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The Maine Commission for Women

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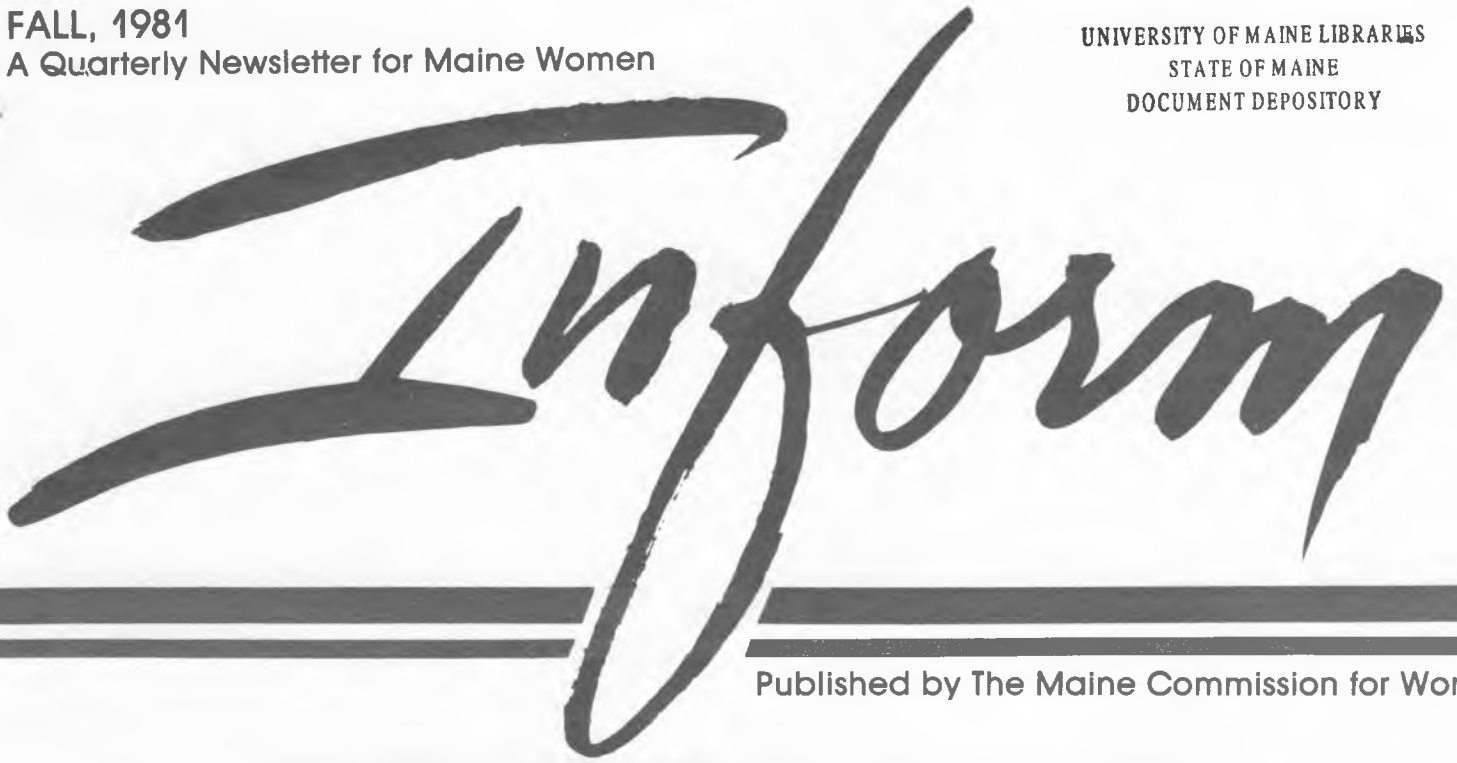
Staff, The Maine Commission for Women, "Inform - A Quarterly Newsletter for Maine Women (Fall 1981)" (1981). *Maine Women's Publications - All*. 387.

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FALL, 1981

A Quarterly Newsletter for Maine Women

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Inform

Published by The Maine Commission for Women

EXPANDING SERVICES TO DISPLACED HOMEMAKERS

In Transition: A Displaced Homemakers Project, through funding from the Bureau of Vocational Education, the University of Maine at Augusta, Department of Labor (State Legislation), and WIN, will be expanding its services to Displaced Homemakers in several communities throughout Maine this year. Pre-vocational training programs have already begun in Augusta, Waterville, Bath, and Farmington; with resource centers being coordinated in Lewiston-Auburn and Bangor scheduled to open by mid-November.

The multi-purpose resource centers offer a variety of services and programs for homemakers who, in their middle and late years, are forced into the labor market by the sudden loss of income due to separation, divorce, death, or the disability of a spouse. Displaced Homemakers are often emotionally and/or vocationally unprepared to enter or re-enter the job market, and they often face additional hurdles in seeking employment because they are older and lack recent, if any, paid work experience and recognized job skills. Through one-to-one staff and peer group support and training activities, participants become aware of their own abilities and community resources, build self confidence, learn how to transfer homemaking and volunteer skills to job skills, and begin the process of becoming self sufficient and job ready.

Feedback from participants of the program include comments like these:

I really do appreciate the start that I got from Displaced Homemakers. I might still be moping about at home thinking I had no chance to ever realize my dreams and ambitions (a student presently working towards her Bachelor's Degree in Learning Disabilities).

Without your program, I may never have realized

my capabilities. My work is a challenge each day. I meet that challenge with self confidence and self esteem. Thanks!!! (an Activities Coordinator at a hospital and nursing home).

My job almost exactly fits my job fantasy, which at the time seemed wildly unrealistic. All the positive comments I received in the program, especially the taped interview, gave me a great deal of self confidence (stock broker trainee).

I enjoyed the program and received a lot of information that was very helpful to me. I think it helped bring me out of what is known as "my shell" and made me a much more confident, independent, and self reliant woman (exploring opening own small business).

If you are a Displaced Homemaker or know a friend, neighbor, or relative who is and/or if you would like more information about the Project, please call:

UNA 1-800-452-1947 or 622-7131, Ext. 334.

Pre-vocational training programs focusing on personal assessment, career exploration, and job seeking skills will be offered again in the spring in all the communities mentioned above; and efforts are underway to coordinate and provide services in the Portland area.

RURAL WOMEN

The Maine Commission for Women recently received a grant from the Maine Council for the Humanities and Public Policy. The \$17,125 award will be spent to study the experiences of women working in Maine's agricultural and health care economies.

The first stage of the project is to collect information through conducting interviews and scrutinizing diaries. That information will be recorded in a slid tape presentation - eight for the whole project - which will be shown to the women who work in agriculture and health care, as well as to the general public.

Besides documenting the lives of many Maine women, this project hopes to raise questions about how public policy addresses issues and concerns important to the women interviewed.

At the conclusion of the research and public discussion, the slide tapes and accompanying study guides will be available to interested groups and to schools.

Following is a list of women who participated in planning this grant proposal:

Susan Accardi	Phyllis Mannocchi	Sarah Shed
Nancy Brockway	Marilyn Mavrinac	Liz Tobin
Linda Cotter	•Jacqueline Potter	Joan Tronto
Nancy Folbre	•Sarah Redfield	•Vendean Vafiades
Gwen Gatcomb	Diana Scully	Karen Woodruff

IF YOU ARE A WOMAN LIVING ON A FARM OR IF YOU COULD SUGGEST WOMEN WHO WOULD BE WILLING TO TALK ABOUT THEIR EXPERIENCE WORKING ON OR OWNING A FARM, OR IF YOU HAVE AN OLD DIARY WHICH WOULD BE HELPFUL, PLEASE CONTACT MAINE COMMISSION FOR WOMEN AT STATE HOUSE, STATION -93, AUGUSTA, MAINE OR PHONE: 289-3417.

FEMINIST SPIRITUAL COMMUNITY PLANS WORKSHOPS

For over a year, the Feminist Spiritual Community has been meeting in Portland. Initiated by Dr. Elly Haney for women who are alienated from their traditional religious communities and who want some kind of spiritual nurturing, Dr. Haney says the community is also "for those who are isolated in their churches and synagogues and who want a network."

The group, which includes women from 19 to 56 years old, defines itself as a community of celebration, support, study and action with generally, some sort of ritual combined with study of a subject. This coming year the focus will be on peace issues, with an ERA action component during the next 10 months.

Although not a christian community, Dr. Haney receives funding from the United Church of Christ for the program and a part staff person. On every Monday evening from 7-9:30, a group of from 20-30 women come together at Portland's State Street Church. The first year, Haney says, has been spent "building" relationships of trust and support."

As part of building the Feminist Spiritual Community, Dr. Haney has spoken to about forty UCC church groups. She raises issues of maleness in church imagery and language, family life from a feminist perspective, and theological issues touching on women's nature and divine nature. "Often", Dr. Haney says, "we want to

know what it is that we're talking about when we talk about God?"

Next April, the community is planning a workshop on feminism. Through discussion and other activity, forming a feminist caucus within the United Church of Christ, the issue of women's isolation has emerged.

To respond to this isolation, the series of six Thursday evening workshops will bring in women to talk about subjects from Judaism and Feminism to Feminist Theology and Goddess religion. The climax of the series will be a weekend conference where people will get into issues in more detail.

ANYONE WANTING FURTHER INFORMATION SHOULD CONTACT ELLY HANEY AT THE STATE STREET CHURCH IN PORTLAND.

The Feminist Spiritual Community has received a grant from the Commission for Racial Justice of the United Church of Christ to fund a conference on displaced homemakers. Co-sponsored by the Displaced Homemaker Center in Augusta, the October 30th conference is for Cumberland County clergy and lay leaders - to help them understand more fully the needs of and resources for displaced homemakers; and to explore ways of supporting and working with women in transition.

Dr. Haney listed three questions she hoped those attending would be able to answer after October 30: Who are the displaced homemakers in our congregation? What can we do? Where are the services?

The conference will take place at the State Street Church. For more information call Elly Haney or Annie Crook at 774-6396.

LEGISLATURE: SPECIAL SESSION

The Maine legislature met on September 25th to act on the changes brought about by President's Reagan's cuts to social service and other programs. At the same time the legislature tightened the language in the block grant process in order to insure more legislative control.

In terms of AFDC (97% women), there was one plus and one minus. On the plus side, the legislature agreed to support Human Services Commissioner Michael Petit's request to change the formula under which AFDC funds are allocated. This will mitigate the effects of the Reagan program (somewhat) by insuring eligibility to some who were dropped under Reagan's plan and by allowing some people who earn other income to receive limited benefits.

The legislature, however, did not support Commissioner Petit's efforts to maintain all the monies appropriated for AFDC in the last legislative session. Instead, the legislature took one million dollars out of AFDC and put it in the general fund in order to help the State pick up the cost of other federal programs which were cut. In effect, this is what many people feared would happen - that one program (AFDC) would be forced to compete with others for funding.

Finally, the legislature made up a number of losses in Title XX from the general fund. Public health nursing, day care, homemaker services, family planning and maternal and child health all received monies.

MeCEL/State Department of Educational and Cultural Services Conference

The Maine Coalition of Educational leaders together with the State Education Department is sponsoring a conference for women interested in educational administration. The conference will be held December 11-12 at the Portland Ramada Inn.

MeCEL will hold its annual meeting from 10-11:30 on the 11th - this meeting is open to the public.

The conference begins at 1 p.m. on the 11th. Workshop topics will include "Understanding and Managing the Power Structure, Developing Career and Leadership Skills, School Finance and Budgets, Professional/Personal Time Management and Curriculum Development."

For more information please contact Vendean Vafiades at the Department of Educational and Cultural Services, State House, Augusta, Maine 04333.

JOB SEARCH GUIDE

The Commission for Women has recently published (with the former Women's Training and Employment Program) a Job Search Guide for Maine Women.

The Guide is in a workbook form and helps a woman assess and match her skills, interests and aptitudes with possible jobs and training. The booklet also contains useful information such as questions most commonly asked in interviews and how to write a resume. The Job Search Guide ends with a description of what is discriminatory in hiring, and on the job, and who to contact about various complaints.

The Guide is available free from the Commission: State House, Station #93, Augusta, Maine 04333.

If you would like more than a personal copy, larger quantities are available for classroom and other use. Postage should be provided for these larger orders.



ENERGY TOOL KIT FOR WOMEN

The Departments of Energy and Housing and Urban Development awarded funds to Consumer Action Now (CAN), a nonprofit consumer education organization, to develop the Women's Energy Tool Kit.

The Kit was designed for women who want to insulate their homes. It includes step-by-step descriptions of window caulking, weatherstripping doors, and building sun shades. Also included are listings of career opportunities for women. The Women's Energy Tool Kit is available from CAN for \$4.95, plus \$1.50 postage and handling. Bulk orders for energy conservation or community action groups are free. For additional information, contact: Laura Denman, Consumer Action Now, Council on Environmental Alternatives, 355 Lexington Avenue, New York, N.Y. 10017 (212) 682-8915.



New Leaf Books

23 MAIN STREET ROCKPORT, ME. 04856 236-2030



Photo: Kaucilla Brooke

Sive Neiland ✓

In May 1980, Sive Neiland opened a wonderful bookstore in Rockport, Maine, called New Leaf Books. New Leaf is a general bookstore which specializes in books by and about women, alternative energy, health-care and spirituality.

A great store to browse in, the front windows overlook Rockport Harbor, Ms. Neiland's mail order business is growing.

She says that she wants people to use her mail order services because "most people don't pre-plan book buying. It's best to be in a place where people exercise their impulses." Neiland pointed out that it's actually cheaper for the most part to buy through the mail - there's no travel involved.

New Leaf's proprietor has also been asked to bring her books to a variety of conferences - from Westbrook College to the "Take Back the Night March" to a Wellness Workshop held at the Samoset. Because New Leaf carries a more complete and in-depth stock of books in the specialty area, its books are a real resource to any conference or workshop.

This business is a first time adventure for Ms. Neiland. Previously she had done computer programming, been a system's analyst and tried auto mechanics for a while in Cambridge, MA. At 39, Neiland says, "I was tired of working for other people and knocking myself out for other people. Why not do it for myself."

In talking of the day-to-day life of running a business, Ms. Neiland's biggest surprise was that "I had not idea how much work was involved - the constant keep running to catch up. The ordering, keeping track of inventory and bills. Dealing with 50 Publishers and 5 distributors - there are a lot of balls to keep in the air."

Beside constantly advising people about gifts and books of interest, Neiland's store provides a focal point for community activities -beginning this month there will be an eight week course on Feminism taught in the evenings (PEOPLE INTERESTED SHOULD CONTACT THE STORE). Also, there are a variety of poetry readings on some winter Sunday afternoons - Barbara Maria, Andy Gay, Mark Malnicor and Kala Ladenheim have all read there in the past. Dr. Tobie Simon ran a journal writing workshop and reading groups happened there as well.

"Reading is part of a better future," Ms. Neiland says, "a way to independently pursue knowledge. It has been the whole vehicle for feminism because we've never had access to other mediums."

Some of the stores' recent big sellers have been: Drawing on the Right Side of The Brain - Betty Edwards; Surpassing the Love of Men - William Fedderman; Ways of My Grandmothers - Beverly Hungry Wolt; Mother Wit - Diane Marie Child; At a Journal Workshop - Ira Progoff; Cancer Journals - Audry Lord; Healing Myself - Joy Gardner and Bates Method for Better Eyesight - Bates.

UPCOMING VACANCIES State Boards and Commissions (through December)

* = needs legislative confirmation

COMMISSION OR BOARD	NUMBER OF OPENINGS	DATE OF OPENINGS		
Arborist Examining Board	1	10-27-81	State Board of Social Worker Registration	2 11-23-81
Maine Committee on Aging	6	10-09-81	Maine Library Commission	2 11-05-81
Examiners of Podiatrists	1	vacant	Maine Historic Preservation Commission	2 11-16-81
State Board of Registration for Land Surveyors	1	10-30-81	Advisory Council to Inland Fisheries & Wildlife	1 11-05-81
Archives Advisory Board	2	10-13-81	Board of Commissioners of the Profession of Pharmacy	1 11-30-81
Board of Directors of Energy Testing Laboratory of Maine	4	10-28-81	State Parole Board	1 11-25-81
Maine Correctional Advisory Commission	4	10-13-81	Board of Trustees of the Maine Criminal Justice Academy	1 11-11-81
State Planning & Advisory Council on Development Disabilities	2	10-18-81	Post-Secondary Education of Maine (PECOM)	1 11-04-81
Educational Leave Advisory Board	1	10-30-81	Maine Agricultural Bargaining Board	1 12-21-81
Maine Committee on Problems of the Mentally Retarded	2	10-24-81	Board of Dental Examiners	2 12-31-81
Atlantic States Marine Fisheries Commission	1	10-9-81	Penobscot Bay and River Pilotage Commission	1 12-31-81
Maine State Housing Authority	1	10-21-81	State Board of Assessment Review	4 12-12-81
* District Court	1	10-1-81	Advisory Council on Energy Efficiency Bldg. Performance Standards	2 12-19-81
* Health Facilities Cost Review Board	1	10-17-81	State Board of Licensure of Administrators of Medical Care	
State Board of Registration for Professional Foresters	1	11-04-81	Facilities other than Hospitals	3 12-16-81
Manufactured Housing Board	2	11-24-81	Computer Services Advisory Board	1 12-19-81
* Superior Court	1	11-26-81	* Board of Trustees of Maine State Retirement	2 12-31-81
State Board of Examiners of Psychologists	1	11-19-81	If you are interested in pursuing appointment to any of the above boards, please contact the Maine Commission for Women.	

MAINE WOMEN'S LOBBY ANNUAL MEETING

JoAnn Fritsche, Keynote Speaker

Stressing the great "... need for vigilance and for much more effective political lobbying and public education (because) the Reagan budget and many of the administrations' recent policy statements reflect shocking indifference to the needs of women, the poor, of minorities, the disabled, the elderly," and underlining that, "... recent budget and policy statements from Washington reflect also an indifference to the financial and human needs of the majority of American families — those headed by men, as well as women," JoAnn M. Fritsche, Director of EEO at the University of Maine-Orono, emphasized the pressing need for political involvement by Maine's women.

As keynote speaker at the Maine Women's Lobby Annual Meeting in Augusta, September 19, she highlighted her concerns about the "moral majority" and the more broadly based "new right". "In spite of the serious flaws in their ethical and their economic reasoning" she reminded the audience, "The 'new right' has appealed emotionally to the many men and women in this country who feel vulnerable, afraid of change, and afraid of emotional and financial chaos. The 'radical right's' promotion of the 'traditional' family is founded upon a pessimistic view of human nature. It is founded upon fear of people and values that seem different and distrust of other cultures and other nations." She cited "The 'new rights' obsession with building up America's nuclear capability (as) one expression of that pessimism."

Reminding those present that "New right leaders oppose federal regulations which benefit women, minorities, the poor, and others who are disadvantaged; ... (ironically) they actively initiate federal laws to obstruct racial integration and sex equity." She cautioned that "the reality is that the administration currently in power at the federal level is not likely to enact and implement policies supportive of the pressing human and financial needs of women, children, the elderly, the disabled minorities, the poor, or the middle class," and she went on to stress that "If we are to form a new coalition of women and men who are truly concerned about the human dignity and quality of life of the majority of the American people, we should work intensively at the State and local levels, where we can have an impact now, even as we continue to lobby and monitor at the federal level."

"Feminist ethics," she explained, "and feminist political positions are founded upon the recognition that all human beings — men as well as women, wealthy as well as poor — are vulnerable and interdependent . . ."

"The state of Maine is fortunate," she believes, "that the Maine Women's Lobby is actively working to help ensure that the State's political leaders will not lose awareness of those connections, the interdependence of the needs and best interests of all Maine's people."

Following Fritsche's speech, a reaction panel composed of William Readfield, Episcopal Priest and counselor, Linda Dyer, Attorney, and MWL Board member, and Sandy Maisel, Professor of Political Science, Colby College, enlarged upon the main themes of the speech.

After a light lunch, a short business meeting was held which included a brief overview of women's issues in the first regular session of the 110th Legislature by Mary J. Herman, Lobbyist. The roll call votes were (and are) available for citizens who want to see how his/her legislator stood on a variety of legislation of significant interest to women. (ANYONE WISHING A COPY OF THIS COMPILATION OF ROLL CALLS SHOULD WRITE THE MAINE WOMEN'S LOBBY, BOX 15, HALLOWELL, MAINE 04347 AND WILL RECEIVE ONE IN THE MAIL.)

The afternoon session of the Annual Meeting featured a panel discussion by four of Maine's six female senators, Senator Barbara Gill of South Portland, Senator Charlotte Sewall of Newcastle, Senator Beverly Bustin of Augusta and Senator Mary Najarian of Portland. Following legislative and personal "biographies" the panel reacted to questions such as "Is it different for a woman to be in the Senate? — Are you expected to behave differently as a female senator, are your constituents expectations different, do you expect more of yourself? Do the male senators act differently toward you than toward the other male senators? A lengthy question and answer session followed.

Readers wishing to receive a brochure describing the Lobby's purpose and activities; or those wishing to join or renew membership, are urged to write the Lobby at the Hallowell address.

DID YOU KNOW THAT

- 3 OUT OF EVERY 5 HOMEMAKERS WILL BE FORCED TO ENTER OR RETURN TO THE JOB MARKET AFTER YEARS OF ABSENCE?
- 82% OF THOSE WILL BE OVER 40 YEARS OF AGE AND 46% BETWEEN 25 AND 60?
- FEWER THAN 2% RECEIVE ANY SERVICES FROM ANY SOURCE?
- THE TWO MAJOR LOSSES A DISPLACED HOMEMAKER OFTEN EXPERIENCES ARE THE LOSS OF A SPOUSE AND THE LOSS OF THE FORMER NETWORK OF FRIENDS?
- THERE ARE BETWEEN 19,000 AND 22,000 DISPLACED HOMEMAKERS IN MAINE?



WOMEN UNITE

The Take Back the Night Coalition is planning a series of events in the Portland area during October and November. People concerned about violence against women are invited to participate. By the time this newsletter is published the important dates to remember are:

October 28, there will be a tour of the pornographic purveyors of Portland, to acquaint people with the reality of pornographic propaganda.

November 7, there will be workshops from 1-5 p.m. at Luther Bonney Hall at the University of Southern Maine. Topics will include rape, battering, self-defense, incest and child molestation, pornography, and other issues of violence and its prevention.

That evening, November 7, there will be a march for women from Deering Oaks Park to Congress Street. The gathering will be at 7 p.m. in the park.

ONE RAPE OCCURS EVERY THREE MINUTES IN THE U.S.

ONE WOMAN IS BATTERED EVERY 18 SECONDS.

88% OF ALL WORKING WOMEN EXPERIENCE SEXUAL HARASSMENT ON THE JOB.

AN ESTIMATED 100,000 CASES OF SEXUAL ABUSE OF CHILDREN OCCUR ANNUALLY.

THE PORNOGRAPHY INDUSTRY NOW GROSSES MORE THAN THE COMMERCIAL FILM AND RECORD INDUSTRIES COMBINED.

MUCH OF THIS PORNOGRAPHY EXPLOITS CHILDREN OR IS VIOLENT.

The Union and Women Workers

"Union women work in almost every industry, in almost every part of the country. Despite their geographical, industrial and occupational separations, union women share common concerns and goals."

"Full equality of opportunities and rights in the labor force require the full attention of the labor movement . . . and especially, the full attention of women who are part of the labor movement."

From Statement of Purpose

Adopted at the CLUW

Founding Conference

March 23-24, 1974

It is upon this basis that the Alzina Stevens Chapter of the Coalition of Labor Union Women is sponsoring a one day program on Saturday, November 14, 1981, in Augusta. Workshops will include:

1. Legal Rights of Maine Women
2. Women in Non-Traditional Jobs
3. Health and Safety
4. Working Within your Union's Structure

"Rosie the Riveter," a film on the experience of women workers during World War II, will also be shown.

The session will be held between 9:30 a.m. and 4:00 p.m. at the South Parish Church, Church Street in Augusta. Following the program, members of the Alzina Stevens CLUW Chapter will hold a short business meeting which everyone will be invited to attend.

All unionists, public sector or private sector, women or men, who are concerned with the special problems of women workers will find this day educational and rewarding. Maine unionists involved in Maine CLUW include members of ACTWU, MTA, BRAC, IPIU, BCTW, IUMSWA, IBEW, MSEA and SOMSEA.

WHAT IS CLUW?

The National Coalition of Labor Union Women (founded in March of 1974) is an organization of women and men unionists, united by their special concerns for women workers, yet working the framework of their own unions. It is not a union. It is an organization made up of thousands of individuals and local chapters. Its purpose is to (1) organize the unorganized, (2) promote affirmative action in the workplace, (3) encourage political action and legislation, and (4) increase the participation of women within their own unions.

LEADERSHIP FOR EDUCATIONAL EQUITY PROGRAM

The University of Maine at Orono has received a grant from the Women's Educational Equity Fund. The first year funding of \$222,360 will begin to develop and field test a model and a manual to assist equity leaders to influence other educational leaders within a college or university to promote educational equity for women. Dr. JoAnn Fritsche, who wrote the proposal, said that "This project is needed because the majority of women and minorities in educational administration or faculty positions are not themselves currently in policy-making positions."

The Leadership for Educational Equity Program (LEEP) will provide a model and materials to help educational equity leaders develop goals and communications methods to engage the attention and commitment of both line administrators and faculty opinion leaders at various levels of the institution. The need for gender balance in the curriculum will be a central issue used to engage faculty and administrators in seriously reconsidering and working to eliminate various curricular, policy, procedural, and institutional impediments to educational equity for women.

The model will be developed at the University of Maine at Orono and will be field tested in northern New England in no fewer than five other colleges or universities. A manual will be developed so that successful approaches may be adapted or replicated in other institutional settings.

ONLY 8 MORE MONTHS!

NOW chapters throughout Maine will be sponsoring rallies to focus attention on the fact that we only have a few more months left to ratify the Equal Rights Amendment. Three more states are needed to ratify before the June 30, 1982 deadline.

NOW chapters are also working on educational forums focused on the so-called "Human Life Amendment." A woman's right to choose - TO CONTROL HER OWN BODY - is at stake.

For more information on how you can contribute time, energy or money, please contact your nearest NOW chapter.

WE CAN MAKE A CHANGE!!

NOW chapters and contacts:

BANGOR NOW

JoAnne Dauphinee/942-2830

23 March Street

Bangor, Maine 04401

BRUNSWICK AREA NOW

Joan Tronto/725-7621

11A Maple Street

Brunswick, Maine 04011

FARMINGTON NOW

Sandy Werner/265-4112

RFD #1

Kingfield, Maine 04947

GREATER PORTLAND NOW

Marilyn Kirby/846-4644

P.O. Box 4012, Station A

Portland, Maine 04101

LEWISTON-AUBURN NOW

Jill Stinson/782-5180

Androscoggin Village - Bldg. D, Apt. 9912

Northern Avenue

Auburn, Maine 04210

989-3306

37 Sunset Strip
Brewer, Me. 04412

WOMEN'S DEVELOPMENT DIRECTORY WOMEN'S YELLOW PAGES

Women who own their own business have an opportunity to have their business listed at no charge in the Women's Development Directory, a statewide "women's yellow pages." A statewide directory of women-owned businesses and of agencies which service women is being prepared by the Women's Development Program of the University of Maine at Orono as part of a larger effort to promote the economic and personal development of women in Maine.

The Directory is expected to:

- create awareness of women's contributions to the economy and to the state;
- suggest occupational role models for girls and women;
- encourage people to patronize women-owned businesses;
- encourage governmental agencies to consider women-owned businesses for contracting and subcontracting;
- list agencies which address special needs of women.

The Maine state directory will be the first comprehensive listing of women-owned businesses and services in the state of Maine.

The Women's Development Directory will be disseminated at cost to individual consumers, non-profit organizations, purchasing agents, marketing and sales departments, investment firms, and others involved in economic growth and development.

Those who wish to have either a woman-owned business or an agency which addresses the needs of women listed in the Directory should contact the Women's Development Program, Office of Equal Opportunity, University of Maine at Orono, 259 Aubert Hall, Orono, Maine 04469 (207/581-2245).

Congressional Tax Plan Plusses

ADOPTION EXPENSES - permits a new deduction of up to \$1500 for adoption expenses for hard-to-place children, for individuals who itemize their income tax deductions.

CHILD CARE TAX CREDIT - improvement of existing tax credit. Converted to a sliding scale for families under \$10,000 income, the credit is 30%, dropping to a 20% level for families with incomes of \$30,000. The maximum credit was raised to \$2400 for one dependent, and \$4800 for two or more. A provision to make the credit refundable was lost in conference, but a provision allowing the tax credit for child care and dependent care expenses (included out-of-home, non-institutional care for an elderly parent or handicapped family member) was included.

ESTATE TAX - makes several changes in estate and gift tax law. One that will particularly help farm women is a full exemption of estate taxes when the estate is passing between spouses. This will alleviate the situation where a surviving spouse (farm wife) is considered under law to have made no contribution to the operation of the farm and forced to pay taxes of \$250,000 or half the value of the farm in order to keep the property.

MARRIAGE PENALTY TAX - plan calls for a phase-in deduction of 5% of the lower earning spouse's income (up to \$30,000) in 1982, moving up to 10% in 1983. The maximum deduction will be \$3000. (to remedy situation where two workers pay significantly more taxes married than if they were single.)

RESOURCES FOR WOMEN IN SCIENCE

The Association for Women in Science has a 4-page reprint on financial assistance and career development opportunities. For a copy of the reprint, Resource for Women in Science, send a long, self-addressed, stamped envelope to: J. Tasse, Association for Women in Science, Room 1122, 1346 Connecticut Avenue, NW, Washington, D.C. 20036.

AWARENESS TO HARASSMENT

The Maine Human Rights Commission issued regulations concerning sexual harassment in employment in October 1980. In the year since the regulations have been in effect, the Commission has processed over 40 complaints alleging sexual harassment. According to Executive Director, Pat Ryan, the complaints, mostly by women but some by men, "are increasing very rapidly."

Harassment on the basis of sex is a violation of the Maine Human Rights Act. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment. Under the regulations, the employer bears the responsibility of providing a workplace free from harassment.

Persons who have questions, or wish to file a complaint can do so by calling the Human Rights Commission at 289-2326 or to: Human Rights Commission, State House Station #51, Augusta, Maine 04333.

AT THE REQUEST OF THE MAINE COMMISSION FOR WOMEN, THE EMPLOYMENT SECURITY COMMISSION ASKED THAT THE DEPARTMENT OF LABOR HOLD TRAINING FOR APPROPRIATE STAFF REGARDING THE ADJUDICATION OF SEXUAL HARASSMENT COMPLAINTS. TWO TRAINING SESSIONS HAVE BEEN HELD IN BOTH LEWISTON AND BANGOR. THE FOLLOWING IS AN UPDATE ON THE DEPARTMENT OF LABOR'S FOLLOW THROUGH WITH THIS PROCESS AND RELATED ISSUES.

The Maine Department of Labor is continuing to conduct training sessions for all supervisory personnel involved in the adjudication process as well as general sessions for Department employees regarding sexual harassment. These sessions are designed to raise individual awareness and consciousness of employee harassment by pointing out responsibilities, discussing issues and reinforcing the Department's firm policy against harassment. The training sessions are a reflection of the Department's recognition and concern regarding the issue and its commitment to prevent workplace harassment of any employee.

Another example of the Department of Labor's commitment to affirmative action is the establishment of equal employment opportunity questions within employment interviews for all management or supervisory positions. Prospective personnel are asked directly to outline their opinions and feelings regarding equal employment opportunity. A second question is designed to determine the awareness and support of the goals of the Department's Affirmative Action Plan. Both questions are intended to make supervisors realize that these issues are considered very important by the Department and that they may not be ignored.

HELP NEEDED

Before she was extradited, Cathleen Karaffa was represented by Ogunquit attorneys Janis Cohen and Shelia Fine.

Karaffa was charged with attempted murder in Florida. She claims self defense to an attempted rape by her employer.

The lawyers in Florida are taking her case on a pro-bono (free) basis. However, monies are needed for discovery, private

polygraphs, psychological testing and possibly bail.

If you would like to help Cathleen, please send what you can to the Cathleen Karaffa Defense Fund, 23 Main Street, Ogunquit, Maine. If you have further questions, contact Janis Cohen at 646-992.

Cases such as this are an important part of the struggle to end violence against women.

EMPLOYMENT OPPORTUNITY

Two or possibly three program assistant/physical Community Services Administration Range 18 (\$12,335.00). Applications close Nov. 6, 1981. Bachelor or Associate Degree or 1-3 years related experience. Travel required, car provided, flextime available. Program will be 3 years working fuel assistance. Send resume attn. to Nancy Boothby, Community Services Administration, Augusta, Me. 04330.

Events

WHAT

WHEN

WHERE

Sarah Orne Jewett

November 11, 1981

8:00 PM

Moulton Theater
Westbrook College

An original play based upon the life and works of Sarah Orne Jewett

Germaine Greer

November 6, 1981

8:14 P.M.

University of Maine
at Orono, Rm. 101
Eng/Math Bldg.

Speaking About Women poets of the 18th Century

An Audience With Fanny Kemble

November 4, 1981

8:00 P.M.

University of Maine
at Orono

The material for this play is taken from Fanny Kemble's own things.

Life Planning for Women 0-99:

Beyond Caretaking

October 29, 1981

7-8:30 P.M.

Damariscotta
Baptist Church

Life stages of growth for women - the need for life planning and goal setting will be discussed.

In Defense of Ourselves

November 5, 1981

7-8:30 P.M.

Damariscotta
Baptist Church

Some basic simple moves to escape and what to do if you are a victim of a violent crime will be discussed.

Family Styles Do Change:

Their Effects on Women

November 12, 1981

7-8:30 P.M.

Damariscotta
Baptist Church

New kinds of families are emerging - single parent families, blended families, etc. Things are changing for women in the courts, in the home, in their hearts. This session will also cover inheritance issues

Roles of Mature Women

November 19, 1981

7-8:30 P.M.

Damariscotta
Baptist Church

A panel of women examines the opportunities and constraints of growing older - widowhood, retirement, new avenues for self-fulfillment and understanding.

Superwoman

November 12, 1981

10:30-1:00 P.M.

University of Maine
at Augusta, Jewett
Hall Auditorium

The juggling act of student/worker/mother/homemakerwife. It's hard to handle the stress, time pressures, guilt, choices about what's important and still have time for yourself. Come join a panel of women discussing their experiences managing these roles and coping with change.

***Solitude and Aging in the Works of Sarah Orne Jewett and May Sarton**

October 28, 1981

7:30 P.M.

Lewiston Public
Library

***Ethical and Political Issues in Nineteenth Century Maine Women Writers**

October 29, 1981

7:30 P.M.

Bangor Historical
Society

***Solitude and Aging in the Works of Sarah Orne Jewett and May Sarton**

November 4, 1981

Norway Public
Library

***Circles of Light**

November 6, 1981

7:30 P.M.

Unitarian Church,
Brunswick

A play about the life of Harriet Beecher Stowe

***Tidewater**

November 11, 1981

8:00 P.M.

Moulton Theater
Westbrook College

A play about the life of Sarah Orne Jewett

***Ethical and Political Issues in the Nineteenth Century Maine Women Writers**

November 12, 1981

7:30 P.M.

Dyer Library,
Saco

***Harriet Beecher Stowe**

November 19, 1981

7:30 P.M.

Bangor Historical
Society

Her life and influence

*Sponsored by the Maine Women Writers Collection at Westbrook College, with the support of the Maine Humanities Council and The National Endowment for the Humanities.

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FEEDBACK FORM

What issues would you like to see addressed by the Maine Commission for Women?

- ☐ I would like to contribute articles.
- ☐ I would like to volunteer to help with Commission projects.
- ☐ I would like to be included in mailing lists.
- ☐ I am not interested, please take me off the mailing list.
- ☐ Please send the newsletter to a friend or relative listed below.
- ☐ Please correct my address on your mailing list.

Comments: _____

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