

WHITE HOUSE NEWS ON WOMEN

Sarah Weddington, The White House, Washington, D.C. 20500
Prepared by the Interdepartmental Task Force on Women

Vol. I, Issue I

Women Get Carter's Official Support

On April 4, 1978, President Jimmy Carter took official steps to promote equality for women in the cultural, social, economic and political life of America.

A significant section of his Executive Order 12050 provided for an Interdepartmental Task Force.

"The head of each agency within the Executive Branch shall designate persons responsible for reviewing the applicability of initiatives designed to promote full equality for American women, including recommendations of the 1977 National Women's Conference, to the agency's programs and policies. Persons so designated shall constitute the Interdepartmental Task Force, which shall consult regularly with the Committee. The President shall designate a person to chair the Task Force."

The person Carter chose to chair the Task Force was Sarah Weddington.

"T*he Interdepartmental Task Force is designed to promote equality for American women by ensuring that the needs of women are recognized and incorporated in Federal policies and programs."*



Sarah Weddington

Sarah Weddington is a Special Assistant to the President. As a member of the White House senior staff, she advises the President on major policy issues. In addition, she heads the Interdepartmental Task Force on Women.

Your Guide To Government Actions And Programs Affecting Women

This is the kickoff edition of "White House News On Women".

This publication, which is produced with the help of the **Interdepartmental Task Force on Women**, is designed to inform interested individuals and groups about government actions and programs affecting women.

In addition to the newsletter, which will be issued periodically, we also will occasionally send other items that will provide more details on some of these activities.

We hope that these materials will be helpful to you. We welcome any comments or suggestions that you might have. Such should be sent to newsletter editors:

**Susan McCullough
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c/o Sarah Weddington
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CARTER INITIATIVES

Carter Steps Up Effort To Bring Women To Bench



"We are working with every Senator in the Government to encourage their submissions to me of names selected by commissions which include both women and minority representatives. I can't give you an exact number yet, but whenever possible, we will have a representative number of blacks, those who speak Spanish, and women."

President Carter.
Interview, 1-10-79

When President Carter took office, no women had ever served on the U.S. Supreme Court. Only one woman was serving as a Federal circuit court judge and only one other woman ever had. The proportion of women that had ever served on the District courts was less than three percent.

President Carter has taken a number of steps to increase the number of women serving on Federal circuit and district courts. As a result of these actions, the

Administration anticipates that in the near future women will sit on at least eight of the eleven circuits and that the number of women on the district bench will at least double.

Important Developments

Chief steps taken in this effort include:

- Appointment of a U.S. Circuit Court Judge Nominating Commission and a system of panels or commissions in each of the circuits across the country to recommend candidates to the President on the basis of merit. These independent commissions notify the public of judgeship vacancies and make recommendations to the Attorney General.
- Establishment of standards and guidelines including affirmative action provisions to be used by Senators in recommending candidates to the Justice Department for District Court positions. The President reviews all District Court nominations for a particular state before sending them to the Senate.

Augmenting this effort will be the effects of the recently enacted Omnibus Judgeship Act, which has created 152 new Federal judgeship positions, including 35 vacancies at the circuit court level and 117 at the district court level. These new vacancies should allow the President additional flexibility in bringing women to the Federal bench, especially at the circuit level where his influence is more direct.

Further Support For More Women In The Judiciary

The Administration has complemented these initiatives with the following actions:

- A woman in the Justice Department has been given the full-time assignment of locating women to be considered by Senators and Committees for judgeships.

- Briefings have been held in the White House to inform interested groups on how to be most influential in the selection process.
- The President has sent personal letters to Senators and Committees asking their cooperation in including more women in the names submitted to him.
- At the President's request, Attorney General Bell has been meeting those participating in the selection process to seek their help in including additional women in the selections.

Carter Recommends Women To Senate

Phyllis Kravitch was sworn in as a judge for the Fifth Circuit Court of Appeals on April 10. Other women who have been recommended for Federal judgeships by President Carter to the Senate for consideration are:

Joyce Hens Green (District Court, District of Columbia),
Gabriella Kirk MacDonald (District Court, Texas),
Marylou Robinson (District Court, Texas),
Dolores Sloviter (Third Circuit Court of Appeals),
Cornelia Kennedy (Sixth Circuit Court of Appeals), and
Harriet Taylor (Superior Court, District of Columbia).

Green's and Taylor's nominations are to fill current vacancies. The other nominations are for judgeships created by the Omnibus Judgeship Act.

The Justice Department has approved a number of other qualified women for nomination to judgeships. Security investigations on these candidates are now in progress.

Appointment Highlights

Women Policy Makers

The Administration is making an active effort to recruit women for top positions. The objective of this effort is to bring women into the mainstream of Federal policymaking. By adding more women to the roster of top Federal policymakers, women will be included in the decision-making process on all issues of importance.

Special Efforts

This effort also applies to special events sponsored by the White House and the rest of the Federal government. For example, instead of sponsoring a White House Conference on Women-Owned Businesses, the Administration has named three women to sit on the twelve-member panel planning the White House Conference on Small Business and is placing emphasis on including women among those who speak at and attend the Conference. The three women on the planning panel are:

- Louise Saunders, Minnesota,
- Margaret Hanssen, Colorado, and
- Ann Davis, California.

In addition, Joanne MacRae of Vermont chairs the Task Force on Women in Business, one of several Task Forces assisting in preparations for the Conference.

Inspector General Positions

Presidential appointments of women since December have included the naming of women to four of the twelve new inspector general positions created by Congress. These are particularly important positions, with large budgets and staffs, and those holding the positions will report directly to Congress. The four women are:

- Marjorie Fine Knowles, for Department of Labor;
- June Brown, for Department of Interior;
- Mary Bass, for Department of Commerce; and
- Frankie Freeman, for Community Services Administration.

Commissions and Advisory Groups

Also, since December, approximately 65 women have been named to a wide variety of Presidential commissions and advisory groups.

National Advisory Committee Meets With President

The National Advisory Committee for Women, under the leadership of temporary chair Marjorie Bell Chambers, recently met informally with President and Mrs. Carter.

At this meeting, the President emphasized that he was not seeking to limit the scope of the Committee's considerations, that he expected them to be an independent body, and that he realized that at times they would be critical. The President also expressed the hope that emphasis would be placed on working closely with the Administration on a majority of issues,

and he expressed a desire to work closely with the Committee.

New Improvements

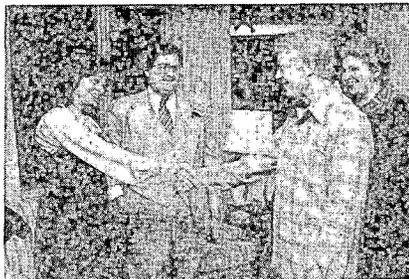
The Committee has recommended that the Executive Order establishing the group be revised by:

- Decreasing the number of members;
- Lengthening the life of the Committee through December, 1980;
- Changing the name of the group, probably to "The President's Advisory Committee for Women."

The President has approved these recommendations. An Executive Order to implement these changes has been drafted and is now being cleared. The White House also is considering candidates for permanent chair of the Committee, as well as for a few new memberships.

New Subcommittees

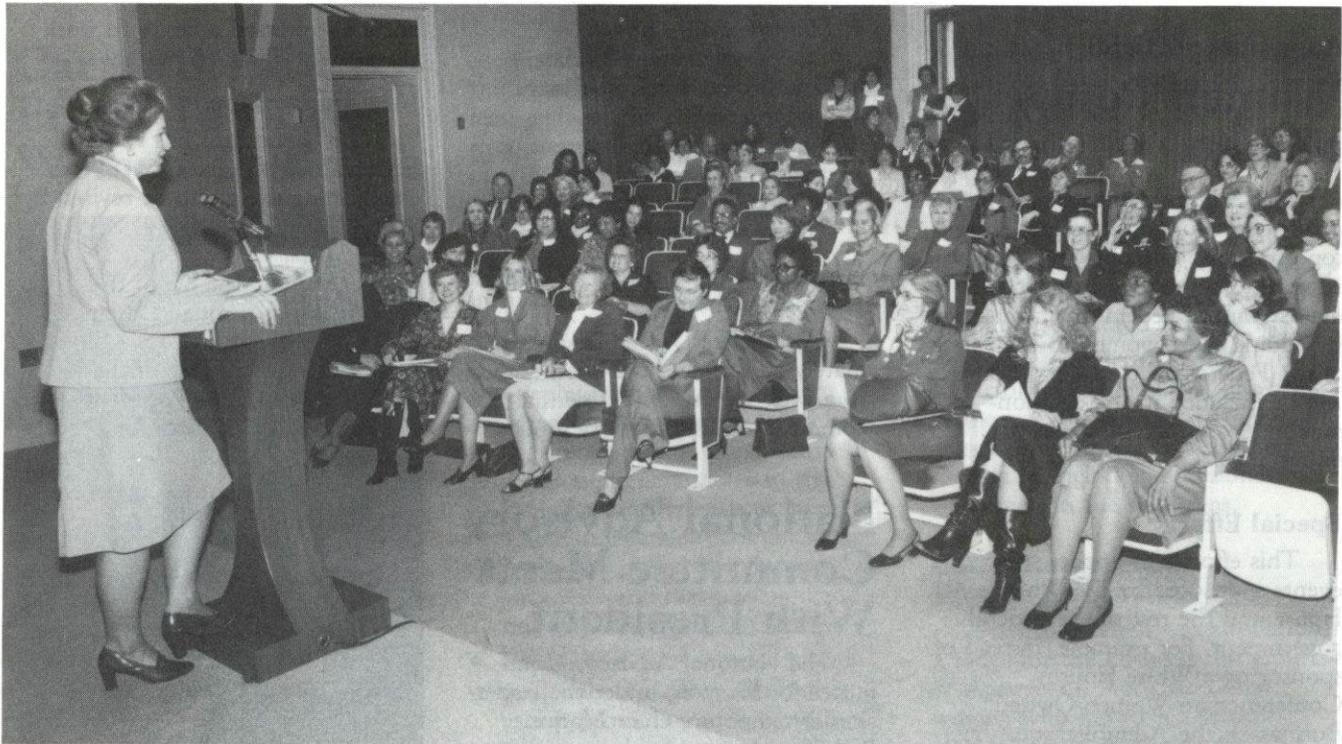
Other recent Committee action includes the formulation of a structure of subcommittees dealing with high priority issues: health and welfare; employment and education; and the future. Further information on these subcommittees and other activities is available from the Committee. The address and phone number are included in the list of Federal organizations dealing with women's issues that appears in this newsletter.



National Advisory Committee Gets Carter's Support

President Carter supports the important work of the National Advisory Committee For Women. Congratulations are extended to Marjorie Bell Chambers, Acting Chair of the Committee as Richard Rossie, a Committee member looks on.

TASK FORCE NEWS



Task Force Studies Key Issues Affecting Women

The Interdepartmental Task Force on Women, which was created by a Presidential Executive Order last April, has begun to study key issues affecting women as part of its mandate to "(review) the applicability of initiatives designed to promote full equality for American women."

Seven Areas

The seven areas being addressed by the Task Force are:

- Effects of inflation and the President's inflation control program on women;
- Considerations affecting the provision of retirement income, welfare benefits, and health

insurance for women under different circumstances;

- Issues in private employment, including access to educational opportunities, child care, and non-traditional jobs;
- Federal tax treatment of the family and of child care expenses;
- Coordination and monitoring of government efforts to implement recommendations from the Houston International Women's Year (IWY) Conference;
- Federal statistics and regulations affecting women; and
- Issues in Federal employment of women.

Membership of the Task Force is drawn from both policymaking and staff levels of major Federal agencies. Both policy and staff representatives sit on the subcommittees now being formed around the seven areas to be addressed by the Task Force.

Top Officials In Government

Top government representatives, both men and women, on the Task Force hear Sarah Weddington talk about some major issues facing women.

- 1) Inflation
- 2) Tax Issues
- 3) Occupational Desegregation
- 4) Retirement, Welfare, Insurance
- 5) Federal Employment
- 6) IWY Coordinating/Monitoring
- 7) Federal Statistics and Regulations

The Task Force staff includes:
Nancy Gordon Executive Director
Stacy Dean Assistant Director
Abigail Havens Special Projects Coordinator

The Task Force address and phone number are included in the list of Federal organizations working on women's issues that appears in this newsletter.

ECONOMIC ISSUES

HUD Initiative To Open Mortgage Credit For Women

Housing and Urban Development Secretary Patricia Roberts Harris recently announced a new initiative, the Women and Mortgage Credit Project, developed to help remove barriers that impede full participation of women in the mortgage and home ownership market.

The project, sponsored by HUD's Office of Policy Development and Research under Assistant Secretary Donna Shalala, addresses three major problems:

- The failure of many lenders and real estate agents to grasp the full scope of equal credit and fair housing laws;
- The failure of many lenders and real estate agents to recognize the credit worthiness of women; and
- The need to educate women about their rights in obtaining credit and housing financing.

To overcome these problems, the project focuses on grass roots education of women about basic credit and housing finance concepts, as well as their credit rights. It also launches a campaign to enhance lender awareness that women are credit worthy and represent a substantially untapped economic

market. The project also will concentrate on the special needs of women who are elderly, low-income, or displaced homemakers.

Efforts are planned in 20 to 25 cities selected for their geographical, housing market, and ethnic or racial diversity. Four of the selected cities will have special workshops in Spanish for Hispanic-speaking women who, because of the language barrier, might otherwise not become involved.

Women Mean Business

The project also will involve national women's groups, trade associations, and business and local organizations in educating the public that women represent good business in the credit market. Workshops and seminars in the selected cities will concentrate on housing options, advantages and disadvantages of home ownership, alternate mortgage instruments, and the step-by-step procedures of acquiring a mortgage.

Nearly a million dollars in grants and contracts has been awarded to four private organizations committed to helping the project achieve its objective.

Further information on this project is available from the Office of Policy, Development and Research, Department of Housing and Urban Development, Room 8204, 451 7th Street, S.W., Washington, D.C. 20410.

Inflation Subcommittee Meets

"I have said many times that these steps will be tough — and they are. But I also said they will be fair — and they are. They apply equally to all groups. They give all of us an equal chance to move ahead."

President Carter.
Anti-Inflation Speech, 10-24-78

The inflation subcommittee of the Interdepartmental Task Force on Women held its first meeting on March 6 at the White House. The subcommittee has responsibility for assessing the impact of inflation and of the President's inflation control program on women.

At the meeting, subcommittee members reviewed literature on the impact of inflation, summarized the major components of the President's program and discussed formulation of an action-oriented anti-inflation policy.

While the impact studies reviewed by the subcommittee are not definitive, the following groups were found to be relatively adversely affected by inflation:

- The poor and near-poor, who must expand their hours of employment, or radically alter their spending patterns;
- Those on fixed income systems, such as recipients of alimony, private pensions, and child support payments; and
- Those who hold assets of fixed value, such as bonds and savings accounts at regulated interest rates.

The subcommittee found that women are disproportionately represented in all of these groups, with the exception of those who receive private pensions. The elderly also are among those who are affected most adversely by inflation.

The inflation subcommittee is one of seven Task Force subcommittees addressing key economic issues affecting women.



Weddington Meets With Carter

A top priority of the Interdepartmental Task Force on Women is economic issues. Weddington and Carter discuss the President's inflation control program and the effects of inflation on women.

HUMAN RIGHTS



Rosalynn Carter Works For ERA

ERA passage is a top priority for the Carter Administration. Rosalynn Carter works closely with the President and Judy Carter to push for the ERA in 3 more states.

Here Mrs. Carter meets with religious leaders who support the Equal Rights Amendment.

Fact Sheet

Status Of ERA

The proposed Equal Rights Amendment reads as follows:

ARTICLE

Section 1

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

Section 2

The Congress shall have the power to enforce, by appropriate legislation, the provisions of this article.

Section 3

This amendment shall take effect two years after the date of ratification.

The 95th Congress extended the deadline for ratification of the amendment to June 30, 1982. Thirty-five of the necessary thirty-eight states have ratified. However, efforts to rescind earlier ratifications have been attempted in the legislatures of several states.

States Which Have Ratified The ERA

Alaska, California, Connecticut, Colorado, Delaware, Hawaii, Idaho, Indiana, Iowa, Kansas, Kentucky, Maine, Maryland, Massachusetts, Michigan, Minnesota, Montana, Nebraska, New Hampshire, New Jersey, New Mexico, New York, North Dakota, Ohio, Oregon, Pennsylvania, Rhode Island, South Dakota, Tennessee, Texas, Vermont, Washington, West Virginia, Wisconsin, and Wyoming.

States Which Have State ERAs

Alaska, Colorado, Connecticut, Hawaii, Illinois, Maryland, Massachusetts, Montana, New Hampshire, New Mexico, Pennsylvania, Texas, Utah, Virginia, Washington, and Wyoming.

State Legislatures Voting To Rescind Ratification

Idaho, Tennessee, Nebraska (rendered invalid by legal authorities), Kentucky (rescission vetoed by acting Governor).

State Legislatures Voting To Declare Ratification Null and Void After 3/22/79

South Dakota.

State Attempting To Challenge Extension Validity

Washington: suit filed challenging validity of extension of ERA ratification time. On March 29, the Justice Department sought to intervene in defense of the extension's validity.

Weddington Monitors Human Rights At Helsinki Meeting

Sarah Weddington recently appeared at hearings held by the Commission on Security and Cooperation in Europe. The Commission, a joint executive-legislative body, was established in 1976 to monitor compliance of the 35 signatory nations to the Conference on Security and Cooperation in Europe, also known as the Helsinki Accords. The Hearings were held to assess U.S. compliance with the human rights provisions of the Accords.

Weddington's statement to the Commission stressed the importance of making a full range of choices available to all women:

- The role of wife and mother, which should be honored and respected, without penalty for that choice;
- The combination of family responsibilities with work outside the home;
- Or emphasis on the professional aspects of one's life.

The statement also emphasized the need to design social policies that allow both women and men to choose from a variety of roles if the United States is to comply with the Helsinki provisions.

Copies Available

Copies of the statement, **Human Rights: Equality and Choices for Women in the Coming Decade**, are available from the Interdepartmental Task Force on Women. The address is included in the list of Federal organizations dealing with women's issues that appears in this newsletter.

Federal Organizations Address Women's Issues

Many efforts are being made within government to address women's issues. The following is a list of the principal Federal organizations that address these issues:

Interdepartmental Task Force On Women

Created under Executive Order 12050 (April 4, 1978), the Task Force reviews Federal policy issues and programs in terms of their impacts on women. It is composed of both policy level and staff representatives from Federal agencies and departments. Chair: Sarah Weddington, Special Assistant to the President. Executive Director: Nancy M. Gordon (202/653-5406), Room 3050, The Vanguard Building, 1111 20th Street, N.W., Washington, D.C. 20036.

National Advisory Committee For Women

Also created under Executive Order 12050, the Committee, composed of citizens who serve on a volunteer basis, is charged with assessing initiatives designed to promote full equality for American women. Acting Chair: Marjorie Bell Chambers. Staff Director: Ellen McGovern (202/523-6707), Room C5321, 200 Constitution Avenue, Washington, D.C. 20210.

Interagency Committee On Women's Business Enterprises

The Committee is charged with implementing the recommendations of the report of the Interagency Task Force on Women Business Owners (**The Bottom Line: Unequal Enterprise in America**) and designing new, comprehensive approaches for the development of women-owned businesses. Acting Chair: Patricia Harvey. Staff Director: Rona Feit (202/653-6074), 1441 L Street, N.W., Washington, D.C. 20416.

Interagency Task Force On Indian Women (Department of Labor)

The Task Force examines the overall economic implications of public sector programs on Indian women. Chair: Mary Natani (202/523-6642), Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

International Women's Programs (Department of State)

This group serves as the official liaison between the U.S. Government and United Nations' groups concerned with the status of women. It administers a fund that supports action projects for women at the grass roots levels in countries with primarily rural economies, serves as a resource of information on foreign policy questions related to women, and cooperates with other government organizations that have programs affecting women outside the United States. Director: Barbara Good (202/632-6906), Department of State, Washington, D.C. 20520.

Intradepartmental Coordinating Committee on Women (Department of Labor)

This Committee reviews and assesses Department of Labor programs and activities as they affect women by identifying deficiencies and recommending ways and means of improving the responsiveness of DOL programs to women. Chair: Alexis Herman. Executive Secretary: Glen Carroll (202/523-8913), Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

National Advisory Council On Women's Educational Programs (Department of Health, Education, and Welfare)

Established by the Women's Educational Equity Act (WEEA), the Council addresses both the WEEA and other Federal policies and programs affecting women's education at all levels to help achieve educational equity for women and girls. Chair: Marjorie Bell Chambers. Staff Director: Joy

Simonson (202/653-5848), 1832 M Street, N.W., Suite 821, Washington, D.C. 20036.

Secretary's Advisory Committee On Rights And Responsibilities Of Women (Department of Health, Education, and Welfare)

The Committee provides advice to the Secretary of HEW on the impact of the policies, programs, and activities of the Department on the status of women. The Committee acts as the liaison between HEW and outside groups and individuals concerned about the status of women. Chair: Aileen Hernandez. Staff Director: Susan Lubick (202/245-8454), Department of HEW, 300 Independence Avenue, S.W., Washington, D.C. 20201.

Task Force On Sex Discrimination (Department of Justice)

The Task Force examines all Federal statutes, policies, programs and regulations for sex discrimination in language or content. Director: Stewart Oneglia (202/724-6758), Department of Justice, Civil Rights Division, Room 408, Safeway Building, 521 12th Street, N.W., Washington, D.C. 20530.

Task Force On The International Women's Decade (Office of Personnel Management)

This Task Force functions as the principal agent for making specific recommendations for and monitoring the progress of the Federal Women's Agenda. Co-chairs: Doris R. McCrosson, Federal Women's Program Manager for the Government Printing Office (202/275-5242) and Joan C. Biordi, Staff Engineer at the Bureau of Mines (202/634-1248). Staff Director: Diane Herrmann (202/632-6870), OPM, 1900 E Street, N.W., Washington, D.C. 20415.

continued

Task Force On Women In Apprenticeships (Department of Labor)

The Bureau of Apprenticeship and Training (BAT) cooperates with the Women's Bureau of DOL to pursue the Task Force's goal of increasing the number of women in apprenticeships. Staff Directors: Rebecca Sweeney, BAT (202/376-6536) and Elsie Denison, Women's Bureau (202/523-6643), Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

Defense Advisory Committee On Women In The Service (DACOWIS) (Department of Defense)

The DACOWIS assists and advises the Secretary of Defense on policies and matters in relation to women in the service. Chair: Sally Richardson (202/697-5455), Secretariat, DACOWIS, Pentagon, Room 3D324, Washington, D.C. 20301.

New Studies, Publications

• **The Future of American Women** is a statement recently submitted to the Senate Committee on Human Resources by Task Force Chair, Sarah Weddington. The statement discusses issues affecting employed women, displaced homemakers, and adjustment of our social and economic institutions to meet the changing needs and roles of American women. Copies are available from the Interdepartmental Task Force on Women, Room 3050, Vanguard Building, 1111 20th Street, N.W., Washington, D.C. 20036.

• **Women in the Department of State and Their Role in American Foreign Policy** is a new State Department publication full of information of interest to those concerned with the role of women in international affairs. Copies may be ordered from Director, International Women's Programs, Department of State, Washington, D.C. 20520.

• The Department of Health, Education, and Welfare recently issued its important report on **Social Security and the Changing Roles of Men and Women**. The report presents two comprehensive options for eliminating dependency as a factor in determining entitlement to a spouse's Social Security benefits. Copies are available from Social Security Administration, Room 446, Altmeyer Building, 6401 Security Boulevard, Baltimore, Maryland 21235.

• The U.S. Commission on Civil Rights recently updated its landmark study of the role of women and minorities in television, **Window Dressing on the Set**. Copies of both the study and the update are available from the Publications Management Division, U.S. Commission on Civil Rights, 1121 Vermont Avenue, N.W., Washington, D.C. 20425.

• **How Well Are We Housed?** The Department of Housing and Urban Development wanted to know, and came up with some interesting answers, particularly with regard to female-headed households. Copies of the report are available from the Department of Housing and Urban Development, Office of Policy Development and Research, Washington, D.C. 20410.

Pending Items

Women and Employment

• The Carter Administration has spearheaded an effort to persuade the Organization for Economic Cooperation and Development (OECD) to convene a High Level Conference on Women and Employment.

This effort has been successful, and a conference has been slated for early 1980 in Paris. Expected to attend the conference will be labor ministers from the OECD countries, which include Japan, the United States, and the major European nations. Labor Secretary Marshall is expected to lead the U.S. delegation.

ERA At The White House

• Preliminary plans are being made to hold a major ERA event at the White House this fall.

This event, which is designed to educate the public about the content and purpose of the amendment, is one activity being developed by a new high level White House Task Force on ERA. The Task Force will explore ways to secure passage in the three states needed before ERA can become part of the Constitution.

Civil Rights

• The Office of Management and Budget is studying recommendations to encourage more cooperation and coordination in Federal civil rights efforts.

Last year's initiatives, which dealt mainly with civil rights in employment, resulted in a gain of over 700 positions and almost 40 percent more funding for the Equal Employment Opportunity Commission, where most Federal equal employment efforts are concentrated. This year's effort will focus on civil rights issues not related to employment. Further developments will be reported in future editions of this newsletter.

Title IX: Women's Sports

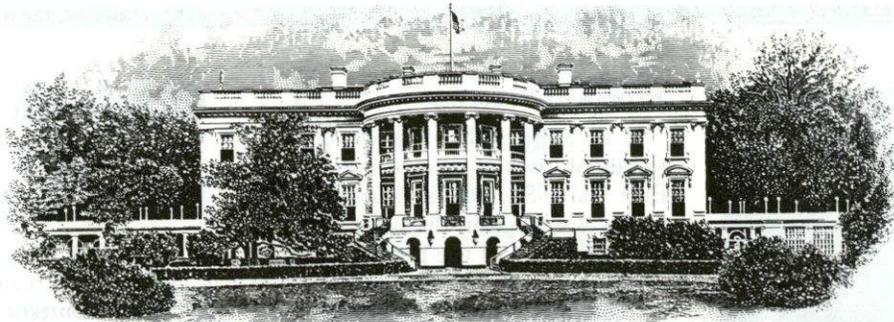
• The status of Title IX sports guidelines remains a matter of deep concern to many women.

Some of the women most active on this issue recently met with Sarah Weddington. Subsequent meetings were held with Bert Carp of the White House Domestic Policy Staff, and HEW General Counsel Peter Libassi. In addition, a group of predominantly women's athletics directors met with HEW Secretary Califano.

Further developments on this issue will be reported in future editions of this publication.

Please Share

We are doing a fairly small initial mailing of this newsletter. We would appreciate your sharing it with others you think would be interested, and welcome inclusion of excerpts in your own publications.



WHITE HOUSE NEWS ON WOMEN

Sarah Weddington, The White House, Washington, D.C. 20500
Prepared by the Interdepartmental Task Force on Women

Vol. I, Issue II

President Carter Establishes Program To Help Women Entrepreneurs

In a major effort to aid women in business, President Carter has set up a new program to coordinate Federal assistance to firms owned and operated by women. Under the program, the Small Business Administration has established a goal of providing women-owned companies with \$50 million in direct loans in the fiscal year beginning October 1. The program also is designed to help such firms win prime contracts to supply the Federal government with goods and services.

New Support System

In an Executive Order signed at a May 18 ceremony in the White House Rose Garden attended by 200 guests, President Carter created the Interagency Committee on Women's Business Enterprise. With the Order, the President directed Federal departments and agencies to develop affirmative action plans which would increase the availability to women business owners of Federal business assistance, including financial,



Major New Funding For Women-Owned Businesses President Carter signs a new Executive Order that will provide management assistance and \$50 million in direct loans to women in business.

technical, and management help. The new committee will be backed by approximately \$750,000, including funds for 16 positions in the Small Business Administration to help the Committee carry out the assistance program.

Plans call for the Office of Federal Procurement Policy to double the dollar amount of Federal prime contracts to women-owned firms in the coming year to at least \$150 million, and to redouble this amount to \$300 million in fiscal 1981. The Com-

merce Department will update its 1972 survey on women-owned businesses and will conduct a special survey to gather additional data on women entrepreneurs. Finally, the Department of Health, Education and Welfare will develop a variety of programs to promote business enterprise as a viable career option for women.

Double Benefit

The President's action sets a new direction within the Executive

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CARTER INITIATIVES



President Carter "We must do what we can as soon as we can."

Carter Submits Welfare Reform Proposal To Congress

Women would be major benefactors of President Carter's new welfare reform proposal. The plan would provide approximately 620,000 jobs for welfare recipients, and an estimated 70% of these jobs would go to women. The President's plan would emphasize helping welfare recipients locate jobs that are not publically supported.

To assist the many welfare mothers who will be entering the workforce, if the plan is approved by Congress, the proposal calls for an additional \$230 million in day care support.

The \$5.7 billion package would guarantee a minimum welfare and food stamp benefit program of 65% of the poverty level for low income people. This would result in higher benefits for about 800,000 people in 13 states. The program includes \$900 million in fiscal relief for the states.

Proposed Reforms

In an April 13 briefing for representatives of women's groups, Burt Carp, Stuart Eizenstat, and Sarah Weddington discussed additional features of the proposal that would be particularly helpful to women. They are:

- Legislation to encourage sponsors of public service jobs to create as many part-time jobs as possible for mothers with pre-school children. The U.S. Labor Department estimates that as many as 200,000 part-time jobs will be created.
- Exemption of single parents with pre-school children from requirements to accept public service jobs. In addition, a single parent whose youngest child is between ages six and 14 would be required to accept a public service job only if adequate child care is available or if the job permits the parent to be home after school hours.
- Revision of the "principal earner" rules. One public service job would be provided to each eligible family for which a private sector job had not been found. The principal earner in the family would receive the job. Principal earner status would be determined on the basis of earning in the most recent six months, rather than over a longer period. However, if the principal earner were sick or disabled, the other parent could qualify for the public service job.
- Both parents could participate in the Job Search Assistance Program.
- Finally, if a principal earner did not find a job in 16 weeks, the other parent would be eligible for a public service job if he or she completed the Job Search Assistance Program.

If passed by Congress, the welfare reform measures would become fully operational in 1982.

Domestic Violence Task Force Formed

President Carter has established a task force to review Federal programs for domestic violence victims and to develop legislative proposals to help them. Domestic violence is a growing problem for Americans and affects three to six million families each year. Victims include abused children as well as battered spouses.

The new Interdepartmental Committee on Domestic Violence will be chaired by HEW Secretary Joseph Califano. Participating agencies are the Departments of Agriculture; Defense; Health, Education and Welfare; Interior; Justice; Labor; ACTION; U.S. Commission on Civil Rights; Community Services Administration; and Legal Services Corporation.

In his April 27 memorandum establishing the Committee, the President cited the growing incidence of domestic violence in American homes. The commitment of the Administration to "the cessation of violence and...to the relief of those who suffer its consequences" is the impetus behind the establishment of the Committee.

In a related development, the Department of Health, Education and Welfare established an Office on Domestic Violence within the Administration for Children, Youth, and Families (ACYF). The Office will provide Department-wide leadership for planning, promoting, developing and monitoring domestic violence activities. June Zeitlin, former assistant to HEW General Counsel Peter Libassi, is acting director of the Office. She can be contacted at HEW, Office on Domestic Violence, Post Office Box 1182, Washington, D.C. 20013 or (202) 472-4205.

Robb Appointed Chair Of President's Advisory Committee

Work of the President's Advisory Committee for Women continues under the new leadership of Lynda Johnson Robb. As chair, she will direct the committee in filling its mandate to "advise the President on a regular basis of initiatives needed to promote full equality for American women." Robb is committed to working for passage of the Equal Rights Amendment in her new post, and also will delve into economic issues facing women both in the workplace and in the home.

Mondale Praises Robb

President Carter's May appointment of Robb — a wife and mother, civic volunteer, and businesswoman — drew high praise from Vice President Walter Mondale. He said, "Lynda understands the many roles that women play in our society, because she's lived them all. She's smart and she's tough; she knows everyone in the world, and she knows how to make things happen."

Marjorie Bell Chambers, former acting chair of the Committee and president of the American Association of University Women, and Elizabeth Koontz, chair of the National Commission on Working Women, have been appointed vice-chairs of the Committee. In addition, four new members have been selected:

- **Linda J. Lee**, New York, president, Council of Asian-American Women, and human resources assistant to City Council President Carol Bellamy;
- **Alice MacDonald**, Kentucky, executive assistant to the Mayor of Louisville;



Robb Meets With President On Women's Issues

Lynda Johnson Robb, newly-appointed chair of the President's Advisory Committee for Women, talks with President Carter.

- **Ann S. Ramsay**, Massachusetts, director, Office of Budgets, Harvard University and former White House Fellow; and
- **Jill S. Schropp**, Washington, real estate investor, journalist on scientific issues, and manager of Citizens to Retain Fair Employment.

Committee Watches Congress

At its May meeting, the Committee made plans to monitor any Congressional action which could delay implementation or enforcement of programs administered by the Department of Health, Education and Welfare to ensure equity in athletic programs for women and girls. The Committee also submitted comments to HEW on programs which provide community grants for services to pregnant adolescents and adolescent parents. The group has requested that HEW regulations address the needs of non-pregnant adolescents in health and education services.

The next meeting of the President's Advisory Committee will be held in Washington in July.

WOMEN ENTREPRENEURS

continued from page 1

Branch to benefit both women and the national economy. It was taken in response to Federal and Congressional findings that there is a need to aid and stimulate women's business enterprise, because small business and women entrepreneurs can play a significant role in promoting full employment and balanced economic growth.

A report submitted to the President last summer by the Task Force on Women Business Owners found that many of the obstacles facing women entrepreneurs — such as lack of adequate capital, technical and management skills, and marketing opportunities — result in part from discriminatory practices.

For further information on the Executive Order and the work of the Interagency Committee on Women's Business Enterprise, contact Rona Feit, Small Business Administration, 1441 L Street, N.W., Washington, D.C. 20416, (202) 653-6074 or 653-6087.



OECD Conference On Women And Employment To Be Held In Paris

An international conference to assess the problems of women and employment will be convened early next year in Paris.

At the urging of Sarah Weddington and the U.S. delegation, the Organization for Economic Cooperation and Development (OECD) has begun to plan a High Level Conference on Women and Employment. OECD is an economic alliance that consists of most of the major European nations, Japan, and the United States.

Women In The Labor Force

The Conference will provide a forum for discussions among senior government officials about economic policy issues that have arisen with recent increases in the number of women in the labor force. The specific issues to be addressed at the Conference are:

- The relationship between general economic performance and differences in the participation rates

President Meets with OECD Officials President Carter recently met with U.S. Ambassador to the Organization for Economic Cooperation and Development, Herbert Salzman, OECD Secretary General Frederick van Lennup and Presidential Advisor Sarah Weddington to discuss the upcoming Conference on Women and Employment.

of men, women, and youth in the labor force;

- The access of men, women and youth to similar occupations, including possible differences in the impact of protective legislation on these groups; and
- The varying needs of young women as they move from school into the labor force, especially in adapting their skills to changing employment opportunities.

Expected to attend the Conference are labor ministers from many of the OECD countries, as well as representatives from economic and family ministries. Labor Secretary Ray Marshall plans to lead the U.S. delegation. Sydney Key of the Federal Reserve Board will be assigned to OECD to assist in organizing the Conference.

Task Force Defines Key Women's Issues

The impact on women of tax laws, Federal and private employment practices, and social security regulations will receive priority attention from the Interdepartmental Task Force on Women. The Task Force is charged with coordinating Federal efforts to examine issues affecting women.

Top Priority

Five of the seven Task Force subcommittees recently held their first meetings. Key issues discussed by the subcommittee members included:

- **Taxes** Among the issues examined at the April 24 meeting were the uneven tax treatment of single and married persons, Individual Retirement Accounts (IRAs), estate tax treatment of jointly-owned property, and tax treatment of employer-provided day care. The group has agreed to further study IRAs and to monitor developments at the Treasury Department on related tax issues.
- **Federal Employment** Participants at the April 27 meeting focused on the need for part-time and flexible-time employment opportunities, the importance of convenient and inexpensive day care, and the need to move more women into top Federal management positions. Suggestions for the latter effort included initiating developmental activities to prepare women to move up, developing more support systems for women already in key positions, and encouraging agencies to move women into pipelines that will develop their manage-

WHITE HOUSE NEWS

ment potential. Discussions of all of these issues continued at the group's second meeting, held May 23, where the group began preparation for a briefing for Cabinet members.

- **Private Employment and Training** The two major areas of concern for this subcommittee are occupational desegregation of the work force and restructuring of the work place to better utilize the skills of women. Four subgroups are examining research and policy alternatives on non-traditional jobs, child care, women in management, and humanizing the work place.
- **Income Transfer** At the May 2 meeting, subcommittee members decided to focus on Social Security reform, retirement income for ex-spouses of Federal employees, teen-age pregnancy, health insurance coverage for those groups not already covered, Social Security offset, and pending amendments to the Employee Retirement Income Security Act (ERISA).
- **International Women's Decade** To assess the National Plan of Action on recommendations developed at the 1977 National Women's Conference, the subcommittee members will update, expand and establish action priorities from the Plan.

In commenting on the work of the subcommittees, Task Force Chair Sarah Weddington said, "I believe that the Task Force can do much to address some of the most crucial issues affecting women. I am pleased with the amount of expertise and dedication that the members of the subcommittees have brought to their work."

Half of '79-'80 White House Fellowships Go To Women

President Carter recently announced the appointments of White House Fellows for 1979-80. Of the seventeen appointees to this year's program, eight are women.

The White House Fellowship program was established in 1964 to provide outstanding Americans with first-hand experience in the workings of the Federal government. The program is open to all U.S. citizens, regardless of occupation, who are in the early stages of their careers.

The women appointed to the program are:

Mari C. Aponte, Associate Counsel, Blue Cross of Greater Philadelphia;

Frederica P. Challendes-Angelini, Vice-President, Amex, Ltd., London, England;

Victoria L. Chan-Palay, Associate Professor of Neurobiology, Harvard Medical School, Cambridge, Massachusetts;

Anne H. Cohn, Congressional Science Fellow, American Association for the Advancement of Science, in the office of the Honorable Albert Gore, Jr.;

Elizabeth A. Fetter, Student/Writer, Carpenter's Workshop, Texas;

Marsha A. Johnson, Lt. Commander, U.S. Navy, London, England;

Judith A. Mercado, Director of Corporate Development, Northwest Industries, Chicago;

Katherine A. Sebo, State Senator, State of North Carolina, Raleigh.

President Renews Commitment To Bring Women Into Federal Judiciary

By continuing to nominate women to the Federal bench, President Carter holds to his commitment to increase the number of women judges.

In May 1 ceremonies commemorating Law Day, the President reiterated his commitment, saying:

"There are still deprivations of justice brought about by complexity, by design, by a demand for personal wealth in order to obtain adequate legal counsel, the remnants of racial or sexual discrimination ... these elements of concern still exist in the United States.

"I am concerned about the quality, the wisdom, the knowledge, the training, the experience and the sensitivity of the people whom I nominate. And with that commitment unshaken, I am also concerned about the equity of opportunity and a representative group of Federal judges. It is time for women to be adequately represented, those who speak Spanish, those who are black."

As of May 19, the following women had been nominated by the President for the Federal judiciary since he took office, and had received Senate confirmation:

Circuit Court of Appeals
Phyllis Kravitch, Fifth Circuit;

District Court
Patricia Boyle, Eastern Michigan;
Ellen B. Burns, Connecticut;
Joyce Hens Green,

District of Columbia;
Mary Lowe, Southern New York;
Gabrielle MacDonald,
Southern Texas;

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President's Appointments Update

At the end of May, women comprised 21 percent of all Presidentially-appointed positions. Among the newer appointments are:

Carolyn Lewis, associate professor of journalism, Columbia Graduate School of Journalism, to the President's Commission on the Accident at Three Mile Island.

Cora B. Marrett, associate professor of sociology, University of Wisconsin at Madison, to the President's Commission at Three Mile Island.

Ann Trunk, homemaker, Middletown, Pa., to the President's Commission on the Accident at Three Mile Island.

Janet L. Norwood, sworn in as Commissioner of the Bureau of Labor Statistics, May 18. A native of Newark, N.J., Norwood graduated from Douglass College and received her master's and doctoral degrees from Tufts University.

Joyce Dannen Miller, vice president and director of social services, Amalgamated Clothing and Textile Workers Union, to the President's Export Council.

Helen Ewing Nelson, president, Consumer Research Foundation, to the President's Export Council.

Ruth Schueler, president, Schueler and Co., to the President's Export Council.

Herta Lande Seidman, deputy commissioner, New York State Department of Commerce, to the President's Export Council.

Rosemary Tomich, owner of a Pasadena, California, cattle feeding and livestock brokerage operation, to the President's Export Council.

In a related development, **Patricia Bario** was appointed Deputy White House Press Secretary.

News Briefs

- **Educational Equity: The Continuing Challenge** is a report issued by the National Advisory Council on Women's Educational Programs, which was established as part of the Women's Educational Equity Act (WEEA). This publication describes the Council's efforts to promote vocational education for women, and to improve the access of displaced homemakers, older women, and single mothers to educational opportunities.

Also included is an overview of the problems in implementing the WEEA and Title IX of the 1972 Education Amendments.

Copies may be ordered from the Council, Suite 821, 1832 M Street, N.W., Washington, D.C. 20036.

AID's Women in Development Program

The purpose of the AID program is to help integrate women in less-developed countries into the development process. Activities include funding projects, and maintenance of a resource center which contains a wide variety of reports and studies on women in developing countries. The center is open to the public from 8:45 a.m. to 12:00 and 2:00 to 5:30 p.m.

Coordinator: Arvonne Fraser, Room 3243, New State, Office of Women in Development, Agency for International Development, Washington, D.C. 20523 (202)632-3992.

Update

DACOWITS

The correct acronym for the Defense Advisory Committee for Women in the services is DACOWITS. The telephone number is (202) 697-5655.

Women In The Department of State

The book *Women in the Department of State and Their Role in American Foreign Policy* is available from the U.S. Government Printing Office, 710 North Capitol Street, N.W., Washington, D.C. 20402. The cost is \$7.25. Ask for a copy of GPO #044-000-01707-5.

FEDERAL JUDICIARY

continued from page 5

Mariana Pfaelzer, Central California;
Mary Lou Robinson, Northern Texas;
Elsijane Roy, Eastern, Western Kansas;
Norma Shapiro, Eastern Pennsylvania;
Rya Zobell, Massachusetts;

District of Columbia Superior Court

Gladys Kessler, Associate Judge;
Annice Wagner, Associate Judge.

A number of other women have been nominated to the bench by the President and are awaiting Senate confirmation:

Circuit Court of Appeals

Amalya Kearse, Second Circuit;
Cornelia Kennedy, Sixth Circuit;
Carolyn Randall, Fifth Circuit;
Mary Schroeder, Ninth Circuit;
Dolores Korman Sloviter, Third Circuit;
Patricia Wald, D.C. Circuit;

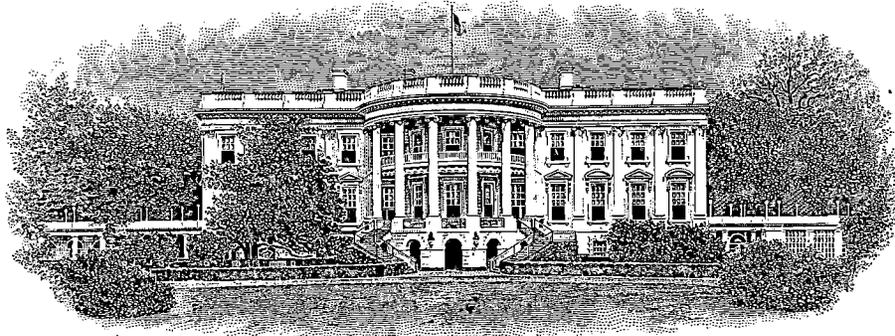
District Court

Susan Black, Florida;
Shirley Jones, Maryland;
Anna Diggs Taylor, Eastern Michigan;

District of Columbia Superior Court

Harriett Taylor, Judge.

Further announcements of women nominees will be made as the necessary preliminary security investigations are completed.



WHITE HOUSE NEWS ON WOMEN

Sarah Weddington, The White House, Washington, D.C. 20500
Prepared by the Interdepartmental Task Force on Women

Vol. I, Issue III

Susan B. Anthony Honored On New Dollar Coin

Expressing gratefulness for Susan B. Anthony's work on behalf of constitutional rights of American women, First Lady Rosalynn Carter presided at a White House ceremony June 20 commemorating the new one dollar Anthony coin.

Noting President Carter's words last October in announcing plans to mint the coin — that it will be a "constant reminder of the continuing struggle for equality of all Americans" — Mrs. Carter urged passage of the Equal Rights Amendment. "We must ensure that women and men are guaranteed choice in all aspects of their lives," she said.

"Thanks to Susan B. Anthony, when women won the right to vote they were on their way," the First Lady declared. She added that today "American women are achieving at the highest levels in government, business and in all professions" due to the help of Susan B. Anthony, "who fought so valiantly for our rights."

The Coin

Released for circulation on July 2, the Anthony dollar coin is

expected to "generate significant savings" in the cost of producing U.S. currency, according to Director of the Mint, Stella Hackel. The coin costs less to produce than either dollar bills or other dollar coins.

The Anthony dollar is sized between the quarter and half dollar

and weighs one-third as much as four quarters. When compared with the larger Eisenhower dollar, the new coin already is saving the Treasury Department 60 percent of the cost of minting.

As the new coin replaces use of
continued on page 8



New Anthony Dollar Coin Reverse side of coin honoring Susan B. Anthony carries the design of the symbolic eagle of Apollo 11 landing on the moon. Frank Gasparro, the Mint's Chief Engraver and Sculptor, executed the coin design.

CARTER INITIATIVES



There are several provisions in President Carter's National Health Plan that would benefit women and provide medical coverage previously unavailable to them.

Carter Health Care Plan Has Special Significance For Women

The President's Plan

On June 12, President Carter recommended legislation for a national health insurance program designed to guarantee adequate benefits to all Americans and protect citizens against financial burdens of serious illness. Today, 80 million Americans are unprotected against catastrophic medical costs.

Under the National Health Plan, no family would be required to pay more than \$2,500 for medical expenses in a single year. All employers would provide catastrophic coverage for full-time employees and their families. Small

businesses would get subsidies to ease their costs.

A special federal program would cover those who are not covered elsewhere. No one would be denied coverage because he or she is a "bad medical risk."



There would be no new federal spending for the National Health Plan until the federal fiscal year beginning October 1982. When the plan is fully implemented, the federal government would spend \$18 billion and the insurance premium cost to employers and employees would be \$8 billion.

Two of the most significant benefits for women under the proposal are new health services prescribed for mothers and infants, plus the extension of benefits to women who currently are not covered by either Medicaid or medical insurance plans.

1

Mothers and Infants

The President's plan would provide prenatal and delivery care to women and first year care to their infants, both without cost sharing. In future years, this coverage would be expanded to include children up to age six. A separate Administration proposal, the Child Health Assessment Plan, would provide the

same coverage for low-income expectant mothers and children.

This provision is expected to help prevent birth injuries and problems that stem from poor health of expectant mothers. It also should lower the infant mortality rate.

2

Other Women's Benefits

There are several provisions in President Carter's National Health Plan that would benefit millions of American women who have no medical insurance coverage. Here are highlights of those provisions for specific groups of women:

- *Women in temporary, part-time, or low-paying jobs whose employers do not offer health benefit plans.* The Carter Administration plan would require all private employers to provide health insurance for their employees who work 25 hours a week, 10 weeks a year, or more. Employers would pick up at least 75 percent of the costs of these policies.
- *Private household workers.* Many of these workers currently are without health insurance. Under President Carter's plan, they would have benefits.
- *Homemakers now excluded from their husband's health benefit plan.* Some current health plans have no provisions for family coverage. Others provide such coverage but at the employee's expense, and some husbands choose not to provide health insurance coverage for their families.

The Carter Plan would require health insurance for those

ECONOMIC ISSUES

members of an employee's family not covered under another plan. Employers would be billed for at least 75 percent of the premiums and employees for the remainder.

- *Displaced homemakers.* Many women lose health insurance benefits when they are divorced, separated, or widowed. Often they are unable to obtain alternative forms of coverage. Under the President's proposal, people who are not employed, not old, and not poor will be eligible to purchase direct coverage. In addition, they will be covered by "spend-down" provisions of the program, which will assure that the medically needy get coverage for excessive medical costs.
- *Homemakers whose husbands have retired.* At age 65, many individuals lose or terminate their private health insurance coverage because they are then eligible for Medicare. However, younger homemaker spouses are not eligible for Medicare until they too reach age 65. Thus; they may be without coverage during this interim period. Under the Administration proposal, they could buy insurance at low cost.
- *Unemployed women who have incomes from other sources.* Such women will be able to purchase health insurance coverage and will be covered by "spend-down" provisions in the same way as displaced homemakers.
- *Indigent women not covered by Medicaid.* Single or married women of working age who have no children and who are not blind or permanently disabled would be covered by the plan if they had incomes below the low income standard. That standard is 55 percent of poverty.

Task Force Studies Inflation And Data Collection Methods

Helping women cope with inflation and improving federal data collection to provide a clearer assessment of the status of women are two issues recently singled out for study by the Interdepartmental Task Force on Women.

Two Task Force Subcommittees — Inflation, and Federal Statistics and Regulations — recently met to discuss these and related issues and to set Task Force priorities for action. A more detailed explanation of the issues raised by subcommittee members follows.



Inflation Issues

Increasing home ownership opportunities for women and boosting interest rates for small savers, many of whom are women, were two ways cited by subcommittee participants to help women cope with inflation. Many women who believe they cannot afford to buy their own homes would find such an investment a real hedge against inflation if encouraged by government programs, some members said.

Often women are able to save only small amounts of money. Since the current inflation rate more than

cancels out interest earned in small savings accounts, women have been penalized for this prudent behavior. For these reasons, the Inflation Subcommittee voiced support for proposals to increase the interest rates available to small savers.



Concern about the effects of inflation on the adequacy of welfare and other social programs also were discussed and identified as an area for subcommittee investigation.

Federal Statistics

As the role of women changes, there is a need for better measures and analyses of data to identify the effects of government policies on women, the Subcommittee on Federal Statistics and Regulations concluded at a June 28 meeting. Better data also will document areas of discrimination against women.

Study of the 1980 and 1985 censuses will be undertaken by the group. Subcommittee members noted that the data collection, aggregation, and tabulation methods used in these censuses will have a major impact on perceptions of the status of American women.



Government programs to assist women also could be structured on the basis of data gathered in the upcoming census. In addition, defining the type of information to be gathered in the censuses could determine the preciseness with which the changing status of women can be measured over the 1980s.

INTERNATIONAL NEWS

UN Conference On Rural Development Looks At Issues Affecting Women

An international conference on agrarian reform and rural development represents another important "first" for women. The agenda of the meeting included discussions of the impact on women of reform and development policies.

In mid-July, the United States sent a delegation of experts to the United Nations-sponsored World Conference on Agrarian Reform and Rural Development in Rome. Close to half of the U.S. delegates were women, a new bench mark for women's participation in international conferences.

U.S. positions to be presented at the conference include papers on women's rights to inherit and claim land, access to shares of agricultural output, water rights, credit, and the availability of other resources provided by agricultural aid and development programs.

A new awareness of the impact of American aid programs on women in other countries is emerging, according to Sarah Weddington, Special Assistant to the President. "In some ways, the United States has inadvertently undercut the status of women by failing in the past to consider their role in agricultural production," she said.

The Office of Women in Development at the Agency for International Development — headed by Arvonne Fraser — played the lead role in determining the U.S. position. Her office studies ways in which U.S. foreign aid programs and policies affect women.



Women Briefed on Rural Development Special Assistant to the President Sarah Weddington (center left) briefs representatives of women's groups on the first international conference that considered the impact of rural development programs on women.

U.S. Position

ACTION Deputy Director Mary King and Sarah Weddington briefed representatives of women's groups on the U.S. position July 10th, prior to the U.S. delegation's departure.

The United States supports the view that "rural development based on growth with equity will require full integration of women, including equal opportunity to develop and employ their skills."

That position recognizes that women play a significant role in economic production, family support and the overall development process, and calls for U.S. aid to be administered in a manner that will tend to integrate women into the national economies of developing countries.

The United States delegates went to the Rome conference prepared to support both additional efforts to target assistance to women as a special group as well as efforts

to include women's needs in broad-based programs for development.

Women Delegates

Women selected to attend the conference were: Mary King, ACTION; Patricia Kolar, State Department; Pat Kutzner, World Hunger Education Service; Cathy Levin, AID; Ruth Morgenthau, U.S. Representative to the United Nations; Ruth Robbins, League of Women Voters; Xenia Vunovic, State Department; Sarah Weddington, Special Assistant to the President; and Ruth Zagorin, Agriculture Department.

Although she had planned to join the U.S. delegation, Weddington remained in Washington to participate in President Carter's Camp David meetings, and to work on issues related to the President's address to the nation on July 15.

U.S. Planning For Participation In Mid-Decade Conference On Women

Plans underway for U.S. participation in the International Mid-Decade Conference on Women should ensure that our delegation "truly represents the position of American women," according to Sarah Weddington, Special Assistant to the President.

The Conference is scheduled for the last two weeks of July 1980 in Copenhagen. Conference themes are education, employment, and health of women.

President Carter and Secretary of State Cyrus Vance have discussed conference planning, and a special secretariat — or office — will be established at the State Department to direct U.S. efforts, Weddington has announced. She noted that the White House will follow closely plans for the Conference to facilitate the work of the new secretariat and ensure close coordination with American women.

State Department Plans

The State Department will take the lead in Conference planning, with the secretariat reporting directly to Warren Christopher, Deputy Secretary of State. By the end of this summer, the State Department expects to have a staff of three — including a high-level director — working on conference arrangements.

Queries about U.S. plans and work for the Mid-Decade Conference should be addressed to

George Dalley, Deputy Assistant Secretary of State for International Organization Affairs, Bureau of International Organization Affairs, State Department, Washington, D.C. 20520.

A prime concern of the U.S. conference planners will be securing input on issues from women's groups around the country. A mid-September meeting is planned for women from other countries to brief women's leaders in the United States on the status of women around the world. Efforts will be made to set up a process through which American women can participate in formulation of U.S. position papers.

U.S. Delegates

The United States delegation probably will number fewer than 20, according to Weddington. The State Department is responsible for selecting delegates, though that process is some time away, she added.

Weddington points out that with a concerted effort to reach women from all parts of the country, "Our representatives will be able to make a high quality presentation that reflects the work and thinking of many more women than the number of delegates reflects."

The United Nations has budgeted close to \$3 million for the Copenhagen meeting and preparations. Heading up the UN effort is Lucille Mair, former Jamaican Ambassador to Cuba. Weddington has met with Mair, and describes her as "well qualified and an excellent leader" for the Mid-Decade Conference. Her address is: Mrs. Lucille Mair, Secretary General, WCUNDW, Fifth Floor, 866 United Nations Plaza, New York, New York 10017.

Census Bureau Releases New Data On Child Support Payments

The U.S. Census Bureau is collecting and analyzing data on divorce and child support and alimony paid to American women.



The first detailed information, released July 2, indicates that alimony payments are rare, and child support payments are generally small.

The data were gathered as part of a study — to be completed later this year — on alimony and child support arrangements agreed to at divorce or separation, and the extent to which such arrangements are enforced.

Collection of these statistics was recommended by the Houston National Women's Conference held in November 1977. Among reasons cited by the Census Bureau for collecting the data are the current record-high divorce rates, a tripling in the number of children affected by divorce over the last two decades, and a dramatic rise in one-parent families headed by women.

1975 Data

About 1.3 million American women received child support in 1975 from the fathers of their children, according to the Census

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WHITE HOUSE NEWS



Janet Norwood
U.S. Commissioner of Labor Statistics

Norwood Rises To Top

Janet Norwood, new U.S. Commissioner of Labor Statistics, is a profile in success. Her rise to the top post in the Labor Department's Bureau of Labor Statistics (BLS) started 15 years ago, when she was a staff economist. Along the way, she has been chief of BLS's consumer price and price index division and deputy commissioner for data analysis. She also has served on numerous boards and commissions.

Before joining the BLS staff in 1963, Norwood devoted 12 years to rearing a family and traveling with her foreign service officer husband. While out of the workforce, she kept up with developments in her field. "I knew I would need to in order to come back," she explains.

Career Compromises

To combat obstacles in reentering the job market, Norwood advocates that the would-be managerial woman maintain a flexible attitude and a willingness to take

advantage of opportunities she might not consider ordinarily.

She explains, "My background is in data on international labor trends, but opportunities for advancement for me came from the domestic sector. I decided to make the switch from international to domestic labor statistics, and I took the courses I needed to do so."

BLS Plans

Norwood is "very proud" of the innovations made at BLS in expanding and improving the kinds of data available on women. For instance, several years ago she took the lead in an effort to remove the assumption — previously used in gathering statistics — that the head of a household must necessarily be the husband.

"Now we are working on a new set of data to explore the effects of one family member's employment status on the other family members," Norwood said. BLS has discovered that women with unemployed husbands have a higher incidence of unemployment than do those women whose husbands are working.

Norwood sees challenges ahead for herself and BLS. The demand for and use of the kind of data BLS generates are escalating, she says. The new commissioner plans to chart a careful course to ensure that data collected are objective and do not take an advocacy position.

Officially sworn in to her new post on May 18, Norwood had served on an acting basis as BLS commissioner for just over a year. She holds a Ph.D. and an M.A. from Tufts and a B.A. from Rutgers' Douglass College.

Presidential Appointments Update

President Carter confirms his commitment to women by nominating and appointing them to top federal government jobs and to federal judgeships. Here is an update of women he selected from June through mid-July.

Judicial Appointments Awaiting Confirmation

Susan H. Black to be U.S. District Judge for the Middle District of Florida.

Orinda D. Evans to be U.S. District Judge for the Northern District of Georgia.

Betty Binns Fletcher to be U.S. Circuit Judge for the Ninth Circuit.

Lynn C. Higby to be U.S. District Judge for the Northern District of Florida.

Shirley B. Jones to be U.S. District Judge for the District of Maryland.

Sylvia Rambo to be U.S. District Judge for the Middle District of Pennsylvania.

Zita L. Weinshienk to be U.S. District Judge for the District of Colorado.

Veronica D. Wicker to be U.S. District Judge for the Eastern District of Louisiana.

Federal Government Appointments

Abbi Fisher to the President's Council on Physical Fitness.

Renee Claire Fox to the President's Commission for the Study of Ethical Problems in Medicine and Biomedical and Behavioral Research.

Patricia A. King to the President's Commission for the Study of Ethical Problems in Medicine and Biomedical and Behavioral Research.

Mathilde Krim to the President's

Alimony And Child Support

Commission for the Study of Ethical Problems in Medicine and Biomedical and Behavioral Research.

Anne Clark Martindell as Ambassador to New Zealand.

Jean McKee to the U.S. Advisory Commission on International Communication, Cultural, and Educational Affairs.

Anne A. Scitovsky to the President's Commission for the Study of Ethical Problems in Medicine and Biomedical and Behavioral Research.

Federal Government Appointments Awaiting Confirmation

Carol Foreman to the Board of Directors of the National Consumer Cooperative Bank.

Frances Levinson to the Board of Directors of the National Consumer Cooperative Bank.

Jane McGrew to be General Counsel of the Department of Housing and Urban Development.

Emily Raugh Pulitzer to the National Museum Services Board.

Military Appointment

Hazel M. Johnson as Administrative Assistant to the Chief of the Army Nurse Corps, Office of the Surgeon General.

Military Appointment Awaiting Confirmation

Antonia Handler Chayes to be Under Secretary of the Air Force.



continued from page 5

Bureau. These payments averaged \$2,430. For about half of the families receiving support, the payments amounted to less than 10 percent of their total income. The 1.3 million women receiving child support payments represented about one-quarter of the mothers who were divorced, separated, remarried after divorce, or never married.

Amount of Support

Child support payments to most women were small, the Census Bureau reported. Two-fifths of women received less than \$1,000 during 1975, and three-fifths of women received less than \$1,500. It was higher payments to a relatively small number of women that raised the average payment to \$2,430.



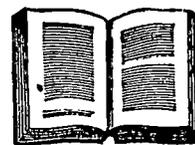
Support payments varied depending on the education, race, and age of the mothers. About 45 percent of college graduate mothers received child support, averaging \$5,290 in 1975. Only 29 percent of women high school graduates received child support (averaging \$1,960), while just 15 percent of women who had not completed high school received support payments, which averaged \$1,660.

Many mothers were kept above the poverty line by child support payments, according to the findings. The poverty rate for mothers receiving support was only 12 percent compared with 32 percent for mothers not receiving payments.

Alimony Payments

While only a limited amount of data have been tabulated on alimony, they show that only four percent of the 4.5 million divorced or separated women in 1975 received such payments. These women generally were more than 30 years old, college educated, and had children aged 12 to 17.

The Census Bureau concluded that if the current level of divorce continues on a lifetime basis, the proportion of marriages ending in divorce may be close to 40 percent. In 1975, an estimated 1,123,000 children were involved in divorce.



Copies of the Census Bureau report, *Divorce, Child Custody, and Child Support*, Series P-23, No. 84, are available for \$1.50 from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Update

The name of the OECD Secretary General pictured on page four should have read Secretary General Emile van Lennep.

Please Share ...

We are eager to spread the news on what's happening in the Federal Government that affects women. We would appreciate your sharing this newsletter with others you think would be interested in it. Also, please feel free to use excerpts from the newsletter in your own publications.

continued from page 1

the dollar note, the Federal Reserve System projects an annual savings of \$50 million due to reduced costs for printing new bills, for handling bills, and for destroying old bills.

The size and weight of the Anthony dollar are expected to make it easy and convenient to use. In addition, the coin should reduce errors and save time at cash

registers, reduce bank teller transaction time, and make counterfeiting more difficult.

The Coin Ceremony

The First Lady hailed the depiction of "a real female American hero" on an American coin. In the past, U.S. coins have portrayed only mythical females.

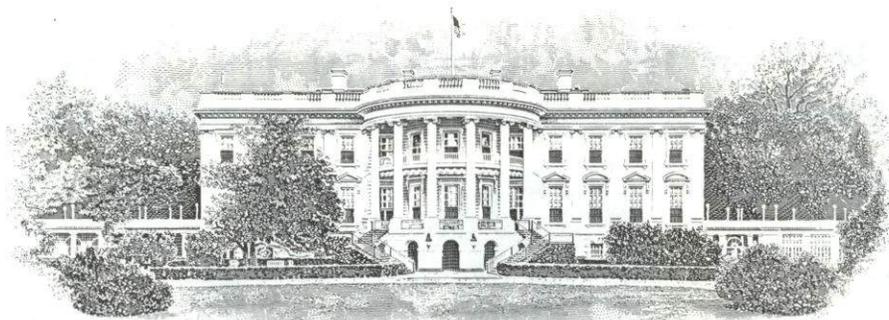
Among the special guests attending the ceremony were Joan

Mondale; Congresswoman Mary Rose Oaker; relatives of Susan B. Anthony — Charlotte Anthony and Susan B. Anthony; and Special Assistant to the President Sarah Weddington.

Also participating in the coin celebration were members of Congress and representatives of women's organizations from around the country.



Susan B. Anthony Coin Ceremony First Lady Rosalynn Carter presided at a White House ceremony June 20 introducing the new one-dollar U.S. coin portraying an American woman. From left to right are: Mrs. Carter and relatives of Susan B. Anthony — Susan B. Anthony and Charlotte Anthony.



WHITE HOUSE NEWS ON WOMEN

Sarah Weddington, The White House, Washington, D.C. 20500
Prepared by the Interdepartmental Task Force on Women

Vol. I, Issue V · November-December 1979

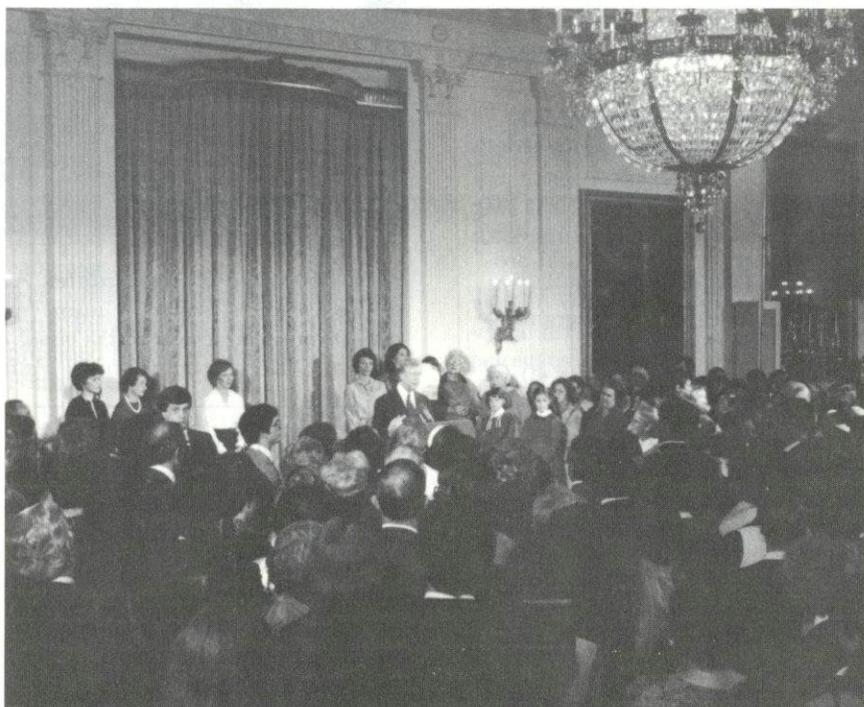
President Carter Works On ERA Ratification Strategy

President and Mrs. Carter greeted over 400 guests at a White House "Salute to ERA" on October 23 which demonstrated the broad, nationwide base of support for the Equal Rights Amendment.

That afternoon, Carter met for an hour with the President's Advisory Committee for Women (PACW) to work on a strategy for winning ratification of ERA. Earlier in the day, PACW, chaired by Lynda Johnson Robb, heard testimony in closed sessions at Blair House on actions underway by ERA supporters in the 15 unratified states.

Carter is interested in identifying steps he and members of his administration can take to help secure ratification. He has asked PACW to collect more data and meet again with him in the near future to recommend specific support activities.

Among the special guests at the reception buffet which culminated the ERA strategy sessions were editors of 34 national magazines which ran special features on the amendment in their November



Presidential Salute to ERA At a White House reception, President Carter urged an all-out effort for ratification of the Equal Rights Amendment.

issues, a project organized by Sey Chassler, editor-in-chief of *Redbook*.

The guest list reflected a broad range of support for ERA, from long-time leaders to grassroots workers.

Carol Costen, president of Network, a group of activist nuns, attended the reception. So did Phyllis George Brown, former Miss America and TV sports

commentator.

Senior citizen Maggie Kuhn, president of the Gray Panthers, was there. So was Pat Antonisse, a young Dutch woman who recently became a U.S. citizen.

James Taylor, chairman of the Illinois legislature's black caucus, came to the White House, as did

continued on page 8

SUPPORT FOR WOMEN IN THE ARTS

Joan Mondale — Ambassador to the Arts

Officially, the wife of the Vice President has only one required government duty—presiding at meetings of the Senate Ladies Red Cross. But Joan Mondale has used her position as wife of the Vice President to become the Carter administration's unpaid ambassador to the arts.

President Carter named her honorary chairperson of the Federal Council on the Arts and the Humanities, which coordinates programs of the Arts and Humanities Endowments and the cultural programs of other federal agencies. A recent guide listed 300 programs dealing with the arts and humanities, administered by 40 federal agencies.

Mondale travels extensively to promote and support the arts. Talking with artists and craftspeople and visiting schools, museums, theaters and concert halls, she frequently learns about artists' problems and then brings the problems to the attention of government officials. An amateur potter herself, she said, "My fledgling efforts at the potter's wheel have enhanced my appreciation of the work of the country's great craftspeople."

Contemporary Art Favored

Joan Mondale has put a spotlight on contemporary American art by making the Vice President's house a showplace for the best in contemporary American arts and crafts. Collections from regional museums have graced the Vice President's house over the past three years. The first collection was



Mrs. Mondale Congratulates Artist Georgia O'Keeffe (right) was one of five women to receive an award from the Women's Caucus for Art for outstanding achievement in the visual arts. She and Joan Mondale talk in front of O'Keeffe's oil painting, "Patio with Cloud."

borrowed from museums in the Midwest, the second collection from museums in the Southwest. The third and present collection is on loan from museums in New York and New England.

In addition to the paintings, prints, sculpture, drawings, photographs and crafts, the Mondales have recently commissioned American glassblowers, potters, and weavers to create place settings for the official residence. A collection of handcrafted furniture is also on loan.

It is to the struggling young artists that Mondale shows her most enthusiastic support. "The modern American woman artist lacks neither talent nor training," she said in a speech to the Women's Caucus for Art last year. "She lacks only opportunity, and the time has come to

give her that as well."

Mondale was present in January of 1979 when President Carter presented the first Women's Caucus for Art awards for outstanding achievement in the visual arts to Louise Nevelson, Georgia O'Keeffe, Alice Neel, Selma Burke and Isabel Bishop. It was the first time that women artists have been so honored by the White House.

Art for VA Hospitals

Mondale is especially proud that the government has taken the lead in a number of innovative arts projects. Through the Federal Council on the Arts and the Humanities, of which she is the honorary chairperson, \$500,000 worth of art works will be displayed in Veterans Administration hospitals, and an artist in residence program will begin at the VA Medical Center in Hines,

Illinois, near Chicago.

"These programs will benefit the veterans who use the medical centers—for the arts will nurture their spirit—and it will also help the fine professional artists in our country," Mondale said. The VA and the National Endowment for the Arts will select and commission works of art for 15 hospitals.

Although she is best known for her work in support of the arts, Mondale has found that arts and politics can certainly mix. Last May, she helped raise money for the Women's Campaign Fund by sponsoring a reception to unveil a limited edition of photographs by noted artists. Ernest Haas, Eve Arnold and Jill Freedman were among the photographers whose works were represented.

Combining her two favorite subjects, politics and art, Joan Mondale lobbies for the arts by showing how the arts can be good business.

To mayors, governors, city managers and the Maryland state legislature, she has given a slide talk on what the arts can do for cities. She uses "before" and "after" slides of places she has visited, showing how art has brought strength and vitality to downtown areas.

Mondale herself has best described her role: "I try to be a catalyst. And if I have any success, it is in getting people to do things I couldn't do myself. I can open doors and let other people bring their good ideas with them."



For more information, contact: National Endowment for the Humanities, Patricia Allen, Mail stop 351, 806 15th St., N.W., Washington, D.C. 20506 (202) 724-0256 and National Endowment for the Arts 2401 E Street, N.W. Washington, D.C. (202) 634-6369

\$2.2 Million In Grants Awarded For Humanities Projects

The International Women's Year resolution on arts and humanities urges the President to take steps to require that women benefit more fairly from government grants for the arts. In support of this aim, the National Endowment for the Humanities has awarded more than \$2.2 million in grants related to women's studies in history, philosophy, and literature in fiscal year 1979.

One of 60 projects supported by the National Endowment was a film recently aired on Public Broadcasting Service, "Under This Sky: Elizabeth Cady Stanton in Kansas." It depicts Stanton's 1867 Kansas campaign with Susan B. Anthony to seek women's voting rights in that state. Funding for the film was also provided by the Rockefeller Foundation.

Other projects ranged from a

study of the sociology of women in New York City to a seminar on women in American literature during 1870-1920. Grants were given to complete a film on women in prison and a rehabilitation program, to conduct a conference on the history of black women in America, and to produce a film on women's work in heavy manufacturing during World War II.

"We are committed to aggressively supporting programs and activities in the humanities that will increase our understanding of the tremendous impact women have made on our history and culture," said Joe Duffey, National Endowment chairman.

The National Endowment for the Arts has awarded 303 grants to individual women artists during the past year. That is 30.9 percent of the total grants given.

The greatest number of grants to women were given in literature, visual arts and music. The greatest percentage of grants to women were awarded in dance, education, museum, and special projects.

National Endowment for the Arts	Total	Female		Male	
		Total	Percent	Total	Percent
Challenge Grants	1	1	100.0	0	00.0
Dance Program	60	36	60.0	24	40.0
Design Arts Program	89	27	30.3	62	70.0
Education (Artist In Schools)	6	3	50.0	3	50.0
Expansion Arts Program	6	6	100.0	0	00.0
Federal-State Partnership	4	2	50.0	2	50.0
Folk Arts Program	27	3	11.1	24	88.9
International/Internships	4	1	25.0	3	75.0
Literature Program	241	74	30.7	167	69.3
Media Arts Program	28	9	32.1	19	67.9
Museum Program	11	6	54.5	5	45.5
Music Program	224	39	17.4	185	82.6
Opera-Musical Theater	0	0	00.0	0	00.0
Special Constituencies	0	0	00.0	0	00.0
Special Projects	29	12	41.4	17	58.6
Theater Program	2	0	00.0	2	100.0
Visual Arts Program	248	84	33.9	164	66.1

Combined program totals: 980; total female grants: 303 (30.9%)
total male grants: 677 (69.1%)

CARTER INITIATIVES

Presidential Appointments Update

Woman to Head Department of Education

The President's recent nomination of Shirley Hufstедler as Secretary of the newly-formed Department of Education marked the third time he has selected a woman for a Cabinet position. If Hufstедler is confirmed, she will be the sixth woman in U.S. history to hold a Cabinet post.

President Carter has always recognized the talents of women and the contributions they make to American society. Acting on this, he has nominated and appointed them to top federal government jobs and federal judgeships.

The following is an update of women named from mid-August through October:

Judicial Appointments

Alcee L. Hastings, U.S. District Judge for the Southern District of Florida.

Anne Elise Thompson, U.S. District Judge for the District of New Jersey.

Judicial Nominations Awaiting Confirmation

Dorothy W. Nelson of California, U.S. Circuit Judge for the Ninth Circuit.

Stephanie K. Seymour of Oklahoma, U.S. Circuit Judge for the Tenth Circuit.

Federal Government Appointments

Marjorie Craig Benton of Illinois, Executive Board of the United Nations Children's Fund.

Hanna Baird of Kentucky, National Advisory Council on Economic Opportunity.

Antonia Handler Chayes of Massachusetts, Under Secretary of the Air Force.

Lily Lee Chen of California, National Advisory Council on Adult Education.

Reva Crawford of Oklahoma, National Advisory Council on Adult Education.

L. C. Dorsey of Mississippi, National Advisory Council on Economic Opportunity.

Hazel N. Dukes of New York, National Advisory Council on Economic Opportunity.

Ruby Duncan of Nevada, National Advisory Council on Economic Opportunity.

Frances Edmunds of South Carolina, Advisory Council on Historic Preservation.

Constance E. Gomes of Rhode Island, National Advisory Council on the Education of Disadvantaged Children.

Frances H. Goodwin of Texas, National Highway Safety Advisory Committee.

Linda Hadley of Arizona, National Advisory Council on Economic Opportunity.

Monica Herrera-Smith of California, Board of Directors, Federal Prison Industries, Inc.

Gloria C. Jimenez of North Carolina, Associate Director, Federal Emergency Management Agency.

Sara Elisabeth Lister, General Counsel for the U.S. Army.

Victoria Lederberg of Rhode Island, Chair, Advisory Panel on Financing Elementary and Secondary Education.

Christine P. Marston of Washington, National Advisory Council on Economic Opportunity.

Dorothy L. Mattison of Tennessee, Advisory Panel on Financing Elementary and Secondary Education.

Mary C. Mulvey of Rhode Island, Federal Council on the Aging.

Evelyn F. Murphy of Massachusetts, Chair, National Advisory Committee on Oceans and Atmosphere.

Barbara W. Newell of Massachusetts, to rank of ambassador during her service as U.S. permanent representative to UNESCO.

Mildred T. Nichols of Rhode Island, National Advisory Council on Adult Education.

Jean J. Perdue of Florida, Federal Council on the Aging.

Bernadette Phillips of Florida, National Advisory Council on Adult Education.

Nancy V. Rawls of Florida, Ambassador to the Republic of Ivory Coast.

Deborah D. Richards of Washington, National Highway Safety Advisory Committee.

Margaret C. Simms of Georgia, Advisory Panel on Financing Elementary and Secondary Education.

Adele D. Spielberg of Florida, National Highway Safety Advisory Committee.

Rachel B. Tompkins of Ohio, National Advisory Council on the Education of Disadvantaged Children.

Bobbie Walden of Alabama, National Advisory Council on Adult Education.

Patricia F. Waller of North Carolina, National Highway Safety Advisory Committee.

Carolyn Warner of Arizona, Advisory Panel on Financing Elementary and Secondary Education.

Evelyn Watts of Florida, National Advisory Council on Economic Opportunity.

Federal Government Appointments Awaiting Confirmation

Carolyn L. Attneave of Washington, National Advisory Council on Women's Education Programs.

Joan Z. Bernstein of Maryland, General Counsel, Department of Health, Education, and Welfare.

Patricia M. Byrne of Ohio, Ambassador to the Socialist Republic of the Union of Burma.

Esther Coopersmith of Maryland, represent the United States at the 34th session of the General Assembly of the United Nations.

Alice Daniel of California, Assistant Attorney General, Civil Division, Justice Department.

Ruth M. Davis of Maryland, Assistant Secretary of Resource Application, Department of Energy.

Margaret Joan Giannini, Director of the National Institute of Handicapped Research.

Genta A. Hawkins of California, Assistant Administrator of the Agency for International Development.

Jean L. Hennessey of New Hampshire, Commissioner of the International Joint Commission (U.S.-Canada).

Anne F. Holloway of the District of Columbia, Ambassador to the Republic of Mali.

Shirley Hufstедler of California, Secretary of the Department of Education, California.

Inez S. Reid of New York, Inspector General of the Environmental Protection Agency.

Hazel R. Rollins of the District of Columbia, Administrator of the Economic Regulatory Administration, Department of Energy.

Susan J. Williams, Assistant Secretary of Transportation for Intergovernmental and Congressional Affairs.

INTERNATIONAL NEWS



Vivian Derryck
*Director of the U.S. Secretariat for
the Mid-Decade World Conference
on Women*

Derryck to Coordinate U.S. Work on Mid-Decade Conference

Vivian Derryck has been appointed director of the U.S. Secretariat for the Mid-Decade Conference on the United Nations International Women's Decade. The conference will be July 14-30, 1980, in Copenhagen.

The International Women's Decade began in 1975. The Copenhagen meeting will take stock of progress from that time and set priorities for the next five years. Themes for the conference are employment, health and education.

As director of the Secretariat, an

independent office in the State Department, Derryck will coordinate development of policy papers for U.S. participation in the conference. She will be working with women's organizations to see that the views of all American women are represented.

Education/International Affairs Background

Derryck comes to her new assignment with a background in education and international affairs, especially African affairs. She formerly worked in the Women in Development office of the Agency for International Development. She recently completed a year's study comparing formal, traditional education with shorter, job skills training for third world women.

Derryck, 34, holds a BA from Chatham College and an MA in international affairs from Columbia University. In 1972-73, she developed African curriculum for middle school children at the Boston Educational Development Center. From 1973 to 1977, she taught curriculum development at the University of Liberia. She has taught African art, history, and politics at City Community College of New York, and also worked at the African American Institute in New York.

Derryck was the first woman member of the Council on Foreign Relations. She also served on the House Committee on Population Consultation.

An upcoming issue of *White House News on Women* will outline plans for the Copenhagen meeting.

For more information, contact:
Vivian Derryck
Director
U.S. Secretariat
WCUNDW, 1980
Room 1004
Department of State,
Washington, D.C. 20520
or call her at (202) 632-9016.

FEDERAL PROGRAM NEWS



What a child eats determines how she develops. Without proper nutrition, a child simply doesn't have the same chance for a full and healthy life. That's where WIC steps in.

Two USDA Food Programs Aid Women

"I would have been very discouraged and scared...if it had not been for the WIC program."

—an Arizona recipient

Each month more than one million mothers and children get nutritious food through the Supplemental Food Program for Women, Infants and Children (WIC).

A WIC package might include fruit juice, cheese, eggs, milk and fortified cereal. "They give you these foods, but they also counsel you," said one Missouri recipient. Along with the food, clinics offer lessons on nutrition and food preparation to help mothers understand why diet is so important to their children's development.

To qualify for WIC, pregnant women, mothers and children must be individually certified as "nutrition risks" because of dietary needs and low income. Physicians, nurses and

nutritionists assess each person's health and dietary needs. "If it hadn't been for the WIC program, I would never have known that our blood counts were low," said one Alabama woman.

The WIC staff urges each woman and child to eat food high in protein, iron, calcium, vitamin A and vitamin C. Clinics provide such food in one of three ways:

- They obtain food from local firms and distribute it directly,
- they arrange for home delivery, and
- they give mothers vouchers to exchange for specific items at groceries.

WIC is administered by the U.S. Department of Agriculture, state governments and local agencies.

Another USDA program affecting women is food stamps, which help low-income households purchase food. Eligible families get coupons which they can exchange for food at authorized stores.



Most WIC participants get an average of \$20 worth of food per month through the program. Each clinic makes sure the women know how to best use the foods they receive.



"They give you these foods, but they also counsel you."

Food stamps first became available in 1961. By 1978, monthly participation averaged 16 million people. Women head 68 percent of all food stamp households. Women living alone make up 64 percent of all elderly households in the program.

For more information on the programs, write to: Robert Greenstein, Administrator, Food and Nutrition Service, U.S. Department of Agriculture, Washington, D.C. 20250.

UPDATE

Weddington Work on Women's Issues Expands

When Sarah Weddington moved up in the White House, to Senior Staff, so did women's issues.

Despite reassurances by the Administration that women's issues continue to be a top priority, women's leaders were concerned that Weddington's promotion would mean less emphasis.

In her new role, Weddington chose to keep women's concerns within her area of responsibility. The promotion means women have more time, not less. In addition to Weddington's continuing involvement, the White House permitted the expansion of her office.

New Deputy Added

Sarah Weddington selected Linda Tarr-Whelan as her Deputy for women's concerns. Tarr-Whelan adds a new dimension to White House work on women's issues. She comes to Washington after two years as Administrative Director of New York's Department of Labor.

She has over a decade's experience in labor and organizing. Her top priority will be the ERA. She will coordinate the efforts of the Interdepartmental Task Force on Women, established by the President to recommend policy changes throughout the Federal government.

When Weddington joined the White House staff she inherited the basement offices of her predecessor in the West Wing of the White House. Her office is now on the top floor.

"I never thought of it as the basement," says Weddington. "I thought of it as the ground floor. It is not only a difference in attitude, but an indication of the nature of a southern method of leadership."

The record to date reflects an extension of the Equal Rights Amendment and nearly 500 women appointed by President Carter to positions of power in the Federal government.

Women to Help President on Agenda for the '80s

To identify long-term issues and goals for the United States, President Carter has created a special commission to recommend a National Agenda for the Eighties.

The question of equal rights in our society will be one focus for the independent, nonpartisan commission. Other areas likely to be studied are inflation, energy, productivity, and quality of life.

The President selected William McGill, president of Columbia University, to chair the panel. Of the 20 commissioners named to serve with him, eight are women. The panel members already chosen will recommend an additional 29 private citizens to the President for Commission membership.

The women already serving are:
Pastora San Juan Cafferty, professor, University of Chicago;

Marian Edelman, director, Children's Defense Fund;

Dorothy Height, president, National Council of Negro Women;

Ruth Hinerfeld, president, League of Women Voters;

Matina Horner, president, Radcliffe College;

Juanita Kreps, former U.S. Secretary of Commerce;

Esther Landa, past president, National Council of Jewish Women; and

Elsbeth Rostow, dean, Lyndon B. Johnson School of Public Affairs.

The Commission on the Agenda for the Eighties is an outgrowth of the President's discussions with national leaders at Camp David in July. It has been 15 years since a national panel took a broad-based look at American society to focus policy leaders on the future.

Advisory Committee Information Available

Women interested in serving on national advisory panels may find a useful reference tool in a report entitled "Federal Advisory Committees." The book lists all advisory committees, the agencies under which they operate, names of members and contact persons, phone numbers and addresses.

It could also serve as a guide to government groups doing specialized research.

To order the report, write the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, and ask for stock number 040-000-00406-8, and give the title. It costs \$3.25.

 Please Share ...

We are eager to spread the news on what's happening in the Federal Government that affects women. We would appreciate your sharing this newsletter with others you think would be interested in it. Also, please feel free to use excerpts from the newsletter in your own publications.



President, PACW Meet on ERA Strategy At an October 23 session, the President's Advisory Committee for Women worked with President Carter on plans for encouraging ratification of the Equal Rights Amendment.

ERA

continued from page 1

actress Barbara Feldon and businessman Coy Eklund. They were joined by other long-time supporters of the ERA, including Liz Carpenter and Elly Peterson, who have served as co-chairs of ERAmerica.

The ERA Battle

Old/young, men/women, Democrat/Republican, they heard President Carter say that the ERA "is not a transient thing. It is a permanent, deep commitment of many people, including all of you."

"I think we must go all out to prevail in these difficult tests of strength," Carter said at the reception. He outlined the battle plan in stark terms:

"On the one side, a heavy majority of Americans, a heavy majority of governors, seven Presidents, both parties, a heavy

majority in Congress, people who know what's right and who believe in fairness dedicated to the ratification of ERA.

"On the other side, a minority representing no party, not representing a majority of any elected group of people, but basing their stand on intense feelings which they exemplify in every contest and benefitting from inertia, benefitting from confusion, benefitting from rumor, benefitting, quite often, from political timidity, benefitting, however, from a tight, close-knit, well-organized, dedicated opposition force.

"The only way to deal with that kind of opposition is to have a tight, well-knit, well-organized force to present the facts to the American people and to analyze state by state where are the crucial votes," he said.

"We've got to put aside the inclination that we all have to find a scapegoat on which to blame a temporary setback," Carter warned

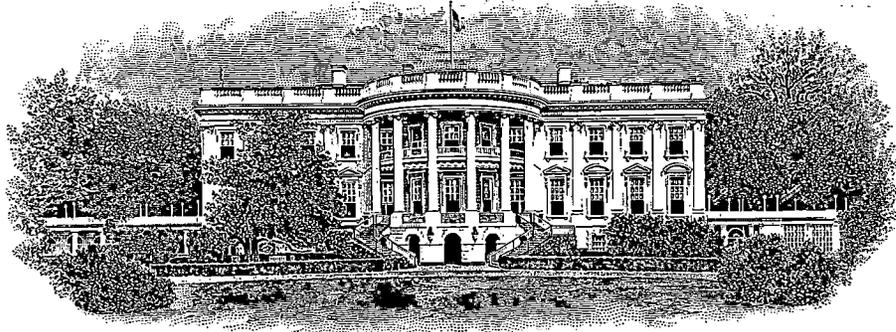
the group. "Our course is a proper one, our cause is right. And I predict next year we will win. I'm determined to do so if you'll help me."

Unratified States

To ensure adequate time for states to consider ratification, President Carter supported and signed into law a resolution passed by the 95th Congress extending the ERA ratification deadline until June 22, 1982.

The President's family, Vice President Walter Mondale, and White House congressional liaison staff worked for passage of the extension.

Three more states are needed for ERA ratification. The 15 states which have not ratified are: Alabama, Arizona, Arkansas, Florida, Georgia, Illinois, Louisiana, Mississippi, Missouri, Nevada, North Carolina, Oklahoma, South Carolina, Utah, and Virginia.



WHITE HOUSE NEWS ON WOMEN

Sarah Weddington, The White House, Washington, D.C. 20500
Prepared by the Interdepartmental Task Force on Women

Vol. II, Issue I · January 1980

New Federal Opportunities For Women

Park Service Women Enjoy Non-Traditional Occupations

More than 80 female employees attended the National Park Service's first women's conference, November 13-16 in Reston, Virginia.

The NPS delegates came from across the country, from Puerto Rico to Alaska. Some were rangers, some were maintenance workers, some were supervisors; women holding GS-4 rank in government service sat alongside those who were GS-15.

All came to examine the past, present and future status of women and their careers in the National Park Service.

"I think there is a solidarity among NPS women that I never really imagined possible," said Juin Crosse, superintendent of the Hubbel Trading Post National Historic Site in Arizona. "It really makes you feel proud to see here so many talented women in so many diverse occupations."

In workshop groups, they discussed communications barriers,

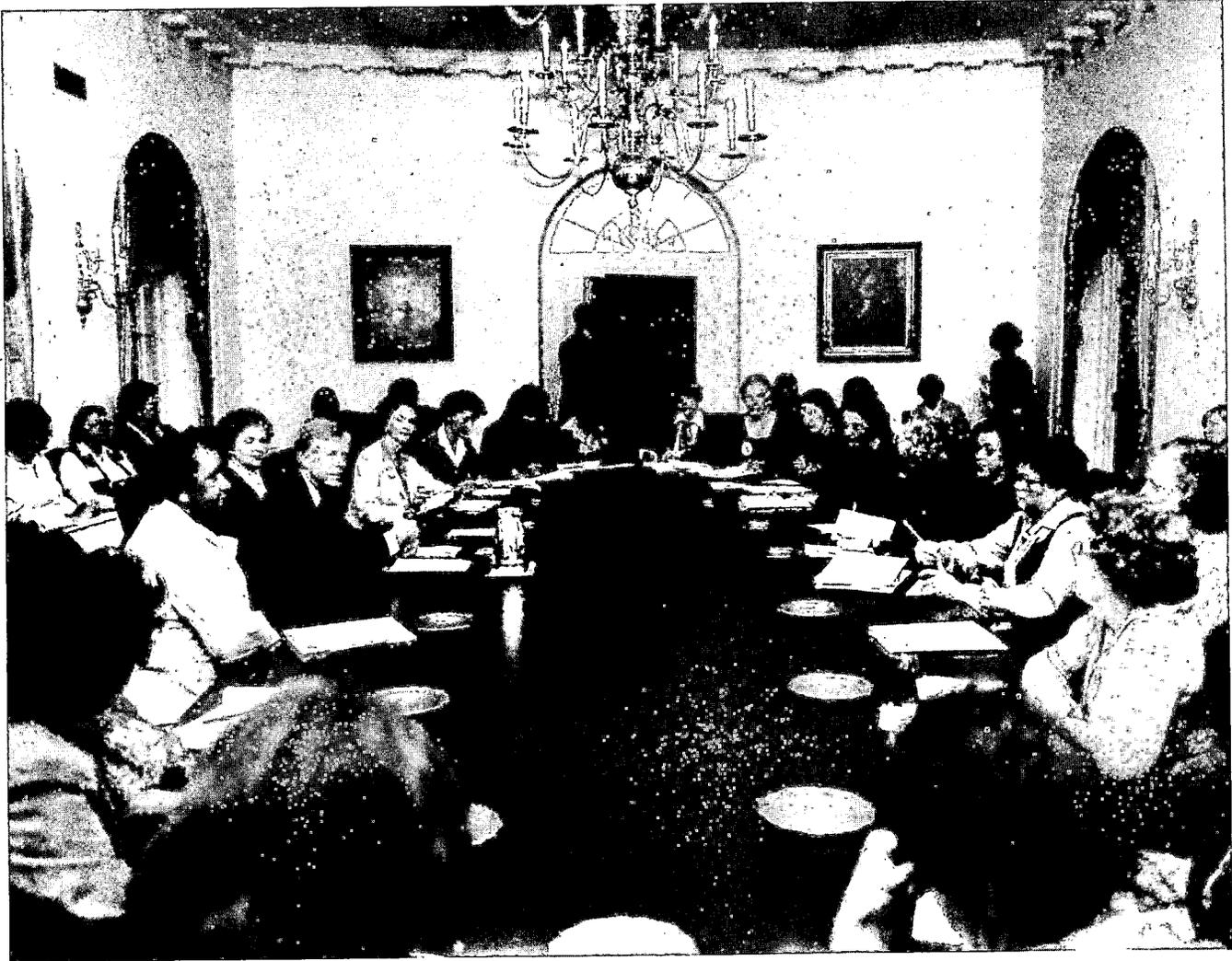
continued on page 12



PHOTO BY CLARE RALSTON, NPS

Women in the National Park Service More and more, they are moving into non-traditional jobs, from elevator cable greasers at Carlsbad, N.M., to summer rangers at Yosemite National Park in California. On horse patrol, Darren Ross (above) advises tourists at Yosemite, one of the nation's busiest parks.

CARTER INITIATIVES



President Confers with Women

President Carter met with the leaders of 21 women's groups to discuss ERA and other national issues.

Those attending were:

Lupe Aguirre (Mexican American Women's National Association), Patricia Hill Burnett (National Association of Commissions for Women), Cris Candela (Women's Equity Action League), Marjorie Bell Chambers (President's Advisory Committee for Women), Suone Cotner (ERAmerica), Martha Edens (Church Women United), Jane Freeman (Girl Scouts of the U.S.A.), Mary Grefe

(American Association of University Women), Mariwyn Heath (National Federation of Business and Professional Women's Clubs, Inc.), Dorothy Height (National Council of Negro Women), Ruth Hinerfeld (League of Women Voters), Shirley Leviton (National Council of Jewish Women), Ann R. Lineweaver (Association of Junior Leagues), Iris Mitgang (National Women's Political Caucus), Dorothy Nelms (Federally Employed Women), Ana Maria Perera (National Association of Cuban American Women), Jane Pratt (Girls Clubs of America), Mary Elizabeth Quint (General Federation of Women's

Clubs), Nancy Skallerup (Young Women's Christian Association), Shirley Small-Rougeau (National Hook-up of Black Women) and C. Delores Tucker (National Federation of Democratic Women).

Present as observers were:

Ada Deer (Native American Rights Fund), Vivian Derryck (U.S. Secretariat for the World Conference of the UN Decade for Women, 1980), Gretta Dewald (Democratic National Committee), Betty Dooley (Congresswomen's Caucus), Diane Herrmann (Federal Women's Program) and Esther Kee (DNC).

Carter Sets 1980 Meetings to Focus on ERA Strategy

Calling for strong, grassroots organization to work for the Equal Rights Amendment in 1980, President Carter pledged his continuing support for ERA ratification to leaders of 21 national women's groups.

In an hour-long meeting at the White House on December 13, the President announced:

- Monthly sessions with him will be held through March to work on ERA strategy for the 1980 state legislative sessions.

- Juanita Kreps, former Commerce Department Secretary, will serve as a special liaison for the President, urging the business community to support the Amendment. She will work closely with the League of Women Voters on its special project to get public support for the ERA from the business community.

- The White House will sponsor a briefing on the ERA for business, labor and other groups and seek their support in the ratification effort.

- The President or Vice President will be available as the guest of honor for an ERA fundraiser.

Representing more than 17 million women, the leaders at the meeting agreed when President Carter said that "ERA is not a partisan issue and our strategy must reflect that. It must be a grassroots strategy, coordinated all the way down the line like a campaign." He continued, "This is where you can help the most."

Carter cited his early support for the Amendment when he was governor of Georgia. He stressed the Administration's role in the suc-

cessful extension of the ratification deadline, and the work he and his family have done in supporting the ERA.

ERA Extension

During the fall of 1978, legislation to extend the deadline for ERA ratification would not have passed without the support of Carter and Vice President Mondale, who together convinced seven "no" votes to switch to pro-extension votes. Two staffers from the President's Congressional liaison office plus a member of Mondale's staff were assigned full time to work for extension.

The President reminded the group that "No one person can pass ERA, even if that person is the President of the United States. Passage requires the unified effort of all of us."

Three more states must ratify the ERA before it can become part of the Constitution.

The meeting culminated several months of discussion among leaders of women's groups and Administration officials, especially on the Federal budget (see article, page 7).

Before the meeting with the President, women in top positions in the Carter Administration met with the group and Mrs. Carter to discuss ERA strategy and other women's concerns.

Other Agenda Issues

In recognition of the broad base of these concerns, members of the Administration discussed budget, employment, civil rights, and other national issues and answered questions on Administration policies. Briefing the women's leaders were John White, deputy director of the Office of Management and Budget; Eleanor Holmes Norton, chair of the Equal Employment Opportunity Commission, Alexis

Herman, director of the Women's Bureau, U.S. Department of Labor; and Stuart Eizenstat, assistant to the president for Domestic Affairs and Policy. Eleven other high ranking women in the Administration participated.

The Idaho ERA Case

Earlier that day, Attorney General Benjamin Civiletti met with women's leaders who have sought disqualification of the judge who is handling the Idaho court case which questions the legality of the ERA extension and seeks to establish that a state may legally rescind a prior ratification. The Justice Department had requested that the judge remove himself from the case on the grounds that he is an official in the Mormon church and that church has teachings against the ERA.

The judge has since written an opinion that he is able to and will decide the case solely according to the law. He is no longer a church official.

Because of the judge's statement and a finding that the statutory standards for an appeal on the issue of impartiality were not met, the solicitor general's office in the Justice Department has written a memo stating that it will not take further action to disqualify him.

The attorney general indicated to those attending that he would consider their presentation.

Those in attendance at the meeting included: Representative Elizabeth Holtzman (NY); Representative Patricia Schroeder (CO); Suone Cotner, ERAmerica; Eleanor Smeal, National Organization for Women; Iris Mitgang and Cari Beauchamp, National Women's Political Caucus; Judy Lichtman, Women's Legal Defense Fund; and Sonia Johnson and Ron Rigby, Mormons for ERA. Also attending were attorneys for ERAmerica, NOW, and 79 U.S. Representatives who are parties in the suit.

FEDERAL PROGRAM NEWS



Schools Get Long-Awaited Title IX Athletic Guidelines

"Women need sports for health, for recreation, but more than this, women can benefit from the lessons learned through sports—competition, success, failure, risk taking. Sports support a woman's overall development, whatever her role, and make her more self-assured, more self-reliant, better prepared."

—Holly Turner

Women's Sports Foundation

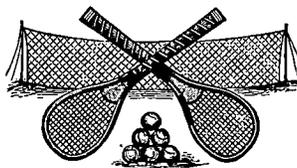
After lengthy discussion, the Department of Health, Education and Welfare has issued guidelines to clarify the athletic provisions of Title IX of the Education Amendments of 1972. Title IX prohibits discrimination on the basis of sex in all federally-supported education activities. Announced in Washington by HEW Secretary Patricia Harris, these guidelines apply to any school which has an intercollegiate athletic program.

HEW will consider three issues in determining if a school complies with the standards: (1) athletic scholarships, (2) benefits and opportunities, and (3) accommodation of the athletic interests and abilities of all students.

Scholarships

In athletic scholarships, schools must make financial aid available to men and women in proportion to their participation in athletic programs. If 30 percent of their school's athletes are female, then women are

entitled to 30 percent of their school's financial aid for athletes. Unequal spending may be justified only if the reasons are not related to the sex of the participants.



Athletic Equipment

HEW does not require that a proportionally equal amount of money be spent on women's teams and men's teams or that locker rooms, housing, or coaching be identical. However, expenditures must be consistent with the interests of the student body. Benefits and opportunities for women must be equivalent to those provided to men. Harris said, "Colleges that provide new equipment each year for all their male teams and used equipment only for their female teams would violate this standard."

The same idea applies in the accommodation of interests and abilities. Schools must accommodate students of both sexes equally in the selection of sports and the level of competition.

Harris feels that the athletic provisions "give colleges and universities maximum flexibility in developing their athletic programs, while establishing clear standards for insuring that their programs are free from sex discrimination."

This policy will allow HEW to investigate and resolve the nearly 100 complaints they have on file against 60 institutions. During fiscal year 1980, the Office of Civil Rights plans 28 reviews of college athletic programs.

Education Department to Enforce Guidelines

Once the new Department of Education's civil rights office is staffed and trained, responsibility for Title IX enforcement will become Secretary Shirley Hufstедler's. Harris foresees no change in the policy or enforcement as a result of that move.

Publication of the athletic guidelines should resolve much of the confusion about compliance with Title IX.

When Title IX regulations were first issued in 1975, they gave higher education institutions until July 1978—three years—to comply. During that period, HEW received nearly 100 complaints alleging sex discrimination in college athletic programs. Universities asked for more guidance on how to comply with the athletic provisions of Title IX. In December 1978, HEW issued a proposed interpretation. The period for public comment generated over 700 responses and ended May 1979. After reviewing the comments, meeting with interested groups, and visiting eight universities across the country, HEW issued its guidelines.

The scholarship area is the only one in which the per capita spending formula is carried over from the earlier regulations.



For more information, contact:
Colleen O'Connor
Office for Civil Rights
Department of Health, Education and Welfare
330 Independence Avenue, SW
Washington, D.C. 20201
(202) 245-6700.

Title IX Aids Women Athletes *Women on the 1979 George Washington University women's crew now have better opportunities to develop their athletic skills than did their earlier counterparts on the Wellesley College crew team, circa 1885.*

KEY ISSUES



Domestic Violence Legislation Passes in the House

With strong support from President Carter, the Domestic Violence Prevention and Services Act recently passed the House of Representatives by a two-to-one margin.

In letters to members of the House December 5, President Carter stated his hope that the bill would "be passed by the Congress at the earliest possible date." The President also designated a member of his Congressional liaison staff to work for passage of the legislation.

The Administration had originally opposed the bill. Further review of the need for shelters to aid the three to six million annual victims of domestic violence, plus the President's concern for such victims, led to his support of the legislation.

Staff in the office of senior White House advisor, Sarah Weddington, worked with members of the President's domestic policy staff, the Office of Management and Budget, the Department of Health, Education and Welfare, and concerned women's leaders to develop a proposal which the Administration could support.

As a result of this cooperation, the bill which passed the House on December 13 calls for support of community-based domestic violence programs through money given by the Federal government to states. The bill also requires that 75 percent of the money for the local programs go to private, non-profit groups.

The legislation would establish

special funding for domestic violence programs for three years. After that, funding would be through Title XX of Social Security.

The legislation limits the amount of money the Federal government could give to a local domestic violence program to 25 percent of the program's annual operating budget, up to a maximum \$50,000. By setting such limits, local programs would receive seed money to get established but would not become dependent on the Federal government.

The legislation is expected to come up for a vote in the Senate in February or March.

For information, contact June Zeitlin, Director
Office of Domestic Violence, HEW
P. O. Box 1182
Washington, D.C. 20013
or phone (202) 472-4205.

Hufstedler

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Department Organization

It is unlikely, however, that she will spend much of her time in the next few months in lofty discussions of educational philosophy. Under Federal requirements, the department must be ready to go by June, a mammoth undertaking in organizing 17,000 employees and a \$14 billion budget.

Hufstedler is confident, however, that the job can be done. "Nothing gives me greater pleasure than to take a large pair of shears and cut through red tape," she said.

At her swearing in, Hufstedler called for unity and a joint effort by all the groups involved in education. "We have been fighting over children and not necessarily for them.... Let this not simply be a country of freedom and justice, but a country of freedom and justice and quality education for all."

Telecommunication Policy Aids Women and Minorities

Under a new policy, grant applications that foster the role of women and minorities will get special consideration by the National Telecommunications and Information Administration.

"If all other relevant factors are equal (priority listing, cost efficiency, etc.) and we were able to award only one grant, we would fund the application that best fosters the role of minorities and women," the statement reads. The agency hopes the policy will increase educational, cultural and related programming responsive to the needs of these groups.

Applications which would increase minority and women's ownership, operation and participation in public telecommunications entities will be favored. The more women or minorities who hold decision-making, program-related positions in the entity, the stronger the applicant's advantage.

This does not relieve applicants of the basic background and detail work to create a public telecommunications entity and prepare a feasible application, however.

The agency has written women's groups about the policy change, and has sent a fact sheet to trade journals and magazines for women and minorities.

For information, contact Dr. John Cameron, Chief Public Telecommunications Facilities Division
National Telecommunications and Information Administration (NTIA)
U.S. Department of Commerce
1800 G Street, NW
Washington, D.C. 20504
(202) 724-3307.

ECONOMIC ISSUES



Proposed Social Security Changes Would Benefit Women

The Social Security Advisory Council has recommended major changes in the Social Security system which would benefit widows and divorced women. The proposals, announced December 7, center on an approach called earnings sharing and would require Congressional action to become law.

Earnings sharing is a formula for calculating entitlement to benefits by allotting husband and wife each one half of the combined earnings of the two during their marriage.

One recommendation would allow a couple to share earnings credits accumulated during a marriage which ends in divorce after 10 years or more if either party requests it. If this recommendation is adopted, a divorced woman would be entitled to a benefit when she reaches retirement age. Today, her retirement benefit does not become payable until her former spouse retires, reaches age 72, or dies.

In addition to earnings sharing, the council put forth a proposal which would increase the benefits payable to a widow who had worked in paid employment by allowing her benefits to be based on her own and on her husband's earnings. Under the present system, the widow's benefits are based on her entitlement as either a worker or a dependent, but there is no opportunity for combining the two.

Other Council Proposals

In its report, the council called Social Security "the government's most successful social program," but

recommended further consideration of full earnings sharing plans.

It advocated other major changes in Social Security such as using general tax revenues to cover part of the costs of Medicare and gradual, compulsory inclusion of public employees in the system. The council also suggested that one half of monthly benefit payments be subject to federal income taxes.

The recommendations of the Social Security Advisory Council came after two years of study, including statements by Edith Fierst of the Interdepartmental Task Force on Women.

The council is appointed every four years by the Secretary of the Department of Health, Education and Welfare to review the effectiveness of the Social Security system. In the past, Congress has enacted many of the Council's suggested changes.

For information, contact: Jim Brown Room 639-H Hubert H. Humphrey Building 200 Independence Avenue, SW Washington, D.C. 20201 or phone (202) 472-3060.



Women's Leaders Consulted on Federal Budget

For the first time, leaders of major women's groups were invited to the White House to consult on preparation for the Federal budget for fiscal year 1981 (beginning October 1, 1980). The President announces his budget recommendations in mid-January.

This is the first time constituent groups have been consulted at such a high level in the budget process. The goal was to raise the specific concerns of women early in the process.

Seventeen groups were represented at the November 21 meeting with John White, deputy director of the Office of Management and Budget, and staff from the office of Sarah Weddington, Assistant to the President, and the Interdepartmental Task Force on Women.

Leaders of the women's groups spoke about the relationship between various programs and raised concerns about funding for the Women's Educational Equity Act; Title IX enforcement, family planning, domestic violence, child care, food and nutrition programs (especially Women, Infants and Children Supplemental Feeding Program and food stamps), the Women's Bureau, and assistance to women-owned businesses.

The group made specific recommendations, such as urging CETA sponsors to use their dollars and job slots to train and place more women. They also suggested a better data collection system to report such information.

Groups represented at the meeting were: American Association of University Women, Business and Professional Women's Clubs, Children's Defense Fund, Coalition Against Domestic Violence, League of Women Voters, Mexican American Women's National Association, National Conference of Puerto Rican Women, National Council of Jewish Women, National Council of Negro Women, National Women's Political Caucus, National Organization for Women, Planned Parenthood Federation, Population Institute, President's Advisory Committee on Women, Women's Equity Action League, National Hook-up of Black Women, and Women and Girls in Education.

The next issue of White House News on Women will outline fiscal year 1981 budget items proposed by the President which will benefit women.

WOMEN IN GOVERNMENT

Hufstедler Assumes Cabinet Post

On December 6, Shirley Mount Hufstедler took the oath of office which made her the nation's first Secretary of Education. She is the sixth woman in the history of the United States to hold a Cabinet position, and the third in the Carter Administration.

Introducing Hufstедler to the over 200 guests gathered in the White House East Room for the ceremony, President Carter praised "her compassion for those who need help, her sound and good judgment, and the breadth of her education, scholarship, and interests."

The President stated that one of the reasons for our country's great achievements was the traditional American belief in the value of a good education. As an affirmation of that belief, he felt that the formation of a separate Cabinet-level department would give education a high profile that recognizes America's commitment to explore the frontiers of knowledge.

Hufstедler's Career

Before assuming her new office, Hufstедler served for 11 years on the United States Court of Appeals for the Ninth Circuit (California). As a judge, she has a solid record on civil rights and human resources and is held in high esteem by the legal community.

After graduation from Stanford University with an LL.B., Hufstедler practiced law in Los Angeles until she was appointed a Los Angeles County superior court judge in 1961. She sat on the California Court of Appeals from 1966 to 1968, when she was named to the federal appeals court. Hufstедler expects her judicial background to serve her well as Education Secretary. At her swearing in she cited "a lifelong



Woman Heads Education Department President Carter's choice for Secretary of Education, Shirley M. Hufstедler, is sworn in by Supreme Court Chief Justice Warren Burger (right) on the Bible held by her husband, Seth M. Hufstедler.

interest in education," adding that she expects to bring to the department the objectivity and neutrality which characterized her earlier dedication to the bench.

Education Philosophy

When asked to describe what she perceived the country's education needs to be, Hufstедler stressed "a cooperative role between the federal government, state and local government, with a concentration... upon both quality of education and opportunity for education which is directed to the interests of each child.... The interest should be in creating a climate of cooperation in which children can learn and

teachers can teach."

While Hufstедler sees major contributions which her department can make, she told her Senate confirmation hearing, "The strength of our educational system is rooted in the primacy of state and local governments. Where federal involvement is necessary, our goals should be maximum efficiency and cooperation, minimum disruption and domination."

She stated that she believes the proper role for the department is to encourage educational excellence by enhancing state and local efforts and by supporting innovation and experimentation.

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Frances Perkins
Secretary of Labor 1933 to 1945

Frances Perkins Honored at Labor

On December 12, President Carter signed a bill naming the new Department of Labor Building in honor of Frances Perkins, the first woman in the United States to achieve Cabinet rank. She was named Secretary of Labor by Franklin D. Roosevelt in 1933 and served until 1945, longer than any other Labor Secretary.

It is believed that this is the first time a Federal government building has been named after a woman.

As Secretary of Labor, Perkins helped Roosevelt launch many of the historic social reform programs which were part of the New Deal. She took an active part in shaping the National Recovery Act, the Social Security Act, and the Fair Labor Standards Act. It was under her leadership of DOL that the United States Employment Service was established.

Perkins resigned from Labor in 1945 and was appointed Chair of the Civil Service Commission. She retired from this position in 1953 and wrote and lectured until her death in 1965.

Eight Government Women Get Bethune Award

The National Council of Negro Women recently honored eight outstanding women in the field of government with its highest accolade, the Mary McLeod Bethune Award.

Those honored this year were:

Mary Berry, Assistant Secretary of Education, Department of Health, Education and Welfare

Goler Butcher, Assistant Administrator for Africa, Agency for International Development

Alexis Herman, Director, Women's Bureau, Department of Labor

Mary King, Deputy Director of ACTION

Audrey Manley, Chief, Genetic Disease Service Branch, National Institute on Mental Health

Emily Martin, Director, Office of Juvenile Justice, Law Enforcement Assistance Administration

Lula Mae Nix, Director, Office of Adolescent Pregnancy Programs, Department of Health, Education and Welfare

Joan Wallace, Assistant Secretary for Administration, Department of Agriculture

Dorothy Height, president of the council since 1955, presented the awards at a banquet during the group's national convention in Washington in November. The Bethune award commemorates the life and achievements of Mary McLeod Bethune, educator and government official. Each year outstanding women in a particular field are selected to receive the award.



Women in Government Honored Six of the eight women who received the Mary McLeod Bethune Award pose with Dr. Dorothy Height, president of the National Council of Negro Women, and Carl Holman, president of the National Urban Coalition. They are Joan Wallace (left), Mary King, Holman, Height, Audrey Manley, Goler Butcher, Lula Mae Nix and Emily Martin.

WOMEN IN GOVERNMENT



Alexis M. Herman
*Director of Women's Bureau,
Department of Labor*

The Women's Bureau— Advocate of Employed Women

The Women's Bureau, a part of the U.S. Department of Labor, keeps a constant watch over the concerns of women in the labor force. Directed by Alexis Herman since 1977, the Bureau is the only Federal agency devoted exclusively to that task.

Its major objective is to improve the economic status of all women by participating in the development of policy and programs which have an impact on women's employment and their employability and by working to develop programs which meet special employment-related needs of women. The Women's Bureau was transferred to the Office of the Secretary of Labor in January 1978, to operate more effectively as an advocate for women in Department of Labor program planning and

policy making.

Women's Bureau Services

Regional offices of the Women's Bureau counsel women on how to handle pay discrimination problems, for instance, or how to get into a particular government job training program.

On questions other than employment, the Women's Bureau offers technical assistance, especially referral to appropriate agencies.

The administrators of each regional office of the Bureau also accept speaking engagements to inform women and employers of their rights and responsibilities.

The Bureau initiates women's employment programs which can be used as models for community groups, schools, and Comprehensive Employment Training Act (CETA) prime sponsors (state and local government units). It encourages local groups to seek funding for such programs.

The bureau cooperates with and makes recommendation to other Federal agencies on employment and training, sex discrimination, sex stereotyping and nontraditional jobs, occupational safety and health, collection and dissemination of statistics about women, occupational trends, and international programs related to working women.

Workplace Equality

The Bureau cooperates closely with women's organizations; union women; community groups; and Federal, state and local agencies to promote equality for all women. Through this cooperation, the Bureau provides working women with access to government policy and program planning.

From its creation in 1920, the Bureau has maintained a close alliance with individual trade unionists and small groups of union women. This relationship has been strengthened through cooperation

with the more formalized structures provided by Washington Union Women's Groups and the Coalition of Labor Union Women.

The Women's Bureau puts out a wide variety of helpful publications and offers specific assistance on employment-related concerns of women.

Single free copies of any Women's Bureau publication may be ordered from:

Women's Bureau
Office of the Secretary
U.S. Department of Labor
200 Constitution Avenue, NW
Washington, D.C. 20210



For additional information, please contact the Women's Bureau regional office that serves your state.

Region I

Vivian Buckles, Administrator
Room 1700-C, JFK Building
Boston, Massachusetts 02203
Phone: (617) 223-4036
(Connecticut, Maine, Massachusetts,
New Hampshire, Rhode Island,
Vermont)

Region II

Mary Tobin, Administrator
1515 Broadway, Room 3575
New York, New York 10036
Phone: (212) 399-2935
(New Jersey, New York, Puerto Rico,
Virgin Islands)

Region III

Kathleen Riordan, Administrator
Gateway Building, Room 15230
3535 Market Street
Philadelphia, Pennsylvania 19104
Phone: (215) 596-1183
(Delaware, District of Columbia,
Maryland, Pennsylvania, Virginia,
West Virginia)

Region IV

Dolores Crockett, Administrator
Room 737
1371 Peachtree Street, NE

Atlanta, Georgia 30309
Phone: (404) 881-4461
(Alabama, Florida, Georgia,
Kentucky, Mississippi, North
Carolina, South Carolina,
Tennessee)

Region V

Sandra Frank, Administrator
8th Floor
230 South Dearborn Street
Chicago, Illinois 60604
Phone: (312) 353-6985
(Illinois, Indiana, Michigan,
Minnesota, Ohio, Wisconsin)

Region VI

Rhobia Taylor, Administrator
Room 863
555 Griffin Square Building
Griffin and Young Streets
Dallas, Texas 75202
Phone: (214) 767-6985
(Arkansas, Louisiana, New Mexico,
Oklahoma, Texas)

Region VII

Euphesenia Foster, Administrator
2511 Federal Building
911 Walnut Street
Kansas City, Missouri 64106
Phone: (816) 374-6108
(Iowa, Kansas, Missouri, Nebraska)

Region VIII

Lynn Brown, Administrator
1432 Federal Building
1961 Stout Street
Denver, Colorado 80202
Phone: (303) 837-4138
(Colorado, Montana, North Dakota,
South Dakota, Utah, Wyoming)

Region IX

Madeline Mixer, Administrator
Room 11411, Federal Building
450 Golden Gate Avenue
San Francisco, California 94102
Phone: (415) 556-2377
(Arizona, California, Hawaii,
Nevada)

Region X

Lazelle Johnson, Administrator
Room 3032, Federal Office Building
909 First Avenue
Seattle, Washington 98174
Phone: (206) 442-1534
(Alaska, Idaho, Oregon,
Washington)

Agriculture Department Asks Why Women Under- represented in Jobs

The U.S. Department of Agriculture's (USDA) Equal Opportunity Office has begun "tracking" key occupations to find out why more women and minorities are not being selected for them.

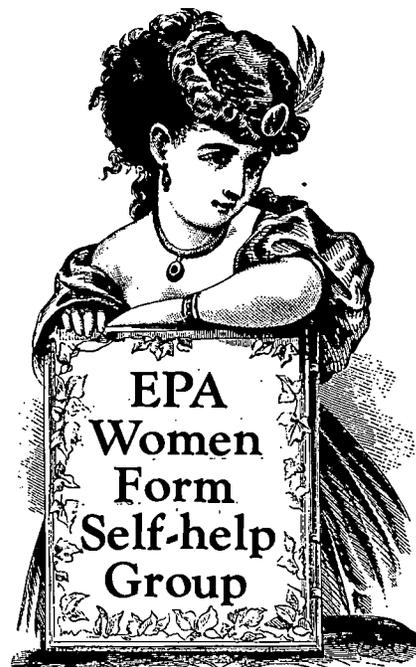
USDA will be evaluating 25 key jobs—from economist to veterinary medicine officer—that have large numbers of permanent, full-time employees and grades higher than GS-11. They represent 60 percent of USDA's total workforce, or about 54,000 people.

According to Marjory F. Hart, USDA's Federal Women's Program manager, all agencies will use a common statistical base to document how, why, when and where employees have been hired or promoted. "We will have this on computer printout and microfiche, by minority and male/female," said Hart. "Then we will use a formula that shows how far deficient the job series is according to the pool available to fill it."

After identifying problems, the department will step up recruiting for the most deficient jobs.

Hart credited Dr. Joan Wallace, USDA assistant secretary for administration, with pushing the program. "When it comes from the top, people listen," said Hart. "There is much more commitment to the program now."

For more information, contact Marjory F. Hart
Department of Agriculture
14th and Independence Avenue, SW
Washington, D.C. 20250
(202) 447-2727.



Co-workers at the Environmental Protection Agency are forming a network of allies through their women-to-women project.

The project began last spring with a training session: How Can We Help Each Other? Participants were asked:

—What special qualities do you bring to your work?

—What changes do you want to make in your work situation?

—What help could you use from co-workers in the role of mentors?

"Mentoring" is a new buzz word for an old process: an experienced counselor/friend guiding a younger colleague.

Now ongoing groups, such as secretaries at the Crystal City office, meet regularly to solve problems and benefit from mentoring.

At a meeting at EPA headquarters, for instance, one woman complained that, "I can get an infinite amount of training to stay in my current job, but not to get a new

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Park Service

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geographic mobility, upward mobility, recruitment, training, performance evaluation, and minority womens' concerns. The small groups reported their recommendations to the conference.

NPS director William Whalen, who had originally called for the conference, seemed pleased. "As you were going through your recommendations, I couldn't help but think that they were exactly what I had asked for," he said. "I asked for positive ones, I asked for ones that were implementable. I didn't hear of anything that was not positive...that was not implementable in some way, shape or form."

Whalen told NPS regional directors, who also attended the meeting, to respond with a draft of their own recommendations within two weeks. He is now reviewing those recommendations.

Career Workshops

Conference delegates participated in four enrichment workshops: male vs. female value systems, packaging and marketing oneself, aggression vs. assertiveness, and sexual provocation and harassment.

In another four hour session, they also got advice and feedback from Nancy Garrett, associate director for administration.

"This conference is a step in the right direction," said Phylis Shaw, a budget analyst with the western regional office in San Francisco. "At least they're asking women what the problems are...and in my 15 years with NPS, I've not heard them ask even that. Maybe this time we'll say it in such a way that it's going to have an impact."

The final session stressed the importance of networking (the female equivalent of the "good ole boys" system), non-traditional jobs, and making the most of one's abilities.

Peggy Lipson, chair of the conference, said, "We have our commit-

ment, but better than that, we've got a good network. This is only the beginning."

Lorraine Mintzmyer, southwest regional director, praised the "positive, committed efforts of the conferees." She also said a gratifying aspect of the meeting was "the leadership and commitment exhibited by the director in holding the conference, and his immediate, responsive reaction to the recommendations."

Agreement from the Top

After hearing the recommendations, Whalen said, "I do want to say, from the bottom of my heart, that I couldn't have asked for anything better than what came back to me tonight [as a conference report]. I believe very strongly in the open door policy and the policy that is a result of the Nancy Garretts and the Priscilla Bakers and the Lorraine Mintzmyers of this service, that a lot more women are going to have a lot more opportunities. In my small way, what I can do at the very top is to place deserving women in jobs."

Whalen called for a mini-conference in six months and a full conference in one year to follow up.

For more information, contact Peggy Lipson (202) 343-6781 or Candace Gary (202) 343-7394
Office of Public Affairs
NPS, Interior
18th and C Streets, NW
Washington, D.C. 20240.



EPA Self-Help

continued from page

job." There were nods around the table, feedback on why this is so, and how she should approach the problem.

"So many of us go down to training [departments] and have our confrontation," the woman said later, "but when we come back and talk to other women and get our stories together, we can decide what to do about it."

"Management should be aware of the needs, the talents of each person in the office," said one participant. "If they're not, you look for something to fill the void. The women-to-women network is it."

Observed another group member, "People are taking charge of what they need."

Problem Solving Emphasized

Sharon Grant of EPA's Federal Women's Program points out that, "We emphasize problem solving, not just a gripe session. It is a supportive atmosphere to help members think more clearly."

Besides the personal support, results often come in tangible and specific ways, such as the workbook drawn up by one group, or the proposals on upward mobility slots which another group submitted to the administration.

Grant suggests that to set up similar projects, "support should come from top administrators." Before the EPA project started, the Federal Women's Program wrote each administrator to explain the idea and to urge employees be given time to attend meetings.

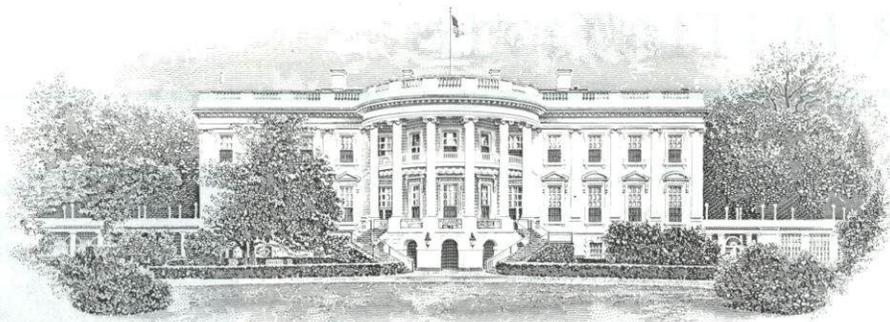
"Look on the groups as a staff meeting, with regular hours each week," advises Grant. "Emphasize problem solving and communicate the positive results."

When a top woman administrator wrote a letter commending one of the EPA groups for the successful operation of the office, other supervisors took note. "That helped us establish ourselves," says Grant.

For information, contact Mae Walterhouse or Sharon Grant
Environmental Protection Agency
401 M Street, SW
Washington, D.C. 20460
(202) 755-0520.

Update

Alcee L. Hastings should not have been on the list of female appointments in our last issue. Hastings, U.S. Judge for the Southern District of Florida, is a man, not a woman. Our apologies.



WHITE HOUSE NEWS ON WOMEN

Sarah Weddington, The White House, Washington, D.C. 20500
Prepared by the Interdepartmental Task Force on Women

Vol. II, Issue II · February 1980

Presidential Appointments Update

President Carter confirms his commitment to women by nominating and appointing them to top federal government jobs and to federal judgeships. Here is an update of women he selected from October through January.

Federal Appointments:

Carolyn L. Attneave of Washington, National Advisory Council on Women's Education Programs

Joan Zeldes Bernstein of Maryland, General Counsel, Department of Health, Education, and Welfare

Patricia M. Byrne of Ohio, Ambassador to Burma

Esther Coopersmith of Maryland, representative of the United States of America to the United Nations General Assembly

Alice Daniel of California, Assistant Attorney General, Civil Division, Department of Justice

Ruth M. Davis of Maryland, Assistant Secretary of Resource Application, Department of Energy

Margaret Joan Giannini of

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“Military readiness may be the best guarantee that military force need never be used.”

President Jimmy Carter

President Seeks Registration of Women for Military Service

To increase the preparedness of the United States to respond in an emergency, President Carter has announced plans to resume Selective Service registration of men and has asked Congress for authority to require registration of women.

The President is opposed to the assignment of women to combat positions. The decision to register women does not represent a change in that policy.

In his February 8 statement on registration, President Carter emphasized, “The United States is committed to peace—a peace that allows every nation to live in an atmosphere free of coercion or intimidation.” He explained, “We maintain a strong military establishment not for aggressive purposes, but as a bulwark to be used against aggression and war.”

Although he has called for registration, the President's decision is not a move away from the All Volunteer Force, which is performing well. However, he noted that in developing the All Volunteer

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CARTER INITIATIVES

Increased Assistance Planned for Women-Owned Businesses

In his fiscal 1981 budget request, President Carter has proposed significant funding increases for the program to aid women business owners. The increased funding is planned for technical and management assistance programs as well as direct loan money.

Although women make up more than half of the paid work force, less than five percent of all United States firms are owned by women.

Recognizing that women-owned firms face major barriers in raising capital and often need management assistance, President Carter issued an executive order in May 1979 directing the Interagency Committee on Women's Business Enterprise to design the first comprehensive development program for them.

In the 1981 budget, the President has asked for \$13.6 million for the program, an increase of \$11.1 million over 1980.

Direct loan money targeted for women-owned businesses would be increased by 50 percent in the 1981 budget to \$75 million. The 1980 budget calls for \$50 million in loans to women-owned firms.

White House Conference on Small Business

One of the 12 areas studied at the White House Conference on Small Business was women in business. The Conference convened January 13-17 in Washington to make recommendations for a national small business policy.

President Carter told a pre-conference meeting, "This gathering fulfills an ambition of mine to have

the voice of small business heard loud and clear in Washington." He reemphasized his commitment to strengthening the role of women in business.

More than 250 women delegates to the Conference aired their views on everything from how to get capital to why the government should revise depreciation laws.

"Women had their own focus, but they were very much integrated into the whole conference as well," said Mary Young, conference staff member. "They played a key role in forming the recommendations that were given to the President."

For this conference, "small" businesses were defined as those with \$100 million or less in sales, or 500 or fewer employees.

Delegates were selected at 57 regional meetings that began more than a year ago. Some were appointed by governors or their congressional representatives.

Conference Recommendations

Recommendations of special interest to women business owners are:

- Private lending institutions must provide equal access to commercial credit for women in business.
- The Federal Reserve Board should require record keeping and monitor performance to insure the Equal Credit Opportunity Act is carried out.
- The Small Business Administration should make bank certification available to as many banks as possible, and make the dollar value of loans to women and minorities one of the criteria for certification.

Though they may be "small" by some standards, U.S. small businesses account for 43 percent of our gross national product, and 58 percent of the country's jobs. Women owners of such businesses are increasing both in number and



President Talks to Small Business Owners

In his January 13 address to the delegates to the White House Conference on Small Business, President Carter reaffirmed his commitment to a government-wide policy to aid women-owned firms. The President has proposed increased funding for the program in the 1981 budget.

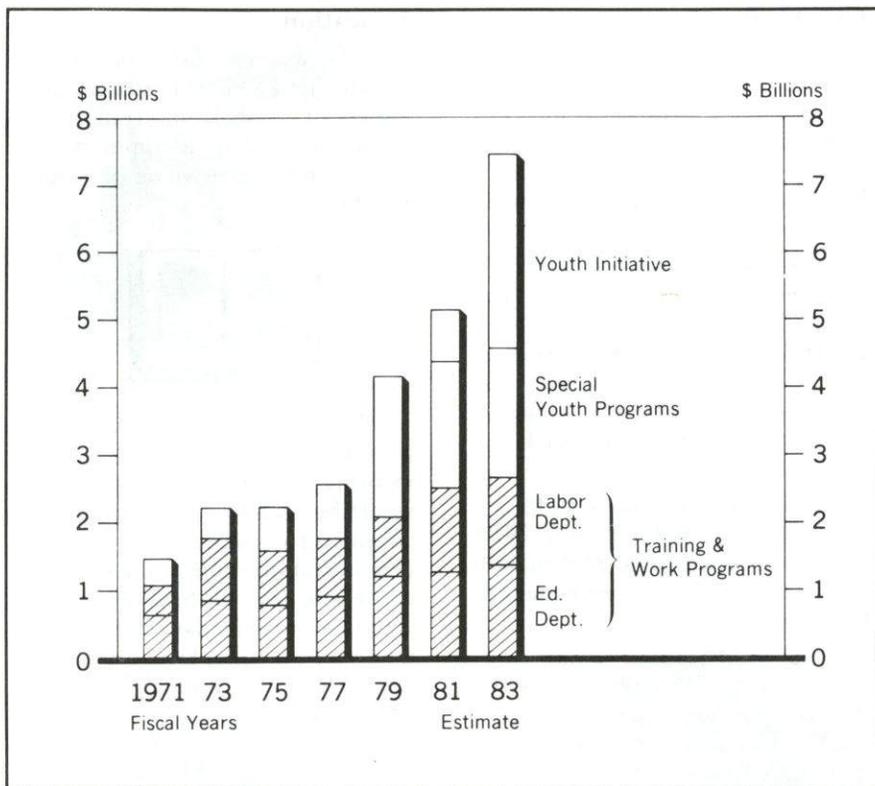
influence.

At the close of the conference, delegates chose 15 top legislative goals from a list of 60 they had developed during the week.

For information on SBA programs for women business owners contact:
Mrs. Rona F. Feit
Executive Director
Interagency Committee on

Women's Business Enterprise
1441 L Street, N.W.
Washington, D.C. 20416
(202) 653-6074

Inquiries on the recommendations of the White House Conference on Small Business should be addressed to:
Mr. John Devereaux
White House Conference
on Small Business
730 Jackson Place
Washington, D.C. 20006
(202) 456-7146



Youth Training and Employment Programs

President Proposes Additional \$2 Billion for Youth Employment Initiatives

Young women are one of the groups targeted for special attention by President Carter's new Youth Employment Initiatives. The President's proposals were developed by the Vice President's Task Force on Youth Employment which found that young women 14 to 21 years old are at a particular disadvantage in the job market because of dif-

ferences such as occupational segregation or single parenthood.

The Task Force stated that while women generally enter the labor market earlier and slightly ahead of men in employment terms, by age 25 the average woman earns only 61 percent of the wages of the average man.

Though the difference in unemployment rates between young men and women is not great, the discrepancy between the occupations they choose and the wages they receive is.

Initiative Funding

To improve the immediate job prospects of high school dropouts, minority and disadvantaged youth, the President has recommended that by 1982, \$2 billion in additional

funding be allocated to the Departments of Education and Labor for a cooperative youth program.

This would raise the budget for youth employment programs to \$6 billion.

The Carter Administration's budget for youth employment programs has been 60 percent higher than the previous administration's, and youth unemployment rates have decreased by 20 percent.

Still, Department of Labor statistics for November 1979 showed unemployment among teenagers at 15.8 percent, compared to 5.8 percent unemployment in the total work force.

Work Training and Education

If Congress approves the program, the new Department of Education will concentrate on developing work study incentives and on increasing the employability of low-achieving junior and senior high school students by improving their basic academic skills.

This will complement the Labor Department's emphasis on work experience and specific skill training, primarily for out-of-school youth.

A fundamental goal for the Carter Administration's initiatives is to make young people more aware of varied career choices and to provide them with training and support services to help them reach these goals.



For more information, contact:
 The Vice President's Task Force on Youth Employment
 Suite 505
 1625 Eye Street, N.W.
 Washington, D.C. 20006

SPECIAL REPORT



'81 Budget Includes Increases for Programs of Special Interest to Women

In developing budget recommendations for fiscal year 1981, which begins October 1, 1980, the Carter Administration held consultations with women's organizations, agencies, and the Office of Management and Budget to identify priorities.

The result is that, even in an austere budget year, several important areas of special concern to women are slated for funding increases. These areas include education, employment, health, welfare, child care, business (see story on page 2) and food programs.

The overriding priorities for the 1981 budget are international security, controlling inflation and reducing the national debt. Since women are more than half the U.S. population, these are their issues too.

Inflation disproportionately ravages the income of the poor and those on fixed incomes. Women comprise more than half of these groups: three-fourths of the elderly poor are women; 67 percent of all food stamp families are headed by women; and women head 98 percent of all families receiving Aid to Families with Dependent Children.

Here are highlights of programs of special interest to women.

Child Care

In 1978, 42 percent of mothers with young children worked at paid jobs outside the home. As millions of women with young children have joined the labor force, there has been a corresponding increase in child care programs.

Parents have made their own arrangements—using the child care tax credit, the Aid to Families with Dependent Children reimbursement for child care, Headstart, and centers or day care homes funded through Title XX of the Social Security Act.

Child care provisions under Title XX were \$800 million in 1979 and are expected to be \$876 million in 1980. For 1981, the estimates are for \$1 billion.

The child care tax credits amounted to \$715 million in 1979. In 1980, they are estimated to cost \$820 million and would rise to \$900 million in 1981.



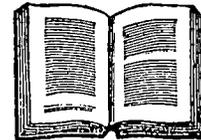
Child Care Standards

Child care groups have long been concerned about the health and safety of children in group care homes and centers. Vice President Mondale, as a senator, sponsored legislation to enforce Federal standards on facilities receiving Federal funds.

The Senate delayed implementation of the statute, but the standards go into effect in 1980, with additional monies in the 1981 budget.

Education

The Women's Educational Equity Act (WEEA) funds a wide variety of curricula and training models for ending discrimination and sex role stereotyping of women in education.



The proposed 1981 budget includes \$20 million for implementing WEEA. Ten million dollars would be used for grants and contracts to develop national demonstration projects for women's educational equity. Such projects could cover curricular reform, revision of text books and testing to eliminate sexism, and guidance counseling that is non-sexist. This type of funding is commonly referred to as tier one of WEEA.

The other \$10 million would fund, for the first time, educational equity projects geared specifically to local schools and universities. These projects would have to be relevant only to a local area and are considered critical for providing impetus for change at the local level. Such funding is referred to as tier two funding.

Tier two funding will focus on assisting local schools and universities to comply with Title IX regulations. Title IX prohibits sex discrimination in education assisted by Federal funding. A strong new Title IX policy interpretation on intercollegiate athletics was issued by HEW in December 1979. Title IX will be enforced by the new Department of Education.

The proposed 1981 budget calls for \$10 million in funding for national implementation of WEEA plus funding of WEEA local programs for the first time at \$10 million.



Family Planning

The major source of family planning research and services is Title X of the Public Health Services Act. In 1981, four million women (1.4 million of whom are adolescents) will be served by the program.

This program saves 1.8 dollars the second year in reduced welfare dollars for every dollar spent.

The 1980 appropriation was \$165 million. The 1981 request is for \$177 million.



Domestic Violence

President Carter supports the Domestic Violence Prevention and Services Act which passed the U.S. House of Representatives on December 12 and is pending in the Senate.

The bill would provide funding for three years at \$10 million in 1981, \$15 million in 1982, and \$20 million in 1983. After that, the programs would operate under Title XX of the Social Security Act.

The legislation would fund community-based shelters at up to

\$50,000 or 25 percent of their annual budget, whichever is smaller.

Food and Nutrition Programs

The Women, Infants and Children (WIC) program targets those most at risk due to nutritional deficiency—pregnant women, nursing mothers and their babies.

Department of Agriculture studies demonstrate the program saves three dollars in health cost for each dollar it spends. WIC's real benefits are for the 2.1 million women and their children who each month get a healthier start on life.

The budget authority for WIC in 1981 will be \$946 million. In 1980 it was \$758 million, and in 1979, \$570 million.



Food Stamps

President Carter made enormous improvements in the food stamp program by eliminating the purchase requirement so that needy people now receive their stamps without spending limited cash.

Because welfare benefit levels vary so widely state by state, food stamps reduce the income differences for the very poor. Food stamps go to the working poor and the elderly, providing more adequate diet for people who would otherwise face malnutrition.

This year the program faced an arbitrary reduction in services due to a Congressionally mandated ceiling on total food stamp expenditures. The Carter Administration has asked Congress to raise that ceiling, and the President's budget reflects the higher figures.

In 1979, budget authority for food stamps was \$6.7 billion. In 1980, \$8.7 billion is needed to keep the program going at its present level throughout this fiscal year. In 1981, the President has asked for \$9.7 billion for the food stamps program.



Employment

The Comprehensive Employment and Training Act (CETA) now includes a special program for displaced homemakers. (Displaced homemakers are women who, because of the divorce or death of a spouse or some other unforeseen event, must enter the workforce.)

The Department of Labor's Women's Bureau recently awarded \$3.25 million to CETA prime sponsors for projects under the displaced homemakers program. Proposals are currently being sought for an additional \$1.75 million in projects.

The \$5 million in program activity will carry over into 1981. The budget also included an additional \$1 million for the program.

The Women's Bureau has been working with the Bureau of Apprenticeship and Training and prime sponsors to increase the number and quality of non-traditional jobs for women. In 1981, \$2.4 million of the Secretary of Labor's discretionary funds under CETA will be used for Women's Bureau projects, an increase of \$1.8 million over 1980.

PLANS



Regional Meetings Planned on Mid-Decade Conference

From March to May, meetings will be held in 11 cities to give Americans a chance to contribute ideas for the Mid-Decade Conference of the United Nations International Women's Decade. The Conference will be in Copenhagen, July 14-30.

Discussions at the U.S. regional meetings will revolve around the three themes of the Copenhagen Conference: education, health and employment. A Washington, D.C. meeting in May will address four topics which have been added to the U.N. Conference agenda: women and apartheid, Palestinian women, women as refugees and women and peace.

Two-day conference preparatory meetings are planned for Dallas (March 14-15); Denver (March 27-28); New York City (April 10-11); San Francisco (April 25-26); Philadelphia (May 9-10); and Washington (June 12-13).

Though no dates have been set, one-day meetings are planned for Boston, Atlanta, Chicago, Seattle, and Kansas City.

Attendance at the regional meetings is by invitation from the State Department. About 500 people will attend each two-day conference. Up to 200 will go to each one-day meeting.

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PLAUDITS



Medal of Science to Elizabeth Crosby President Carter awards the Medal of Science to neurology professor Dr. Elizabeth Crosby in January 14 White House ceremony. Dr. Frank Press, director of the Office of Science and Technology and the President's science adviser also participated in the presentation.

Medal of Science Awarded to Elizabeth Crosby

Dr. Elizabeth Crosby, a 92-year-old neurology professor from the University of Michigan, is one of the 20 winners of the 1979 Medal of Science. Dr. Crosby works at the University of Alabama, traveling back and forth between the two universities to teach, revise textbooks, and do research.

President Carter awarded the medals January 14 in Washington.

Established by Congress, the medals salute "individuals deserving of special recognition by their outstanding contribution to knowledge in the physical sciences, biology, mathematics, or engineering."

Candidate Selection

Each year, the President's Committee on the Medal of Science

solicits suggestions from America's scientific community and then screens the nominations. It presents a ranked list to the President, who selects the recipients. The nominations for 1980 are currently under consideration.

This spring, the committee will send a letter to scientific organizations, university presidents, and research institutions asking for their nominations for the 1981 awards. Private individuals also are invited to submit nominations. Each nominee must complete a four-page form for the committee's review.

The chair of the selection committee is Dr. Mary L. Good.

Requests for information should be addressed to:
Dr. Mary L. Good
Boyd Professor of
Materials Science
Louisiana State University
Baton Rouge, Louisiana 70803

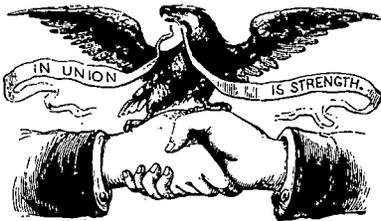
PROPOSALS

PARTICIPATION

Regulation Proposed on Membership in Discriminatory Clubs

The Department of Labor (DOL) has issued a proposed regulation which would prohibit Federal contractors from subsidizing membership in private clubs that have discriminatory membership rules.

The proposal was prompted by a Treasury Department inquiry to DOL. Treasury had discovered that banks were paying membership fees in clubs with restrictive membership rules for their executive employees and questioned the legality of the practice. Executive Order 11246 prohibits employment discrimination by Federal contractors and subcontractors on the basis of sex, race, color, religion, and national origin.



Private clubs often are places where business contacts are made, where deals are closed, and where careers are advanced. Women and certain racial and religious groups frequently are excluded from these clubs.

The DOL proposal would establish a procedure by which contractors could determine when it is reasonable to expect that career

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Top Left: Ana Maria Perera President, National Association of Cuban-American Women Inset: Wilma Espinoza President, Mexican American Women's National Association Center: Angela Cabrera President, National Conference of Puerto Rican Women Right: President Carter

Hispanic Feminists to Meet in March

The U.S. Department of Education's Women's Educational Equity Program has awarded a \$61,000 grant to sponsor the first National Hispanic Feminist Conference. The Conference will be held March 28-31 in San Jose, California.

Co-hosted by the three major Hispanic women's groups—the Mexican American National Women's Association, the National Association of Cuban American Women, and the National Conference of Puerto Rican Women—the Conference will focus on the needs of the entire community of Hispanic women.

The Conference will be the vehicle for the formation of a national network among Hispanic women and groups which will be instrumental in developing a national agenda for Hispanic women

in the 1980s.

Organizers expect the Conference to provide an exchange of ideas between academic scholars, researchers, and Hispanic women. They believe such communication will bring theory and action together to create social change.

Sarah Weddington, Assistant to the President, serves on the Conference's National Advisory Committee. She calls the Conference "an unprecedented opportunity for cooperation and problem-solving. I believe that Hispanic women will play an increasingly important role in shaping national and feminist politics and policies."

International Participation

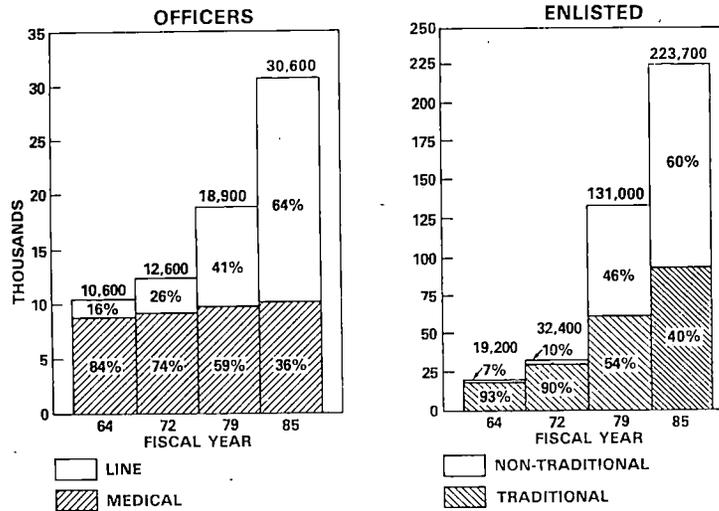
The Conference is inviting feminist leaders from Latin America to participate. Marguerita Lopez Portillo, sister of the President of Mexico, has accepted the invitation to represent her country's women at the Conference.

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EQUAL RIGHTS AND RESPONSIBILITIES

“There is no distinction possible, on the basis of ability or performance, that would allow me to exclude women from an obligation to register.”

President Jimmy Carter



continued from page 1

Force, the United States has always recognized that it would have to be supplemented by the draft at a time of national emergency.

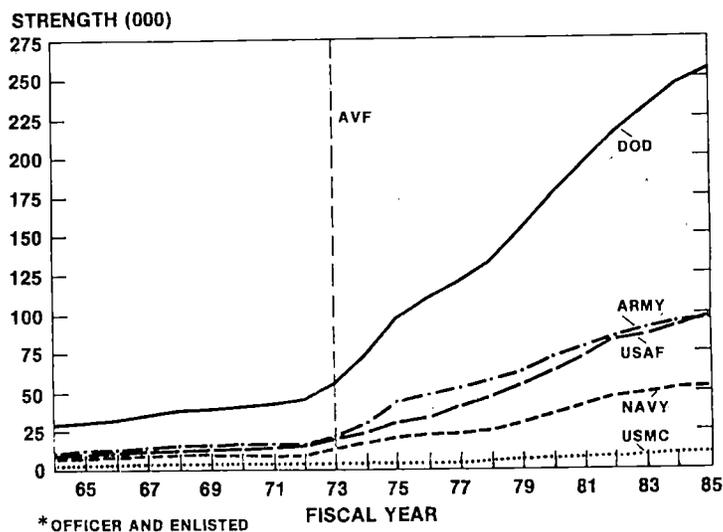
Registration of Women

“My decision to register women is a recognition of the reality that both men and women are working members of our society,” President Carter said. “It confirms what is already obvious throughout our society—that women are now providing all types of skills in every profession. The military should be no exception.”

Under current law, the President already has the authority to require Selective Service registration of men between the ages of 18 and 26. He is seeking additional authority from Congress to begin registering women.

In addition he has asked Congress for \$20.5 million in FY 1980 and \$20.4 million in FY 1981 for the Selective Service System to carry out these programs.

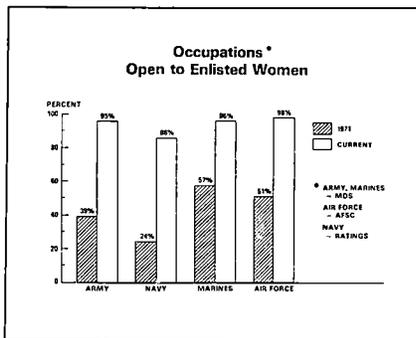
Active Duty Women



Total Number of Women on Active Duty*

Women in the Military

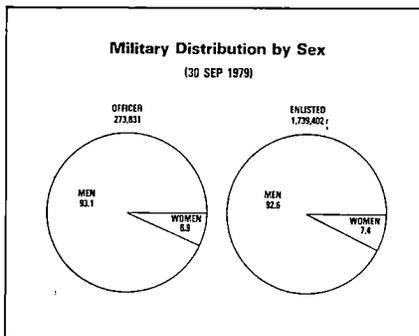
Current laws and policies restrict women from all close combat and some combat-support positions. The Secretary of Defense and the secretaries of the military departments set policy for the assignment of women within the statutory restrictions imposed by Congress.



Occupations Open to Enlisted Women

The Defense Department had previously asked that these statutory restrictions be removed to give the secretaries of the military departments management flexibility and efficiency. The lifting of restrictions would expand career, education and training opportunities for women, but defense policy would continue to ban them from assignments to units where engagement in close combat would be part of their duties.

Over the past decade, the role of women in the Armed Forces has changed dramatically. Currently,

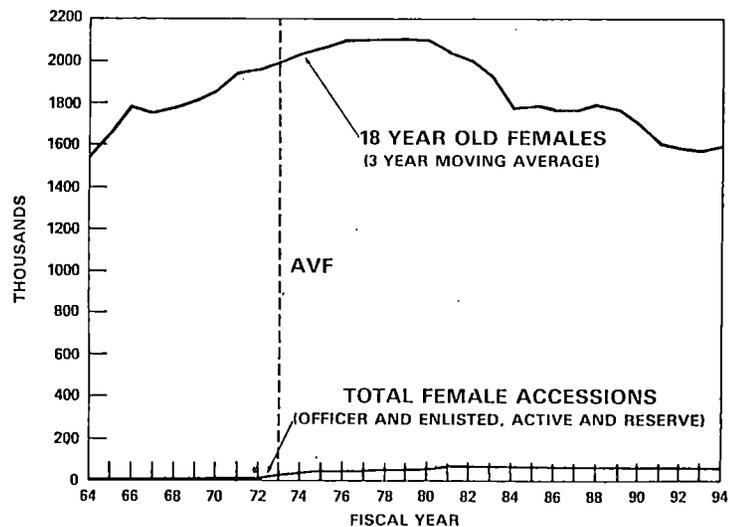


Military Distribution by Sex

CHARACTERISTIC	MALE	FEMALE
AVERAGE AGE	18.9	20.0
PERCENT MARRIED	11.6	11.6
PERCENT BLACK	18.5	16.1
PERCENT HIGH SCHOOL GRADUATES	62.9	91.7
AVERAGE TEST SCORE	55.8	66.0
PERCENT ON ACTIVE DUTY 30 JUNE 1978	64	70

* FY 73-76

Characteristics of Male and Female Recruits*



Supply and Military Recruiting of Women

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“Registration for the draft is needed to increase our preparedness

continued from page 9

150,000 women serve in the U.S. Armed Forces, comprising 7.4 percent of enlisted personnel. Ten years ago they constituted only 1.1 percent of the military.

Even without registration of women, a steady increase in the number of women in the military is predicted. By 1983, an anticipated 200,000 or 11 percent of forces will be women. By 1985, women are expected to be 13 percent of military personnel.

Women now serve in a wide range of military specialties, including such non-traditional fields as aviation mechanics, electronics, construction skills, and an array of sea-going jobs.

Military women are performing well in all careers open to them, and they have improved the level of skills in every branch of the Armed Forces.

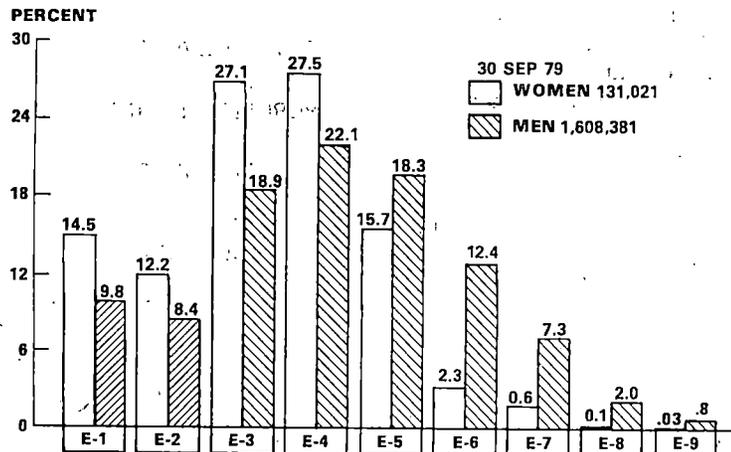
“There is no distinction possible, on the basis of ability or performance, that would allow me to exclude women from an obligation to register,” President Carter stated.

Registration Plan

Registering for the draft does not mean that a draft will be instituted. Rather it is an administrative step to increase military preparedness in an emergency.

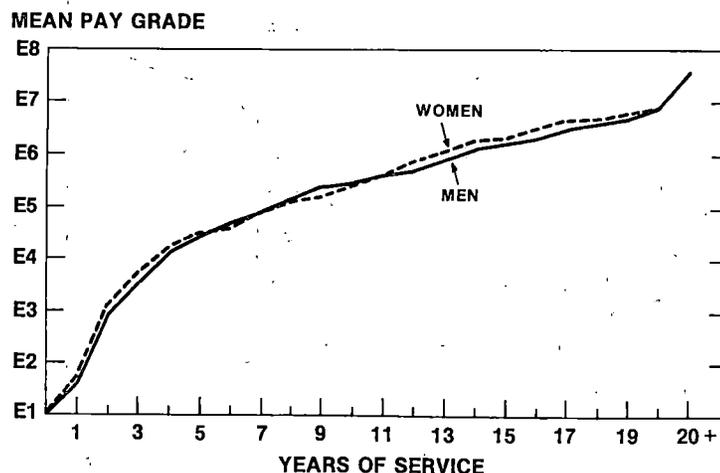
To register under the President's plan, men and women born in 1960 and 1961 would be required to go to their local post office and fill out a form giving their name, current and permanent mailing address, birthdate and social security number. Forms will be checked at the postal windows for legibility and completeness.

The forms will be sent to the Selective Service where the information will be entered into computers. The registrant will receive a short letter indicating he or she has been



Enlisted Men and Women

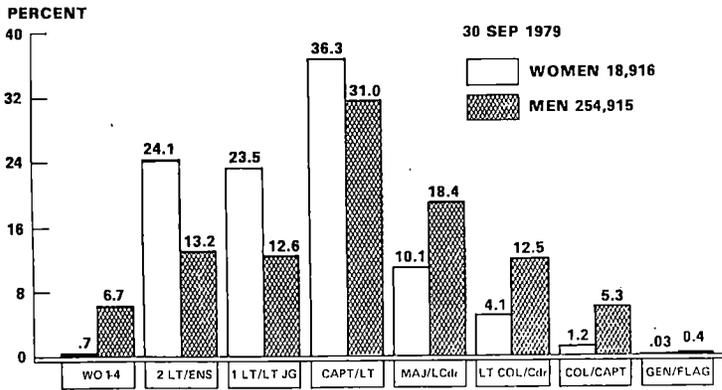
(AS OF END FY 1978)



Average Pay Grade: Active Duty Men and Women

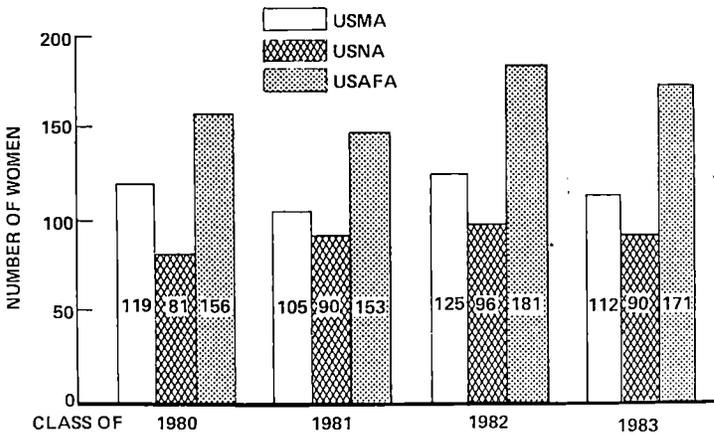
and is a further demonstration of our resolve as a nation."

Officer Distribution



Men and Women Officers

WOMEN AT SERVICE ACADEMIES (ADMISSIONS)



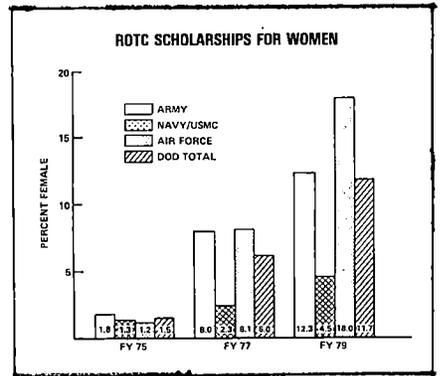
Women at Service Academies

registered and requesting that address changes be reported.

The forms will be in both English and Spanish.

No draft cards will be issued nor will individuals be classified for service or required to take a physical examination.

The registration of 19 and-20 year olds will provide a pool of approximately 4 million men and 4 million women. The continuous registration of 18 year olds beginning in 1981 will allow the United States to meet defense personnel requirements quickly in an emergency.



ROTC Scholarships for Women

"Military readiness may be the best guarantee that military force need never be used," President Carter noted. "Our objective is plain: to deter Soviet aggression," he said.

Call for Equal Rights

The President pointed out that in every area of our national life, women are meeting responsibilities of citizenship.

"Just as we are asking women to assume additional responsibilities, it is more urgent than ever that women in America have full and equal rights under the Constitution. Equal obligations deserve equal rights," President Carter said.

Conference

continued from page 6

Summaries of the meetings will become part of the official U.S. papers for the Copenhagen Conference.

The U.S. Secretariat for the World Conference on the U.N. Decade for Women is coordinating American participation. In addition to the regional meetings, the Secretariat is planning to testify at Congressional hearings in May, sponsored by House and Senate foreign affairs committees.

For information, write:
Ms. Vivian Derryck
Director
U.S. Secretariat
M/WCW
Room 1004
Department of State
Washington, D.C. 20520

Clubs

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Advantages would result from a club membership. If the club membership is determined to be an advantage, and the club has restrictive membership rules, Federal contractors would not be allowed to subsidize memberships as long as they hold the Federal contract or as long as the club remains restrictive or membership in the club is considered advantageous.

Written comments on the proposed regulation may be sent through March 24, 1980, to: E. E. Mitchell, Office of Federal Contract Compliance Programs, U.S. Department of Labor, Washington, D.C. 20210.

The notice of the proposed regulation appears in the November 2, 1979, *Federal Register*.

Update

In our last issue we listed the groups represented at the Federal Budget meeting with the President. The Population Resource Center was incorrectly called Population Institute. Our apologies.

Please Share ...

We are eager to spread the news on what's happening in the Federal Government that affects women. We would appreciate your sharing this newsletter with others you think would be interested in it. Also, please feel free to use excerpts from the newsletter in your own publications.

Hispanic Women

continued from page 7

Following the Conference, the Department of Education will publish an anthology of the proceedings. This will be the most complete document to date on the status of Hispanic women. In addition, a documentary film on the Conference is planned for national television.

So that all segments of the Hispanic community can be represented, a few stipends are available for low-income women who are being invited to attend. Conference participation is open. There is a registration fee of \$35.

For additional information, contact:

Dr. Sylvia A. Gonzales
Project Director
National Hispanic
Feminist Conference
Business Tower Room 456
San Jose State University
San Jose, California 95192
(408) 277-3906

Appointments

continued from page 1

New York, Director of the National Institute of Handicapped Research

Genta A. Hawkins of California, Assistant Administrator of the Agency for International Development

Jean Lande Hennessey of New Hampshire, Commissioner of the International Joint Commission (U.S.-Canada)

Anne Forrester Holloway of the District of Columbia, Ambassador to the Republic of Mali

Inez S. Reid of New York, Inspector General of the Environmental Protection Agency

Hazel R. Rollins of the District of Columbia, Administrator of the Economic Regulatory Administration, Department of Energy

Margaret S. Warden of Montana, National Commission on Libraries and Information Sciences

Susan J. Williams of Virginia, Assistant Secretary of Transportation for Intergovernmental and Congressional Affairs

Awaiting Confirmation:

Mary G. F. Bitterman of Hawaii, Director of the Voice of America, International Communications Agency

Elizabeth S. Carpenter of Texas, Assistant Secretary of Education for Public Affairs, Department of Education

Rozanne L. Ridgway of the District of Columbia, Counselor, Department of State

Judicial Appointments:

Barbara B. Crabb, U.S. District Judge for the Western District of Wisconsin

Dorothy Wright Nelson of California, U.S. Circuit Judge for the Ninth Circuit

Stephanie K. Seymour of Oklahoma, U.S. Circuit Judge for the Tenth Circuit

Anna Diggs Taylor, U.S. District Judge for the Eastern District of Michigan

Judicial Nominations

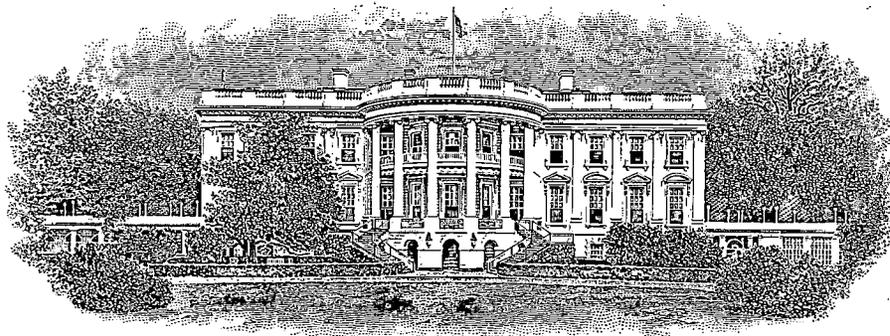
Awaiting Confirmation:

Iraline Green Barnes, Associate Judge for the Superior Court of the District of Columbia

Helen Jackson Frye, U.S. District Judge for the District of Oregon

Diana Murphy, U.S. District Judge for the District of Minnesota

Barbara Rothstein, U.S. District Judge for the Western District of Washington



WHITE HOUSE NEWS ON WOMEN

Sarah Weddington, The White House, Washington, D.C. 20500
Prepared by the Interdepartmental Task Force on Women

Vol. II, Issue III · March 1980

Presidential Appointments Update

President Carter continues to express his commitment to women by appointing and nominating them to top federal government jobs and federal judgeships. Here is an update of selections he made from January through mid-March.

Federal Appointments:

The following nominations have been confirmed by the Senate:

Mary G. F. Bitterman of Hawaii, Director of the Voice of America, International Communications Agency.

Elizabeth S. Carpenter of Texas, Assistant Secretary of Education for Public Affairs, Department of Education.

Barbara S. Uehling of Missouri, National Council on Educational Research, Department of Education.

Karen Hastie Williams of the District of Columbia, Administrator for Federal Procurement Policy, Executive Office of the President.

The following nominations are awaiting confirmation by the Senate:

Helen S. Astin of California,

continued on page 12



NATIONAL WOMEN'S HISTORY WEEK

March 2-8, 1980

From the first settlers who came to our shores, from the first American Indian families who befriended them, men and women have worked together to build this nation. Too often the women were unsung and sometimes their contributions went unnoticed. But the achievements, leadership, courage, strength and love of the women who built America was as vital as that of the men whose names we know so well.

As Dr. Gerda Lerner has noted, "Women's history is women's right -- an essential, indispensable heritage from which we can draw pride, comfort, courage, and long-range vision."

I ask my fellow Americans to recognize this heritage with appropriate activities during National Women's History Week, March 2-8, 1980. I urge libraries, schools, and community organizations to focus their observances on the leaders who struggled for equality -- Susan B. Anthony, Sojourner Truth, Lucy Stone, Lucretia Mott, Elizabeth Cady Stanton, Harriet Tubman, and Alice Paul.

Understanding the true history of our country will help us to comprehend the need for full equality under the law for all our people. This goal can be achieved by ratifying the 27th Amendment to the United States Constitution: "Equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex."

THE WHITE HOUSE,

February 28, 1980.

Women's Role in U.S. History Saluted On February 28 at his regular monthly meeting with presidents of major women's organizations, President Carter signed a message urging all Americans to observe National Women's History Week, March 2-8, and to recognize the contribution of women to our country's heritage.

CARTER APPOINTEES

Unseen but not Unheard: Focus on Women Appointees to Boards and Commissions

Exploding myths...applying important leverage to issues concerning women...gaining recognition for women...providing the backbone of organization for hearings on vital public policy.

These are some of the words used by women President Carter has appointed to Federal boards and commissions to describe their work. While they may not be as publicly noticed as heads of departments or others holding high-level, full-time government jobs, and while their appointments are discounted by some as insignificant, these women—more than 300 of them—have won recognition as leaders, and are making significant new contributions to public policy.

Numbers Up

Under the Carter Administration, more women than ever before serve on boards and commissions. In March 1980, 33 percent of all current appointments and those pending before Congress—343 of a total of 1,049—have gone to women.

Many serve on panels where they are the first female members. They are not confined to “women’s issues,” but their participation highlights the role women already play in the nation and adds a perspective on how women are affected by policies in such diverse areas as agricultural development, small business ownership, export policy, immigration, pensions, vocational education, and arms control.

Their selection is a sign that women’s achievements are being recognized and that their opportunities for forming national policy are widening.

Ripple Effect

The participation of women on many boards and commissions also has a ripple effect, says Dr. Rebecca Robbins Polland of Pennsylvania, the second woman ever appointed to the seven-member Board for International Food and Agricultural Development (BIFAD).

One of her first actions after becoming a BIFAD member was to request that women in development work at AID—the Agency for International Development—be included in the Board’s deliberations. They have been, for the first time.

Another part of the ripple effect for Polland is her impact on students at Rutgers University, where she is an assistant professor of political science. It is important, she notes, for a woman to bring to a class “a sense of how Washington works and a sense that women can participate in a policy-making area.”

World Hunger

BIFAD’s work is setting up technical assistance programs to train people from less-developed countries in agricultural techniques. The concept is to deal with world hunger by exporting technical help instead of food.

The Board “is taken very seriously by universities,” and there is stiff competition for appointments, Polland says. Male board members almost exclusively are presidents or chancellors of universities.

BIFAD not only shares decision-making authority over AID’s food and nutrition budget, but also is responsible for allocating \$200 million in contracts to universities for research and education.

Leverage

Polland explains that she and the other woman on the Board—Johnnie Prothro, Georgia State professor of nutrition—exercise “important leverage” in BIFAD’s work.

“Women are still not adequately represented in the academic higher ranks,” Polland admits, but she and Prothro are working to see that those “waiting to be seen” are recognized. They have advocated successfully the appointment of more women and blacks to the two joint committees through which BIFAD operates.

Moreover, there is a significant “women’s issue” in the field of agricultural development. The women on BIFAD are working to see that women’s traditionally significant role in agriculture in less-developed countries is not undercut, but enhanced, in the development process.

Social Perspective

As the first political scientist on the Board, Polland also brings a new perspective of emphasizing food distribution and the social/political aspects of agricultural development, instead of limiting concentration to food production.

Polland’s experience points up dramatically how important the functions of some advisory bodies—mostly invisible to the general public—really are.

Top Positions

Women now chair several other commissions doing vital work and on which women were not significantly represented in previous administrations:

- Carol Gibson of New York chairs the National Advisory Council on Vocational Education, where she can exert influence in opening opportunities for other women.



Women Play Key Roles on Advisory Panels In the Carter Administration, one third of appointments to boards and commissions have gone to women. Here Rose Ochi (right), member of the Select Commission on Immigration and Refugee Policy, chairs a Los Angeles regional meeting of the panel. She listens as fellow commissioner Senator Dennis DeConcini (center) of Arizona questions a witness. On the left is Commission member Judge Cruz Reynosa, Associate Justice for the California Court of Appeals.

- Mary Lowe Good of Louisiana chairs the President's Committee for the National Medal of Science, where she and another female member, Connecticut's Dorothy Simon, can help achieve recognition for women scientists.

- Attorney Hillary Rodham of Arkansas heads the board of the Legal Services Corporation, where three other women also hold posts—Cecilia Esquer of Arizona, Josephine Worthy of North Carolina, and Kansas' Ramona Shump.

- The board of the Corporation for Public Broadcasting is chaired by Kathleen Nolan of California. Two other women also serve on the nine-member board.

Other women have been appointed by President Carter to positions on important advisory boards where they are the first women ever to be represented:

- Pastora Cafferty of Illinois is a member of the Naval Academy Board of Visitors, which reviews rules and curriculum for the service academy.

- Joan Tobin of the District of Columbia if confirmed will be the first woman to serve on the Board of Directors of COMSAT, a private corporation created by Congress to develop and operate a communications satellite network.

- The General Advisory

Committee on Arms Control and Disarmament has two women members—Jane Cahill Pfeiffer of Connecticut and Margaret Bush Wilson of Missouri.

- The President's Export Council now boasts four women of its 27 members.

Key Roles

While not all boards and commissions can be directly related to the separate concerns of women, the work is vital to national policy, and women appointees often play key roles. Rose Ochi knows this.

She is an attorney working with the City of Los Angeles and long has been an active leader in the area's Asian community. President Carter selected her as a public member of the two-year Select Commission on Immigration and Refugee Policy, a study group charged with making a comprehensive examination of U.S. policy.

The formation of the Commission represents "quite a sincere desire to come up with something workable," Ochi observes. Through public hearings, the panel is trying to focus on many of the untested assumptions Congress has used in making legislative policy, to "explode some of the myths," to bring to the discussion "an honest intellectual approach," and help answer basic questions such as how many im-

migrants to admit, how best to help refugees resettle, and how to improve the functioning of the Immigration and Naturalization Service.

The Commission has not yet begun to delineate its recommendations, but Ochi believes she and the other public members have contributed heavily to the hearings by selecting issues, identifying witnesses, and presiding at the sessions of testimony.

Pension Decisions

Being strictly in an advisory position to a government organization is yet a different type of service, shown by Phyllis Spielman, member of the Advisory Council to the Pension Benefit Guaranty Corporation (PBGC).

Spielman is an administrator in the Minnesota Pension Protection Division.

Since her appointment to the council, the most significant issue debated has been rules governing insurance for multi-employer benefit plans. The council has "a great deal to say" in such policy debates, and although PBGC does not always accept the panel's recommendations, they do listen, Spielman says.

Having women on the advisory group "does make a difference" to women, on such issues as survivor benefits, she says.

NEW MOVES AGAINST DISCRIMINATION

Norton Brings EEOC Into '80s with Major New Initiatives, Improved Discrimination Remedies

Revamping and streamlining of work at the Equal Employment Opportunity Commission (EEOC) means the agency is ready to attack systematic discrimination—the institutionalized exclusion or underutilization of entire groups of minorities and women.

EEOC Chair Eleanor Holmes Norton asserted in a recent interview: "The 1960s was a period of lawmaking. The 1970s was a period for law development. The 1980s will be for law application."



Wage Comparability

One of the critical issues coming up for women is "wage comparability." The EEOC will hold public hearings in Washington, D.C. on April 28 and 29 to study the question of comparable pay for comparable work and whether wages for jobs traditionally held by women and minorities are discriminatorily low.

"Wage discrimination is the largest unsolved issue under Title VII of the Civil Rights Act of 1964. The most pervasive kind of discrimination today is discriminatory pay practices for women," Norton asserts

Wage Gap Widening

She sees that the gap between the wages earned by men and by women has widened in recent years because women who do work requiring skills "comparable" to that of men often labor in so-called "women's jobs" that pay lower wages.

Information gathered during the April hearings will be used to determine whether the Commission should issue specific guidelines to employers on wage comparability.

Numerous other key issues affecting women have been addressed recently by the EEOC or are under study.

Sexual Harassment

In March, the EEOC issued interim guidelines in response to another rapidly emerging issue in equal employment, sexual harassment on the job. The guidelines make clear the duty of employers under Federal laws. These laws state explicitly that unwelcomed sexual advances are unlawful, whether physical or verbal in nature (*see story, page 10*).

Other Commission guidelines have been proposed recently to clarify employers' responsibilities under equal employment opportunity laws when women are restricted or excluded from employment because of potential exposure to substances which pose reproductive hazards.

The proposed guidelines are designed to bolster protection against sex bias in the workplace. When adopted, they would address restrictive policies and practices based on potential harm to offspring

through exposure of the mother, without regard to whether exposure of the father would result in similar harm.

The guidelines were printed in the *Federal Register* on February 1, and the comment period extends to June 2, 1980.



Pregnancy Discrimination

In the near future, Norton anticipates that the EEOC will issue pregnancy discrimination guidelines. These will instruct employers that pregnancy must be treated the same as any other medical disability.

Under a new amendment to Title VII of the 1964 Civil Rights Act, signed into law in October by President Carter, employers are prohibited from discriminating against women workers because of pregnancy, childbirth, or related medical conditions. All areas of employment will be covered, including hiring, promotion, seniority rights, and fringe benefits such as health insurance and sick leave.



Layoffs

An emerging issue the Commission is just beginning to research is the effect of layoffs on the Title VII and affirmative action obligations of employers. The Commission feels that employers and unions should be developing alternatives to layoffs to ensure that past achievements in affirmative action will not be cast aside in a downward turn of the economy.



“The 1960s was a period of lawmaking. The 1970s was a period for law development. The 1980s will be for law application.”

—Eleanor Holmes Norton

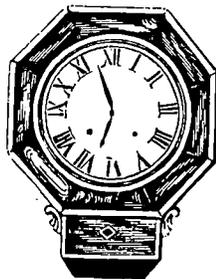
Currently under study is a form of work-sharing in which an employee works a four-day week, with the fifth day compensated through unemployment insurance. The Commission also will decide whether to issue guidance to employers on alternatives to layoffs.

Reorganization

The EEOC is stepping into the forefront of Federal enforcement of the equal employment opportunity programs partly as a result of internal reorganization and an increase in budget. In October 1978, President Carter reorganized the government's equal employment functions, transferring enforcement responsibility to the EEOC.

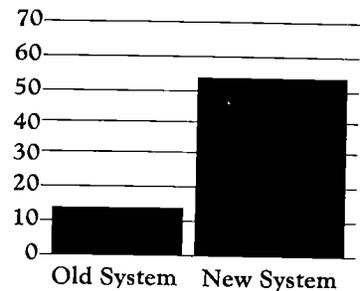
When the Commission issues guidelines, they are like laws. According to Norton, “You state what the law is and if someone says this party isn't abiding by it, a complaint is filed. If an employer refuses to meet the terms of the conciliation, then the EEOC has the authority to go into court.”

Under Norton, the backlog of 100,000 cases which she inherited when she took over the EEOC has dropped by 40 percent and is expected to disappear completely by 1982. In addition, the timely processing of current cases assures that no new backlog is formed.



While it used to take a year and a half for a case even to be investigated, the average case at the EEOC is now completed in under two months. Efficiency, however, has not been sacrificed for speed.

Remedy Rates



Higher Remedies

The new system has produced dramatically higher remedy rates and monetary settlement and conciliation benefits. Last year the average monetary benefit was \$3,270 per person as compared with \$1,400 under the old system. The average remedy rate through negotiation and conciliation for new charges is now 52 percent compared with 14 percent under the old system.

Improvements also have been noted in the EEOC's enforcement of Title VII complaints filed by Federal government employees against their agencies. A pilot program, which involves investigating complaints filed against five selected Federal agencies, was established in 11 EEOC offices.

The central reform under the pilot program is EEOC processing of agency complaints against themselves. With the introduction of an experienced third party, the EEOC, the settlement rate of employment discrimination complaints against the pilot Federal government agencies has increased sixfold.

With a revamped Equal Employment Opportunity Commission continuing to improve enforcement of Title VII and other anti-discrimination and fair employment practices laws, the government is in an excellent position to eliminate employment discrimination for large numbers of Americans. The 1980s will see anti-discrimination work assume greater national priority.

PROGRESS ON ERA



President Carter Urges ERA Ratification *At a February 12 White House briefing, President Carter told community leaders from unratified states that if all people who favor ratification would tell their state legislators, votes would shift for ratification.*

White House ERA Briefing Highlights Role of Labor, Business, and Religious Leaders

The first in a series of White House briefings on the Equal Rights Amendment (ERA), held February 12, became the forum for several exciting new developments in support of the ERA:

- Actress and businesswoman Polly Bergen announced the formation of the National Business Council for ERA, sponsored and organized by the League of Women Voters.
- Sol Chaiken, President of the International Ladies Garment Workers Union and Vice President of the AFL-CIO, pledged to put muscle behind the AFL-CIO's position of support for ERA by working to gain the support of legislators and union members for ratification.
- Three members of the clergy asserted that the ERA must be recognized as a moral and religious issue and urged support for its passage among the religious community.
- Black and Hispanic leaders—increasingly mobilizing their political power behind the ERA—gave eloquent pleas on behalf of ratification.

The briefing, which brought together religious, business, labor, minority and other civic leaders, sought in part to broaden the constituency of active ERA support. The invited guests were community leaders from four states which have not yet ratified the amendment—Florida, Georgia, Illinois and Missouri. Other briefings are planned.

Heighten Visibility

Besides establishing links between ERA activists and community leaders, the goal of the session—and future ones like it—is to heighten national visibility for the issues involved in ratification and broaden support for the amendment.

Activism is the goal. "If everyone who told the pollsters they favor equal rights told their legislators the same thing, the votes would shift for ratification," President Carter told the White House guests.

Information is the key. "The best weapons our opponents have are confusion on what ERA would do, lack of awareness of current inequities, and inertia on the part of many who favor ERA," he explained.

Business Council

The new National Business Council for ERA is a group of nearly 90 top corporate leaders throughout the country who have committed themselves to work for ratification as a matter of simple human justice and as a good business practice.

Polly Bergen, who announced the Council's formation February 12, co-chairs the panel with William Agee, President of The Bendix Corporation, and Coy Eklund, President of The Equitable Life Assurance Society.

These business leaders have promised not only to add their considerable weight to the support of ERA, but also to recruit others to push aggressively for ratification.

Business Leaders Sought

Bergen invited all participants at the briefing to pass on recommendations of important business executives from their communities for Council members to contact.



President Carter Discusses ERA Strategy ERA activists Polly Bergen of the National Business Council for ERA, Sol Chaiken of the International Ladies Garment Workers Union, and Dorothy Height, President of the National Council of Negro Women, listen as President Carter urges community leaders from unratified states to support the amendment.

She reported later that she had been inundated with names.

The panel continues to seek new names. Please send all recommendations to Ellouise Schoettler, Director of the ERA Department, League of Women Voters, 1730 M Street, NW, Washington, D.C. 20036.

The AFL-CIO's support of ERA is not new, but the pledge of activism shows increased commitment. The ILGWU's Sol Chaiken claimed that the challenge confronting unions today is "to break out of the sexist strictures within (job) classifications."

Backing his pledge and emphasizing the nationwide scope of the union's commitment were Georgia AFL-CIO President Herb Mabry and Daniel "Duke" McVey, Missouri secretary-treasurer.

Religious Leaders

Religious support for ERA was urged by the Reverend Mamie Williams, of Calvary United Methodist Church, who quoted from the Bible to illustrate her belief that equality is "a mandate of the religious community."

She cited examples such as Mary Magdalen's service as a disciple of Christ (John, chapter 4) and Paul's pronouncement that "all are one in Christ" (Galatians, chapter 3) as evidence that Jesus—in marked contrast to the custom of his day—regarded men and women as equals.

The political power that organized churches can and do wield—and have wielded in the civil rights movement—was emphasized by the Reverend Willie Barrow, Vice

President of the Chicago-based Operation PUSH.

The Associate General Secretary of the National Council of Churches, the Reverend Joan Brown-Campbell, urged emphasis on ERA as a moral issue. She noted that many religious organizations which cry loudest for separation of church and state are the very ones pouring money into anti-ERA campaigns.

Black Leaders

The commitment of many black leaders to withhold business whenever possible from states that have not ratified the amendment was noted at the White House briefing.

"Equality and justice are indivisible. No one really has it until everyone does," said Dorothy Height, President of the National Council of Negro Women, which has pressed for the business boycott.

One of the most moving moments of the briefing was a statement by Anna-Mari Fernandez Brechner, President of Inter-American Communications. As a naturalized American citizen of Cuban birth, she spoke of her respect for the U.S. Constitution as a highly-prized treasure, not as something to be taken for granted. But she argued it would be even stronger with the ERA.

Those attending the briefing agreed that ratification strategy should include:

- Working together.
- Close contact with state legislators.
- Concentration on unratified states—such as Florida, Illinois and Missouri—where votes have been so close that a little extra pressure can make a difference.

The next scheduled White House ERA briefing will be held in April for national business leaders.

INTERNATIONAL NEWS

International Leaders Confer at White House In recent visits to Washington, European leaders met with the Carter Administration to discuss world affairs. President Carter greeted Margaret Thatcher, Prime Minister of the United Kingdom, before their discussions began. National Security Affairs Assistant Zbigniew Brzezinski (right) and Assistant to the President Sarah Weddington (left) explore issues with Simone Veil, President of the European Parliament.



WHITE HOUSE NEWS

Confronting the Aging of America: President Appoints Woman to Head White House Conference

President Carter has announced that 81-year-old Sadie Alexander will chair the 1981 White House Conference on Aging.

Alexander was the first black woman in America to earn a Ph.D., the first black woman to receive a law degree from the University of Pennsylvania, and the first to practice in Pennsylvania. She retired from her Philadelphia law firm last year after 52 years of practice.



Committee Named for White House Conference on Aging

President Carter and his advisor on the aging, Nelson Cruikshank (left), obviously agree with Sadie Alexander, Chair of the White House Conference on Aging, as she outlines conference plans at a White House meeting.

“The aging of America is a new phenomenon... we are only beginning to understand what it really means to be old...”

***—Patricia Harris
Secretary of Health,
Education, and Welfare***

Jerry Waldie, former Congressman from California, is executive director for the conference. The four deputy chairpersons are Arthur Fleming of Virginia, Bernice Neugarten of Chicago, Lupe Morales

of California, and Ellen Winston of North Carolina.

Conference Topics

Secretary of Health, Education, and Welfare Patricia Harris expects the conference to address the need for improved economic well-being; suitable housing at a reasonable price; comprehensive, easy-to-get health care; greater employment opportunities for those who want or need to work; a national policy on retirement; a policy encouraging biomedical research into the aging process; and a strategy to overcome stereotypes on aging.

Older Women

In July 1979, there were 24.7 million Americans over age 65. Of these, 14.6 million or 59 percent were women. In the higher age brackets, women comprise an even

greater percentage of the population.

“The aging of America is a new phenomenon, and we are only beginning to understand what it really means to be old, the problems and the rewards, the difficulties and the satisfactions,” Harris said.

Alexander Praised

In introducing Alexander at the White House, Carter said, “The vivacious attitude that she has, the full life that she lives, and the tremendous contribution that she undoubtedly will make indicate the need of all of us never to consider any person, regardless of age, as other than a tremendous potential asset for our country.”

The White House Conference on Aging will be held in Washington in 1981. There have been two such conferences in the last 20 years.

THE FUTURE THE WORKPLACE

HUD Sponsors Women's Projects Planning Competition

A national competition for descriptions of projects providing innovative solutions to the needs of urban women is being sponsored by the Planning and Women Division of the American Planning Association under a grant from the U.S. Department of Housing and Urban Development.

The competition is designed to locate and publicize new and workable service or physical design projects and proposals which respond to women's changing lives.

Cash awards will assist winners in preparing in-depth descriptions of the projects and proposals for a publication which HUD will print and distribute nationally.

Competition Prizes

Seventeen awards will be made in two categories. Thirteen awards of \$1,500 each will be made for descriptions of projects currently functioning or which were in operation between January 1974 and January 1980.

Four awards of \$1,000 each will be made for descriptions of proposals not currently implemented which suggest solutions to the needs of urban women on a local or national level.

All applications must be received by the American Planning Association by 5:00 on May 5, 1980.

For applications and further information, contact:

Richard Jaffeson
American Planning Association
1776 Massachusetts Avenue, NW
Washington, D.C. 20036
(202) 872-0611

Government Launches Multi-Sided Attack on Sexual Harassment

The Federal government has begun an attack on sexual harassment in the workplace, starting internally and looking toward guidelines for all employers.

New Equal Employment Opportunity Commission guidelines—issued March 11—declare sexual harassment to be illegal, and hold employers responsible for the actions of supervisors and the behavior of others when the employer or supervisor is aware of it.

Advances Illegal

The guidelines stated that unwelcome sexual advances—verbal as well as physical—are illegal if:

- submission is a condition of employment, either explicitly or implicitly;
- the employee's job is affected;
- the advances interfere with work performance or create an atmosphere of intimidation or hostility.

For more information on the EEOC guidelines, contact Don Lotts, Office of Public Affairs, EEOC, 2401 E Street, NW, Washington, D.C. 20506 (202) 634-6930.

In addition to the EEOC guidelines, Federal leadership against sexual harassment in the government's ranks will set a tone for other employers, providing information useful to other groups in dealing with this problem.

Federal Plans

The coordinated in-house Federal program includes:

- a policy declaring sexual harassment a prohibited personnel practice;
- expansion of training for supervisors and employees to include new emphasis on the issue;
- a survey of the Federal workplace to pinpoint the degree and nature of the problem;
- procedures for handling complaints on harassment; and
- a government-funded legal clinic providing representation for victims of sex discrimination.

House Committee Work

This activity stemmed in part from the interest of the House Committee on Post Office and Civil Service chaired by James Hanley of New York. The panel conducted an investigation which culminated in hearings held late last year and agreements with the government's personnel agencies. The Committee plans continued oversight on the issue.

"Sexual harassment is a phenomenon associated with the subordination of women. It is directly inverse to the degree women are accepted as peers in employment situations and in the society generally," Equal Employment Opportunity Commission Chair Eleanor Holmes Norton said at the congressional hearings.

Court Interpretations

In fact, in "the most positive new development in ten years" in sex discrimination law, courts have begun to accept evidence of sexual harassment to help prove discrimination, says legal expert Laura

Rayburn.

She directs a new clinic at Washington's Georgetown University Law Center that specializes in handling sex discrimination complaints by Federal employees. The student clinic is funded by a Higher Education Act grant from the Department of Health, Education, and Welfare.

The new case law is important because few cases involve blatant harassment—for example, where an employee is demoted or fired for refusing a sexual advance—but many women complain of sexual harassment as a workplace condition, Rayburn explains.

OPM Definition

In declaring sexual harassment a prohibited personnel practice, the Office of Personnel Management defined harassment as "deliberate or repeated unsolicited verbal comments, gestures or physical contact of a sexual nature which are unwelcome" and which interfere with work productivity or affect a person's job.

The Office has distributed its policy statement to all government departments and agencies. It also has developed special training programs on sexual harassment to be included in personnel relations courses.

Training Programs

The training—directed at both supervisors and employees—focuses on supervisor and employee responsibility for eliminating sexual harassment, the legal and psychological ramifications, recourse for victims, and procedures for processing complaints.

Individual agencies also are being asked to issue their own policy statements about sexual harassment and include some training for supervisors and new employees.

The Equal Employment Opportunity Commission now requires each agency as part of its affirmative action plan to inform employees that coercive sexual advances are prohibited by the Civil Rights Act and to take steps to eliminate such behavior.

Federal Survey

The Merit Systems Protection Board has authority to act against violators of the personnel code. The Board will conduct a survey of some 20,000 Federal employees to determine the frequency and manifestations of sexual harassment, employees' attitudes, the effect of such harassment, and whether such behavior is concentrated among certain agencies or categories of employees.

When the results of the survey are tallied—probably early this summer—the Civil Service Committee expects to hold more hearings to air the results and check on agencies' progress in dealing with the problem.

Another inducement to Federal agencies to eliminate sexual discrimination and harassment is a recent Office of Personnel Management decision that each agency—rather than a general government fund—must pay any attorneys' fees that a court awards to a successful plaintiff.



Sexual Harassment Training Module Developed *Employee development specialist Alison Shumate displays the new training guide she developed for the Federal government to help agencies eliminate sexual harassment.*



For more information on the OPM program, please write to Alison Shumate, OPM, Supervisory and Communication Training Center - WED, Post Office Box 7230, Washington, D.C. 20044.

Appointments

continued from page 1

National Council on Educational Research, Department of Education.

Sandra Hale of Minnesota, National Council on the Arts.

Marian B. Javits of New York, National Council on the Humanities.

Margaret Muth Laurence of Virginia, Assistant Commissioner of Patents and Trademarks, Department of Commerce.

Betsy Levin of North Carolina, General Counsel to the Department of Education.

Herta L. Seidman of New York, Assistant Secretary for Trade Development, Department of Commerce.

Joan Edelman Spero of New York, U.S. Representative on the Economic and Social Council of the United Nations.

Joan F. Tobin of the District of Columbia, Board of Directors of the Communication Satellite Corporation.

Judicial Appointments:

Helen Jackson Frye, U.S. District Judge for the District of Oregon.

Diana E. Murphy, U.S. District Judge for the District of Minnesota.

Barbara Rothstein, U.S. District Judge for the Western District of Washington.

Judicial nomination awaiting confirmation:

Norma Holloway Johnson, U.S. District Judge for the District of Columbia.

Appointments Not Requiring Senate Confirmation

Advisory Committee on the Arts to the John F. Kennedy Center for the Performing Arts
Elizabeth Wylie Evans of Arkansas
Maureen McIntyre of Virginia
Mrs. Donald A. Petrie of New York, Vice Chair

President's Commission on the National Agenda for the 80s

Gwendolyn Brooks of Illinois
Joan Ganz Cooney of New York
Frances Fitzgerald of New York
Dorothy I. Height of New York
Rhoda Karpatkin of New York
Beverly Sills of New York
Addie L. Wyatt of Illinois

U.S. International Trade Commission

Catherine May Bedell of Washington, Chair

Architectural and Transportation Barriers Compliance Board

Carol A. Grant of North Carolina
Kay E. Neil of Nebraska

President's Committee on Executive Exchange

Joan Manley of Vermont
Julia Walsh of the District of Columbia
Emily Womach of the District of Columbia

Advisory Committee on the Education of Disadvantaged Children

Annette Droz Fuentes of New York
Akiko Kurose of Washington
Winifred L. McPhedren of Maine
Lucille L. Santos of Texas

President's Commission on Mental Retardation

Janet Allen-Spilka of New York
Marlene Frances Kopman of Missouri
Alba A. Ortiz of Texas

Advisory Committee on Minority Small Business Ownership

Cassandra Flipper of California
Louise Q. Lawson of Illinois

National Academy of Peace and Conflict

Elise Boulding of Colorado

President's Advisory Committee for Women

Freddie Lang Groomes of Florida

State Council-Radioactive Waste Management

Governor Ella T. Grasso of Connecticut
Governor Dixy Lee Ray of Washington
Mary Louise Symon of Wisconsin

President's Commission on U.S.-Liberian Relations

LeAnn McGranahan of Iowa
Eunice Lockhart Moss of Wisconsin

President's Commission on White House Fellowships

Marilyn B. Chandler of California
Priscilla Collins of Washington
Ada E. Deer of Wisconsin
Lady Bird Johnson of Texas
Betty A. Ottinger of New York

Advisory Committee on Intergovernmental Relations

Mary Eleanor Wall

Board of Foreign Scholarships

Lia Triff Belli of California
Beverly May Carl of Texas

Board of Directors of the Rural Telephone Bank

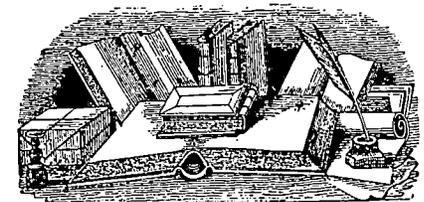
Ruth Harkin of Virginia

Advisory Committee on Pension Benefit Guaranty Corporation

Carol Wolf Trencher of New York

North Mariana Islands Commission on Federal Laws

Agnes Manglona McPhetres of San Vicente, Saipan

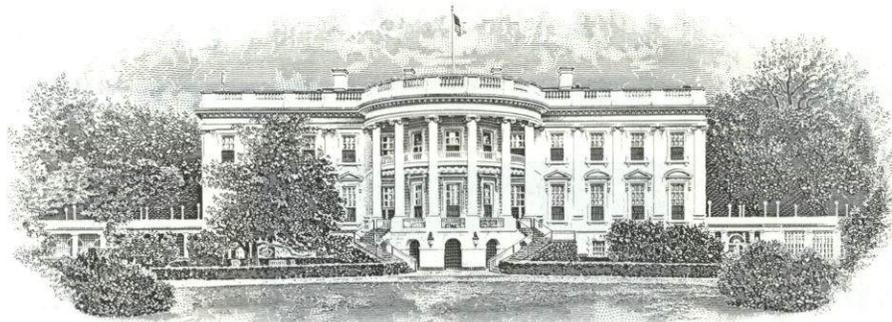


Guide to Programs for Women Business Owners Available

The Guide for Women Business Owners describes Commerce Department programs that can help women business owners. It lists kinds of grants and loans available, and gives names, addresses and phone numbers of key people in the Commerce Department to contact.



The guide, Stock Number 003-000-00556-9, is on sale for \$2.75 from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.



WHITE HOUSE NEWS ON WOMEN

Sarah Weddington, The White House, Washington, D.C. 20500
Prepared by the Interdepartmental Task Force on Women

Vol. II, Issue IV · May 1980



Six New Postage Stamps Honor Women

Leading the list of six women to be commemorated with special U.S. postage stamps in 1980 is Frances Perkins, the nation's first woman cabinet member.

The Postal Service timed the issuance of the 15¢ Perkins stamp to coincide with the dedication of a

new Labor Department building in Washington, named after Perkins (see story, page 5).

In 1933, President Franklin Roosevelt appointed Perkins Secretary of Labor, a post she held until after Roosevelt's death in 1945. She served as a member of the U.S. Civil Service Commission from 1946 to 1952.

The stamp, in blue, is a drawing of Perkins wearing hat and beads, typical attire.

Chosen From Thousands

Other 1980 commemorative stamps will feature Dolley Madison, Emily Bissell, Helen Keller and Anne Sullivan together, and Edith Wharton. The subjects for special stamps are selected by the Postmaster General's 16-member Citizens Stamp Advisory Committee, which meets every other month to review thousands of suggestions from citizens.

The Dolley Madison stamp,

continued on page 12



IN THIS ISSUE

Stamps

Page 1

New stamps feature Frances Perkins, Dolley Madison, Emily Bissell, Helen Keller and Anne Sullivan, and Edith Wharton.

Carter Initiatives

Page 2

Appointments to top federal jobs and judgeships.

- President works with business leaders on ERA.
- President and Mrs. Carter to host ERA reception.
- New appointments to President's Advisory Committee on Women.

Frances Perkins

Page 5

Roosevelt chose Perkins, first woman Cabinet member, as "the best person available for the job." Labor Department headquarters now bears her name.

Foreign Service

Page 6

State Department program offers women mid-level entry opportunities. See details in this issue.

Choices

Page 7

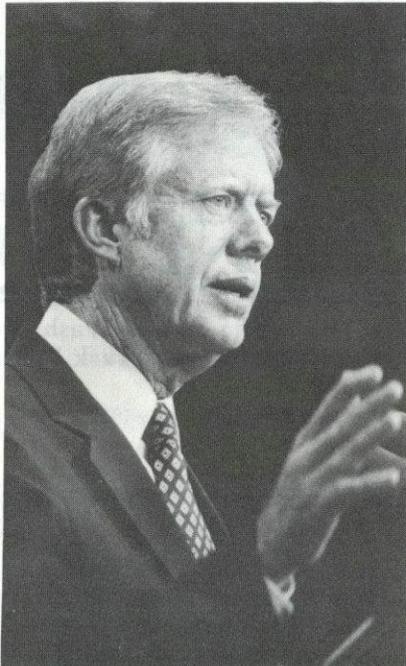
New flexibility in work schedules will benefit working women, especially those with young children.

Special Section On Money

Page 8

- **"Marriage Tax"**—32,000,000 married wage earners affected by marriage penalty.
- **Mortgage Money**—Many women still do not know their rights. Public education/information intensified by HUD.
- **IRS Moves To Eliminate Discrimination**—Unequal tax treatment for older women receiving retirement annuities comes up for reform.
- **Women and the Budget**—No major cuts on women's programs.

CARTER INITIATIVES



President Jimmy Carter

President Carter continues his support by appointing outstanding women to high-level positions, working with business leaders on ERA, speaking at an ERA fundraiser and appointing new members to the President's Advisory Committee on Women.

Presidential Appointments Update

President Carter confirms his commitment to women by nominating and appointing them to top federal government jobs and to federal judgeships. Here is an update of women he selected from mid-March through mid-April.

Federal Appointments:

The following nomination has been confirmed by the Senate:

Herta L. Seidman of New York, Assistant Secretary for Trade Development, Department of Commerce.

Awaiting Confirmation:

Maria Bechily of Illinois, National Advisory Council on Women's Education Programs.

Mary Frances Berry of Colorado, U.S. Commission on Civil Rights.

Blanca G. Cedeno of New York, Board of Directors of the National Institute of Building Sciences.

Blandina Cardenas Ramirez of Texas, U.S. Commission on Civil Rights.

Jill Ruckelshaus of Washington, U.S. Commission on Civil Rights.

Charlene F. Sizemore of West Virginia, Board of Directors, National Institute of Building Sciences.

Appointments Not Requiring Senate Confirmation:

Clara H. Friedman of New York, Presidential Emergency Board 193 to investigate dispute between Port Authority Trans-Hudson Corporation and the Brotherhood of Railway Carmen.

June K. Goodman of Connecticut, Commission on Presidential Scholars.

Rebecca W. Hanmer of Ohio, Commissioner of Ohio River Valley Water Sanitation Commission.

Judicial Appointments:

Iraline Green Barnes, Associate Judge for the Superior Court of the District of Columbia.

Judicial Nominations Awaiting Confirmation:

Ann Aldrich, U.S. District Judge for the Western District of Ohio.

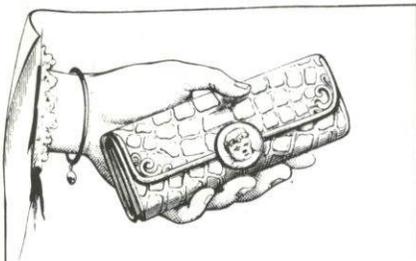
Ruth Bader Ginsburg, U.S. Circuit Judge for the District of Columbia Circuit Court.

President Carter Asks Business Leaders to Work for ERA

At a May 15 White House briefing, President Carter urged national business leaders to play an active role in winning passage of the Equal Rights Amendment.

In an East Room address to chief executive officers of major corporations and women's leaders, the President said that continued discrimination against women "is a source of embarrassment and a legitimate source of shame for those who are responsible for the nation's affairs."

Without the ERA, women will not be the only ones to suffer, he said.



"American business will suffer, the American economy will suffer, and our nation itself will suffer from the deprivation of women of their rights."

President Jimmy Carter

"A woman's rights in connection with property, employment, education, the law, and government benefits can vary depending on what state she happens to live in," Carter said. He noted that most Americans believe women should be treated equally.

"Now is not time just to talk about it. Action is required," the President said.

In early May, President Carter met with leaders of the Illinois legislature to emphasize the importance of a pending vote in the Illinois House and to identify ways in which the President could assist ERA in winning there. He and Vice President Mondale also called members of the state legislature seeking their support for the Amendment.

President Carter asked business leaders to add their financial support, organizational skills, and influence to the ratification effort in Illinois and then in two more states needed for the Amendment to become part of the Constitution.

"I'll do my part and then some, and I'm asking you to do your part and a little bit more. Together we won't fail," the President said.

Following the President's remarks, Earle Angstadt, President of the McCall Pattern Company, spoke to the group on the importance of business to ERA ratification.

Through our experiences with race discrimination, Angstadt noted, "We know that we cannot eliminate deeply entrenched prejudices (like sex discrimination) without making a national commitment to do so." He argued that "No one piece of legislation can do more to eradicate sex-based discrimination than this simple but profound Constitutional amendment. It is time to adopt it and to declare that our female citizens are finally, at last, created equal under the law."

A panel comprised of Madeline Appel, ERA chair for the League of Women Voters, Alan Tripp, President of Product Resources International, and Jack Conway, senior fellow of the Aspen Institute, discussed strategy for business involvement in ratification efforts.

President and Mrs. Carter Support ERA Fundraiser

A White House reception hosted by President and Mrs. Carter will kick off a gala dinner/fundraiser for the Equal Rights Amendment on June 18. Proceeds from the dinner will be shared between ERAmerica and the National Women's Political Caucus to lobby and to support pro-ERA candidates in upcoming elections.

The fundraiser is the first national effort to raise money for ERA ratification. Honorary co-chairs of the event are Rosalynn Carter, Betty Ford, Alan Alda, Mary Crisp, Sey Chassler, Leonard Janofsky, Lane Kirkland, Marcelino Miyares, Dorothy Orr, Lola Redford, Clarence O. Smith, Jean Stapleton, John White, and Andrew Young.

President and Mrs. Carter are inviting patrons, sponsors and donors of the event to the White House before the dinner, which will be held at the Mazza Gallerie in Washington.



FOR MORE INFORMATION

For information on the fundraiser, please contact:
Paula Silvert
ERA Dinner Committee
1411 K Street, NW, Suite 1110
Washington, D.C. 20005
(202) 347-4259.

MORE CARTER INITIATIVES

President's Advisory Committee Gains Eight New Members

President Carter has appointed eight members to the President's Advisory Committee on Women since last September, bringing it to its full complement of 31, and adding expertise on issues vital to women. The new members are:

- **Catherine Conroy**, member of the executive board of the Wisconsin AFL-CIO and vice-president of the Wisconsin Coalition of Labor Union Women.
- **Jack Conway**, a director of the Atlantic Richfield Company (ARCO).
- **Dr. Freddie L. Groomes**, assistant to the President, Florida State University.
- **Charles Guerrier**, director, Cleveland Women's Law Center.
- **Dr. Nancy Humphreys**, professor, Graduate School of Social Work, Rutgers University, and president, National Association of Social Workers.
- **Antoinette Leone**, member of the city council of Hartford, Connecticut.
- **Elena Martinez**, administrative community planner for the Asocion Latinoamericano de Evanston, Illinois.
- **Dr. Estelle Ramey**, professor, Department of Physiology and Biophysics, Georgetown University Medical School.

The new members bring expertise in fields such as welfare, child abuse, health, legal rights, Title IX, social issues, higher education, and employment.

Under the executive order signed by President Carter on

May 9, 1979, PACW advises the President on steps he can take to assure equality for women. The committee, chaired by Lynda Johnson Robb, also disseminates information on the status of women.

Progress Charted

The committee seeks to implement the Plan of Action developed at the National Women's Conference in Houston in 1977.

The committee has written to every Cabinet Secretary and agency head asking what action has been taken on each item in the Plan of Action relevant to that agency. The committee has received responses from most of the Secretaries and agency heads and is compiling a progress report for the President.

Hearings

The committee also is holding hearings to learn how American women are affected—or not affected—by changes in laws, and what problems are still most critical.



These meetings concentrate on the committee's four priorities: the concerns of women in work, welfare, education and health.

Hearings, which included testimony by individual representatives of government and private organizations, were held in Raleigh, North Carolina, in September and in Tampa, Florida, in February.

The final panel convened in Denver, Colorado, on May 1-2, to focus on Hispanics, American Indians, and women in the military.

ERA Issues

PACW works closely with the White House on ERA ratification. In January, the committee presented

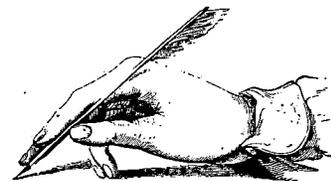
President Carter with detailed strategies for action in unratified states. Their recommendations are being implemented.



"ERA must be passed not only for ourselves, but to free our sons and daughters to participate fully in our nation's future."

President Jimmy Carter

Committee meetings in Washington are scheduled for June 19-20, September 15-16, and October 20-21.



For More Information

For information on PACW activities, contact:

Roberta Weiner, PACW
Room N-3437
200 Constitution Avenue, N.W.
Washington, D.C. 20210
(202) 523-6707

FRANCES PERKINS



Frances Perkins

Frances Perkins Honored at Labor Department

The Labor Department headquarters in Washington, D.C., is now the Frances Perkins Building. On April 10—the 100th anniversary of Perkins' birth—President Carter participated in the ceremony naming the building after the nation's fourth Secretary of Labor and first woman Cabinet officer.

The President praised Perkins' dedication to the welfare of working people everywhere. He described her as "a witness to momentous change and a prime agent of that change."

"Touched Our Lives"

Referring to her service as Labor Secretary under Franklin D. Roosevelt from 1933 to 1945, the President said, "Few people who have served this nation have touched our lives more directly."

He cited her role in shaping many of the historic reform programs which were part of the New Deal. "The social programs we take for granted now were her struggles, her achievements."



Madame Secretary Meets with Laborers As Secretary of Labor in the Franklin Roosevelt Administration, Frances Perkins met with steelworkers at Carnegie Steel Mills in Pittsburgh. The new headquarters of the U.S. Labor Department is named for her.

Plaque Displayed

The President, Secretary of Labor Ray Marshall, Senator Carl Levin, and Susanna Coggeshall, who is Perkins' daughter, unveiled a replica of the plaque which will mark the building with Perkins' name and likeness.

Secretary of Labor Ray Marshall acclaimed Perkins for "her philosophy of caring and compassion, which had as its centerpiece the belief that a government's first allegiance must be to common men and women."

The Best Person

Marshall recalled that many wondered why President Roosevelt

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President Carter honors Frances Perkins At April 10th ceremonies, President Carter unveils a replica of the plaque which will mark the U.S. Labor Department as the Frances Perkins Building. From left to right: Susanna Coggeshall (Perkins' daughter), Senator Carl Levin, Secretary of Labor Ray Marshall, and President Carter.

NEW FOREIGN SERVICE OPPORTUNITIES

State Department Seeks Women For Foreign Service

The State Department is eager to find qualified women who want to join the foreign service.

The qualifying test for entry level positions, which is given once a year, will be December 6. The deadline for applying is October 15.

Last year about 9,000 people took the test, with 4,200 passing. Of these, 2,400 were invited to oral interviews, according to Kent Lauderdale, head of recruitment and personnel for the State Department. About 200 eventually were picked as foreign service officers.

Exam

The exam tests knowledge of American culture and history, economics, government, English expression, and ability in what the State Department terms "functional fields" (political, consular, administrative or economic/commercial).

To become an information officer, a woman can take a similar test and go into the International Communication Agency. The process for hiring is the same. All applicants must be U.S. citizens.

The median age of new foreign service officers (FSOs) last year was 29. After four months of training at the Foreign Service Institute in Arlington, Virginia, about 90 percent of the new officers go directly to assignments outside the U.S. The rest usually are stationed in Washington.

Language Ability

According to Lauderdale, the ability to speak a foreign language is not a requirement for selection. "About 75 percent of new officers do not speak another language



Foreign Service Careers for Women *The State Department is looking for qualified women who would like careers in the foreign service. Here vice consul Nancy Hudson and consul Bruce A. Beardsley of the U.S. Embassy in Denmark pose outside Vester Prison before meeting with an American citizen.*

besides English," he said. The State Department trains these persons in the language of the country to which they are assigned. They must then pass a language proficiency test before getting tenure.

The State Department has dropped several old rules which made it difficult for women to become experienced FSOs. Before 1972, if a female FSO married, she had to resign. Now the State Department makes a special effort to accommodate married couples. "If the husband is a FSO or in a companion service (AID, ICA, CIA)," said Lauderdale, "we will try to place them together." About 5 percent of the total foreign service personnel (3,500 persons) are these types of couples.

Lauderdale also notes couples in which the husband is retired, has a career which can be continued overseas, is willing to interrupt a

career temporarily, or does not follow his wife on a two-year assignment.

He said about 10 percent of the total foreign service corps is female. Most of these are in junior grades.

Mid-Level Program

Because women are under-represented in mid-level jobs, the State Department has a different program to encourage their entry at this level.

Women who are at least 32 years old and have at least nine years experience/education can apply directly anytime during the year. They must have background and experience that demonstrates an ability to succeed in the foreign service.

A panel reviews each applicant's qualifications and the best candidates are then invited for oral interviews. Lauderdale expects to choose about 30 female and minority officers through this system this year. For information on mid-level positions (experienced persons only), write:
Glenn Mabry
State Department
PER/REE/SP
Washington, D.C. 20520



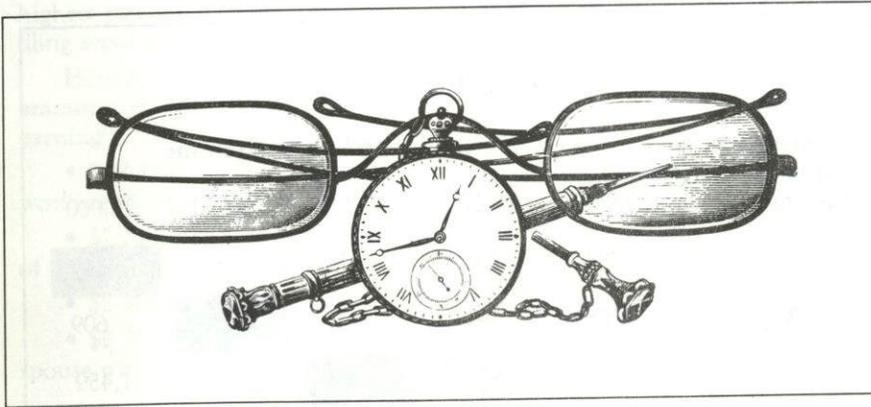
FOR MORE INFORMATION

For information on the FSO written exam (for entry level positions), write:

Board of Examiners
State Department
Washington, D.C. 20520

Remember the deadline for applying for the FSO written exam is October 15.

CHOICES



Alternative Work Schedules Welcomed By Agencies In Federal Experiment

The overwhelming response of Federal agencies to an experiment with alternative work schedules is likely to benefit women working for private employers as well as government agencies.

Flexible work-hours and compressed weekly schedules allow many women—particularly those with young children—to accept full-time employment.

Preliminary reactions reported by agencies indicate an improvement in employee morale and efficiency.

OPM Evaluation

The experiment, required by The Federal Employees Flexible and Compressed Work Schedules Act of 1978, calls for an extensive evaluation by the Office of Personnel Management (OPM) of the costs and benefits of non-traditional work schedules.

More than 800 government work units are trying out one of several alternative work schedules. About 150,000 to 200,000 employees

are involved, in all major departments. OPM is overseeing the experiment.

The government's final evaluation, due in October 1981, will help private employers as well as Federal agencies consider using alternative work scheduling.

In assessing the program, OPM will consider the effects on: (1) the efficiency of government operations; (2) service to the public; (3) use of mass transit; (4) energy consumption; (5) increased job opportunities; and (6) the quality of life for individuals and families.

Types of Plans

At least one plan—the four-day week with 10-hour days—is considered by many to be too arduous for workers. Yet this “4-10” schedule is the second most popular of the alternative schedules available to Federal work units.

Most Popular Choice

The most popular schedule is the “5-4/9.” Employees work approximately nine hours per day, alternating four-day weeks and five-day weeks. Another type of compressed schedule is the three-day week, with employees working 13 hours and twenty minutes per day. This option is little chosen by Federal agencies, but sometimes is used by private employers who want to expand days and hours of service

to the public.

Two schedules allow employees to vary starting and closing times as long as they work an eight-hour day, or vary the number of hours worked each day within certain limits.

The latter schedule permits workers to accumulate up to 10 “credit hours” per two-week pay period. Excess hours worked in one week may be used to shorten hours worked in various days the next week; under “maxiflex” scheduling, the employee may take credit hours and eliminate a full day of work.

Core Time

The variable day and variable week schedules, as they are called, all involve “core time”—certain hours of the day and/or certain days of the week when all employees must be present.

An example of how the variable day can be put to use is the practice of a professional couple at the National Institutes of Health. After the birth of their first child, they varied their work starting times so both parents could spend more time with the infant, reducing the need for child care.

More common benefits of flexibility allow workers to take care of business—medical visits, driver's license applications, etc.—that can only be conducted during normal working hours, and therefore would require leave to be taken under inflexible scheduling.

Part-Time Program

Another totally separate government program aims at increasing Federal agencies' use of part-time employees. Since some 80% of part-time Federal workers are women, this effort can be viewed as assistance in increasing employment opportunities for women.

Unfortunately, the effort—

continued on page 12

SPECIAL SECTION ON MONEY

1 Task Force Testifies On "Marriage Tax"

The Interdepartmental Task Force on Women has stepped into the growing debate about the "marriage tax penalty"—extra taxes paid by two-earner married couples beyond what they would have paid as two single individuals.

For example: If each spouse in a couple earns \$5,000, they pay \$202 more in taxes than they would if they were single, which amounts to a 40 percent increase in their total tax bill.

The presence of a second income means the couple's total earnings are thrust into a higher tax bracket. Thus the first dollars earned by the second worker—which would be subject to low rates if he or she were single—are taxed at the maximum rate for the earnings of the spouse.

House Hearings

Through its Action Group on the Marriage Tax Penalty, the Task Force testified at April 2-3 House Ways and Means Committee hearings in favor of proposed tax law changes that would eliminate the penalty on two-earner families. Dr. Sydney Key, economist, presented the testimony of the Task Force Action Group.

The hearings uncovered little direct opposition to the concept of altering tax schedules to eliminate the unfairness. But the Administration—represented by witness Emil Sunley, deputy assistant secretary of the Treasury—opposes any income tax cuts now, because they would be inconsistent with broad economic goals.

Priority Later

Proposals to eliminate the marriage tax penalty would result in

Husband's Adjusted Gross Income	Wife's Adjusted Gross Income				
	5,000	10,000	15,000	20,000	25,000
5,000	202	208	150	-30	-219
10,000	208	391	535	-579	609
15,000	150	535	903	1,166	1,459
20,000	-30	579	1,166	1,692	2,117
25,000	-219	609	1,459	2,117	2,674

1979 Tax Cost of Marriage This chart shows an estimate of additional taxes paid on various incomes by a married couple consisting of two wage earners who have no dependents and no excess itemized deductions. The shaded area shows the tax penalty for various income combinations totalling \$30,000.

estimated losses to the Treasury of about \$8.3 billion. Sunley did recommend, however, that when income tax cuts next are made, priority should be given to reducing the marriage penalty. He did not back any particular proposal.

The Task Force Action Group advocates a two-stage approach to the problem of taxes and marital status. The first stage would consist of eliminating the marriage tax penalty by allowing married two-earner couples the option of being taxed on each spouse's own income according to the rates for single persons.

Eliminating the requirement that couples aggregate income would permit "a progressive tax system that is neutral with respect to marriage," Key explained.

Second Stage

Eventually, the action group recommends the adoption of a single uniform tax rate schedule for all taxpayers. One rate would present "the most comprehensive solution to the

whole problem of taxes and marital status," but is "too sweeping a change for the Congress to consider at this time," Key testified.

The action group urged the committee to reject another proposed solution—a tax deduction or credit for the second wage earner in married couples.

Legislative Proposals

The option of individual taxation is the solution contained in two bills: S.336 introduced by Senator Charles Mathias of Maryland and H.R.3609 offered by Representative Millicent Fenwick of New Jersey. It would eliminate one of the four existing tax rate schedules, the one for married couples filing separate returns.

It is the present use of four separate rates that leads to the marriage penalty. The lowest rates are for married couples filing joint returns, the next lowest are for single heads of households with dependents, followed by schedules for unmarried individuals and the

highest rate for married couples filing separately.

Here are the four possible amounts of taxes paid by a person earning \$15,000:

- \$1,635 if married to a non-working spouse
- \$2,236 if an unmarried head of household
- \$2,345 if single
- \$2,796 if married to a working spouse with the same income.



Not Married vs. Single

The common view that the marriage penalty represents a conflict between married taxpayers and single taxpayers is not correct. It affects only two-earner married couples. Families where husband and wife both work are no longer the exception they once were; they are a common occurrence. Recent estimates indicate that 16 million couples—32 million individuals—are paying the marriage tax penalty.

The penalty exists because married couples' incomes are aggregated for tax purposes. For most two-earner couples, the effect of aggregation more than outweighs the fact that the married-filing-jointly schedule has lower tax rates than the singles' schedule.

Key noted in her testimony: "In economic terms, there is a distinction between a one-earner couple and two-earner couple with the same dollar income. The most important

reason is that the dollar income of the one-earner couple does not include the quite considerable value of the homemaker's services in the home."

How Much Extra

The amount of extra taxes paid by two-earner couples depends not only on their total income, but also on the proportion of the total earned by each spouse. The more equal the two incomes, the higher the penalty.

The chart shows the added tax—beyond single-person rates—that two-earner couples pay at various combined income levels. The shaded area shows the tax penalty for various income combinations totalling \$30,000. The highest penalty is paid when both persons earn \$15,000; when one earns \$5,000 and the other \$25,000, there is an actual tax benefit.

2 HUD Women and Mortgage Credit Project Attacks Lack of Awareness of Law

Despite two 1974 laws barring sex discrimination in credit and housing finance, the Department of Housing and Urban Development (HUD) has found that:

- Many women still do not know their rights and the home ownership options available to them under the law;
- No one has determined the nature and extent of discrimination in mortgage lending; and
- Lenders often are unaware of the mortgage market potential of the increasing numbers of credit-worthy women.



Special Project

HUD's Women and Mortgage Credit Project, begun in March 1979, is a four-pronged attack on these problems, focusing on research and education. A mainstay of the program is grassroots education of women. By the end of June, HUD will have conducted over 200 workshops in cities targeted for their geographical, housing market, and ethnic/racial diversity. Some of the workshops have been conducted in Spanish.

Besides its educational efforts, the Women and Mortgage Credit Project has three other components: research, a lender awareness campaign, and multi-media communication.

Research

Results of a study of mortgage application information in California and New York show that sex discrimination takes the form of downward modification of a requested mortgage, under-appraisal of properties being purchased, or the charging of higher interest rates on loan fees.

While discrimination still exists, women face considerably fewer obstacles to receive mortgage credit since the passage of the 1974 Equal Credit Opportunity Act and Housing and Community Development Act (amending Title VIII of the 1968 Civil Rights Act to prohibit sex discrimination in housing and housing finance). *continued* ►

SPECIAL SECTION ON MONEY *Continued*

Lender Awareness Campaign

To spread the message to lenders that women represent a whole new untapped market, the project has prepared a brochure called *Opening the Door*. HUD documented radically changed patterns of women's labor force participation and their credit-worthiness as borrowers.

The brochure will be handed out locally and through associations of bankers, savings and loan officials, and realtors.

Multi-Media Communication

Public service announcements for radio and television are being aired in major metropolitan areas; there are some Spanish spots for Hispanic communities. The message is: a woman with a steady income, good credit and a down payment can get a mortgage as matter of law, not luck.

Contracts and Grants

HUD is relying heavily on outside organizations to help achieve the objectives of the Women and Mortgage Credit Project.

- The BLK Group, Inc.—a business owned and operated by women—is responsible for overall management of the Project in 16 target cities: Providence, R.I.; Baltimore, Miami, Detroit, Dayton (Ohio), Knoxville, Denver, Houston, Portland (Oregon), Washington, D.C., Los Angeles, Atlanta, Dallas, Boston, San Antonio, and New York.

- The League of Women Voters has selected ten chapters to conduct workshops for business and professional women and displaced homemakers.

- Harvard University is conducting a study of sex and race discrimination in the mortgage market.

- The National Council of Negro Women is producing educa-

tional packages dealing with the major housing issues of concern to women.

- Hager Sharp & Abramson, Inc.—business owned and managed by women—won a grant for the media campaign.



FOR MORE INFORMATION

For information on the mortgage project or on upcoming conferences, contact:

Jo Ann McGeorge
Project Director
Office of Policy Development
and Research
Department of Housing
and Urban Development
415 7th Street, S.W., Room 8122
Washington, D.C. 20410

3 IRS Moving To Eliminate Sex-Segregated Tax Tables, Encourage Survivor Annuities

The Internal Revenue Service (IRS) is taking steps to alleviate subtle forms of discrimination in its tax structure.

One upcoming reform would remove unequal tax treatment for older women receiving retirement annuities.

Exclusion Ratio

Only part of a person's income from annuities is taxable under cur-

rent regulations. The IRS uses a formula—called the “exclusion ratio”—to determine what portion of the income is tax-exempt.

The exclusion ratio is derived by dividing the amount of a person's investment in the fund by the total return expected to be received for the remainder of the person's life.

Insurance Tables

Traditional sex-segregated insurance tables provide the average life expectancy figure, which is several years longer for women than for men. Because a woman's life expectancy is longer, the exclusion ratio is smaller, meaning more of her annual income is taxed.

An example shows how this has worked in the past. A man and a woman each contribute an equal amount to an annuity fund—say \$10,000—and each will receive \$1,000 each year after retirement. To simplify the arithmetic, the man is expected to live 12 years, the woman 15.

Sample Computation

Based on the sex-segregated insurance tables now in use, the IRS would compute each person's exclusion ratio as follows:

Formula: $\frac{\text{Amount invested}}{\text{Annual allowance} \times \text{life expectancy}}$

Man: $\frac{\$10,000}{\$1,000 \times 12} = \frac{\$10,000}{\$12,000} = \frac{5}{6}$

Woman: $\frac{\$10,000}{\$1,000 \times 15} = \frac{\$10,000}{\$15,000} = \frac{2}{3}$

Thus, one-sixth of the man's income would be taxed, while the woman would pay tax on one-third of hers.

The Treasury Department has suggested that IRS amend its regulations by providing tables for life expectancy that do not differentiate by sex. Accordingly, IRS is studying such an amendment. Before any change is final, IRS will hold

hearings on the issue.

Reasons for Change

The impetus for this change comes from two sources: President Carter's August 1977 order asking agencies to review their regulations to eliminate unequal treatment based on sex; and a 1978 Supreme Court decision which concluded that the use of sex-segregated insurance tables as the basis for the design of a pension plan violated the Civil Rights Act.

Court Ruling

That Supreme Court decision (*City of Los Angeles v. Manhart*) stated: "practices that classify employees in terms of religion, race, or sex tend to preserve traditional assumptions about groups rather than thoughtful scrutiny of individuals." The court said, in effect, that it is unfair to the individual woman who may live fewer years than a particular man to charge her more for the same pension benefits.



"To insure the flabby and the fit as though they were equivalent risks may be more common than treating men and women alike; but nothing more than habit makes one 'subsidy' seem less fair than the other," the Court claimed.

Pension Changes

The IRS also has agreed to modify the instructions to four of its model pension plans to encourage employees to purchase annuities that would cover their spouses should the employees die ("joint and survivor" option).

A joint and survivor option insures that a woman will have a pension after her husband dies.

Federal pension law states that if

private pension plans offer a life annuity, they must give employees the option of choosing a joint and survivor option.

The IRS model pension plans do not include any life annuity option; instead they call for payments either in a lump sum on retirement or monthly payments over 10 years.

The IRS has agreed to require employers who use the models to tell covered employees they can use the lump sum to purchase an annuity in joint and survivor form if they wish.

4 No Major Cuts Women's Programs Survive

Since President Carter submitted the January 1981 budget, inflation has surged to unprecedented heights.

Balanced Budget

Cutting back 1980 funds and restraining 1981 spending are aimed at balancing the Federal budget, an essential element of President Carter's five-point anti-inflation program announced March 14.

The Administration's inflation-induced budget-cutting recommendations have avoided an undue impact on programs of special concern to women.

In cutting back the 1980 budget and restraining the 1981 budget, consultations were held with women's organizations, agencies, and the Office of Management and Budget.

President Carter has not proposed any reductions in 1981 budget programs affecting women in the areas of education, domestic violence, housing, employment or business. Recommendations for these programs remain substantially as they were put forth in January.

President Carter has stated that

"this Administration will not balance the budget on the backs of the poor." The revised budget will maintain national security and continue to provide for pressing needs of disadvantaged citizens. For example, benefit levels for Social Security, Medicare, Medicaid, and Aid to Families with Dependent Children would not be reduced.

In only one or two areas did increases have to be put off. For Title X of the Public Health Service Act, a particularly large program in the Department of Health and Human Services, the Administration is suggesting a decrease of \$10 million in the 1980 funding level.

This would still give Title X, the major source of family planning research and services, \$155 million for the current year. For 1981, the Administration is requesting \$162 million, an increase of \$7 million.

Because of inflation, the Administration will forego support this year for the President's welfare reform proposal and for the Child Health Assurance Program (CHAP).

The budget authority for the food and nutrition program for Women, Infants, and Children will be \$736 million (formerly \$758 million) for 1980 and \$900 million (formerly \$946 million) for 1981. No decrease is expected in the number of people being served by the program.

The President's budget reductions were developed jointly with the leaders of Congress so that this budget will be sustained by the Congress.

Besides a balanced budget, the other elements of President Carter's five-point anti-inflation program are: additional restraints on credit; stronger emphasis on voluntary wage and price actions; further energy conservation measures; and structural changes to enhance productivity, savings, research and development.

Stamps

continued from page 1

issued May 20, features the widely-admired wife of the nation's fourth president, James Madison, who served from 1809 to 1817. Dolley Madison was a White House hostess not only while her husband was president, but in the preceding administration of Thomas Jefferson—who was a widower—in which James served as Secretary of State.

When the British were burning government buildings in Washington in 1814, Dolley Madison was credited with saving a valuable Gilbert Stuart portrait of George Washington, plus other valuable state papers and national treasures, before fleeing to safety in Virginia.

Crusader Against TB

The black and red Emily Bissell stamp gives credit to the woman who moved the crusade against tuberculosis forward by introducing Christmas seals as a fundraising technique. The Postal Service will issue the stamp May 31, the anniversary date of her birth in 1861.

Bissell's interest in social service and welfare started early in her life, and she helped to win passage of Delaware's first child labor law and to establish the state's chapter of the American Red Cross.

Her Christmas seal campaign began when her cousin asked her to help raise money for his experiments in the fight against tuberculosis. She modeled her idea after a similar campaign in Denmark, and raised \$3,000 on the first year's sales.

Teacher and Pupil

The Helen Keller/Anne Sullivan issue, to be released June 27, celebrates a teacher and her pupil "whose education and training perhaps represent the most extraordinary accomplishment ever made in the education of handicapped persons," the Postal Service announcement states.

Sullivan—herself formerly blind and partially cured—imparted the gift of language to the young Keller, who was left blind and deaf and mute by a disease in infancy. Her

pupil went on to graduate summa cum laude from Radcliffe College and became a noted author and lecturer.

Noted Writer

The last of the 1980 postal series on women, to be issued September 5, features Edith Wharton, renowned novelist and short story writer. Many of her writings focus on social satire and studies of moral values.

Wharton's 1920 novel *The Age of Innocence* won the Pulitzer Prize, but many critics prize her shorter fiction and stories even more highly. One short novel acclaimed as her finest achievement is *Ethan Frome*.

Work Schedules

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headed by the President's Office of Management and Budget—is meeting with a less enthusiastic response from agencies than the alternative scheduling experiment. Only 12 agencies have submitted proposals for direct hiring of part-timers to develop research and demonstration programs.

One of the problems has been that personnel ceiling accounting systems require part-time workers to be counted the same as full-timers. Starting in October, part-timers will be counted on a pro-rata basis. OMB expects this change to improve managers' attitudes toward part-time hiring. The health benefits for part-timers have been counted on a pro-rata basis since 1978.

Frances Perkins

continued from page 5

had chosen a woman for a Cabinet post—the first woman ever to be so honored—at such a critical juncture in the nation's history. "But President Roosevelt had a good answer to that question: he simply said that he had chosen the best person available for the job."

The musicians who provided the music for the ceremony, the CETA Orchestra of New York, the Jazzmobile Jazz and the Afro-Latin Band, were linked to Frances

Perkins by their participation in the Comprehensive Employment and Training Act (CETA) public service employment program. This program continues the funding of the arts started by the Works Progress Administration under Perkins. The program gives unemployed workers, including those in the arts, a chance to sharpen their skills and earn a living, while at the same time providing a useful service to the public.

Postmaster General William Bolger presented Secretary Marshall and Coggshall a first day issue of the new stamp commemorating Frances Perkins (see article on page 1).

An exhibit depicting the life and era of Frances Perkins is displayed in the Great Hall, first floor lobby, of the Perkins Building.

The Department of Labor is dedicating a new publication to her. The book, *Protecting People at Work*, contains specially commissioned articles on occupational safety and health.



Eleanor Roosevelt in the Roosevelt Room In recognition of her contribution to the White House and country, this picture of former First Lady Eleanor Roosevelt is now displayed in the Roosevelt Room in the West Wing of the White House. Placed there at the request of Presidential Assistant Sarah Weddington, the picture depicts the only portrait ever done of Eleanor Roosevelt. The original painting hangs in the First Ladies' Gallery of the White House.

PASSAGE OF THE ERA

A Summary of the Efforts of Jimmy Carter

Support as Governor

1974 - The halls of the Georgia state capitol were filled with anti-ERA demonstrators, waving red stop signs and upbraiding legislators. Jimmy Carter was governor.

It took strength to support the ERA in those days, in that state. Jimmy Carter did. His support has continued from that day, both in words and action.

Support as President

Efforts for Extension - During the fall of 1978, President Carter and Vice President Mondale turned seven Congressional "no" votes into "yes" votes to pass legislation extending the ERA ratification deadline. The extension of the deadline was critical to the future of the ERA. (Thirty-five states have ratified the ERA, and three more are needed for it to become part of the Constitution.)

Mrs. Carter held a White House briefing for key Administration officials to emphasize the importance of the extension. Mrs. Mondale invited wives of the Senate to her home to hear from ERA supporters and individual women who explained how the lack of equal rights protection had affected them.

Sarah Weddington, then Special Assistant to the President, convened regular meetings with ERA supporters — near the time of the vote, they met daily — to coordinate efforts. The Vice President assigned a staff person full-time, and the Congressional liaison office assigned two staff persons to work with Ms. Weddington on this endeavor.

Vice President Mondale remained in Washington rather than attend the funeral of Pope John Paul I in order to preside over the Senate when the final vote was taken.

Efforts for Ratification - In early 1979, the President turned his attention back to crucial votes in the states which have not ratified the amendment. North Carolina and Florida were considered pivotal, so the Administration poured time and energy into those states. During the spring of 1979, the White House assigned a full-time consultant to assist state elected officials and coordinate White House actions.

In addition, there were ongoing meetings between the President's top assistants and key leaders in the ERA movement.

During the summer of 1979, the President provided support for media education on the ERA in efforts such as his statement to 34 national magazines for articles published on the amendment. This communication effort, spearheaded by Redbook's Sey Chassler, resulted in nationwide publicity for an issue which the President believes is a national one.

Meanwhile, President Carter continued the nuts-and-bolts work of lining up supporters: making personal phone calls, visiting with governors and state legislators.

Mrs. Carter also worked diligently, often behind the scenes, during the spring and summer of 1979. She invited key legislators to the White House and telephoned officials in unratified states.

In July 1979, she sponsored a meeting for political consultants, state legislators, ERA supporters and others to plan strategy for the ERA.

On October 23, 1979, President and Mrs. Carter sponsored a Presidential Salute to the ERA, drawing more than 800 people to the White House to emphasize the need for the ERA and to demonstrate its broad base of commitment.

The President met with presidents of major women's organizations on December 13, 1979, to map out plans for the 1980 state legislative season. A second strategy session was held with these leaders January 30, 1980 -- shortly after the President again had emphasized his commitment to the ERA by calling for ratification in his 1980 State of the Union message. The President continues to meet monthly with the women's leaders during the state legislative season.

In January 1980, the President designated Juanita Kreps, former Secretary of the Commerce Department, to represent him in the National Business Council for ERA, which is spearheaded by the National League of Women Voters. The council is composed of chief executive officers, heads of boards and other top business leaders who will lend their names and influence in full support of the ERA and distribute ERA educational material to business.

President Carter has directed members of his Administration to address the ERA as a national issue and to stress the need for its passage in their contacts with the press and public and in their speeches across the country.

The President includes his support of the ERA in speeches before a variety of audiences on numerous occasions. In the past he has spoken out for the ERA in speeches such as:

- *State of the Union address before the Congress, 1980
- *State of the Union address before the Congress, 1979
- *Joint session of the Georgia legislature, 1979
- *Joint session of the Illinois legislature, 1978
- *Democratic Mid-Term Conference, Memphis, December 8, 1978
- *Dinner for Carter-Mondale campaign, Washington, October 24, 1979

The President has proposed that he, Mrs. Carter or Vice President Mondale would be willing to participate in a major fund-raising event for the ERA.

Support by First Lady Rosalynn Carter

Since she was First Lady of Georgia, Mrs. Carter has actively supported the ERA. In public speeches, at fund-raisers and press conferences across the nation, she has emphasized the urgent need to ratify the ERA.

At the White House she gives public visibility to the issue by receiving organizations ranging from the Coalition of Labor Union Women to the League of Women Voters and the Religious Committee for the ERA.

Mrs. Carter regularly discusses the ERA with key legislators from unratified states at the White House and often telephones state legislators and elected officials to enlist their support for the ERA.

Mrs. Carter also participates in strategy sessions at the White House with political consultants, ERA supporters and others to help organize campaigns in unratified states.

Support by Judy Carter

Judy Carter, daughter-in-law of President and Mrs. Carter, travels extensively on behalf of the ERA making speeches, attending fund-raisers and conducting fact-finding trips to unratified states for President Carter. Her ERA work has taken her to Illinois, Indiana, Florida, Texas, Missouri, North Carolina, Arkansas, Kansas, New Mexico, New York, Minnesota and all parts of Georgia.

She is a leader in Housewives for ERA. She has written six articles on the ERA published in Redbook, the Atlanta Constitution, and the Los Angeles Times.

Judy Carter appears before women's organizations and Democratic Party functions and participates in interviews with newspaper, TV and radio reporters.

Support by the President's Advisory Committee for Women

At the request of President Carter, the President's Advisory Committee for Women (PACW) held a day of hearings on the ERA to receive testimony from supporters in unratified states. These hearings, on October 23, 1979, were followed by a meeting of the PACW with the President to advise him on how he could assist the ERA ratification effort. Committee members met with him again in January to present a follow-up report. PACW regularly advises the President and his White House staff on ERA ratification strategy.

Lynda Johnson Robb, chair of the PACW, and members of the committee often speak before a variety of audiences in support of the ERA.

Support by White House Staff

Since her appointment to office, Sarah Weddington, Assistant to the President, has been speaking, attending meetings and fund-raisers for ERA, working with ERA supporters and elected state officials, and responding to requests for assistance on the ERA from a variety of sources.

Representatives from Sarah Weddington's office are meeting with key people in states where a vote on ratification is likely. Her staff also conducts weekly ERA strategy meetings with leaders of women's organizations, labor, business, church groups, minority organizations and education associations.

The White House has planned separate briefings for state leaders from unratified states where a vote is possible.

At the request of the White House, Mariwyn Heath of Business and Professional Women's Clubs assists the Administration in ERA support activities.

President Carter has never waived in his outspoken support of the ERA. In public statements, in interviews with the media, in directives to members of his Administration, he has made clear his commitment to ERA ratification. On October 23, he summed up his assessment of what needs to be done to win passage:

"We've got to divide up the responsibility; we've got to organize our own forces effectively; we've got to share information; we've got to put aside the inclination that we all have to find a scapegoat on which to blame a temporary setback; we've got to share information about progress; and we need never to be deterred. Our course is a proper one, our time is right. And I predict that next year we will win. I'm determined to do so if you'll help me."

THE WHITE HOUSE

WASHINGTON

June 5, 1979

Dear Judy:

Thank you for agreeing to participate in the ERA Retreat on June 21 at the Aspen Institute at Wye Plantation in Queenstown, Maryland.

This will be a small group; therefore, your expertise will be extremely valuable as we discuss the problems in winning final approval of the Equal Rights Amendment.

I appreciate your willingness to contribute your valuable time to help design a strategy for ERA ratification. I understand the demands on your schedule.

I ask that you make your own travel arrangements to Washington. We will provide roundtrip transportation from Washington to Wye Plantation and will also cover the cost of your meals.

The group will be traveling via chartered bus from Washington to Wye Plantation on the morning of June 21. Since there are a number of participants from New York, the bus will stop at National Airport at 8:00 a.m. to pick up those arriving on the 7:00 a.m. shuttle. We will proceed from there to Wye Plantation. The 1½ hour trip will allow us to get acquainted and to begin preliminary discussions.

A brief outline of the day's activities follows:

- 7:30 a.m. - Meet in West Lobby of the White House
(Use Northwest Gate)
- 7:45 a.m. - Depart via bus for National Airport
- 8:00 a.m. - Arrive National Airport
(Pick up participants from 7:00 a.m. shuttle)
- 8:15 a.m. - Depart via bus for Wye Plantation
- 9:45 a.m. - Arrive Wye Plantation
- 10:00 a.m. - Opening Discussions
- 12:30 p.m. - Lunch
- 1:30 p.m. - Discussion
- 4:00 p.m. - Break
- 4:30 p.m. - Discussion
- 7:00 p.m. - Cocktails, dinner, followed by wrap-up and adjournment
- 9:00 p.m. - Depart via bus for Washington
- 10:15 p.m. - Arrive White House

Enclosed are a list of those who have accepted and background information. If you have any suggestions for the retreat, or need further background information prior to the meeting, please contact Barbara Vackar or Margaret Dostal at 202/456-6585.

Again, I appreciate your time, your willingness to participate, and your ideas, and I look forward to meeting with you on June 21.

Sincerely,



Sarah Weddington
Special Assistant
to the President

Enclosures

Ms. Judy Carter
Box 997
Calhoun, GA 30701

The President's Advisory Committee for Women

200 Constitution Avenue, N.W., Washington, D.C. 20210
Room N-3437 (202) 523-6707

October 16, 1979

Dear *Judy* :

HONORARY CHAIR:

Judy Carter

CHAIR:

Lynda Johnson Robb

VICE CHAIRS:

Marjorie Bell Chambers

Elizabeth Koontz

MEMBERS:

Owanah Anderson
Unita Blackwell
Erma Bombeck
Jack T. Conway
Miriam I. Cruz
Laura deHerrera
Donna E. deVarona
Gretta Dewald
Charles Guerrier
Nancy Humphries
Jeffalyn Johnson
Odessa Komer
Esther Landa
Linda J. Lee
Mary Helen Madden
Billie Nave Masters
Alice McDonald
Brenda Parker
Estelle Ramey
Ann S. Ramsay
Ann Richards
Richard Rossie
Jill L. Schropp
Tin Myaing Thein

Plans for the October PACFW meeting and the White House ERA Summit are now being finalized.

By now you should have received your letter of invitation to the White House Reception. The White House Reception is on Tuesday, October 23rd, from 6:00 - 8:00 p.m. All Committee members are invited to attend the reception with their spouse/guest. Since this is a "cocktail reception", dress is not formal.

Although we are still firming up details for our meeting, I would like to bring you up-to-date on those points which are definite. Therefore, enclosed please find:

- copy of preliminary agenda. Please note that there will not be a Committee reception on Sunday night. Additionally, the ERA Summit on Tuesday, October 23rd, will be held at the Blair House;
- copy of memorandum from Sarah Weddington requesting use of the Blair House for the ERA Summit;
- copy of letter from Sarah Weddington inviting people to present testimony before the Committee at the ERA Summit; and
- copies of ERAmerica material on the other states that will be included in the ERA Summit. This includes the following states: Alabama, Arkansas, Arizona, Georgia, Louisiana, Mississippi, Nevada, and Utah. (Please refer to the enclosed agenda for your state assignments.)

The crystalization of our request for an ERA Summit is becoming reality!

Sincerely,

Lynda J. Robb
Lynda Johnson Robb
Chair

The President's Advisory Committee for Women

200 Constitution Avenue, N.W., Washington, D.C. 20210
Room N-3437 (202) 523-6707

PRELIMINARY AGENDA

NOT FOR PUBLIC DISTRIBUTION

HONORARY CHAIR:

Judy Carter

CHAIR:

Lynda Johnson Robb

VICE CHAIRS:

Marjorie Bell Chambers

Elizabeth Koontz

Monday, October 22, 1979

OPEN SESSION

Location

MEMBERS:

Department of Labor
Conference Room N-5437
200 Constitution Avenue, N.W.
Washington, D.C. 20210
202-523-6707

Owanah Anderson
Unita Blackwell
Erma Bombeck
Miriam I. Cruz
Laura de Herrera
Donna E. deVarona
Gretta Dewald
Jeffalyn Johnson
Odessa Komer
Esther Landa
Linda J. Lee
Mary Helen Madden
Billie Nave Masters
Alice McDonald
Brenda Parker
Ann S. Ramsay
Ann Richards
Richard Rossie
Jill L. Schropp
Tin Myaing Thein

9:00 - 9:45 a.m.

Coffee and Rolls

9:45 - 10:00 a.m.

Opening Remarks:

Marjorie Bell Chambers
Vice Chair

10:00 - 12:00 noon

Discussion on:

- Committee reactions to hearings in Raleigh, N.C.
- Committee response to abstract of testimony presented
- Major Women's Health Issues, Estelle Ramey
- Other new and old business

12:00 - 12:15 p.m.

Break

The President's Advisory Committee for Women

200 Constitution Avenue, N.W., Washington, D.C. 20210
Room N-3437 (202) 523-6707

PRELIMINARY AGENDA

NOT FOR PUBLIC DISTRIBUTION

HONORARY CHAIR:

Judy Carter

CHAIR:

Lynda Johnson Robb

Monday, October 22, 1979

(Afternoon Session)

VICE CHAIRS:

Marjorie Bell Chambers

Elizabeth Koontz

CLOSED SESSION

MEMBERS:

Owanah Anderson

Unita Blackwell

Erma Bombeck

Miriam I. Cruz

Laura de Herrera

Donna E. deVarona

Gretta Dewald

Jeffalyn Johnson

Odessa Komer

Esther Landa

Linda J. Lee

Mary Helen Madden

Billie Nave Masters

Alice McDonald

Brenda Parker

Ann S. Ramsay

Ann Richards

Richard Rossie

Jill L. Schropp

Tin Myaing Thein

12:15 - 1:00 p.m.

Working Lunch

1:00 - 4:00 p.m.

Closed Business Session

- Future sites and dates for PACFW meetings
- Discussion on Motion 3 from September Meeting

2:30

BREAK

- Does the Committee act as a whole?
- Preparation for ERA Hearings

4:00 p.m.

Adjourn

The President's Advisory Committee for Women

200 Constitution Avenue, N.W., Washington, D.C. 20210
Room N-3437 (202) 523-6707

PRELIMINARY AGENDA

NOT FOR PUBLIC DISTRIBUTION

HONORARY CHAIR:

Judy Carter

CHAIR:

Lynda Johnson Robb

VICE CHAIRS:

Marjorie Bell Chambers

Elizabeth Koontz

Tuesday, October 23, 1979

Location

Blair House
1651 Pennsylvania Avenue, N.W.
Washington, D. C.
202-347-8547

MEMBERS:

Owanah Anderson
Unita Blackwell
Erma Bombeck

Miriam I. Cruz

Laura de Herrera

Donna E. deVarona

Gretta Dewald

Jeffalyn Johnson

Odessa Komer

Esther Landa

Linda J. Lee

Mary Helen Madden

Billie Nave Masters

Alice McDonald

Brenda Parker

Ann S. Ramsay

Ann Richards

Richard Rossie

Jill L. Schropp

Tin Myaing Thein

8:30 - 9:00 a.m.

Coffee and Rolls

9:00 - 1:00 p.m.

Fact-Finding Sessions
(Refer to attached
Committee Assignments)

1:00 - 3:00 p.m.

Summary Session/Synthesis

Ann Richards, Chair
PACFW ERA Subcommittee

3:00 - 3:30 p.m.

Meeting with the President

4:00

Closing Remarks/Adjournment
Lynda Johnson Robb, Chair

6:00 - 8:00 p.m.

Salute to ERA: White House
Reception

Location

The White House
Washington, D. C.

Tuesday, October 23, 1979

COMMITTEE ASSIGNMENTS FOR ERA SUMMIT

<u>TIME</u>	<u>ROOM 1</u>	<u>ROOM 2</u>	<u>ROOM 3</u>
9:00 a.m.	<u>FLORIDA</u> Cruz Bombeck Parker Koontz	<u>MISSOURI</u> Ramsay Masters Humphries	<u>OKLAHOMA</u> Rossie Anderson Dewald
10:30 a.m.	<u>UTAH & NEVADA</u> Guerrier de Herrera McDonald	<u>GEORGIA</u> Blackwell Thein Humphries	<u>MISSISSIPPI & ALABAMA</u> Lee Schropp Johnson
11:00 a.m.	<u>ILLINOIS</u> Chambers McDonald Guerrier Blackwell	<u>NORTH CAROLINA</u> Thein Richards Conway	<u>SOUTH CAROLINA</u> Schropp Lee Koontz
12:00 noon		<u>ARIZONA</u> Johnson Parker Ramsay	<u>LOUISIANA</u> Masters Rossie Dewald
12:30 noon	_____	<u>VIRGINIA</u> Conway Bombeck de Herrera	<u>ARKANSAS</u> Anderson Cruz
1:00 p.m.		_____	_____

The President's Advisory Committee for Women

200 Constitution Avenue, N.W., Washington, D.C. 20210
Room N-3437 (202) 523-6707

PRELIMINARY AGENDA

NOT FOR PUBLIC DISTRIBUTION

HONORARY CHAIR:

Judy Carter

CHAIR:

Lynda Johnson Robb

VICE CHAIRS:

Marjorie Bell Chambers

Elizabeth Koontz

Wednesday, October 24, 1979

OPEN SESSION

MEMBERS:

Location:

Owanah Anderson

Unita Blackwell

Erma Bombeck

Miriam I. Cruz

Laura de Herrera

Donna E. deVarona

Gretta Dewald

Jeffalyn Johnson

Odessa Komer

Esther Landa

Linda J. Lee

Mary Helen Madden

Billie Nave Masters

Alice McDonald

Brenda Parker

Ann S. Ramsay

Ann Richards

Richard Rossie

Jill L. Schropp

Tin Myaing Thein

Department of Labor
Room N-5437
200 Constitution Avenue, N.W.
Washington, D.C. 20210

8:30 - 9:00 a.m.

Coffee and Rolls

9:00 - 9:05 a.m.

Opening Remarks and
Introductions -

Lynda Johnson Robb, Chair

9:05 - 9:30 a.m.

Presentation of ERA Information

Ann Richards, Chair
PACFW ERA Subcommittee

9:30 - 10:00 a.m.

Question and Answer Period

10:00 - 10:30 a.m.

Summary and Discussion of Areas
for Future Consideration

10:30 a.m.

Closing Remarks and Adjournment

THE WHITE HOUSE
WASHINGTON

October 12, 1979

MEMORANDUM FOR:

AMBASSADOR ABELARDO VALDEZ

FROM:

SARAH WEDDINGTON
ASSISTANT TO THE PRESIDENT

RE:

REQUEST FOR OFFICIAL USE OF BLAIR HOUSE
ON TUESDAY, OCTOBER 23, 1979

On Tuesday, October 23, my office will be sponsoring a day of meetings and activities with representatives from around the country who have been working on ratification of the Equal Rights Amendment. We will be holding a meeting at 3:00 p.m. with the President. The President and Mrs. Carter will host a cocktail reception for the group (and others) that evening here at the White House.

I need three rooms capable of holding not more than 10 people each. I believe the parlor to the right as you enter Blair House, the dining room that closes off, and one of the rooms down the long corridor would be perfectly serviceable. The main part of the house would be used for various people who would be coming and going at various parts of the day. At no time would we have more than 70 people total, and generally we would have far fewer.

We need the use of Blair House from 9:00 a.m. to 2:30 p.m. It would be nice to have coffee and donuts available; I will cover that out of my official office account.

This meeting is in request to the Committee's call for a "Camp David Summit," so it is especially important that we have a prestigious place. As you may know, I have not in the past 12 months of employment requested the use of Blair House, but this is a time I must urge its availability.

Thank you for your consideration of this request. A prompt reply would be most appreciated because of the need for communicating the details of the day to people throughout the country.

THE WHITE HOUSE

WASHINGTON

October 12, 1979

Dear :

On October 23rd, the White House will be focusing attention on the Equal Rights Amendment and we would appreciate your participation in that effort.

From 6:00 to 8:00 that evening, the President and Mrs. Carter are sponsoring a cocktail reception. You and a guest will be invited to participate if you are able to be here for the day's activities. This "Presidential Salute to the ERA" is to focus media attention on the broad support for ERA and the continuing need for its ratification. In addition, this event will give many leaders in the struggle to ratify the opportunity to come together to share a renewed dedication to its passage.

In addition, we have planned a series of events during the day, in part as a response to the July request of the President's Advisory Committee for Women that there be a White House Summit Conference devoted to the ERA. At specified times between 9:00 and 12:00 a.m., the President's Advisory Committee for Women, at our request, will be taking testimony in a confidential briefing session from selected persons from unratified states on the efforts needed for ratification. The Advisory Committee will act as fact-finders for the President and will address questions to leaders like yourself who are exceptionally well informed concerning the political realities of the ERA campaign. Representatives of ERAmerica and NOW will also hear the testimony.

It is our hope that the work of the PACW, with your help, can result in a strategy for ratification that would include elements to be performed by the President and the White House and elements that could be shared by the various interested organizations and individuals. The PACW will meet after the morning's testimony to formulate that report to be presented to the President by the PACW members at 3:00 p.m. on the 23rd.

I have asked the PACW to call you with other details of the day, and to answer any questions you might have. Faith Lee may be contacted for additional information at (202) 523-6707.

We do appreciate your leadership on this important issue. I hope that you will be able to participate here in the events of October 23rd.

Sincerely,

SARAH WEDDINGTON
Assistant to the President



1525 M Street, N.W.
Washington, D.C. 20005
(202) 833-4354

Honorary Co-Chairs
Liz Carpenter, Elly Peterson
Co-Chairs
Sharon Percy Rockefeller, Helen Milliken

August, 1979
FOR FURTHER INFORMATION
Call: ERAmerica
(202) 833-4354

THE EQUAL RIGHTS AMENDMENT

The Equal Rights Amendment was first introduced in Congress in 1923, three years after the suffrage amendment was ratified in the states.

Originally drafted by suffragist Alice Paul, it was introduced in Congress in various forms almost every year until 1972. The House of Representatives passed the ERA by a vote of 354 to 23 on October 12, 1971. The Senate passed the ERA by a vote of 84-4 on March 22, 1972. The Amendment was then sent to the states for ratification.

Congressional passage was preceded by extensive hearings by both Senate and House Judiciary Committees, full debate in both Houses and Committee reports explaining the Amendment.

Within hours of the final Senate vote, Hawaii became the first state to ratify the Amendment. Twenty-one additional states ratified in 1972: Alaska, California, Colorado, Delaware, Idaho, Iowa, Kansas, Kentucky, Maryland, Massachusetts, Michigan, Nebraska, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Tennessee, Texas, West Virginia, and Wisconsin.

In 1973, the AFL-CIO officially endorsed the Amendment, reversing their previous stand and bringing the powerful labor bloc solidly into the pro-ERA camp. Eight more states ratified the Amendment that year: Connecticut, Minnesota, New Mexico, Oregon, South Dakota, Vermont, Washington, and Wyoming.

Three states ratified the Amendment in 1974: Maine, Montana, and Ohio. That year also marked the escalation in political activity by pro-ERA women throughout the nation. In unratified states, political candidates were asked to state their position on ERA as an election issue.

North Dakota ratified the Amendment in 1975.

ERAmerica, the nationwide alliance of over 130 prominent civic, labor and church organizations was formed to spearhead an independent national ERA campaign in March, 1976. Liz Carpenter and Elly Peterson, a nationally known and bi-partisan team of political pros, were asked by the organizations to be co-chairs of the ERAmerica campaign.

THE EQUAL RIGHTS AMENDMENT

"Section 1. Equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex."

In January, 1977, Indiana became the 35th state to ratify the Equal Rights Amendment.

"On July 9, 1978 in Washington, D.C., over 100,000 supporters of the Equal Rights Amendment joined together to march in favor of extending the original ERA ratification deadline of March 22, 1979. On August 15, 1978 the House approved extension by a vote of 233-189 and on October 6, 1978 the Senate added its approval by a vote of 60-36 thus extending the ratification deadline to June 30, 1982."

In March of 1979, ERAmerica now representing over 200 organizations, redoubled its leadership forces by adding the bi-partisan team of Sharon Percy Rockefeller and Helen Milliken, first ladies of West Virginia and Michigan respectively, as co-chairs joining honorary co-chairs Carpenter and Peterson.

Three more states must ratify the Amendment by June 30, 1982 for it to become the 27th Amendment to the U.S. Constitution.

A Gallup Poll taken in June, 1978 indicates broad support for the Amendment, with 58% of the population in favor, 31% opposed and 11% not sure.

Fifteen states have not ratified the Equal Rights Amendment: Alabama, Arizona, Arkansas, Florida, Georgia, Illinois, Louisiana, Mississippi, Missouri, Nevada, North Carolina, Oklahoma, South Carolina, Utah, and Virginia.



1525 M Street, N.W.
Washington, D.C. 20005
(202) 833-4354

Honorary Co-Chairs
Liz Carpenter, Elly Peterson
Co-Chairs
Sharon Percy Rockefeller, Helen Milliken

STATUS OF ERA RATIFICATION

27th Amendment

August, 1979

- Sec. 1 Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex.
- Sec. 2 The Congress shall have the power to enforce, by appropriate legislation, the provisions of this article.
- Sec. 3 This amendment shall take effect two years after the date of ratification.

Passed by the 92nd Congress on March 22, 1972 and submitted to the Legislatures of the States for ratification. The 95th Congress on October 6th, 1978 extended the deadline for the consideration of the Equal Rights Amendment from March 22, 1979 to June 30, 1982.

35 STATES (of 38 needed) HAVE RATIFIED ERA: Alaska, California, Connecticut, Colorado, Delaware, Hawaii, Idaho, Indiana, Iowa, Kansas, Kentucky, Maine, Maryland, Massachusetts, Michigan, Minnesota, Montana, Nebraska, New Hampshire, New Jersey, New Mexico, New York, North Dakota, Ohio, Oregon, Pennsylvania, Rhode Island, South Dakota, Tennessee, Texas, Vermont, Washington, West Virginia, Wisconsin, and Wyoming.

16 STATES HAVE STATE EQUAL RIGHTS AMENDMENTS: Alaska, Colorado, Connecticut, Hawaii, Illinois, Maryland, Massachusetts, Montana, New Hampshire, New Mexico, Pennsylvania, Texas, Utah, Virginia, Washington, and Wyoming.

15 STATES HAVE NOT YET RATIFIED ERA: Alabama, Arizona, Arkansas, Florida, Georgia, Illinois, Louisiana, Mississippi, Missouri, Nevada, North Carolina, Oklahoma, South Carolina, Utah, Virginia.

THE EQUAL RIGHTS AMENDMENT

"Section 1. Equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex."

GENERAL INFORMATION: UNRATIFIED STATE LEGISLATURES

*P-Primary

*R-Runoff

1979 General Election-Nov. 7

1980 General Election-Nov. 4

State	Length of term (yrs)		Next Elections				1980 Legislative Session Dates
	Senate	House	Dates*		Offices		
			P	R	House	Senate	
ALABAMA	4	4	1982	None	ALL	ALL	Feb. 5 for 30 legislative days
ARIZONA	2	2	9/9/80	None	ALL	ALL	Jan. 14 for indefinite period
ARKANSAS	4	2	5/27/80	6/10/80	ALL	½	None
FLORIDA	4	2	9/9/80	9/30/80	ALL	½	April 8 - June 6
GEORGIA	2	2	8/12/80	9/2/80	ALL	ALL	Jan. 14 - Feb. 22
ILLINOIS	4	2	3/18/80	None	ALL	1/3	March 1 - June 30
LOUISIANA	4	4	10/27/79	11/6/79	ALL	ALL	(for not more than 60 days) April 21
MISSISSIPPI	4	4	8/7/79	8/28/79	ALL	ALL	Jan. 2 - May 5
MISSOURI	4	2	8/5/80	None	ALL	½	Jan. 9 - May 15
NEVADA	4	2	9/9/80	None	ALL	ALL	Jan. 19 (indefinite period)
NORTH CAROLINA	2	2	5/6/80	6/30/80	ALL	ALL	May 5 - May 17
OKLAHOMA	4	2	8/26/80	9/15/80	ALL	ALL	Jan. 8 - May 12
SOUTH CAROLINA	4	2	6/10/80	6/24/80	ALL	ALL	Jan. 8 (indefinite period)
UTAH	4	2	9/9/80	None	ALL	½	Jan. 7 for 20 calendar days
VIRGINIA	4	2	6/12/79	None	ALL	ALL	Jan. 9 for 30 calendar days

ERA LEGISLATIVE HISTORY: UNRATIFIED STATES

ALABAMA

- (1973) Senate rejected 6-26.
- (1975) House instituted a 3/5's majority on Constitutional Amendments:
(only action taken by House on this amendment)
- (1978) Senate rejected 8-24.

ARIZONA

- (1973-74) Committee action only
- (1975) ERA defeated 16-14 by Senate Committee of the Whole.
- (1976) ERA was voted down 15-15 on a third reading on the Senate Floor.
- (1977) Senate Committee of the Whole defeated ERA 18-11.
- (1978) An amended ERA (excluding Section II) was defeated by the Senate Committee of the Whole 17-13.
- (1979) Senate defeated 11-18, House defeated 18-39.

ARKANSAS

- (1973) Senate defeated 14-20.
- (1977) Passed House Committee but procedural tactic prevented floor vote.
- (1979) House Committee on Agencies approved "Do Not Pass" recommendation 14-4.

FLORIDA

- (1972) House passed 92-4.
- (1973) House defeated 54-64.
- (1974) Senate rejected 19-21.
- (1975) Senate rejected 18-22; House defeated 62-58.
- (1977) Senate rejected 19-21.
- (1979) House Rules Committee passed ERA resolution for floor consideration, 15-9 April 3. Senate Rules Committee refused to send ERA resolution to Senate floor, 12-4 April 4; Committee reconsideration again refused to move ERA to floor, by voice vote, April 5. House amended already passed Senate Bill and added ERA, 64-52, May 17. Senate defeated amended bill, 21-19, May 24.

GEORGIA

- (1978) Senate Judiciary Committee voted unanimously to hold ERA in committee; ERA rejected once in Senate and once in House.

ILLINOIS

- (1974) Senate defeated by six votes, House by 12 votes.
- (1975) House passed, Senate defeated by six votes.
- (1976) Senate defeated by 7 votes.
- (1977) Senate defeated by six votes.
- (1978) House defeated by 2 votes.
- (1979) Senate and House voted to retain 3/5's majority rule. Adopted a rule that essentially limits floor consideration of a constitutional amendment to only one time per legislative session.

LOUISIANA

- (1973) Killed in House committees, passed once in Senate.
(1975) " " " " " " " "
(1977) " " " " " " " "
(1979) Reported unfavorably out of House Committee, 11-5. Reported favorably out of Senate Committee 5-1. Senate floor vote defeated bill, 25-14.

MISSISSIPPI

Only state where ERA has never reached the floor of either house.

MISSOURI

- (1973) House defeated 70-81.
(1975) House passed 82-75, Senate defeated 14-20.
(1977) Senate defeated 12-22.

NEVADA

- (1975) House passed 27-13, Senate defeated 8-12.
(1977) Senate passed 11-10, House defeated 15-24.
(1979) Senate defeated 3-14.

NORTH CAROLINA

- (1973) Senate defeated 23-27.
(1975) House defeated 57-62.
(1977) House passed 61-55, Senate defeated 24-26.
(1979) Parliamentary manipulation forced Senate Constitutional Committee to report bill out unfavorably. Senate Judiciary Committee tabled bill.

OKLAHOMA

- (1972) Senate passed by voice vote, House defeated 36-52.
(1973) House defeated 45-53.
(1975) House defeated 45-51.
(1979) Senate President Pro tempore and Speaker introduced and sponsored ERA bill. No committee action.

SOUTH CAROLINA

- (1973) Tabled by House.
(1975) " " "
(1978) Senate defeated 18-23 on procedural motion.

UTAH

- (1973) House defeated 21-5.
(1975) House defeated 51-23.
(1979) Resolution to prevent ERA from consideration by either legislative chamber passed House 60-8, Senate 23-5.

VIRGINIA

- (1973-74) Killed in committee.
(1975) Senate defeated on referral motion.
(1976) House and Senate defeated on procedural motions.
(1977) Senate defeated 20-18.
(1978) House P&E Committee killed 12-8.
(1979) Senate P&E Committee failed to report ERA to floor 7-8; House of Delegates held ERA bill in P&E Committee.

ALABAMA

Jane Culbreth

ERA History

1978 Rejected by Senate 24-8
 1973 Rejected by Senate 26-6

There has been no action by the House except passage in 1975 of a three-fifths vote requirement for Constitutional amendments.

<u>Present Political Line-Up</u>	<u>Senate</u>	<u>House</u>
Total Members:	35	105
Partisan Balance:	D-35 R- 0	D-101 R- 4
Need to Ratify:	Majority present and voting	63 (3/5)
Estimated Pro-ERA:	7	16
Leadership:	Pro Lt. Gov. & Pres. George McMillan, Jr. (D)	Anti Speaker Joe McCorquodale (D)
Governor:	Forrest "Fob" James (D) uncommitted	1978-1982

Next Elections - 1982
 Senate-all (4 years)
 House- all (4 years)

Next Legislative Session - 1980

Session starts in February for 30 legislative days.
 ERA can be introduced.
 Committees not required to report all bills.

1978 Congressional Delegation Vote on Extension

Total: 9 (6D/3R) Pro: 1 (R) Anti: 5 (4D/1R) NV 2 D

Pro: John Buchanan (R-6) Not Voting: Sen. Nancy Allen(D)
 vacant Senate seat

Anti: Jack Edwards (R-1)
 William Dickinson (R-2)
 William Nichols (D-3)
 Tom Bevill (D-4)
 Ronnie Flipppo (D-5)
 Walter Flowers (D-7)

ARKANSAS

ERA History

1977 Passed House committee, but archaic procedural tactic
was used to avoid a recorded floor vote. No Senate action.
1973 Defeated in Senate 20-14

<u>Present Political Line-Up</u>	<u>Senate</u>	<u>House</u>
Total Members:	35	100
Partisan Balance:	D-35 R-0	D-94 R-6
Need to Ratify:	18	51
Estimated Pro-ERAA	15	29-40* (Clinton estimat
Leadership:	Pro Lt. Gov./Pres. Joe Purcell (D).	Anti Speaker John Miller (D)
Governor:	William Clinton (D) 1978-1982	Pro

Next Elections - 1980

Senate: $\frac{1}{2}$ (4 years)
House: All (2 years)

Next Legislative Session - 1981

No 1980 session unless called by 2/3 vote of legislature.
ERA can be introduced in 1981.
Committees not required to report all bills.

1978 Congressional Delegation Vote on Extension

Total <u>6</u> (5D/1R)	Pro <u>1</u> (D)	Anti <u>4</u> (3D/1R) NV <u>1</u>
Pro: Ray Thornton (D-4)		NV: Sen David Pryor (D)
Anti: Sen. Dale Bumpers (D)		
Bill Alexander (D-1)		Jim Guy Tucker (D-2)
John Hammerschmidt (R-3)		

ARIZONA

ERA History

1979 Senate defeated 18-11
House defeated 39-18

Atty. General Bob Corbin joined Atty. General Dave LeRoy of Idaho in filing suit against the Federal Government challenging extension and non-recognition of rescission.

1978 Senate defeated 18-11 - *not ratified*

1976 Senate defeated 15-15, House killed in committee

1975 Senate defeated 16-14, House defeated 41-19

1974 Killed in Senate committee

1973 Killed in House committee

<u>Present Political Line-Up</u>	<u>Senate</u>	<u>House</u>
Total Members:	30	60
Partisan Balance:	D-16 R-14	D-42 R-18
Need to Ratify:	16	31
Estimated Pro-ERA:	11	18
Leadership:	Anti Pres. Leo Corbet (R)	Anti Speaker Frank Kelley
Governor:	Bruce Babbitt (D) 1978-1982	Pro

Next Elections - 1980

Filing June 11-July 11 Primary Sept. 9 Runoff none
Senate: All (2 years)
House: All (2 years)
U.S. Senate: Barry Goldwater (R)

Next Legislative Session - 1980

Session starts January 14, for an indefinite time period.
Bills frequently referred to 3 different standing committees.
Committees not required to report all bills.

GEORGIA

ERA History

1979 Introduced in House and referred Committee on Aging
 Committee held bill.
 1978 Killed in Senate Judiciary Committee
 1975 Defeated in Senate 33-22
 1974 Defeated by House 104-70
 1973 Killed in House and Senate committees

Present Political Line-Up

	<u>Senate</u>	<u>House</u>
Total Members:	56	180
Partisan Balance:	D-51 R-5	D-159 R-21
Need to Ratify:	29	91
Estimated Pro-ERA:	18	52
Leadership:	Mixed Lt. Gov./Pres. Zell Miller (D) Pro Pres. ProTem-A.W. Holloway Anti	Anti Speaker Thomas Murphy (D) anti Speaker ProTem Jack Connell (D)
Governor:	George Busbee (D) Pro 1978-1982	

Next Elections - 1980

Filing May 28-June 11	<u>Primary</u> August 12	<u>Runoff</u> Sept. 2
Senate: All (2 years)		
House: All (2 years)		
U. S. Senate: Herman Talmadge (D)		

Next Legislative Session - 1980

Session scheduled for January 14-February 22
 ERA bill held over in Committee on Aging can be acted upon
 Committees not required to report all bills.
 Committees may hold a bill; pass it; pass with changes; not
 pass or pass with no recommendations

1978 Congressional Delegation Vote on Extension

Total 12 (12D) Pro 2 (2D) Anti 10 (D)

Pro: Elliott Levitas (D-4) Wyche Fowler (D-5)

Anti: Sen. Herman Talmadge (D) Sen. Sam Nunn (D)
 Bo Ginn (D-1) Dawson Mathis (D-2)
 Jack Brinkley (D-3) John Flynt (D-6)
 Larry McDonald (D-7) Bill Lee Evans (D-8)
 Ed Jenkins (D-9) Doug Barnard (D-10)

ARIZONA, 2

1978 Congressional Delegation Vote on Extension

Total: 6 (3D/3R) Pro 2 (2D) Anti 4 (1D/3R)

Pro: Morris Udall (D-2)
Dennis DeConcini (D-S)

Anti: Barry Goldwater (R-S)
John Rhodes (R-1)
Bob Stump (D-3)
Eldon Rudd (R-4)

LOUISIANA

ERA History

1979 Bill introduced in both House and Senate. Committee action pending
 1977 Killed in House committee 11-5; in Senate committee 5-4
 1975 Killed in House committee 8-7
 1973 Killed in House committee 10-7. (Once passed by the Senate)

<u>Present Political Line-Up</u>	<u>Senate</u>	<u>House</u>
Total Members:	39	105
Partisan Balance:	D-38 R-1	D-101 R-4
Need to Ratify:	20	53
Estimated Pro-ERA:	25* (*Mouton)	47
Leadership:	Pro Pres. Pro tem Edger Mouton (D)	Pro Speaker E.L. "Bubba" Henry (D)
Governor:	Edwin Edwards (D) 1979 Pro	

Next Elections - 1979

<u>Filing</u> completed	<u>General</u> Oct. 27	<u>Runoff</u> Nov. 6
Senate: all		
House: all		
Gov. Edwin Edwards (cannot succeed himself)		
Sen. Russell Long (D)		

Next Legislative Session - 1980

Session scheduled to begin April 21 and last for not more than sixty legislative days.
 ERA can be introduced
 Bills required to be reported from committee

1978 Congressional Delegation Vote on Extension

Total <u>10</u> (8D/2R)	Pro <u>3</u> (D)	Anti <u>7</u> (5D/2R)
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Pro: Sen. J. Bennett Johnston, Jr. (D)
 Lindy Boggs (D-2)

Anti: Sen. Russell Long (D)
 David Treen (R-3)
 Jerry Huckaby (D-5)
 John Breaux (D-7)

Robert Livingston (D-
 Joe Waggoner, Jr. (D-
 W. Henson Moore (R-6)

The President's Advisory Committee for Women

200 Constitution Avenue, N.W., Washington, D.C. 20210
Room N-3437 (202) 523-6707

AGENDA

NOT FOR PUBLIC DISTRIBUTION

HONORARY CHAIR:

Judy Carter

CHAIR:

Lynda Johnson Robb

Tuesday, October 23, 1979

VICE CHAIRS:

Marjorie Bell Chambers

Elizabeth Koontz

Location

Blair House
1651 Pennsylvania Avenue, N.W.
Washington, D. C.
202-347-8547

MEMBERS:

Owanah Anderson

Unita Blackwell

Erma Bombeck

Jack T. Conway

Miriam I. Cruz

Laura deHerrera

Donna E. deVarona

Gretta Dewald

Charles Guerrier

Nancy Humphries

Jeffalyn Johnson

Odessa Komer

Esther Landa

Linda J. Lee

Mary Helen Madden

Billie Nave Masters

Alice McDonald

Brenda Parker

Estelle Ramey

Ann S. Ramsay

Ann Richards

Richard Rossie

Jill L. Schropp

Tin Myaing Thein

8:30 - 9:00 a.m.

Coffee and Rolls

9:00 - 1:00 p.m.

Fact-Finding Sessions
(Refer to attached
Committee Assignments)

1:00 - 3:00 p.m.

Summary Session/Synthesis

Ann Richards, Chair
PACFW ERA Subcommittee

3:00 - 3:30 p.m.

Meeting with the President

3:30 - 4:00 p.m.

Assessment of Meeting with
President Carter

Location: Mariwyn Heath's Office
Old Executive Office Bldg

4:00

Closing Remarks/Adjournment
Lynda Johnson Robb, Chair

6:00 - 8:00 p.m.

Salute to ERA: White House
Reception

Location

The White House
Washington, D. C.

Tuesday, October 23, 1979

COMMITTEE ASSIGNMENTS FOR ERA SUMMIT

TIME	ROOM <u>1</u>	ROOM <u>2</u>	ROOM <u>3</u>
9:00 a.m.	<u>FLORIDA</u> <u>Cruz</u> Bombeck Parker Koontz	<u>MISSOURI</u> <u>Ramsay</u> Masters Humphries Ramey	<u>OKLAHOMA</u> <u>Rossie</u> Anderson Dewald
10:30 a.m.	<u>UTAH & NEVADA</u> <u>Guerrier</u> de Herrera McDonald	<u>GEORGIA</u> <u>Blackwell</u> Thein Humphries	<u>MISSISSIPPI</u> <u>& ALABAMA</u> <u>Lee</u> Schropp Johnson
11:00 a.m.	<u>ILLINOIS</u> <u>Chambers</u> McDonald Guerrier Blackwell	<u>NORTH CAROLINA</u> <u>Thein</u> Richards Landa	<u>SOUTH CAROLINA</u> <u>Schropp</u> Lee Koontz
12:00 noon		<u>ARIZONA</u> <u>Johnson</u> Parker Ramsay	<u>LOUISIANA</u> <u>Masters</u> Rossie Dewald Ramey
12:30 noon	_____	<u>VIRGINIA</u> <u>Landa</u> Bombeck de Herrera	<u>ARKANSAS</u> <u>Anderson</u> Cruz
1:00 p.m.		_____	_____

The President's Advisory Committee for Women

200 Constitution Avenue, N.W., Washington, D.C. 20210
Room N-3437 (202) 523-6707

3 DEC 1979

HONORARY CHAIR:

Judy Carter

CHAIR:

Lynda Johnson Robb

VICE CHAIRS:

Marjorie Bell Chambers

Elizabeth Koontz

MEMORANDUM

To: Committee Members
From: Lynda Johnson Robb

Re: Idaho et al v. Freeman
(E.R.A. Recission case)

MEMBERS:

Owanah Anderson
Unita Blackwell
Erma Bombeck
Miriam I. Cruz
Laura de Herrera
Donna E. deVarona
Gretta Dewald
Jeffalyn Johnson
Odessa Komer
Esther Landa
Linda J. Lee
Mary Helen Madden
Billie Nave Masters
Alice McDonald
Brenda Parker
Ann S. Ramsay
Ann Richards
Richard Rossie
Jill L. Schropp
Tin Myaing Thein

There is, as many of you know, a lawsuit pending in Idaho which will test the validity of extension and recission of E.R.A. It is in the Ninth Circuit of the Court of Appeals, and is being heard by Judge Marion Callister, who is a regional representative of the Mormon Church. His position in the church is the equivalent of Archbishop. On the grounds that Judge Callister is an official of the Church, he was asked to disqualify himself from hearing the case. He refused to do so, and the matter was returned to the Justice Department for action. Last Thursday, Soliciter General Wade McCree issued a decision stating that the Judge's decision could not be appealed by the Justice Department.

On Friday afternoon, a group of representatives of women's organizations met with Linda Tarr-Whelan at the White House. Roberta Weiner represented me, and there were people there from AAUW, BPW, B'nai Brith, National Association of Social Workers, NOW, ERAmerica, MANA, NACOPRW and the Cuban-American Women, among others. There were also four Mormons for E.R.A., including Sonia Johnson, who spoke eloquently about the impossibility of getting a fair decision from Judge Callister, who, she said, could feel that the case had been given to him as a gift from God to do his work.

The organizations at the meeting requested that the President intervene with the Justice Department to attempt alternative legal routes to remove the case from Judge Callister. After polling those committee members, on short notice, that I was able to get hold of, I sent the attached letter to the White House, urging the President to act.

I have also attached a brief synopsis of the case, and will keep you informed of developments.

The President's Advisory Committee for Women

200 Constitution Avenue, N.W., Washington, D.C. 20210
Room N-3437 (202) 523-6707

December 3, 1979

HONORARY CHAIR:

Judy Carter

CHAIR:

Lynda Johnson Robb

VICE CHAIRS:

Marjorie Bell Chambers
Elizabeth Koontz

The President
The White House
Washington, D. C. 20500

MEMBERS:

Owanah Anderson
Unita Blackwell
Erma Bombeck
Jack T. Conway
Miriam I. Cruz
Laura deHerrera
Donna E. deVarona
Gretta Dewald
Charles Guerrier
Nancy Humphries
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Jill L. Schropp
Tin Myaing Thein

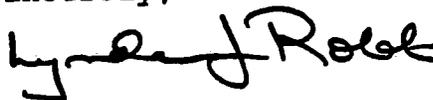
Dear Mr. President:

When the President's Advisory Committee for Women met with you on October 23, we were impressed with your firm support of the Equal Rights Amendment, and your pledge to do all you can to assure passage.

In the past few days a critical problem has arisen that we feel requires your urgent attention. Recent developments in Idaho v. Freeman, the case that will test the legality of E.R.A. extension and rescission, could have serious consequences for the prospects of ratification within the required deadline. The Committee joins me in urging that you put the full power of your office behind efforts to satisfactorily resolve this grave situation in the best interests of the Equal Rights Amendment.

Thank you very much for your consideration.

Sincerely,



Lynda Johnson Robb
Chair

SYNOPSIS OF ERA EXTENSION/RESCISSION LAWSUIT -- IDAHO ET AL. V. FREEMAN

Idaho et al. v. Freeman was filed on May 9, 1979 in federal District Court in Boise, Idaho by the states of Idaho and Arizona to challenge the constitutionality of the ERA extension and to seek validation of a state's power to rescind a prior ratification of an amendment. Four legislators from the state of Washington moved to intervene in the case as plaintiffs on June 13, 1979. Judge Marion J. Callister granted their motion to intervene on the date that it was filed without consultation with any of the existing parties to the case.

The plaintiffs argue that the ERA cannot now become a part of the Constitution of the United States because the original seven year ratification period has expired. They further claim that Congress' extension of the ERA ratification period is unconstitutional, and that a state may validly rescind prior ratification of an amendment.

On August 21, 1979 the Department of Justice filed a Motion to Disqualify Judge Marion J. Callister on the basis of his high position in the hierarchy of the Church of Jesus Christ of Latter-day Saints (Mormon). The Motion to Disqualify is based on Judge Callister's duties as a select priesthood leader of the Mormon Church and the Church's official position on the constitutional issues of extension and rescission as well as on the Equal Rights Amendment itself. Judge Callister holds the high position of Regional Representative in the Mormon hierarchy. The Mormon Church has officially declared its opposition to the Equal Rights Amendment and also its opposition to extension and its support for rescission. On October 4, 1979 Judge Callister issued an order denying the Department of Justice's Motion to Disqualify him and thereby refusing to withdraw from the case.

On August 28, 1979 the National Organization for Women moved to intervene in the case as party defendant citing its unique role in initiating and leading the campaign which resulted in the passage of the ERA extension. The states of Idaho and Arizona and the Department of Justice filed memoranda indicating their opposition to NOW's intervention. On October 10, 1979 NOW filed its response to the objections to its intervention. On the same date that NOW filed its response, Judge Callister denied NOW's motion to intervene as party defendant. NOW had moved that at a minimum it be granted "friend of the court" status; Judge Callister did grant that portion of the motion. NOW appealed the denial of its motion to intervene to the United States Court of Appeals for the Ninth Circuit on December 3, 1979. NOW will request a stay of the proceedings before the District Court pending the disposition of NOW's appeal.

On September 5, 1979 the Department of Justice filed a Motion to Dismiss the case or in the alternative, for Summary Judgment. The Department of Justice argued that the issues in the case are political issues for Congress to decide rather than justiciable issues for the courts, that the plaintiffs lack standing to bring the case, and that in any event there are no issues ripe for adjudication because thirty-eight (38) states have not yet ratified the ERA. Moreover, Article V of the Constitution grants Congress the authority to control the ratification process and thereby to extend the time for ratification. This same Article of the Constitution does not give states any power to rescind a prior ratification.

On October 10, 1979 Judge Callister issued an order indicating that as of that date he would not consider any additional motions to enter the case as a "friend of the court". Among the "friends of the court" previously admitted supporting the plaintiffs are Eagle Forum, the National Right To Life Committee, the American Legislative Exchange Council, the American Farm Bureau, and approximately 50 state legislators. Among the "friends of the court" previously admitted supporting the defendants are NOW, ERAmerica, the American Association of University Women, the National Women's Political Caucus, the National Federation of Business and Professional Women's Clubs, the Women's Equity Action League, and the National Education Association. In addition, a group of approximately two hundred state legislators are in the process of preparing a motion to enter the case as "friends of the court" supporting the defendant.

On November 14, 1979, seventy-nine members of the House of Representatives moved to intervene as party defendants in the case based on the fact that the essential challenge in this suit is to the authority of Congress under Article V of the Constitution to control the constitutional amendment process. The plaintiffs, Idaho and Arizona, have indicated their opposition to the intervention of these members of Congress.

[FOR PACFW, ERAMERICA, N.O.W. AND WHITE HOUSE EYES ONLY]

BACKGROUND INFORMATION ON
UNRATIFIED STATES

Through the generosity of ERAmerica, the attached information has been compiled. Emphasis has been placed on the six states with the strongest possibility for ratification: Florida, Illinois, Missouri, Oklahoma, North Carolina and South Carolina. Each PACFW member will participate in one of these state sessions on Tuesday, as well as in a session devoted to the less hopeful states. Joan McLain of ERAmerica, who has spent a great deal of time working "on location" in unratified states, has graciously offered to share her expertise with us on Monday afternoon from 2:00 to 4:00 p.m. It would probably be most useful to concentrate questions on the six targetted states during her briefing.

ERA SUMMIT

Table of Contents

Agenda - Tuesday, October 23, 1979

Committee Assignments

People Presenting Testimony

Assessment Sheets

Political Background

- Key people of state presenting testimony
- General background information
- State Equal Rights Amendments
- Maps of states by political districts
- Clipping
- Blank paper

~~To Sarah~~
~~From Barbara~~

Information on some of the people coming to the meeting June 21.

Marvin Chernoff

Political consultant from South Carolina
Judy Carter knows well and respects him greatly
Has done media work for the LWV in South Carolina in 1978
Works mainly in regional races - Southern mainly House and Senate
ERAmerica paid him a consultants fee to lobby for them in 1978
He knows the issue well

Walter De Vries

Political Consultant from North Carolina
He did polling for the University that pertained ERA , also did polling
for newspaper in 1977

John Deardourff

Worked on ERA from Fall 1974-Spring of 1977
Mariwyn worked closely with Bailey and Deardourff for all that time
First efforts were to lobby the legislature in Florida, N.C., Indiana,
Illinois, N.D., Nevada, Arizona, Okla., and Missouri. This was the
first time calls were made on political leadership of a state. B&PW
paid for a lobbyist in N.D., Florida, N.C., and Illinois
John tried to stop Hanna from introducing ERA in the House in 1975,
telling her she just didn't have the votes
Next a full media campaign was designed -- There was never enough money
to place it and the B&PW's member didn't like it because it didn't
have any stars
Bob Strauss worked closely with Mariwyn particularly in N.C. because
through Deardourff she had political acceptability

ERA Retreat
June 21, Wye Plantation

List of Acceptances

Sarah Weddington
Special Assistant to the President

Judy Carter
Homemaker and Writer

Ellie Smeal (part of the day)
President, National Organization for Women

Rep. George Miller
North Carolina House of Representatives
House author of ERA

Sey Chassler
Editor, Redbook Magazine

Marvin Chernoff
Chernoff, Silver and Associates
Political Consultant

Walter De Vares
De Vares and Associates
Political Consultant

John Deardorff
Bailey and Deardorff
Public Relations

Rean Bartow
Senior Vice-President

Tina Santi
Colgate -Palmolive
Marketing

Shirley Polykoff
Polykoff Advertising

Milton Gossett
Compton Advertising

Sheila Greenwald
Former Director
ERAmerica

Suone Cotner
Executive Director
ERAmerica

Joan McLean
ERAmerica

Barbara Vacker
Consultant to Sarah Weddington

Mariwyn Heath
ERA Coordinator
Business and Professional
Women's Clubs, Inc.

William Powell (tentative)
Vice-President
Colgate-Palmolive

Lynda Robb
Chair
President's Advisory Committee for Women

Pat Caddell (tentative)
Cambridge Research Service

THE WHITE HOUSE

WASHINGTON

February 20, 1979

To: White House Staff
From: Sarah Weddington *S.W.*
Re: Equal Rights Amendment Briefing

Language of the Equal Rights Amendment: House Joint Resolution 208
is as follows:

"Proposing an amendment to the Constitution of the United States relative to equal rights for men and women."

"Resolved by the Senate and House of Representatives of the United States of America in Congress assembled (two-thirds of each House concurring therein), That the following article is proposed as an amendment to the Constitution of the United States, which shall be valid to all intents and purposes as part of the Constitution when ratified by the legislatures of three-fourths of the several States within seven years from the date of its submission by the Congress:

"ARTICLE -

"SECTION 1. Equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex.

"SECTION 2. The Congress shall have the power to enforce, by appropriate legislation, the provisions of this article.

"SECTION 3. This amendment shall take effect two years after the date of ratification."

The 95th Congress on October 6th, 1978 extended the deadline for the consideration of the Equal Rights Amendment from March 22, 1979 to June 30, 1982.

35 STATES (of 38 needed) HAVE RATIFIED ERA: Alaska, California, Connecticut, Colorado, Delaware, Hawaii, Idaho, Indiana, Iowa, Kansas, Kentucky, Maine, Maryland, Massachusetts, Michigan, Minnesota, Montana, Nebraska, New Hampshire, New Jersey, New Mexico, New York, North Dakota, Ohio, Oregon, Pennsylvania, Rhode Island, South Dakota, Tennessee, Texas, Vermont, Washington, West Virginia, Wisconsin, and Wyoming.

ATTEMPTS TO RESCIND RATIFICATION: Legislatures in Idaho (2/9/77), Tennessee (4/23/74) and Nebraska (3/15/73) have voted to rescind their earlier ratification of ERA. Because legal authorities contend that such action is invalid, these states are counted in the column of ratified states. Kentucky voted to rescind (3/16/78), but the vote was vetoed by the Lt. Governor acting in the place of the Governor. In the 1979 sessions, rescission has been defeated in Wyoming, Jan. 17, 13-16. Rescission bills have been introduced in: Kansas, Massachusetts, North Dakota, Rhode Island, Texas, and West Virginia and are likely to be introduced in other States.

OTHER ACTIONS: Resolutions have been introduced in several States to the effect that the State's ratification was only meant to be effective until March 22nd and not thereafter. We anticipate some litigation will be filed by those opposing the ERA on March 23rd in an attempt to prevent legislatures from giving further consideration to the ERA and possibly to prevent the GSA from receiving ratification resolutions if passed by other States.

16 STATES HAVE EQUAL RIGHTS AMENDMENTS: Alaska, Colorado, Connecticut, Hawaii, Illinois, Maryland, Massachusetts, Montana, New Hampshire, New Mexico, Pennsylvania, Texas, Utah, Virginia, Washington, and Wyoming.

UNRATIFIED STATES: BACKGROUND, 1978 ELECTION OUTCOME, FUTURE SCHEDULE AND OUTLOOK

ALABAMA: The legislature convened February 6, 1979, for 30 legislative days, Senate rejected ERA 8-24 in 1978 and also rejected it in 1973. The House has never voted directly but in 1975 instituted a rule requiring 3/5's majority vote on Constitutional amendments. Both state houses are overwhelmingly Democratic. 1978 elections did not significantly alter ratification prospects for the near future. Next legislative elections will be in 1980, when all members of both houses will be up for re-election.

ARIZONA: The legislature convened January 9, 1979, for an indefinite period. ERA has been repeatedly rejected in both houses, either in floor or committee action. In 1978, Senate attempted to amend (and thus nullify) ERA by deleting Section 2. In 1978 elections, Republicans increased their control of the House to a margin of 42-18, and in addition, gained control of the Senate, 16-14. Legislative leadership in both houses is likely to be anti-ERA. Next elections will be in 1980, with all members of both houses up for re-election. Governor Bruce Babbitt is new Democrat, pro-ERA.

ARKANSAS: Legislature convened January 9, 1979, for 60 calendar days. No floor action on ERA has taken place in recent years in either house. Democrats hold huge margins in each house. New Democrat Governor, Bill Clinton, is pro-ERA. Next elections are in 1980, when all the House and one-half the Senate will run.

FLORIDA: The next regular session of the legislature will convene April 3, 1979 for at least 60 calendar days. Special sessions may be called by the Governor prior to that time. The legislature is in committee meetings March 6, 7, 8, and 9; the Governor will bring ERA up at that time if he sees we have the votes. This means we have to "neutralize" the new - next year Senate President W.D. Childres (anti) and Dempsey Barron, (anti, Chairman of Rules Committee) plus change one vote. Changeable votes are Skinner and Holloway; we must hold Spicola. The House is solid; leadership there is pro; we have 67 votes, we need 61.

We need Carter Florida network to work on this; I question whether Governor Graham can achieve the necessary Senate votes.

GEORGIA: The legislature convened January 8, 1979, for 45 legislative days. ERA has been defeated once in the Senate and once in the House on recorded floor votes. In 1978, the Senate Judiciary Committee voted unanimously to hold ERA in committee. The 1978 election outcome did not significantly alter the ERA headcount. Next elections will be in 1980 with all members of both houses up for re-election. Decision was made by former sponsor not to introduce ERA in 1979.

ILLINOIS: We had the votes to pass ERA last summer but because of "flukes" were not able to. We lost ground in the fall elections. The legislature convened on January 10, 1979 for an indefinite period. Both houses are continuing to operate under 3/5's majority requirement for constitutional amendments. The 3/5 rules change was defeated February 14 by a vote of 25 to 35. All pro-ERA Republicans voted against it because of the D.C. voting rights amendment.

LOUISIANA: Louisiana did not hold state legislative elections in 1978. All members of both houses will run in 1979. Legislature will convene April 16, 1979 for 60 legislative days (or 85 calendar days). ERA was not considered in 1978; in past years it has been turned down repeatedly by House and Senate committees.

MISSISSIPPI: Mississippi is the only state where ERA has never reached the floor of either house. The Senate Constitution Committee defeated ERA 4-5 in 1977, the only time hearings have been held. The 1979 legislature convened January 2, 1979, for 90 calendar days. All members of the state Senate and House will be up for re-election in 1979.

MISSOURI: Legislature is in session from January 3, 1979 for several months. ERA was passed by the House once (1975) and rejected by the Senate twice (1975 and 1977). The 1977 Senate vote of 12-22 remains the approximate headcount post-election 1978. The House margin is closer, but with a sizable bloc of uncommitted members. Next legislative elections will be in 1980 with half the Senate and all the House up for re-election. Senate hearing calling for non-binding referendum on ERA was held January 17. A new coalition has been formed and new intensified efforts begun as of February, 1979.

NEVADA: 1979 legislature convened January 15 for 60 calendar days. Last action was in 1977 when ERA was passed by Senate 11-10, with the Lieutenant Governor casting the tie-breaking vote, but rejected in the House 15-24. ERA passed the House in 1975 but was defeated in the Senate. Results of the 1978 statewide advisory referendum on ERA were negative; a significant number of legislators publically stated during their campaigns they would vote on ERA according to the outcome of referendum. In 1980, one-half the Senate and all the House will be up for re-election. Senate defeated ERA January 16, 3-14.

NORTH CAROLINA: On February 15, the ERA was killed in the Senate Constitutional Committee. The pro forces killed the bill since another committee was trying to bring it to the floor for a vote and we were 3 votes short in the Senate. Leadership in the Senate was anti. Governor Hunt was not able to swing the needed votes. Jessie Ray Scott (wife of former Governor Bob Scott) has been heading the ERA Coalition. The President had called Hunt and the Senate undecideds.

OKLAHOMA: The legislature convened January 2 for 90 legislative days. There is a slight change in Oklahoma. The Governor, House Speaker and Senate President Pro Tempore are all pro; however, there is a big undecided vote. The Senate President and House Speaker are the sponsors of the ratification resolution. Bills have to be reported out of committee by March 1 for action this year. No floor action has occurred in either house since 1975 when ERA was defeated in the House 45-51. The only Senate action came in 1972 when it passed by voice vote. The next elections will be in 1980, with half of Senate and all the House up for re-election. Also introduced this session is a bill for a 1980 referendum on a state ERA. President and Mrs. Carter had the Governor, Speaker, President Pro Tempore and Majority Leaders of the House and Senate to lunch in the private residence.

SOUTH CAROLINA: Legislature convened January 9, 1979 for an indefinite period. Last ERA action was in 1978 when Senate tabled ERA 18-23 on a procedural motion. No House action was taken. Only House members ran in 1978 elections; thus no changes in the Senate have taken place. Senators will be up for re-election in 1979. Decision was made by sponsor not to introduce ERA in 1979.

UTAH: Legislature convened January 8, 1979, for 60 calendar days. ERA has been defeated twice in the House (1973 and 1975); the Senate has never acted. The 1978 elections do not significantly alter the headcount. All House members and one-half the Senate will be up for re-election in 1980. Resolution to prevent ERA from consideration by either legislative chamber passed House 1/23, 60-8. This same resolution passed Senate 2/1/79, 23-5.

VIRGINIA: 1979 legislature convened on January 10 for 30 calendar days. In 1978, ERA failed for sixth consecutive year to emerge from House Privileges and Elections Committee on a vote of 8-12. The last Senate action occurred in 1977 when ERA was defeated 20-18. No regular legislative elections were held in 1978. Both the Senate and House will be up in 1979; only House members will be up in 1981. Senate Privileges and Elections Committee failed to report ERA to the floor January 17, 7-8. House of Delegates sent ERA to Committee January 19, 52-42, by refusing to consider the measure as a "Committee of the Whole." Advisory referendum bill was introduced in Virginia 1/23/79; sent back to P&E Committee 2/7/79. House P&E Committee held ERA bill in committee 2/7/79.

RATIFIED STATES: RECISSION UPDATE

DELAWARE: A rescission bill has been introduced in the Senate by Winnie Soence, (R). Pro-ERA Lt. Gov. Jim McInnis assigned it to the Judiciary Committee where the preliminary count is 4-1 against rescission. Anthony Cicione (D), pro-ERA chair, had previously promised to bottle in committee but has now said that he will hold hearings. Phone Banks are generating constituent support in the form of POMs and letters. The legislature has adjourned until early March but hearings may be held prior to that time.

IDAHO: Rescinded 2/9/77 with a simple majority; ratified 3/24/72 with a large majority.

INDIANA: SJR 23, a bill to declare ratification "null and void" on March 23, 1979 passed the Government Affairs Committee (6 Republicans for - 3 Democrats against) and also passed 2nd reading by a voice vote. The 3rd reading was scheduled 2/15/79. Should this bill pass the Senate, the House leadership has promised to assign it to the Human Affairs Committee where it is hoped that it will at least be delayed.

KANSAS: HCR 1503 calls for a Constitutional Convention regarding imposing time limits on future constitutional amendments and SCR 1607 calls for rescission. Both have been assigned to the House and Senate Federal and State Affairs Committees. Hearings are expected in late February/early March. Last year this Senate committee defeated rescission 7-3 with one abstention (the Chair). The committee has not changed.

MASSACHUSETTS: Agness Smith has once again submitted her rescission petition to both houses via "Right to Private Petition" (any individual citizen or group of citizens may petition the General Court for Legislation). They will probably remain and die in the Judiciary Committee.

MINNESOTA: Rescission bill assigned to the Senate Judiciary Committee chaired by Jack Davies (D). Davies will monitor the situation; he does not want rescission brought up in his committee.

MONTANA: Republican Senator Galt's anti-extension/null and void resolution SJR 12 was discharged from the Judiciary Committee by a 26-24 "Committee of the Whole" vote after a 5-5 tie within that committee. The bill passed the 2nd reading on 2/13. The third and final reading was scheduled for 2/15. Earliest House action can come on 2/23. The preliminary count is 50 pro ERA, 29 against and 20 undecided. The House has not dealt with ERA since 1973. John Skully, a conservative Democrat recently beaten out of a Speakership bid, chairs the Judiciary Committee.

NEBRASKA: Rescinded 3/15/73

NORTH DAKOTA: Joint House and Senate Judiciary Committee hearings began on Monday, February 12 at 9 a.m. SCR 40-41, a straight rescission bill, and HCR 30-26, a bill to declare prior ratification "null and void" were heard. On 2/14 the Senate committee voted 5-2 on a "Do Pass" recommendation for SCR 40-41 which sends it to the full Senate where the outcome is in question.

RHODE ISLAND: Senator Guido Canulla (D) has filed a rescission resolution which has been referred to the Special Legislation Committee where it will probably be buried. Governor Garrahy (D) has stated that he will veto any rescission bill.

SOUTH DAKOTA: On 2/13 SJR 2, a "null and void" resolution, passed the Senate 18-17. It is not clear which committee the bill will be assigned to. Neither the Judiciary nor the State Affairs Committee have firm counts. 1/3rd of the House has yet to vote on ERA. It is hoped that the leadership will be helpful.

TENNESSEE: Rescinded 4/23/74

TEXAS: Senate sponsor Mengdon withdrew his request to have his bill heard after discovering that 10 of 11 Judiciary Committee members were pro-ERA and anti rescission. The bill will remain in the House Constitutional Amendment Committee unless the chair (a pro-ERA) is forced to have hearings. The leadership does not want to deal with rescission.

WEST VIRGINIA: A rescission resolution has been introduced in the House by Thomas Goodwin (D) and has been referred to the Constitutional Revision Committee. Chair Martha Wherle (D) will refer it to sub-committee where it was defeated last year.

WYOMING: Rescission attempt defeated 16-13 by Senate Committee of the Whole on January 17.

4/18/79
SD

TASK FORCE COMMITTEES

- I. Inflation
Agriculture, Dept. of
Commerce, Dept. of
Energy, Dept. of
Federal Deposit Insurance
Corporation
Federal Home Loan Bank Board
Federal Mediation &
Conciliation Service
International Trade Commission
- II. Retirement, Welfare, Health
ACTION
Appalachian Regional Commission
Committee for Purchase from the Blind
and Other Severely Handicapped
Community Services Administration
Health, Education & Welfare, Dept. of
Housing & Urban Development, Dept. of
Occupational Safety and Health
Review Commission
Railroad Retirement Board
Veterans Administration
- III. Issues in Private Employment
and Training
Agency for International Development
Commission on Fine Arts
Equal Employment Opportunity
Commission
Federal Trade Commission
Labor, Dept. of
National Labor Relations Board
Securities and Exchange Commission
Small Business Administration
Smithsonian
Transportation, Dept. of
- IV. Tax Issues
Civil Aeronautics Board
Export - Import Bank
Federal Reserve Board
Interstate Commerce Commission
Justice, Dept. of
National Credit Union Administration
Treasury, Dept. of
- V. IWY Coordinating/Monitoring
Arms Control and Disarmament
Agency, U.S.
Consumer Product Safety
Commission, U.S.
International Communication Agency
National Capitol Planning Commission
National Endowment for the Arts
Panama Canal Zone
Postal Rate Commission, U.S.
Soldier's & Airmen's Home, U.S.
State, Dept. of
Tennessee Valley Authority
- VI. Federal Statistics & Regulations
Central Intelligence Agency
Civil Rights Commission, U.S.
Federal Communications Commission
Federal Maritime Commission
General Services Administration
Library of Congress
National Aeronautics and Space
Administration
National Science Foundation
Selective Service System
- VII. Issues of Federal Employment
Commodity Futures Trading Commission
Defense, Dept. of
Environmental Protection Agency
General Accounting Office
(Comptroller General of U.S.)
Government Printing Office, U.S.
Interior, Dept. of
National Endowment for the Humanities
National Transportation Safety Board
Nuclear Regulatory Commission, U.S.
Office of Personnel Management

I. INFLATION COMMITTEE

<u>Agencies</u>	<u>Steering Level Representatives</u>	<u>Agency Liaison Representatives</u>
Agriculture, Dept. of	Carol Foreman Joan Wallace	Marjory Hart
Commerce, Dept. of	Isabel E. Hyde	Mary Jo Binder
Energy, Dept. of	Sarah Jackson Omi Walden	Patty Bartlett
Federal Deposit Insurance Corporation	Carmen J. Sullivan	Marcia Mau
Federal Home Loan Bank Board	Lynn D. Finney	Barbara Stevens
Federal Mediation & Conciliation Service	Robert P. Gajdys	Sorine Preli
Environmental Protection Agency	Barbara Blum	
International Trade Commission	Catherine Bedell	Jo Ann Miles

Interdepartmental Task Force on Women

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REPORT ON MEETING OF INFLATION SUBCOMMITTEE

March 6, 1979

The Inflation Subcommittee of the Interdepartmental Task Force on Women held its first meeting in the Roosevelt Room of the White House. The list of participants is attached.

Sarah Weddington, Chair of the Task Force, opened the meeting by expressing the universal concern about inflation. Nancy Gordon, Executive Director of the Task Force, then presented a summary of recent literature on the impact of inflation on various groups including women and a brief review of the components of the anti-inflation program, particularly the voluntary wage and price standards, the real wage insurance proposal, and the President's 1980 budget submission.

It was suggested that the subcommittee consider three different purposes: to address the question of whether the impact of inflation falls especially heavily on women because of their economic status and their longevity; to examine the evolving anti-inflation program package for its impact on various groups of women; and to determine appropriate and practicable activities to undertake, how best to organize them, and a tentative timetable.

Sarah Weddington then threw the meeting open to discussion. Among the possible types of activities suggested were:

- 1) working on immediate inflation policy issues within the federal government that are of importance to women;
- 2) reviewing the reports of the five Ad Hoc Committee Task Groups on Inflation (Housing, Energy, Food, Transportation, Health) now being completed, and the recommendations they contain, for possible impact on women and making any necessary recommendations for desirable modifications;

- 3) gathering more information on the impact of inflation on various groups of women (e.g., recipients of different types of transfer payments; recipients of alimony, child support, and other fixed nominal payments; holders of different types of assets, etc);
- 4) cooperating with other Federal offices (e.g., Esther Peterson's Office and the Department of Agriculture) in dissemination of information on how to cope with inflation in particular expenditure areas; and
- 5) attempting to involve womens' groups in voluntary price monitoring efforts.

The following decisions were made:

- 1) Members of the subcommittee will submit to Cissy Smull of the Task Force staff, by March 15, the following types of information available within their departments or agencies:
 - a) studies of the impact of recent inflation on particular groups, especially groups of women;
 - b) ongoing studies of impact of inflation on real income and employment changes;
 - c) immediate inflation-related policy issues (both in their own agencies and in other areas) of which the subcommittee should be aware and on which it might work effectively.
- 2) Sarah Weddington will contact Fred Kahn in order to be included in his Ad Hoc Task Group meetings. Policy decisions flowing from these are expected to be made in the next month or so.
- 3) The possibilities and practicalities for cooperative work with Esther Peterson's office and Fred Kahn's office in disseminating consumer information and monitoring prices will be investigated.

The Subcommittee staff will develop a detailed plan of action based on responses from the departments and agencies for presentation at the next Subcommittee meeting, anticipated to be scheduled early in April.

II. RETIREMENT, WELFARE, HEALTH COMMITTEE

<u>Agencies</u>	<u>Steering Level Representatives</u>	<u>Agency Liaison Representatives</u>
ACTION	Mary King	Judith A. Turner
Appalachian Regional Commission	Robert W. Scott	Vivian Thompson
Committee for Purchase from the Blind and Other Severely Handicapped	Charles W. Fletcher	Lee L. Ansberry
Community Services Administration	Diane M. Elliott	Mae Brooks
Health, Education and Welfare, Department of	Susan Lubick	Joe Wholey
Housing and Urban Development, Dept. of	Donna Shalala	Susan Livingston
Occupational Safety and Health Review Commission	Ruth O. Robinson	Jeanette Smithson
Railroad Retirement Board	Kenneth J. Nolan Robert A. Russell	Pamela Quillin Nancy F. Furlong
Veterans Administration	Charles E. Clark Marthena S. Cowart	Virginia Oldham

INTERDEPARTMENTAL TASK FORCE ON WOMEN

Subcommittee on Pensions and Income Transfers

May 2, 1979

List of Issues:

1. Teenage pregnancy
2. Health care gap
3. Retirement issues:
 - Federal pensions and divorced women
 - Joint and survivor benefits
 - Social Security reform
 - Social Security offset

III. ISSUES IN PRIVATE EMPLOYMENT AND TRAINING

<u>Agencies</u>	<u>Steering Level Representatives</u>	<u>Agency Liaison Representatives</u>
Agency for International Development	Pauline G. Johnson	Jane Kerins
Commission on Fine Arts	Charles H. Atherton Donald B. Myer	
Equal Employment Opportunity Commission	Nancy Payan Dolan	
Federal Trade Commission	Christian White	Judith Barnett
Labor, Department of	Alexis Herman	Rosalind Thomas
National Labor Relations Board	Yvonne T. Dixon	Marion M. McCaleb
Securities and Exchange Commission	Roberta S. Karmel	Amy L. Goodman
Small Business Administration	Patricia L. Burr	Rona F. Feit
Smithsonian	Will Douglas, Jr.	LaVerne M. Love
Transportation, Dept. of	Ellen Feingold Linda Kamm	Wanda Reyna

Agenda

12:15 - 2:30

- I.. Announcements
- II. Introductions and Expectations
- III. Discussion and Clarification of Primary Tasks and Roles of the Subcommittee on Private Employment and Training
- IV. "Laundry List"
- V. Overview of Issues Identified by Subcommittee Members
- VI. Brainstorming
- VII. Discussion and Identification of Issues and Strategies
- VIII. Assigning Tasks for Next Meeting
- IX. Review of Meeting

THE PROBLEM

Occupational Segregation (Limited Options, Choices, Alternatives and Visions)

- Legal disincentives to working women
- Devaluation of women's work
- Institutional discrimination
-
-
-

THE SOLUTIONS

I. Options: Creating Expanded Opportunities for Women Workers

A. Increasing the occupational options of women entering the workforce

1. Creating opportunities for women to enter non-traditional jobs

- Apprenticeships
- Skilled and semi-skilled crafts
- Construction
 - Highway construction
- Science, technology, and engineering
-
-
-
-

2. Increasing opportunities and training for special groups (e.g. displaced homemakers)

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3. Increasing women's technological skills

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-

4. Enforcing affirmative action policies and other means of quantitatively enhancing women's laborforce participation and options

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-

-4-

B. Enhancing laborforce attachment and success of women in traditional and non-traditional occupations and jobs

1. Increasing occupational mobility

-
-

2. Ending sexual harassment on the job

-
-

3. Evaluating the need for "protective legislation"

-
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4. Facilitating women's access into leadership roles in business

- Developing programs for management and leadership roles for women
- Enhancing women's opportunities to take leadership roles in unions
- Developing cross-corporation sharing of women corporate leaders
- Developing strategies which utilize women's experience in the foundations and on small corporation boards
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-

C. Creating systems to support women in their multiple roles of worker/wife/mother

1. Developing adequate family care systems

- Childcare
- After school programs for teenagers
- Eliminating stresses engendered by the dual-career family system
 - Role strain
 - Family-Work mobility issues
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-
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2. Creating better transportation systems for working women

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3. Creating better health-care delivery services for working women

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II. Choices: Improving Girls' Occupational Choices

A. Vocational Education Programs

1. Vocational Testing

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2.

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B. Career Education Programs

1.

-
-

2.

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C. Improving math and science training and skills

1.

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2.

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D. Eliminating textbook and classroom material biases against women

1.

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2.

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III. Alternatives: Women and Their Own Businesses

A. Supporting women as entrepreneurs

1.

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2.

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B. Supporting women franchise owners

1.

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2.

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C. Supporting women-owned businesses

1.

-
-

2.

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-

D. Supporting alternative feminist organizations

1.

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-

2.

-
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IV. The Vision: Humanizing the Workplace

A. Alternative working arrangements

1. Part-time career tracts

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2. Job sharing

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-

3. Flexitime

-
-

4. Long term parental leaves for caring for children

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5. Full accrual of seniority after period of laborforce detachment for child caring

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B. Redefining the concept and meaning of work to include "women's values"

1.

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C. Re-examining organizational structures and processes to optimize human potential and productivity

1.

-
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2.

-
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D. Redefining productivity to include human factors

1.

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2.

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-

E. Re-examining management styles to include women

1.

-
-

2.

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IV. TAX ISSUES COMMITTEE

<u>Agencies</u>	<u>Steering Level Representatives</u>	<u>Agency Liaison Representatives</u>
Civil Aeronautics Board	Gloria Schaffer	Barbara Clark
Export-Import Bank	Margaret Kahliff	Theodora McGill
Federal Reserve Board	Janet Hart	
Interstate Commerce Commission	Virginia Mae Brown	Ann Smith
Justice, Dept. of	Judith Bartnoff	Samantha Sanchez
National Credit Union Administration	Lorena C. Matthews	Linda Cohen
Treasury, Department of	Pat Harvey	

3/23/79

These are the five issues that we have decided will be the focus of the tax issues subcommittee with the order of priority to be decided by the subcommittee itself:

- (1) Two earner families
Three proposals--(a) Mandatory single filing, (b) Optional single filing, and (c) Credit for marriage penalty on earned income (ABA proposal)
- (2) Individual Retirement Accounts
Consider the possibility of a study to see if there is a way that more people could be enabled to participate, particularly if they are already covered by another plan.
- (3) Childcare
Look at ways to educate employers that there is an incentive available. See what can be done to raise issue that childcare provided by an employer should be treated as a fringe benefit.
- (4) Jointly owned property (including family farms and businesses)
See what can be done to educate concerning changes in the estate tax laws under the 1978 amendments to the law.
- (5) Sex bias in the tax law
See what can be done to support effort to eliminate sex-biased language in the IRC. Focus on substantive effects of current gender specific language.

Following are the issues that have either been raised with me or that I think are worth some exploration in the tax area:

--Two earner families -- Proposals are mandatory single filing, optional single filing, partial exclusion of income of second earner, and credit for marriage penalty on earned income. The last of these is the ABA proposal and I think it is the one most likely to get support.

--Individual Retirement Accounts -- There are three things conceivably that could be done in this area, in order of possibility they are: (1) Raise the ceiling, (2) Make more people able to participate by allowing people to contribute to them even when covered by another plan, and (3) Index them to inflation. The third item is an ABA proposal, but there is a lot of resistance to indexing. The first item would be the least drastic change from the present system. I like the second, but have some questions.

--Inflation -- In addition to indexing the IRA, the ABA has proposed indexing the Income tax rate brackets. This would be very fair since inflation combined with progressive rates gives the government more income in real dollars than it would get from the effects of inflation alone. Tax cuts have kept pace with this increase, but have had the effect of putting an even more disproportionate share of the tax burden on middle income earners. It is unlikely that this can ever be indexed. In fact, I think that Congress likes the ability to give "tax cuts" while in fact increasing revenues.

--Housing -- There are really two separate issues here, one deriving from the impact of inflation on capital gains. Since inflation represents the bulk of capital gains, and since the primary capital asset of most people is their house, capital gains tax on housing has the effect of causing families (and even more so widows and divorcees) to be overhoused rather than lose money on the sale of their home by virtue of capital gains tax on the sale of their house for a gain that merely represents an inflationary increase in value. I have some ideas for dealing with this problem, but don't think any of them have much chance of being adopted in the near future. The second issue derives from the fact that the tax law generally encourages people to be overhoused and discriminates against renters and in favor of homeowners. I have some proposals on this ranging from radical to "bandaid". This might be an area for study.

--Childcare -- The childcare issue has two aspects--the credit-- It has been raised with me that the credit may not be fair. I don't know. I tend to think that it embodies a delicate compromise and is not a fruitful area for intervention. -- the other issue is incentives for employers to provide daycare. I have discussed this in detail in my memo to the record of 3/21.

--Estate tax on jointly owned businesses--It has been raised with me that this may be an issue. I am inclined to think that the 1978 changes in the law while not ideal are a delicate compromise. My personal inclination is that this is also not a good area for tampering.

--Sex bias in the Tax Law -- The Internal Revenue Code is loaded with unnecessary use of gender specific terms in a way that leads to different treatment of men and women allowed by attempts to define

March 22, 1979

MEMORANDUM FOR THE RECORD

FROM: Sheryl L. Katz

SUBJECT: Alimony and Property Division Sections of the Internal Revenue Code (IRC)

The sections of the IRC dealing with property divisions on the occurrence of divorce are currently written with two explicit assumptions which lead to a discriminatory result:

- (1) The husband pays alimony, and
- (2) The husband is the one who transfers property.

In light of on-going changes in state law allowing for alimony payments by wives and a recent Supreme Court decision invalidating Georgia's alimony law because it only required husband's to pay alimony, the IRC as presently written is unconstitutionally discriminatory.

Presently, the IRC provides that when the husband pays alimony to the wife, the alimony payments are excluded from his income and included in her income. The wife pays the tax. Without this provision, section 71, the payments would be included in the income of the husband and in that of the wife. Not only would that be the imposition of a double tax, but it would place the husband in a higher tax bracket because of the progressive rates, and he would be taxed disproportionately even though he was legally obliged to release control of the funds by court decree.

This is exactly the result mandated by the IRC as presently written if a wife is the one who pays alimony. She would have to pay income tax on the amounts received and the husband would have to pay tax as well. In practice, I don't know if the IRS would enforce this inequitable result. However, it should be prevented by rewriting the alimony sections of the IRC in sex-neutral terms.

A similar situation also exists with respect to property transferred incident to a divorce, and again this result can be remedied by sex-neutral language in the IRC.

March 21, 1979

MEMORANDUM FOR THE RECORD

FROM: Sheryl L. Katz

SUBJECT: Tax Incentive for Employers to Provide Childcare Facilities

In order to encourage employers to provide childcare facilities for employees, Sec. 118(a) of the I.R.C. allows for amortization of the capital investment over a 60 month period as a deduction in lieu of depreciation.

The section operates (1) in accordance with regulations promulgated by the Secretary of the Treasury, and (2) by a specific election of the taxpayer on his annual return. It is doubtful that anyone has in fact ever exercised the election. The Office of Tax Analysis may be able to determine whether anyone ever has.

The major obstacle to the exercise of the election is that regulations for section 188 were published on March 12, 1979 (that's right, this year) although section 188 allows for amortization of the covered expenses made after December 31, 1971. The effect of not having regulations in this area has been that an employer wishing to utilize the election would have had two alternatives:

- he could check with the IRS and get a ruling that the proposed plan or expenditure would qualify for special treatment. This is unlikely because legal expenses for rulings are very high and lawyers usually only recommend this course of action where there are potentially disastrous consequences to proceeding without one.
- he could infer that the type of amortization under section 188 is similar to that in other parts of the code and proceed with building his facility on the assumption that his interpretation of the section would accord with that of the IRS. If it turned out that he did not qualify, the IRS would notify him and he could file an amended return. This alternative is less costly than the first one but not terribly desirable for a business because it could take the IRS years to decide he owed excess tax liability and he might have to pay a fairly large accrued lump sum.

In short, without regulations an employer would not have much incentive to use section 188 unless he planned to build a childcare facility anyway.

The Chief Counsel's Office of the IRS, Legislation and Regulations Division is the office that drafted the regulation. The Attorney who drafted it informed me that there were no comments when the regulation was published in its proposed form which means there is probably little interest in the section.

In addition, I have been trying to learn what the tax treatment of employer provided childcare would be. That is -- would an employer be able to expense or deduct the cost, and would the value be imputed to the employee compensation. Apparently, the answer to these questions is in doubt because Congress is in the process of resolving the fringe benefits issue and the Chief Counsel's Office at IRS has been told to suspend making regulations at the present time. This is something that should be taken up with the tax policy people at

V. IWY COORDINATING/MONITORING COMMITTEE

<u>Agencies</u>	<u>Steering Level Representatives</u>	<u>Agency Liaison Representatives</u>
Consumer Product Safety Commission, U.S.	Margaret A. Freeston	Roberta Hatwell
International Communication Agency	James D. Isbister	Bertha Thompkins
National Capital Planning Commission	Samuel K. Frazier	
National Endowment for the Arts	Bess Hawes	June Harrison
Panama Canal Zone	Thomas Constant James Tormey	Hazel Murdock Ana Wakeland
Postal Rate Commission, U.S.	Elizabeth Delf	
Soldier's and Airmen's Home, U.S.	Roland A. Dion	
State, Dept. of	Harry G. Barnes, Jr.	Barbara Thomson
Tennessee Valley Authority	John S. Barron	Patricia T. Hardin
Arms Control and Dis- armament Agency, U.S.	Margot Mazeau	Kathy Crittenberger

Interdepartmental Task Force on Women

111 20th St. N.W. • Room 4040
Washington, D.C. 20036
(202) 633-5406 / 633-5448

April 18, 1979

MEMORANDUM TO Members of the IWD Coordinating/Monitoring Committee

From: Nancy M. Gordon
Executive Director

Subj: Committee Direction and Action

At the March 28 meeting, the IWD Committee decided on three basic areas of activity for the Committee membership:

1. The Committee will update and possibly expand the U.S. National Plan of Action. Many of the recommendations have already been accomplished; some are no longer viable; others need strengthening or substitutions. (The supplemental materials which were provided at the meeting will be of considerable help in this process. Additional materials will follow.)
2. The Committee will establish priorities for working on the National Plan of Action along economic lines. It was agreed that a subgroup would provide a suggested list of priorities to the full Committee shortly. In addition to deciding which of the planks will be chosen for early Committee attention, coordination with the work of other Task Force Committees, especially those on private and public employment, will be necessary. Once priorities are established, we suggest turning to:
 - a. a determination of the kinds of action which can be accomplished quickly and visibly; and
 - b. a determination of responsibility for action by a specific Federal agency, Congress, or the President.
3. The Committee also has been asked to assess the Administration's accomplishments on behalf of women over the past several years. This will require a review of the responses to the Plan of Action, followed by specific information requests to agency and department heads. Subsequently, the Committee will need to address how it can most effectively aid the Administration in disseminating this information.

Members of the IWD Coordinating/Monitoring Committee

So that the work of the IWD Committee proceeds quickly and that none falls on the shoulders of only one or two individuals, I am suggesting that the Committee divide into three Action Groups, one to focus on each of the three areas discussed above. In the interest of time, and out of concern for the complexity of the work ahead, I am recommending tentative assignments to these Action Groups as noted in the attachment. (Assignments of policy and agency liaison representatives from the same agency have been to different Action Groups in order to maximize the input from each agency to the Committee's activities).

Finally, during our discussion, several of you expressed concern over the role of the IWD Committee in the international arena. As a clarification, the Task Force Staff believes that its focus should be on domestic policy issues affecting women, rather than on women in an international context. Our Committee, however, should align its long-term goals with that of International Women's Decade -- 1976-1985.

Within the next two weeks, the Task Force Staff will be in contact with you to set up the initial Action Group work sessions. The timing of, and agenda for the next meeting of the full Committee will depend on the outcome of these small sessions.

We hope that each of you remain actively involved with the Committee. I look forward to our joint deliberations.

Attachment

ACTION GROUP I - National Plan of Action Update and Expansion

<u>Name</u>	<u>Agency</u>	<u>Phone</u>
Thomas Constant	Panama Canal Zone	724-0104
Elizabeth Delf	Postal Rate Commission	254-3816
Roland Dion	Soldier's & Airmen's Home	726-9100 X216
Hattie Dorman	Treasury Department	653-5406
Margaret Freeston	Consumer Safety Prod. Comm.	634-7770
June Harrison	Nat'l Endow. for the Arts	634-1640
Sheryl Swed	Labor Department	523-6648

ACTION GROUP II - National Plan of Action Priority Setting and Implementation

<u>Name</u>	<u>Agency</u>	<u>Phone</u>
Harry Barnes	State Department	632-9898
Mary Jo Binder	Commerce Department	377-5692
Dorothy Dow	National Advisory Committee for Women	523-6707
Pat Hardin	Tennessee Valley Authority	8-852-4055
Roberta Hatwell	Consumer Product Safety Commission	492-6570
Bess Hawes	National Endowment for the Arts	634-4282
James Isbister	International Communications Agency	724-9136

ACTION GROUP III - Administration Accomplishments

<u>Name</u>	<u>Agency</u>	<u>Phone</u>
Bernice Baer	State Department	632-6906
John Barron	Tennessee Valley Authority	8-852-3100
Samuel Frazier	National Capitol Planning Commission	724-0174
Hazel Murdock	Panama Canal Zone	724-0104
Florence Perman	Department of Health, Education and Welfare	245-6634
Bertha Thompkins	International Communications Agency	724-9596
Barbara Thomson	State Department	632-9040

VI. FEDERAL STATISTICS & REGULATIONS COMMITTEE

<u>Agencies</u>	<u>Steering Level Representatives</u>	<u>Agency Liaison Representatives</u>
Central Intelligence Agency	Helene Boatner	Edith Schneider
Civil Rights Commission, U.S.	Carol S. Bonosaro	
Federal Communications Commission	Nina Cornell	
Federal Maritime Commission	Leslie Kanuk	Charna Swedarsky
General Services Administration	Allie B. Latimer	Dawn Alwood
Library of Congress	Robert W. Hutchison	Morrigene Holcomb
National Aeronautics and Space Administration	Ray Kline	Oceola S. Hall
National Science Foundation	Eloise E. Clark	Joan Humphries
Selective Service System	Margorie L. Davidson	Rita W. Contee

VII. ISSUES OF FEDERAL EMPLOYMENT COMMITTEE

<u>Agencies</u>	<u>Steering Level Representatives</u>	<u>Agency Liaison Representatives</u>
Commodity Futures Trading Commission	Jean A. Webb	
Defense, Dept. of	Robert B. Pirie	Mary A. Gore
Environmental Protection Agency	Beth Sullivan	
Interior, Dept. of	Barbara Heller	Evelyn Pickett
National Endowment for the Humanities	Patricia McFate	Sarah Ballard
National Transportation Safety Board	Maudine Clauborn	
Nuclear Regulatory Commission, U.S.	Daniel J. Donoghue	Ruth J. Anderson
Office of Personnel Management	Diane C. Herrmann Margery Waxman	Diane Armstrong
Government Printing Office	Walter DeVaughn	Doris McCrosson
General Accounting Office	Roslyn Kleeman	

4/12/79

Issues for Consideration
Subcommittee on Federal Employment

- I Civil Service Reform Implementation
 - A. Minority Recruitment Program
 - B. Merit System Principles
 - C. Senior Executive Service - July 13 Implementation
 - D. Research and Demonstration Projects
- II Affirmative Action
- III. Child Care in Federal Buildings
- IV Flexitime/Compressed Time
- V Part-time/Job Sharing
- VI A Feeder System for Management Positions

FEBRUARY 28, 1980

Mail to Judy Carter

Office of the White House Press Secretary

THE WHITE HOUSE

STATEMENT BY THE PRESIDENT

National Women's History Week
March 2-8, 1980

From the first settlers who came to our shores, from the first American Indian families who befriended them, men and women have worked together to build this nation. Too often the women were unsung and sometimes their contributions went unnoticed. But the achievements, leadership, courage, strength and love of the women who built America was as vital as that of the men whose names we know so well.

As Dr. Gerda Lerner has noted, "Women's history is women's right -- an essential, indispensable heritage from which we can draw pride, comfort, courage, and long-range vision."

I ask my fellow Americans to recognize this heritage with appropriate activities during National Women's History Week, March 2-8, 1980. I urge libraries, schools, and community organizations to focus their observances on the leaders who struggled for equality -- Susan B. Anthony, Sojourner Truth, Lucy Stone, Lucretia Mott, Elizabeth Cady Stanton, Harriet Tubman, and Alice Paul.

Understanding the true history of our country will help us to comprehend the need for full equality under the law for all our people. This goal can be achieved by ratifying the 27th Amendment to the United States Constitution: "Equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex."

JIMMY CARTER

THE WHITE HOUSE,
February 28, 1980.

#

WOMEN PARTICIPANTS AT CAMP DAVID

Saturday, July 6 and Sunday, July 7

Ella Grasso, Governor of Connecticut
Dixie Lee Ray, Governor of Washington State
Barbara Newell

Sunday, July 7

Representative Lindy Boggs

Tuesday, July 10

Marina Whitman
Secretary Juanita Krepps
Claire Randall (evening meeting with religious leaders)

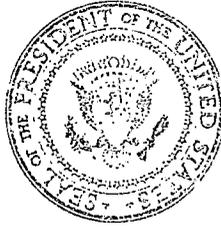
Wednesday, July 11, a.m.

Eleanor Holmes Norton
Mary Berry
Anne Wexler

Wednesday, July 11, p.m.

Mayor Unita Blackwell, Mayorsville, Mississippi
State Senator Polly Baca Barrigan, Colorado
Commissioner Charlotte Williams, Flint, Michigan
Secretary Patricia Harris
Sarah Weddington

(This may be a partial list but it is the best information
I have)



Women's Equality Day, 1978

By the President of the United States of America

A Proclamation

August 26, 1978, is the 58th anniversary of the adoption of the 19th Amendment to the Constitution guaranteeing that the right of United States citizens to vote shall not be denied or abridged by the Federal government or any state on account of sex.

This was the successful culmination of the struggle of the American Women's Suffrage movement. The right to vote, to participate in the process of framing the laws under which we all live, is fundamental. But it was only the first step in achieving full equality for women. The late Dr. Alice Paul realized this, drafted the Equal Rights Amendment in 1923 and had it introduced in Congress over a period of 49 years, until it passed on March 22, 1972.

Women have made substantial progress toward full equality in recent years, partly as a result of the national debate on the Equal Rights Amendment, which has made many people aware of existing injustices. Despite this progress, strong action is still needed to guarantee women full equality of opportunity.

I personally believe that ratification of the Equal Rights Amendment can be the single most important step in guaranteeing all Americans—both women and men—their rights under the United States Constitution. This major step toward full equality for women has already been taken by 35 states, representing seventy-two percent of the population of this Nation. Only three more states must ratify the Equal Rights Amendment before it becomes a part of the Constitution. I believe this is too important and far-reaching an issue for arbitrary time barriers to limit full debate and an ultimate decision that truly reflects the will of the American people. In a society that is free, democratic and humane, there can be no time limit on equality.

NOW, THEREFORE, I, JIMMY CARTER, President of the United States of America, do hereby proclaim August 26, 1978, as Women's Equality Day and do hereby call upon the people of the United States to observe this day with appropriate ceremonies and activities. I further urge all our people to dedicate themselves anew to the goal of achieving equal rights for women under the law.

IN WITNESS WHEREOF, I have hereunto set my hand this 25th day of August, in the year of our Lord nineteen hundred seventy-eight, and of the Independence of the United States of America the two hundred and third.

A handwritten signature in cursive script that reads "Jimmy Carter".

Shirley Polykoff, President

From Shirley Polykoff and Alix Nelson

RATIONALE:

It seems to us that an all-over appeal to patriotism is the surest way to promote E.R.A.

Patriotism transcends economy, fair play and anything else we can think of. Besides it's positive rather than negative which we believe has been one of the problems in publicizing E.R.A. But most of all because a show of patriotism is dear to the hearts of those most resistant to E.R.A.

So....

Support for E.R.A. is support for the American way!

THEME:



Support E.R.A.

It's the American way!

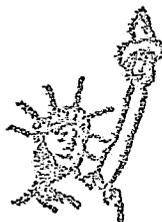
(Head of the statue of Liberty...with torch... becomes the symbol)



If she could talk, she'd say:

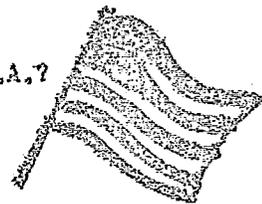
Support E.R.A.

It's the American way!



Why do "First Ladies" of America support E.R.A.?

It's the American way!



PRESIDENT'S BALL President to invite state legislators and their wives and also daughters from states we hope will ratify.

("First Ladies"
for
E.R.A.)

The president invites you and your "First Ladies" to the "First Ladies" Ball etc

"First Ladies" of America: Mrs. Carter and daughter, Mrs. Johnson and daughter, Mrs. Mondale and daughter, Mrs. Ford and daughter, Mrs. Onassis and daughter...etc and other "First Ladies" in an unratified state like Elizabeth Taylor and her daughter and other outstanding women in their fields.

32 East 57th Street, New York, New York 10022 - (212) 826-0247

MISSISSIPPI

ERA History

1977 Senate Constitutional Committee killed 5-4. First year that hearings had ever been held.

<u>Present Political Line-Up</u>	<u>Senate</u>	<u>House</u>
Total Members:	52	122
Partisan Balance:	D-50 R-2	D-116 R-3 I-1 Vac.-2
Need to Ratify:	Majority present and voting	Majority present and voting
Estimated Pro-ERA:	?	?
Leadership:	Mixed Lt. Gov./Pres. Evelyn Gandy (D) Pro Pres. Pro tem: William Alexander (D) Anti	Anti Speaker C.B. Newsom
Governor:	Cliff Finch (D) 1980 Anti	

Next Elections - 1979

<u>Filing completed</u>	<u>Primary Aug 7</u>	<u>Runoff Aug. 28</u>
Senate: All (4 years)		
House: All (4 years)		
Governor Cliff Finch (D)		

Next Legislative Session - 1980

Session scheduled for January 2-May 5.
ERA can be introduced.
Bills required to be reported from committee.

1978 Congressional Delegation Vote on Extension

Total <u>7</u> ((5D/2R)	Pro <u>0</u>	Anti <u>6</u> (4D/2R)	NV <u>1</u> (D)
Anti: Sen. John Stennis (D)		Jamie Whitten (D-1)	
David Bowen (D-2)		G.V. Montgomery (D-3)	
Thad Cochran (R-4)		Trent Lott (R-5)	
NV: Sen. James Eastland (D)			

NEVADA

ERA History

- 1979 Senate defeated 3-14
- 1977 Passed Senate 11-10 with Lt. Gov. casting tie-breaking vote. Defeated in House 15-24.
- 1975 Passed House 27-13; defeated in Senate 12-8.
- 1973 Killed in Senated committee.

Present Political Line-Up

	<u>Senate</u>	<u>House</u>
Total Members:	20	40
Partisan Balance:	D-15 R-5	D-26 R-14
Need to Ratify:	11	21
Estimated Pro-ERA:	3	9-10
Leadership:	Anti	Mixed
	Pres. Floyd Lamb (D) Maj. Leader James Gibson (D)	Speaker Paul May (D) Speaker Pro-tem Robert Barengo (D)
Governor:	Robert List (R) 1978-1982 Pro	

Next Elections - 1980

Filing July 16 Primary Sept 9 Runoff none
 Senate: ½ (4 years)
 House: All (2 years)
 U.S. Senate: Paul Laxalt (R)

Next Legislative Session - 1981

Session scheduled for January 19 for an indefinite period.
 ERA can be introduced.
 Committees not required to report all bills.

1978 Congressional Delegation Vote on Extension

Total 3 (2D/1R) Pro 0 Anti 3 (2D/1R)
 Anti: Howard Cannon (D) Paul Laxalt (R)
 Jim Santini (D-1)

UTAH

ERA History

1979 Resolution to prevent ERA from consideration by either legislative chamber passed the House 60-8; Senate 23-5.
1975 House defeated, 51-23
1973 House defeated, 50-21

<u>Present Political Line-Up</u>	<u>Senate</u>	<u>House</u>
Total Members:	29	75
Partisan Balance:	D-19 R-10	D-50 R-25
Need to Ratify:	15	38
Estimated Pro-ERA:	5	8
Leadership:	Anti Pres. Miles Ferry (R)	Anti Speaker James Hansen (R)
Governor:	Scott Matheson (D) 1976-1982	Anti

Next Elections - 1980

Filing May 12 Primary Sept 9 Runoff none
Senate: $\frac{1}{2}$ (4 years)
House: All (2 years)
U.S. Senate: Jake Garn

Next Legislative Session - 1980

Session scheduled for January 7 for 20 calendar days.
ERA cannot be introduced.
Budget or fiscal matters only.

1978 Congressional Delegation Vote on Extension

Total 4 (1D/3R) Pro 0 Anti 4 (1D/3R)
Anti: Sen. Jake Garn (R) Sen. Orrin Hatch (R)
Gunn McKay (D-1) Dan Marriott (R-2)

Women and America

Rosalynn Carter Challenges Communicators

In a recent speech to the members of New York Women in Communications, Inc., Rosalynn Carter declared that American men and women must be informed that the Equal Rights Amendment "will insure that both women and men are guaranteed choice in all areas of their lives."

Mrs. Carter was guest speaker at the organization's 1979 Matrix Award luncheon April 26. New York Women in Communications is a 500-member organization of print and broadcast journalists, and advertising professionals.

Following is the full text of Mrs. Carter's speech:

I am pleased to be here today at your recognition and goal-setting luncheon. This is my second trip to New York City in a month. Jimmy was here yesterday. Fritz is here today. And it's not even a campaign year!

As you may know, I am just back from vacation. We fished, played tennis, walked in the woods and read. And I spent some time thinking. In fact, I spent some of the time wondering what I could say to you today.

You are experts in a critically important field in our democracy. You are professional communicators. You are women in a position to define the ideas, impressions and expectations of the American people. It is an awesome responsibility.

I am also trying to be a communicator. I know that I have a unique role as a woman in contemporary life, and that these are precious years during which I can contribute. I have commitments that



are important to me. I find this an awesome responsibility, too.

Consider my opportunities as First Lady:

- I can and do consult the finest minds in America. I seek advice, and I get it. I am never turned down.
 - I can listen to and learn from world leaders; I can assist the needy who turn to me for support; I can contribute in national and international affairs, in my own way, in my own style.
 - The President of the United States cares what I think.
 - I find myself in the eye of history.
 - I have influence and I know it!
- So we have a common bond. People look to you and to me for leadership. They listen to us. And we bear both the burdens and the rewards that come with our influence in changing perceptions.

I would also imagine that as women we share the irritation of hearing — as we have today — that discrimination against us persists. Here we are — how many years later? — saying that women are not yet adequately recognized for leadership qualities. Aren't you tired of hearing that prejudice against females cannot be changed overnight and that it will take skill, patience and courage to change patterns that have been held for years?

I have similar frustration about the discrimination held against my own personal interests. I have been told that the problems of the mentally ill, the elderly, the handicapped and the poor are not "sexy" issues for a First Lady. The media are not very interested. And I cannot tell you how much I dislike these negative attitudes.

I am an optimist by nature — some people say "stubborn" — but I say that I am an optimist. I think I can describe my approach to my work in your own terms — by recalling an ad campaign that was mounted here in New York several years ago. Perhaps you will remember. The picture on the screen was a glass of water. The "voice over" asked: 'Is this glass half full? Or is this glass half empty?' I think this is a good measure by which to judge progress. For you women in the communications field, for instance, is the glass really half empty? Or is it half full?

I ask myself this question about the status of the women I see in the White House, in Cabinet meetings and in Government jobs in Washington and across the country. Is their influence really adding up? I think so. And that is what I want to talk about today.

“One of the most constructive steps that could be taken on behalf of this country would be to put the heat on your Senators about nominating women to the bench.”

I am supposed to be Jimmy's closest advisor. Certainly I am his most ardent admirer, and I do not think that my respect for him — just because he is my husband — diminishes me as a woman. I am also first to admit that I am a political person and that I do not believe that the breadth of his commitment to women has been adequately explained.

Now I know that you are professional women who care about the laws that govern you, about the quality of your public servants and about sensitivity to your own requirements. You understand the need for the woman's perspective in the decision-making that shapes your lives. And I am here today to say that Jimmy has quietly, methodically done more to elevate women to their rightful place in policy positions in this Government than any other President in the history of the United States.

This is important to every one of us in this room. If we are to build and develop a more caring society — and I believe that we want to do that — we must do more than advance in our own categories. We

must contribute in all of the important areas which insure our democratic system.

Now, for the first time, women really have that chance. Jimmy is helping to give women that chance.

- Only five women have ever been appointed as Cabinet secretaries in the history of our country — two in his Administration.
- Only four women have ever been appointed as Under Secretary in the history of our country — two in his Administration.
- Fourteen women Assistant Secretaries have been named.
- And for the first time — and listen to the numbers soar — we have five General Counsels for Cabinet-level departments; four out of twelve women Inspector Generals; a woman Assistant Secretary of Agriculture; women members on the Federal Reserve Board and the Federal Home Loan Bank Board; and eight women Ambassadors appointed to foreign countries.

Those important appointments to Presidential Boards and Commissions have been given careful thought, too. Not long ago, for instance, Jimmy appointed the first military woman to the American Battle Monuments Commission — previously, only wives of military men had been named. And in a past administration, a woman representing consumers was placed on the National Institute of Building Sciences Commission — Jimmy's choice will be a woman in the construction industry. And never before have women or minorities served on the Federal Prison Industries Board of Directors. Soon we'll appoint a black male and an Hispanic woman to this prestigious body.

Of course there are many more qualified women who hope to serve. Perhaps some of you are here today. We need you. I urge you to have the confidence in yourselves to make yourselves known to those Administration officials in a position to consider your expertise. And I encourage you to speak out about other women with important skills.

One of the most constructive steps that could be taken on behalf of this country would be to put the heat on your Senators about nominating women to the bench. In the history of the United States, only fifteen women have ever been appointed to Federal courts. But you should know that the Carter Administration expects to name a woman to at least eight of the Federal judicial circles, and to double the number of women on the Federal district bench.

I want to assure you that I use my influence at home on behalf of women whenever I can. Now Jimmy and I try not to talk business after hours, but I have been known to, well, mention that he needs — more women on the White House staff — more women in departmental jobs — and a list of distinguished women just in case he finds himself looking for a woman Supreme Court Justice!

I have to admit, however, that even in my most optimistic moments, the glass appears half empty when I think about women in Congress. It is inconceivable to me that we have only had 14 women Senators and 90 women in the House of Representatives. It defies reason to believe that this imbalance reflects the outcome of the democratic process. I know that

“In North Carolina ... the women in the House agreed to block-vote on other key issues so that they could force male House members to vote with them on ERA.”

access to public office for women is often blocked by a lack of money. I know that male politicians are often reluctant to draw women into the inner circle. But a recent Gallup poll

shows that voters feel this country would be governed as well — or even better — if there were more women in office. You and I need to communicate this message.

Certainly we can be optimistic about those women who are already in key positions in state and local politics. For the first time we have women mayors in our largest cities — in San Francisco and Chicago. And you have Carol Bellamy as head of your own New York City Council. The nation has:

- two women Governors; six women Lt. Governors; 10 women serving as Secretaries of State; six as State Treasurers;
- a Commissioner of Labor in Oregon; the first woman on the Court of Appeals in New Mexico; and the first woman Chief Justice of the Supreme Court in California.

In the past decade, the number of women legislators has more than doubled and, in my view, this may be the key to the passage of the Equal Rights Amendment — an issue I feel I must address today. The Equal Rights Amendment must be ratified — and right now women at the state level are in the center of the action.

In North Carolina, for instance, for the first time, the women in the House agreed to block-vote on other key issues so that they could force male House members to vote with them on ERA. In Florida, all of the women in the State House went together as a unified group to support the Amendment. In Oklahoma, two women legislators are keeping ERA alive. And in Kentucky, the woman Lt. Governor has successfully blocked efforts to rescind the ERA.

I think we should consider our own responsibility here. Millions of Americans still need to be educated about the positive benefits of ERA

— not only the men who feel threatened, but the women who insist they are for women's rights — and against ERA. We must inform them that ERA will insure that both women and men are guaranteed choice in all areas of their lives. And that ERA will not require changes for those who do not want changes.

I feel it is especially important to explain that women like me support the ERA. I am a relatively traditional person. I enjoy my roles as wife, mother, partner and businesswoman. I care how I look — and what I think. I am not threatened by ERA. I feel freed by it.

“I feel it is especially important to explain that women like me support the ERA. I am a relatively traditional person. I enjoy my roles as wife, mother, partner and businesswoman. I care how I look — and what I think. I am not threatened by ERA. I feel freed by it.”

You and I can try to make this controversial issue understandable. We can talk about the breadth of its support. We can be assertive in targeting our attention on key legislators in unratified states — and on those women in elected positions at the state level who are desperately working for all of us.

I think we are fortunate to be in the communications business — and I would like to include myself in your field today. We can choose our message. We can affect attitudes. We have influence. What we need is the

self-confidence to use that influence — to help ourselves. We can hold out for better jobs in our areas of employment. We can choose to take a sabbatical from professional life

“We can be assertive in targeting our attention on key legislators in unratified states...”

and offer ourselves for public service. We can insist on standards that call for the perspective of women in our governing bodies. We can refuse to accept anything less than the total equality and choice offered by the ERA. I do not think that these are unrealistic goals.

I came here today hoping to wield some First Lady influence in urging you to join me — as communicators, as citizens, as examples for others — in encouraging women throughout our country to have the self-confidence to ask for nothing less than full equality.

All of us are responsible for building a more just and caring society — and certainly one in which we have more control over our own lives.

“All of us are responsible for building a more just and caring society—and certainly one in which we have more control over our own lives.”

FACT SHEET

From the Office of Sarah Weddington, The White House, Washington, DC 20500

WOMEN IN PUBLIC OFFICE: 1979

U.S. CONGRESS	The 96th Congress has 17 women members. The 95th Congress and the 87th had 20 women, the highest number to date. In U.S. history, 103 women have served in the Congress compared to 11,400 men. Ten states have never sent a woman to Congress.
Senate	The 96th Congress has one woman senator. In 1979 Nancy Kassebaum was the first woman to enter the Senate without previously serving in the House of Representatives or being appointed to fill the unexpired term of a man. Since 1922, 14 women have been appointed or elected to the Senate.
House of Representatives	The 96th Congress has 16 women House members; 7 of them come from two states. Out of the 435 members of the House, the largest number of women to serve at the same time was 19 in 1975.
FEDERAL JUDICIARY	No woman has ever served on the U.S. Supreme Court. There are four women Court of Appeals judges out of 97; and 14 women district court judges out of 417.
STATE LEGISLATURES	The number of women serving in state legislatures throughout the country has more than doubled from 305 (4.1%) in 1969 to 767 (10.3%) in 1979.
STATEWIDE ELECTIVE AND CABINET OFFICES	The number of women in state cabinet level or equivalent executive positions has increased from 84 (10.3%) in 1975 to 97 (10.7%) in 1977. All women incumbents who sought reelection to their statewide posts in 1979 won their races.
Governors	Ella Grasso (Connecticut) and Dixy Lee Ray (Washington) are the only women ever elected chief executive of a state in their own right. Three other women have succeeded their husbands in office.
Lt. Governors	In 1978 a record was set with the election of 4 new women Lt. Governors, which increased the number of women in this post to 6.
STATE JUDICIARY	Out of about 5,940 positions in October, 1978, 110 women (1.8%) served as judges in appellate courts and trial courts of general jurisdiction.
LOCAL OFFICE	In 1977, 9,930 women composed 7.8% of officials at the local level, compared to 5,931 (4.4%) in 1975. The number of women in mayoralties and on municipal and township governing bodies has increased by more than 36% since 1975.
CARTER ADMINISTRATION	Approximately 21% of all Presidential appointments made by Jimmy Carter by May 1979 are women compared to 12% made by the previous administration, an increase of 75%.
U.S. CABINET	The Carter Administration is the first to have two women cabinet members at one time: Juanita Kreps, Secretary of Commerce, and Patricia Harris, Secretary of Housing and Urban Development. Prior to 1977, only three other women have ever held federal cabinet positions.
OVERALL	Women currently represent an estimated 8-10% of elected office-holders nationwide, in contrast to 4-6% in 1975.

May 1979

THE WHITE HOUSE
WASHINGTON

7-12-79

Dear Judy -

The final process
changed the draft a little,
but you'll see this is
essentially your version - thanks
for your marvelous help!

Jack

WAS VERY PLEASED TO BE INCLUDED AT CAMP DAVID
yesterday

THE WHITE HOUSE

WASHINGTON

THE ERA: FULL PARTNERSHIP FOR WOMEN

The Equal Rights Amendment must be ratified.

The story of American democracy is a story of struggle and growth. Over the past two hundred years, basic human rights and liberties originally enjoyed by only a minority have been extended to protect many more Americans. The ERA is simply the next chapter in this inspiring story.

Since the turn of the century, women have made dramatic progress -- including the Constitutional guarantee of the right to vote. Yet, in many ways the 51 percent of our population who are women are still second-class citizens today. The choices and opportunities open to them remain limited unfairly.

Over the years, women have suffered from job discrimination and unequal pay, and the families they help support have also suffered. In the last 20 years, the earnings gap between men and women has actually widened. In some states, women who are married still are deprived of legal and economic rights. Women have been denied the right to own property, bring legal suits, and even buy automobile insurance in their own names.

Much has been done to redress the inequality of women by a number of States and the Congress. I have directed my entire Administration to do everything possible to advance the status of women. I have pushed vigorously to increase the number of women in the Federal judiciary. But all these efforts still are not enough. Because the principle of equality between men and women is not yet part of our Constitution, the laws affecting women could be changed easily to reduce current safeguards. The only way to achieve full legal equality for women is to ratify the Equal Rights Amendment.

The ERA is not a novel idea. It was first introduced in 1923. The fight for it began when my mother was a young woman. After careful and lengthy debate, Congress submitted it to the States for ratification on March 22, 1972. All but three of the necessary 38 states have ratified it. Last year Congress passed, and I signed, legislation extending the ratification deadline to June 30, 1982.

As a husband, a father, and a grandfather, I support the Equal Rights Amendment. The ERA does not say that men and women are the same. It simply says that the law cannot penalize women because they are female. I do not believe my daughter should have fewer rights than my sons.

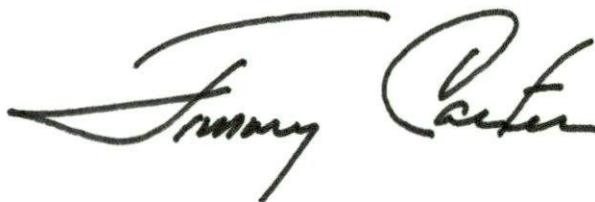
The ERA does not impose new roles or unfair responsibilities on women. The ERA will not alter our traditional family structure. It simply gives women the legal rights that every human being deserves and that American men now enjoy.

As Governor of Georgia, I supported the Equal Rights Amendment. As President, I will continue to strongly support ratification of the ERA. My wife Rosalynn and my daughter-in-law Judy have spent countless hours speaking for the Amendment throughout the country.

The last six Presidents have advocated the ERA. The Congress of the United States has voiced its support for the ERA twice -- once when the Amendment was passed in Congress and once again when the time limit for ratification was extended. Both the Democratic and Republican parties support the Amendment, and there is widespread support by a substantial majority of Americans for the ERA.

The United States was founded two centuries ago on a Constitution that promised justice, liberty, and equality for all men. Only an Amendment in our Constitution can guarantee women the same rights and opportunities. Today, the United States proudly speaks out on behalf of human rights for all the people of the world. We must be no less vigilant in our defense of human rights at home.

I urge you to join me in championing the cause of equal rights by supporting the Equal Rights Amendment so that all of us can be full partners in our beloved Nation.

A handwritten signature in cursive script that reads "Jimmy Carter". The signature is written in dark ink and is centered on the page.

THE WHITE HOUSE
WASHINGTON

FOR YOUR INFORMATION

Sarah Weddington

May 18, 1979

Office of the White House Press Secretary

THE WHITE HOUSE

EXECUTIVE ORDER

- - - - -

CREATING A NATIONAL WOMEN'S BUSINESS
ENTERPRISE POLICY AND PRESCRIBING ARRANGEMENTS
FOR DEVELOPING, COORDINATING AND IMPLEMENTING A
NATIONAL PROGRAM FOR WOMEN'S BUSINESS ENTERPRISE

In response to the findings of the Interagency Task Force on Women Business Owners and congressional findings that recognize:

1. the significant role which small business and women entrepreneurs can play in promoting full employment and balanced growth in our economy;
2. the many obstacles facing women entrepreneurs; and
3. the need to aid and stimulate women's business enterprise;

By the authority vested in me as President of the United States of America, in order to create a National Women's Business Enterprise Policy and to prescribe arrangements for developing, coordinating and implementing a national program for women's business enterprise, it is ordered as follows:

1-1. Responsibilities of the Federal Departments and Agencies.

1-101. Within the constraints of statutory authority and as otherwise permitted by law:

(a) Each department and agency of the Executive Branch shall take appropriate action to facilitate, preserve and strengthen women's business enterprise and to ensure full participation by women in the free enterprise system.

(b) Each department and agency shall take affirmative action in support of women's business enterprise in appropriate programs and activities including, but not limited to:

(1) management, technical, financial and procurement assistance,

(2) business-related education, training, counseling and information dissemination, and

(3) procurement.

(c) Each department or agency empowered to extend Federal financial assistance to any program or activity shall issue regulations requiring the recipient of such assistance to take appropriate affirmative action in support of women's business enterprise and to prohibit actions or policies which

1-204. The Committee shall meet at least quarterly at the call of the Chairperson, and at such other times as may be determined to be useful according to the rules of procedure adopted by the Committee.

1-205. The Administrator of the Small Business Administration shall provide an Executive Director and adequate staff and administrative support for the Committee. The staff shall be located in the Office of the Chief Counsel for Advocacy of the Small Business Administration, or in such other office as may be established specifically to further the policies expressed herein. Nothing in this Section prohibits the use of other properly available funds and resources in support of the Committee.

1-3. Functions of the Committee. The Committee shall in a manner consistent with law:

1-301. Promote, coordinate and monitor the plans, programs and operations of the departments and agencies of the Executive Branch which may contribute to the establishment, preservation and strengthening of women's business enterprise. It may, as appropriate, develop comprehensive interagency plans and specific program goals for women's business enterprise with the cooperation of the departments and agencies.

1-302. Establish such policies, definitions, procedures and guidelines to govern the implementation, interpretation and application of this order, and generally perform such functions and take such steps as the Committee may deem to be necessary or appropriate to achieve the purposes and carry out the provisions hereof.

1-303. Promote the mobilization of activities and resources of State and local governments, business and trade associations, private industry, colleges and universities, foundations, professional organizations, and volunteer and other groups toward the growth of women's business enterprise, and facilitate the coordination of the efforts of these groups with those of the departments and agencies.

1-304. Make an annual assessment of the progress made in the Federal Government toward assisting women's business enterprise to enter the mainstream of business ownership and to provide recommendations for future actions to the President.

1-305. Convene and consult as necessary with persons inside and outside government to develop and promote new ideas concerning the development of women's business enterprise.

1-306. Consider the findings and recommendations of government and private sector investigations and studies of the problems of women entrepreneurs, and promote further research into such problems.

1-307. Design a comprehensive and innovative plan for a joint Federal and private sector effort to develop increased numbers of new women-owned businesses and larger and more successful women-owned businesses. The plan should set specific reasonable targets which can be achieved at reasonable and identifiable costs and should provide for the measurement of progress towards these targets at the end of two and five years. Related outcomes such as income and tax revenues generated,

more

(OVER)

1-602. "Women's business enterprise" means a woman-owned business or businesses or the efforts of a woman or women to establish, maintain or develop such a business or businesses.

1-603. Nothing in subsections 1-601 or 1-602 of this Section (1-6) should be construed to prohibit the use of other definitions of a woman-owned business or women's business enterprise by departments and agencies of the Executive Branch where other definitions are deemed reasonable and useful for any purpose not inconsistent with the purposes of this Order. Wherever feasible, departments and agencies should use the definition of a woman-owned business in subsection 1-601 above for monitoring performance with respect to women's business enterprise in order to assure comparability of data throughout the Federal Government.

1-7. Construction. Nothing in this Order shall be construed as limiting the meaning or effect of any existing Executive order.

JIMMY CARTER

THE WHITE HOUSE,

May 18, 1979.

#

Office of the White House Press Secretary

THE WHITE HOUSEMEMORANDUM FOR THE HEADS OF
EXECUTIVE DEPARTMENTS AND AGENCIES

The Task Force on Women Business Owners which began its work on August 4, 1977, presented me with its report, The Bottom Line: Unequal Enterprise in America, on June 28, 1978. I then directed the heads of all departments and agencies to analyze its recommendations and indicate what assistance they might provide women business owners.

The Task Force found many obstacles facing women entrepreneurs, including a lack of adequate capital, lack of marketing opportunities, and lack of management and technical skills. The Task Force concluded that these deficiencies result, at least in part, from discriminatory practices. The Task Force also recognized the significant contribution which small businesses and women entrepreneurs can make towards innovation, full employment and balanced growth in our economy.

To ensure that women can fully participate in our economic system I have today issued an Executive Order which establishes a national policy for expanding the opportunities for women's business enterprise. The Order creates an Interagency Committee on Women's Business Enterprise which will be the permanent structure for promoting, coordinating and monitoring greater efforts on behalf of women-owned businesses by the Federal government.

The Order also directs Federal departments and agencies to cooperate with the Committee and to develop affirmative action plans for a greater role for women business owners in their business assistance and procurement activities.

There are many actions that agencies and departments could take to implement this policy. For instance, the Task Force noted that since women face special barriers in acquiring the capital necessary for creating or expanding their own businesses, they need greater access to Federal loan programs. As part of this new policy, the Small Business Administration (SBA) has agreed to take the following actions:

- o Establish a goal of \$50 million in FY 1980 for direct loans to women under Section 7(a) of the Small Business Act;

more

(OVER)

- o Initiate a pilot 7(a) "mini-loan" program in FY 1980 for women whose needs for starting or expanding a business are for amounts under \$20,000 and evaluate the usefulness of this pilot program in creating successful enterprises over a reasonable length of time.
- o Encourage full participation of women in procurement activities by instructing SBA's Procurement Center Representatives to locate and assist women-owned businesses;
- o Try to add 15,000 women-owned firms to SBA's new Procurement Automated Source System (PASS) by the end of FY 1980.

Recent data indicates that women-owned firms will receive only about \$63 million in Federal procurement dollars in FY 1979. The Task Force found that efforts to encourage full participation of women in Federal procurement activity have been less than adequate. Therefore, the Office of Federal Procurement Policy has agreed to:

- o Set the following overall goals for Federal prime contracts:
 - 1) An approximate doubling of the dollar amount of Federal prime contracts to women-owned firms in FY 1980 to at least \$150 million.
 - 2) A redoubling of this amount in FY 1981 to \$300 million.
- o Develop and implement a process for collecting data on the numbers and amounts of Federal prime contracts and subcontracts under Federal prime contracts awarded women-owned business;
- o Revise government-wide procurement regulations to assure that Federal prime contractors increase their use of women-owned firms as subcontractors. These revisions include:
 - 1) Developing clauses for inclusion in prime contract solicitations and in prime contracts which encourage the use of women-owned firms as subcontractors to the maximum degree feasible.
 - 2) Study the feasibility of developing an incentive clause for inclusion in appropriate prime contracts which offers a dollar award to a prime contractor for subcontracting with women-owned firms in excess of an agreed upon goal for such subcontracting.

The Task Force also found a serious lack of data about women entrepreneurs and the types of the businesses they own. In order to develop this needed information, the Department of Commerce has agreed to have the Census Bureau update its 1972 survey on women-owned businesses and conduct a special survey to gather additional essential demographic data on the woman business owner and her enterprise.

The Task Force stressed the importance of early education in encouraging women to have a free choice of all possible careers. Therefore, the Secretary of Health, Education, and Welfare has agreed to take the following actions:

- o Develop and promote educational and counseling programs emphasizing entrepreneurial skills and business enterprise as a career option for both males and females.
- o Develop such programs for use in the Nation's public and private secondary schools, institutions of higher education and vocational education programs.
- o Report to me at the end of FY 1980 on the progress of such efforts and on future plans.

This memo and the Executive Order express my personal commitment to a national women's business enterprise policy. I expect the heads of all departments and agencies with business assistance programs and activities such as those mentioned in Section 1 of the Executive Order, and those with procurement authority, to substantially improve the quality of this assistance and support to businesses owned by women. With your commitment and cooperation, we can greatly improve the opportunities for women who own businesses in our economic system.

JIMMY CARTER

#

May 18, 1979

THE WHITE HOUSE

WASHINGTON

December 6, 1979

Greetings!

Sometimes when we look at the many items still on our "to be done" agenda for women, we overlook the reality of what we have accomplished.

I am happy to tell you that today there are 28 women who are Federal judges appointed by President Carter. Others are under consideration. When this Administration took office, only five women sat on Federal courts, and in the history of this country only eight women had ever served.

Only six women have ever held Cabinet-level positions in our government; three of these were appointed by President Carter. He did as much in three years as had been done in the over 200 years of our history.

To date, 22 percent of all the President's top policy appointments have been to women -- more than the total of all previous presidents together.

Together we won an extension of time (to June 1982) for winning ratification of the Equal Rights Amendment.

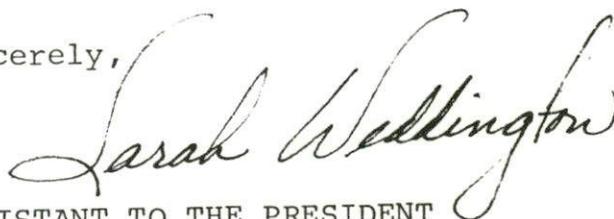
There's a major new program underway to help women-owned businesses by providing technical and management assistance plus a more ready source of loan money.

There have been advances in equal employment and credit opportunity, housing, social security, domestic violence programs, and work options for welfare women.

A record of recent accomplishments for women will soon be sent to you. We take pride in the accomplishments even as we continue to focus on the agenda yet before us.

On behalf of the President, it is my pleasure during this holiday season to send you best wishes for the New Year and a poster as a reminder that progress for women has occurred over the past three years.

Sincerely,

A handwritten signature in cursive script that reads "Sarah Wellington". The signature is written in dark ink and is positioned to the right of the word "Sincerely,".

ASSISTANT TO THE PRESIDENT

THE WHITE HOUSE
WASHINGTON

3-25-79

To: Judy Carter
% White House Residence

From: Sarah Weddington 

Here's the ROUGH DRAFT I mentioned to you.

On Section 1. Will probably reword but leave essentially that name.

On Section 2. The Committee wants to be smaller than 30 but I thought I larger number would give us flexibility.

On Section 4. I'm not sure that is legal and will have to check it. The Advisory Committee Act may prohibit advisory committee's from forming continuing working groups.

I'd appreciate any thoughts on this ---

Thanks.

DRAFT

Executive Order

Date

Establishing a Presidential Advisory Committee for Women

By virtue of my authority as President of the United States of America, and in order to promote equality for women in the cultural, social, economic and political life of this Nation, it is hereby ordered as follows:

SECTION 1. Establishment of a Presidential Advisory Committee for Women (hereafter the Committee).

SEC. 2. Membership. The President shall appoint not more than thirty persons to serve on the Committee and shall designate one member as the Chair.

SEC. 3. Responsibilities of the Committee. (a) The Committee shall advise the President on a regular basis of initiatives needed to promote full equality for American women.

(b) The Committee shall assist in reviewing the applicability of such initiatives, including the recommendations of the 1977 National Women's Conference, to particular programs and policies.

(c) The Committee shall promote the national observance of the United Nations Decade for Women, Equality, Development and Peace (1975-1985).

(d) The Committee shall gather and disseminate information relating to its responsibilities to the Executive Branch and to interested members of the public.

(e) The Committee shall consult regularly with the Interdepartmental Task Force on Women established under Section 6 of Executive Order 12050.

SEC. 4. Committee Procedures. (a) The Committee may establish, within the limits of available funds, such working groups as may be necessary to fulfill its tasks.

(b) The Committee shall establish such procedural regulations as are necessary to carry out its responsibilities.

(c) The Committee shall conclude its work by December 31, 1980 and shall make a final report to the President.

SEC. 5. Assistance and Cooperation. The Committee may request any agency of the Executive Branch of the government to furnish it with such information, advice, funds and service as may be useful for the fulfillment of the Committee's functions under this Order. Such agencies are authorized, to the extent permitted by law, to honor the Committee's requests.

SEC. 6. Federal Advisory Committee Act Functions. Notwithstanding the provisions of any other Executive Order, the functions of the President under the Federal Advisory Committee Act (5 U.S.C. App. I) which are applicable to the Committee, except that of reporting annually to the Congress, shall be performed by the Secretary of Labor in accordance with guidelines and procedures established by the Administrator of General Services.

SEC. 7. Revocation. Sections 1, 2, 3, 4, 5, and 7 of Executive Order 12050 are hereby revoked.

PRESIDENTIAL APPOINTEES (AFRO-AMERICANS)

Partial Listing

May 1, 1979

Aaron, Hank
Member, President's Council on
Physical Fitness and Sports

Abram, Sam Frank
Member, Commission on Presidential Scholars

Aggrey, O. Rudolph
Ambassador to Romania

Alexander, Clifford L.
Secretary of the Army

Alexis, Marcus
Member, Interstate Commerce Commission

Allen, Ethel
Member, National Commission on Neighborhoods

Allison, William
Deputy Director
Community Services Administration

Anderson, Bernard A.
Member, National Commission for Employment
and Unemployment Statistics

Anderson, Claud
Federal Co-chairman,
Coastal Plains Regional Commission

Anderson, Frank
U.S. Marshall, Southern Indiana

Applewhaite, Leon B.
Member, Federal Labor Relations Authority

Bean, Maurice
Ambassador to Burma

Berry, Mary
Assistant Secretary for Education
Department of Health, Education and Welfare

Bey, Shallie, Jr.
Superintendent, U.S. Mint, Philadelphia

Blackwell, Unita
Member, National Commission for the
International Year of the Child

Bolen, David
Ambassador to the German Democratic Republic

Bowers, Shellie
Judge, D.C. Superior Court

Bradley, Tom
Member, National Commission on Air Quality

Brandon, Eddie Lee
Member, National Commission for the
International Year of the Child

Broome, Homer, Jr.
Deputy Administrator
Law Enforcement Assistance Administration

Brown, Tyrone
Member, Federal Communications Commission

Bryant, Hubert
U.S. Attorney, Northern Oklahoma

Bullock, J. Jerome
U.S. Marshall, District of Columbia

Burgess, James R., Jr.
U.S. Attorney, Eastern Illinois

Butcher, Goler
Assistant Administrator for the Bureau for Africa
Agency for International Development

Byrd, James
U.S. Marshall, Wyoming

Carter, Lisle
Member, President's Commission on Pension Policy

Carter, W. Beverly
Ambassador-at-Large, Office for Liaison
with State and Local Governments

Chisholm, Andrew
U.S. Marshall, South Carolina

Christian, Almeric
Judge, Virgin Islands District Court

Clifford, Maurice
Member, Advisory Commission to the JFK Center

Cobb, Jewel Plummer
Member, Board of Foreign Scholarships

Collins, Robert
U.S. District Judge, Eastern District of Louisiana

Coney, T. R.
U.S. Marshall, Southern District of Texas

Cook, Julian
U.S. District Judge, Eastern District of Michigan

Cosby, William, Jr.
Member, National Commission for the
International Year of the Child

Crim, Alonzo
Member, National Council on Educational Research

Darden, William Boone
Member, National Highway Safety
Advisory Committee

Davis, Ann
Member, Small Business Conference Committee

Days, Drew
Assistant Attorney General, Civil Rights Division
U.S. Department of Justice

Defrantz, Anita
Member, President's Council on
Physical Fitness and Sports

Diggs, Ruth
Member, President's Commission on
Mental Retardation

Diggs-Taylor, Anna
U.S. District Judge, Eastern District of Michigan

Dorsey, Fannie
Member, Federal Council on Aging

Dorsey, L. C.
Member, National Advisory Committee on
Economic Opportunity

Driver, Elwood
Member, National Transportation Safety Board

Dukes, Hazel
Member, National Advisory Committee on
Economic Opportunity

Durham, Willie Dean
U.S. Marshall, Western District of Tennessee

Edelman, Marion Wright
Member, National Commission on the
International Year of the Child

Edwards, Harry
Member, Board of Directors
National Railroad Passenger Corporation

Fox, Richard
Ambassador to Trinidad and Tobago

Francis, Alfred E.
U.S. Marshall, Virgin Islands

Franklin, John Hope
Member, Commission for International Education
and Cultural Affairs

Gibson, Kenneth Allen
Member, President's Export Council

Grant, George
U.S. Marshall, Southern District of New York

Green, Ernest
Assistant Secretary of Labor for
Employment and Training
U.S. Department of Labor

Green, Frederick
Member, National Commission on the
International Year of the Child

Green, Robert Lee
Member, National Commission on the
International Year of the Child

Gregory, Karl
Member, Committee for Trade Negotiations

Gunn, Gladys
Member, Advisory Council on Women's
Educational Programs

Hamilton, Charles V.
Member, National Council on the Humanities

Harris, Patricia
Secretary
U.S. Department of Housing and Urban Development

Hartman, Hermene
Member, Advisory Commission to the JFK Center

Haynes, Ulric St. Clair, Jr.
Ambassador to Algeria

Herman, Alexis
Director, Women's Bureau
U.S. Department of Labor

Higginbotham, Leon
U.S. Circuit Judge, Third Circuit

Hill, Jesse, Jr.
Member, Commission Satellite Corporation

Holden, Matthew
Commissioner, Federal Energy
Regulatory Commission

Holman, Carl
Member, National Council on the Humanities

Howard, Joseph
U.S. District Judge, Maryland

Hughes, Teresa
Member, Student Loan Marketing Association

Hunter, G. William
U.S. Attorney, Northern District of California

Jackson, Maynard
Member, National Commission on Neighborhoods

James, Clarence
Member, Copyright Royalty Tribunal

Jenkins, Howard
Member, National Labor Relations Board

Johnson, George E.
Member, President's Export Council

Jones, Clara Stanton
Member, National Commission on Libraries
and Information Science

Jones, Franklin
General Counsel, Community Services Administration

Jones, James
Member, Federal Service Impasse Panel

Jones, Thomas
Member, Interagency Commission on
Emergency Medical Service

Jones, William B.
Ambassador to Haiti

Jordan, Barbara
Member, President's Advisory Board on
Ambassadorial Appointments

Jordan, Vernon
Member, Strategy Council

Joseph, James
Under Secretary of the Interior

Kearse, Amalya
U.S. Circuit Judge, Second Circuit

Keith, Damon
U.S. Circuit Judge, Sixth Circuit

Kuykendall, Crystal
Member, National Advisory Council
on Extension and Continuing Education

Lawson, Marjorie
Member of the Board
JFK Center for the Performing Arts

Lefall, Lasalle D.
Member, Advisory Commission to the JFK Center

LeFlore, Ronald
Member, Advisory Committee,
Juvenile Justice and Delinquency Prevention

LeMelle, Wilbert
Ambassador to Kenya

Leonard, Walter
Member, Board of Visitors to
the U.S. Naval Academy

Lewis, John
Associate Director of Domestic and
Anti-Poverty Operations, ACTION

Lewis, Rufus
U.S. Marshall, Middle District of Alabama

Limbs, Lee A.
U.S. Marshall, Arizona

Llewellyn, Bruce
Director, Overseas Private Investment Corporation

Lowe, Mary Johnson
U.S. District Judge, Southern District of New York

Lowe, Richard
Deputy Inspector General
U.S. Department of Health, Education and Welfare

Malcolm, Benjamin
U.S. Parole Commissioner

Marrett, Cora
Member, President's Commission on the Accident
at Three Mile Island

Marshall, Harry
U.S. Marshall, Southern District of Illinois

Martin, Louis
Special Assistant to the President

Massey, Walter
Member, National Science Board

Mays, Benjamin
Member, President's Advisory Council on
Ambassadorial Appointments

Mays, William
Member, National Highway Safety Commission

McCree, Wade
Solicitor General

McDonald, Gabrielle
U.S. District Judge, Southern District of Texas

McHenry, Donald
Deputy Representative to U.S. Security Council

McLaurin, W. Phillip
Member, National Advisory Commission on
Economic Opportunity

McMillian, Theodore
U.S. Circuit Judge, Eighth Circuit

Metcalf, Andrew
U.S. Marshall, Western District of Michigan

Meyers, Ishmael
U.S. Attorney, Virgin Islands

Michaux, Henry
U.S. Attorney, Middle District of North Carolina

Minter, Steven
Member, National Commission on the
International Year of the Child

Mitchell, Don
Member, Commission on Presidential Scholars

Morton, Azie
Treasurer of the United States and
National Director, U.S. Savings Bonds Division

Myers, Samuel
Member, Commission on Foreign Language
and International Studies

Myricks, Noel
Member, National Advisory Council on
Extended and Continuing Education

Nelson, David
U.S. District Judge, Massachusetts

Norton, Eleanor Holmes
Chair
Equal Employment Opportunity Commission

Ortique, Revius
Member, Legal Services Corporation

Parks, Paul
Member, Advisory Council on
Women's Educational Programs

Payne, Franklin
U.S. Marshall, Eastern Missouri

Penn, John
U.S. District Judge, District of Columbia

Pierre, Percy
Assistant Secretary of the Army
for Research, Development and Acquisition

Pollard, Anderson
Member, President's Commission on
Mental Retardation

Poston, Ersal
Vice Chairman, Merit System Protection Board

Pratt, Carlisle
Judge, D.C. Superior Court

Prothro, Johnnie
Member, International Food and
Agricultural Development Commission

Pryor, William C.
Judge, D.C. Court of Appeals

Range, M. Athalie
Member, Board of Directors
National Railroad Passenger Corporation

Raullerson, Calvin
Assistant Administrator,
Private Development Corporation
Agency for International Development
U.S. Department of State

Reinhardt, John
Director, International Communication Agency

Rice, Emmett
Member, Board of Governors
Federal Reserve Board

Rice, Lois Dixon
Member, Student Loan Marketing Association

Richardson, Archie
Member, National Highway Safety Commission

Richburg, Tyree
U.S. Marshall, Southern District of Alabama

Riles, Wilson
Member, National Council on Educational Research

Robinson, Glen
U.S. Marshall, Northern District of California

Russell, Herman
Member, National Corporation for
Housing Partnerships

Rustin, Bayard
Member, President's Commission on the Holocaust

Scott, Basil
Member, National Highway Safety Commission

Shepard, Macler
Member, National Commission on Neighborhoods

Simmons, Jake J., III
Member, President's Commission on
Personnel Interchange

Simmons, Paul
U.S. District Judge, Western District of Pennsylvania

Slaughter, John B.
Assistant Director, National Science Foundation

Slaughter-Harvey, Constance
Member, Commission on Presidential Scholars

Sloan, Edith Barksdale
Member, Consumer Product Safety Commission

Smith, J. Clay
Member, Equal Employment
Opportunity Commission

Smith, Otis
Member, Administrative Conference
of the United States

Smythe, Mabel M.
Ambassador to Cameroon

Tanner, Jack
U.S. District Judge, District of Washington

Tate, Horace
Member, National Commission on Libraries
and Information Science

Taylor, Quentin
Deputy Administrator
Federal Aviation Administration
U.S. Department of Transportation

Thompson, John D.
Member, Board of Directors
Federal National Mortgage Association

Todman, Terrance
Ambassador to Spain

Tucker, Benjamin
Member, Advisory Commission to the JFK Center

Tucker, Sterling
Assistant Secretary for Fair Housing
and Equal Opportunity
U.S. Department of Housing and Urban Development

Turner, Howard
U.S. Marshall, Western District of Pennsylvania

Verrett, Shirley
Member, Commission for the Preservation
of the White House

Wagner, Annice McBryde
Judge, D.C. Superior Court

Walker, A. Maceo
Member, Small Business Conference Committee

Walker, LeRoy
Member, President's Council on
Physical Fitness and Sports

Wallace, Joan
Assistant Secretary for Administration
U.S. Department of Agriculture

Washington, Warren Morton
Member, National Advisory Committee on
Oceans and Atmosphere

Watson, Barbara
Assistant Secretary for Consular Affairs
U.S. Department of State

Webber, Paul, III
Judge, D.C. Superior Court

Wharton, Clifton
Member, President's Commission on World Hunger

White, Howard
Member, Corporation for Public Broadcasting

Williams, Bathrus
Member, National Commission on Neighborhoods

Williams, James
U.S. Attorney, Northern District of Ohio

Williams, James Franklin, II
Member, Board of Directors,
National Library of Medicine

Williamson, Thomas, Jr.
Deputy Inspector General
U.S. Department of Energy

Wilson, Genevieve
Member, Advisory Council on Juvenile Justice
and Delinquency Prevention

Wilson, Margaret Bush
Member, General Advisory Commission on
Arms Control and Disarmament

Woods, Jesse
Member, National Council on the Arts

Worthy, Josephine
Member, Legal Services Corporation

Young, Andrew
United States Ambassador to the United Nations

Young, Jean Childs
Chairman, National Commission on the
International Year of the Child

Young, Margaret
Member, Board of Visitors,
U.S. Military Academy

Congress shall
 have the pow-
 er to enforce,
 by legislation,
 the provisions
 of this article.
 Sec. 3. This
 amend-
 ment shall
 take ef-
 fect two years
 after the date
 of ratification.

Sec. 1. Equality
 of rights
 under the
 law shall
 not be de-
 nied or a-
 bridged
 by the
 United
 States or by any
 State on account
 of sex. Sec.
 2. The

National Women's Political Caucus ERA Fund Chair: Iris Mitgang
 ERAmerica Honorary Co-Chairs: Liz Carpenter and Elly Peterson
 Co-Chairs: Helen Milliken and Sharon Percy Rockefeller

PATRONS

- American Association of University Women
- American Can Company
- American Federation of Labor and Congress of Industrial Organizations
- Charter Company
- Communications Workers of America
- Federally Employed Women
- Mary King
- League of Women Voters of the United States
- National Association of Cuban-American Women of the United States
- National Education Association
- National Federation of Business and Professional Women's Clubs
- United Steelworkers of America
- Sarah Weddington

SPONSORS

- Patricia P. Bailey
- Erma L. Bombeck
- Building and Construction
Trades Department, AFL-CIO
- Ellen Burstyn
- Israel Cohen
- Judy Collins
- Ann Farmer
- Millicent Fenwick
- Betty Furness
- Girls Clubs of America
- Betsy and Dennis Heffernan
- Carolyn and Roger Horchow
- Industrial Union Department, AFL-CIO
- Mary E. Jackson

- Margaret M. Laurence
- Kate Rand Lloyd
- Management Manpower Associates
- Hilda Mason
- Marsha Mason and Neil Simon
- Susan and Alvin Morris
- Stewart R. Mott
- National Association of Bank Women
- National Association of Commissions
for Women
- Letty Cottin and Bert Pogrebin
- Leezee Porter
- Judy and Hal Prince
- Estelle Ramey
- Joan and Edwin Roberts
- Lynda Johnson Robb

- Nancy and Miles Rubin
- Dorothy Schiff
- Donna E. Shalala
- Dinah Shore
- Chesterfield Smith
- Geraldine Stutz
- Linda Tarr-Whelan
- Marlo Thomas
- Alan Tripp
- United Automobile Workers
- Abigail Van Buren
- Diane Von Furstenberg
- Julia Montgomery Walsh
- Joanne Woodward
- Young Women's Christian Association

Partial Listing

We urgently need to ratify the Constitutional right to equality for women. The Equal Rights Amendment Dinner proceeds will be used by ER America for citizen education and lobbying, and by the National Women's Political Caucus E.R.A. Fund to support the election campaigns of key state legislators.

Co-Chairs for "A National E.R.A. Evening"

Rosalynn Carter

Betty Ford

Alan Alda

Dorothy Orr

Mary Crisp

Lola Redford

Sey Chassler

Clarence O. Smith

Leonard Janofsky

Jean Stapleton

Lane Kirkland

John White

Marcelino Miyares

Andrew Young

We happily invite you to join us for

"A National E.R.A. Evening"

Wednesday, June 18th, sponsored by the

National Women's Political Caucus E. R. A. Fund
and ER America

President and Mrs. Carter

will host a reception at The White House,

six o'clock, immediately followed by dinner at the Mazza Gallerie,

5300 Wisconsin Avenue, Northwest,

Washington, District of Columbia.

\$250. per person

Entertainment:

Formal Attire Optional

Transportation provided

from The White House

A Political Musical

Comedy Revue

**YES, I support this educational,
lobbying and elections effort
for equal rights.**

Enclosed is my contribution to
"A National ERA Evening."

donor at \$250 per ticket
 sponsor at \$500, two tickets
 patron at \$2500, table of ten

I cannot attend, but wish to con-
tribute \$ _____.

*For patron and sponsor, name to
be listed in the program:*

Each patron and sponsor receives
an original drawing by Cathy Guise-
wite, creator of the comic strip,
"Cathy."

*If you wish to put together a table
and/or be seated with special
friends, list their names on the
back.*



Seating limited.
Kindly respond by
June 12th.

Name _____

Address _____

City/State _____ zip _____

Tel: Home _____ Office _____

To attend the White House reception,
each guest must provide:

Date of Birth: _____

Social Security Number _____

Make checks payable to the "ERA Dinner
Committee"; mail to Paula Silvert, ERA
Dinner Committee, 1411 K Street, N.W.,
Washington, D.C. 202/347-4259.

Monies will be distributed in accordance with
state election laws and IRS regulations.

The President's Advisory Committee for Women

200 Constitution Avenue, N.W., Washington, D.C. 20210

Room S-5520 (202) 523-6707 September 22, 1980

HONORARY CHAIR

Judy Carter

CHAIR

Lynda Johnson Robb

VICE CHAIRS

Marjorie Bell Chambers

Elizabeth Koontz

Dear Committee Members:

The September meeting was very productive and I am pleased to report that the staff is now busy writing the draft chapters for your review at the October meeting.

MEMBERS

Owanah Anderson
Unita Blackwell
Erma Bombeck
Catherine Conroy
Jack T. Conway
Laura de Herrera
Donna E. deVarona
Gretta Dewald
Freddie L. Grooms
Charles Guerrier
Nancy Humphreys
Jeffalyn Johnson
Odessa Komer
Esther Landa
Linda J. Lee
Antoinette Leone
Mary Helen Madden
Elena Martinez
Billie Nave Masters
Alice McDonald
Brenda Parker
Estelle Ramey
Ann S. Ramsay
Ann Richards
Richard Rossie
Jill L. Schropp
Tin Myaing Thein

As follow-up to the September PACFW meeting, my understanding of the report is as follows:

Title: American Women Speak

Structure: Reference the attached outline which identifies the major issues that will be covered in each chapter. Please note that there will be a separate chapter for Minority Women and that the "Targeted or Special" populations will be dealt with in each of the four equity areas.

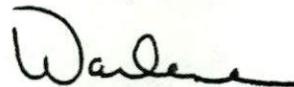
Recommendations: As for recommendations, one priority recommendation will appear for each major issue, any additional recommendations will appear in an appendice.

Marjorie Bell Chambers and the Subcommittee Chairs have offered to work closely with the Women's Bureau and staff in completing this project.

With reference to the October meeting: since the sole purpose of this meeting will be the Report to the President, we have scheduled a one-day closed meeting for Monday, October 20th. Copies of the draft report will be made available in advance at the Gramercy Inn Hotel, Sunday evening from 7:00 - 8:00 p.m. A copy of the Tentative Agenda is also enclosed.

I look forward to seeing you in October.

Sincerely,



Warlene Gary
Acting Executive Director

The President's Advisory Committee for Women

200 Constitution Avenue, N.W., Washington, D.C. 20210

Room N-3437 (202) 523-6707

TENTATIVE AGENDA

October 20, 1980

Washington, D. C.

HONORARY CHAIR

Judy Carter

CHAIR

Lynda Johnson Robb

VICE CHAIRS

Marjorie Bell Chambers

Elizabeth Koontz

Sunday, October 19, 1980

MEMBERS

Owanah Anderson

Unita Blackwell

Erma Bombeck

Catherine Conroy

Jack T. Conway

Laura de Herrera

Donna E. deVarona

Gretta Dewald

Freddie L. Grooms

Charles Guerrier

Nancy Humphreys

Jeffalyn Johnson

Odessa Komer

Esther Landa

Linda J. Lee

Antoinette Leone

Mary Helen Madden

Elena Martinez

Billie Nave Masters

Alice McDonald

Brenda Parker

Estelle Ramey

Ann S. Ramsay

Ann Richards

Richard Rossie

Jill L. Schropp

Tin Myaing Thein

7:00 p.m. - 8:00 p.m.

8:00 p.m. - 10:00 p.m.

Monday, October 20, 1980

8:00 - 10:00 a.m.

10:00 - 10:30 a.m.

10:30 - 12:30 p.m.

12:30 - 1:30 p.m.

1:30 - 4:30 p.m.

4:30 p.m.

Location:

Gramercy Inn

1616 Rhode Island Avenue, N.W.

(202) 347-9550

Room 209

Registration

Pick up copy of final
report

Read Report for Discussion
and approval.

CLOSED SESSION

Location:

Department of Labor

Room N-5437

200 Constitution Avenue, N.W.

Washington, D. C. 20210

Read and make corrections
on draft report in room or
informal breakfast with
Subcommittees

Coffee and Rolls

Meet in Subcommittees
Discuss and make corrections
or additions to report

Working lunch
Full Committee

Continue discussion of
total Report in Full
Committee

ADJOURN

AMERICAN WOMEN SPEAK

1980 report of the
PRESIDENT'S ADVISORY COMMITTEE FOR WOMEN

I. LETTER OF TRANSMITTAL

II. THE PRESIDENT'S ADVISORY COMMITTEE FOR WOMEN - 1979-1980

A. Introduction:

In the introduction we will touch briefly on each of the ways PACFW has implemented the Presidential mandate:

- Unanimous commitment to ERA and to the concerns of minority women as overall priorities
- Commitment to ERA carried out through ERA Summit and other activities including the Ad Hoc Committee on ERA weekly strategy sessions and monthly meetings at the White House with leaders of women's organizations.
- Commitment to minority women carried out through careful attention to ensure that minority women of all racial and ethnic groups testified at hearings, and were the focus of resolutions and other actions
- Creation of four equity areas to focus Committee's work and to make best use of Committee's resources
- Decision to hold hearings to act as conduit for the concerns of American women
- Creation of the Planks Project--the first comprehensive assessment of Federal Initiatives that implement the Houston Plan of Action
- Ongoing involvement in planning for UN Mid-Decade Conference in Copenhagen as well as attendance at Conference by PACFW members
- Yankelovich survey commissioned to review current public attitudes towards women
- Motions, speeches, letters to the President and agency heads, and Congressional testimony on key issues

- The report contains key surveys on issues from the four equity areas of health, human services, education, and work and income security as well as attitudes towards homosexuality, women in elective and appointive office, and women in the arts.
- General analysis of findings/trends (See also Today's Woman Appendix)

III. HEALTH

- A. Cover page
- B. Quote/picture
- C. Overview
- D. Issues
 - 1. Teenage Pregnancy
 - 2. Abortion
 - 3. Prenatal Care and Delivery
 - 4. Contraception and Sterilization
 - 5. Health Education
 - 6. Mental Health
 - 7. Substance Abuse
 - 8. Special Needs of Native American Women
 - 9. Special Problems of Hispanic Women
 - 10. Special Problems of Migrant Women
 - 11. Special Problems of Older Women
 - 12. Women As Health Professionals
 - 13. Disabled Women
- E. Additional recommendations

IV. HUMAN SERVICES

- A. Overview
- B. Issues
 - 1. Domestic Violence
 - 2. Child Care
 - 3. Displaced Homemakers
 - 4. Female Offenders
 - 5. Housing and Neighborhood Services
 - 6. Welfare
 - 7. Sexual Assault

- C. Federal Initiatives
- D. PACFW Recommendations

V. WORK AND INCOME SECURITY

- A. Overview
- B. Issues
 - 1. Non-Traditional Jobs
 - 2. Enforcement
 - 3. Upward Mobility Barriers
 - 4. Comparable Worth
 - 5. Occupational Segregation
 - 6. Family/Career Tradeoffs
 - 7. Occupational Health
 - 8. Sexual Harassment
 - 9. Pensions/Social Security Reform
 - 10. Women in the Military
 - 11. Domestic Workers
 - 12. Women Business Owners
 - 13. Women Offenders
 - 14. Migrant Women
 - 15. Rural Women
- C. Federal Initiatives
- D. PACFW Recommendations

VI. EDUCATION

- A. Overview
- B. Issues
 - 1. Sex Discrimination
 - 2. Sex Stereotyping/Bias
 - 3. Career/Vocational Education
 - 4. Multicultural/Multilingual Education
 - 5. Higher Education
 - 6. Counseling
 - 7. Targeted Populations
- C. Federal Initiatives
- D. PACFW Recommendations

VII. TARGET POPULATIONS

- A. Overview
- B. Issues
 - 1. Native American Women
 - 2. Asian and Pacific Women
 - 3. Hispanic Women
 - 4. Black Women
- C. Federal Initiatives
- D. PACFW Recommendations

VIII. APPENDICES:

- A. Planks Project: Selected federal initiatives by plank with accompanying brief narrative
- B. Today's Woman: Selected tables with accompanying brief narrative
- C. List of Testifiers
- D. Acknowledgements