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The Maine Commission for Women Staff

The Maine Commission for Women

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Inform

Published by The Maine Commission for Women

MCW

Three new members have been appointed to the Commission by the Governor. They are:

- Stephanie Irvine, Blue Hill
Graduate of Cornell University and the London School of Economics. Currently she is enrolled in a doctoral program in Educational Administration at Vanderbilt University in Nashville, Tenn. Since 1978 she has worked for the Maine Department of Education and Cultural Services as Assistant Director of the Title IV Sex Equity in Education program and serves as a consultant to the Bureau of Vocational Education.
- Denise Mitchell, Old Town
Attended the University of Maine at Orono and the University of New Hampshire. Since 1981 she has served as Executive Director of the Maine Tribal Governors, Inc. in Orono.
- Carolyn Ridge, Portland
Currently employed by an organization that modifies motor vehicles both private and commercial to accomodate handicapped persons. For 7 years she was Assistant Director for the Regional Transportation Program in Portland. Carolyn, for three years, worked with disadvantaged girls through Kennebec Girls Scout Council.

The Maine Commission for Women has been actively involved in studying several issues over the last few weeks. During its September and October meetings, the Commission has been examining what the impact will be of a bond referendum on **Correctional Facilities For Women**.

On November 8, the public will consider a \$7.5 million bond referendum to expand bed space for 132 additional prisoners, including a 44-bed unit for women at the

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VIOLENCE AGAINST WOMEN: RAPE

The Commission for Women is doing a three-issue series on "Violence Against Women", concentrating on incest, rape and battering. This issue is the second of that three-part series. The subject: rape.

Imagine you and your two best friends sitting together over dinner. One of you will be the victim of a violent rape at some point in your life! ¹

THE NATURE OF RAPE: ²

Rape is a crime of aggression and power, not of unbridled passion. Rape is an act of extreme violence. Sexual assault is a sudden, arbitrary and unpredictable event. The victim has no time to prepare. Assaults may occur in many different types of situations. The assailant may break into the victim's home, or accost the victim in a parking lot on the street. Sometimes, sexual assault occurs in the context of a social relationship or sexual encounter that was initially voluntary. Regardless of the particular circumstances, these assaults have one major common element—the victim is unable to prevent or escape the assault.

The assailant controls the situation. He may use weapons, restraints, direct physical force, threats of harm, and/or other types of intimidation (such as threats to the victim's children). In many cases, subjugation is accomplished without the actual use of physical violence.

Most victims employ several coping strategies in an attempt to dissuade the assailant. They may reason, physically resist, distract, plead, bargain, and/or try to negotiate. When these attempts fail, the victim is rendered powerless to prevent the sexual assault. Sensing that her survival is at stake, she submits, hoping to avoid severe physical injury or death.

Almost all rape victims suffer severe and long-lasting emotional trauma. This is true even of victims of attempted rape. The most common initial reaction is shock. Rape victims experience numbness and disbelief. They may seem stunned or dazed and may appear outwardly calm, subdued and contained. They may seem pre-occupied, inattentive and distracted. These are typical crisis reactions.

Rape victims have strong needs to deny the experience and the feelings it produces. As a result, they often resist talking about the assault. Other may engage in very routine, habitual types of activity, such as cleaning the house or eating a meal. Performing routine tasks is a way to re-affirm one's sense of self; it is a way to regain mastery and control. This calm ex-

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Maine Correctional Center. Supporters of the referendum, including the Department of Corrections, believe the expansion is an essential response to current overcrowding. Opponents say the expansion is only an expensive stop-gap measure which does not address the long-term problems nor take into consideration the need for additional operating costs.

* * * * *

MCW staff have been asked to participate in four important studies which will affect Maine women and girls. (See **State Update** for details.) MCW Executive, Jeanne Bailey McGowan is a member of the Technology Strategy For Maine Task Force, and the Department of Human Services' (DHS) Special Advisory Committee On Child Deaths In Maine. Staff member Peg Ricker, is a member of the joint DHS/DECS Child Care Task Force. Both Ricker and McGowan are also members of the Child Care Labor-Management Committee which

is currently researching possible child care services for State employees.

MCW Chair, Julie E. Motherwell, has been appointed by Cumberland County Commissioners to be a member of the 25 person Private Industry Council (PIC) which will advise on the implementation of the new Job Training Partnership Act (JTPA) in that part of the State. JTPA replaced the CETA program on October 1.

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Two publications, one old and one new, are being worked on at this time. Revisions and reprinting of the **Job Search Guide** are being undertaken as a result of a grant from the Department of Labor. Also, as a result of funds made available by the Bureau of Vocational Education, work has begun on a **Non-Traditional Occupations Booklet** for Maine women and girls. The Job Search Guide should be available again by the end of the year. The NTO booklet will be ready late next spring.

STATE UPDATE

Legislation: Looking Back and Ahead

During the recent 111th Legislative session, the Maine Commission for Women worked closely with the Maine Women's Lobby and other groups concerned with issues that affect women. Inform has asked Betsy Sweet, Executive Director and lobbyist for the Maine Women's Lobby to give her assessment of the session.

The first year of the 111th Legislative session was, overall, a good one for the women of Maine. The Women's Lobby, along with the Maine Commission for Women and others, was extremely encouraged by the overwhelming support early on in the session for the State ERA and the withdrawal of two controversial pieces of legislation limiting abortion. We hoped we would fare as well throughout the session and, basically, we did. Twenty-one pieces of legislation ranging from joint custody to educational equity to gay rights to minimum wage were targeted. In strict numerical terms, we can count fifteen victories, two losses, and four "draws". But to accurately evaluate the session, we must look beyond numbers alone.

I think the most significant development during the session was that the Women's Lobby and other women's groups took positions on pieces of legislation—specifically economic legislation—that have not traditionally been defined as "women's issues".

The expectation has been, and to a large degree still is, that women will be interested in the ERA, abortion, child care—and little else. But, as the women's movement matures and the economy takes its toll, we are more aware than ever that meaningful equality will never be achieved until women have economic equity. In recognition of this, women have been and must continue to be very involved in such efforts as increasing the minimum wage (over 65% of those making minimum wage are women), increased benefits for AFDC recipients (94% of those recipients are women), State apprenticeship programs for AFDC recipients, and restructuring the corporate tax system to provide additional revenue for social programs that largely serve the women of the State.

More than a few heads turned when people realized women were taking on these issues. (When a number of women's groups testified at the public hearing on the minimum wage, a business lobbyist turned to us and said incredulously, "Minimum wage is a 'WOMEN'S issue'? Many legislators thought that "women's work" was done with the passage of the ERA and the withdrawal of the abortion bills. By taking on economic issues from a woman's perspective, we were able to raise the consciousness of legislators, State government workers, and the public and make them realize that women have an interest in and special perspective on every issue. Economics, in the broadest sense of the word—is a feminist issue.

If we had accomplished nothing but raising that awareness this session, we

Violence Against Women con't. from pg.1

terior puts the victim at risk because her needs for psychosocial support may be overlooked if she is being treated by untrained personnel.

When supportive care is provided, victims begin to express feelings related to the assault. Frequently, they express relief in statements such as, "I'm just glad I'm alive". Other feelings commonly expressed are self-blame, guilt, shame, embarrassment and vulnerability.

In the first days and weeks following the assault, most victims have somatic (mentally induced bodily pain) symptoms regardless of whether or not they sustained physical injuries. These symptoms include disturbances in sleep patterns and appetite, changes in energy level (often fatigue), soreness, aches, gynecological problems and specific effects of any injuries.

Fear continues to be a pervasive and unsettling feeling. Fear may be generalized or specific to particular circumstances (such as the location of the assault or characteristics of the assailant). Almost all victims are fearful of being alone and of revictimization.

SOCIETY'S ROLE

Societal attitudes have influence on the number of rapes committed. Peggy Sanday of the University of Pennsylvania researched rape in 156 societies. She then classified each society as either rape prone, rape free or intermediate. A rape free society was defined as one where the act of rape was either infrequent or did not occur.

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would have done well. However, we can also point to an educational equity bill, equitable mental health coverage, and a number of other legislative victories.

Certainly our work in the legislature and in the area of economics, has just begun. As a movement and a political force, we as women, are at that point where the principle of equality is no longer debatable. We must now look at the next layers of equality—the economic status of women, our participation in the job market, educational opportunities to name a few, to propel us toward our goal of meaningful equality in every aspect of life.

The participation of women's groups, the coalitions we have formed, the alliances we have made, and the eyebrows we have raised during the first year of the 111th session were bold and exciting steps in that direction and we are looking forward to the second half of the Legislative session, which begins in January, 1984.

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FEDERAL UPDATE

The Economic Equity Act is a comprehensive legislative package aimed at reducing economic discrimination against women in private and public pension laws, tax policy, child support enforcement, insurance, childcare policy, and government regulations. Below is a brief title by title synopsis of the provisions of the Economic Equity Act. Debate on these issues is on-going in Congress.

TITLE 1: TAX AND RETIREMENT MATTERS

A. Private Pension Reform

--Requires payment of survivor benefits to the spouse of a worker who was fully vested in an annuity plan even if that worker dies before the annuity starting date.

--Requires written consent of both participant and spouse in order to waive the survivor annuity option.

**According to a Department of Labor survey, less than 40% of all married private pension plan participants who retired in 1978 chose joint and survivor annuity plans for their spouses. More than 60% of the retirees opted out, leaving no benefits for their widow or widower.

--Permits assignment of pension benefits by state divorce courts in cases related to alimony, child support, and marital property rights.

**Every year there are about 1.2 million divorces. The Census Bureau predicts that more than 40% of all marriages end in divorce.

--Lowers the minimum age for participation in a pension plan from 25 to 21.

**Women in the 20-24 age bracket have the highest labor force participation rate among women.

**According to the Bureau of Labor Statistics, 70.6% of all women aged 20-24 were in the workforce in 1982. The high percentage of women's labor force participation continues until age 30 when it then declines to 47.5%. A woman who began working at age 21 and left her job at age 29 to have a child has worked eight years but only receives a four year pension credit.

--Modifies "break-in-service" rules to give twenty hours per week credit for up to one year of em-

ployer-approved maternity or paternity leave, provided worker returns to his or her job.

--Abolishes ERISA provision allowing plans to deny widow's benefits if an otherwise qualified spouse dies within two years of choosing survivor benefits (if death is from natural causes).

B. Spousal Individual Retirement Accounts

--Permits a homemaker with no earnings or lesser earnings of her own to contribute to an IRA as much as the earning spouse may contribute. The maximum deduction permitted each spouse individually shall be \$2,000 a year.

--Allows alimony to be treated as compensation for the purpose of eligibility to open an IRA.

C. Displaced Homemakers Tax Credit

--Makes employers who hire displaced homemakers eligible for tax credit of \$3,000 in the first year and \$1,500 in the second year.

D. Civil Service Pension Reform

--Entitles the divorced spouse of a civil service member or retiree, married 10 years or more, to a pro rata share of the civil service retirement annuity and survivor's benefits, subject to court review, modification, or rejection.

--Requires the written consent of the spouse (or former spouse, if any) before the retiree can waive survivor's benefits.

E. Head-of-Household Tax Reform

--Revises the Federal Income Tax Rate to allow single heads-of-household to a zero bracket amount equal to that allowed on joint returns.

TITLE II. DEPENDENT CARE

A. Sliding Scale For Tax Credits

--The 1981 Tax Act established a sliding scale for tax credits for dependent care expenses. This section would raise the allowable credit percentage to 50% for those earning \$10,000 or less, and decreasing to 20% for those earning \$40,000.

B. Tax-exempt Status for Dependent Care Facilities

--Enables non-profit organizations providing work-related dependent care to be eligible for tax-exempt status.

C. Refundability

--Allows the dependent care tax credit to be refundable. People who owe no income tax would receive as a refund the amount of

credit to which they would be entitled.

D. Information and Referral

--Establishes a federal grant program to provide "seed money" to community based clearinghouse for child care information and referral.

TITLE III: NON-DISCRIMINATION IN INSURANCE

Prohibits discrimination on the basis of race, color, religion, sex, or national origin in insurance and annuities. Includes life, health, disability and auto insurance (See Spring 1983 Inform.).

TITLE IV: REGULATORY REFORM

Requires the head of each Federal administrative and executive agency to conduct a review of agency regulations, to rewrite current regulations with sex-based distinctions so they are sex-neutral, and to refrain from making future regulations which contain gender-based distinctions unless the subject matter specifically applies only to one sex, or the words used do not result in sex-based discrimination.

TITLE V: CHILD SUPPORT ENFORCEMENT

A. Federal Mandatory Wage Assignment

--Creates an automatic assignment of federal civilian employee's wages when child support is ordered, modified, or enforced by states.

B. Improved State Administration of both AFDC and non-AFDC cases:

The Act would require that states, as a condition of an approved IV-D plan:

--seek medical support for children for whom it is seeking financial support when available at a reasonable cost through employer-sponsored health insurance;

--withhold in the case of delinquent child support;

--Impose liens against property and estates when child support payments are delinquent;

--(in the case of states which impose income taxes), collect past-due support from tax refunds;

--establish quasijudicial or administrative procedures to establish and enforce support orders;

--establish a child support clearinghouse which would monitor the timeliness and accuracy of payments of support ordered, modified or enforced in the state after its establishment. The clearinghouse would trigger appropriate enforcement mechanisms when payments are late.

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Events

SPONSORING ORGANIZATION	EVENT TITLE	DATE AND TIME	LOCATION	COST	FOR FURTHER INFORMATION
Mental Health Center	Incest/Sexual Abuse Therapy Group for girls 13-17	on-going Wednesdays 6:30-8:00 PM	Mental Health Center 24 Jordan Avenue Brunswick	Sliding scale fees	Bill Hodsdon, ACSW Kaye Corey, ACSW 729-8706
Mental Health Center	Therapy Group for Women ages 28-42	on-going Mondays 6-7:30 PM	Mental Health Center 18 Pleasant Street Brunswick	sliding scale fees	Audrey Ingersoll 729-4171 Jen Sherwood 443-3301
Lewiston/Auburn YWCA	PROMISE: A Pre-Menstrual Syndrome Support Group	to be announced	to be announced	TBA	Nadine Edris 786-0657
New Directions	Adult Children of Alcoholics (treatment group)	on-going Wednesday 4:30-6:00 PM	112 State Street Augusta	sliding scale fees	Kathy Kellison 622-6136
New Directions	Children of Alcoholics (treatment group for children 6-12)	on-going Mondays 3:30-4:30 PM	112 State Street Augusta	sliding scale fees	Mary Majorowicz 622-6136
Eastern Area Agency on Aging	Widowed Persons Dutch Treat Breakfast	on-going 2nd & 4th Sat. of each month	Season's Restaurant Bangor	--	Jean Worsham 947-0561
Eastern Area Agency on Aging	Alzheimer Disease Support Group	on-going 3rd Tuesday of the month	St. Joseph's Hospital Bangor	--	Jean Worsham 947-0561
Colby College *	An Evening with Betty Carter: A Jazz Concert	November 12	Colby College Waterville	free	Stephen Simcock 873-3097 Ext. 2207
Bath/Brunswick Mental Health Center	Understanding Menopause	November 14/15 7-9:00 PM	Brunswick, to be announced	\$5.00	Ellie Tefft 729-4171
Lewiston/Auburn YWCA	Confronting the Biological Time-clock: Deciding When To Have A Baby	November 15 248 Turner St. 7:30 PM	YWCA Auburn	\$2.00	Nadine Edris 786-0657
Colby College *	Lecture by Eleanor Holmes Norton on Affirmation Action	November 16	Colby College Waterville	free	Stephen Simcock 873-3097, ext. 2207

Federal Update con't. from pg. 3

Your Action is Needed

Maine women are fortunate to have all four members of the Congressional Delegation in support of the Economic Equity Act. However, much compromise and negotiation will be occurring between now and if it is passed by Congress. Please take the time to contact the Maine delegation to let them know how much you support a **strong** piece of legislation.

Sen. William S. Cohen
U. S. Senate Room 1251
Dirksen Office Building
Washington, DC 20510

Rep. Olympia Snowe
Room 130
Cannon Office Building
Washington, DC 20515

Sen. George J. Mitchell
U. S. Senate Room 145
Russell Office Building
Washington, DC 20510

Rep. John McKernan
1428 Longworth Bldg.
Washington, DC 20515

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Of these 156 societies, there are 65 (42%) that are rape free.

It is the theory of Susan Brownmiller, author of **Against Our Will: Men, Women and Rape**, that rape survives in our society because it supports our society's patriarchal system. "The fact that **some** men rape intimidates **all** women, therefore keeping women dependent on men for protection from other men. Rape is socially important as a way to keep men dominant."³

RAPE MYTHS

There exists in our society a "blame the victim" philosophy: "Did you see the way she was dressed?" "What was she doing in a dive like that anyway?" "She knew the score when she went to his apartment." To accept the theory that a woman provoked rape by her manner of dress, etc., is to accept the theory that a man is a "victim of his animalistic impulses", that he is not

in control of his own behavior and, therefore, not responsible for the act.

Rape is **NOT** an act of sudden sexual passion. National studies have indicated that 60-70% of rapes are premeditated. Rape is an act of violence spurred by frustration with an unsuccessful life; a sense of powerlessness and personal inadequacy. The perpetrator has the belief that someone must pay for his misery. Very often, those men who rape were victims of sexual assault themselves when they were children.

Another common misconception is that most rapes are "morning after" rapes or are reported by the victim as a method of revenge. If this myth were true, courts would be flooded with 10 times the rape cases that currently exist. There is too much pain and public censure involved to make prosecution a profitable avenue for revenge. This revenge theory was generated and is perpetuated by male

Events

SPONSORING ORGANIZATION	EVENT TITLE	DATE AND TIME	LOCATION	COST	FOR FURTHER INFORMATION
National Association of Women in Construction	Monthly Meeting: Membership Promotion	November 16 6:00 PM	Rolandeaus Rest. 775 Washington St. Auburn	\$12	Joyce Newman 443-9747
Colby College *	Lecture/Carol Stack "Women, Racism and the New Migration"	December 1	Colby College Waterville	free	Stephen Simcock 873-3097, ext. 2207
Bangor/Brewer YWCA	Christmas Bazaar	December 2	YWCA	--	Sharon Gould 942-6746
Bangor/Brewer YWCA	Hanging of the Greens/party	December 4	YWCA	Free	Sharon Gould 942-6746
Eastern Agency on Aging	Widowed Persons Service "Coping With the Holidays"	December 7 7:30 PM	Senior Center 108 Union Street Bangor	--	Jean Worsham 947-0561
Westbrook College	Eldercenter Illumina- tion Dorian String Quartet	December 7 2:00 PM	Wing Lounge, Alexander Hall, Westbrook College	free	Bradford Daziel 797-7261, ext. 210 or 259
Lewiston/Auburn YWCA	"My Aching Head" Headache Prevention	December 12 7:00 PM	YWCA, 248 Turner St Auburn	\$4.00	Nadine Edris 786-0657
National Association of Women in Construction	Monthly Meeting: Christmas Party	December 21 6:00 PM	Holiday Inn Western Avenue Augusta	\$12	Joyce Newman 443-9747
Colby College *	Lecture/Art Exhibit by Lucy Lippard "Art & Social Suppression"	January 5	Colby College Waterville	free	Stephen Simcock 873-3097
League of Women Voters	League Day on the Hill Legislator's Reception	January 11 9 AM-Noon	Blaine House Augusta	--	Penny Harris 947-4737

* A series of programs and events sponsored by Colby College, with the unifying theme "Celebrating Diversity; Confronting Intolerance."

dominated societal attitudes as a scape goat mechanism.

It serves as a red herring to divert attention from verifiable rapes.

REPORTED RAPES

A wide discrepancy exists between the number of rapes reported to the police and the rapes reported to rape crisis centers. In 1981, Androscoggin county officially reported 13 rapes; Cumberland 43; Penobscot 20; for a 3-county total of 76. Yet, according to the Maine Coalition on Rape, rape crisis centers in Lewiston, Portland and Bangor **documented** 415 rapes during that same year.

Obviously, the majority of rape victims prefer not to report to the police. The shame assigned to the victim is one reason victims do not press charges. Society tends to accuse the victim first.

Another deterrent to pursuing legal action

is inconsistent legal outcome. The F.B.I. estimates that only 16% of sex-crimes are ever reported and of those, only 6% lead to a rape conviction. Judges tend to demand stricter evidence in rape cases, still holding to a basic disbelief of the victim's testimony. Defense attorneys frequently go to great lengths to attack and defame the character of a rape victim.

The judicial process seems, to a rape victim, to be a trial of **her**—her life, her credibility and her motives. A rape victim's confidence is nearly non-existent. The task of recovery is all-consuming. Thus, victims frequently do not have the emotional stamina to face the humiliation of a public trial, especially when there is no guarantee of vindication.

Rape has always been an accepted part of our society. Changes must be made in societal attitudes and police, hospital and judicial procedures before it will be safe for women to report rape. All across the

country women are organizing in various ways to eliminate this form of violence.

The Maine Commission for Women has made the elimination of violence against women a priority and will lend support to the various programs emerging in Maine.

MAINE COALITION ON RAPE

The Maine Coalition on Rape is a recently formed confederation of public and private organizations (the 7 rape crisis centers, Maine Commission for Women, law enforcement agencies, Family Planning agencies, The Sex Offender Project at the Maine State Prison and others.)

The Coalition's goal is to have impact on all forms of sexual assault in Maine.

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They plan to do this through education of the general public; by speaking as a consolidated voice of those concerned about rape; by seeking funding to continue operation of existing rape crisis centers and to fund new centers; to initiate legislative reform; and to act as an informed liaison to State agencies.

PROJECTS UNDERWAY:

- establishment of a "judge watch" which will oversee judicial decisions for adherence to the goals of the group and to publicize this coalition's assessment of those decisions;
- sponsorship of marital rape legislation
- planning of a Statewide conference in Spring of '84.
- establishment of a consistent statewide process to gather sexual assault statistics.

The Coalition can be contacted by writing:

Maine Coalition on Rape
P. O. Box 623
Augusta, Maine 04330

RAPE CRISIS CENTERS

Maine currently has 7 Rape Crisis Centers. These organizations are staffed by trained volunteers. In addition to providing rape crisis intervention (which is **STRICTLY CONFIDENTIAL!**) the centers also provide in-service training for a myriad of community organizations from emergency medical technicians to fire fighters to schools and hospitals. They do speaking engagements statewide.

BANGOR

Greater Bangor Rape Crisis Center
24 hour hot line 942-7442

BATH

Greater Bath/Brunswick Rape Crisis Help Line
24 hour hot line 725-2181

FARMINGTON

Sexual Assault Victim Emergency Services (SAVES)
current phone number 778-4553,
M-F 8-4:30
hot line target date--December 15

LEWISTON

Central Maine Medical Center Rape Crisis Team
24 hour hot line 795-2211

NORWAY/SO. PARIS

Rape Counseling Project, Inc.
24 hour hot line 743-9777

PORTLAND

Greater Portland Rape Crisis Center, Inc
24 hour hot line 774-3613

WATERVILLE

hot line target date
February 1, 1984

1 Statistic from National Center for Prevention and Control of Rape, Rockville, Maryland.

2 Content from: **RAPE AND SEXUAL ASSAULT: MANAGEMENT AND INTERVENTION**, permission granted by Gail Abarbanel, LCSW, Author.

3 **RESPONSE**, Center for Women Policy Issues, Washington, D.C., March/April 1983, Vol. 6, No. 2, Page 5.

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Unlike the Maine Commission for Women which is an agency within State Government, the **Maine Women's Lobby** is a membership organization which depends upon dues and other income for its operation. Such funds are particularly important now that the Lobby has gone to year-round operation. If you are interested in membership and/or volunteering time and ideas, contact the Lobby at: Box 15, Hallowell, Me., 04347, 622-5798.

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• The Maine Women's Lobby recently organized a meeting in Augusta to discuss the possibility of a **Women's Legislative Coalition** to work for passage of legislation of key importance to Maine women and girls. About 25 women attended from such organizations as: Maine Commission for Women; N.O.W., Alliance for Reproductive Choice, Coalition on Rape, AAUW, BPW, Displaced Homemakers, USM Women's Forum, Coalition of Labor Union Women and Maine State Nurses' Association. There was unanimity that such a coalition is essential. A lengthy list of important legislative issues was developed. The Coalition will be narrowing this list down to 3 or 4 items and then begin to develop a legislative strategy for the January 1984 Legislative Session.

• Technology Strategy for Maine

The Maine Development Foundation (MDF is a private non-profit corporation focusing on industrial and economic development in Maine) has established a Task Force to develop a Technology Strategy for Maine that will stimulate job creation and retention and broaden local tax bases. Over the next few months, the Task Force will be examining the educational, developmental, economic and public policy issues which will influence the State's technology future. The intent is to develop a set of recommendations by March, 1984. The State (both public and private sectors) will use this strategy to help ensure that Maine makes the best use of this growing emphasis on technology-based industries.

In conjunction with this Task Force, the Economic Justice for Women project and the W.E.E.T. program have convened a group which will explore the impact of such technology on women in Maine's work force. The **Technology Strategy for Women of Maine** has met several times and has (with the enthusiastic support of the MDF) developed an operational structure so that it can work closely with the MDF Technology Strategy Steering Committee. "We believe that Maine women represent an enormous resource that can significantly enhance the economic development of this State", stated Debbie Leighton, coordinator of the Technology Strategy for Women of Maine. "We are concerned

about the impact of new technologies on women's lives, the quality of life in the work place for women and men, the quality of life in the State, specific training needs of women as well as men and the extent to which the resources and needs of 51% of the labor force in Maine (i.e. women) are central in policy consideration in attracting industries to Maine."

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• Child Care

Two efforts are currently being made to determine the need for child care in Maine.

—The Child Care Task Force was convened by the Maine Department of Human Services and the Department of Educational and Cultural Services. The objectives are to: 1) review all current resources and to develop an inventory; 2) determine the "unmet need" for child care in Maine; 3) implement immediate steps to meet those needs; 4) and develop and implement a statewide commitment to child care.

—The Child Care Labor-Management Committee is studying the child care needs of State employees and will be making recommendations for collective bargaining early in 1984.

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BOARD AND COMMISSION OPENINGS— NOVEMBER & DECEMBER 1983

	Open Date	Number of Openings
Board of Commercial Driver Education	11/9/83	1
State Board of Registration for Professional Foresters	11/4/83	1
Manufactured Housing Board	11/24/83	1
State Board of Examiners of Psychologists	11/19/83	1
Maine Library Commission	11/5/83	3
Maine Historic Preservation Commission	11/16/83	2
Advisory Council (Inland Fisheries & Wildlife)	11/1/83	2
State Board of Nursing	11/5/83	1
Board of Commissioners of the Profession of Pharmacy	Vacant	1
Board of Certification (Water Treatment Plant Operators)	11/9/83	2
Maine Committee on Aging	11/6/83	2
Maine Health and Higher Educational Facilities Authority	11/3/83	2
Board of Hearing Aid Dealers and Fitters	12/2/83	2
State Board of Cosmetology	12/24/83	1
Penobscot Bay and River Pilotage Commission	12/1/83	1
Board of Dental Examiners	12/31/83	1
State Board of Assessment Review	12/28/83	5
Advisory Council on Energy Efficiency Building Performance	12/19/83	5
State Board of Licensure of Administrators of Medical Care Facilities Other Than Hospitals	12/16/83	3

For further information regarding appointment to any of these Boards/Commissions, contact the agency directly or contact Maine Commission for Women, 289-3417.

Appointments are frequently filled **after** the "vacancy date" has passed. Therefore, we encourage you to pursue appointment even if the "vacancy date" has lapsed.

For exact details (i.e. some of the vacancies require specific qualifications) or to actually request appointment, write to the Governor's Office, Attn: Jane Lincoln, State House Station #01, Augusta, Maine 04333. If requesting appointment, enclose a copy of your resume.

It is often helpful to contact local political leaders, party officials, or your elected representatives as references who might also contact the Governor's office on your behalf.

SOURCES AND RESOURCES

- The National Institute For Women of Color is a non-profit organization established in 1981 to enhance the strengths of diversity and promote educational and economic equity for women of color (Black, Hispanic, Asian American, Pacific Islander, American Indian, and Alaska Native.)

NIWC's current projects include the National Strategies Conference for Women of Color, Fact Sheets on the status of women of color, and the recently funded Brown Papers Project. The Brown Papers are issue papers published quarterly beginning October 1983. In addition to the presentation of workshops of other organizational forums, NIWC maintains a natural network of women of color and exchanges information and other resources with groups and individuals working on issues of concern to women of color.

NIWC's work is supported by foundation and corporation grants, individual contributions, and in-kind service or goods. The Institute is managed by a 12-member Board of Directors representative of the constituency of women of color.

NIWC's address: 1712 N. Street, N.W.
Washington, DC 20036

- **Gender Bias, Pensions and Insurance, A Report to the Maine Commission for Women.**

A 20-page report prepared by MCW staff which addresses current discrimination and federal legislation affecting health, life disability and auto insurance as well as pensions and annuities. For copies, contact the MCW, State House Station 93, Augusta, Maine 04333. 289-3417.

New England Commissions Target Economic Policies

The Maine Commission has joined with Commissions for Women in the six New England states to improve the economic status of New England Women.

At an annual meeting in October, in Montpelier, Vermont, the New England Commissions agreed to form "A strong coalition to affect public policies related to women's economic status at National -Regional, State and local levels."

The Maine Commission for Women, along with the other commissions deplored the inadequacy of economic planning which omits consideration of the economic needs of women and their dependents.

"Economic policies which bring low paying jobs to the region exploit the availability of women desperate for jobs at any price, perpetuate poverty among women and their families, and undermine the ability of families to earn a decent standard of living," according to a statement issued by the coalition.

"It is still a fact here in Maine that while women comprise half the State's workforce, most are still relegated to female-dominated, and therefore, low-paid, low-status jobs," according to the Maine Commission for Women Executive Director Jeanne Bailey McGowan.

"Women will not even begin to break through these economic barriers until there is educational equity, real access to job training programs and decent jobs, and a discrimination-free workplace. And those barriers won't be broken until women are actively advocating for women as full and active participants in the development of public policy here in Maine", according to McGowan.

In addition to the formation of a New

England coalition, the Commissions heard two keynote presentations. Teresa Amott, Ph.D., a labor economist and visiting Assistant Professor of Economics at the University of Massachusetts presented remarks concerning, "The Economic Future for New England Women: Stagnation or Change?" Said Dr. Amott, "we cannot sit back and wait until people tell us (women) what jobs will be available; we must participate in the job creation process." While the largest growth of jobs in recent years has been in the service, clerical and government occupations - jobs heavily dominated by women - these occupations are also traditionally low-paying. At the same time, there has been a significant growth of families headed by female wage earners; many of them are low-income.

(In Maine, there are over 35,000 households headed by women - 14,201 live at or near the poverty level.)

The Commissions also heard from Tish Sommers, President of the Older Women's League (O.W.L.). Urging the regional Commissions to continue to advocate for older women, Sommers pointed out that: 2.8 million women over 65 live in poverty, compared to less than a million men; 12.2 million retirement age women have no access whatsoever to pensions; 60% of women between 45-65 have no health insurance at all.

The New England Commissions closed their two-day meeting by pledging to work for strong federal economic equity legislation as well as better job training programs, higher wages, more flexible work hours and benefit plans (including child care) in their states. The commissions will begin to implement their plans immediately by advocacy for women on these issues to their respective Governors, legislatures, and the general public.

MEMBERS OF THE MAINE COMMISSION FOR WOMEN

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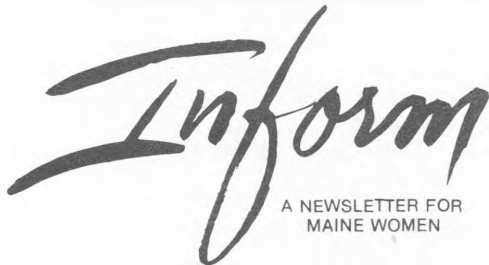
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