

# DIRECTORY

## LUBBOCK WOMEN'S

## ORGANIZATIONS

Information in the directory includes the name of the organization and the name, address, and telephone number of either the president or a contact person for the organization. Please send any additions or corrections to: Committee for Women, City of Lubbock, P.O. Box 2000, Lubbock, Texas 79457.

## COMMITTEE FOR WOMEN

September 1988





ARCS

Mrs. David (Betty) Wintroath  
3707 75th Street (23)  
795-8371

Alegro Music Club

Mrs. Marlin Hayhurst  
2205 33rd Street (11)  
765-9063

Alpha Kappa Alpha - Eta Delta Omega

Vera Newsome  
Box 722 (08)  
792-1732 Home

Alpha Kappa Gamma - Alpha Beta

Helen Smith  
Box 6515 (93)  
796-0358

Altrusa International

Patsy Whipple (Mrs. Bob)  
9402 Elgin Avenue (24)  
745-8666

American Association of  
University Women

Prebble Russell  
1905 38th Street (12)  
744-4828 Home  
763-4601 Work

Ballet Lubbock Guild

Stephanie Turner  
4708 16th Street (16)  
799-6290 Home  
744-8848 Work

Blue Bonnet Club

Edith Robinson  
3320 29th Street (10)  
799-2307

Business and Professional Women

Wanda Anderson, President  
4904 46th Street (14)  
793-0258

The Auxiliary of the Lubbock Chapter  
of the Texas Society of Certified  
Public Accountants

Becky Cowan, President  
5412 17th Place (16)  
792-6699

Classic Toastmasters

Deloris Carpenter  
5723 73rd Street (24)  
794-6609 Home  
793-3901 Work

Clement-Sorosis Study Club

Kathleen Addison  
3007 23rd Street  
795-0958

Daughters of the American Revolution

Mrs. Joseph Hodges  
3314 23rd Street (10)  
799-8100

Delta Theta Chi-Texas Nu

Beverly Moyer  
4901 15th Street (16)  
797-1163

Enlisted Wives Club

Linda Benitez  
P.O. Box 598  
Reese AFB 79489

Executive Forum

Dr. Kathleen Hale  
6630 Quaker Avenue, Suite 104  
792-9047

Fifty Niner Grandmothers

Lorene Hall, President  
4205 46th Street (13)  
799-2055

Heritage Study Club

Mrs. Homer Lawson, President  
2404 Topeka Avenue (07)  
797-9663

Hispanic Association of Women

Penny Morin  
P.O. Box 1217 (15)  
744-4896

Jolly Grandmothers

Doris Chapman  
3706 46th Street  
799-8486

Junior League of Lubbock

Sharon Bass  
1901 50th Street (12)



Junior Twentieth Century

Louise Allen  
3110 21st Street (10)  
795-6508

Kappa Kappa Sota, Alpha Conc.

Thelma Orr  
2601 Marlboro (15)  
765-5816

Lady Lulac

Carmen Lopez  
3611 77th Street (23)  
793-6536

League of Women Voters

Gladys Maynard  
1706 23rd Street #104 (11)  
744-0023

Legal Secretaries Association

Ann Rogers  
5421 90th Street (24)  
794-3771 Home  
743-7380 Work

Lubbock ACTS

Dennis Norris  
c/o Catholic Family Services  
123 North Avenue N (01)  
765-8475

Lubbock Alumni Panhellenic

Lynn Griffith  
2501 60th Street  
792-8701

Lubbock Christian University Assoc.

Dane Carr  
5243 84th Street (24)  
794-8554

Lubbock Cotton Auxiliary

Claudia Inmon, President  
8011 Winston (24)  
794-5112

Lubbock County Bar Auxiliary

Lynn Bailey  
3214 36th Street (13)  
796-0742

Lubbock-Crosby-Garza County

Medical Auxiliary  
Mrs. James Burkeholder  
4612 20th Street (10)  
795-9605

Lubbock Credit Women International

Tricia Rowland, President  
Box 421 (08)  
766-2500

Lubbock Dental Auxiliary

Kim Bevers  
4208 93rd Street (23)  
794-5086

Lubbock Eagle Forum

Janis Lemon, President  
4602 14th Street (16)  
797-4087

Lubbock Junior Garden Club

Joyce Harrison  
3210 38th Street  
799-4779

Lubbock Mensa

Rhonda Eudy, President  
Grace LeMonds, Alternate Proctor  
5420 74th Street (24)  
794-4600

Lubbock Mothers Club

Jewell Phea  
1814 East 24th Street (04)  
747-5104

Lubbock Mortar Board Alumnae

Janice Tapp  
5400 19th Street #30  
Brentwood Circle (16)  
797-5587

Lubbock Police Auxiliary

Karen Martin  
5732 36th Street (07)  
792-0974

Lubbock Rose Society

Anna Kubacak  
Route 1, Box 163  
Slaton, Texas 79364  
745-2060



Lubbock Study Club

Jenny Harty  
Box 53  
Southland, Texas 79368

Lubbock Symphony Guild

Mrs. Nolan Swain  
2517 56th Street (13)  
795-1190

Lubbock Womens Forum

Mrs. Randolph Mills, President  
5115 2nd Street #5 (16)  
797-7729

Lubbock Womens Club

Mrs. Grady Evans  
2020 Broadway (01)  
763-6448

Lubbock Women's Study Club

Mrs. Lovelle Owens  
3306 57th Street (13)  
799-1285

Lucky 12 Civic Club

Charlene Morris  
602 East 24th Street (04)

Metropolitan Bridge Club

Sonya Griswold  
4310 29th Street (10)  
795-3327

National Association of Bank Women

Dora Kizer  
First National Bank  
Drawer F  
Levelland, Texas 79336  
894-3101

New Neighbors Club

Debbie McCorey  
8007 Wayne (24)  
794-9760

1952 Study Club

Mrs. Richard Griffith  
2704 20th Street (11)  
793-3749

Phi Sigma Alpha - Texas Alpha

Darlene Boles  
5207 90th Street (24)  
794-5865 Home  
792-1437 Work

Phi Sigma Alpha - Theta

Aggie Birdwell, President  
3201 42nd Street (13)  
797-5330

Pierian Sorosis Study Club

Hazel Todd  
2826 58th Street (13)  
799-0789 Home  
743-2011 Work

Pilot Club

Nancy Dipprey (Todd)  
5808 77th Street (24)  
794-7301

Professional Secretaries

International - Caprock  
Linda Bilbrey, President  
P.O. Box 5948 (17)  
744-0743 Work

Reese Air Force Base Officer's

Wives' Club  
Nancy Highim  
885-2787

Shakespeare Club

Edna Magle, President  
2619 25th Street (10)  
744-0234

Society of Women Engineers

Gary Poffenbarger  
Director of Student Relations  
College of Engineering TTU (09)  
742-3456

Soroptimist International

Betty Powell  
P.O. Box 6707 (93)  
797-8377 Home  
792-4769 Work

Sunshine Study Club

Evelyn Chappell  
2318 58th Street (12)  
795-1974



Sweet Adelines

Sandra Hensley  
2901 68th Street (13)  
795-9218

Texas Hispanic Womens Network -

Lubbock  
Alice Chavez  
122 South Avenue N (01)

Texas Nurses Association

Pat S. YoderWise  
Executive Association Dean  
TTU Health Sciences Center (30)  
743-2736

Texas Tech Faculty Wives

Norita Yost  
403 North Fulton (16)  
793-5204

The Double T Connection -

Texas Tech University

Cathy Ranck  
P.O. Box 53504 (53)  
797-8967 Home  
742-3360 Work

Twentieth Century Club

Mrs. Robert Schreiner  
5519 35th Street (14)  
795-2817

Venture Club

Sherry Wood  
5916 16th Street (16)  
795-5053

West Texas Association of

Legal Assistants

Ann Rivere  
P.O. Box 1499 (08)  
762-5281

West Texas Museum Association

Women's Council

Carol Swain  
2517 56th Street (12)  
795-1190

Women Entrepreneurs of Lubbock

Sandy Newton, President  
3410 Joliet (13)  
797-1632

Women in Communications

Beth Pratt, President  
Avalance Journal  
710 Avenue J (08)  
762-8844 Work

Women in Construction

Jo Wright  
5129 34th Street (10)  
746-5301 Home  
795-9942 Work

Women's Division -

Chamber of Commerce

Marcie Johnston (Joe)  
6314 Nashville  
792-2056 Home  
763-4666 Work

Women's Interface Network

Joy Lambert  
3414 69th Drive (13)  
799-2100

Womens Service Organization (TTU)

Lorrie Whiteley  
c/o 505 UC  
Box 4310 (09)  
792-7142

Women's Special Services -

American State Bank

Susie Moore, President  
Box 1401 (08)  
763-7061

ABWA

ABWA - Caprock Chapter

Nancy Perez  
Box 672  
Wolfforth 79382  
866-9237

ABWA Charter Chapter

Rosemary Knippa  
3212 29th Street (10)  
799-5053

ABWA Executive Focus

Jackie Hastings  
8104 Tahoka Road  
745-3010



ABWA Golden Spread

Debra Halt  
2110 36th Street (12)

ABWA Hub of the Plains

Mary Ann Reed  
5422 87th Street (24)  
741-5912 Work  
794-0086 Home

ABWA Jubilee Chapter

Helen Delmar Smith  
Box 6515 (93)  
796-0358

ABWA Metro City

Marta Utley  
7010 Miami (24)  
799-2221

ABWA Silver Spur

Doris Braddock  
5425 32nd Street (07)  
792-8672 Home  
745-7944 Work

ABWA Sunrise

Alona Hagberg  
5620 88th Street (24)  
794-6779

ABWA Temprano

Stacey Young  
8609 Kenosha (23)  
799-4509 Home  
741-2110 Work

ABWA Texas Heritage

Pat Wilcox  
5719 77th Street (24)  
794-2961

ABWA Texas Lamplighter

Shirley Raimond  
65 South Lakeshore Drive  
Lake Ransom Canyon 79366

ABWA Windmill Decade

Phyllis Pusser  
5418 13th Street (15)  
745-6780

Melissa Orwig

2612 33rd Street (12)  
797-8637

Beta Sigma Phi

City Council of Beta Sigma Phi

Shiryl Francis  
4602 88th Street (24)  
794-5870

Beta Sigma Phi - Alpha Epsilon Upsilon

Johnnie Allen  
Box 1472 (08)  
747-1459

Beta Sigma Phi Alpha Nu Chi

Jan Roley  
2305 70th Street  
745-5725

Beta Sigma Phi - Alpha Phi Beta

Karen Smith  
3813 60th Street (13)  
796-1462

Beta Sigma Phi - Lambda Iota

Kara Stuller  
4706 44th Street  
799-0768

Beta Sigma Phi - Laureate Gamma Tau

Sunny McGinnis  
3109 43rd Street (13)  
792-2904

Beta Sigma Phi - Sigma Omega

Karen Steelman, President  
1207 Hyden (07)  
799-0325

Beta Sigma Phi - Upsilon Sigma

Robin Brown, President  
4501 Brownfield Drive (10)  
793-1462



Beta Sigma Phi Xi Alpha Epsilon  
Charlene Welch  
4007 48th Street  
795-2413

Beta Sigma Phi Xi Gamma Sigma  
Jo Beth Vinson  
5528 77th Street (24)  
794-4896

Beta Sigma Phi Xi Iota Alpha  
Yvonne Martin  
7712 York (24)  
794-0681

Beta Sigma Phi Xi Upsilon Sigma  
Suzanne Morman  
2905 69th Street (13)  
793-0816

Beta Sigma Phi Xi Xi Tau  
Vicki Sigler, President  
2302 62nd Street (12)  
797-5040

Beta Sigma Phi - Preceptor Gamma Mu  
Sharon Anderson  
4006 87th Street  
794-1908

Beta Sigma Phi Laureate Alpha Theta  
Sharon Gibson, President  
3514 77th Drive (23)  
799-5797

Beta Sigma Phi -  
Preceptor Laureate Omega  
Dottie Cooknell  
2129 52nd Street (12)  
744-3437

Beta Sigma Phi - Preceptor Sigma  
Dorothy Howard  
2401 45th Street #6 (12)  
795-8597

Delta Kappa Gamma

Delta Kappa Gamma - Alpha Kappa  
Miss Joan Smith  
5438 41st Street (24)  
792-8442

Delta Kappa Gamma - Alpha Sigma  
Beanna Traub (Mrs. Roger), President  
3703 95th Street (23)  
795-4185

Delta Kappa Gamma - Eta Rho  
Charlene Hart  
4603 28th Street (10)  
792-6637

Delta Kappa Gamma - Kappa Iota  
Sonja Nash  
2616 74th Place (23)  
745-2320

Delta Kappa Gamma - Zeta Omicron  
Sue Thomas  
4110 64th Street (13)  
797-4295

Garden Clubs

Belle Glade Garden Club  
Mildred Tyree  
3019 37th Street (13)  
793-7023

Bud to Blossom Garden Club  
Mrs. Arnold Banks, President  
4604-A 55th Drive (14)  
793-9994

Garden Study Club  
Mrs. Homer Roper, President  
3205 39th Street (13)  
799-0494

Petal Pushers Garden Club  
Mrs. Reagan Gibbs  
7001 Oxford (13)  
792-5778

Trowell and Error Garden Club  
Sue Victory, President  
4509 11th Street (16)  
799-6035

Town and Country Garden Club  
Stacy Brown  
4909 64th Street (14)  
797-5266





Cotton Pickin Smockers Chapter

Melissa Hill

1307 80th Street (23)

745-3896

Agencies

Camp Fire Council

Bonnie Mather, Exec. Director

Box 5596 (17)

765-6394

Rape Crisis Center

Becky Cannon, Exec. Director

P.O. Box 2000 (57)

763-7273

763-3232

Family Outreach

Jackie Golightly, President

4401 13th Street (16)

792-5719

Women's Protective Service

Debbie Hubbard, President

5403 25th Street (07)

792-4653 Work

793-9096 Home

Caprock Girl Scouts

Shirley Igo, President

713 El Paso

Plainview, Texas 79072

296-9202

YWCA

Michele Gilmore, President

Office of General Council

TTU Box 4641 (09)





## LUBBOCK WOMEN HONORED

As a part of Texas' sesquicentennial observances the Governor's Commission for Women appointed a Blue Ribbon Committee to name for special recognition 150 women who had made particularly notable contributions prior to the inauguration of the Texas Women's Hall of Fame.

The Sesquicentennial Tribute to Women of Texas History include two women from Lubbock, Mary Woodward Doak and Pat S. Moore. Mary Doak, 1877-1952, of Taylor and Lubbock was a pioneer West Texas educator, adopting earlier educational theories for the students on the Caprock. A member of the original faculty of the Department of English when Texas Technological College (now Texas Tech University) opened for instruction in 1925, she soon became an important member of the administration of the College where she had an opportunity to define and establish the status for women in the college and the community. She continued as dean of women until 1945 and as a member of the English faculty until 1950.

Pat Moore, 1924-1975, a victim of childhood polio, received an LL.B. degree from the Southern Methodist University Law School and opened a practice in Lubbock in 1950. She was the first woman to hold the positions of president of the Lubbock Bar Association (1950) and district judge of the 72nd District (1968). She was awarded the Women of the Year Award by the Lubbock Altrusa Club in 1965 and was honored with the SMU Woman of Achievement Award in 1972.

Attending the Texas Women's Hall of Fame ceremonies, from Lubbock were Betty Anderson, Chair of the Governor's Commission for Women; Michele Gilmour, former Commissioner; and Frances and W.C. Holden.

## METRO CITY CHAPTER-ABWA

Metro City Chapter-ABWA will have its Fall membership drive October 27, 1986. It will be held at the Godeke Library, 6601 Quaker at 7:00 p.m. All who wish to attend are invited to come and bring their friends. Questions about Metro City and ABWA will be answered at that meeting.

The Metro City Chapter meets once a month on the 4th Monday at 6:45 p.m. at different locations for dinner and a program speaker. To find out the month's meeting place call 793-5473.

## DOCENTS BEING RECRUITED FOR MUSEUM TOURS

The Women's Council of the West Texas Museum Association is recruiting docents for the fall and spring school tour programs at the Museum. Anyone interested in assisting in these tours is invited to call the Curator of Education, Patricia Martin, 742-2456.

## LEAGUE OF WOMEN VOTERS FALL SCHEDULE

The League of Women Voters of Lubbock fall schedule includes one of its basic activities, registering voters. Lorrie Lushnat-Bellair, Voter Service Chair, arranged for Frank Stuart to deputize League members at the first fall Public Forum September 4. League members have registered voters at Frito-Lay, Lubbock General Hospital, South Plains Mall, Texas Tech, two McDonald's restaurants, a senior citizen center, a New Neighbors coffee, and local high schools.

Roxanna Cummings, Membership Chair, and Carol Daugherty, Organization Vice-President, planned a party October 2 for members and prospective members to meet at 5:30 p.m. at one of Lubbock's historic homes at 1802 Broadway for wine and hors d'oeuvres. Now occupied by the Episcopal Diocese of Northwest Texas, the Bacon House is a nationally registered historic landmark. Membership in the League is open to all U.S. citizens, men and women, over the age of 18.

Programs planned for the fall months include education, health care, and natural resources. Melanie Barnes chairs the Natural Resource Committee and her programs will emphasize nuclear waste. Plans for a panel discussion December 4 and possibly a field trip to the potential nuclear waste dump site area of the Panhandle are being worked out.

Everyone is welcome to attend all League programs. The Public Forum luncheons are held at the Mahon Library, 1306 9th Street, on the first Thursday of every month September through May. For more information call 744-0023. The League office is located at 1706 23rd, #104.

# Women's Report

## lubbock committee for women

OCTOBER 1986

Vol. 3, No. 1

## COMMITTEE FOR WOMEN BEGINS THIRD YEAR

The past few months have been a period of rapid growth for the Committee for Women which marked its second birthday in June, 1986. Last spring the Committee became a free-standing City Advisory Board, having existed since its inception under the auspices of the Community Services Board. The Committee was also expanded from fourteen members to seventeen members who are appointed by the City Council for staggered two-year terms.

A fifth standing committee, the committee on child care, has been added to the original structure. A result of public surveys and an initial Task Force on Child Care, the new committee will examine ways to alleviate the lack of sufficient, affordable quality child care for parents and other people responsible for care of the child.

New projects for the Committee for Women include compiling a directory on women's organizations, identifying ways to support Project Literacy U.S., compiling information on scholarships for women, and establishing Network Exchange for Women, a forum for representatives of women's organizations in the city.

The Committee will continue projects such as maintaining a talent bank; sponsoring Board Leadership workshops, public hearings and a mentor model program; and developing ideas and programs through a Task Force on Employment.

The current officers, elected by the Committee in May 1986 include Carolyn Thomas, Chair; Mary Nell Strong, Vice-Chair; and Mary Rooker, Secretary. Standing committees and their chairs include Public Information - Winifred Vigness; Program Development - Mary Rooker; Problems and Issues - Marta Rosas; Community Relations - Mary Nell Strong; and Child Care - Cathy Ranck.

## WOMEN'S FAIR IN OCTOBER

Sponsored by the Lubbock Committee for Women as a part of Prime Time for Women, a Women's Fair will be held October 18th in the Texas Tech University Center Courtyard. Hours are from 8:00 a.m. to 5:00 p.m. for table displays of information about organization's and business group's activities. Displays may include printed materials, posters, banners, and brochures.

There is no charge for an organization display. A fee of \$25.00 applies to commercial businesses displays.

Participants in the Women's Fair are encouraged to register for Prime Time and to attend the Conference. Registration is \$20.00 and includes lunch.

Further information may be obtained by calling Louise Cummins at 762-6411,

## FALL BRUNCH HELD IN SEPTEMBER

Ninety women representing over fifty organizations attended a brunch hosted by the Lubbock Committee for Women at the home of Mayor Pro Tem Joan Baker on Saturday, September 16. Mary Nell Strong, who chaired the event, noted that she was very pleased with the turn out.

The brunch marked the first event for the meeting of what is being billed as the Network Exchange for Women (NEW). The purpose of the Network Exchange is to allow women from the many diverse organizations in the community to meet together on an informal basis to exchange information and ideas about women and their organizations.

Future plans for NEW include at least one more social event planned for mid-winter. Organizations returned information about their expectations and these are being evaluated so that future plans will meet the needs of most organizations.



## PUBLIC HEARINGS ON CONCERNS OF WOMEN

Members of the Lubbock Committee for Women are making plans to go to the community to receive input from Lubbock women about matters of concern to them. The committee has scheduled times for public hearings at five different times and locations. The first hearing will be on Thursday, October 2 at Rodgers Community Center at 3200 Amherst beginning at 7:30 p.m. A special hearing for women who are senior citizens will be held on Monday, October 6 at 1:00 p.m. at the Lubbock Senior Citizens Center at 2001 19th Street.

Sites and times of the other hearings are Tuesday, October 7 at the Y.W.C.A. at 3101 35th Street at 7:30 p.m.; Monday, October 6 at the Godeke Library, Loop 289 and Quaker at 7:30 p.m.; and Thursday at Mae Simmons Community Center at 23 and Oak at 7:30 p.m.

Established in 1984 by the Lubbock City Council, the 17 member committee serves as an advisory board to the Council on the needs, problems, and concerns of women. "We want to hear from women in the community about what they perceive to be their greatest concerns", said Carolyn Thomas, Chair of the Committee. "We urge women to attend these hearings to let us know what they are thinking so that we can better plan our activities," Thomas said.

## EMPLOYMENT BROCHURE

A new brochure entitled "A Job Seekers Introduction To Employment" is available from the Committee for Women. The brochure was prepared by the committee's task force on employment. Included in the brochure are numbers for recorded job lines, locations of job boards, and hints for what to do when applying for a job or going to an interview.

The brochure is free. To receive a copy or multiple copies call the Committee for Women office at 762-6411, ext. 2282.

## TEXAS HALL OF FAME INDUCTS

An 11-member panel including Governor White and members of the Governor's Commission for Women selected the finalists for the Texas Women's Hall of Fame in a dozen categories. They are:

Mary Lavinia Griffith for Agriculture and Ranching  
Jody Conradt for Athletics  
Mary Kay Ash for Business  
Ada Simond for Civic Leadership  
Caro Crawford Brown for Communications

Representative Wilhelmina Delco for Education

Dr. May Owen for Health Care  
Hermine Tobolowsky for Legal  
Margaret Cousins for Literary Arts  
Anne Armstrong for Public Service  
Sally Ride for Science and Technology  
Alicia Chacon and Frances Goff for Volunteerism.

Over 200 nominations were submitted. Six were nominated by groups and individuals from Lubbock--Elizabeth Haley, Judith Henry and Louise Luchsinger for Education, Frances Holden and Marjorie Kastman for Civic Leadership, and Donna Muldrew for Public Service.

Published by  
Committee For Women  
City of Lubbock  
P.O. Box 2000  
Lubbock, TX 79457

Information for the Women's  
Report should be submitted to  
Editors  
Winifred Vigness  
Clydene Thomas

## ASSOCIATION OF WOMEN ENTREPRENEURS, LUBBOCK CHAPTER

The Lubbock Chapter of the Association of Women Entrepreneurs was formed recently to provide an outlet for women business owners. The general purposes of the organization are to encourage ownership by women of businesses; to encourage the education, advancement, promotion and support of women business owners; and, to foster the economic stability of businesses owned and operated by women. A.W.E.L. is dedicated to the support and success of women entrepreneurs.

Betty Cave, president of the local chapter, began the organization in June.

The board of directors and advisory council are Lyndell Edgemon of Abraham & London, Ltd.; Robin Richard of Richard Communications; Sandie Newton, C.P.A.; Dena Matthews of Health Care Management; and Deborah M. Chambers and Judy Copeland, both of Sylvan Learning Center.

To become an active member, an individual must be the sole proprietor, partner or own 25 percent of a business or corporation in which she is active in overall management. An associate member is any individual who intends to own her own business within one year from date of application and supports the goals of A.W.E.L. Affiliate members are those companies and organizations which subscribe to the objectives of the group and wish to lend support through membership.

The next general meeting of the organization will be held on Monday, Oct. 13, at the Holiday Inn Civic Center at 6:30 p.m. The cost of the meeting will be \$10 a person, which will include dinner. For more information or to make reservations, call 794-8822. The program topic will be "Business Ethics."

The local AWE chapter will sponsor a booth at Prime Time at Texas Tech University on Oct. 18. In the Spring, the group plans to host a workshop in conjunction with the SBA.

For more information about the organization, call 745-7748.

## BOARD LEADERSHIP TRAINING WORKSHOPS

One of the most exciting efforts which has been co-sponsored by the Committee for Women, along with the Junior League, has been Board Leadership Training Workshops.

The purpose of these workshops is to build good board skills for people new to board service or enhance existing skills for more experienced board members.

The first workshop was held in September of 1985 with approximately 100 persons in attendance. The second workshop in the Spring of 1986 also had about 100 persons. Both workshops were planned through the efforts of Donna Scarbrough, Junior League representative, and Adelaida Montemayor of the Committee for Women.

September 29, 1986 at 5:30 p.m. another workshop was held at St. John's Methodist Church with 90 people in attendance.

The workshop coordinator for the Junior League is Glenda Nell who has organized this year's workshops with the help of Committee for Women staff person Louise Cummins.

Another Board Leadership Training Workshop is scheduled for February, 1987.

## JUNIOR LEAGUE OF LUBBOCK FALL ACTIVITIES

The Junior League of Lubbock has begun another year of placing trained volunteers in approximately thirty-three placements and projects in the community. The most significant fall event on the Junior League calendar is Holiday Happening, which will take place on November 20-22 at the Civic Center. Among the special events planned are a Preview Night dinner and auction, which will take place on the evening of the 19th. Ticket information may be obtained from Mrs. Jobe Moss, 793-6853.

The Repeat Boutique, located at 2411 Main, is another project of the Junior League. Monies raised there by the resale of slightly used merchandise, combined with the profits of Holiday Happening, are used to fund our community projects and placements. In the year 1986-87, \$270,000 will be returned to the community.



# BOARD LEADERSHIP WORKSHOP

SEPTEMBER 29, 1986

5:30 to 9:30 p.m.

**St. John's United Methodist Church**

**1501 University**

**Sponsored By: Lubbock Committee For Women and The Junior League**

## AGENDA

5:30-6:30 p.m. Light Supper

6:00-6:30 p.m. Keynote address  
Cathy Morton

6:30-9:30 p.m. Workshops  
(1 1/2 hours each--Choose two)

Workshop One: WRITING SKILLS FOR BOARD MEMBERS

Dr. Carolyn Rude, English Dept. Texas Tech

Workshop Two: LEADERSHIP SKILLS FOR THE '80's

Claude Dollins, Management Consultant

Workshop Three: PARLIAMENTARY PROCEDURE: ONCE OVER LIGHTLY

Eadie Armstrong, Member Texas and National Association  
of Parliamentarians

Workshop Four: BASIC TRAINING FOR BOARD MEMBERS

Louise Cummins, Coordinator City Information & Referral

(OVER)

## REGISTRATION

Name \_\_\_\_\_ Phone \_\_\_\_\_

Address \_\_\_\_\_ Zip \_\_\_\_\_

My workshop choices are: (Please refer to above and list by number.)

First \_\_\_\_\_ Second \_\_\_\_\_ Third \_\_\_\_\_

Fee for the workshop is \$5.00. Make check payable to Committee For Women.

Mail to: Committee For Women, P.O. Box 2000, Lubbock, TX 79457

Deadline for Registration is September 25, 1986



## WORKSHOP DESCRIPTION

### WRITING SKILLS FOR BOARD MEMBERS

This workshop will be on writing reports, minutes, and other board related material. It should interest both first-time and experienced board members who wish to develop their writing strategies.

Carolyn Rude is the workshop leader. Dr. Rude has taught technical communications at Texas Tech University since 1981 and is currently writing a textbook on editing. She serves as a member of the Magnet Schools Parent Advisory Committee.

### LEADERSHIP SKILLS FOR THE 80'S.

Information in this workshop will be general in nature and will focus on leadership skills that can be learned and practiced in any leader role.

Claude Dollins, workshop leader, is a nationally recognized public speaker, management consultant, teacher and counselor and is president of his own management consulting firm. He is the author of The High Energy Professional and publishes the "High Energy Professional" newsletter. Mr. Dollins has been selected as one of the Outstanding Young Men of America.

### PARLIAMENTARY PROCEDURE: ONCE OVER LIGHTLY

The presentation, general in nature, will be aimed at providing information that will enable those present to more fully participate in meetings with assurance and confidence.

Eadie Armstrong is a member of the Texas Association of Parliamentarians and the National Association of Parliamentarians. Her volunteer community involvement includes the Lubbock Committee for Women and City Charter Study Committee. She has served as president of the YWCA, Texas Congress of PTA, Lubbock Women's Club, and Sherick Retirement Home Board.

### BASIC TRAINING FOR BOARD MEMBERS

This workshop will serve as a beginning course for new board members or a refresher for those with some experience.

Workshop leader, Louise Cummins, is the coordinator of Information and Referral for the City of Lubbock. She has extensive board experience. She currently serves on the boards of the Texas Association of Information and Referral, Texas League of Women Voters, Texas Department of Human Services Regional Advisory Council, and the Parenting Cottage, Inc.

### WORKSHOP PLANNING COMMITTEE

Glenda Nell, Junior League  
Donna Scarborough, Junior League  
Marjorie Kastman, Committee for Women  
Karen Fulton, Committee for Women  
Mary Rooker, Committee For Women  
Bill Baird, United Way  
Kay Houser, Lubbock Area Foundation

Phone \_\_\_\_\_

Name \_\_\_\_\_

Zip \_\_\_\_\_

Address \_\_\_\_\_

My workshop choices are: (Please refer to above and list by number.)

Third \_\_\_\_\_

Second \_\_\_\_\_

First \_\_\_\_\_

Fee for the workshop is \$5.00. Make check payable to Committee for Women.

Mail to: Committee for Women, P.O. Box 2000, Lubbock, TX 79427

Deadline for Registration is September 25, 1986



## WOMEN'S FAIR -- INFORMATION SHEET

### WHAT IS PRIME TIME FOR WOMEN?

Prime Time for Women is a day-long program of seminars and workshops that deals with topics of interest to Lubbock women. This is the eighth year that this conference has been sponsored by the Department of Continuing Education at Texas Tech University.

### WHAT IS THE WOMEN'S FAIR?

The Women's Fair is a new addition to Prime Time activities. It is being sponsored by the Lubbock Committee for Women in conjunction with the TTU Continuing Education Department. The Fair will feature table displays of Lubbock women's organizations and will also feature commercial displays of products of special interest to women.

### WHAT IS THE PURPOSE OF THE WOMEN'S FAIR?

The purpose of the Fair is to provide a way for women's organizations to communicate to other women about their purposes and activities. It can be an opportunity for these organizations to recruit members or for those organizations with restricted memberships to tell others about what they do. It will also allow commercial organizations to show their wares.

### WHAT DO I NEED TO DO IN ORDER FOR MY ORGANIZATION TO PARTICIPATE?

You will need to fill out the registration form and mail it to the address indicated on it. Then you need to gather together any information about your group to display at the Fair. Information can include posters, brochures, publications and any other material of interest. We ask that you not sell any merchandise, but you may take orders for publications, etc. On the day of the Fair, bring this information to the University Center on the Tech campus and set up the display.

### WHAT ARE THE HOURS?

Prime Time registration will begin at 8:00 to 8:30 a.m., so you will need to set up your display a few minutes before registration begins. We hope that you will display the information at least until noon and, if you like, for the whole day. We ask that someone be at your display to answer questions during registration, break time, and during the final hour at the close of the day.

### WHAT ELSE IS EXPECTED OF OUR GROUP?

Setting up and staffing the display is all that is required; however, we would encourage whoever is staffing the booth to register for the Prime Time workshops and participate in the fine programs that will be available. Registration fee is \$20, which includes lunch -- a real bargain for a stimulating day.

### IS THERE A CHARGE FOR THE DISPLAY?

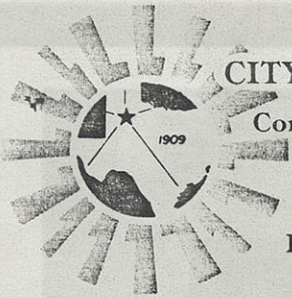
There is no charge for having an organization display. Commercial exhibitors will be charged \$25.00.

### FOR FURTHER INFORMATION

Call Louise Cummins, staff liaison for Committee for Women, 762-6411, ext. 2282 or Helen Otken, Prime Time coordinator, 742-1526. Mrs. Otken is available to speak to your group about Prime Time.







## CITY OF LUBBOCK

Committee for Women

P.O. Box 2000  
Lubbock, Tx. 79457  
(806) 762-6411

August 20, 1986

Dear Organization President:

The Committee for Women would like for you to be aware of several events we are sponsoring in September and October that will be of interest to you and your organization. This letter is to alert you to those events so that you will be looking for separate mailings about each event.

On September 13, the Committee will host a brunch in the home of Mayor Pro Tem Joan Baker. We are asking that each organization send two guests, perhaps you as president and a person who could serve as a contact person for the Committee.

The Committee would like for each women's organization to appoint one person who would agree to be your contact person and receive information from the Committee to pass on to your organization. From time to time, we may have special meetings where it would be helpful to have a contact person from each organization.

Last year, the Committee and the Junior League of Lubbock began a series of board leadership training workshops to enable inexperienced board members to build good board skills and to assist experienced board members in improving their skills.

On September 29, there will be a board leadership workshop at St. John's United Methodist Church from 6:00 p.m. to 9:00 p.m. We encourage you to make your members aware of this workshop. More information will be available in early September.

We invite members of your organization to participate in a Women's Fair as a part of Prime Time for Women at Texas Tech on October 18. Each organization will be able to display information about the activities of its group on tables in the University Center Courtyard. Please be thinking about what kind of a display you want to have. If you have open membership, this would be an ideal time to recruit new members. If your membership is restricted, you will still be able to let the community know about your activities. We would also encourage you to register for and attend the Prime Time Conference. Registration is \$20 and includes lunch.





In addition to the organization booths. for which there is no charge, commercial businesses can also exhibit materials for \$25. If you know of businesses that might be interested, please pass the word on to them. You will receive more complete information about this in September.

The Committee for Women has a speaker's bureau that is available to speak to group meetings. Call Louise Cummins at 762-6411, ext. 2282, if you would like to schedule a speech or if you have questions about any of the above activities.

Sincerely,

*Mary Nell Strong*

Mary Nell Strong  
Community Relations Chair





TO: Presidents of Organizations

FROM: Eadie Armstrong  
Lubbock Committee for Women

The Lubbock Committee for Women and the Texas Tech Department of Continuing Education invite you to be a special part of Prime Time for Women, on Saturday, October 18, at the University Center.

This year's Prime Time for Women will include a Women's Fair, and we want very much for you and your organization to participate by having a display of your organization and by attending the workshops.

Please read the attached information sheet and then fill out the form included on this sheet.

We hope to see you on October 18.

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DISPLAY REGISTRATION FORM

Organization Name \_\_\_\_\_

Name of contact person \_\_\_\_\_

Address \_\_\_\_\_

Our display will include: \_\_\_\_\_

Is this a women's organization? \_\_\_\_\_ Commercial organization? \_\_\_\_\_

If commercial organization, please make check for \$25.00, payable to TTU Department of Continuing Education.

Mail this form to: Louise Cummins  
Committee for Women  
P.O. Box 2000  
Lubbock, TX 79457





## Committee For Women Plans Series Of Public Meetings

The Lubbock Committee for Women will host a series of five public hearings in October to solicit comments and information about the needs of Lubbock women.

Similar hearings in the past have led to the establishment of a committee to study the problem of barriers to employment for women and the creation of a task force to study child care needs and resources in the city.

The first session will be held Thursday at Rodgers Community Center, 3200 Amherst St., beginning at 7:30 p.m.

A session of special interest to the elderly will be held Oct. 6 at 1 p.m. in the Senior Citizen's Center, at 2001 19th St.

Other hearings will be held Oct. 6 at 7:30 p.m. at the Godeke Library at

Loop 289 and Quaker Avenue; Oct. 7 at 7:30 p.m. in the YWCA Building at 3101 35th St.; and Oct. 9 at 7:30 p.m. in the Mae Simmons Community Center at 23rd Street and Oak Avenue.

The Committee for Women was established in 1984 by the Lubbock City Council as an advisory board on the needs, problems and concerns of women.

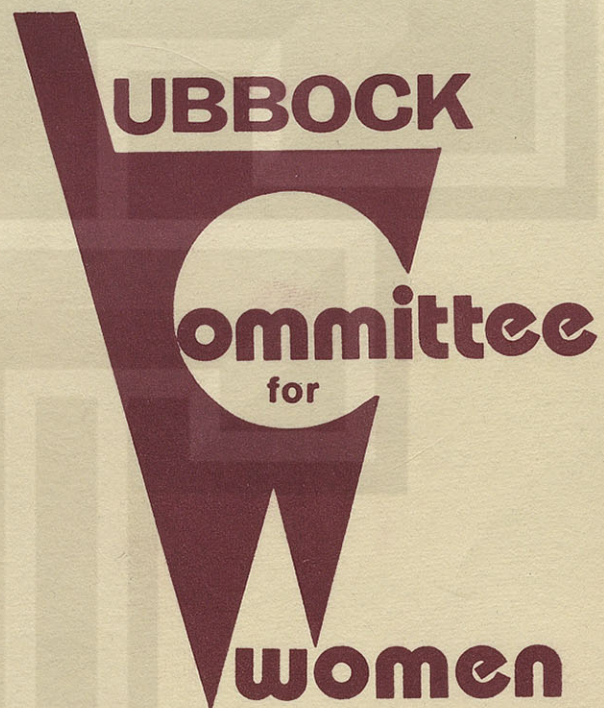
"We want to hear from women in the community about what they perceive to be their greatest concerns," said Carolyn Thomas, LCW chairwoman. "We urge women to attend these hearings to let us know what they are thinking so we can better plan our activities."

For more information, call Louise Cummins, staff liaison for the committee, at 762-6411, ext. 2282.

9-26-86







®



As the colors of Summer  
fade away,  
The excitement of Fall  
is here to stay!

The Committee for Women  
invites you to a

"Kickoff Brunch"  
at the home of  
Joan Baker  
Mayor pro tem,  
City of Lubbock

Saturday, September 13, 1986

from ten to twelve  
4610 20th street



**UBBOCK**

**ommittee**  
for

**women**

Working for  
Women...  
Lubbock...  
Community

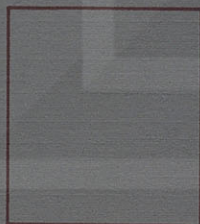


**Committee for Women**

Office of Information & Referral

P.O. Box 2000

Lubbock, Texas 79457





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## LUBBOCK COMMITTEE FOR WOMEN

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Established by the City Council in June of 1984, the Lubbock Committee for Women (CFW) serves as an advisory body concerning the needs, problems, and contributions of women in the community. It recommends and coordinates programs or activities to meet the social, economic, and vocational needs of women. It also serves as a clearinghouse of information relating to women. Through its work, the Committee seeks to improve the quality of life for the entire Lubbock community.

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## GOALS AND OBJECTIVES

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### **To Serve as a Clearinghouse to Assimilate and Disseminate Information Concerning Women**

- Provide information about activities affecting women
- Provide information on services and legislation

### **To Coordinate and Support Efforts to Identify Opportunities, Needs, and Problems for All Women in the Community**

- Identify problems and needs affecting Lubbock women
- Facilitate ways to bring about solutions to identified problems

### **To Recognize the Contributions of Women in Lubbock and Encourage the Development of the Potential of Women**

- Increase awareness of activities of the Committee
- Provide positive role models for young women
- Promote a more positive image of women
- Provide a means for recognizing women's accomplishments and contributions
- Identify and coordinate activities of community organizations which support CFW goals

### **To Encourage the Development and Implementation of Programs to Educate, Stimulate, and Involve Lubbock Women**

- Increase involvement of women in local government and civic boards
- Assist women in re-entry to job markets
- Identify job training programs and coordinate the dissemination of information about these programs
- Identify funds available for job training and education

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## ACTIVITIES

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The CFW has implemented its goals and objectives by adopting the following activities:

- Establishing a talent bank
- Surveying women's organizations and assisting with the coordination of their efforts
- Studying the problems of adequate child care and employment for women
  - Continuing the Pathfinders event to recognize women
  - Publishing a list of hot line numbers for citizens
  - Publishing a newsletter and calendar of events of interest to women
- Establishing a CFW speakers bureau
- Printing a handbook about the duties and memberships of city boards and commissions

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## THE COMMITTEE

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The CFW is composed of fourteen members appointed for two year terms. Members represent a broad cross-section of the community in terms of backgrounds, age, and experience.

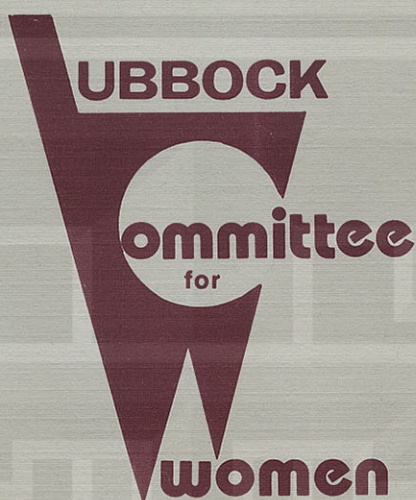
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## CONTACTING THE COMMITTEE

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Office of Information and Referral  
City of Lubbock  
P.O. Box 2000  
Lubbock, Texas 79457  
(806) 762-6411





Chair .....	Carolyn Thomas
Vice Chair .....	Mary Nell Strong
Secretary .....	Mary Rooker
	Eadie Armstrong
	Sharon Bass
	Patricia Beck
	Sara Blocker
	Nettie Edwards
	Jewell Foster
	Karen Fulton
	Marjorie Kastman
	Penny Morin
	Catherine Ranck
	Marta Rosas
	Clydene Thomas
	Dorothy Thompson
	Winifred Vigness
Staff Liaison .....	Louise Cummins



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## GOALS AND OBJECTIVES (Addendum)

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### To Examine Ways to Alleviate the Lack of Sufficient, Affordable, Quality Child Care for Parents and Other People Responsible for Care of the Child

Assess the current status of child care facilities and child care needs in our community

Develop strategies for community awareness and public education

Assist in the implementation of the **Lubbock: 2005** goals dealing with child care issues

Examine options and alternatives for child care

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## ACTIVITIES

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The CFW has implemented its goals and objectives by adopting the following additional activities:

- Conducting board leadership training and political awareness workshops
- Publishing a brochure for people seeking employment
- Supporting Project Literacy U.S.

In June of 1986 the City Council increased the size of the Committee from 14 members to 17 members.





*Are you a single parent,  
looking for a better job?*

*Are you a homemaker who  
needs help in developing  
job skills?*

*Are you a single parent not  
prepared to support  
a family?*

*Are you a homemaker  
searching for your first  
job outside your home?*

*Are you a single parent in a  
financial rut?*

*Are you a homemaker look-  
ing for a job, but you don't  
know how to sell yourself?*



*Mary Rooker*

## TAKE THE FIRST STEP

For more information about this FREE vocational counseling service for single parents and homemakers, contact:

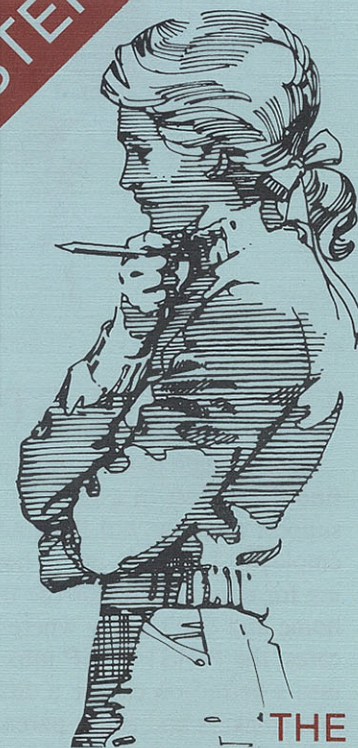
The First Step Program  
South Plains College-Lubbock  
1302 Main St.  
Lubbock, Texas 79408

Telephone: (806) 747-0576, ext. 38



It is the policy of South Plains College to offer all educational and employment opportunities without regard to race, color, national origin, sex, or handicap.

TAKE YOUR  
FIRST STEP



## THE FIRST STEP PROGRAM

*A free Vocational Counseling  
Service for Homemakers and  
Single Parents who need to find  
employment or to find  
better paying jobs.*

**South Plains  
College**

Levelland ☐ Lubbock





## THE FIRST STEP

Many single parents, both women and men, find themselves in a situation where they have to support a family, but have no skills to offer an employer. Likewise, many homemakers are looking for employment for the first time outside the home and don't know where to begin. In many cases, the **FIRST STEP** into the world of work or into a better job can be a difficult one for homemakers and single parents.

South Plains College-Lubbock offers you a new, **FREE** vocational counseling service to help you overcome some of the barriers that may be facing you in securing a better job or in finding employment. This program can help you identify your skills and interests. It can help you write that resume and prepare for a job interview. It can put you in contact with resource people who can help you complete your high school diploma. It can help you discover which jobs are available and what training is needed to get those jobs. It can help you get started in a new direction. It can help you begin work toward a college degree and a better-paying job.

The program is directed by licensed, vocational counselors who hold many years experience in helping people succeed at careers. They help you learn about yourself and which jobs are suited to your needs and skills.

## THE WAY IT WORKS

### Step 1

Take the **FIRST STEP** and telephone South Plains College-Lubbock at 747-0576, ext. 38 and ask for The First Step Program.

### Step 2

One of our counselors schedules an appointment to visit with you.

### Step 3

When you come to the SPC-Lubbock campus at 1302 Main St., our counselors help you discover the skills and job interests you have. You take a series of interest and skills tests which help you find out what you like and do not like to do.

### Step 4

With the use of films and other materials, you improve your understanding of yourself. You find out what your strengths and weaknesses are in dealing with others. You learn how to make the right choices about important things in your life. You learn how to manage your time better.

### Step 5

You are guided through career materials to help you understand what jobs are suitable for you. Counselors help you explore different careers which you may not have considered. You learn about job options and get new ideas.

### Step 6

Once you have identified your job interests, you are informed about local job availability. You find out the kinds of qualifications are required to be hired for these jobs. You find out what skills you may have which can be applied to these jobs.

### Step 7

If you find you need further education, you are guided to the appropriate schools and are helped to enroll.

### Step 8

If you need financial aid for education, you are helped to begin the process necessary to determine if you are eligible to receive such aid. Counselors help you fill out all the necessary forms.

### Step 9

If you have some job experience and skills, but you need help with the job search process, the counselors can help you in a number of ways. You are taught how to write a resume, how to fill out a job application and how to handle the job interview. You learn how to market your skills.

### Step 10

If you apply for jobs and are not successful, the counselor conducts a follow-up with the employers to determine how The First Step Program can help you succeed the next time.





**CITY OF LUBBOCK**

**Committee for Women**

P.O. Box 2000  
Lubbock, Tx. 79457  
(806) 762-6411

SEP. 26 1986

September 25, 1986

TO: Members of the Committee For Women

FROM: Carolyn Thomas, Chair

The regular meeting of the Committee for Women will be held on Wednesday, October 1, 1986 at 12:00 noon in Room 103 of the Municipal Building.

Enclosed is a copy of the September minutes as well as other items of interest to you.

Please call Louise Cummins at 762-6411 ext. 2282 if you will not be able to attend. It is important that she hear from you if you will not be there.





COMMITTEE FOR WOMEN  
AGENDA -- OCTOBER 1, 1986  
12:00 noon, Municipal Building, Room 103

- ITEM 1: APPROVE MINUTES OF SEPTEMBER 3, 1986 MEETING
- ITEM 2: CONSIDER PLANS FOR PUBLIC HEARINGS -- Marta Rosas
- ITEM 3: CONSIDER REPORT OF PUBLIC INFORMATION COMMITTEE -- Winifred Vigness
  - A. Women's Report
- ITEM 4: CONSIDER REPORT OF COMMUNITY RELATIONS COMMITTEE
  - A. September 13 brunch
  - B. Women's Fair
- ITEM 5: CONSIDER REPORT OF PROGRAM DEVELOPMENT COMMITTEE -- Mary Rooker
  - A. Board Leadership Workshop
- ITEM 6: CONSIDER REPORT OF CHILD CARE COMMITTEE -- Cathy Ranck
- ITEM 7: CONSIDER APPOINTMENT OF COMMITTEE TO EXAMINE CO-SPONSORING EVENTS
- ITEM 8: REPORT OF CHAIR
- ITEM 9: STAFF REPORT





COMMITTEE FOR WOMEN  
MINUTES.  
SEPTEMBER 3, 1986

The Committee for Women met in regular session on Wednesday, September 3, 1986 at 12:00 noon, in room 103 of the Municipal Building.

Members Present

Eadie Armstrong  
Sharon Bass  
Pat Beck  
Nettie Edwards  
Jewell Foster  
Karen Fulton  
Marjorie Kastman  
Cathy Ranck  
Mary Rooker  
Mary Nell Strong  
Carolyn Thomas  
Clydene Thomas  
Winifred Vigness

Members Absent

Penny Morin (excused)  
Dot Thompson (excused)  
Marta Rosas (unexcused)  
Sara Blocker (unexcused)

Guests

Margaret Gamble  
Mary Johnson  
Betty Anderson

Staff

Louise Cummins

Carolyn Thomas, chair, called the meeting to order at 12:25 p.m.

ITEM 1: APPROVE MINUTES OF AUGUST MEETING

The minutes of the August 6, 1986 meeting were approved as mailed with no additions or corrections.

ITEM 2: CONSIDER REPORT OF CHILD CARE COMMITTEE -- Cathy Ranck

Cathy Ranck reported that Cindy Hale, a Junior League volunteer working with the committee, is compiling information about Day Care Centers and Registered Family Homes based on information from the Texas Department of Human Resources. A meeting to discuss designing a survey of day care centers and registered family homes will be held on Friday, September 19th.





- ITEM 3: CONSIDER REPORT OF PROBLEMS AND ISSUES COMMITTEE -- Marta Rosas  
In the absence of Marta Rosas, Louise Cummins reported for the Problems and Issues Committee. Cummins stated that four public hearings would be scheduled on the following days and locations:

October 2	7:30 p.m.	Rodgers Community Center 3200 Amherst
October 6	1:00 p.m.	Senior Citizens Center 2001 19th St.
October 7	7:30 p.m.	YWCA 3101 35th Street
October 9	7:30 p.m.	Mae Simmons Community Center 2400 Weber Drive

Winifred Vigness noted that there were no meetings in the Southwest part of the city. The committee agreed that another hearing should be added in a southwest location and asked staff to find a time and date. A sign up sheet was passed around so that members could pick a hearing or hearings to attend.

- ITEM 4: CONSIDER REPORT OF PUBLIC INFORMATION COMMITTEE INCLUDING WOMEN'S REPORT  
-- Winifred Vigness

Winifred Vigness reported that work will begin on the newsletter. She noted that some work will be done to follow-up on the talent bank. Her committee plans to begin to assemble information on local scholarships. A directory of women's organizations will be assembled this Fall.

- ITEM 5: CONSIDER REPORT OF COMMUNITY RELATIONS COMMITTEE -- Mary Nell Strong  
Mary Nell Strong reported that the plans for the September 13 brunch are proceeding well. Committee members express appreciation to Pat Jordan for designing the invitation. Eadie Armstrong reported that information about the Women's Fair was being sent to all women's organizations and to commercial businesses. Mary Nell Strong moved that the name Women's Forum be changed to Network Exchange for Women (NEW). Eadie Armstrong seconded the motion and the motion carried.

- ITEM 6: CONSIDER REPORT OF PROGRAM DEVELOPMENT COMMITTEE -- Mary Rooker

Mary Rooker reported that the board leadership workshop information has been sent out. The workshop is scheduled for September 29. Glenda Nell from the Junior League of Lubbock has done a commendable job making arrangements for the workshop.



Page 3/CFW MINUTES  
September 3, 1986

ITEM 7: CONSIDER STAFF REPORT

Louise Cummins reported that the insert for the brochure is ready. She also said that the people at Prime Time need three (3) recorders if anyone from the Committee would like to volunteer to record the three morning sessions.

Meeting adjourned at 1:15 p.m.

Recorded by Louise Cummins for

Mary Rooker  
Secretary





September 24, 1986

Staff Report to Committee for Women  
For October 1 meeting

Reminder: Please contact the church to whom you agreed to see about participating in the Project Literacy U.S. (PLUS) program as soon as possible.

Mary Rooker spoke to the Junior Twentieth Century Club on September 23.

Listed here are the times and places for which you signed up at the September meeting for the hearings:

October 2, 7:30 p.m. Rodgers Community Center  
Jewell Foster  
Cathy Ranck

Monday, October 6, 1:00 Sr. Citizens Center 2001 19th  
Eadie Armstrong  
Mary Rooker  
Nettie Edwards  
Cathy Ranck

October 6, 7:30 p.m. Godeke Library      Note: This is the one added later  
Karen Fulton  
Clydene Thomas  
Winifred Vigness

Tuesday, October 7, 7:30 p.m. YWCa  
Eadie Armstrong  
Jewell Foster  
Pat Beck  
Winifred Vigness

Thursday, October 9, 7:30 p.m. Mae Simmons  
Jewell Foster  
Clydene Thomas

If you did not have an opportunity to sign up, please call Marta Rosas to sign up. Also, if you find your schedule has changed and you can't be there, please call Marta about that too. Phone 763-9551.

Thanks.

*Louise*  
Louise





# Civic Groups Help Women Meet Needs

Through civic, volunteer and professional groups, Lubbock women are able to expand and enrich their lives and the lives of others in the community. Local organizations provide programs from gardening and home decorating to making it in the business world. Numerous groups offer their members the opportunity to serve the community via volunteer work.

For the professional woman, a wide variety of organizations is available. To keep abreast of new developments in her chosen field, she may opt to join Women in Communications Inc.; the Lubbock unit of the National Association of Bank Women Inc.; the Women's Council of Realtors; Women In Construction; Lubbock Legal Secretaries Association; or the Texas Nurses' Association.

The American Business Women's Association, Business and Professional Women and the Altrusa Club of Lubbock are also designed for the career woman.

The League of Women Voters and the Committee For Women are interested in both political and environmental issues. The League focuses on such problems as fair housing, public housing, transportation, solid waste disposal and fair employment practices.

The CFW celebrates the diversity that Lubbock offers women so that women's energies and expertise can be productively channeled to benefit the community.

Groups which focus on preserving history and the arts include the West Texas Museum Association and the Lubbock Heritage Society. Both groups hold receptions throughout

the year and the Heritage Society presents a gala in October.

Women who seek a social outlet have a number of groups from which to choose. New Neighbors helps newcomers to the Lubbock area adjust to life in West Texas. Other clubs, including the 19 chapters of Beta Sigma Phi, Jaycee Women and the Lubbock Women's Club, serve both the social, educational and service needs of their members.

Special interest groups such as Anorexia-Bulimia, New Dimensions in Childbirth, Compassionate Friends, SHARE and Mothers Against Drunk Driving provide unique projects, counseling and support for their members.

Many local women find fellowship through church groups. Some of these groups include the Lubbock Society of Friends, the Christian Women's Club, Rays of Hope and United Methodist Women.

If you are looking for a way to improve your public speaking, there are a variety of Toastmasters groups in the city including one especially for singles. Other clubs which focus on the needs of the single individual are Breakthru, an interdenominational group for singles ages 20-60; Christian Singles' Club, for ages 50 and up; THEOS (They Help Each Other Spiritually); and Parents Without Partners.

Those who enjoy outdoor activities will want to pursue events planned by the Texas Twister Ski Club, the Mackenzie Meadows Horse Club, the Experimental Aircraft Association, the South Plains Astronomy Club, Llano Estacado Audubon Society or Scrabble Players Club No. 124.

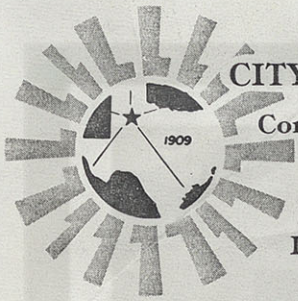
Volunteers working for the Junior League of Lubbock are an integral part of the community. League members work in a number of agencies including health and welfare, support community arts, and serve on in-league committees and community boards. The group also raises funds which benefit community projects.

Organizations for minority women, such as the Hispanic Women's Conference, Ladies LULAC Council 281 and the Texas Association of Black Women and Girls, Stoke Park-er District, address economic and educational needs of their particular communities.

A complete listing of club meetings for groups without restricted memberships is published each Sunday in the Family News section of The Avalanche-Journal.

TRANSWORLD





**CITY OF LUBBOCK**

**Committee for Women**

**P.O. Box 2000  
Lubbock, Tx. 79457  
(806) 762-6411**

**JUL 31 1986**

July 30, 1986

TO: Committee for Women

FROM: Carolyn Thomas, Chair

The regular meeting of the Committee for Women will be on Wednesday, August 6 at 12:00 noon in Room 103 of the Municipal Building, at 1625 13th Street. Lunch will be served.

Enclosed are the minutes of the special June 18th meeting and the agenda for the August 6 meeting.

Please call Louise Cummins at 762-6411 ext. 2282 if you are unable to attend.





AGENDA  
COMMITTEE FOR WOMEN  
AUGUST 6, 1986 - 12:00 NOON  
ROOM 103 - 1625-13th STREET

1. Minutes of June 18 meeting.

2. Consider reports from:

- selecting*
- a. Public Information Committee - Winifred Vigness *Women's Report Sept*
  - b. Program Development Committee - Mary Rooker *Feb 23rd next Bd L. Seminar*
  - c. Task Force on Employment - Dot Thompson
  - d. Chair -- Carolyn Thomas
  - e. Staff -- Louise Cummins

3. Consider plans for September 13 event.

*pres. + one rep from each org - Women's Forum*

4. Consider plans for Women's Fair October 18.

5. Consider plans for Board Leadership Workshop September 29

*Extend Mile Award instead of pref. org. honors  
(8) Annually*

*Women's Org. Network - quarterly?*





COMMITTEE FOR WOMEN  
MINUTES, JUNE 18, 1986  
SPECIAL MEETING FOR GOALS AND OBJECTIVES  
JUNE 18, 1986 -- 6:00 p.m.

The Lubbock Committee for Women met in special session on Wednesday, June 18 at the Lubbock Garden and Arts Center. The purpose of the meeting was to set goals, objectives and strategies for the coming year.

Members present

Eadie Armstrong  
Sharon Bass  
Patricia Beck  
Sara Blocker  
Nettie Edwards  
Jewell Foster  
Karen Fulton  
Penny Morin  
Cathy Ranck  
Mary Rooker  
Mary Nell Strong  
Carolyn Thomas  
Clydene Thomas  
Dot Thompson

Members Absent and Excused

Marta Rosas  
Marjorie Kastman  
Winifred Vigness

Staff present

Louise Cummins

The meeting was called to order at 6:30 p.m. by Carolyn Thomas, Chair.

Ms. Thomas reviewed the goals and objectives of the standing committees. These were discussed in detail and strategies for implementation were agreed upon. See the attached sheets.

The meeting was adjourned at 8:30 p.m.

Recorded by  
Louise Cummins

For Mary Rooker  
Secretary





COMMITTEE FOR WOMEN  
COMMITTEE STRUCTURE AND GOALS  
JUNE 1986

PUBLIC INFORMATION COMMITTEE

Winifred Vigness, Clydene Thomas, Dot Thompson

GOAL: To serve as a clearinghouse to assimilate and disseminate information concerning women.

OBJECTIVES: To provide information on services and activities affecting women.  
To provide information on government and legislative processes and events.

STRATEGIES: Directory of women's organizations.  
Hot line numbers.  
Talent bank.  
Newsletter -- include calendar of events.  
Assist Task Force on Employment with published information.  
Handbook of boards and commissions (publish every two years).  
Scholarship information.

PROGRAM DEVELOPMENT COMMITTEE

Mary Rooker, Karen Fulton, Pat Beck, Dot Thompson (chair, Task Force on Employment)

GOAL: To develop and implement programs to educate, stimulate, and involve Lubbock women.

OBJECTIVES: To increase involvement of women in local government and civic boards.  
To assist women in re-entry to job markets and identify re-entry programs.  
To disseminate employment information.  
To identify funds available for job training.

STRATEGIES: Conduct board leadership workshops (with Junior League).  
Identify ways to support PLUS (Project Literacy U.S.).  
Investigate, identify, and encourage work release time for volunteers.  
Task Force on Employment  
Publish information about employment.  
Continue to look at career awareness/non-traditional employment.  
Continue to investigate barriers to employment.





## COMMITTEE STRUCTURE AND GOALS (page 2)

### PROBLEMS AND ISSUES COMMITTEE

Marta Rosas, Jewell Foster, Penny Morin

GOAL: To coordinate and support efforts to identify opportunities, needs, and problems for all women in the community.

OBJECTIVES: To identify problems and needs affecting women in Lubbock.  
To facilitate ways to bring about solutions to identified programs.

STRATEGIES: Conduct hearings to determine problems and needs.  
Identify existing programs.  
Activate a task force when a problem exists and no known group is involved in a potential solution.

### COMMUNITY RELATIONS COMMITTEE

Mary Nell Strong, Eadie Armstrong, Nettie Edwards

GOAL: To recognize the contributions of women in Lubbock and encourage the development of the potential of women.

OBJECTIVES: To increase awareness of activities of Committee for Women.  
To provide positive role models for young women.  
To promote a more positive image of women.

STRATEGIES: Speaker's bureau.  
Mentor models (with Soroptomists).  
Publicity such as brochures, PSA's.  
Recognition programs.  
Networking.  
Women's Fair (with Prime Time for Women/TTU Continuing Ed.)

### CHILD CARE COMMITTEE

Cathy Ranck, Sara Blocker, Sharon Bass, Marjorie Kastman

GOAL: To examine ways to alleviate the lack of sufficient, affordable, quality child care for parents and other people responsible for care of the child.

OBJECTIVES: To assess the current status of child care facilities and child care needs in our community.  
To develop strategies for community awareness and public education.  
To assist in the implementation of the Lubbock: 2005 goals dealing with child care issues.  
To examine options and alternatives for child care.

STRATEGIES: Establish needs.  
Investigate options.  
Build community awareness.



DECIDE TO NETWORK

Decide to Network

Use every letter you write  
Every conversation you have  
Every meeting you attend  
To express your fundamental beliefs and dreams  
Affirm to others the vision of the world you want  
Network through thought  
Network through action  
Network through love  
Network through the spirit  
You are the center of a network  
You are a free, immensely powerful source  
of life and goodness  
Affirm it, Spread it, Radiate it. Think  
day and night about it  
And you will see a miracle happen:  
the greatness of your own life.

In a world of big powers, media, and monopolies but  
of but four and a half billion individuals networking is  
the new freedom, the new democracy, a new form of  
HAPPINESS

Robert Muller,





Draft letter to women's organizations regarding Women's Fair.

To: President's <sup>of</sup> Organizations

From: Mary Nell Strong  
Lubbock Committee for Women

The Lubbock Committee for Women and the Texas Tech Department of Continuing Education invite you to be a special part of Prime Time for Women, on Saturday October 18 at the University Center.

This year Prime Time for Women will include a Women's Fair and we want very much for you and your organization to participate.

Please read the attached information sheet and then fill out the form included on that sheet.

We hope to see you on October 18.

---

DISPLAY REGISTRATION FORM

Organization Name \_\_\_\_\_

Name of contact person \_\_\_\_\_

Address \_\_\_\_\_ Phone \_\_\_\_\_

Our display will include: \_\_\_\_\_

Is this a women's organization? \_\_\_\_\_ Commercial organization \_\_\_\_\_

If commercial organization please make check for ~~\$15.00~~ payable to TTU Department of Continuing Education.

Mail this form to: Louise Cummins  
Committee for Women  
P.O. Box 2000  
Lubbock, TX 79457





## STAFF REPORT

### JUNIOR LEAGUE VOLUNTEERS

Two of the four volunteers from the Junior League have started their placement service with the Committee for Women. Lori Scott has been working to update the women's organization list and Carol Keeney has been working on cataloging the library material. Margaret Birdwell and Cindy Hale will begin their work in the Fall.

### CHILD CARE NEEDS

There is a good possibility that we will receive help in designing a needs assessment survey and maybe even help in doing the survey from some people in the TTU Sociology Department.

### SPECIAL EVENT ON SEPTEMBER 23

Glenda Gray, a member of the speakers bureau of the New Mexico Humanities Council, will portray Susan B. Anthony at a luncheon to be held on Tuesday, September 23 at the Garden Arts Center. Dr. Gray portrays Ms. Anthony as one of her Chautauqua Characters. She will perform Mabel Dodge Luhan that same evening at Texas Tech University Museum. Dr. Gray is Associate Professor of Communication and Chair of the Department of Fine and Performing Arts at the University of Albuquerque. The following organizations have agreed to co-sponsor the event: American Association of University Women, South Plains Friends of the Humanities, League of Women Voters, and Women's Interface Network. Is the Committee for Women interested in being a co-sponsor?





## WOMEN'S FAIR -- INFORMATION SHEET

*Courtyard*

### WHAT IS PRIME TIME FOR WOMEN?

Prime Time for Women is a day long program of seminars and workshops that deals with topics of interest to Lubbock women. This is the eighth year that this conference has been sponsored by the Department of Continuing Education at Texas Tech University.

### WHAT IS THE WOMEN'S FAIR?

The Women's Fair is a new addition to Prime Time activities. It is being sponsored by the Lubbock Committee for Women in conjunction with the TTU Continuing Education Department.

The Fair will feature table displays of Lubbock women's organizations and will also feature commercial displays of products of special interest to women.

### WHAT IS THE PURPOSE OF THE WOMEN'S FAIR?

The purpose of the Fair is to provide a way for women's organizations to communicate to other women about their purpose and activities. It can be an opportunity for these organizations to recruit members or for those organizations with restricted memberships to tell others about what they do. It will also allow commercial organizations to show their wares.

### WHAT DO I NEED TO DO IN ORDER FOR MY ORGANIZATION TO PARTICIPATE?

You will need to fill out the registration form and mail it to the address indicated on it. Then you need to gather together any information about your group to display at the Fair. Information can include posters, brochures, publications and any other material of interest. We ask that you not sell any merchandise. On the day of the Fair, bring this information to the University Center on the Tech campus and set up the display.

### WHAT ARE THE HOURS?

Prime Time registration will begin at ~~8:30~~ <sup>8:00 to 8:30</sup>, so you will need to set up your display a few minutes before registration begins. We hope that you will display the information at least until noon and, if you like for the whole day. We ask that someone be at your display to answer questions during registration and break time.

### WHAT ELSE IS EXPECTED OF OUR GROUP?

Setting up and staffing the display is all that is required. However, we would encourage whoever is staffing the booth to register for the Prime Time workshops and participate in the fine programs that will be available. Registration fee is \$20.

### IS THERE A CHARGE FOR THE DISPLAY?

There is no charge for having an organization display. Commercial exhibitors will be charged ~~fees~~.

### FOR FURTHER INFORMATION

Call Louise Cummins, staff liaison for Committee for Women, 762-6411 ext. 2282 or Helen Otken, Prime Time coordinator, 742-1526.





JUL 12 1986

CITY OF LUBBOCK

MEMO

TO: Members - CFW  
FROM: Louise Cummins, Staff Liaison

Enclosed is a list of the members of the Committee for Women.

On Friday, July 11, Karen Perkins from the Tarrant County Women's Resource Center will be at the Lubbock YWCA from 2:00 to 4:00 P.M. She will be discussing women's resource centers. You are invited to attend. Karen is a member of the Governor's Commission for Women.





COMMITTEE FOR WOMEN  
1986-198

1. Eadie Armstrong  
Homemaker  
(H) 4802 16th (16)\*  
(H) 795-8849  
Term expires 1987
2. Sharon Bass  
Homemaker  
(H) 2517 55th (13)\*  
(H) 799-1012  
Term expires 1988
3. Patricia Beck  
Homemaker  
(H) 5213 43rd (14)\*  
(H) 792-0362  
Term expires 1987
4. Sara Blocker  
Social Worker - DHS  
(H) 2320 Birch (04)\*  
(H) 763-9783  
(W) 701 Main  
(W) 762-8922 ext.133  
Term expires 1988
5. Nettie Edwards  
Principal - Haynes Elementary  
(H) 3004 80th (23)\*  
(H) 745-1461  
(W) 3802 60th  
(W) 799-1794/799-6227  
Term expires 1988
6. Jewell Foster  
Counselor- South Plains College  
(H) 3413 30th (10)\*  
(H) 799-3805  
(W) South Plains College - Part time  
Term expires 1987
7. Karen G. Fulton  
Account Executive - Phil Price Advertising, Inc.  
(H) 4903 92nd (24)\*  
(H) 794-8626  
(W) #14 Briercroft Office Park  
(W) 763-5033  
Term expires 1987

\* designates members preference to receive mail.





8. Marjorie Kastman  
Investments

(H) 4601 20th (07)

(H) 799-3664

(W) P. O. Box 5930 (08)\*

(W) 765-0806

Term expires 1987

9. Penny Morin  
Radio Sales - KCAS RADIO

(H) 3308 Jarvis (15)\*

(H) 744-4896

(W) 133 South 9th, Slaton, TX

(W) 828-6217

Term expires 1987

10. Catherine B. Ranck (Cathy)  
Volunteer

(H) 3224 20th (10)\*

(H) 797-8967

Term expires 1988

11. Mary Rooker (Secretary)  
Assoc. Dean and Dir. of Cont. Ed., South Plains College

(H) 5820 Emory (16)\*

(H) 793-6075

(W) 1302 Main St

(W) 747-8111 ext. 16

Term expires 1988

12. Marta Y. Rosas  
Attorney

(H) 9601 Uxbbridge (24)

(H) 794-5383

(W) 1313 Broadway, Suite 8, (01)\*

(W) 763-9551

Term expires 1988

13. Mary Nell Strong (Vice Chair)  
Homemaker

(H) 2511 55th (13)\*

(H) 795-1114

Term expires 1987

14. Carolyn Thomas (Chair)  
Assistant Dean Texas Tech Law School

(H) 4210 88th (23)\*

(H) 794-2738

(W) Texas Tech Law School

(W) 742-3804

Term Expires 1988

\* designates Members preference to receive mail





15. Clydene Thomas  
Executive Secretary State Federal Savings & Loan  
(H) 5524 79th (24)\*  
(H) 794-4878  
(W) 1617 Broadway  
(W) 765-8521  
Term expires 1988

16. Dorothy K. (Dot) Thompson  
Minister  
(H) 4009 Gary Ave.(13)\*  
(H) 795-4588  
(W) Methodist Hospital (Chaplaincy Department)  
(W) 793-4027  
Term expires 1988

17. Winifred Vigness  
Executive Secretary West Texas Museum Assoc.  
(H) 3523 58th (13) \*  
(H) 799-4408  
(W) P. O. Box 4499 (09)  
(W) 742-2443  
Term expires 1987

---

Betty Anderson  
Chair, Governor's Commission for Women  
(H) 5017 15th Street (16)  
(H) 795-4077

Staff:

Louise Cummins  
P. O. Box 2000  
762-6411 ext. 2282(W)  
Lubbock, Texas 79457

\* designates Members preference to receive mail





AGENDA

Committee for Women  
June 4, 1986  
Municipal Building, Room 103  
12:00 Noon

Call to Order

Minutes of May 7, 1986 Meeting

1. Consider Co-Sponsoring Mentor Model Program
2. Consider Co-Sponsoring Meeting at Prime Time October 18, 1986 with Governor's Commission for Women
3. Report from Staff Liaison
4. Consider report from the Nominating Committee - Adelaida Montemayor, Chair
5. Consider a time for orientation of newly appointed members with continuing members - possibly Monday, June 9, 1986.
6. Adjournment





COMMITTEE FOR WOMEN  
MINUTES May 7, 1986  
1625 13th Street

The Committee for Women met in regular session on May 7, 1986 in Room 103 of the Municipal Building, 1625 13 th Street.

MEMBERS PRESENT

Marjorie Kastman  
Thelma Byrd  
Jewell Foster  
Mary Nell Strong  
Carolyn Thomas  
Clydene Thomas  
Mary Rooker  
Winifred Vigness  
Adelaida Montemayor  
Lynn Elms

MEMBERS ABSENT

Sharon Bass (Excused)  
Marta Rosas (Excused)  
Vernita Holmes (Excused)  
Billie Caviel (Excused)

STAFF

Louise Cummins  
Joy Thornton

GUESTS

Betty Anderson  
Sharon Conway  
Phillip Parker, Avalanche Journal

Marjorie Kastman, chair, called the meeting to order at 12:20 p.m.

The minutes of the April 2, 1986 meeting were approved as presented.

ITEM ONE: COMMITTEE REPORTS

- A. Public Information report from Winifred Vigness. Winifred Vigness moved that the Women's Report be published quarterly and that a newsletter committee be appointed with the Chair to be from the Committee for Women. The motion was seconded by Lynn Elms. The motion carried.
- B. Jewell Foster reported on the Volunteer Recognition Reception which was held April 30, 1986 in Room 103 from 5:00 P.M. to 6:30 P.M. Nearly seventy people attended the reception including 40 of the volunteers who were being honored.
- C. Adelaida Montemayor distributed the annual report of the Program Committee. The Task Force on Employment is designing and printing a pamphlet for publication on guidelines for seeking employment. The report from the Programs Committee is attached.
- D. Lynn Elms reported on the progress of the slide show. Ms. Elms shared with the committee that she and Jane Prince Jones were putting music to the presentation and that the slide presentation would be ready to view at the June meeting. Ms. Elms suggested that an Official Camera Person be appointed by the next board. Ms. Elms also suggested that a thank you card be sent to KLLL Radio Station for the use of their studio.



- E. Mary Nell Strong reported that the Pathfinders Committee had met and discussed what kind of recognition event should be planned for Fall. The consensus of the Committee was that there not be another celebration to honor women firsts. The committee discussed who or what profession should be honored and there was some difficulty in narrowing it down. Mrs. Strong moved that the Committee for Women honor presidents of organizations during Women in Texas Week and that the Committee look at honoring women in medicine sometime during the coming year. Winifred Vigness seconded the motion. The motion carried.

Carolyn Thomas reported that a brunch for presidents and representatives of women's organizations is being planned. As stated in the motion this will be the Lubbock Committee's Women in Texas Week celebration.

Betty Anderson, chair of the Governor's Commission for Women, announced that the commission will honor women in history as a part of Women in Texas Week.

Carolyn Thomas reported on the Mentor Model program's graduation reception. Council Member Bob Nash was the master of ceremonies for the program which was attended by nearly one hundred people including families of the mentees. Ms. Thomas noted that Soroptomists have voted to sponsor the program again next year. She asked that the June agenda allow the Committee to vote to co-sponsor the program next year.

ITEM TWO: Consider report on policies & procedures

Carolyn Thomas moved that the policies and procedures distributed at the April meeting be approved as amended in April. Mary Nell Strong seconded the motion. The motion carried.

ITEM THREE: Appoint nominating committee for 86-87 officers

Marjorie Kastman appointed a nominating committee to prepare a slate of officers for the 86-87 year. The committee is: Adelaida Montemayor, chair; Vernita Holmes and Lynn Elms. The Committee agreed to postpone the June meeting until the composition of the new committee is known.

Betty Anderson reported that the Hall of Fame will be Sept. 18, 1986. It will be followed by a conference the next day which is by invitation only.

Louise Cummins announced that the conference titled " Sexual Victimization of Children, Lubbock's Response" co-sponsored by the Committee was attended by over 60 people. Participants formulated action plans to be carried out in the coming months.

Mrs. Cummins thanked Sharon Conway for her work with the Committee the past semester. A gift and card were presented to Ms. Conway.

ITEM FOUR: Adjournment

Adjournment was at 12:50 P.M.

Recorded by:  
Joy Thornton  
for Jewell Foster, Secretary





# GOAL

## Standing COMMITTEE

# OBJECTIVE

# ACTIVITIES

To serve as clearinghouse  
To assimilate and disseminate  
information concerning women

Public Information

*J. Vigness - CHAIR*

Provide information on services  
Provide information about  
activities affecting women  
Provide information on govern-  
ment and legislation

Women's Fair ✓  
Calendar of Events - *ongoing*.  
Directory of local services.  
Newsletters - *Women's Report*. *Bills*  
Disseminate Hot Line Numbers.  
Encourage career information  
Provide scholarship information

To develop and implement  
programs to educate, stimulate  
and involve Lubbock women

Program Development

*Mary Rooker*

Increase involvement of women  
in local government and civic  
boards.  
Assist women in re-entry to  
job markets.  
Identify re-entry programs  
in schools, colleges, YWCA,  
etc.  
Disseminate above information  
Identify funds available for  
job training and education.

*Workshops -*  
Establish a talent bank for  
appointment to governmental boards  
civic boards, and people who are  
available for programs.  
Provide career awareness on non-  
traditional roles.  
Seminar on how to run for political  
office. *(AFDC)*  
Work with unemployed women with  
unidentified skills. *employment ne*  
work *Jewel & Mary*

To recognize the contribution  
of women in Lubbock and  
encourage the development  
of the potential of women.

Community Relations

*M. N. Strong*

To increase awareness of  
activities of Committee for  
Women.  
To provide positive role  
models for young women.  
To promote a more positive  
image of women.

Speaker's Bureau - *about COM.*  
Mentor models - *Scoutmist.*  
Publicity-brochures, PSA's *Careers*  
Pathfinders Reception - *1st in val.*  
Recognition program - *MEDICINE prof.*  
Survey local community organi-  
zations to determine activities  
and establish communications  
with community organizations.  
Increase opportunity for networking  
by (1) establishing a women's  
report group.

*Bunch*  
*Sept. 13th*  
*for Women in TXWK*  
*Women's FORUM*

To coordinate and support  
efforts,  
To identify opportunities,  
needs, and problems for all  
women in the community

Problems & Issues

*Marta Rosas*

Identify problems and  
needs affecting women in  
Lubbock. Facilitate ways to  
bring about solutions to  
to identified programs.

Conduct periodic hearings and  
do surveys.  
Provide forums for women to  
articulate problems and needs  
Identify existing programs  
Activate a task force when a  
problem exists and no known group  
is involved in a potential solution  
Seminar on child care

*Child Care*

*ExCom: Carolyn*  
*Mary Nell*  
*Mary R.*



POLICIES AND PROCEDURES  
*Lubbock* COMMITTEE FOR WOMEN

1. The regular meeting date for the Committee for Women is the first Wednesday of each month, except for the month of June which will be determined by completion of Council appointments to the Committee for Women.
2. Three consecutive unexcused absences will terminate Committee membership.
3. Nine members of the Committee are required for a quorum.
4. The officers of the Committee are the Chair, Vice Chair, and Secretary.
5. The officers are elected annually in June and serve a one year term.
6. The chair will preside at all meetings and will be an ex-officio member of all committees. The vice chair will preside in the absence of the chair. The secretary will record the regular meetings.
7. A three member nominating committee will be appointed by the chair in May of each year. The nominating committee will prepare a slate of officers to be presented at the June meeting. Additional nominations can be made from the floor.
8. The five standing committees for the Committee for Women are: Public Information, Problems and Issues, Community Relations, Program Development, and Child Care. The duties of each committee are defined in the statement of goals and objectives. The chair shall appoint the members of the committees and designate the chair.
9. The chair may appoint special ad hoc committees as she deems necessary. Ad hoc committees must present all plans to the appropriate standing committee. The standing committee will then present plans and strategies to the full Committee for final approval. Special committees must always include a member of the Committee for Women.
10. Minutes of all standing committee meetings and special committee meetings must be recorded. Minutes should be sent to the chair and the staff liaison.
11. Only the chair, or someone designated by her, shall speak for the Committee.



Carolyn Thomas

Cathy Panch - 2

Mr. Strong, vice chair of Com.

Eddie Amista

Karen Fulfer

Marta Rosas

Cledene Thompson

Pat Beck

Nellie Edwards

Jewel Foster

Lat Thompson, Ch. TTF. Employm. Bureau

Mary Lecker

Sharon Blocker (2) Jr sister-in

Facilitator

Cleaninghouse

Sharon (2)

Marjorie

Thompson

Women's Fair - past noon hour

Dept of Cont. Ed. - in conjunct. of Prime Time Univ. Centre

Actual planning

women's org - display

for business

Commercial booths - Charge

Pub. Inq.  
com.Brunch - Sept 18<sup>th</sup>

Women's Report - Aug. Issue

Glenda Dale, Jr. League - (BRAINING) - in place - Sept.

Prog. Dev. Com. member

Maurice  
Marjorie KastmanJac. Thornton, Sec.  
L. Cummins (2282)  
Rita Harmon

- Budget -  
 Work for Com. -  
 Salaries -  
 Input from Staff -  
 10/1 FY begins -

June 12<sup>th</sup> Certis - 9:00 AM.

AJB Seeker's - to EMPH.



12. Vacant offices will be filled by election. Vacant committee chair will be filled by appointment of the chair.

13. Special meetings may be called by the chair with 72 hours notice and with posted agenda. A special meeting shall be called by the chair at the request of five (5) members of the Committee.

14. Changes in policies must first be presented at a regular meeting and voted on at the next regular meeting. Twelve (12) favorable votes are required to amend these policies and procedures.

4/2/86





JUN. 12 1986

TO: COMMITTEE FOR WOMEN  
FROM: Carolyn Thomas  
SUBJECT: Special Meeting - June 18, 1986  
DATE: June 10, 1986

A special meeting for the Committee for Women will be on Wednesday, June 18, 1986 at 6:00 P. M. at the Garden and Arts Center at 4215 University.

Enclosed is the agenda and a copy of the minutes of the June 4th, 1986 meeting and a copy of the minutes of the special orientation meeting on Monday June 9th, 1986.

We will not have a July regular meeting, this special meeting will take the place of that meeting.





COMMITTEE FOR WOMEN  
Special Meeting - Wednesday, June 18, 1986  
6:00 P.M.  
Garden and Arts Center

AGENDA

1. Consider plans and set goals for 1986-87 year.





COMMITTEE FOR WOMEN  
Minutes June 4, 1986  
1625 13th Street

The Committee for Women met in regular session on Wednesday, June 4, 1986 in Room 103 at the Municipal Building.

MEMBERS PRESENT

Marjorie Kastman  
Thelma Byrd  
Jewell Foster  
Mary Nell Strong  
Carolyn Thomas  
Clydene Thomas  
Lynn Elms  
Mary Rooker  
Adelaida Montemayor  
Marta Rosas  
Billie Caviel  
Vernita Holmes

MEMBERS ABSENT

Sharon Bass (Excused)  
Winifred Vigness (Excused)j

STAFF

Louise Cummins

GUESTS

Phillip Parker, Avalanche Journal  
Don Williams  
Channel 11 News

Marjorie Kastman called the meeting to order at 12:15 p.m.

Lynn Elms presented the slide presentation that had been done by her and Jane Prince Jones. The Committee thanked her for a fine presentation.

The minutes of the May meeting were approved as mailed.

ITEM ONE: Consider co-sponsoring Mentor Model Program

---Carolyn Thomas moved that the committee for Women co-sponsor the mentor model program with the Soroptomists again next year. Lynn Elms seconded. The motion carried

ITEM TWO: Consider co-sponsoring program at Prime Time with Governor's Commission.

---Mary Nell Strong moved seconded by Jewell Foster that the Committee be a co-sponsor of the program to be present at Prime Time by the Governor's Commission for Women. The motion carried. Prime Time for Women will be held at Texas Tech University on October 18.

ITEM THREE: Staff Report

---Louise Cummins reported that the Junior League will place 4 volunteers with the Committee this year. She also distributed a list of the new appointees to the Committee. Ms. Cummins said that a report on the Women in Texas Week and the nomination of Marjorie Kastman to the Hall of Fame had been mailed to the Governor's Commission office.





ITEM FOUR: Consider report of the nominating committee

---Adelaida Montemayor, chair of the nominating committee, presented the following slate of officers for the 1986-87 year:

Chair.....Carolyn Thomas

Vice chair .....Mary Nell Strong

Secretary .....Mary Rooker

There were no nominations from the floor. Ms. Montemayor moved that the slate be accepted, seconded by Lynn Elms. The motion carried.

ITEM FIVE: Consider a time for orientation of new board

---The Committee agreed to have board orientation on Monday June 9 at 6:00 P.M. at the Mahon Library.

Marjorie Kastman thanked the retiring board members for their service to the Committee. The Committee thanked Mrs. Kastman for the work she has done as chair of the Committee during its formative time.

ITEM SIX: Adjournment

---Meeting adjourned at 12:45 P.M.





COMMITTEE FOR WOMEN  
MINUTES OF SPECIAL ORIENTATION MEETING  
MONDAY, JUNE 9, 1986  
COMMUNITY ROOM, MAHON LIBRARY

The Committee for Women met for a special orientation meeting on Monday, June 9 at 6:00 p.m. in the Community Room of the Mahon Library.

Members present:

Eadie Armstrong  
Pat Beck  
Nettie Edwards  
Jewell Foster  
Karen Fulton  
Penny Morin  
Cathy Ranck  
Mary Rooker  
Mary Nell Strong  
Carolyn Thomas  
Clydene Thomas  
Dot Thompson  
Marta Rosas

Members absent and excused:

Sharon Bass  
Sara Blocker  
Marjorie Kastman  
Winifred Vigness

Staff:

Laura Monroe  
Louise Cummins

Guest:

Betty Anderson

Carolyn Thomas, chair, called the meeting to order at 6:30 p.m. Ms. Thomas welcomed the new members and asked that everyone introduce herself.

Laura Monroe from the City Attorney's office advised the members of the legal responsibilities of city board members. Ms. Monroe serves as the legal advisor to the Committee.

Betty Anderson, chair of the Governor's Commission for Women, explained the activities of that Commission.

Marta Rosas reviewed the policies and procedures of the Committee

Carolyn Thomas reviewed the goals and objectives of the Committee and explained the committee structure. She asked that members indicate their first and second choice for committee.

Mary Nell Strong advised the committee one the role of the city staff and volunteers who help the Committee.

Louise Cummins explained city budget procedures and asked that people call when they are unable to attend a meeting. She asked that everyone complete the sheet with biographical information.

Ms. Thomas explained the projects that need immediate attention including the Women's Fair, the September brunch, the newsletter, and the employment brochure.



Committee for Women  
Minutes, June 9  
Page 2

The Committee agreed to meet on June 18th at 6:00 p.m. for a  
planning and goal setting meeting.

Recorded by:  
Louise Cummins

for Mary Rooker  
Secretary





COMMITTEE FOR WOMEN

1986-1987

Eadie Armstrong  
Sharon Bass  
Patricia Beck  
Sara Blocker  
Nettie Edwards  
Jewell Foster  
Karen Fulton  
Marjorie Kastman  
Penny Morin  
Cathy Ranck  
Mary Rooker  
Marta Rosas  
Mary Nell Strong  
Carolyn Thomas  
Clydene Thomas  
Dot Thompson  
Winifred Vigness

Retiring members

Thelma Byrd  
Billie Caviel  
Lynn Elms  
Vernita Holmes  
Adelaida Montemayor





DRAFT

2/86

LJM:da

ORDINANCE NO. \_\_\_\_\_

AN ORDINANCE AMENDING CHAPTER 2 OF THE CODE OF ORDINANCES OF THE CITY OF LUBBOCK, TEXAS, ENTITLED "ADMINISTRATION," BY RENEWING THE CREATION OF THE COMMITTEE FOR WOMEN AS A COMMITTEE INDEPENDENT OF THE COMMUNITY SERVICES COMMISSION; PROVIDING A SAVINGS CLAUSE; AND PROVIDING FOR PUBLICATION.

WHEREAS, there presently exists a need for an advisory body on the needs, problems and contributions of women in the community, which group would recommend programs or activities for women; provide assistance to meet the social, economic and vocational needs of women; assist in the coordination of programs designed to realize the potential of all citizens; and provide a clearing house for information, activities and resources within the community; and

WHEREAS, the Committee for Women was created two years ago to meet this need and has worked diligently in that period to fulfill its charge; and

WHEREAS, the City Council has determined that the Committee is the most appropriate vehicle to meet these continuing needs; NOW THEREFORE:

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF LUBBOCK:

SECTION 1. THAT the Code of Ordinances, City of Lubbock, Texas, is hereby amended by repealing the whole of Division 2 of Article V of Chapter 2, which includes Sections 2-147, 2-148, 2-149 and 2-150.

SECTION 2. THAT the Code of Ordinances, City of Lubbock, Texas, is hereby amended by adding an article to Chapter 2, to be numbered Ch. 2, Article XXII, which said Article reads as follows:

Article XXII Committee for Women

Section 2-570. Committee for Women - Created; Title; Purpose.

There is hereby created a committee to be called the "Committee for Women." The purpose of such committee is to serve as an advisory body concerning the needs, problems and contributions of women in the community; to recommend programs or activities or provide assistance to meet the social, economic and vocational needs of women; to assist in the coordination of programs designed to realize the potential of all citizens; and to provide a clearing house for information, activities and resources within the community.

®



Sec. 2-571. Membership of Committee.

The "Committee" shall be composed of seventeen (17) members appointed by the City Council. Members shall be citizens of the City of Lubbock. Eight (8) of the seventeen (17) members shall be initially appointed for a term of one (1) year and nine (9) of the seventeen (17) members shall be initially appointed for a term of two (2) years. Thereafter, all regular appointments shall be for a term of two (2) years, however, no member shall serve for more than two (2) consecutive terms, and in any event no longer than five (5) consecutive years. The chairperson shall be selected by the members of the Committee.

Sec. 2-572. Responsibilities of the Committee.

(a) Act as a central clearing house and coordinating agency for activities and information related to the status of women in the community.

(b) Provide a clearing house for information on women's legal rights and make referrals to appropriate agencies and organizations.

(c) Provide programs or activities to educate the community on the status of women and their obligations to the community.

(d) Review the range of services available to women to enable them to make their full contribution to their homes, their jobs, their participation in community life, and for assisting in pursuing needed services whether it be by commercial, cooperative or volunteer agencies or as a public service and make any appropriate recommendation.

(e) Refer complaints of alleged discrimination against women, following established guidelines, to the Human Relations Commission or appropriate agencies.

(f) Stimulate an awareness among both men and women in the community of women's full potential and of the importance of their contribution to the development of the community."

SECTION 2. THAT should any section, paragraph, sentence, clause, phrase or word of this Ordinance be declared unconstitutional or invalid for any reason, the remainder of this Ordinance shall not be affected thereby.

SECTION 3. THAT the City Secretary is hereby authorized and directed to cause publication of the descriptive caption of this Ordinance as an alternative method of publication provided by law.



# BOARD LEADERSHIP WORKSHOP

FEBRUARY 24, 1986

5:30 PM TO 9:30 PM

**St. John's United Methodist Church**

**1501 University**

**Sponsored By: Lubbock Committee For Women and The Junior League**

## Agenda

5:30-6:00 p.m. Light Supper

6:00-6:30 p.m. Keynote Address  
Cathy Morton, Keynote Speaker

6:30-9:30 p.m. Workshops  
(1 1/2 hours each--Choose two)

Workshop One: "Polishing Your Board Skills"  
Betty Anderson, Chair of the Governor's Commission For Women

Workshop Two: "Communicating With the Communicators"  
Vaughn Hendrie, Public Information Officer for the City of Lubbock  
Jeanne Knapp, The Knapp Agency

Workshop Three: "Legal Knowledge or Common Sense"  
David Cummins, Texas Tech University School of Law  
Douglas Sanford, The Sanford Insurance Agency

Workshop Four: "Driver -- Expressive -- Amiable -- Analytical:  
What is Your Leadership Style"  
Beverly Stribling, Former President Junior League of Lubbock

Workshop Five: "Are You Doing the Most You Can For Your Organization"  
Karen McKay, KCBD Channel 11 News

Workshop Six: "Paid Staff and Volunteer Staff, Working Together"  
Kay Houser, Lubbock Area Foundation  
Bill Baird, Executive Director United Way of Lubbock  
Betty Rhea Moxley, Former Executive Director Lubbock YWCA  
Nelda Thompson, Former Executive Director United Way of Lubbock

## REGISTRATION

Name \_\_\_\_\_ Phone \_\_\_\_\_

Address \_\_\_\_\_ Zip \_\_\_\_\_

My workshop choices are: (please refer to above and list by number)

6:30 to 8:00 First choice \_\_\_\_\_ Second Choice \_\_\_\_\_

8:00 to 9:30 First choice \_\_\_\_\_ Second Choice \_\_\_\_\_

Fee for the workshop is \$5.00. Make check payable to Committee for Women.

Mail to: Committee for Women, P.O. Box 2000, Lubbock, TX 79457.

Deadline for Registration is February 20, 1985



"THE POLITICAL PUZZLE: WHERE DO I FIT?"

5:30 to 6:30 p.m.

Dinner and Panel Discussion

Panel Topic: Appointments to State and Local Boards and Commissions

Panelists: Betty Anderson, Chair Governor's Commission For Women  
Evelyn Bonavita, Legislative Director, LWV of Texas  
Dick Platt, Lubbock Chamber of Commerce  
Ranette Boyd, Lubbock City Secretary

6:45 to 8:15 p.m.

First workshop session

8:25 to 9:45 p.m.

Second workshop session

You may choose two workshops from those described below. Workshops will be repeated twice.

Workshop A--NUTS AND BOLTS OF A POLITICAL CAMPAIGN--Jerry Hall, Workshop Leader  
This workshop will focus on some of the things you need to know if you want to be involved in a political campaign either as a candidate or a campaign worker. Jerry Hall is a political consultant with the Austin firm, Jerry Hall and Associates. He is a former newspaper reporter with the Avalanche Journal and other papers and was press secretary for Governor Preston Smith. He has advised people in state and local politics for the past 30 years.

Workshop B--LOBBY DO'S AND DON'TS--Evelyn Bonavita, Workshop Leader  
Discover ways to make your views on issues known to public officials through various methods including testifying at a public hearing, written communication, telephone contacts. Ms. Bonavita is the Legislative Chair of the League of Women Voters of Texas and has experience as a lobbyist. She lives in Austin.

Workshop C--HOW TO BE THE LIFE OF YOUR PARTY

This workshop will be conducted by a panel from the Lubbock League of Women Voters with panelists Linda McGowan, Mary Vines, Gladys Maynard, and Joan Kyre. The workshop will include a potpourri of suggestions for becoming actively involved in the political process through voter registration, local precinct meetings, issues and resolutions, and county and state party conventions.

Workshop D--TECHNIQUES FOR BETTER COMMUNICATION--Richard Street, Workshop Leader  
Richard Street is an Associate Professor in the Department of Speech Communication at Texas Tech University. He will lead this workshop on communication skills and ways to become a more effective communicator.





Office of the Governor  
Commission For Women

P.O. Box 12428  
Austin, Texas 78711

MEMO

Talent File Sheets

250 Bd Ag.  
2,000 appl.

Aging  
A+T  
Eco Dev.  
Employment Com.  
Mgt.  
Tourist Dev.  
Film Com.  
Business  
COMMUNICA  
COM. AFFAIRS  
Crim. Justice  
Sr UNIV - Board of Regents  
Teachers Prog. Practice Com  
Tech/Voc Ed.  
Ed. - Largest file  
Engines  
ENV - Ag, Water Energy  
Dev. Disabilities  
Drug Abuse + AHC.  
Physical Fitness  
Health  
Medical Psychologist Psychiatrists  
Judicial  
Legal  
Mental Health

nursing  
Sociology  
Technical + Licensing  
Home  
Youth

CAROL NASWORTHY  
Executive Director



Really  
✓ Expertise  
✓ Visible  
✓ Politically active  
Worked political  
Campaigns Red visa -  
Aging  
Ed.  
Humanities  
Women's Issues -

✓ Help from your friends) M/F. Camp. I had worked

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P+L - 1967  
70's Pres Smith. Health  
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RR Com.

Women's Issues -  
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Ruth Lauer - StBody ED.  
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Appt. Sec, Chairman the State  
Camp. I had worked



*Emmie Crockett*

7

TO: COMMITTEE FOR WOMEN  
FROM: Marjorie Kastman  
SUBJECT: Regular Monthly Meeting - May  
DATE: April 29, 1986

The regular meeting for the Committee for women will be on Wednesday, May 7, 1986 at 12:00 noon in room 103 of the Municipal Building.

Enclosed is the agenda and a copy of the minutes of the April 2, 1986 meeting.

Marjorie Kastman  
Committee for Women

*150*  
*Issues Histor. Women*  
*Ruth W. King*  
*TWU -*  
*Jordan M.*  
*Halcyon Farm, Sept 18 -*  
*By invitation Copy on Public Priv. Ant. abuses -*  
*Oct. 18<sup>th</sup> - Co Spms - Journal of Women's Issues -*  
*for Seag.*

®



AGENDA  
Committee for Women  
May 7, 1986  
Municipal Building, Room 103  
12:00 Noon

Call to Order

Minutes of April 2, 1986 Meeting

1. Consider reports from the following:
  - a. Public Information - Winifred Vigness
  - b. Volunteer Recognition - Jewell Foster
  - c. Task Force on Employment - Adelaida Montemayor
  - d. Speaker's slide show - Lynn Elms
  - e. Pathfinder's - Mary Nell Strong
  - f. Chair - Marjorie Kastman
2. Consider report on policies & procedures-Marta Rosas
3. Appoint nominating committee for 86-87 officers
4. Adjournment





COMMITTEE FOR WOMEN

Minutes

1625 13th Street

MEMBERS PRESENT:

Marjorie Kastman  
Marta Rosas  
Billie Caviel  
Jewell Foster  
Mary Nell Strong  
Carolyn Thomas  
Clydene Thomas  
Mary Rooker  
Winifred Vigness  
Vernita Holmes

MEMBERS ABSENT:

Sharon H. Bass (Excused)  
Lynn Elms (Excused)  
Adelaida Montemayor (Excused)

STAFF:

Louise Cummins  
Joy Thornton

GUESTS

Steve Lindell, Public Information  
Laura Monroe, City Attorney's Off.  
Phillip Parker, Avalanche Journal  
Sharon Conway  
Wendy Bowersock, Mentor Model Program  
Michelle Mikalosky, Mentor Model Program

1. Marjorie Kastman, chair, called the meeting to order at 12:20 P.M.
2. Carolyn Thomas introduced her two mentees and announced that the final activity for the Mentor Model Program will be April 29th at 5:30-. 7:30 P.M. The location has not been designated yet but will be printed on the invitation.
3. The minutes of the March 5th meeting were approved as presented.
4. Winifred Vigness reported for the Public Information Committee. Ms. Vigness told the Committee there was not enough information being turned in for the newsletter. Ms. Vigness moved that the proposed guidelines for publishing Womens Report be accepted (report attached). Mary Rooker seconded, motion carried.
5. Carolyn Thomas reported for the Community Relations Committee . Ms. Thomas recommended that there not be any more Women's Forum meetings this spring. A casual brunch is planned on September 13, 1986 for officers of Women's Organizations. A motion was made by Ms. Thomas to accept the report as presented and was seconded by Vernita Holmes. The motion carried (report attached).
- 6 Louise Cummins reported for the Program Development Committee in the absence of Adelaida Montemayor. The committee met and discussed goals and last minute tasks to be done to complete the publication of the task force on employment. Ms. Cummins shared with the Committee that the Board Leadership Workshops with the Junior League will be held in the spring and in the fall.



7. Marta Rosas presented the report of the Policy and Procedures Committee. The policies and procedures were discussed and changes noted. The report will be considered for a vote in May (report attached).
8. Jewell Foster reported for the Volunteer Recognition Committee. Letters of invitation to about 60 volunteers are being prepared. The event will be April 30, 1986, 5:00-6:30 P.M. in Room 103, Municipal Building, 1625 13th Street. All members of the Committee are urged to attend.
9. Marjorie Kastman handed out a letter from the office of the Governor's Commission concerning coming events.
10. Louise Cummins shared with the Committee information on a banquet being sponsored by the Hispanic Association of Women honoring the Hispanic Woman of the Year. It will be held at Pricilla's Catering at 7:00-10:00 P.M. on April 26, 1986. For more information or reservations, call Sylvia Martinez at 762-6411 ext. 2300.  
762-6411 ext. 2300.  
Ms. Cummins will be making recommendations to the City Council later this month as to appointments to the Committee for Women. It is her intention to recommend that everyone now on the committee be reappointed unless a member does not wish to serve another term.
11. Mary Rooker moved seconded by Winifred Vigness that the Committee be a co-sponsor of the workshop "Sexual Victimization of Children: Lubbock's Response" to be held at First Methodist Church on April 29th from 11:00 to 4:00.
12. Ms. Cummins noted that Steve Lindell, Public Information Specialist, will take pictures of the members of the committees for Lynn Elms, to be used in her slide presentation, immediately following the meeting.
13. Ms. Kastman adjourned the meeting at 12:58 P.M.



COMMITTEE FOR WOMEN  
ANNUAL REPORT  
PROGRAMS COMMITTEE  
MAY 1986

This is a report about the work of the Programs Committee for activities of 1985-86. This report includes information about completed projects, current and future plans.

Completed Projects

Special Work Session- September 12, 1985

This session was to review the committee's activities of the past year and to plan for the coming nine months.

Talent Bank -

A talent bank was established for appointment to government boards, civic boards and people bank. Talents cards were distributed to individuals and groups. The cards are presently filed at the Committee's office. The Committee makes these cards available to City Council and other nominating committees of the community boards. Some agencies needing volunteers have begun to look through these cards.

First Step -

This project resulted from the Life Skills Training for AFDC Mothers which Committee for Women sponsored in 1984. The first session started in Sept. 1985. The program was developed through South Plains College with the assistance of Mary Rooker. This program was developed to provide basic skills to women seeking employment.

Board Leadership Workshop -

The Committee for Women working with the Junior League and United Way presented a workshop on Sept. 30, 1985 to train new and prospective members of community boards in board skills. About 70 participants attended. Evaluations indicated that 48 attendants were pleased with the workshop and found it very useful and of great interest.

Second Board Leadership Workshop -

This workshop was held on Feb. 24, 1986. About 96 participants attended. Evaluations indicated the participants were satisfied.

The Political Puzzle: Where Do I Fit? -

This workshop was held on Jan. 20, 1986 and was co-sponsored by Lubbock Committee for Women, League of Women Voters, and The Hispanic Association of Women. About 103 participants attended. The results were good according to the remarks given to the committee members during the workshop.



### Task Force on Employment -

The goal of the task force on employment was to identify and examine job re-entry, job training programs and barriers to employment and develop ideas for assisting women in finding employment. The task force divided themselves into three subgroups of: (1) Identifying programs Where, What, When Gaps, (2) Barriers, and (3) Follow-up Counseling Support. Each subgroup reviewed the community in regards to their topic and reported back to the whole task force. In February 1986 the task force decided to develop a pamphlet about guidelines in seeking employment. The task force plans to publish this pamphlet sometime in May or June 1986.

### Current Projects

The only existing project is that the Task Force on Employment is in the stages of designing and publishing the pamphlet on guidelines for seeking employment.

### Future Plans for Programs Committee

1. Continue to Co-sponsor with the Junior League and United Way the Board Leadership Training Workshops.
2. Continue to distribute the talent cards and explore a possible method of systematically fully utilizing these cards.
3. Continue the work of the Task Force on Employment, the members presently on the task force have expressed a sincere interest in continuing their commitment as members. In addition the members at the last meeting expressed several issues dealing with women and employment which they would like the committee to explore.

*Adelaida Montemayor*

Submitted by

Adelaida Montemayor, Programs Committee Chairperson

May 6, 1986





# BOARD LEADERSHIP WORKSHOP

FEBRUARY 24, 1986

5:30 PM TO 9:30 PM

**St. John's United Methodist Church**

**1501 University**

**Sponsored By: Lubbock Committee For Women and The Junior League**

## Agenda

5:30-6:00 p.m. Light Supper

6:00-6:30 p.m. Keynote Address  
Cathy Morton, Keynote Speaker

6:30-9:30 p.m. Workshops  
(1 1/2 hours each--Choose two)

Workshop One: "Polishing Your Board Skills"  
Betty Anderson, Chair of the Governor's Commission For Women

Workshop Two: "Communicating With the Communicators"  
Vaughn Hendrie, Public Information Officer for the City of Lubbock  
Jeanne Knapp, The Knapp Agency

Workshop Three: "Legal Knowledge or Common Sense"  
David Cummins, Texas Tech University School of Law  
Douglas Sanford, The Sanford Insurance Agency

Workshop Four: "Driver -- Expressive -- Amiable -- Analytical:  
What is Your Leadership Style"  
Beverly Stribling, Former President Junior League of Lubbock

Workshop Five: "Are You Doing the Most You Can For Your Organization"  
Karen McKay, KCBD Channel 11 News

Workshop Six: "Paid Staff and Volunteer Staff, Working Together"  
Kay Houser, Lubbock Area Foundation  
Bill Baird, Executive Director United Way of Lubbock  
Betty Rhea Moxley, Former Executive Director Lubbock YWCA  
Nelda Thompson, Former Executive Director United Way of Lubbock

## REGISTRATION

Name \_\_\_\_\_ Phone \_\_\_\_\_

Address \_\_\_\_\_ Zip \_\_\_\_\_

My workshop choices are: (please refer to above and list by number)

6:30 to 8:00 First choice \_\_\_\_\_ Second Choice \_\_\_\_\_

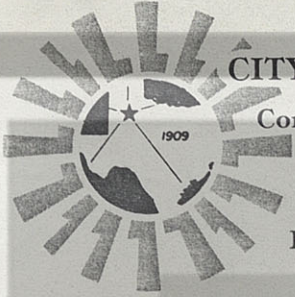
8:00 to 9:30 First choice \_\_\_\_\_ Second Choice \_\_\_\_\_

Fee for the workshop is \$5.00. Make check payable to Committee for Women.

Mail to: Committee for Women, P.O. Box 2000, Lubbock, TX 79457.

Deadline for Registration is February 20, 1985





CITY OF LUBBOCK

Committee for Women

P.O. Box 2000  
Lubbock, Tx. 79457  
(806) 762-6411

January 23, 1986

TO: Talent Bank Participants  
FROM: Marjorie Kastman, Chair  
Committee for Women

Thank you for filling out a talent card for our Talent Bank. We have sent a list of the names in our file to members of the City Council. We will also send a letter to agencies in the community to let them know about the Talent Bank.

We have established the following guidelines for the Talent Bank:

The entire talent card file and list of names will be kept in the Information and Referral Office in Room 102 of the Municipal Building.

Agencies and organizations will be told about the file and list, but copies of the list will not be sent out unless specifically requested

Agencies and organizations may request copies of the list for use by a nominating committee or may make inquiries by phone.

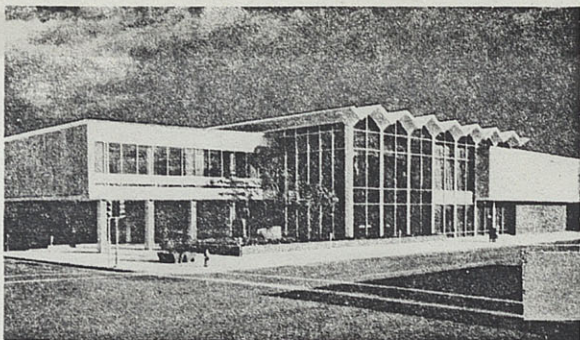
When an inquiry is made for recommendations in a special interest area, every name in that category will be given. Staff will not recommend one person over another.

Names will be released only to comply with the purpose of the talent file and will not be released in response to requests for mailing and solicitation.

When an inquiry is made, staff will give the names of references that are listed on the talent card.







## CITY OF LUBBOCK

762-6411  
P. O. Box 2000

LUBBOCK, TEXAS 79457

November 12, 1985

To: Presidents of Lubbock Women's Organizations

From: Carolyn Thomas, Chair  
Community Relations  
Committee for Women

The regular meeting of the Women's Forum will be held on Tuesday, November 19 at the Garden and Arts Center at 44th and University.

Lunch will be served (cost \$4.50). Please call Brenda Jackson at 762-6411 ext. 2301 by noon Monday the 18th to make a reservation.

For those of you who are new presidents and do not know about the Forum a brief explanation is given here.

The Women's Forum is composed of presidents or representatives of all women's organizations in the community. The major purposes of the Forum are to share and exchange information about women's organizations, their purpose and activities, and to offer ideas, concerns and suggestions to the Committee for Women.

Forum meetings are held on the third Tuesday of each month at 12:00 noon in the Garden and Arts Center. A lunch is served. The program format allows for three organizations to tell in detail about the purpose of their organization. A time for announcements of upcoming activities of various groups is also scheduled. Committee for Women members give an update of the activities of the Committee. Best of all, the Forum allows presidents to meet and visit on an informal basis so women can meet other organization leaders.

Established by the City Council in June of 1984, the Lubbock Committee for Women serves as an advisory body concerning the needs, problems, and contributions of women in the community. It recommends and coordinates programs or activities to meet the social, economic, and vocational needs of women and serves as a clearinghouse of information relating to women.

Please plan to attend, or if that is not possible, send a representative from your group.





## CFW COMMITTEE ACTIVITIES VARY

A diversity of occupations, interests and qualifications is embodied in the 14 members of the initial Committee For Women.

Marjorie Kastman chairs the committee. She is an active community volunteer and manages an investment business. Mrs. Kastman has organized the committee and kept it on course. She reported at a meeting of the Governor's Commission in Austin on the activities and progress of the Lubbock Committee. The Governor's Commission plans to use Lubbock's committee as a role model for other Texas cities that plan to establish women's committees.

Carolyn Thomas, assistant dean of the Law School at Texas Tech, chairs the Community Relations Committee. This committee has worked to establish the Women's Forums and developed a brochure about the Committee For Women. An organization directory is also planned. Carolyn is assisted on this committee by Marta Rosas, a Lubbock attorney, and Mary Nell Strong, owner/operator of the Pink Giraffe toy store. Mrs. Strong also chaired the Pathfinder's celebration.

Winifred Vigness, executive secretary for the West Texas Museum Association, is chair of the Public Information standing committee. This committee has worked to develop a handbook of boards and commissions, publish emergency numbers, and establish a newsletter. Clydene Thomas who is a secretary at State Savings and Loan also serves on the Public Information committee.

Sharon Bass is a homemaker and community volunteer and chairs the Problems and Issues Committee. This committee held hearings in the fall to determine what problems and concerns were identified by Lubbock Women. This committee has formed a Task Force on Child Care to look at the problems of quality, affordable child care. Thelma Byrd, retired and a full time volunteer, Vernita Holmes, assistant principal at Parkway Elementary School, and Lynn Elms, homemaker and volunteer, are also members of the Problems and Issues Committee.

Adelaida Montemayor, a psychiatric social worker at Methodist Hospital, chairs the Program Development Committee. This committee has established the talent bank and organized a Task Force on Employment. Billie Caviel, a pharmacist, Jewell Foster, a retired career counselor, and Mary Rooker, assistant dean at South Plains College, are members of the Program Development Committee.

Louise Cummins is the staff liaison for the Committee. The Committee meets on the first Wednesday of each month.

## LIFE SKILLS WORKSHOP GRADUATES SEVEN

Seven women completed a basic life skills training workshop in April. The workshop was coordinated by staff members from the Department of Human Resources and South Plains College. Class members, all of whom are recipients of Aid to Families with Dependent Children (AFDC), were screened by case workers and recommended for the special training.

The classes included training in basic money management, child care, job interview skills, career counseling, and grooming.

The workshop is designed to increase the participants self esteem and encourage women to look at options other than AFDC for their lives.

The Committee For Women facilitated meetings for early planning and honored the class members on graduation day. Members of the class were guests for the April Committee meeting and were presented with certificates and roses.

## BETTY ANDERSON TO CHAIR GOVERNOR'S COMMISSION

Governor Mark White has announced the appointment of Lubbock civic leader Betty Anderson to chair the Governor's Commission on Women for 1985-87. Mrs. Anderson currently chairs the national legislative committee for AAUW and Texans for Libraries. She serves on the 2005 Steering Committee and chaired the LISD Committee for Excellence in Education. She is past president of the League of Women Voters of Texas and chaired the Texas Committee for the Humanities.

# Women's Report

## lubbock committee for women

MAY 1985

Vol. 1, No. 1

## WOMEN'S FORUM TO MEET MAY 23

The Women's Forum, sponsored by the CFW, will meet next from 11:45 a.m. to 1 p.m. May 23 at the Garden and Arts Center to hear representatives from Lubbock's 2005 Committee.

The Women's Forum includes representatives of women's organizations throughout Lubbock which have joined together to exchange ideas, plans and experiences in a bi-monthly meeting.

Carolyn Thomas, Community Relations chair for CFW, said the forum's purpose is to increase communication among organizations and to provide information about women's events and volunteer opportunities.

More than 40 organizations have been represented at the first two meetings, January 29 and March 26.

"We feel we can coordinate our activities and thereby reduce duplication of our efforts and strengthen the impact of our projects for women and the community," Thomas said.

Organizational representatives have been asked to complete a questionnaire describing their organization, its requirements for membership, and some of its most important activities. The information is to be compiled in a booklet and made available to all groups through the city's Information and Referral Office.

Future meetings will focus on individual topics, such as education, child care, employment, and the community. Meetings are open to all interested women. For more information call Louise Cummins at 762-6411, extension 2282.

## SECOND PATHFINDERS RECEPTION PLANNED

The second annual Pathfinders Celebration reception will be held by the Committee For Women September 9.

Honored will be Lubbock women who were among the first in their field, profession or organization. Mary Nell Strong, who chairs the Pathfinders program, said the committee is seeking the names of women who were first -- or among the first -- in a profession or career or who were instrumental in creating an organization or serving as its first president.

The Pathfinders Celebration was held for the first time last September as part of the statewide "Women in Texas" week. More than 100 women were recognized for their achievements, their work, or their volunteer service in the Lubbock area.

Names for 1985 recognition can be submitted by mail or by phoning Louise Cummins in the City Information and Referral Office, 762-6411, extension 2282.

Mrs. Strong said future Pathfinders receptions will honor women currently involved in various careers and organizations.

## HOT-LINE NUMBERS TO BE PUBLISHED

The Committee For Women's list of hot line numbers will be included in the August mailing of residential water bills or can be obtained after August 1 by calling the CFW office, 765-6262.

The list will include statewide toll-free numbers, as well as local numbers, for obtaining general information, crisis reporting or referral.



## CHILD CARE TASK FORCE LOOKS AT NEEDS AND OPTIONS

A need for quality, affordable child care was identified as a concern of many Lubbock women when the Problems and Issues committee surveyed the Lubbock community.

A task force is looking at ways to address this need. The task force is concerned with training for day care workers, standard for day care centers, selection of day care, and options other than the traditional eight to five day care.

Members of the task force are: Sharon Bass, chair; Nancy Benz, Betty Anderson, Susan Erickson, Olga Gonzales, Joyce Herron, Sally Kersey, Sue Morrow, Margaret Randel, Carolyn Evans, Palmira Perea-Hay, Paulina Jacobo, Ruth Lauer, Debbie O'Shell, Betty Wheeler, Rena Heine, Pat Maki, Cathy Ranck, and Michele Gilmour.

## TASK FORCE ON EMPLOYMENT ESTABLISHED

A Task Force to look at barriers to employment for Lubbock women has been appointed by the Committee For Women. Adelaida Montemayor chairs the task force which is also looking at programs that assist women in looking for work or re-entering the job market.

Members of the task force are: Diane Dusterhouse, Stacey Young, Ann Halco, Dot Thompson, Lou Carlson, Mary Vines, Beth Lopez, Mary Ann Johnson, Priscilla Sims, Darlene Kimbley, Janie Robbins, Alice Moreno, Shasta Neeley, Carol Taff.

Published by  
Committee For Women  
City of Lubbock  
P.O. Box 2000  
Lubbock, TX 79457

Information for the Women's  
Report should be submitted to  
Editors  
Winifred Vigness  
Clydene Thomas

## COMMITTEE FOR WOMEN GOALS AND OBJECTIVES

The Committee for Women has adopted goals and objectives and announced plans to undertake 10 activities to implement them. Goals and objectives are:

To serve as a clearinghouse to assimilate and disseminate information concerning women with the objective of providing information about activities services and legislation affecting women;

To coordinate and support efforts to identify opportunities needs and problems for all women in the community to facilitate ways to bring about solutions to identified problems;

To recognize the contributions of women in Lubbock and encourage the development of the potential of women to increase awareness of CFW activities; provide positive role models for young women; promote a positive image of women; provide means to recognize women's accomplishments and contributions; identify and coordinate activities of community organizations which support CFW goals;

To encourage the development and implementation of programs to educate, stimulate and involve Lubbock Women to increase involvement of women in local government and civic boards; assist women in re-entry to job markets; identify job training programs and coordinate the dissemination of information about these programs; and identify funds available for job training and education.

CFW has agreed to undertake these activities; establish a talent bank, a method of communicating regularly with women's organizations; study the problem of adequate child care and of employment for women (job training, re-entry programs); continue the Pathfinder's Recognition Event; publish hot line numbers and a newsletter and calendar of events; print a handbook on duties of city boards and commissions, including current personnel.

## CFW COMPLETES ACTIVE FIRST YEAR

This first edition of Women's Report reflects activities accomplished and planned by the city's Committee For Women. Future editions are expected to incorporate information on and an expanded calendar of events scheduled by the city's great number of organizations that hold a special interest for women.

The Committee For Women, established by the City Council, is a new organization that can assist in the development of contributions by women to the quality of life in Lubbock. But its goals reflect the committee's dedication to more than that. It already has and will continue to recognize contributions by women. Through its Women's Forum, it is providing coordination and exchange of information among various women's organizations in the City of Lubbock.

Probably most of all, the Committee For Women celebrates the diversity that Lubbock offers women, opening doors so that women's energies and expertise can be productively channeled to the benefit of all citizens of Lubbock.

The committee invites all organizations with complementary goals to participate in its Women's Forum and further encourages individuals to contribute their talents to making what is a great city even better.

## Thanks!

I would like to thank each of you and your organization for your cooperation and help this first year. With your support and hard work the Committee For Women was established by the City Council. Only with your active participation and support will we be able to accomplish our goals and move ahead.

Marjorie Kastman  
Chairman  
Committee For Women

## TALENT BANK

The Committee For Women has adopted as one of its goals "to increase involvement of women in local government and civic boards." To accomplish the goal, the CFW is developing a talent bank with the names of persons who are willing to serve on boards and who possess needed qualifications.

To help those who want to serve, the Committee For Women is preparing a handbook of city boards and commissions. The handbook is expected to be available by the August Women's Forum meeting.

The Committee For Women asks all women to consider who, among the members of various organizations, have demonstrated qualifications to serve on the various community boards.

"Get talent cards filled out and returned to us," suggests Chairman Marjorie Kastman. "We will inform the proper persons of these names."

"In November", she said, "the Committee For Women plans two Leadership Workshops, one for experienced board members to receive further training and one for potential board members."

"Please help us determine potential leaders in your group, and turn these names in to the Committee For Women so we can invite them to a fall workshop," she said.

For information on state boards and commissions, the Committee For Women has available in the committee's office, a current handbook with the relevant information.

"Remember, involvement influences decisions," the chairman said. "Act now and return those talent cards."

## MARK YOUR CALENDAR

Pathfinders	September 9
Prime Time for Women	November 16
Women in Texas Today	November 11-16



For your info. -

Dear Sharon:

The Governor's Commission for Women was re-established last spring to serve as an advisory council to Governor White on issues relating to women. The Commission has been charged to secure recognition of women's accomplishments, to identify the needs of women in the long range planning process for Texas, and to participate with other established task forces and policy groups, particularly in the areas of jobs, health and human services.

One of the Commission's goals is to hold Caravan Meetings around the state and involve as many women as possible in the Commission's planning and work. Gay Erwin, Executive Director of the Governor's Commission for Women, will be the featured speaker at the Lubbock Caravan Meeting to be held on Tuesday, March 20th, at 7:30 p.m. at Texas Tech Law School located at the corner of 19th and Indiana. Several Commission members from around the state will join Gay and Michelle Gilmore, Lubbock Commission member, in explaining the work of the Commission and exploring what Lubbock women need.

As the Governor's Commission for Women has met and worked, it has become obvious that a local commission could provide similar assistance to officials of city government. This possibility for Lubbock will be discussed by the Commission members at the March 20th meeting. A Lubbock Commission for Women could serve as an advisory body to the City Council and the City Manager concerning the needs and problems of women in the Lubbock area and to recommend programs designed to alleviate any inequities. The Commission could:

1. Represent the female point of view in governmental planning.
2. Review the range of services available to women, help strengthen existing services, and assist in pursuing needed services.
3. Serve as a clearinghouse for activities and information relating to the status of women in Lubbock.
4. Establish and maintain a human resource file of women's organizations and individual women.

A group of Lubbock women have been discussing the advantages of the formation of a Lubbock Commission for Women for several years. This interest resulted in two meetings of Lubbock women which was held in August and September of 1983 to discuss the needs of women and the possibilities of the formation of a special women's advisory to provide input to city government. As a result of these meetings, a task force of six women was named to develop a general purpose statement for the establishment of a local commission for women. This resulted in the attached proposal which describes the purposes, structure, and examples of needs which could be addressed by a Lubbock Commission for Women. Please review this proposal and



discuss it with others. After our March meeting, we are hopeful that a large number of Lubbock women's organizations and citizens will endorse and support the formation of a Lubbock Commission for Women by the City Commission.

Please plan to join us on March 20th to hear about the exciting activities of the Governor's Commission for Women and help plan future opportunities for Lubbock women. If you have questions, please call any of the task force members listed below.

Sincerely,

Task Force Members

Barbara Clark  
Donna Clarke  
Laurie Finke  
Michelle Gilmore  
Judy Hon  
Paulina Jacobo

Ruth Lauer  
Candy Lyon  
Sally Post  
Diane Selinski-Davis  
Carole Taff





TALENT FILE SHEET  
FOR  
GOVERNOR'S COMMISSION FOR WOMEN  
P. O. BOX 12428  
Austin, Texas 78711

TO BE USED AS A RESOURCE  
FOR GUBERNATORIAL APPOINTMENTS:

Name \_\_\_\_\_ Social Security No. \_\_\_\_\_

Address \_\_\_\_\_ Home Phone \_\_\_\_\_

Business Address and Phone \_\_\_\_\_

Texas Driver's License No. \_\_\_\_\_ Date of Birth \_\_\_\_\_

Length of Texas residency \_\_\_\_\_ Your State Senator \_\_\_\_\_

Educational Background \_\_\_\_\_

Employment Background \_\_\_\_\_

Special Qualifications \_\_\_\_\_

Organizational Background \_\_\_\_\_

Volunteer/Community Service \_\_\_\_\_

Areas of Interest & Ability \_\_\_\_\_

Additional Information about Yourself (Please use back if needed) \_\_\_\_\_

A list of commissions and boards in Texas may be obtained from your local public library.  
Please indicate the Board/Commission in which you are particularly interested: \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_

\*\*\*\*\*  
DISCLAIMER

Due to the eligibility requirements of some of the state boards and commissions, the Governor's Commission for Women finds it necessary to request such information as age, length of Texas residency, Texas driver's license number. The information acquired on this talent file is used for "qualification purposes" and for no other reason.

\*\*\*\*\*



LWV Lubbock  
Vote

## INFORMATION ON A LOCAL COMMISSION FOR WOMEN

President Reagan has encouraged state and local governments to seek solutions on a local level to problems created by demographic, social and economic changes affecting women. Governor Mark White has responded to this challenge by creating a state Commission for Women which is currently involved in a variety of projects and activities. As the Governor's Commission for Women has met and worked, it has become obvious that a local commission could provide similar assistance to officials of city government.

The basic purpose of a local bipartisan commission for women would be to serve as advisory to the City Council and City Manager on issues affecting women. The commission would coordinate research, planning, programming and action relating to the opportunities, needs, problems and contributions of women in our city.

The issues which are gender specific to females cut across a variety of program areas and government structures. The commission for women could serve as a central advisory to help coordinate the research, planning and programming relating to the opportunities, needs, problems and contributions of women. Just as the issues cut across a variety of boundaries, the women of our city represent many different points of view. A local commission for women would provide a clearinghouse to link women and city government.

A local commission for women would benefit city government, taxpayers women's organizations, and women needing assistance. The commission for women would:

1. Provide official recognition of problems which hamper women such as unemployment, job training, child care, education and legal rights.
2. Provide official involvement with programs designed to realize the potential of all citizens.
3. Reduce wasteful overlapping of resources and efforts by city government and agencies.
4. Provide a clearinghouse to coordinate activities and information.

Other Texas cities such as San Marcos and Houston are establishing local commissions. Others, like San Antonio and Fort Worth, are activating previous commissions. Austin has the most active local commission and serves as a model to others. Some of the responsibilities of these local commissions which would be appropriate to our area include the following:

1. Act as the central clearinghouse and coordinating agency for activities and information relating to the status of women in the community.



5. Should the time limitations for the redistricting process be left as is, be more restrictive, or be less restrictive?

*The time limitation should be more restrictive.*

6. What means, if any, should be used to expedite judicial review of the approved plan?

*Courts should set some population deviation guidelines.*

*Automatic judicial review should be a feature.*

7. Under what circumstances should the number of state senatorial and representative districts be changed?

*None at present time.*

---

**TIGHTER RULES ON DAY CARE:** (From the Evening A-J, March 2, 1984):

The Department of Human Resources has recommended strengthened safeguards against abuse or neglect of children in day care homes, and the recommendations will go into effect immediately. The six-member task force of DHR administrators made the new rules following widespread news accounts of problems in day-care homes. DHR is required by law to regulate out-of-home care in Texas, which consists of more than 26,000 facilities which provide care for 500,000 children. The task force recommendations include seeking additional funds to increase the licensing staff that will permit three inspection visits per year to licensed child care facilities, rather than one. The DHR will also employ special investigators to look into complaints of child abuse or neglect in child care facilities, and to do criminal background checks on persons operating child care facilities.

---

The State League sent recommendations to the Perot Committee on Public Education, urging them to give major consideration to and recommend substantial funding for the problems of equalization for rich and poor school districts and equity for taxpayers and students. State League also urged them to hold regional public hearings; Lt. Gov. Hobby indicated his support and encouragement of a public comment period.



\*sufficient time to devote to commission work.

\*expertise derived from voluntary efforts in various organizations, political parties, work experience, or special training (valuable, but not essential).

A commission would work to improve conditions for women including senior citizens, homemakers, heads of household, and those below the poverty level. The commission would ensure the full integration of women into the total life of the community while emphasizing the value of women's responsibility in the economic, social and cultural developments of our community.

A local commission for women could establish a network of women in all positions who believe that a community best serves its citizens when the potential of its women is fully realized. A local commission for women offers us a tremendous opportunity to bring about constructive change.

---

#### TEST YOUR LEAGUE I.Q.

1. Do you care if people turn out to vote?
2. Do you take an active interest in problems of women (ERA, rape, poverty, employment, etc.)?
3. Which TV shows do you enjoy:  
\_\_\_ News \_\_\_ Candidates' Rallies \_\_\_ Washington Week in Review  
\_\_\_ All of the above
4. Do you long for publications and discussions in which all points of view are explored?
5. Do you think it takes money to move an organization?

Give yourself 10 points for every "yes" answer. Give yourself 50 points if you make a contribution to the League of Women Voters.

Quite frankly, we need a donation from everyone, even if it is only \$1.00. Our goal this year is awesome --

We have some wonderful plans, but they all cost something.

THANK YOU FOR GIVING THIS YOUR CONSIDERATION...

-Carolyn Lanier



2. Accumulate information concerning instances of actual discrimination in practice against women as well as discrimination in the law and refer that information to the appropriate agencies.
3. Stimulate research in the area of women's legal rights.
4. Educate the community on the status of women by publicizing in all appropriate ways information on their rights and obligations.
5. Review the whole range of services available to women to enable them to make their full contribution through their homes, their jobs, their participation in community life and to take responsibility for strengthening existing services, and assisting in pursuing needed services, whether it be by commercial, cooperative or voluntary agencies or as a public service.
6. Stimulate an awareness among both men and women in the public and private sector of women's full potential and of the importance of their contribution to the development of the community.
7. Establish and maintain a human resource file of women's organizations and individual women.

Activities of local commission include the following:

1. Sponsor neighborhood meetings in various parts of Lubbock to gain information about issues, needs, problems and available services.
2. Set up project to recognize outstanding women in the community's history.
3. Develop a directory of women's organizations
4. Investigate possibilities for a service to match women (or men) seeking employment with available jobs.
5. Invite service providers and informed citizens to inform Commission members on services and activities relative to women.
6. Upon request, review any pending legislation or programming which would directly affect women.
7. Report on the participation of women on boards and commissions.
8. Organize a city-wide calendar for special events or activities.
9. Provide educational seminars and workshops on appropriate topics such as non-traditional careers, domestic violence and consumer education.

The commission should have approximately 15 members who are appointed by the City Council. The qualifications for recommended members would include:

- \* a commitment to the goals of the commission;



The Committee for Women would like to thank all of the people who sent us names of Pathfinders. We also want to thank the Women's Division of the Chamber of Commerce and the League of Women Voters for their contributions to the reception.

The Committee members will continue to work on the history of Lubbock women. Please continue to bring to our attention the names of any women who you believe would qualify as Pathfinders in their field.

Send names to Louise Cummins, Information and Referral, P.O. Box 2000, Lubbock, Texas 79457.

Committee for Women  
Marjorie Kastman, Chair  
Sharon Bass  
Thelma Byrd  
Billie Caviel  
Lynn Elms  
Jewell Foster  
Vernita Holmes  
Adelaida Montemayor  
Mary Rooker  
Marta Rosas  
Mary Nell Strong  
Carolyn Thomas  
Clydene Thomas  
Winifred Vigness

---

I would like to suggest the following names as women Pathfinders:

Name	Address	Area of Interest
_____	_____	_____
_____	_____	_____
_____	_____	_____

---

submitted by

date

Return to: Louise Cummins  
Information and Referral  
P.O. Box 2000  
Lubbock, Texas 79457





Memo to "THE BOARD" (if that's what we decide to call it----)

Meeting upcoming at Michele Gilmour's home  
5:30 p.m. Tuesday, June 19

#17 Whisperwood Circle

(See my fabulous hand-drawn map below--actually drawn  
by Diane Davis---)

Purpose: to further discuss continuation of our group, which  
would be an unstructured, behind-the-scenes network of women  
focusing on women's problems in Lubbock.

A small committee has met and come up with some ideas and  
will bring them to you to decide.

--Ruth Lauer

Here is the list of Committee for Women members chosen by  
the City Council (they never saw our list--)

Marjorie Kastman--Chr.

Sharon Bass

Billie Caviel

Jewel Foster

Vernita Holmes

~~Alida~~ Montemayor

Adelaide

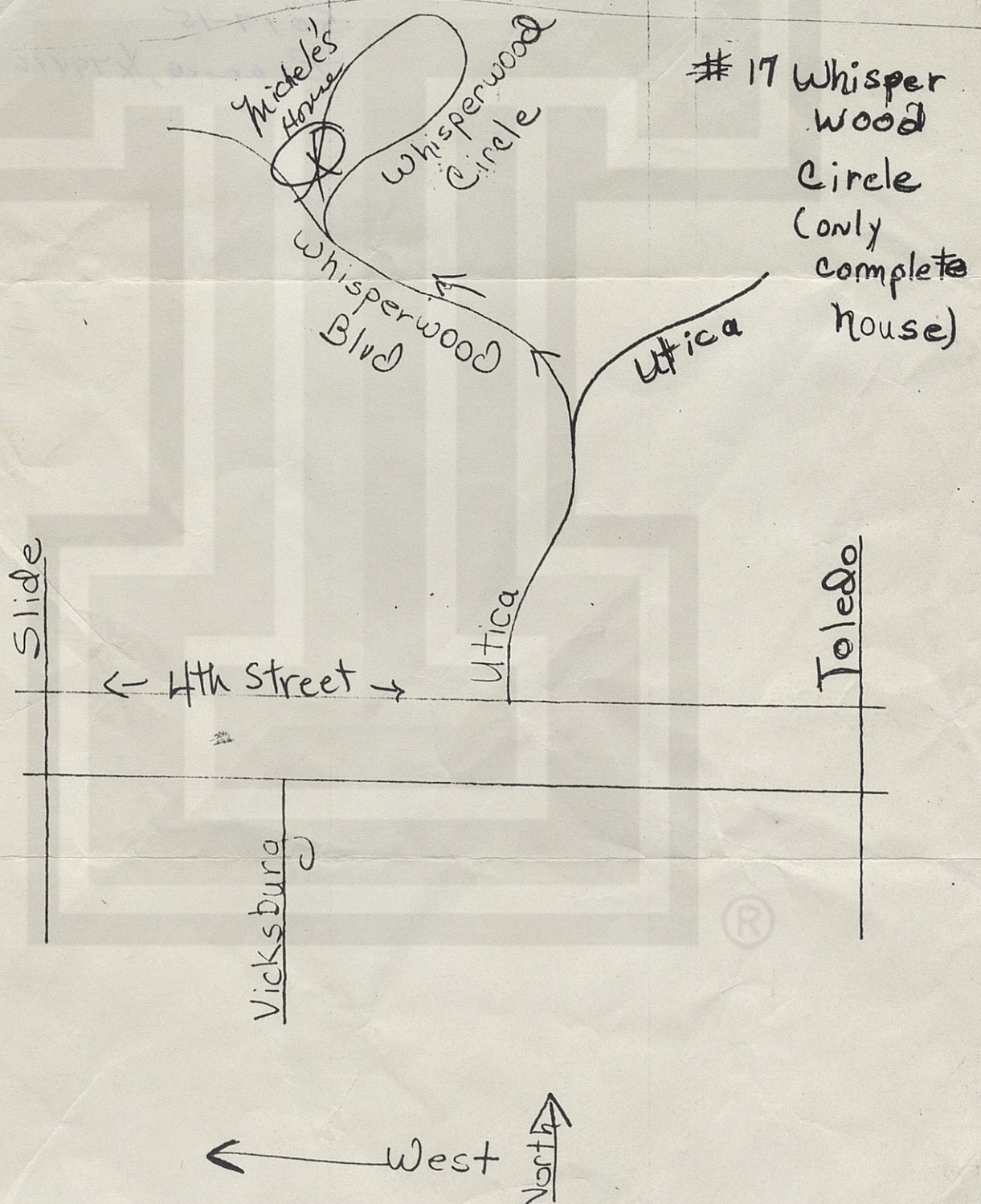
Gloria Reyes

Mary Nell Strong

Clydene Thomas

Carolyn Thomas

Winifred Vigness





None to "THE BOARD" (it that's what we decide to call it--)

Meeting upcoming at Michele Gilmore's home  
5:30 p.m. Tuesday, June 19

My Whisperwood Circle

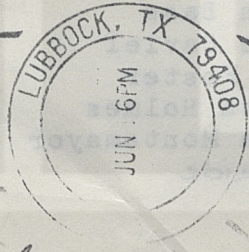
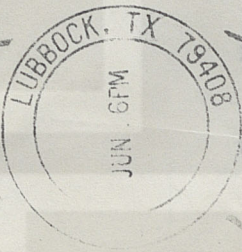
(see my fabulous hand-drawn map below--actually drawn  
by Diane Davis--)

Purpose: to further discuss continuation of our group, which  
would be an unstructured, behind-the-scenes network of women  
focusing on women's problems in Lubbock.

A small committee has met and come up with some ideas and  
will bring them to you to decide.

--Hugh Lauer

Here is the idea of Whisperwood Circle  
The City Council (they never saw our list--)  
Whisperwood Circle



Betty Anderson

5017-15

Lubbock, TX 79416

regain W #  
Wood  
Circle  
(only  
complete  
Horse)

Office

TX

Whisperwood  
Circle

080107

080107



West →



Current 6-20  
Sent to G. Elvin

Amends Ord 7049

12  
May 2d '84  
#14  
June

14, 1984

DGV:js

ORDINANCE NO. 8610

AN ORDINANCE AMENDING CHAPTER 2 OF THE CODE OF ORDINANCES OF THE CITY OF LUBBOCK, TEXAS, WITH REGARD TO THE COMMUNITY SERVICES COMMISSION BY ADDING THERETO PROVISION FOR A COMMITTEE TO THE COMMUNITY SERVICES COMMISSION TO BE CALLED THE "COMMITTEE FOR WOMEN;" PROVIDING A SAVINGS CLAUSE; AND PROVIDING FOR PUBLICATION.

WHEREAS, there presently exists a need for an advisory body on the needs, problems and contributions of women in the community, which group would recommend programs or activities for women; provide assistance to meet the social, economic and vocational needs of women; assist in the coordination of programs designed to realize the potential of all citizens; and provide a clearing house for information, activities and resources within the community; and

WHEREAS, the City Council of the City of Lubbock believes that the creation of a "Committee For Women" as a committee of the Community Services Commission will serve such purposes; NOW THEREFORE:

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF LUBBOCK:

SECTION 1. THAT Chapter 2 of the Code of Ordinances of the City of Lubbock, Texas, BE and is hereby amended by adding thereto a new Section 2-147, which shall read as follows:

Sec. 2-147. Committee For Women -- Created; Title; Purpose.

There is hereby created a committee of the community services commission to be called the "Committee For Women." The purpose of such committee is to serve as an advisory body concerning the needs, problems and contributions of women in the community; to recommend programs or activities or provide assistance to meet the social, economic and vocational needs of women; to assist in the coordination of programs designed to realize the potential of all citizens; and to provide a clearing hours for information, activities and resources within the community.

Sec. 2-148. Membership of Committee.

The "Committee" shall be composed of eleven (11) members appointed by the City Council for two (2) year terms. Three (3) members of the Community Services Commission shall be designated as ex officio members of the "Committee For Women." Other members shall be citizens of the City of Lubbock. The chairperson of the committee shall be



designated by the City Council and shall serve for a one (1) year term. Thereafter, the chairperson shall be selected by the members of the Committee.

Sec. 2-149. Responsibilities of the Committee. *after final passage of this Ordinance*  
*completed within said (6) months of the establishment of the Comm*  
(a) Develop a plan, with assistance of City of Lubbock staff, to fulfill the responsibilities hereinafter set forth and present such plan to the Community Services Commission for review and to the City Council for final approval. Such plan shall be implemented by the Committee after final approval; *Back to* amendments in the plan shall require *kept in* review by the Community Services Commission and approval by the City Council and the Committee shall present a status report to the Community Services Commission on a quarterly basis.

(b) Act as a central clearing house and coordinating agency for activities and information related to the status of women in the community.

(c) Provide a clearing house for information on women's legal rights and make referrals to appropriate agencies and organizations.

(d) Provide programs or activities to educate the community on the status of women and their obligations to the community.

(e) Review the range of services available to women to enable them to make their full contribution to their homes, their jobs, their participation in community life, and for assisting in pursuing needed services whether it be by commercial, cooperative or volunteer agencies or as a public service.

(f) Refer complaints of alleged discrimination against women, following established guidelines, to the Human Relations Commission or appropriate agencies.

(g) Stimulate an awareness among both men and women in the community of women's full potential and of the importance of their contribution to the development of the community.

Sec. 2-150. Review of need for committee.

At the end of two years, the work of the committee shall be reviewed by the City Council in order to determine if a need still exists for committee and, if so, if such committee would be appropriate vehicle to address such unmet needs.



BP  
WCU  
Altrusa  
Isophtomist  
ABWA  
BPA  
LWV

Sec 2 formalities international.  
Sec. 3a Sec.

Erlyn Gaffga

Lita Harmon

Donald Vandiver

Alan Henry



The meeting Monday, June 4th is at 5:30 p.m. at Paulina Jacobs', 5305 - 13th St., (Bangor & 13th).

JUN. 1 1984

Below is the list of women we would like to recommend as possible members of the Committee on Women. Please contact the group that is \* and ask each individual: 1) if they are willing to serve on this Committee; 2) if they will have the time to serve on this Committee; and 3) if so, to describe themselves, their accomplishments, etc.

We will need for you to have contacted each of the five women in your group no later than Monday, June 4, 1984. By that day, no later than at the time of our meeting at 5:30 p.m., we will need to have a sentence or two describing each person who wants to be considered for appointment to the Committee. It would be great if you would take the time to type up each short description so that it will be easier to compile all the descriptions and submit a full list to the City Council.

Betty  
Anderson →

Future Aikins Mary Nell Mathis  
Jane Allison Adelaide Montemayor  
Amy Alvarado Carolyn Moore  
Betty Anderson  
Lillie Aquiler

*Cathy Pope*  
Gertrude Morse  
Esther Moses  
Joe Love Nelson  
Vera Newsome  
Becky North

Joe  
M. Vann  
K. Vann  
Nelson

Sharon  
Bass →

Carol Jean Bartlett *out of town 6-6*  
Sharon Bass  
Jan Blackwell  
Barbara Clark  
*Connie Chapman*

Ruth Nutt  
Palmera Perea-Hay  
Elyse Peron  
Florence Phillips  
Sally Post

Mike  
Gilm

Donna  
Clarke →

Donna Clarke  
Joan Crawford  
Gayle Cunningham  
Tavina Darow  
Jewel Foster

Jackie Lindsey  
Sharon Michael

Dora Prado  
Cathy Ranck  
Dr. Maria Rivas  
Diane Selinski-Davis  
Barbara Sommerville

Jud  
Hon

Barbara  
Clark →

Donna Griffin  
Elizabeth Hall  
Molly Hall  
Catherine Jarrell Hanna  
Kay Hauser

Beverly Stribbling  
Carol Taft  
Terri Taylor  
Carolyn Thomas  
Nita Tillman

Carol  
Taft

Dean  
Cove →

Stephanie Hill  
Judy Hon  
Kippy Hopper  
Dr. Lin Hughes  
Marjorie Kastman

Gwen Titus  
Mary Vines  
Jonette Walker  
Joan Weston  
Rose Wilson  
Bea Zeeck

Sally  
Post

Ruth  
Lauer →

Carol Keeney  
Glenda Keyton  
Nita Kiesling  
Jeanne Knapp  
Ruth Lauer



MEMO TO: the WONDERFUL WOMEN who made our new COMMISSION FOR  
WOMEN possible! --from Ruth Lauer

RAY! WE DID IT! Aren't you PROUD? I am. The Ordinance passed, and furthermore passed by a UNANIMOUS VOTE! We certainly did our homework on this, and CONGRATULATIONS TO US--we really deserve a large pat on the back. Without the total cooperation and support of such a diverse, quality group of women, it would have been a different story-----Alan Henry called me this week to say he had NEVER seen anything so well-run as our push for this Ordinance----- (Think City Gov't's been missing something?) A couple tasks are left to be finished: we must finish up our list, get it typed up and hand it in.

\*\*\*\*\* We will meet June 4th, Monday, 5:30 p.m. at Paulina Jacobo's \*\*\*\*\*  
house--5305-13th St. to finish all our work. Please attend!

Also to be considered: we need to have women at City Council for the second reading, just in case opposition develops, on June 14th.

Also: Want to have a Victory Celebration June 14th, Thurs. eve. after the second reading? Some have suggested all of us, perhaps interested husbands included, eating together at Bighams Smokehouse-- and perhaps we should also invite Joan Baker and Maggie Trejo-- what do you think? Any other arrangement suit you better?

Also: let's consider setting up an informal, non-structured, once-a-month lunch to be attended by Club Presidents and women leaders around town to communicate problems concerning women in our community to try to join forces to solve them. Michele Gilmour says such a group met in Amarillo and was able to handle problems quite effectively on an informal, networking basis. We'll talk about it---

If your organization wrote a letter, and I don't have a copy of it, please bring it along to this meeting---

Thanks to ALL for the mutual support, the hard work, and the brain power that made our new Commission possible....







Below is the list of women we would like to recommend as possible members of the Committee on Women. Please contact the group that is \* and ask each individual: 1) if they are willing to serve on this Committee; 2) if they will have the time to serve on this Committee; and 3) if so, to describe themselves, their accomplishments, etc.

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\* Future Aikins -  
Jane Allison -  
Amy Alvarado - *Paulina*  
Betty Anderson  
Lillie Aquiler - *Paulina*

Carol Jean Bartlett  
Sharon Bass  
Jan Blackwell      Connie Chapman  
Barbara Clark

Donna Clarke  
Joan Crawford  
Gayle Cunningham  
Tavida Darow  
Jewel Foster

Donna Griffin  
Elizabeth Hall  
Molly Hall  
Catherine Jarrell Hanna  
Kay Hauser

Stephanie Hill  
Judy Hon  
Kippy Hopper  
Dr. Lin Hughes  
Marjorie Kastman

Carol Keeney  
Glenda Keyton  
Nita Kiesling  
Jeanne Knapp  
Ruth Lauer

Jackie Lindsey  
Mary Nell Mathis - *DA*  
Sharon Michael - *to Paulina*  
Adelaide Montemayor - *Paulina*  
Carolyn Moore - *Paulina*

Gertrude Morse  
Esther Moses  
Joe Love Nelson  
Vera Newsome  
Becky North

Ruth Nutt  
Palmera Perea-Hay  
Elyse Peron  
Florence Phillips  
Sally Post

Dora Prado - *Maria M.*  
Cathy Ranck  
Dr. Maria Rivas *agued*  
Diane Selinski-Davis  
Barbara Sommerville

Beverly Stribbling  
Carol Taft  
Terri Taylor  
Carolyn Thomas  
Nita Tillman

Gwen Titus  
Mary Vines  
Jonette Walker  
Joan Weston  
Rose Wilson  
Bea Zeeck

*Lula*



May Owens  
Chair Women's Issues - 2 yr LUV,

Women's Studies Council F, 3 yr  
Assoc Dean As S. 11 yr  
Faculty Senate

Fred McVay

Journalism prof  
Women's Studies Council F  
former Family Editor AJ  
Smith's  
Gov. Com. Statute of Women  
1965

Jon Campbell  
Pres of League  
Citizen for Justice and Com  
Com n EXC ED  
Well Busy Clinic



JANE ALLISON, Administrator of Family Practice, Texas Tech Univ. Health Sciences Center. National President of the Assn. of Family Practice Administrators; Lubbock Symphony Board, Trustee Helen A. Hodges Educational Trust; Soroptomist, Int. Lubbock Board. (o) 743-2770

BETTY ANDERSON, Civic Volunteer. Active in League of Women Voters, American Association of University Women, and United Methodist Women at local, state and national levels. Has served on Planning and Zoning Commission, Urban Renewal Board, Tornado Recovery Committee, Mayor's Housing Committee, and Community Development Advisory Committee. (h) 795-4077

MARY NELL MATHIS, CPA Mathis and Co. Member of the National Governing Board of Common Cause, member of League of Women Voters, served three years as planner and/or speaker at Texas Tech University's "Prime Time for Women." (o) 763-5119

MARY OWENS, Professor of Health, PE and Recreation at Texas Tech University, Women's Studies Council of Texas Tech, Associate Dean of Arts and Sciences 10 years, Faculty Senate, Chaired League of Women Voters' Women's Issues Committee. (o) 742-3371 (h) 795-8770

FREDA McVay, Asst. Professor Journalism Mass Communications former Family News Editor of Avalanche-Journal, Women's Studies Council of Texas Tech University, 1969 Governor's Committee on the Status of Women. (o) 742-3399; (h) 745-4037.

PAT HOLLABAUGH, President Lubbock American Association of University Women. Volunteer leader with Camp Fire, Inc. for 25 years; former owner of Grain Exchange in St. Joseph, Mo., Substitute teacher 15 years. (h) 792-8980.



### III. PUBLIC HEARINGS

#### A. Zoning

(21 ) 10:30

#### ZONE CASE NO. 1615-F

Request of O. V. Scott (for South Plains Mall) to change Tract A, South Plains Addition, City of Lubbock, Lubbock County, Texas, to amend the site plan, located at Loop 289 and Slide Road.

The Planning and Zoning Commission recommends this request to the City Council, subject to the following condition:

- / a. that it be tied to the site plan.

(22.)

#### ZONE CASE NO. 2471

Request of Jerry Cannon (for Southland Corporation) to change Lot 1 less the S.W. 9' X 12' and the East 10' of Lot 2, Block 1, West End Place Addition, City of Lubbock, Lubbock County, Texas, from R-1 to C-3 Zoning District, located at 6101 19th Street.

The Planning and Zoning Commission unanimously recommends this request to the city Council, subject to the following conditions:

- a. That all signs comply with the requirements of the Zoning Ordinance.
- b. That it be zoned C-2 Specific Use limited to a convenience store.
- c. That the fence on the west property line start at 2' at the front property line and stair step up to 6' at a point 35' from the front property line.
- / d. That the fence to the west and south be made of concrete blocks.



phone--795-3283  
Memo to all those interested in a Lubbock Commission for Women  
--from Ruth Lauer THE DATE WILL BE MAY 24--at 10:00 a.m.!

The LAST MEETING of the Organization's representatives and the Task force will be Monday, May 21, at 5:30 p.m. at my house--2506-60. We will talk about our progress with the individual City Council members (count our votes), and we will shape up our presentation to the City Council, finish adding to our list, then cut it down--the list to be suggested members of the Committee for Women, that is. I've been told 50 names would be a good number to submit and that the City Council probably would use the remaining names for consideration on other Boards and Commissions. What do you think? Is 50 too many, or too few?

Please by Monday contact all women you've suggested for this list to see if they are willing to serve if chosen by the City Council, and bring their addresses, phone numbers, and a few sentences to identify them and the work they've done--but not a long biographical statement. Also, please bring a copy of any letters to the Council your organization has written.

The Committee for Women Ordinance will indeed go to City Council on May 24th, at 10:00 a.m.--it is scheduled for that time. Please try to get as many women as possible from your organization to attend! !!!!! VERY IMPORTANT! *8:30 - work session!*

I have talked to Joan Baker and she has agreed to clarify the number question so that the statement in the Ordinance will say: "The Committee shall be composed of eleven members appointed by the City Council for two year terms. In addition three members of the Community Services Commission shall be designated as Ex-Officio members of the Committee for Women." (The underlined is the addition to the wording) Previously agreed was the wording handwritten on your copy that addressed the development of the plan within six months of the establishment of the committee, and that will be written in. The other main point we discussed, the clarification of the independence of the Committee for Women to be responsible only to the City Council after 6 months I could make no headway on, as Joan believes this is already clear. The key phrase, pointed out to me, is this: "Such plan shall be implemented by the Committee for Women." So we'll have to just take this phrase, use it as operative, and act on its authority. The quarterly reporting to Community Services was not felt to be a problem at all, since 3 Ex-Officio members from Community Services are included in the Committee for Women--one of these three could have the responsibility to report back to Community Services on a fairly informal basis.

Please, Task Force members--remind the Organizations you've contacted before about the important meeting Monday---

Ruth







5-1-84

Task Force--

Memo to all: --from Ruth Lauer

Please get busy contacting the organizations &/or City Council people you've agreed to contact--

Please send a copy of the Ordinance to each women's group and explain those parts we all want cut out--also please send a copy of the Junior League letter as a model & the addresses listed below.

*Important!*

Please ask them to send a copy of each letter they write to me & I'll try to be the central point of information gathering so everyone knows what everyone else is doing and what all the responses are.

We want each organization to send seven letters; one to the Mayor and one to each Council member---we want copies!

Also ask them to get lots of members of their organization to come to Council meeting May 24, and you be their contact and keep them informed as to when and whether that is scheduled for that date; please do call and remind them right before. You talk about this to every woman you see, additionally; urge them to come to Council. If you need a copy of the Ordinance, call me--

*Call me!*  
We'll have a catch-up meeting May 7, 5:30 at my house, 2506-60; please invite the President of each women's organization to attend. In fact, we may need to meet on each succeeding Monday at 5:30, same time, same place, so that we can share information and progress.

Remember, the main argument against duplication of services is that excellent coordination of services would result from a Committee for Women.

Here are the addresses you need to give to the organizations. You might cut this off, copy it, and send it along with the Ordinance copy and Junior League letter:

Mayor Alan Henry  
3302-43 (10)  
Home: 792-3771  
Office: 792-3771

George Carpenter  
3803-27 (10)  
Home: 799-3514  
Office: 747-4217

Joan Baker  
4610-20 (07)  
Home: 795-7469

Maggie Trejo  
3013-2nd Pl. (15)  
Home: 762-3243  
Office: 792-4292

E. Jack Brown  
3701-39 (13)  
Home: 799-0335  
Office: 745-4511

Bob Nash  
3509-44 (13)  
Home: 795-0055  
Office: 745-2828

T.J. Patterson  
2405 Globe (04)  
Home: 744-9714  
Office: 762-3612

WARN EVERYONE, AND YOU BE AWARE, THAT COMMITTEE FOR WOMEN COULD APPEAR ON THE 5-10-84 COUNCIL AGENDA---NOT BY OUR REQUEST, BUT RATHER AS A TACTIC TO GET IT OVER WITH BEFORE WE HAVE TIME TO ORGANIZE! SO---KEEP IN TOUCH!

You might also copy off the "Information on a Local Commission for Women" sheet I'm sending you and send it to each Organization, along with the Jr. League letter & Ordinance copy.

MARK YOUR COPY OF THE ORDINANCE BY MARKING THROUGH THOSE THINGS WE WANT DELETED--AND BE SURE THE ORGANIZATIONS UNDERSTAND WHICH CHANGES TO ASK FOR--CALL ME IF YOU HAVE QUESTIONS....RUTH



5017-15  
Betsy Anderson  
Lubbock, TX 79416



Lubbock 79413  
2506-60  
Lubbock

TO ASK FOR--CALL ME IF YOU HAVE QUESTIONS...RUTH  
WANT DELETED--AND BE SURE THE ORGANIZATIONS UNDERSTAND WHICH CHANGES  
MARK YOUR COPY OF THE ORDINANCE BY MARKING THROUGH THOSE THINGS WE  
JANET A ORDINANCE COPY.  
IT IS EACH ORGANIZATION, ALONG WITH THE J.L. LEAGUE  
COMMISSIONER FOR WOMEN, WHAT I'M REQUESTING YOU AND SEND  
YOU ALONG ALSO COPY OFF THE "INFORMATION ON A LOCAL  
KEEP IN TOUCH!  
JANET TO GET IT OVER WITH BEFORE WE HAVE TIME TO ORGANIZE! SO--  
ON THE 10-85 COUNCIL AGENDA--NOT BY OUR REQUEST, BUT RATHER AS A  
WARN EVERYONE, AND YOU BE AWARE, THAT COMMITTEE FOR WOMEN COULD APPEAR  
OFFICE: 782-3412  
Home: 744-9714  
6405 Olive (4th)  
T.J. Patterson  
OFFICE: 782-4511  
Home: 700-0332  
3701-32 (13)  
E. Jack Brown  
Home: 752-7462  
4610-20 (07)  
Joan Baker  
OFFICE: 782-3712  
Home: 782-3712  
3302-42 (10)  
Mayor Alan Henry  
George Carpenter  
OFFICE: 782-5828  
Home: 782-0022  
3300-44 (13)  
Bob Bann  
OFFICE: 782-6222  
Home: 782-3243  
3013-2nd Fl. (12)  
Linda Trelo  
OFFICE: 782-3712  
Home: 782-3712  
3302-42 (10)  
Mayor Alan Henry



## A Commission for Women

### A Proposal

President Reagan has encouraged state and local governments to seek solutions on a local level to problems created by demographic, social, and economic changes affecting women. Governor Mark White has responded to this challenge by creating a state Commission for Women whose mandate includes the formation and encouragement of local commissions to address the unique needs of women at a local level. In the spirit of these calls to action, the authors of this study feel a bipartisan commission for women in Lubbock, to serve as an advisory body to the City Council and the City Manager, and to identify and address needs and problems of women in this city, would offer just such a solution.

This commission would recommend programs designed to alleviate the inequities that confront many local women in social, economic, and vocational pursuits. It would develop goals and coordinate research, planning, programming, and action on issues relating to the needs, problems, and contributions of Lubbock women.

The commission should have no fewer than 15 members to be appointed by the City Council. The qualifications for recommended members would include:

- °a commitment to the goals of the commission,
- °sufficient time to devote to commission work,
- °expertise derived from voluntary efforts in various organization, political parties, work experience, or special training (valuable, but not essential).





The commission should have an executive committee consisting of a chair, a vice-chair, and a secretary, and three standing committees--public information, problems and issues, and program development. The suggested objectives and activities of these committees are outlined in Appendix 1. Each committee would be encouraged to draw upon the expertise of all Lubbock women in carrying out its function.

### Why a Commission?

Women constitute 51 percent of the population of Lubbock, 43 percent of its work force, 73 percent of its divorced and widowed, and head one-third of all families living below the poverty level.

The purpose of this report is to demonstrate how a Commission for Women could address the needs of Lubbock women in the following five specific areas: women in the home, working women, child care, abuse and violence, and governmental access. This is not to suggest that these are the only issues a commission should address, but represents merely a sampling of its potential activities.

### Women in the Home

Nearly all women, whether or not they work outside the home, are homemakers. Although women in Lubbock have entered the work force in record numbers, they are still primarily responsible for home and children, and several studies indicate that it would cost more than \$30,000 a year to hire someone to replace the homemaker in her job.



Yet the occupation of homemaker offers little economic security for the woman who chooses not to work outside the home. The homemaker who seems financially secure at present may face a future of uncertainty. Her security depends on the whim of circumstance in her life. One year after divorce, for instance, a woman's income drops on the average by 73 percent, while her ex-husband's rises by 42 percent. And her financial difficulties extend to her children as well, since in 85 percent of all divorce cases the woman is granted custody of any children. Statistics show that children living with both parents enjoy nearly three times the family income of children living with single mothers. In Lubbock, one in three households below the poverty level are female-headed. The federal government predicts that by the year 2000, virtually all the poor will be women and children, a trend that sociologists are referring to as the "feminization of poverty."

The notion that women are cared for by men, first by their fathers and then by their husbands, has perhaps never been very accurate. But now, more than ever, it must be carefully revised as rising divorce rates, delays in first marriages, and a longer female life expectancy force a great number of women, at some time in their lives, to provide and manage their own resources.

This is most poignantly true for women in later life. The average age at which a woman is widowed is 48. The average age of widows is 56, while the average female life expectancy is 78 years. One out of every four women is widowed and the average widow must be self-sufficient for twenty years. And the widow is much more likely to spend her later years in poverty than the widower. The median income for women over 65 was \$4757 in 1981, compared to \$8173 for



men 65 and older. The poverty level for a person living alone was \$4359 in 1981.

Yet, in the midst of these significant changes, tradition persists. Women are marrying in greater numbers than ever before, because they perceive marriage both as an avenue to emotional and psychological fulfillment and as a source of financial security. In 1980 over 90 percent of women over thirty had been married at least once. The difficult question a Commission must face is where the balance will be struck between the roles of women as wives and mothers and women as workers and providers for their families. To this end, a commission might address the following questions about women in the home:

- 1) If being a homemaker offers little financial security or guaranteed permanence, and if 73 percent of the divorced and widowed in Lubbock are women, what services are available for women to develop their resources at different stages of their lives or to prepare for the unexpected?
- 2) What emotional support services are available for women whose status in life has been altered?
- 3) What is the status of widowed women in Lubbock?
- 4) Are the skills of the the volunteer who devotes much of her time and effort to the community being recognized when she transfers from volunteer work to paid work?
- 5) Do women realize what their social security, pension, insurance, and health care benefits are, and how they would change if they are divorced or widowed?



- 2) Are women successful at entering the job market and at what level?
- 3) What services exist to facilitate women's entry into the job market and how can these be improved?
- 4) Is job training available to women to improve their entry level of employment?

### Child Care

One problem that many working parents share, whether married, single, divorced, or widowed, is finding competent and affordable child care. For economic reasons, women with pre-school children have registered the largest increases in labor force participation, virtually creating a new industry in child care. Fifty-two percent of women in Lubbock County with children under six work outside the home. For women with children between six and 17 that number rises to about 65 percent. National statistics show that women in every job category use child care--not only the mother who chooses to work, but also the mother who for financial reasons must work. In discussions connected with this study, whenever parents offered input, a primary concern of theirs has been the availability and affordability of quality child care.

Because of the dramatic increase in the number of child care facilities in Texas, from 9,461 in 1977 to 21,816 in 1983, the state cut back the number of inspections of licensed child care facilities from four per year to one every six to nine months. These cutbacks have resulted in Texas children dying of abuse.

Since the well-being of its children must be of concern to any community, a commission might be charged with addressing the following questions:



- 1) Are there enough child care spaces available in Lubbock for all the children who need them?
- 2) Is child care in Lubbock affordable? How much does it cost?
- 3) What is the quality of child care in Lubbock?
- 4) How often are child care facilities inspected?
- 5) How many children are left unsupervised at home?  
What is happening to them?
- 6) What are Lubbock businesses and corporations doing about on-site child care?

#### Abuse and Violence

Another area of concern to a commission would be family violence and abuse, a problem President Reagan is addressing as a national problem through a presidential task force. "No one can deny that violence within a family is criminal behavior, yet, family violence has never received the kind of attention it deserves," Attorney General William French Smith said recently (Dallas Morning News, December, 2, 1983). Family violence cuts across all social, economic, ethnic, and educational lines and has become so pervasive that special training is now provided as part of police training in Lubbock.

It is estimated that half of the women who marry this year will be beaten by their husbands sometime in their marriage. In Texas in 1980 more children were killed than in any other state; 110 Texas children were murdered by their parents, relatives, or friends. More than 35,000 children in Texas were beaten, burned, or abused by those responsible for their care in 1980. Furthermore, Women's Protective Services of Lubbock reports the following statistics for Lubbock:



°In 1981, 423 hot line calls, 142 women and 187 children sheltered

°In 1982, 623 hot line calls, 197 women and 258 children sheltered

°In 1983 (through September), 517 hot line calls, 188 women and 295 children sheltered

But these figures may represent only the tip of the iceberg. A Houston Chronicle study shows that only 33 percent of Texas women are even aware of shelter homes and protective services available for abused women and children. We must begin to pay as much attention to violence in the home as to violence in the streets.

Similarly, any woman may become a victim of rape. Factors such as extreme youth, advanced age, physical appearance, and lifestyle do not provide a deterrent to sexual assault. Indeed, a woman has a one in fifteen chance of being raped in her lifetime. A rape occurs every six minutes in this country. The 82,000 rapes reported in 1980 probably represents less than half of those that actually occurred. Some experts believe the number of actual rapes may even be as high as ten times the number reported. According to the Law Enforcement Assistance Administration of the Department of Justice, the prosecution rate for rape is 5 percent, the conviction rate only 2 percent. In Lubbock, the Rape Crisis Center cites a 133 percent increase in rapes reported in 1982 over 1976.

A commission might address the following questions:

- 1) How can the city assist the Rape Crisis Center and Women's Protective Services in doing their jobs?
- 2) How can the city better educate Lubbock women on the availability and use of these services?



- 3) What measures can be taken to rehabilitate offenders and keep the family intact?

#### Governmental Access

Even though women are taking a more visible role in every area of business, education, and the community, one of the areas of least change is representation in governmental bodies, both appointive and elective. Women are being perceived as capable in almost every occupation, yet they have made few inroads into politics. Women represent 52 percent of the population and almost 53 percent of the voters nationwide. But even though in the majority, their active participation in government falls far below that. Only 4 percent of the Congress and 12 percent of all state legislatures are women. Representative Pat Schroeder of Colorado, who has been in Congress longer than any other woman currently serving, says of women's progress in government, "at this rate it will take 400 years before 50 percent of the house is female" (Dallas Morning News, July 5, 1983).

Kentucky boasts the only woman governor. And Texas lags far behind the rest of the states with only 7 percent of the seats in the state legislature held by women. Only three women have ever held statewide elective office in Texas. In Lubbock women are voting in larger numbers than ever before. However, there has never been a female state or congressional representative from Lubbock. Only four Lubbock Independent School District Trustees and two members of the City Council have ever been women, although as Joan Baker recently remarked "the charter does provide for Councilmen or Councilwomen." Additionally, women comprise only 20 percent of Lubbock boards and commissions (See Appendix 2); only one woman currently heads a board or commission.



The commission might address the following questions:

- 1) How can women be encouraged to participate more fully in the democratic process?
- 2) Are the talents of Lubbock women being used to their fullest capacity at all levels of government?
- 3) Are there ways to include a greater cross section of women on Lubbock boards and commissions?
- 4) What kind of system would be useful in identifying women capable of serving in government?

#### Conclusion

This proposal has examined only five areas of potential concern to women. A commission, however, would be charged with addressing a much wider spectrum of issues, including teenage pregnancy, alcoholism, education, health, and legal rights. Although its primary task would be to identify and seek solutions to the problems created by social, economic and technological change, the commission's usefulness need not be limited to problem solving. Rather it could establish a network of women in all positions who believe that a community best serves its citizens only when the potential of its women is fully realized. A local commission for women would offer Lubbock a tremendous opportunity to bring about constructive change.



## Appendix 1

### Proposed Lubbock Commission for Women

#### Standing Committees

<u>Committee Name</u>	<u>General Goal</u>	<u>Objectives</u>	<u>Recommended Activities</u>
Public Information	Collect and disseminate information regarding women's issues, concerns, and problems and enhance women's visibility	Providing information and guidance through publication on issues and legislation affecting women and securing recognition of women's accomplishments and contributions to Lubbock.	Publish directory of local services available to women; media events; Mayor's award program or Mayor's recognition day, etc.
Problems and Issues	Identify women's concerns in Lubbock	Addressing issues affecting women, such as education, domestic violence, displaced homemakers, women's health care, legal rights, child care, sexual assault, sex discrimination, teenage pregnancy, poverty; and developing and recommending solutions to these problems	Hold public hearings, workshops, conferences
Program Development Education and Research	Encourage the development of new programs for women and any other activities required to carry out the goals and objectives of the commission	Addressing the needs of women as new programs are planned such as the Job Training Partnership Act, and the Community Development Block Grant Program and making recommendations to the appropriate groups for action; establishing a Talent Bank and aid the City Council in finding and recommending qualified women for appointive offices, local boards, and commissions	Work with local agencies to help implement special programs for women



## Appendix 2

The following table compares the representation of men and women on Lubbock city boards and commissions as of December 1, 1983. The South Plains Association of Governments Board of Directors has been excluded because it is a 15 county organization. The South Plains Employment and Training Consortium and the South Plains Health Systems have been excluded because they are no longer functioning. The Jubilee 75 Committee (34 women and 41 men) has also been excluded because it is a special committee formed for only one year.



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BOARDS AND COMMISSIONS  
REPRESENTATION BY GENDER

As of December 1, 1983

<u>Board/Commission</u>	<u>No. Women</u>	<u>No. Men</u>	<u>Total Members</u>
Airport Board	1	6	7
Animal Control Facility Advisory Subcommittee	2	3	5
Athletic Commission	0	5	5
Building Code Study Committee	1	11	12
Board of Examiners and Appeals (Building)	0	7	7
Canadian Municiple Water River Authority	0	2	2
Cemetery Board	2	3	5
Citizens Advisory Commission	6	34	40
Lubbock Citizens Traffic Commission	1	8	9
Board of City Development	1	14	15
City Health Board	2	5	7
Lubbock Civic Centers	4	11	15
Civil Service Commission	0	3	3
Community Development Board	6	9	15
Community Services Commission	10	7	17
Board of Electrical Examiners	1	6	7
Electrical Utilities Board	0	7	7
Lubbock Health Facilities Development Corporation	1	6	7
Housing Authority Board	1	4	5
Lubbock Housing Finance Corporation	2	5	7
Housing Standards Commission	0	5	5
Human Relations Commission	4	8	12
Lubbock Industrial Development Corporation	0	7	7
Job Training Partnership Agreement (Private Industry Council)	2	13	15
City-County Library Board	2	3	5
L P & L Study Commission	1	12	13
Mayor's Housing Advisory Committee	2	12	14
Board of Trustees, Lubbock Mental Health & Mental Retardation Center	2	7	9
Lubbock Mortgage Review Board	1	5	6
Overton North Study Committee	0	7	7





Board/CommissionNo. WomenNo. MenTotal  
MembersParks and Recreation  
Board

2

7

9

Permit and License

Appeal Board

1

4

5

Planning and Zoning

Commission

1

8

9

Plumbing Board

0

5

5

Public Responsibility

Committee, MHMR

4

1

5

Southeast Lubbock Development

Corporation

1

4

5

Transit Advisory Board

3

4

7

Urban Design Commission

5

6

11

Urban Renewal Agency

1

8

9

Water Resources Board

1

14

15

Zoning Board of Adjustment

3

6

9

TOTAL NO. WOMEN 77

TOTAL NO. MEN 302

Total MEMBERS 379





## A COMMISSION FOR WOMEN IN LUBBOCK?

You are invited to discuss the possibility--

March 20 - 7:30 p.m.  
in the Texas Tech Law School Forum

The Governor's Commission for Women is sending to Lubbock the Governor's Caravan, with Gay Erwin, Executive Director of the Governor's Commission, and two Commissioners.

### Purpose:

To explain what the Governor's Commission for Women can do for ALL women in Texas--

### And

To explain what advantages a Lubbock Commission for Women would offer Lubbock women.\*

\*A local task force has been working on a proposal for a Lubbock Commission for Women; the proposal will soon go to the City Council.

Please lend your support to this effort by attending the meeting with the Governor's Caravan--March 20, 7:30 p.m., TTU Law School Forum.

2M 2-0118

NOTES FROM RUTH--League members, please attend the above meeting; we've worked so long and so hard on the Commission for Women, and the above meeting is the first public discussion of the plans--so very important that we have an interested, supportive crowd.

RING MY CHIMES--or at least the SILENT League phone!! (Two reservations have been made for the GRASS ROOTS POLITICS PRECINCT MEETING WORKSHOP on March 24, Saturday--and both were made by non-League members...hmmmmmm)

Inez Crawford and Phone Committee have us all spoiled--but NO, they will NOT be calling you to take reservations for the March 24 lunch, \$4.50, reservations must be called to me by Tues., March 20.

CALL ME! I'M SO LONELY!  
795-9718

(or come & bring a sack lunch and you don't need a reservation--but call me anyway & say, "Hi there; I'm coming! There will be at least 2 Leaguers there Saturday, me and thee.) See your blue flyer on Grass Roots Politics; event begins with coffee with the candidates, all of them, local & Primary elections, at 9:30 a.m.

### LEAGUE TELEVISION CANDIDATES FORUMS SCHEDULE

March 21, Wednesday  
8:00-8:30 on KCBD-Channel 11 League School Board Candidates Forum,  
(p.m.) Gladys Maynard moderating

-----  
April 3, Tuesday  
6:30-7:00 p.m. on KAMC-Channel 28 LWV City Council Candidates Forum  
for District 1 and District 6,  
Carolyn Jordan Amandes moderating.

MAYOR'S RACE & DIST. 5--time not settled yet, watch your paper.

April 5, Thursday  
9:00 to 10:00 p.m. on KTXT-Channel 5 LWV City Council Candidates  
Forum for District 2 and District 4



A COMMISSION FOR WOMEN IN LUBBOCK

You are invited to discuss the possibility of

March 20 - 7:30 p.m.  
in the Texas Tech Law School Forum

The Governor's Commission for Women  
is sending to Lubbock the Governor's  
Commission, with Gay K. H. H. H. H.  
Director of the Governor's Commission,  
and two Commissioners.

Purpose:  
To explain what the Governor's  
Commission for Women can do for all  
women in Texas--

To explain what advantages a Lubbock  
Commission for Women would offer  
Lubbock women.

Lubbock, TX 79419  
2017 15th  
Betty Anderson

Permit No. 269  
Lubbock, Tex.  
PAID  
U. S. POSTAGE  
BULK RATE

SW 2-9718

WOMEN VOTERS

LUBBOCK LEAGUE OF

phone!! (The reservation have been made for the GRASS ROOTS POLITICS  
PRESIDENT MEETING WORKSHOP on March 24, Saturday--and both were made  
by non-league members... (unhappy))  
Inez Crawford and Phone Committee have us all spoiled--but NO, they  
will NOT be calling you to take reservations for the March 24 lunch.  
\$1.50, reservations must be called to me by Tues., March 20.

CALL ME! I'M SO LOVELY!  
792-9718

(or come & bring a sack lunch and you don't need  
a reservation--but call me anyway & say, "Hi there; I'm coming! There  
will be at least 3 leagues there Saturday, me and them.) See your  
plus flyer on Grass Roots Politics; event begins will coffee with  
the candidates, all of them, local & primary elections, at 9:30 a.m.

LEAGUE TELEVISION CANDIDATE FORUMS

March 21, Wednesday  
8:00-8:30 on KLBK-TV Channel 11  
League School Board Candidates Forum,  
Gladys Hayward moderating.

April 2, Tuesday  
6:30-7:00 p.m. on KLBK-TV Channel 11  
Lubbock City Council Candidates Forum  
for District 1 and District 6,  
Carolyn Jordan moderating.

MAYOR'S RACE & DIST. 5--time not set yet, watch your paper.  
April 5, Thursday  
9:00 to 10:00 p.m. on KLBK-TV Channel 11  
Forum for District 2 and District 4



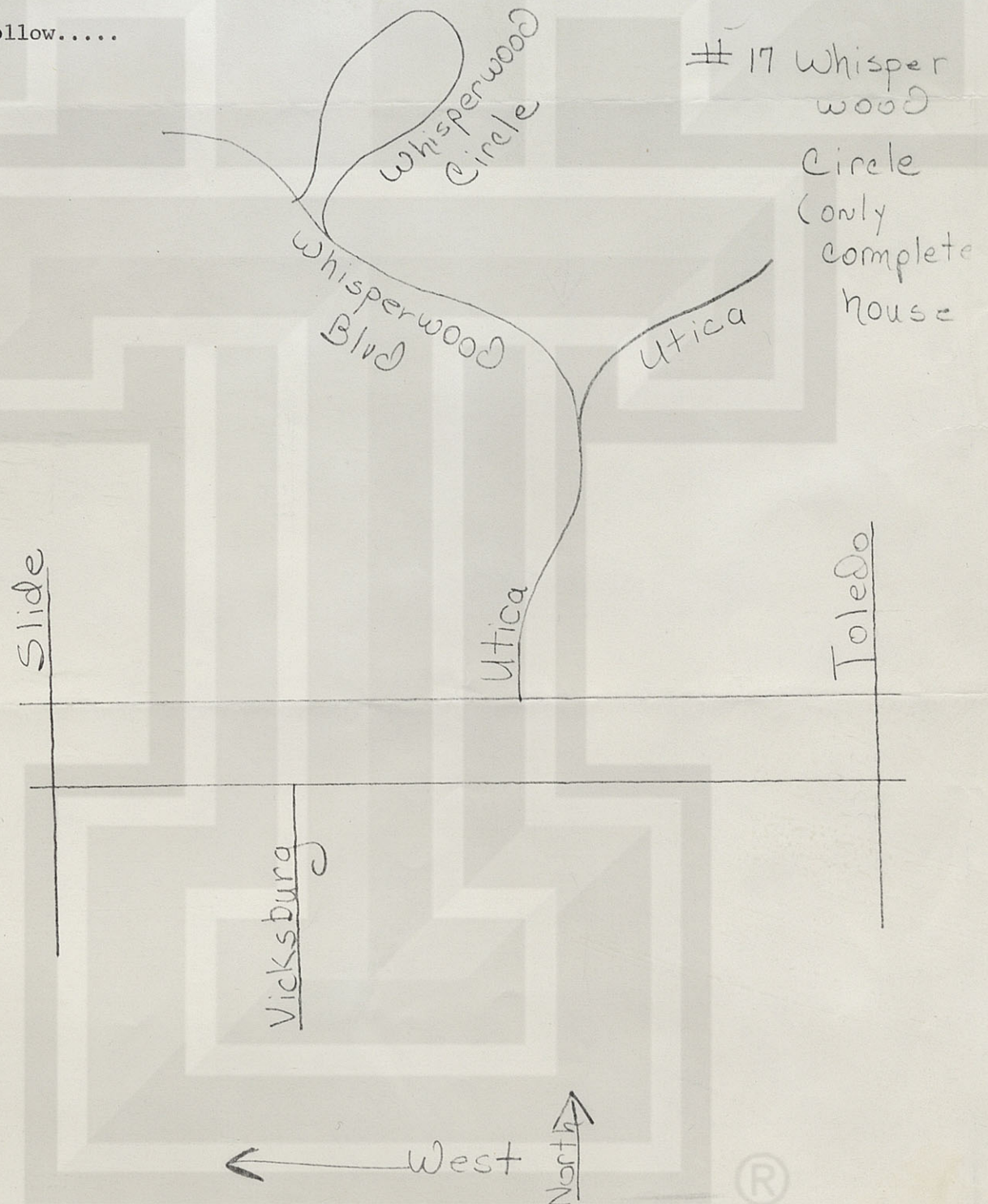
21 Jan 84

The next meeting of the Commission on Women Steering Committee

will be: Tuesday, January 24, 1984

7:30 p.m.

It will be held at Michele Gilmore's new house...directions  
to follow.....





Small task force for Commission  
for Women meeting --  
12:00 noon, Hamburger Construction  
Company, Wednesday, March 7--

Purpose: to hear how Gilmour-  
Anderson-Larry Cunningham &  
Rita Harmon meeting came out,  
plan to take Austin Ordinance  
and make specific suggestions  
to the above two on composing  
an ordinance.....

All seems to be going well!

Ruth--

Large, expanded task force  
meeting at Michele Gilmour's  
house on March 8, 5:30 p.m.  
will take place as planned.

Purpose: to prepare for  
Gay Irwin's visit, March 20  
and for the City Council  
meeting March 22, at which time  
we'll take the Ordinance  
proposal for a Commission  
for Women, hope & pray for  
the best-----





The Political Puzzle: Where Do I Fit?  
Appointments to State and Local Boards and Commissions

EVELYN BONAVIDA

Legislative Director for LWV of Austin

League presence in the State House in Austin

70th Legislature will be her third session. In addition to direct lobbying during the session, she monitors interim committees and the work of Boards and Commissions, and meets with coalition groups. Describe efforts of women's groups in the appointive process.

*PTA. Coun. Pres of Austin*

*Active in United Way*

DICK PLATT, *Mgr of Public Affairs / Govt. Affairs Bd of LAAC.*  
Lubbock Chamber of Commerce Explain what the chamber is doing to encourage the appointments of people from WT and what people who want to serve on a board should do to work with the Chamber.  
GROUP SUPPORT CAN BE A VERY SIGNIFICANT FACTOR FOR OBTAINING APPOINTMENTS TO COMMITTEES, BOARDS, OR COMMISSIONS.

RANETTE BOYD, Lubbock City Secretary *1 1/2 yr* *City Mgr Office - 10 yr.*  
Explain the process used by the City Council when appointing city boards. *1 husk. 25000*

Each speak about 6 minutes. I will summarize. Q&A

BA

Approx 250 Bd and agencies in TX--Gov. has about 2,000 appt. However, not many come up in 1986. As you enter the Capitol from Congress Ave., the Appointments Secretary usually offices in the first office to the right--the SE corner of 1st floor. Tobin Armstrong under Clements and Dwayne Holman under White. Plum--Boards of Regents; it helps to have contributed heavily to the gubernatorial campaign.--or be personal friends of Gov. Next--Water Boards, regulatory boards, etc.

1. WHEN IS THE NEXT APPOINTMENT FOR A SPECIFIC BOARD BECOMING VACANT?
2. WILL IT BE LAY OR PROFESSIONAL VACANCY?
3. WHAT ARE THE STATUTORY REQUIREMENTS FOR THE POSITION?
4. WHO DOES THE APPOINTING? If it is a city board position, will the appt. be by vote of the Council or is there an informal procedure by which one member will appoint a person to fill the vacancy?
5. Since character references and community support are imp. to selecting bodies, the endorsing group should help the candidate get as many recommendations from influential individuals and groups as possible.

*How Com. FUNCTIONS + Files.*  
*Positions appt Now*

*Aging*  
*Humanity*

*ED*  
*Women's Issues*



C Panel -  
Life & Party

6:45-8:30

A- Gaudin  
B.

The Political Process: Where Do I Fit?  
Appointments to State and Local Boards and Commissions

EVELYN BOMAVITA

Legislative Director for LWV of Austin  
League presence in the State House in Austin  
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CO-SPONSORS of LUNCH WITH SUSAN B. ANTHONY

American Association of University Women  
Business and Professional Women  
League of Women Voters of Lubbock  
Lubbock Committee for Women  
National Organization for Women  
Women in Communications, Inc.  
Women's Interface Network  
YWCA

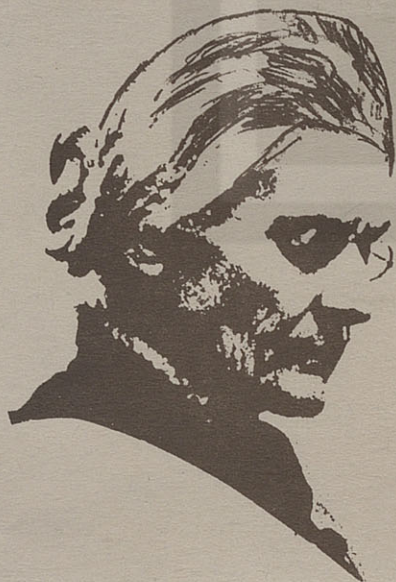


SOUTH PLAINS FRIENDS  
OF THE HUMANITIES presents  
LUNCH WITH SUSAN B. ANTHONY  
(as portrayed by Glenda Gray)  
TUESDAY SEPTEMBER 23, 1986  
11:45 - 1 P.M.  
GARDEN AND ARTS CENTER  
4201 UNIVERSITY, LUBBOCK, TX



SOUTH PLAINS FRIENDS OF THE HUMANITIES, INC., founded in June 1986, is dedicated to promoting regional public awareness and enjoyment of the cultural riches of our intellectual and artistic heritage. Complementing and in some ways embracing our human and natural resources are what we call collectively "the humanities"; our visual arts, our literature, our music and dance, our understanding of philosophy, religious experience and history. The humanities celebrate and symbolize our human experience. They provide ways in which we can remember places and times other than the here and the now; instruments through which to preserve the events in which our parents and grandparents and their forebearers took part. The humanities accompany us as sources of wisdom and enrichment through the difficult passages we must negotiate together in the coming phases of our community's history.

GLENDIA GRAY, who portrays Susan B. Anthony, is a member of the New Mexico Humanities Council speakers bureau. She has a Ph.D. in Rhetoric and Communications from the University of Albuquerque. On the evening of September 23 she will portray the flamboyant Mabel Dodge Luhan at the Texas Tech University Museum.



SUSAN BROWNELL ANTHONY 1820-1906

For over half a century Susan B. Anthony fought for women's equality. By her early thirties, she was convinced that women's equal rights with men was the best hope for social betterment in America. She campaigned across the country for women's rights to have legal control of their own property, to have legal custody of children in case of divorce, and to have universal suffrage. She developed the activist technique of petitioning elected officials. From 1893 to 1900 she was the president of the National American Women's Suffrage Association. She also helped compile the first four volumes (1881-1900) of the History of Woman Suffrage. Fourteen years after her death, the 19th Amendment to the Constitution provided women full suffrage.

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#### REGISTRATION FORM

Mail registration form and \$6.50 for  
luncheon by September 19 to:

Ruth Lauer  
2506-60th Street  
Lubbock, TX 79413

Make checks payable to:  
Women's Interface Network

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

PHONE \_\_\_\_\_

I have enclosed my check for \_\_\_\_\_ for \_\_\_\_\_ tickets.

(If you miss the luncheon reservation deadline you are welcome to attend the performance without charge.)



Marjorie Kastman read a letter from Mayor Henry thanking the Committee for submitting names in the talent bank to the mayor and the council.

Mrs. Kastman asked that committee chairs take a look at things in progress and assess when current activities can be completed.

Mrs. Kastman appointed a Transition Committee to assess what needs to be done as the Committee for Women takes steps to gain permanence. Members of the Transition Committee are: Marta Rosas, Chair; Winifred Vigness, Mary Rooker, Thelma Byrd.

Louise Cummins reported that the Committee has paid dues to the National Commission for Women and told of material received from them on fund raising and a book on women leaders in New York.

A time line showing what activities are currently underway was distributed by Mrs. Cummins. A copy is attached.

Sylvia Martinez announced that the Hispanic Association of Women will hold a fund raiser for Baby Ruby on January 11 at Lala's Restaurant from 7:00 a.m. to 3:00 p.m. Proceeds from all meals served at Lala's that day will benefit this youngster who needs a liver transplant.

The meeting adjourned at 1:20 p.m.

Recorded by  
Louise Cummins

for Jewell Foster  
Secretary





# Women's Report

## Lubbock committee for women

FEBRUARY 1986

Vol. 2, No. 1

### COMMITTEE FOR WOMEN CONTINUE ACTIVE SCHEDULE

The Lubbock Committee for Women has completed a busy round of Fall activities. In September a workshop for prospective or new community board members was co-sponsored by the Junior League. The Committee also hosted a reception to honor 50 new women Pathfinders. A task force on child care and another on employment for women are in the process of completing their work and will report findings and recommendations in the early spring.

Women in the ROTC program at Texas Tech were honored at a reception during Women in Texas Today Week in November.

Another workshop on becoming involved in the political process was co-sponsored by the League of Women Voters and Hispanic Association of Women in January.

The Committee published a list of emergency telephone numbers in the December water bills and a pamphlet on City boards and commissions will soon be available.

The Committee continues to sponsor a monthly Women's Forum to help representatives of women's organizations get acquainted and network. A talent bank has been started and about sixty women have completed cards to indicate areas of competency and interest for potential board service.

The Committee is a 14 member advisory board appointed by the City Council to advise the Council on needs, problems, and concerns of women, to serve as a clearinghouse, and to recognize the achievements of Lubbock women.

### SECOND BOARD LEADERSHIP WORKSHOP SCHEDULED FOR FEBRUARY 24

Are you serving on an agency or civic board for the first time, many times, or would you like to in the future? If so then you will want to attend the Community Board Training Workshop on Monday, February 24. The workshop will be from 5:30 to 9:30 p.m. at St. John's United Methodist Church. It is co-sponsored by the Junior League of Lubbock and the Committee for Women.

Six workshops will be offered during the evening. Two of these will deal with media communication skills. Jeanne Knapp, advertising agent, and Vaughn Hendrie, City Public Information Officer, will lead a session on "Communicating with the Communicators." TV news anchor, Karen McKay, will also lead a communication workshop.

A workshop on leadership styles will be offered by Beverly Stribling, former Junior League President and Betty Anderson will lead a workshop on "Polishing Your Board Skills."

Legal and insurance aspects of board work will be discussed by TTU law professor, David Cummins, and insurance agent Doug Sanford.

The workshop, "Paid and Volunteer Staff Working Together" will be presented by Kay Houser, Bill Baird, Betty Rhea Moxley, and Nelda Thompson.

Cathy Morton, long-time civic leader, will give the key-note speech immediately following the light meal which opens the event. Cost of the workshop is \$5.00.

Deadline for registration is February 20. For more information contact Louise Cummins at 765-6262.



## NOTES FROM ALL OVER

Sunday, March 2 is the City-Wide Sesquicentennial Celebration from 1:00 to 9:00 p.m. at the Memorial Civic Center. This will be a celebration of Texas history and will feature booths and performances highlighting the richness of Texas culture.

An hour long documentary, "A Celebration of Achievement: The Texas Women's Hall of Fame," is scheduled to air on PBS Channel 5 on February 11 at 9:00 p.m. The show was videotaped during the induction ceremonies in November by Envision Productions of El Paso. It includes interviews of the twelve honorees including State Treasurer Ann Richards and an 83-year-old pilot who flew with Amelia Earhart.

The Governor's Commission for Women has recently published a brochure titled "I would have appointed a woman but..." It is designed to find and recommend qualified women for appointive state offices. Copies are available from the Information and Referral Office in Room 102 of City Hall.

The 1986 Texas Women's Hall of Fame will be scheduled in the early fall. The deadline for Hall of Fame nominations is May 15, 1986. Nominations should be sent to the Governor's Commission for Women, P.O. Box 12428 Capitol Station, Austin, TX 78711.

South Plains College-Lubbock is offering a new, FREE vocational counseling service called First Step. The program, for single parents and homemakers, is designed to help overcome some of the barriers to secure a better job or find employment. This program can help applicants identify skills and interests, write resumes, and prepare for job interviews. The program will help people learn about themselves and jobs suited to their needs and skills. Call 747-0576, ext. 38 to learn more about the program.

Conferences of interest around the state include:

Women and Work, A symposium  
A forum for exchange of information on women and professional careers.  
May 1 and 2, Arlington, TX.

Women in Management, New Skills for Career Advancement.  
An intensive workshop presented by The University of Texas at Austin, School of Social Work. Offered on February 26 and March 20

There are many continuing education classes offered in the community. A sampling of some of these are listed below. Call the agency listed for more information.

TTU Division of Continuing Education is offering "Writing A Better Resume" and "Time Management for Women." Call 742-2354.

City Parks and Recreation is offering "Women's Fiction" and "Families in Crisis." Call 762-6411, ext. 2290.

YWCA offerings include "Pre-Retirement Seminar" and "Personal Image Development." Call 792-2723.

### Upcoming events:

February 22, Conference on Domestic Violence, TTU Law School.

April 5--City and School Elections

April 25-27 Lubbock Arts Festival

May 3--Hispanic Association of Women, Annual Conference. Civic Center

May 3--State Primary Elections

April 5--State ABWA Convention, Civic Center



The Governor's Commission for Women plans to publish a Sesquicentennial Status of Women Report and they need your help in order to have 10,000 completed forms. II  
The items listed below are the top 25 issues identified by 1,945 women who completed an earlier survey circulated in 1983-85 that listed 80 issues.

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

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 12 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



# Trash, Trade To Fuel

By PHILIP PARKER

Avalanche-Journal Staff

The City Council takes up proposals to use trash as fuel to generate electricity and to establish a foreign trade zone in the city during its first meeting of 1987 today.

The meeting begins at 9 a.m. in the Municipal Building, 1625 13th St., with zoning hearings scheduled for 9:30 a.m.

Various proposals on disposal of city garbage have been studied since the late 1960s. The latest proposal

calls for the solid waste collected by the city to be burned to produce steam which would be used to power electric generators at the old Lubbock Power & Light Plant No. 2 on Municipal Hill.

Talks with Environmental Protection Resources Inc., a Houston firm, began in 1984 after negotiations with a German firm ended in December 1983.

The council authorized a memorandum of agreement with EPR in August 1985 and approved up to \$200,000 to pay for engineering and design work and legal and underwriting fees on the project.

In November, city officials projected that the project would add up to \$1.11 a month to residential garbage collection rates beginning in 1988, but the project could save up to \$21 million over the cost of maintaining a standard landfill.

Council members endorsed the project but expressed reservations

over the city's from future En tion Agency regu referendum to b er questions we purchase cost of

Assistant Cil Massengale said city legal staff's resolved after with EPR.

The proposed city's liability c and provides an citizens' referen not within the co said.

The agreemer "tipping fee" or the trash at the f 10 years, and wo electricity to LPf ating power or p ty from other s said.

City administ

## Panel Seeks Nominations For Award

The Lubbock Committee for Women opened nominations Wednesday for the newly created "Extra-Mile Award" to honor city women who have made unrecognized contributions to the community.

LCW members tentatively scheduled a March 30 ceremony to honor the award winners. March 1 is the tentative deadline for nominations.

Mary Nell Strong, LCW member, said that four or five women will be recognized for their time, energy and devotion to the good of the community.

Nominees must be residents of Lubbock County and their names can be submitted by any individual or organization. In addition to those who work as volunteers, the award is open to women who receive payment for their work but whose efforts go beyond their job duties, she said.

"This is intended for those who give the extra mile," Mrs. Strong said.

Nominees will be judged by a five-member LCW panel on basis of: contributions above and beyond expectations and not done to gain recognition or build a resume; activities done because of a sense of caring and wanting to help; and contributions which may enhance the goals of the organization or increase the quality of life of the community.

Letters describing the award and nomination forms will be mailed to all Lubbock women's organizations, Mrs. Strong said.

Additional nomination forms may be obtained by calling Louise Cummins, city information and referral coordinator, at 762-6411, ext. 2282.

In other action, the committee reviewed a preliminary report on a survey of local child care facilities.

Cathy Ranck, chairwoman of the LCW child care task force, said that 2,889 spots were available in 37 registered child care centers and another 264 places were available in 22 group day care homes.

However, these figures are based on Department of Human Services records and overstate the amount of available places because many facilities accept fewer children than they are licensed for, she said.

Waiting lists exist for the Lubbock Day Care Association which charges for care at its four facilities according to a sliding scale based on family income, Mrs. Ranck said.

Child care tends to be expensive, she said, with the yearly cost of care for a child less than three years old costing up to \$4,000. Child care costs for children three to five years of age is estimated at \$3,200 annually, she said.



## Horoscope

**GENERAL TENDENCIES:** This time your day to be with others and to work out mutual problems between you, but you should carefully consider their views and then show that you know how to be helpful.

**ARIES** (Mar. 21 to Apr. 19) You may be somewhat confused about worldly affairs, so be sure to come to a better understanding with your partners.

**TAURUS** (Apr. 20 to May 20) Get right at the tasks ahead of you without fear since you can easily handle them. Be poised and charming.

**GEMINI** (May 21 to June 21) You seem to be having trouble arranging the evening's pleasure, but persevere and all works out well after all.

**MOON CHILDREN** (June 22 to Jul. 21) Be more thoughtful at home and improve conditions there, and do some fine entertaining tonight at your abode.

**LEO** (Jul. 22 to Aug. 21) You find it hard to gain the cooperation of associates, but do your own work and they soon get the hint and all is okay.

**VIRGO** (Aug. 22 to Sept. 22) Study the cost of some pleasure you have in mind and decide only on what you can afford and have a fine

**LIBRA** (Sept. 23 to Oct. 22) You have to use care in going after your personal aims during the daytime, but you can easily be attained in the evening.

**SCORPIO** (Oct. 23 to Nov. 21) You have to use care in going after your personal aims during the daytime, but they can easily be attained in the evening.

**SAGITTARIUS** (Nov. 22 to Dec. 21) Do nothing carelessly that can spoil your reputation in any way, but the evening is fine for gadding about town.

**CAPRICORN** (Dec. 22 to Jan. 20) Handle your responsibilities wisely and don't take any chances with your credit. You feel satisfied this evening.

**AQUARIUS** (Jan. 21 to Feb. 19) Plan how to expand in your career and then take initial steps in such direction tonight. Don't be so trusting of a newcomer.

**PISCES** (Feb. 20 to Mar. 20) Use much care in trying to gain personal aims during the daytime and in keeping promises; the evening brings success in both.

(© 1980, The McManis Syndicate, Inc.)

## Volcano's Eruption Nears Anniversary

**VOLCANO, Hawaii (AP)** — A 13-hour Kilauea Volcano eruption ended Thursday on the anniversary of its

## Maternity Killing Fewer Older Women

**CHICAGO (AP)** — The death rate among women 35 and older from pregnancy-related causes has dropped nearly 50 percent in recent years, though women that age are still three times as likely to die from such causes as younger women, a study shows.

"Although older women will probably continue to be at higher risk of maternal death, recent trends... should be reassuring to younger women who are considering postponement of pregnancy and to women aged 35 or older who are contemplating pregnancy," researchers said in an article in Friday's *Journal of the American Medical Association*.

The researchers suggested the decline could be attributed to the higher "socioeconomic status" of older women having babies in recent years.

"In general, people of lower education and income have higher mortality rates," Dr. James W. Buehler, who headed the study at the Centers for Disease Control in Atlanta, said in a telephone interview.

"In addition, advances in medical care probably have contributed to the decline," the researchers said. The study said pregnancy-related deaths among women age 35 and over were about 50 percent lower in 1982 than from 1974 through 1978.

The mortality rate among such

## Killing Fewer Older Women

women in 1982 was 24.2 deaths per 100,000 live births, compared with an average 47.5 deaths per 100,000 live births for 1974 through 1978, the study said.

The mortality rates included deaths from abortions. The 1974-78 maternal mortality rates for women 35 and older were about four times greater than the rate for women 20 through 34 years of age, said the researchers.

"That gap narrowed to approximately these to one in the 1982 figures," Buehler said.

The researchers said serious complications from induced abortion increase with advancing age.

## Politics Workshop For Women Set

By PHILIP PARKER  
Avalanche-Journal Staff  
The Lubbock Committee for Women announced the beginning of registration Thursday for "The Political Puzzle: Where Do I Fit?" — a seminar to encourage women to participate in the political process.

The session will be held Jan. 20 beginning at 5:30 p.m. at St. John's United Methodist Church, 13th Street and University Avenue.

Featured speakers for the event will be Jerry Hall, Austin political consultant, and Evelyn Bonavita, state legislative chairwoman of the League of Women Voters.

Hall, a former Avalanche-Journal reporter and press secretary for Gov. Preston Smith, will discuss "Nuts and Bolts of a Political Campaign" in workshops scheduled for 6:45 p.m. and 8:25 p.m.

Mrs. Bonavita, a longtime LWV city secretary, for the event is \$5, which includes a light supper. Dead-

line for applications is Jan. 17, and forms should be mailed to Lubbock Committee for Women, P.O. Box 2000, Lubbock 79457.

Other workshops on better communication will be conducted by Louise Cummings, city information and referral coordinator, noted that the event is open to both men and women.

The seminar is sponsored by LCW, LWV and the Hispanic Association of Women.

In other action, the LCW accepted a preliminary report from a task force on child care.

LCW member Sharon Bass said the group has identified a wide range of need for quality child care. Especially needed is child care after schools and at night and on weekends, she said.

A final report will be presented at the LCW meeting in February, she said.



## Metro/area

# Panel Approves Ambulance Service

A-J Correspondent

**BIG SPRING** — A joint city/county committee approved a contract Tuesday with an Arizona firm that will bring an emergency medical transfer service to the community this summer.

Rural Metro was awarded the \$101,000 contract from among six prospective firms.

"They seem to be the most professional emergency service we have

looked at," council member Russ McEwen said of Metro. "They have the capability of giving us the computer backup. They do things right."

The need for another ambulance service arose when Lee Ambulance notified the city and county of its intentions to eliminate emergency transfer service.

The city and county will subsidize the service jointly, with the city pay-

ing 55 percent to the county's 45 percent.

Lee Ambulance received \$98,000 a year for its contract.

The new service will charge \$175 per run plus \$4 per mile, officials said.

Rural Metro will have one ambulance and one backup. The city also will have a firefighter operated backup ambulance.

## Lubbock Women's Group Names Officers

The Lubbock Committee for Women (LCW) began its fourth year Wednesday as it named new officers and revamped its committee structure.

Mary Nell Strong was elected chairwoman to succeed Carolyn Thomas. Other officers named were Penny Morin, vice chairwoman, and Dot Thompson, secretary.

Mrs. Thomas thanked the committee for its support during her year as chairwoman and said the group has established itself as a needed city board.

She admitted that some had thought the group would spend its time just as an advocate of women's

issues, but said LCW had identified needs which must be addressed by the entire community.

LCW members also unanimously approved three standing committees including public relations, community relations/activities, and research and programs.

Action on the new committee structure had been postponed from

May because LCW rules require 12 members to vote on committee changes and not enough members attended last month's meeting.

Mrs. Thomas also reported that a special series on LCW will be broadcast by KTX-TV, Channel 5, on Saturday and on June 13 and 20. All programs begin at 11:30 a.m.

## Air Force Plane Makes Forced Landing

A-J Correspondent

**MIDLAND** — A U.S. Air Force refueling plane on a mission from Fort Worth's Carswell Air Force Base was forced to land in Midland on Tuesday when an

emergency came up," Roman said, adding that the planes were somewhere west of Midland at the time.

The Air Force had a crew in Midland today to prepare the plane for a