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SEPTEMBER-OCTOBER, 1983

A Newsletter for Maine Women

Inform

Published by The Maine Commission for Women

MCW

For some time now, the Maine Commission for Women (MCW) has been publishing **Inform** as a mechanism for sharing information about what is happening here in Maine as well as across the country which has impact on Maine women and girls. **Inform's** format and content has varied over time, often depending upon authorship, time and money. However, during the most recent legislative session the MCW was able to acquire finally a few more dollars in its modest budget to allow for expansion of this newsletter. Starting with this issue **Inform** will be bi-monthly and over the next few issues we will be establishing some regular features such as: **National Update**: a look at what's happening in Washington and other States; **State Update**: a summary of some of the legislative and administrative action that will affect Maine women and girls; **MCW**: a column describing the Commission's activities; **Events**: a listing of pertinent upcoming events across the State; **Sources and Resources**: a listing of people, books, programs, etc. that can serve as resources to readers; and, of course, we will continue to list vacancies on boards and commissions as well as other items of interest and value. In addition, each issue will present an in-depth feature article on an issue of concern to women and girls. This month begins a mini-series on **Violence Against Women**: this issue's focus is **Incest**. We hope the content of **Inform** as well as the format makes it enlightening and enjoyable reading for you. Your comments and suggestions are always welcomed.

At its June meeting, the MCW adopted a set of goals and initiatives for action over the next 2-3 years. The Commission reaffirmed its commitment to making the Economic Status of Women its primary focus. A brief summary of that goal statement is as follows.

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Violence Against Women: Incest

The Commission for Women is doing a three-issue series on "Violence Against Women", concentrating on incest, rape and battering. We begin with the following article on incest.

Incest is a tragedy that befalls both men and women, according to most sources, in nearly equal numbers (1 out of 3 women, 1 out of 4 men). The affects of incest against men are every bit as devastating and far reaching as incest against women. The purpose of this series, however, is to focus on violence against women. Therefore, this article is written primarily about female incest victims and survivors.

INCEST: A betrayal of trust by sexual intercourse or sexual contact, which may include verbal seduction or abuse, and threats, both direct and implied, between people who are members of the same family or perceive themselves to be members of the same family.

Reports from **The Best Kept Secret** and **Betrayal of Innocence** cite the number of female incest victims to be between 25% and 33% of the female population.¹ That roughly translates into between 27 and 35 million female incest survivors and victims nationally and between 128,000 and 168,000 female incest survivors and victims State-wide.

Robert Pronovost, Director of Children's Emergency Services for the Maine Department of Human Services, states that reported cases of incest (and it is estimated that only 1 in 20 cases is reported) have doubled over the past few years. Officials believe incest to be the most under-reported form of child abuse. Vincent DeFrances of the American Humane Society proposes

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that while precise numbers of incidents are of unknown dimensions, "findings strongly point to the probability of an enormous national incidence, many times larger than reported incidents."²

The act of incest, often begun before a child is old enough to realize that she is being subjected to abnormal behavior, sets up a pattern of victimization that can follow her throughout her life, and in fact, may affect every aspect of her life.

Children believe they must in some way be to blame for the incest. The plea or demand of a perpetrator to "keep this a secret", or "don't tell Mommy—it'll make her mad!" binds the child psychologically to the offender and enhances her feelings of responsibility for the crime.

Incest frequently causes physical damage. The physical damage generally heals. The psychological damage, however, is carried by the victim through her entire life. The psychological damage generally consists of feeling intense personal shame for being who she is, and accepting blame for the crime of others, for INCEST IS A CRIME. Also, a part of her is the humiliation at the role of prostitution forced upon her; fear at the loss of control of her own body; and intense and everlasting anger at the entire world for not recognizing her plight and providing a safe and healthy place for her to grow and heal. Without intervention, this damage continues long after the perpetration stops, and affects every minute of every day of the life of a victim.

Children develop survival skills to endure an incestuous relationship. By far the most common is denial. Victims learn to detach their minds from their bodies; pretend it isn't really abusive; or convince themselves the current unhappiness is less painful to endure quietly than the pain involved if anyone else was aware of what was happening.

Some children "act out" their trauma; sometimes by displaying a total lack of emotion or becoming overly emotional by generalizing their fear outside the abusive environment (becoming fearful of everyday normally "safe" activities); developing phobias; or acting out sexually with toys or other children.

Once the pattern of victimization has been set, people unknowingly teach this behavior to their children. Female incest victims tend to turn their anger inward, believing their role in life is one of total lack of control and is to accept what is handed out to them. They teach this role of helplessness to their children, stacking the deck and setting the stage for their children to become the next generation of incest victims.

The same dynamic of a sense of inadequacy, social impotency and lack of control over his life affects the male incest victim. The male incest victim tends to turn his anger and anguish outward which frequently takes the form of committing incest on someone else, and, in so doing, continues the teaching cycle. (80-90% of incest perpetrators were themselves incest victims).

The power in an incestuous relationship is in the secrecy of the act. Perpetrators rarely willingly seek professional help. Victims frequently keep their secret private due to the pain and the self-perception of shame involved, or sometimes under threat of harm

from perpetrators.

There appears to be a cyclical pattern of a lack of self-esteem and assertiveness set forth by incest that shapes the lives of women. Considering the pervasiveness of the problem, incest could be considered the base from which the myriad of self-effacement problems of women grow. **VICTIMS OF INCEST FREQUENTLY BECOME VICTIMS OF OTHER FORMS OF VIOLENCE.** Family violence shelters in Maine are discovering that large proportions of their clients are survivors of an incestuous childhood. A high correlation exists between women who are survivors of incest and victims of rape. Not all women who are raped were incest victims, but a high percentage of women who are incest survivors experience rape as adults.

Elimination of the problem evolves around a three-part process. First, education of a) the general public to remove the stigma of shame and blame placed on the victims, and b) of children in public and private schools and religious classes, that they are not alone, that there is someone who will help them. Secondly, immediately necessary is public funding of self-help, advocacy and therapy groups for victims. (In Kennebec County, currently, there is not one resource aimed specifically to help victims under age 11). And third, is public funding for self-help and therapy groups for perpetrators and family reconciliation services. There is some resistance to spending public funds on the perpetrators of a crime as serious as incest. However, withholding effective treatment from the perpetrators reduces significantly the hopes of elimination of the problem. The problem will simply be repeated elsewhere, on other children of other families.

Self-help groups, with the goal of helping the incest survivor recover, are beginning to form across the State and nation. In Maine, a group named SURVIVE, plans to be an information and resource network for Maine incest victims and survivors.

SURVIVE is a newly formed, incest survivor initiated organization, presently based in Gardiner, Maine. The aspiring function of this organization is to be a statewide network with the primary concern of serving the needs of Maine's victims and survivors of incest. SURVIVE feels that this will best be accomplished by first collecting and processing as much data on incest services now available in the State, and becoming a central resource from which that information can be obtained. Additionally, SURVIVE's board of directors, through personal experience, careful research, and training, will be able to assess the quality of services being offered, and to include on the organization's official referral list, all those that represent safe and productive methods of treatment for the severely damaging and lasting effects of incest on its victims. In following this line of action, SURVIVE will also prove to be of great assistance to professionals, agencies, and groups that are offering incest services. For more information contact: Jean Gage - 582-4413 or Gail Andrews - 582-1637.

1. FLORENCE RUSH, **THE BEST KEPT SECRET**, Prentice Hall, Inc., 1980.
SUSAN FORWARD, MSW & CRAIG BUCK, **BETRAYAL OF INNOCENCE**, Penguin Books, 1979.

2. FLORENCE RUSH, **THE BEST KEPT SECRET**, Prentice Hall, Inc., 1980.

INCEST BIBLIOGRAPY

For further information on incest, the following books are recommended.

TITLE	AUTHOR	PUBLISHER
Voices in the Night	McNaron	Cleis Press
Kiss Daddy Goodnight	Louise Armstrong	Pocketbook
The Silent Children	Linda Sanford	McGraw-Hill

Conspiracy of Silence	Mel and Karen Silverstein	Zebra Books
Father-Daughter incest	Judith Herman	Harvard University Press
If I Should Die Before I Wake	Michelle Morris	Houghton-Misslin
Just One Story	Merle Fishman	Toyo Press
Father's Days	Katherine Brady	Dell

Incest: If You Think The Word Is Ugly, Take A Look At Its Effects	Barbara Meyers	Christopher St., Inc. 2318 First Ave. S. Minneapolis, MN
Betrayal of Innocence	Susan Forward M.S.W. and Craig Buck	Penguin
The Best Kept Secret	Florence Rush	Prentice-Hall

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The mission of the Maine Commission for Women is to take a lead role in the development, implementation, and evaluation of public policy at the State, local and national (when appropriate) level in all areas of importance to the social, economic, legal, educational and personal well-being of Maine women and girls.

The objectives of the Maine Commission for Women are carried out through its Committee structure. The Committees, in fact, provide the framework for a set of broadly-defined objectives under which fall a number of both on-going and one-time activities. Objectives are categorized into the following areas:

1. To identify and research issues of concern to women;
2. To influence governmental decision-making legislative, executive, judicial or regulatory administrative);
3. To educate decision-makers, women, and the public; to publicize issues of concern to women as well as the role of the Maine Commission for Women;
4. To promote the increased participation of women in government and policy-making roles; to increase awareness of women's contributions in the political and governmental arena;
5. To ensure the viability of the Commission's organizational structure and staff and to promote the growth, development and effectiveness of the Maine Commission for Women.

In terms of specific activities, this includes such things as researching the need for child care in Maine; education and training programs for women; sex equity in education; comparable worth; violence against women and children; incarcerated women; employment discrimination; the impact of Federal and State budgets on women and girls; and last, but not least, economic security for women and their families.

Our activities will include conferences and workshops for women regarding health issues, personal finance, encouraging and assisting women to run for elective office and policy/issues forums. Also, the MCW will be developing several publications over the next year or so: a resource guide for women and girls regarding non-traditional career options in Maine; a brochure explaining how to get appointed to boards and commissions; expanded publication of *Inform*; and reprints/revisions of our Legal Rights of Maine Women and the Job Search Guide. Another major task will be to improve and expand our ability to identify and get qualified women appointed to boards, commissions and policy-making/administrative positions in State Government. And, as was the case from last January to mid-June, the MCW will continue to monitor the State Legislature, initiate and influence legislation and advocate for the interest of Maine women and girls both here in Maine and in Washington.

Job Training For Women: Now It's Up To The State Of Maine

Editor's Note:

Undoubtedly, most of you have by this time heard about the Job Training Partnership Act (JTPA). This Federally funded, State-administered program replaces the outgoing CETA Program on October 1, 1983. To help familiarize the *INFORM* readership with this new program, we have asked three individuals from three separate agencies/organizations to describe from their program's perspective the impact JTPA will have on employment and training programs for Maine women. The Commission for Women considers JTPA to be a major program change which will have tremendous impact on women in this State.

Wendy Widmann
Greivance Officer
Office of Maine CETA

The JTPA has two policy-making levels where people concerned about employment and training opportunities for women can and should become involved. The first is through appointment/involvement in the Maine Job Training Coordinating Council (MJTCC) and the second is involvement with the Private Industry Councils (PICs).

Appointments to the Maine Council (MJTCC), a 24-member body, are made by the Governor. Members of the Maine Council must "reasonably represent the population of the State." (Maine's female population is approximately 51%.) While the Maine Council cannot operate JTPA programs directly, it has the authority/power to plan, coordinate and monitor all

JTPA programs within the State. The Maine Council develops links with other appropriate agencies, such as the Displaced Homemakers Project and WEET (Welfare, Employment, Education and Training) (see following articles). The Maine Council coordinates activities under JTPA with ALL agencies; providing employment, training and related services. Thus, if the Maine Council has a good perspective of the problems facing women in employment and training, they can set up policies which must be followed by agencies running JTPA programs. This could include serving a higher percentage of AFDC recipients than their percentage of the eligible population because of their special needs.

The Private Industry Councils (PICs) are nominated and appointed by local county government officials. Members appointed to the PIC Councils must "reasonably represent the industrial and demographic composition of the business community." The PIC Councils, in partnership with local county government officials, are responsible for providing policy and program guidance for all activities under the job training plan within their jurisdiction. In Maine there will be three (3) PIC Councils: one representing Cumberland County; one representing Penobscot, Piscataquis, Hancock and Waldo Counties; and one representing the remaining eleven (11) counties.

While the majority of the members on the two PICs are private business people, representatives from educational, rehabilitation and economic development

agencies, along with organized labor and community-based organizations, are also members. The PIC councils determine the way funds are expended, how programs are developed, and how participants are selected and served.

Without strong commitment and leadership at the Maine and PIC Council levels, JTPA cannot begin to equitably serve and meet the economic needs of women workers. If people appointed to both councils are sensitive to these needs, good policies and procedures will be enacted to ensure the achievement of sex equity in ALL programs under JTPA. However, it is still up to individual women to participate in JTPA programs in order to make these policies and procedures a reality. Changes occur most rapidly when pressures are exerted both from the top down and the bottom up. It is crucial, therefore, that people concerned about employment and training opportunities for women become involved at all levels of the new Job Training Partnership Act.

Diana Scully, Director
Division of Welfare Employment
Department of Human Services

If the AFDC recipient is job ready, WEET can provide some assistance in searching for a job through either counseling, job development, or a job club.

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MCW TARGETED LEGISLATION

111th FIRST SESSION

LD #	TITLE	STATEMENT OF FACT	ACTION TAKEN
34	AN ACT Concerning the Qualifications for Licensure As A Practical Nurse.	The purpose of this bill is to permit persons with nursing experience to take the examination for licensed practical nurses even though they may not have had any formal education in practical nursing.	Bill withdrawn
59	Resolution, Proposing an Amendment to the Constitution of Maine to Provide Equality of Rights under the law	To add equality of rights to the Maine constitution.	Passed and will go out to referendum in November 1984.
115	AN ACT Relating to Abortion by Saline Injection.	Would prohibit saline abortions, except when necessary to save the life or health of the mother.	Bill withdrawn
201	AN ACT Relating to Abortions in the Third Trimester.	Prohibits any abortions in third trimester except to preserve life or health of mother. Makes this violation a Class D crime (1-3 years).	Bill withdrawn
227	AN ACT to Promote Early Diagnosis of Child Abuse or Neglect.	Permits a school official to confirm a suspected case of child abuse/neglect so the official can take such a child to get a medical exam.	Bill withdrawn
456	AN ACT to Provide Funds to the Elderly Legal Services Program.	Provides revenue to maintain legal services for elderly at the same level and replaces reductions in federal funds.	Enacted
480	AN ACT To Make Joint Custody the First Order of Preference in Child Custody Cases.	This would revise child custody laws to make joint custody the first order of preference in separation, annulment or divorce.	Bill withdrawn: see LD 1657.
489	AN ACT Relating to the Minimum Wages for Waiters & Waitresses.	Establishes minimum wage for service employees at $\frac{3}{4}$ of the prevailing minimum wage.	Ought Not To Pass Accepted.
525	AN ACT to Clarify the Negotiability of Pay Rates Under the State of Employees Labor Relations Act.	Would overturn Main Supreme Court decision disallowing pay rates and job classifications as negotiable in bargaining.	Failed
554	AN ACT to Revise the General Assistance Laws.	This would reorganize the General Assistance Statutes and would clarify the responsibility of applicants to use other resources, when available, to reduce their dependence on the General Assistance Program.	Failed—see 841 & 842
647	See 1526		
679	AN ACT to Include the Term "Sexual or Affectional Orientation" in the Maine Human Rights Act.	Would extend to all citizens, regardless of their sexual or affectional orientation, the same protections now guaranteed to others on the basis of race, creed, sex or color. Discrimination in the areas of employment, housing, public accommodations and credit would be prohibited.	Failed
685	AN ACT To Establish Funding for Programs of Preventative Intervention & Family Support.	Would increase the marriage license fee from \$10 to \$20, and directs that \$10 increase be used for grants to programs or agencies that serve families with infants or young children.	Failed
705	AN ACT To Provide Equity for Former Military Wives.	Allows garnishment of military retirement pay for enforcing court ordered payment of child support and/or alimony.	Enacted
757	AN ACT To Require that the Aid To Families with Dependent Children Program Promote Family Unity.	Would enable families in which there is an unemployed parent of dependent children to supplement unemployment compensation when they are unemployed, with AFDC benefits.	Bill withdrawn. However Program was adopted into Part II Budget.
789	See 1469		
841	AN ACT To Establish A State Administered Program of General Assistance.	Would provide for the General Assistance Program to be shifted to State administration, with DHS developing State-wide standards of eligibility.	554, 841 & 842 were compromised into a version that does provide for standardized forms and some State supervision.
842	AN ACT To Improve the Administration of the General Assistance Program.	The bill is designed to correct some of the problems that are widespread, while enabling municipalities to retain control of their individual programs.	See above

LD #	TITLE	STATEMENT OF FACT	ACTION TAKEN
873	AN ACT Relating to Guidelines for Certain Police Powers.	This bill requires local municipal police departments, county sheriff's departments and the Commissioner of Public Safety to prepare written guidelines which they shall follow in the use of handcuffs, strip searches and weapons, in relation to individuals under their custody.	Withdrawn
953	AN ACT To Decrease Exemptions in Child Support and Alimony Cases.	The purpose of this bill is to amend the alimony and child support enforcement law to reduce or eliminate certain exemptions from attachment.	Withdrawn
955	AN ACT To Extend Consumers Freedom of Choice Regarding Insured Mental Health Services.	To extend third party reimbursement certification to certified social workers and licensed mental health nurses, certified as clinical specialists in psychiatric and mental health nursing.	Enacted. Requires companies that provide payment for mental health services to include payment to licensed social workers and certified mental health nurses.
996	AN ACT To Clarify the Definition of Child or Children and to Delete Restrictions on Death Benefits to Spouses in the Retirement System Statutes.	Removes the restriction relating to discontinuing benefits received by the spouse of a deceased member who becomes the dependent of another person.	Enacted
1041	AN ACT To Require that Employers Have a Leave Policy.	Establishing and publicizing a leave policy which will provide both employers and employees with the protection of equal leave time for all sick leave.	Withdrawn
1091	See 1653		
1113	AN ACT to Amend Certain Provisions of the Laws Defining Sex Offenses.	Adds to current law, making it a crime for a teacher, employer or school official to have sexual relations with student who is under 19, even if student consented.	Enacted
1114	AN ACT To Clarify the Rights of Putative Fathers in Adoption Proceedings.	Putative father must meet all three tests currently in law to establish parental rights. The 3 tests are his natural father; and is willing and able to protect child from jeopardy; and has not willfully abandoned child; and has not refused to take responsibility for child. This change would require above three rules for father to consent to adoption or a judge may grant exclusive care and custody to natural father.	Enacted
1133	AN ACT Relating to the Education of Dependent Children.	This bill provides a State-funded supplement to the Aid to Families with Dependent Children program to provide assistance to these children.	Enacted. Extends AFDC to include dependents age 18 to 21 who are enrolled full time in a secondary school.
1134	AN ACT To Establish A Program of Assistance to Needy Families with Children.	This bill requires the Department of Human Services to participate in the federal emergency assistance program.	The bill was withdrawn, however, the program was added under the Governor's Part II Budget.
1141	AN ACT Authorizing a Bond Issue in the Amount of \$3 Million for the Purposes of Constructing Additional Facilities at the Maine Correctional Center.	Would add a 40-bed facility for women at the Maine Correctional Center.	Held by Committee until next session.
1138	AN ACT to Increase Minimum Wage.	This would increase the State's minimum wage from the current level of \$3.35 per hour to \$3.90 per hour, over a three-year period.	Failed
1218	AN ACT to Adjust Annually the AFDC Standard of Need to Eliminate Inflation Induced Decreases in Recipient's Standard of Living.	This bill provides for annual adjustments in the AFDC standard of need.	The bill was withdrawn but an increase was included in the Part II budget.
1239	See 1512		
1255	AN ACT To Establish Day Care Services for State Employees.	This bill establishes a day care program for children of State employees, and provides for a review of the program's operation after a year.	Bill was withdrawn. A Subcommittee of the Labor Mgmt. Committee has been set up to study the need for child care for State employees, and a DHS-DECS Committee is being set up to study state-wide need for child

LD #	TITLE	STATEMENT OF FACT	ACTION TAKEN
1278	AN ACT to Authorize The DHS to Operate a Grant Diversion Program	This would allow the State to put a portion of a recipient's AFDC grant into a special account from which an employer, who agrees to hire and provide on-the-job training for the recipient, will receive a wage subsidy for that recipient.	Enacted
1306	AN ACT Concerning Confidentiality of Information.	This would extend the existing laws on privileged communications to cover not only social workers, drug abuse counselors and alcoholism counselors, but also sexual assault counselors.	Enacted
1307	AN ACT Concerning Grandparents Visitation Rights.	Would allow the relationship between grandparents and grandchild to continue after divorce or death of the child's parent. This bill asks courts to consider the emotional benefits of allowing the grandchild to keep in contact with his/her grandparents in deciding the best interests of the child.	Withdrawn: See LD 1433.
1353	AN ACT to Limit Future Increases in the Cost of Hospital Care in Maine.	This bill reforms hospital care financing in Maine in order to contain rising costs, assure the survival of small hospitals serving rural communities and establishes greater equity among those who pay hospital bills.	Enacted
1433	AN ACT Concerning Visitation Rights for Parents and 3rd Persons with Divorce or Custody Proceedings.	To provide for possible court-ordered visitation rights for grandparents with their grandchildren, stepparents with their stepchildren, or any 3rd persons who a court finds should have rights to to visit a child.	Enacted
1469	AN ACT to Establish Apprentice Opportunities in State Government for Recipients of the Aid to Families with Dependent Children Program.	The 110th Legislature established a program within the Bureau of Labor to establish apprenticeship agreements for recipients of Aid to Families with Dependent Children benefits.	Enacted
1526	AN ACT to Make Confidential Certain Documents of the ME Human Rights Commission.	Would make documents and materials received by the MHRC in the course of investigating a charge of unlawful discrimination confidential until the end of the administrative processing of the charge. At that time copies of the charge and final dispositions and findings, including investigator's reports, would become public.	Enacted. Compromise will include only third party documents and will make it safer for people to file discrimination charges.
1565	AN ACT to create the Finance Authority of Maine.	This bill creates a single development finance authority to meet the financial needs of a broad spectrum of businesses in Maine.	Enacted
1634	See 1715		
1653	AN ACT to Insure State Enforcement of Equal Opportunity in State Supported Educational Programs.	Adds Educational Opportunities to the jurisdiction of the MHR Commission.	Enacted w/o funding
1657	AN ACT to Provide that Joint Custody be Awarded when the Parents Agree to it in Child Custody Cases.	This bill amends current law to say that, when parents agree to a joint custody arrangement, the court must award joint custody unless there is substantial evidence indicating joint custody should not be awarded.	Enacted: Study Commission established. See 1658.
1658	AN ACT Establishing a Commission to Study the Issue of the Custody of Children in Domestic Relations Cases.	This new draft establishes a commission to study the issue of the custody of children in domestic relations cases.	Failed
1715	AN ACT to Establish Job Development and Entrepreneurial Training Funds within the State Development Office.	\$250,000 for both FY '84 & '85 would be appropriated to the State Development office for job training in order to provide a skilled labor force for current and potential businesses in this State.	Indefinitely postponed

HOW TO SHIFT GEARS

Two, one-day workshops on life management skills
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- time management techniques
- career focusing
- decision-making skills

Workshops limited to the first 30 participants. Registration deadline 5:00 p.m. Sept. 26th. Cost: \$59, either session.

At register, contact JoAnn Mooney, Life Management Workshops, Box 2206, Augusta, Maine 04330

JOB TRAINING FOR WOMEN continued from page 3

If the AFDC recipient is not job ready because of a lack of training or education, WEET can help by arranging and, if necessary, paying for the needed training or education program. Such programs include remedial education, adult education, prevocational programs, vocational technical classes, training provided under the Job Training Partnership Act (JTPA)—formerly CETA, on-the-job training and courses in two-year and four-year secondary institutions.

According to federal law, ninety percent of the people who will receive services under JTPA must be "economically disadvantaged." AFDC recipients are automatically included in the definition of this term.

In the Governor's Coordination and Special Services Plan for the first "year" of JTPA (October 1, 1983-June 30, 1984), there are two goals relating to JTPA participants that are relevant to WEET participants:

- AFDC recipients are to be served at a rate equal to the percentage the AFDC recipient population comprises of the eligible population, and
- Women and men are to be served at a rate equal to the percentage each comprises of the eligible population.

Specifically, the Governor's plan requires that WEET and JTPA work out agreements in the following areas:

- The cross-referral of clients;
- The provision of available supportive services or payments to WEET clients applying to or enrolled in JTPA programs;
- The provision of JTPA training services and activities to WEET clients;
- The involvement of key JTPA and WEET staff in planning for joint clients and services; and
- The sharing of information about joint clients for participant assessment purposes.

These agreements also include provisions concerning JTPA and WEET responsibilities in WEET's new grant diversion program—Training Opportunities in the Private Sector (TOPS). TOPS is a three-phased, voluntary program to help AFDC recipients who have been on welfare for a long time to move into jobs. Re-

member, well over 90% of these recipients are single mothers. During all three phases of TOPS there are many areas where collaboration enhances the program for AFDC recipients. It only makes sense when resources are tight (or even when they're not) for agencies to work together. JTPA's provisions facilitate such collaboration.

Betsey Lane
Acting Director
Displaced Homemakers Project

There are an estimated 22,000 individuals in Maine between ages 30 and 64 who have been homemakers and are separated, divorced, widowed or have a disabled spouse. Whatever their previous income level, many of these "displaced homemakers" are now placed in a position of having to become economically self-sufficient; something they are ill-equipped to do given their years out of the labor market, level of education and training, and the personal trauma over their sudden change in lifestyle and identity.

The displaced homemaker has rendered years of unpaid employment in her home; yet when she is forced to seek paid employment in the community, she is viewed as less than employable, without marketable skills. Because her past year as a homemaker have isolated her from the mainstream of the labor market, the perception of her unemployability becomes her own self-perception. She is afraid, unknowledgeable about the world of work, unaware of existing services and resources, lacks self-confidence, and lacks the tools to find meaningful employment for herself.

The plight of this particular group is not a secret. Section 203 (a) 2 of the Job Training Partnership Act legislation provides "that up to 10% of the participants in a Service Delivery Area (SDA) may be served regardless of income if they have encountered barriers to employment." The statute further names several types of individuals who are eligible to be served under this "10% window": DISPLACED HOMEMAKERS, school dropouts, teenage parents, older workers, etc.

With this provision in the new JTPA, it is an excellent time to design new programs which would meet the needs of unemployed Maine women.

Training programs need to be sensitive to barriers faced by these individuals. Transportation, child care and additional work-related expenses, i.e. clothes, are most often mentioned when talking about barriers to employment. In addition to these and requiring immediate attention, are poor self-esteem, lack of self-confidence and identity, the need for remedial education, particularly in math, and career information.

A pre-vocational session (4 weeks minimum) should be the initial phase of any skills training program. The curriculum should emphasize building self-esteem, identity, confidence, and assertive behavior. This integrated with career information allows individuals the opportunity to know what they want to do. This process, information and awareness with peer and staff support, has proven to help displaced homemakers overcome employment barriers. But this is only the beginning of what needs to be done to assist individuals in becoming economically self-sufficient.

Remedial education should be an integral part of any training program. Because women generally started avoiding math courses as soon as possible, their skills (not ability or aptitude) are limited. Women will not be successful in a skills training program that requires math unless they have the opportunity to review. It is essential to familiarize them with basic math before teaching new concepts. A poor math background significantly narrows occupational choices and women need to expand and explore many employment possibilities.

Women need skills training in fields where they can earn enough money to support themselves and their families. Most jobs that offer a good wage and the opportunity for advancement are usually nontraditional for women. Hopefully we can begin to make significant changes in this situation as new training programs are planned under the JTPA.

For women, especially the older women, to be successful in nontraditional work (which are not only construction jobs but service area jobs, i.e. computer, typewriter technicians, and drafters) they need additional instruction, i.e. terminology, use of tools and equipment, support groups, and exposure to role models. Training curriculums should be designed to meet these special needs.

JTPA YOUR ACTION IS NECESSARY!

The Maine Commission for Women has been actively tracking the implementation of JTPA in Maine over the last few months. However, even though there have been significant cooperative efforts with others who are concerned about employment/training programs for women, there has been only moderate success in the appointment of women to these policy-making councils. Most responsive thus far have been the Cumberland County Commissioners who have named women to 10 of the 25 available slots on the Cumberland County PIC. Unfortunately, the other 15-county PIC resulted in only 5 of 28 positions being filled by women. The Governor's

appointments to the State-wide Coordinating Council have to-date resulted in 16 of 24 members named, 8 members must still be appointed, soon.

If you are concerned that the JTPA meet the needs of Maine women, you should do the following:

- 1) contact the Governor and let him know of your concern regarding appointments of women to both the State-wide Coordinating Council and the three PICs. This is especially important since not all of the Coordinating Council members have been appointed;
- 2) Contact your County Commissioners and

urge them to appoint women to the PICs whenever a vacancy occurs;

- 3) If you or someone you know is interested in obtaining employment/training through one of the three programs mentioned above, contact:

Office of CETA
State House Station #55
Augusta, Maine 04333 phone: 289-3375

W.E.E.T.
State House Station #11
Augusta, Maine 04333 phone: 289-2636

Displaced Homemakers
UMA—Stoddard House
Augusta, Maine 04330 phone: 622-7131

NATIONAL UPDATE

U.S. Civil Rights Commission Nominees

The Senate Judiciary Committee has scheduled its vote on the three Reagan Administration nominees to the 6-member U.S. Civil Rights Commission to take place when Congress reconvenes in September. The vote had been delayed due to considerable opposition at the July 13 confirmation hearing. If the Senate approves the three new members, they will join two other new Commissioners appointed by the Administration in 1981. According to the Congressional Caucus on Women's Issues, replacing five persons of the six-member Commission will make it the first time in the 25 year history of the bipartisan, independent agency that an Administration has sought to reappoint almost the entire governing board.

Much of the debate at the hearings focused not on the nominees credentials but on the independence of the Commission. (The Commission's vigorous pursuit

of recent investigations into civil rights enforcement has put it publicly at odds with the administration. These reports have focused on the plight of disadvantaged women and children, affirmative action, domestic violence, the Equal Rights Amendment and, most recently, an investigation into the Department of Education's enforcement of Title IX.)

Former Commission Chair Arthur S. Fleming, one of two Commissioners replaced by the President in 1981 and who was a member of President Eisenhower's Cabinet when the Commission was created, testified that "throughout its history, the Commission has been treated as an independent Commission, reporting to the President and the Congress."

House Panel Examines Equal Rights Amendment

On July 13, an introductory hearing for the Equal Rights Amendment was held in the House of Representatives. It was the first of an extensive set of hearings planned by the Civil and Constitutional Rights Subcommittee, according to Chairman Don Edwards.

continued next page

Women's Educational Equity Program Threatened

In July, the Department of Education (originally targeted for elimination by President Reagan until overwhelming opposition surfaced) announced that 130 employees of its Office of Elementary and Secondary Education would be affected by a reduction-in-force (RIF). The affected personnel work in the program areas of the Women's Educational Equity Act (WEEA), Title IV, migrant, Indian, compensatory and special education. The RIF notices will become effective on September 18. The reorganization plan also calls for rewriting job descriptions of the remaining staff persons, so as to remove expertise in a particular program area as a job qualification. In addition, the plan would remove WEEA and Title IV from their current placement under the Immediate Office of the Assistant Secretary to the Chapter 2 Block Grant Office—the lowest echelon within the Office of Primary and Secondary Education.

U.S. Supreme Court Decisions

Three major decisions by the Court were made recently which will have direct impact on women.

*In a 6-3 majority opinion, the Justices reaffirmed and even strengthened the court's 1973 decision that legalized abortion. This recent ruling struck down several cities' ordinances which made abortions more difficult to obtain.

*The Court ruled in a 7-2 decision that it is illegal for employers to restrict pregnancy or maternity benefits for the wives of male workers. The ruling means that companies must pay for the costs of pregnancy and childbirth for the wives of male employees just as they pay other health expenses for their female employees' spouses.

*The Supreme Court also ruled that employer-sponsored pension and annuity plans cannot discriminate on the basis of sex. The landmark decision, *Arizona v. Norris*, upheld Title VII of the Civil Rights Act of 1964, requiring treatment of employees as individuals rather than as members of a group.

Until the Norris decision, insurance companies have been able to justify unequal payment of pension benefits to women with the rational that, on the average, women live longer than men. A woman may have been required to contribute an equal amount to her pension plan, but she could expect to receive less per month in benefits than her fellow male employee. Companies legitimized the use of sex-based actuarial tables because they claimed she would be receiving those benefits over a longer period of time.

Associate Justice Thurgood Marshall, author of the Norris opinion, invalidated the use of sex-based actuarial tables when he stated, "Even a true generalization about a class cannot justify class-based treatment...an individual woman may not be paid lower monthly benefits simply because women as a class live longer."

Nevertheless, the decision does not specify how this equalization is to occur. Employers may either reduce men's benefits and increase women's until they are equal, or they may "top up" women's benefits to equal those of men. In addition, companies are able to cir-

cumvent the decision in two ways: they may choose the option to refuse to offer any type of annuity plan, forcing women to buy plans from individual insurance companies who under current law are still permitted to use sex-based tables; or they are permitted to provide benefits for a fixed period of time, rather than the more common lifetime pension plans now available.

The Court also limited the scope of the ruling in two ways: it is not retroactive, and it is only applicable to employer-sponsored pension plans. Only contributions made to pension plans after August 1, 1983, will be considered on sex-neutral terms. The Court determined that small companies would face bankruptcy if required to equalize current benefits and contributions.

The Norris decision's greatest influence will be on plans provided by local governments and nonprofit institutions. The ruling does not apply to private insurance contracts, nor does it affect any other form of insurance except pensions. It is exactly for this reason that nondiscrimination in insurance legislation—S 327 and HR 100, included under Title III of the Economic Equity Act—is still essential. Title III would expand the Norris decision to include private pension policies as well as life, health, disability, and auto insurance, all of which currently use sex-based actuarial tables in deciding costs and benefits.

*The Court has agreed to review the case of *Grove City v. Bell* which is similar to the *Hillsdale College v. Department of Education* case. In *Hillsdale*, the Court ruled that federal grants and loans must comply with Title IX (A part of the Education Amendments which requires educational institutions that receive Federal funds to be non-discriminatory) but only in that individual program specifically receiving federal funds. This *Grove City* case is seen as an opportunity for the Court to give a definitive ruling for nationwide application as to whether Title IX will be restricted in the scope of its application or the traditional broad interpretation is to be upheld.

The Reagan administration has filed a brief in support of the restrictive scope of Title IX. Representative Claudine Schneider and 50 other members of the House and Senate have submitted a counter-brief, supporting continued broad application of Title IX anti-discrimination laws.

- ☐ 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. If you received this by mail, you ARE on our mailing list.
- ☐ A topic I would like to see Inform address is _____

☐ Please send INFORM TO PERSON LISTED BELOW

Name

Street or RFD

TownState Zip

State Boards & Commissions: Upcoming Vacancies

	AUG	SEPT	OCT	NOV
Board of Examiners on Speech Pathology and Audiology	3			
State Board of Registration For Professional Engineers	1			
State Board of Social Worker Registration	3			
Maine Library Commission	1			3
Maine Education Council	5	1		
Maine Human Services Council	1			
Board of Examiners for the Examination of Applicants for Admission to the Bar	2			
Maine Commission for Women	1			
Mental Health Advisory Council	6			
Maine Critical Areas Advisory Board	2			
Board of Visitors: Governor Baxter School for the Deaf	5			
Board of Visitors: Bangor Mental Health Institute	5			
Maine Human Rights Commission	1			
Maine Municipal Bond Bank	1			
Greater Portland Public Development Commission	1			
Maine Milk Commission		1		
Real Estate Commission		1		
State Board of Certification for Geologists and Soil Scientists		1		
Board of Accountancy		2		
Oil and Solid Fuel Board		2		
Governor's Advisory Commission on Maine: Canadian Affairs		2		
State Board of Optometry		1		
Forest Land Valuation Advisory Council		1		
Board of Visitors: Maine Youth Center		5		
Maine Veterans Small Business Loan Authority Board		2		
State Board of Registration for Land Surveyors			1	
Examiners of Podiatrists			1	
Maine Correctional Advisory Committee			3	
State Planning and Advisory Council on Development Disabilities			8	
Maine Committee on Aging			3	2
Advisory Council on Deferred Compensation Plans			1	
Governor's Committee on the Employment of the Handicapped			1	
Advisory Council to the Maine State Housing Authority			3	
Board of Commercial Driver Education				1
State Board for Professional Foresters				1
Manufactured Housing Board				1
State Board of Examiners of Psychologists				1
Maine Historic Preservation Commission				2
Advisory Council on Inland Fisheries and Wildlife				3
State Board of Nurses				1
Board of Commissioners of the Profession of Pharmacy				1
Board of Certification for Water Treatment plant operators				2
Maine Health and Higher Educational Facilities Authority				2

Members of the Maine Commission for Women

F. Celeste Branham, Lewiston
 Caroline Gentile, Presque Isle
 Evelyn Greenlaw, Lewiston
 Barbara Hamaluk, Bangor
 Elizabeth Hogle, Portland
 Ruth Joseph, Waterville
 Virginia Lane
 Marilyn Mavrinac, Waterville
 Julie Motherwell, Falmouth
 Carolyn Ridge, Portland
 Charlotte Sewall, Newcastle
 Fran Wills, Searsport

Contributing authors:

Betsey Lane
 Diana Scully
 Betsy Sweet
 Wendy Widmann

Inform staff:

Jeanne Bailey McGowan
 Peg Ricker
 Terry Pelletier
 Connie Laflin

MAINE COMMISSION FOR WOMEN
 STATE HOUSE STATION 93
 AUGUSTA, MAINE 04333