court Room
(Radio Interview)

*Sample
Schedule*



MEMORANDUM

DATE: June 1, 1985
TO: East Texas Caravan Coordinators
FROM: Carol Nasworthy

Thank you for agreeing to serve as a local coordinator for the East Texas Caravan. Enclosed is a packet of materials to assist you in planning your part.

The caravan is scheduled for Thursday, August 8. Unless there is a problem, we will follow the schedule below. I have included the name, address, and phone number of each local coordinator so that you may communicate with each other.

Caravan Coordinator: Wanda Brasher
c/o Tyler County Courthouse
[REDACTED]

8:00 Livingston Honey Simons
[REDACTED]

10:00 Lufkin Elaine James
[REDACTED]

12:00 Nacogdoches Judy McDonald
[REDACTED]

4:00 Jasper Nancy Nicholson
[REDACTED]

7:00 Woodville Betty Ray
c/o District Attorney
[REDACTED]

As you make your plans, please contact Wanda. If you have any questions, please call me at [REDACTED]

I'm looking forward to seeing you in August.

*Sample
letter to local
coordinators*



Office of the Governor
Commission For Women

P.O. Box 12428
Austin, Texas 78711
Phone (512) 475-0360

MEMO

TO: EAST TEXAS CARAVAN CO-ORDINATORS

FROM: CAROL NASWORTHY

DATE: AUGUST 3, 1984

I'm looking forward to seeing all of you and being in East Texas next week. For your information, this is the format we will use for the meetings;

AGENDA

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Introduction/Acknowledgement of
Local Committees

Carol Nasworthy
~~Honey Simon, Livingston~~
Elaine James, Lufkin
Judy McDonald, Nacogdoches
Nancy Nicholson, Jasper
Betty Ray, Woodville
Wanda Brasher, Woodville
Caravan Co-ordinator

History of Commission Formation
and Composition of Commission
Activities of the Commission Since
Formation and Future Events
Question & Answer Period
Issues Questionnaire

Carol Nasworthy
Martha Whitehead/Anne Simmons
Carol/Martha/Anne
Carol Nasworthy

In addition to the Women In Texas Week posters which you have already received, I will bring the following materials to hand out:

Names/addresses of Commission Members
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Information on Local Commissions
Issues Questionnaire
Texas Crime Victims Clearinghouse Newsletter
Texas Crime Victims Clearinghouse Brochure
Voter Registration Cards

History of the Commission
Sample Commission Newsletter
Talent File Sheet
Hotline Cards

Please have a sign-in sheet with room for names, addresses (including city & zip). You will need a table for printed materials.

GAY ERWIN
Executive Director

Sample letter

PACKET FOR LOCAL CO-ORDINATORS



CARAVAN PROCEDURES

I. SAMPLE FORMAT FOR MEETING

- A. Opening and Introductions
- B. History of the Commission's formation
- C. Composition of the Commission (Number, background, career fields represented, ethnicity, age ranges, etc.)
- D. Activities of the Commission since formation
- E. Future events (Workshops, grants proposed, special projects)
- F. Question and answer period

II. SAMPLE MEETING TYPES

- A. Open forum
- B. Presentations-discussion
- C. Coffee (Informal or formal)
- D. Luncheon (Informal or formal)

III. POINTS TO REMEMBER

- A. Commission has no money for meals, coffee, etc.
- B. Plan on seeking free:
 - 1. Meeting space
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- C. Look for a variety of sources of advertisement
 - 1. Radio
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- D. Keep your meeting in the public eye every week for the six weeks leading up to the session. News releases might cover:
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- A. Voter registration cards
- B. Talent profile sheets
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- E. Most recent newsletter
- F. Hotline cards
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V. CARAVAN SCHEDULE

<u>ITEM</u>	<u>TIME FRAME</u>
A. Determine cities	Four months before event
B. Appoint a coordinator from Commission	Four months before event
C. Identify Commission coordinators	Four months before event
D. Identify and obtain permission of local coordinators to help commission coordinators	Three months before event
E. First entire group meeting	Three months before event
1. Plan media announcements	
2. Assign poster making and placing	
3. Plan time, date, place	
4. Plan refreshments, if any	
5. Plan costs, if any	
6. Plan for donations	
7. Plan for weekly follow-through	
8. Plan logistics, format, etc., of meeting	
9. Plan for any needed future meetings	
10. Assign tasks and follow-up persons	
F. Weekly news promotion, posters, etc.	Weekly
G. Hold meeting	As Scheduled
H. Evaluate with group the success of the meeting	Within one week of meeting
I. Follow-up	Within 10 days of meeting
1. Mail sign-in sheets to Commission office for mailing list	
2. Send thank you notes to coordinators, etc.	
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To: Selected Professional Women in Victoria

The Governor's Commission for Women is planning a visit to Victoria on January 12, 1984. I am writing to ask if you would be willing to serve as a coordinator for this event.

A meeting of the coordinators will be held as soon as possible. Please respond immediately by calling Janey Lack (office - 578-3571, home - 575-5859).

Enclosed please find a copy of the Executive Order establishing the Commission.

I know Janey will look forward to hearing from you soon. Thank you for your consideration of this request.

Sincerely,

SAMPLE LETTER



REPLY FORM

- _____ I will be able to serve as a coordinator and will attend the meeting at Gonzales Warm Springs Rehabilitation Hospital.
- _____ I will not be able to attend but will assist in any way possible.
- _____ I will not be able to attend and am unable to assist in this capacity.

Name _____

Address _____

Zip _____

Telephone (Home) _____

(Work) _____

SAMPLE
REPLY
FORM



You're Invited to Join

Members of the Governor's
Commission for Women

JAN 12, 1984

Locations and Times:

Luling

9:00
AM

Episcopal Parish Hall
301 S. WALNUT

Gonzales

5:15
PM

Episcopal Parish Hall
400 Block of Hamilton

Come and share your concerns and needs re:
Women's Issues. We will share news, activities,
plans and projections for the commission. There
is no charge. Please come and bring a friend
(male or female).

SAMPLE

YOU'RE INVITED TO JOIN

MEMBERS OF THE GOVERNOR'S
COMMISSION FOR WOMEN

LOCATIONS AND TIMES:

COPPERAS COVE

WHEN: OCTOBER 27, 1984
10:00AM

WHERE: COMMUNITY ROOM
CO-STATE BANK
408 SOUTH MAIN
(DOWNTOWN)
COPPERAS COVE

TEMPLE

WHEN: OCTOBER 27, 1984
1:30 PM

WHERE: AMPHIATHEATRE
VA HOSPITAL
1901 SOUTH FIRST
TEMPLE

GUEST SPEAKERS:

LUNELLE ANDERSON, ASSISTANT TO THE PRESIDENT OF SOUTHWEST
TEXAS STATE UNIVERSITY
DR. JO FLOYD, PROFESSOR AND DIRECTOR, SCHREINER COLLEGE,
SAN ANTONIO

Come and share your concerns and needs in regard to women's
issues. We will share news, activities, plan and projections
for the commission. There is no charge. You are invited to
come and bring a friend.

For further information contact
Sue Hamby, Temple 778-1833
Janis Petronis, Copperas Cove 547-6745
The Governor's Commission for Women, Austin 475-0360

SAMPLE
®

JOIN Members of the Governor's Commission For Women

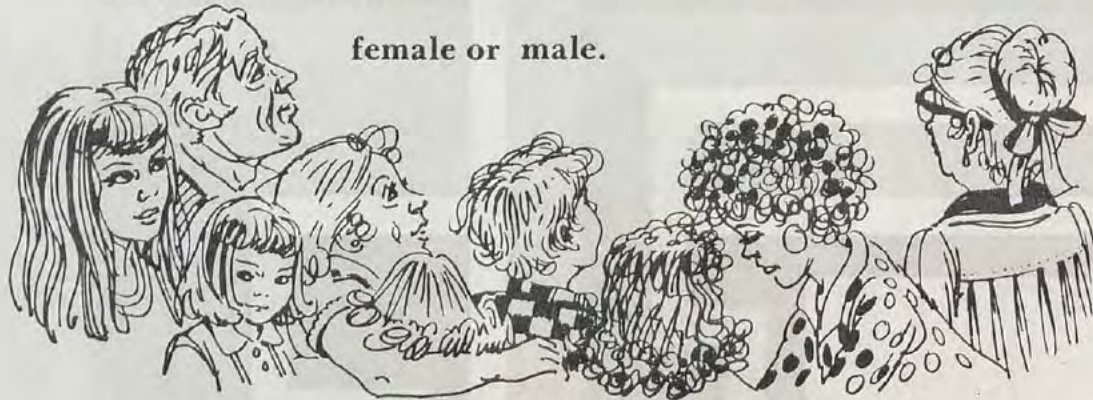
MAKE
SURE
THEY
HEAR
YOU ...

Come & share your concerns and needs related to Women's Issues.

We will share news, activities, plans and projection for the commission.

There is no charge. Please come and bring a friend,

female or male.



GOVERNOR'S
COMMISSION FOR WOMEN
Mark White, Governor

MEETING INFORMATION

DATE: Monday, June 25, 1984

TIME: 7:00 p.m.

PLACE:

St. Mary's Church Conference Room

For more information call
Maria Valdez at 546-9063

15121 542-9061 Quality Printing Co. Brownsville, Texas 78120 U.S.A.

SAMPLE

SAMPLE PRESS RELEASE FOR COMMISSION CARAVANS

The Governor's Commission for Women was established by Governor Mark White in April 1983 with the appointment of 29 women from all parts of Texas. Betty Anderson of Lubbock is Chair and Mae Jackson of Waco is Vice-chair. The Commission serves in an advisory capacity to the Governor and its primary purpose is to promote state policies which will provide equal opportunities for the advancement of women.

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As stated in the Executive Order the Commission has the following charge:

1. To aid the Governor in finding and recommending women for appointive office;
2. Address issues that affect women such as: education, domestic violence, displaced homemakers, women's health, legal rights of women, legislation, child care, sexual assault, sex discrimination; to develop and recommend solutions to these problems.
3. Hold conferences and workshops around the state to address these issues and to recommend assistance and services in those areas.
4. To address the needs of women as new programs are planned such as the Job Training Partnership Act and the Community Block Grant Program.
5. To provide information and guidance through publications on issues affecting women.
6. To secure recognition of women's accomplishments and contributions to Texas.

At its first orientation and planning meeting in June, the Commission set the following objectives: establishment of a state wide data bank of services available to women, the creation of local women's commissions, creation of a speakers' bureau, and the identification of wage assignment for child support as a major economic issue.

In late July the Commission was funded a Criminal Justice Division grant to develop a Crime Victim Assistance Clearinghouse. Its purpose is to identify and establish a state wide coordinating network to link all victim/witness programs and services in Texas, concentrating on the needs of women and children.

BACK GROUND





MARK WHITE
GOVERNOR

OFFICE OF THE GOVERNOR
TEXAS CRIME VICTIMS
CLEARINGHOUSE

September 22, 1983

The Texas Crime Victim Clearinghouse has been created to provide a coordinated effort to assist victims and witnesses of crime in Texas. Planned services will include:

- * A toll-free number for information and referral
- * Technical assistance to existing and potential victim service providers
- * Training manuals, educational brochures, legislative models, and service guidelines
- * A quarterly newsletter
- * Regional workshops

To make this a successful effort, we ask that you help us by providing any materials or suggestions. Thank you.

BACKGROUND



OFFICE OF THE GOVERNOR

MARK WHITE
GOVERNOR

Governor's Commission
for Women

Dear Caravan Coordinator:

Thank you for your support and cooperation in our caravan effort in your area. Members of the Governor's Commission for Women feel that this first effort was a successful outreach to women in small communities. We are excited by your enthusiasm and response to becoming involved in activities of the Commission.

All persons who signed the attendance sheet at the meeting will be added to our mailing list.

We look forward to working with you in the future.

Sincerely yours,

A handwritten signature in cursive script, appearing to read "Gay Erwin".

Gay Erwin
Executive Director

SAMPLE
(R)



Office of the Governor
Commission For Women

P.O. Box 12428
Austin, Texas 78711
Phone (512) 475-0360

MEMO

To: Commission Members

From: Gay Erwin *GE*

July 11, 1985

Enclosed please find information on Commission Caravans. The Commission developed an outreach program using "caravans" of Commission members and staff to travel to local communities and outlying areas. The caravans provide information about the Commission's activities and also provides an opportunity to receive input from groups of interested women. The name "caravan" was coined from the Nebraska Commission on the Status of Women; that Commission used caravans to mean a traveling group of members and staff who speak to several meetings in one day. Caravans are generally a regional area, such as Luling/Gonzales/Victoria or Amarillo/Lubbock or a single area such as El Paso.

Often media stops are included such as press conferences or radio or television interviews in addition to speeches to women's groups. Caravan meetings have occurred in churches, college or university facilities, civic centers, restaurants, city or county meeting facilities, or libraries.

On a caravan publications of the Commission are distributed and the women's issues questionnaire is handed out to all participants.

Caravans were established in Texas to enable the Commission members a chance to network with as many women as possible. Commission meetings are only quarterly, but interest in the programs and activities is so great throughout the state, this plan helps members to reach women's groups in the interim between meetings.

In the past caravans went to areas where an interest was expressed by women in that geographic area for Commission members to speak. A contact person locally is established or a local steering committee is formed to plan the day's events. Additional organizational details are enclosed.

A caravan schedule can be developed for the next year if areas of interest are determined around the state. The office has been contacted regarding a caravan in Abilene in early December. Otherwise, no other dates or plans have been made.

GAY ERWIN
Executive Director

CARAVAN PROCEDURES

- I. SAMPLE FORMAT FOR MEETING
 - A. Opening and Introductions
 - B. History of the Commission's formation
 - C. Composition of the Commission (Number, background, career fields represented, ethnicity, age ranges, etc.)
 - D. Activities of the Commission since formation
 - E. Future events (Workshops, grants proposed, special projects)
 - F. Question and answer period
- II. SAMPLE MEETING TYPES
 - A. Open forum
 - B. Presentations-discussion
 - C. Coffee (Informal or formal)
 - D. Luncheon (Informal or formal)
- III. POINTS TO REMEMBER
 - A. Commission has no money for meals, coffee, etc.
 - B. Plan on seeking free:
 1. Meeting space
 2. Coffee or meal items (can be dutch treat)
 3. Printing
 3. Mailing
 5. Telephoners
 - C. Look for a variety of sources of advertisement
 1. Radio
 2. Television
 3. Newspaper
 4. Club Newsletters
 5. Church bulletins
 6. Bulletin boards
 7. Neighborhood center's bulletin boards
 8. Letters to individuals
 - D. Keep your meeting in the public eye every week for the six weeks leading up to the session. News releases might cover:
 1. The Commission's formation
 2. The Commission members who will be attending
 3. Special events or projects of the commission
 4. Location and coordinators for local meetings, etc.
 - E. A sample press release/notice from the Texas Commission is attached
- IV. SAMPLE HANDOUTS FOR THE CARAVAN MEETING
 - A. Voter registration cards
 - B. Talent profile sheets
 - C. Sign-in sheets
 - D. Upcoming activities (conferences such as the Women In Focus regional conferences, Women in Texas Week, Hall of Fame, etc.)
 - E. Most recent newsletter
 - F. Hotline cards
 - G. Information on special projects (Texas Crime Victim Clearinghouse, etc.)

V. CARAVAN SCHEDULE

<u>ITEM</u>	<u>TIME FRAME</u>
A. Determine cities	Four months before event
B. Appoint a coordinator from Commission	Four months before event
C. Identify Commission coordinators	Four months before event
D. Identify and obtain permission of local coordinators to help commission coordinators	Three months before event
E. First entire group meeting	Three months before event
1. Plan media announcements	
2. Assign poster making and placing	
3. Plan time, date, place	
4. Plan refreshments, if any	
5. Plan costs, if any	
6. Plan for donations	
7. Plan for weekly follow-through	
8. Plan logistics, format, etc., of meeting	
9. Plan for any needed future meetings	
10. Assign tasks and follow-up persons	
F. Weekly news promotion, posters, etc.	Weekly
G. Hold meeting	As Scheduled
H. Evaluate with group the success of the meeting	Within one week of meeting
I. Follow-up	Within 10 days of meeting
1. Mail sign-in sheets to Commission office for mailing list	
2. Send thank you notes to coordinators, etc.	
3. Send thank you notes to media, etc.	

SAMPLE PRESS RELEASE FOR COMMISSION CARAVANS

The Governor's Commission for Women was established by Governor Mark White in April 1983 with the appointment of 29 women from all parts of Texas. Betty Anderson of Lubbock is Chair and Mae Jackson of Waco is Vice-chair. The Commission serves in an advisory capacity to the Governor and its primary purpose is to promote state policies which will provide equal opportunities for the advancement of women.

Some of the main activities and programs of the Commission include: finding and recommending qualified women for appointive office; addressing issues which affect women in Texas ; holding conferences and workshops to identify needs and concerns of women and apprising women of their rights and opportunities; and providing information and guidance through publications on issues affecting women.

The Commission has developed an outreach program using caravans of Commission members and staff to travel to local communities. The caravans provide information about the Commission's activities and also receive input from groups of women. The caravans distribute publications and a women's issues questionnaire that lists over 80 subjects of concern to Texas women. Data from the survey is being accumulated and documented in the Commission office in order to determine statistics regarding Texas women and their concerns.

The state Commission member(s) in this area is (are) _____ of _____. (a brief bio) _____ Member's name _____ is organizing a caravan in this area. For those interested in participating, contact _____ at _____ for further details.

