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The Maine Commission for Women

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SUMMER, 1981

A Quarterly Newsletter For Maine Women

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Inform

Published by The Maine Commission for Women

THE 110TH:

There have been some important gains and losses for women in the 110th Legislature. The major defeat was the demise of the Women's Training and Employment Program. Created as a model program two years ago with the Governor's discretionary CETA monies, WTEP had trained ninety women in Rockland, Belfast, Machias, Rumford; created an extensive curriculum aimed at helping women gain career skills and awareness; responded to a minimum of 200 women who have contacted their office regarding job training or opportunities; and trained staff and instructors from the vocational schools in how to work with adult women returning to the classroom.

Some legislators felt that WTEP was "another layer of bureaucracy" and they did not want to create more State jobs. Others wanted to fund the existing Displaced Homemakers Services in the State. (WTEP targeted low-income women) At the last minute, the legislature did fund the Displaced Homemakers for \$30,000 (WTEP had requested \$92,000) per year to service unserved areas. Hopefully, the current homemaker program will receive adequate funding from Vocational Education to be able to use their monies productively.

In another, perhaps temporary, setback, the Commission's bill to

fund a comparable worth study of State government has been withdrawn to be brought back in January. The bill was late in coming out of the Governor's office and the State Government Committee had little time to thoroughly discuss it. The sponsor of the bill, Representative Bill Diamond, said he hopes the bill will be looked at more thoroughly in January. This may be especially true now that the Supreme Court has decided women have the right to sue under Title VII (See Article in this newsletter.)

Other minuses from the session include the overwhelming vote against and distasteful discussion of the lesbian and gay rights bill; and the defeat in the Appropriations Committee (these bills had passed both Houses) of the day care tax credit to industry and the tax exempt status for domestic violence shelters. The legislature also chose not to change the AFDC calculation formula to create more of an incentive for people on welfare to work. The financial cost of this bill was high so the legislature asked the Department of Human Services to report back to them on an appropriate change in the formula.

The most significant bill to become law this session strives to coordinate existing training, education and employment programs for AFDC recipients. This bill

What Was and What Might Have Been

was written by Marshall Cohen and Chris Hastedt of Pine Tree Legal and sponsored by Senators Charlotte Sewell and Richard Pierce and Representatives Libby Mitchell and Chip Hayden. One of the most significant features of this legislation is that it funds three positions in the State Apprenticeship Council to create new apprenticeship slots targeted for welfare recipients. Both the philosophy and monies of this law should begin to use the State's existing resources to help people receiving public assistance find meaningful and viable training and ultimately, jobs.

In another important bill, authored by the Women's Lobby, the Human Rights Act Civil Penalties provisions (awards only authorized by the courts) have increased substantially. For a first offense, the penalty went from \$100 to \$500; second offense from \$250 to \$1000; third offense from \$1000 to \$2000. This hopefully will dissuade litigation and encourage informal resolution of discrimination charges.

The Committee on Aging, The Bureau of Maine's Elderly, with help from Maine Women's Lobby, won a small victory by passage of a bill encouraging greater use of flex time and part time jobs in State Government.

Cont. on pg. 2

MAINE WOMEN'S LOBBY

As the Legislature wound down, the Maine Women's Lobby ended its third year of employing a paid lobbyist to speak on behalf of Maine women's concerns. The following interviews gives some insight into that organization and to the Legislative process. (September 19th, 1981 will be the next annual meeting of the lobby).

Bonnie Lazer, Chair of the Maine Women's Lobby:

The lobby is important because there needs to be an organized presence speaking for women at the Legislature. It still seems that women are not a legitimate interest group - we are often accused of being exclusionary. Or, people will say "this is the 80's - it's not needed, women are equal." There are people in the Legislature who are concerned. And, the existence of the lobby gives a person with an issue impacting on women a known place to go.

It is difficult living in Portland and chairing a group which focuses in Augusta. It's difficult to keep on top of everything. We could combat this, but we're existing hand to mouth. We're totally funded by fundraising. This is good because it keeps us free in terms of our advocacy position but it ties us up because we're constantly raising nickels and dimes. It is difficult to plan long range or to organize women to work and be involved all at the same time.

Time is important. Right now we meet once a month, taking each bill for discussion, sometimes with the feeling that we have to act immediately. Hopefully, this summer will provide time to reflect on ways to involve our members.

For me, the most important issue this year was the nuts and bolts of women feeding themselves. The legislation that falls within this was creating more options for women and work - Women's Training and Employment Program, Pine Tree's Jobs bill, the Commission's Comparable Worth Study, and the lobby's bill on flex time and part time work.

A separate thing - the babysitting bill (deregulation of home based day care) became important because more people called me at home and at work on this bill. There was something missing in the discussion - a feminist

analysis. Someone has to look at the fact that much of the discussion was what's best for children, yet day care is the most important issue in terms of women's ability to work and to advance to their greatest potential. The issue is that we don't have enough or adequate options and then, for some women, regulation is punitive. Children live with parents, many of whom are single heads of household.

Bonnie Lazer has taught in the Social Welfare Department at the University of Southern Maine for 6 years. Included in her course load, Bonnie teaches "Women in Social Change."

Mary Herman, lobbyist, Maine Women's Lobby

The lobby tries to keep a voice and a focus on Women's issues at the State House. This Legislature has acted favorably toward our concerns. Issues are not seen as female only issues, but they directly affect women. Some legislators are more aware of this than others - some understand that a bill will have an important impact on women.

There is a wide variety of understanding of women's issues in the Legislature, combined with each legislator's own personal agenda. All legislators are willing to listen and consider; and many legislators have brought their own bills to me and said "Hey, this impacts on women, would you help us?"

I think the most important issue this session has been expanded opportunities for employment and training.

My typical day begins on the third floor of the State House at 8:00 a.m., picking up and reviewing the House and Senate calendars and newly printed legislation. Early in the session, I find sponsors for bills; later I help plan hearing strategies and get further support in committees and on the floor.

In the afternoon, I will sit in on floor debate, button hole legislators, attend luncheon meetings to work out compromise language on an amendment or a redraft, testify at hearings, do research, respond to phone requests for information or introduce women to the legislative process.

The key thing I've learned is the spirit of compromise and to

negotiate to come to agreement. The spirit of compromise can make a big difference in getting a unanimous report out of a committee which is the best insurance in getting your bill through. The whole process makes it important to know your intention in proposing or supporting legislation. Then you know how much you're willing to give up and why. I've really learned negotiation skills.

Another thing I've learned is that people have huge egos and you have to play up to their egos. Everyone has their own agenda and it's important to respect their time constraints and to tip into their priorities. The more you know about legislators, the more effective you can be.

Mary Herman went to nursing school and worked for the Maine Health Systems Agency at the same time. She was an OBGYN nurse in Brunswick. Most recently she was a counselor and trainer in the women's alcoholism program, New Directions, in Augusta.

To contact the Maine Women's Lobby write to P.O. Box 15 Hallowell, Maine 04347.

110th Continued

In a rather confusing development, the legislature passed a bill embodying the concept that landlords should rent to families. However, it amends Title 14 (landlord tenant laws) rather than Title V (The Maine Human Rights Act). The Commission is still responsible for enforcement. This legislation also contains many exclusions for landlord-owner occupied dwellings of 5 units or less, housing for the elderly, condominiums, and finally, a landlord may set aside up to 25% of his/her rental units to rent at their discretion, provided they first register with the Commission. So, discrimination can exist 25% of the time?

In other action, the legislature clarified language concerning rape, created penalties for persons soliciting child prostitutes and kept the language within the juvenile code so that the prostituting minor could receive a variety of services, funded domestic violence shelters; and overwhelmingly defeated the Family Protection Act. (or "if you don't agree with me, then I won't pay for it and it certainly shouldn't be taught in our schools.")

SMALL BUSINESS AND STATE PROCUREMENT POLICY

WHEREAS, the State of Maine is in a critical period of economic rebuilding, and,

WHEREAS, such rebuilding can only be accomplished by the revitalization of small business, and,

WHEREAS, small businesses make fundamental contributions to their neighborhoods, communities, state and country, and,

WHEREAS, over half of all innovation originates from the small business community, and,

WHEREAS, ninety-eight percent of all Maine business enterprises are defined as small business, and,

WHEREAS, the following directives were recommended by the Blaine House Conference on Small Business,

NOW, THEREFORE, I, JOSEPH E. BRENNAN, Governor of the State of Maine, do direct the Commissioner of the Department of Finance and Administration, and particularly the Bureau of Purchases and the Bureau of Public Improvements, and the Commissioner of the Department of Transportation, to:

- a. Designate a position within the Bureau of Purchases and the Bureau of Public Improvements and the Department of Transportation to actively advocate for small business.

This position will provide subcontracting assistance and seek to have State contracts broken down to sizes able to be bid upon by small businesses. It would also urge prime contractors with the state to sub-contract with small businesses.

- b. Develop and institute a procedure, if one does not presently exist, to encourage the submittal of unsolicited proposals which, if found beneficial, would be converted into specification requirements and made the subject of competitive solicitation.

- c. Establish a procedure to make special efforts to solicit bids from minority and women-owned businesses.

For the purposes of this Executive Order, small business shall be defined in the same manner as the United States Small Business Administration.

The Commissioners of the Department of Finance and Administration and the Department of Transportation shall report to the Governor within six months regarding the establishment of these procedures.

This Executive Order will expire December 21, 1982.

To understand the potential importance of this order, one needs to understand what each of these parts of State government is responsible for.

The Bureau of Purchases spends approximately \$60 million on commodities plus an additional \$13 million in contracts. Any purchase within the State system - whether it is outside printing, consulting work, running a training program or buying a typewriter, goes through this Bureau. Stu Sabeau, the director, used calligraphy as an example of a skill much in demand. Many diplomas are hand done and the Bureau is looking for people to solicit for this work.

The Bureau of Public Improvements oversees work on all State buildings and on all construction of public buildings within the State. Leighton Cooney, director of this Bureau, stressed that any job under \$25,000 can be bid on by a company which is not bonded. Jobs range from building an addition onto a high school to building ramps to accommodate people in wheelchairs.

The Department of Transportation is the only one of these three departments which presently has a system in place to actively solicit women owned businesses.

Women owned businesses participate in both state and federally-assisted Maine Department of Transportation contracts. The federal Minority Business Enterprise Program has been in existence since 1978 and is administered by the Department's Office of Equal Opportunity. Women owned businesses were included as special participants in 1980 by federal Department of Transportation regulation. A women owned business, as defined by federal DOT regulation, is 51% owned and controlled by a woman or women.

Thirteen businesses have been certified as women owned and controlled by MDOT's Office of Equal Opportunity. These businesses are involved in excavation, paving, landscaping, welding, guard rail, trucking and general contracting activities.

Selected highway/bridge construction contracts include numerical goals for participation of women owned firms. Contractors must make good faith efforts to use women owned businesses to meet these contract goals. In 1980-81 contracts and sub-contracts of approximately \$200,000 have been awarded to certified women owned firms.

The Department also provides technical assistance to certified women owned businesses to increase the number of such firms and their participation in highway/bridge consultant contracts. G. Knowles Consultants, under contract with the Department, may provide assistance with bidding, estimating, management and financial needs of women owned firms.

The Governor's Executive Order in Small Business and State Procurement Policy which recently established a State policy to encourage bidding by women owned firms on state contracts applies to more businesses than this Federal program does. Unlike the federally mandated and funded MDOT MBE program, women owned businesses under the Governor's Executive Order may be 50% owned by women.

MDOT encourages women owned firms to participate in all its contracting activities including consultant contracts. For further information on DOT's contracting activities and Minority Business Enterprise Program, call or write:

Lillian Baker Kennedy, Director
Office of Equal Opportunity
Maine Department of Transportation
State House Station 16
Augusta, Maine 04333
Telephone Number: 289-3191

Right now the Commission for Women is working together with these three departments to create a mechanism which will truly solicit more bids by women owned businesses. For more information about this program contact the Commission office - State House Station #93, Augusta 04333 or call 289-3417.

Women's Task Force of the Chamber of Commerce
of the Greater Portland Region
Contact: Lynn K. Goldfarb, V.P.
Sun Savings and Loan Association
561 Congress Street
Portland, Maine 04101
207/775-5843

The Women's Task Force of the Chamber of Commerce of the Greater Portland Region was established to encourage the involvement of women in all aspects of Chamber activity. The first meeting of the Task Force took place in August 1978, bringing together management level women representing about 20 Portland area businesses.

Susan Lothrop of Kelly Services served as chairperson of the Task Force from its inception through November 1980, when Lynn Goldfarb of Sun Savings and Loan Association assumed leadership. According to Lothrop, the idea for the Women's Task Force came about when she and a few other women became interested in participating in Chamber activities. At that time two women were members of the Chamber's Board of Directors, but there were no women in leadership positions on any of the various Chamber committees. After discussing this lack of involvement with then Chamber President John Menario, the concept of a task force to address this issue was brought before the Board of Directors and approved. Final approval, for the Task Force came at the Chamber's annual meeting in June 1978.

Initially, the objectives of the Task Force were to establish a clearing house for information of interest to women; to establish a women's network; to sponsor seminars, workshops, and lectures which would enable women to become more effective in the working world; and to publicize women's activities and achievements.

Many of the major goals have been addressed directly. In 1980 the first **Women's Resource Directory** was published by the Task Force. A major update of the **Directory** is planned for late this year.

The Task Force presented a luncheon lecture by Martha Blaxall, Director of the Office of Utilization and Development of the National Marine Fisheries Service, and sponsored another in its "Issues in Focus" series in May when Eileen Schell, Commissioner of Consumer Affairs for the Commonwealth of Massachusetts, spoke to members of Portland's business community.

After finding that area small business people felt they had specific needs which were not being met, Task Force members began to interview them, ultimately presenting an analysis of their needs to the Chamber Board. This contributed to the establishment of the Small Business Council.

In order to provide the Chamber with names of women qualified to assume leadership positions, a talent bank was compiled. Currently over 100 women are registered, and the possibility of expanded uses for this talent bank are being explored. The usefulness of this Task Force project became evident when, under new President William E. Lockwood's Chamber reorganization last fall, five women were chosen to head committees and many more became active participants.

An offshoot of the Task Force's activity are the women's informal network meetings which are held over lunch every Wednesday at the Ratskeller in the Market Street Market in Portland. Open to all women interested in the problems of career women, over 125 women have attended these lunches during the past year and a half.

The Women's Task Force of the Chamber of Commerce of the Greater Portland Region still has major concerns to address, but it looks forward to the time when its efforts will no longer be needed, and it can "go out of business."

Of Maine and Her Writers

A grant of \$18,770 has been awarded to Westbrook College in support of the college's Maine Women Writers Collection by the Maine Council for the Humanities and Public Policy. The grant will support a project designed to communicate to the public the contributions of Maine women writers to the cultural and literary heritage of the state.

The project, "A Goodly Heritage"—The Maine Women Writers Collection, will be directed by Karen Woodruff, an instructor in Westbrook's department of language and literature, and a member of the Maine Commission for Women. She has taught women's studies at the University of Southern Maine and the University of Maine at Augusta.

Woodruff will be assisted by Dorothy Healy, curator and founder of the Maine Women Writers Collection, and humanist scholars who will lead discussions and deliver lectures in various communities throughout the state. The humanist participants are: Dr. Lucy Morros, Dean of Westbrook College; Dr. Bradford Daziel, Chairman of the Liberal Arts Division at Westbrook, and Dr. Eleanor H. Haney, an Instructor in Ethics at the Portland School of Art. Dr. Nicholas Durso, Director and Playwright-in-Residence of the Children's Theater of Maine, will write two one-act plays based on the lives of Sarah Orne Jewett and Harriet Beecher Stowe.

The plays, performed by professional actors, will be presented along with the program of public education at libraries and historical societies in several communities including Portland, Lewiston, Brunswick, Bangor, Saco and Presque Isle. In their lectures and in the plays, the humanists will identify issues and themes in the collection's writings that are relevant to contemporary society—women's issues dealing with domesticity, work, creativity, sexuality, ethics, civil rights, education and economics.

The project runs from May 1981 through May 1982, all programs will be presented free of charge.

The Maine Women Writer's Collection was established by the Westbrook College Board of Trustees in 1959. Founding Curator was Grace Dow, then chairperson of the Westbrook English faculty. Since 1967 Mrs. Dorothy Healy has been Curator. The collection contains more than 350 Maine authors and about 2,000 volumes, many of them signed, first editions. In addition, there are several hundred pieces of memorabilia, diaries, manuscripts, posters, drawings and photographs. The collection is represented by poets, novelists and non-fiction writers of national and international fame such as Mary Ellen Chase, May Sarton, Elizabeth Coatsworth, Virginia Chase, Gladys Hasty Carroll, Laura E. Richards, Kate Douglas Wiggin, Edna St. Vincent Millay, Sarah Orne Jewett and Harriet Beecher Stowe. Emphasis in the collection is also on the work of women who were popular during their lifetimes but are now unfamiliar to the public.

MAINE NOW

What began as a humorous take-off of game shows emerged as a serious discussion on the future of women's issues during the ninth annual state conference of the Maine branch of the National Organization for Women.

The afternoon panel discussion titled, "So You Think You Know Feminism" posed questions to NOW national and state board members attending the conference. About 100 men and women in the audience had answered the questionnaires earlier in Saturday's program at Bowdoin College.

Tronto fired the first question: "All right, what is the most important issue facing feminists in the eighties?"

After a brief pause, Anne Del Prado, a NOW regional board member from Massachusetts, and a member of the Foreign team, took up the challenge. "The most important issue is trying to get rights for all women."

No, that was not what the audience had put down as a priority, Tronto responded.

Lois Reckitt of South Portland and a northeast NOW coordinator, volunteered, "I think reproductive rights is the most important issue. For women to control their lives and bodies is a key issue. The rest of the issues can be interpreted as coming from that one issue."

It was Mainers 1, Foreigners 0.

"Of all the choices we have, we want all of them," commented Theresa Bergen, a NOW regional board member from New York. "Economic and educational justice, violence against women, world peace, racism, the ERA. We want them all because we don't have them in the society we live in."

Bergen's response, creating a new system of government, was one of the audience's top choices. Maine JoAnn Fritsche added, "To establish a new system of government would be to affirm all human beings. We all need a way to affirm ourselves, but the way to affirm people is through equality and not from the negativisms of the right wing."

The second question was directed at the most important strategy for feminists in their fight for the ERA. One year remains for three states to ratify the ERA.

Following an in-depth discussion ranging from civil disobedience of early suffragettes to economic boycotts, Lois Reckitt commented, "The ratification campaign is one area where we can't play dead to the right wing."

"We have to give them the fight of their lives. Probably the only strategy that will result in ratification is for a group of people to disrupt the system enough so they'll ratify it," Reckitt explained. Other panel members agreed that women must work harder than they have every worked before.

In elections at the NOW conference, Marilyn Kirby of Portland was chosen State Coordinator; Tronto, Assistant State Coordinator, C. Nancy Boothby, Legislative Coordinator, and Chris Torraca was elected Treasurer. All are from Brunswick. Deb Stahler, of Farmington, was elected Secretary.

NOW CHAPTERS AND CONTACT PERSONS

Greater Bangor—23 March St., Bangor 04401

Greater Brunswick—c/o Joan Tronto, Dept. of Gov't., Bowdoin College, Brunswick 04011

Greater Farmington—Deb Stahler, P.O. Box 891, Farmington 04938
Greater Portland—P.O. Box 4012, Sta. A, Portland 04101

Mount Desert Island—Joanne Deluca, 27 Ledgeawn Ave., Bar Harbor 04609

Washington County—Lois Tetreault, Woodland 04694

State Coordinator—P.O. Box 5195, Sta. A, Portland 04101



"This is our experimental physics laboratory, this is our X-ray data processing center, and this is our woman."

A 1981 Women's Conference

The Women's Conference held June 11-13 on the Westbrook College campus was an outstanding success. Three hundred women participated in the conference, attending sessions on health careers and money matters. Those who preregistered also were able to attend buffet dinners, lunch and a wine and cheese party sponsored by Canal Bank.

The goal of the conference committee was to offer women an opportunity to attend a high quality conference at an affordable price. This goal was achieved through the cooperative efforts of the Junior League of Portland and the Women's Center at Westbrook College who co-sponsored the conference. The financial contribution of the Junior League of Portland and the in-kind contributions of many community businesses and organizations, including the Small Business Administration, enabled women to attend the entire conference for \$40 instead of the \$200 it would have cost without this support.

The keynote speaker Thursday evening was Caroline Bird, well known author, journalist and lecturer. She spoke on "The Future of the Family, including the impact of two paychecks on a family and the changing roles of men and women. She also addressed the issues of the need for businesses to be more flexible because of the effects of two people in a family working."

Other nationally known speakers included Niki Scott who spoke on "The Myth of the Superwoman", and Judy Norsigian and Norma Swenson whose session "Our Bodies, Ourselves" was titled after their book by the same name. Norsigian and Swenson stressed the dangers of right wing activity aimed at their book and at other women's health issues. Anina Liberty, Regional Women in Business Coordinator with the Small Business Administration spoke on "Success in A Small Business" along with Joan Chadbourne from Mahoney Berv, and Rand of Portland, and Eva Horton, President of Kristia Associates, who secured the Jotul Stove franchise for the United States. Elayne Cliff, Program Director of the National Women's Health Network, and Merle Nelson, Maine State Representative, addressed the subject of political activism and advocacy.

Other sessions included investing, financial and estate planning, the stages of life and health for woman, practical information on successful job searching, the corporate structure, wider opportunities for women. Unique to this conference was "Challenge and Direction: The Volunteer Career" with speakers such as Bonnie Lechman, Executive Director of the Children's Museum, who began her career as a Junior League volunteer working on the Children's Museum Project. Forty-five local professional women spoke at the conference sessions.

WOMEN AND THE MEDIA

Seventy five women, most of whom are working within the media industry, met at Westbrook College on May 2nd to discuss their career goals and how their industry treats women - at work, on the air or in print. This conference was sponsored by the Maine Commission for Women.

In the morning, the participants got advice and ideas about stress management from Marilyn Whipples, R.N.; time management from Roberta Stearns; career planning from Dottie Anderson; and financial planning from Judy Lucas and Abby Winston. Each person attending had the opportunity to choose two of these presentations.

After lunch, Barbara Quill, Maine's first TV news anchor, who now works at WROR Radio in Boston, talked about where women have been and where they're going in media jobs. Through recounting her own experiences and by

detailing examples of how women are treated differently within her profession, Ms. Quill set the tone for the afternoon discussion.

The first panel produced a disagreement over the current portrayal of women in the media today. Joanne Gula, journalism professor at UMO, cited studies indicating that women are stereotyped narrowly in media advertising and in the roles played by women on television. Kim Block added to this picture by describing the amount of attention paid to her physical appearance on the air. However, Janet Body, who runs her own advertising company in Portland stressed that the statistics being used had changed substantially during the past few years. She also said that if women didn't like an ad, they shouldn't buy the product. All the panelists agreed on this point.

The final panel was an upbeat talk from five women about their own experiences. Jean Murray Fallon gave an inspirational talk about the need for women to be

mentors for and to support other women. Her descriptions of being the first woman news writer to cover the Capitol were entertaining and hardhitting. Sally Holm, a producer of ABC Nightly News, Diane Cronin, a news reporter with WCSH-TV and Carol Reynolds, the first woman to sell media advertising in Maine, all told personal stories about successful experiences, but each stressed the importance of luck and chutzpah in their experiences.

Maureen Connolly, editor of Business Digest, chronicled the wide variety of media experience she has had, focusing on her suit against AP for sex discrimination.

The day ended with a wine and cheese reception at the Joan Payson Art Gallery.

Another side benefit of the day was that it gave the organization "Maine Media Women" a chance to tell more women about the organization. If you would like to join MMW, contact the Commission office for more information.

Networking — the process

At the May meeting of the Commission for Women, the Commission voted to endorse the priorities being worked on by its Personnel Resources committee. These priorities include: increasing the number of women on State boards and commissions; acquainting women from a variety of socio-economic backgrounds with public service; encouraging affirmative action on traditionally male boards and commissions; developing a means of keeping Commissioners in touch with what is happening in the community for and with women; and developing legislative proposals which will reduce discrimination against women and promote equality in the job market.

Listing the boards and commissions with upcoming vacancies here in the Newsletter helps get the word out. However, a more structured approach is needed to make a real impact. **Therefore, the Commission for Women is in the process of creating a Network of Maine Women. The first step will be to work through existing women's organizations in the State. If you would like to become the potential for bringing women together with the Commission members to better utilize that valued human resource - Maine women. We need your help to make this become a reality.**

The Governor is looking for people (and we're looking for women) to serve on the Selective Service Boards around the state. Applicants can't have been in the service 20 years or more and must be willing to uphold the Selective Service law. If you're interested, send resume to General Day, Dept. of Defense, Station 33, Augusta, Me. 04333.

VACANCIES

State Energy Resources Advisory Board
Committee to Monitor Implementation of the Juvenile Code
Maine Committee on Problems of the Mentally Retarded
Department of Business Regulation
Governor's Municipal Advisory Council
Maine Criminal Justice Planning & Assistance Agency
Maine Human Services Council
Board of Registration in Medicine
State Board of Arbitration and Conciliation
Maine Critical Areas Advisory Board
Governor's Committee on Employment of The Handicapped
Maine-New Hampshire Interstate Bridge Authority
Maine Agricultural Bargaining Board
Advisory Council (Inland Fisheries & Wildlife)
Maine Commission for Women
Board of Examiners on Speech Pathology and Audiology
Board of Trustees of The Maine Criminal Justice Academy
Board of Examiners for the Examination of Applicants for Admission to the Bar
Maine Advisory Council on Vocational Education
Mental Health Advisory Council
Committee to Monitor Implementation of the Juvenile Code
Maine Human Rights Commission
Maine Municipal Bond Bank
Maine Turnpike Authority

If any of these interest you - contact the MCW, State House Station 93, Augusta, Me. 04333 (207/289-3417).

Northeast Coalition of Educational Leaders

In 1975, women educators from the six New England states met to see what could be done to address the serious inequity indicated by the following statistics:

Of the approximately 700 school district superintendents in New England, only 14 are women.

Women occupy an estimated 7.76% of the region's superintendents, assistant superintendencies, principalships and assistant principalships, a figure considerably out of proportion to the number of women in education.

Today, the Northeast Coalition of Educational Leaders (NECEL) has expanded to include New York and Pennsylvania. Not only is it seeking to change these dismal numbers, it is also creating a network to reduce the isolation of women who do pursue administrative posts.

NECEL's principal goals are these:

- to improve the status, rights and opportunities of women in education;
- to empower women to understand, deal with effectively and/or change the male-based reality in which they are immersed, and;
- to promote social and professional interaction among women educational leaders.

The President of Maine NECEL is Dr. Mary Helen White, Superintendent of Schools, Maine SAD #54, P.O. Box #69, Skowhegan, Maine 04976. The Maine representative on NECEL's Executive Board is Vendean Vafiades, Assistant to the Commissioner, Department of Educational and Cultural Services, State House, Augusta 04333. For more on NECEL, contact either Mary Helen or Vendean.

Maine's Only Women's Studies Program

Colby College has approved the State's first Women's Studies Program. Colby's program will be directed to analyzing the social, psychological, political, economic, historical and artistic dimensions of women's experience.

According to the course cluster description it "draws on a range of disciplines in order to reflect the complexities of women's lives. It encourages the development of new methods of analysis and the introduction of previously neglected fields of study with the goal of enriching the whole college curriculum."

Phyllis Mannocchi and Marilyn Mavrinc (a member of the Maine Commission for Women) have been named coordinators of this Women's Studies Program. An advisory committee, made up of students and faculty, has also been selected.

The following courses in the 1981-82 Colby program focus predominately on women:

American Studies

274: Women's Studies: The female Experience in America

276: Black Culture in America

Education

294: History of Women's Education, U.S. and Quebec

Government

434: Seminar: The Role of Women in American Political Life

History

298: The History of Women in America

415: Seminar: The History of the American Family

Sociology

Women and Men in Society

EQUAL PAY IN OREGON

Early in June, the United States Supreme Court ruled that women who are paid less than men are entitled to sue their employers, whether or not the jobs performed by the two sexes are identical.

Ruling 5 to 4, the Court held that the Civil Rights Act of 1964 is not limited to claims of "equal pay for equal work", the standard adopted by Congress a year earlier in the Equal Pay Act of 1963. (Check Inform-Fall 80 for in-depth background. The Court concluded "Congress surely did not intend the Bennett Amendment to insulate such blatantly discriminatory practices from judicial redress.")

The decision affirmed a ruling by the U.S. Court of Appeals for the 9th circuit that gave matrons at a county jail in Oregon the right to sue the county under the Civil Rights Act.

The matrons guarded female prisoners and were paid \$200 a month less than the deputy sheriffs, all men, who guarded the male prisoners. After losing on appeal, the County brought this case to the Supreme Court arguing that the appeals court decision would require "massive re-evaluation of private and public employers wage structures."

Justice William J. Brennan, Jr. wrote the majority opinion. He was joined by Associate Justices Byron R. White, Thurgood Marshall, Harry A. Blackmun and John Paul Stevens.

Associate Justice William H. Rehnquist wrote the dissent. He was joined by Chief Justice Warren E. Burger, and Associate Justices Potter Stewart and Lewis F. Powell.

Have We Told You Lately That You Can Do Anything

The Bureau of Vocational Education, in collaboration with the Women's Training and Employment Program (WTEP) is planning a Vocational Technical Exploratory Project for women at three centers this summer — Bangor, Presque Isle and Portland. Eighteen women at each site will enroll in an 8-week course in personal development and hands-on experience in the skilled trades. This will be an opportunity for women to make a career decision based on experience in trade and technical occupations. For the participants, it could be a chance for a career instead of a job.

Joni Foster, from the WTEP staff, says that this is an important project because "women have not had the life experiences which prepare them for these kinds of decisions. Women have been segregated. There have been pioneers in the vocational system but they have been few and far between, with real absence of support. This makes it difficult to succeed."

Diane Paige, WTEP's director, added that "women's motivation to choose typically male occupations has been severely limited by cultural forces and, therefore, by themselves." She said this project is important because it is the "first major effort of Maine's Voc Ed system to actively recruit and program for women."

Beside the obvious benefits to women - the training and development of programming, this project has two long range effects. First it is an opportunity for Vocational Education and WTEP to work together on the subtleties of recruiting women into male environments. Working together on these subtleties should promote the possibility of women staying in non-traditional programs for the duration.

Secondly, the entire program should attract women who aren't selected or others who cannot participate at this time. It could be a beginning of the Vocational Technical Institutions being seen as resources to females who are seeking futures and training opportunities. If this happens, it will meet the goal of WTEP; to enable women and institutes to change the position of women in the workplace.

Union women from Maine and other northeastern states will attend the sixth annual Northeastern Regional Summer Institute July 19-24 at the University of Maine at Orono.

The week-long Institute, which is being conducted for the first time in Maine, is designed to help more women become involved in union activities and leadership by sharing skills and experiences. The Institute is open to all union women, stewards, committee members, and officers in Maine and the other New England and Mid-Atlantic States.

Programs are planned with particular emphasis on skill building, which will include workshops on grievance handling, public speaking, newsletter publication, and assertiveness training. Also on

the agenda are political and legislative issues that concern working people, including such topics as union busting and multinational industries. Other sessions will focus on women in labor history, women in the work force, and organizing.

The Institute is sponsored by the University and College Labor Education Association in cooperation with the AFL-CIO Education Department and the Coalition of Labor Union Women (CLUW). Teaching staff will come from university labor education departments, the AFL-CIO, and international unions.

The registration for this conference has been completed. If you are interested in joining the newly formed chapter of the Coalition of Labor Union Women call or write Wanda Trahey,

622-3151, 65 State St., Augusta 04330.

N.E.I./S.B.D.C./U.S.M.

The Small Business Development Center is housed in the large cylindrical building of the Portland campus of the University of Maine. This organization renders free management assistance to Maine people. Funded by the Small Business Administration (\$200,000) and the University of Maine (\$400,000 plus \$400,000 in-kind resources). This Center has served 444 women in the past six months — 249 at seminars and 195 as clients.

The Small Business Development Center provides one-to-one consulting in addition to conducting sixty seminars and workshops throughout the State. The seminars focus on accounting, marketing, advertising, manufacturing, personnel, etc. Both services are for people who own their own business or who would like to own their own business.

If you're in need of putting together a business plan or just in need to know where to start - call or write: Stu Pennels, SBDC, 246 Deering Avenue, Portland 04103.

At its May 20th meeting, the Commission for Women voted to strongly support Family Planning services and their continued funding. In Maine during the past year, Family Planning:

- did over 21,000 pap smears, as well as 32,000 blood pressures, 25,000 urinalysis, and 29,000 pelvic and breast exams;
- did pregnancy tests for 6,000 - 7,000 women, only 8% of whom were actually seeking pregnancy;
- detected $\frac{3}{4}$ - $\frac{1}{3}$ of all gonorrhea cases in the State;
- detected symptoms related to many diseases in 5,500 clients;
- referred 3,500 clients for further medical or other health care;
- decreased the average expenditure from \$79 in 1975 to \$62 in 1980.

THE MEMBERS OF THE COMMISSION FOR WOMEN

Kathryn Monahan Ainsworth, Portland
Annette Ross Anderson, Augusta
Sylvia L. Blanchard, Rumford
Nancy Chandler, China
Caroline Gentile, Presque Isle
Barbara Hamaluk, Portland
Ruth Joseph, Waterville

Joan Marshall, Farmington
Marilyn Mavrinac, Waterville
Julie Motherwell, West Falmouth
Joan Pinette, Old Town
Deborah Plamondan, Biddeford
Cynthia Pouravelis, Biddeford
Peggy-Lee Ragan, Portland

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