



**NATIONAL  
ORGANIZATION  
FOR WOMEN**

# N.O.W. NEWS

**BAY AREA CHAPTER**

**NATIONAL ORGANIZATION FOR WOMEN**

**PROGRAM:**

# DIVORCE MEDIATION

**PROGRAM TOPIC:** DIVORCE MEDIATION  
**PRESENTED BY:** Susanne Adams, M.A.  
**DATE:** June 6, 1985  
**TIME:** 7:30 P.M.  
**LOCATION:** A Uniting Church  
El Camino Real & Reseda  
Clear Lake City

\*\*\*The views and opinions expressed in the Bay Area Newsletter are those of the individual authors and/or contributors and do not necessarily express those of any other NOW Chapter, Texas NOW or National NOW\*\*\*  
Volume XVII, Number 6 June 1985

FROM YOUR PRESIDENT:

Your help is needed!!! Just when your Bay area N.O.W. officers were ready to begin relaxing into this "downhill" portion of the summer months, our chapter has become involved in a rash of new activities. This means that your officers, and many members as well, are working overtime to make the next few months gigantically successful for Bay area N.O.w. First is "The parade of issues". This unique event was designed by Texas NOW as a means to reach out to people in the community and make them aware of our existence and purpose. The cost is minimum and the potential benefits are fantastic. I expect every one of you to be there and bring at least one guest.

Next in our summer agenda is the Friendswood Fourth of July parade and community picnics. Once again we will have a booth. We need volunteers to participate in the parade, work the booth and help to make chocolate chip cookies and lemonade. Please call Elly at 481-5031 and let her know you are going to participate.

Following this we have our next fund raiser: An Auction. According to Hedy Salazar, "We will auction anything." Some of you have volunteered to help with these important events. Your support is truly appreciated.

In Sisterhood,

Anita Marcos

## SEXUAL ASSUALT TASK FORCE

The rape crises office in the Clear Lake area has been moved. It is now located on El Camino Real one block south of Nasa Rd. 1, The phone number there is 333-9700. Cassandra Thomas is in the office on Thursdays and still needs volunteers to serve as rape advocates. This requires 20 hours of training, followed by week-long shifts (every other month or so) as the contact person on call with a beeper. I served as the contact person the week of May 2-9. Although no crises developed then, I could have been called to a hospital to assist a rape victim. Please call me or Cassandra Thomas if you are interested in helping with this very necessary service.

For more information contact Judy Snyder at 486-5565.

There is a 24-hour telephone crises intervention counseling service is geared to provide support, information and referrals for rape survivors and their significant others. Call 528-RAPE

The Personal Accompaniment Volunteer Program serves as a means of assisting the survivor to hospitals, police departments, pre-trial and court proceedings. Hospital accompaniment is available to Humana Hospital - Clear Lake and St. John's Hospital, seven days a week, from 6:00 p.m. to 6:00 a.m. Monday through Thursday, and 24-hours Friday through Sunday. Law enforcement or court accompaniment are available by appointment. To activate these services, CALL 528-RAPE.

### PRO CHOICE ISSUE:

Recently in San Antonio a husband went to court seeking to prevent his wife's having an abortion. With the help of the Texas Civil Liberties Union and TARAL, the wife, Kim Hayes, won the right to have an abortion. During the court proceedings, it was brought out that the husband is convicted rapist, and two of his three former wives testified against him, saying that he has three other children that he has never supported.

Mrs. Hayes has subsequently had the abortion performed, but her husband is now threatening to kill her, and funds are needed for temporary protective housing and for a divorce. If you care to make a small contribution to help Ms. Hayes through this ordeal, you may send it care of TARAL, 1200 Guadalupe, Austin 78701.

## **Local NOW honors writers**

Bay Area National Organization for Women recently presented awards for the winners of its annual essay contest for high school students. The topic for this year was titled "Trailblazers - Women Who Were First." Over fifty students entered this year's contest. Awards were given at a special dinner on April 11.

The winner of the first place award of fifty dollars was Andrew Jones, with an essay on Betty Friedan, the founder of NOW. Douglas Smith, who researched the accomplishments of the American Indian heroine, Sacajawea, won the second place prize of twenty-five dollars. Third place resulted in a tie between Sharron Wood, who featured composer Ruth Porter, and Matt Savely, who wrote on the life of Barbara Jordan. David Trieff and Courtney Weaver won honorable mentions with essays on Elizabeth Blackwell and Gertrude Ederle, respectively.

Bay Area NOW also honored the teacher who supervised the writing of these essays, Sue Kevan, English teacher at Clear Lake High School. Since all award winners are from that school, they will be honored again at the Clear Lake High School Senior Awards Night in May.

Bay Area NOW meets regularly on the first Thursday and the third Wednesday of each month, 7:30 p.m. at A Uniting Church, corner of Reseda and El Camino Real. The next meeting will be held May 2. All interested persons are invited to attend.

## PAY EQUITY

### FACT SHEET

Federal law bans job discrimination, both in the Equal Pay Act of 1963 and the Civil Rights Act of 1964. The Equal Pay Act states that an employer cannot discriminate on the basis of sex in paying wages to employees in jobs that are equal. The Civil Rights Act states that it is illegal to discriminate on the basis of race, sex, religion or national origin.

In 1981, the National Research Council confirmed that "not only do women do different work than men, but also the work women do is paid less, and the more an occupation is dominated by women, the less it pays."

The U.S. Department of Labor concludes that on the average, a woman with four years of college can expect to earn about the same as a man who never finished high school. Women are also still concentrated in low-paying, dead-end jobs. Eighty percent of women employed work in only 20 out of 427 occupations listed by the Census Bureau.

Pay Equity is **NOT** "equal pay for equal work." It **IS** equal pay for work of comparable value. This means that female-dominated jobs should be paid comparably to male-dominated jobs that the employer deemed to be of comparable worth.

#### Examples of segregation of jobs and pay levels:

Women account for six percent of all craftworkers and 78 percent of all clerical workers.

The average woman who works full-time earns 61 cents to every dollar paid to a man.

Out of 427 occupations listed by the Department of Labor, 50 percent of employed women are found in only 20 occupations. More than half of these women work in occupations that are 75 percent female.

Racial discrimination compounds the economic problems. The wage gap for black and hispanic women is 55 percent and 51 percent respectively.

The remedy? Most employers have job descriptions and evaluation plans that enable them to set salaries. A Pay Equity Study involves rating the female-dominated jobs and male-dominated jobs on the same scale -- not different scales, measuring all jobs according to skill, effort, responsibility required, education required, hazards involved and other factors. These factors are rated to come with a total value or worth, and can then be compared. So if a secretary's job has the same value as a maintenance person, then the two jobs should be compensated similarly.

#### THE PRESENTERS

**Kathy Aubin** - Currently the manager of Human Resource Information for a major corporation, Kathy has spent the past ten years working in the area of personnel (primarily EEO and compensation) for three Fortune 500 companies. She is a certified compensation professional through the American Compensation Board and has concentrated in recent years on "what the business world is saying about Pay Equity." She is also currently president of the Northwest Houston chapter of NOW and serves as chair of the Texas State Pay Equity Task Force.

**Vergie Junot** - Currently chairs the Texas NOW Domestic Violence Task Force and in 1983 edited "Texas NOW Resource Kit on Domestic Violence." She is active in the San Antonio NOW chapter where in 1982 she coordinated efforts to establish a Domestic Violence Task Force within the Bexar County District Attorney's Office, of which she has been a member since 1983. In February, 1985 she edited "The Family Violence Prevention Act, Report to the 69th Texas Legislature." Her goal: to bring action to reduce spouse abuse down to a community level.

**Anne Miller** - Active in Texas NOW, she served as Vice President-Action from 1982-1984. She has been active in several chapters in the state, most recently in San Antonio where she served as president from 1980-1983. Anne's role in the workshop will be as facilitator. "I want to explain that NOW cares about all women's issues, even though we have chosen only two to present in depth."

"NOW Spotlight on Issues," a workshop focusing on spouse abuse and the struggle for pay equity in our state, will be sponsored by the Texas National Organization for Women beginning at 8:30 a.m. on June 15, 1985 at San Jacinto College, .

Both spouse abuse and pay equity are major concerns of NOW, according to Anita Marcos , president of the Bay Area chapter of NOW.

"We hope that information obtained from these workshops will be helpful to participants in understanding just two of the many problems faced by women," she said. "If you're not personally affected, you almost always have a friend, sister, mother or wife who has suffered from either pay inequity or spouse abuse."

Presenting the program on pay equity will be Kathy Aubin, the Pay Equity Task Force chair for Texas NOW and a personnel and compensation professional. Aubin is currently the manager of Human Resource Information for a major Fortune 500 corporation in Houston.

"I have a strong interest in pay equity," Aubin said, "I've made it my business to keep tuned into what the business world is saying about the issue.."

Vergie Junot, current chair of the Domestic Violence Task Force for Texas NOW, will offer a program on spouse abuse, a crime affecting one out of eight women in Texas.

Junot has served on the Texas Council on Family Violence and has worked closely for several years with the Bexar County District Attorney's Office, both as a member of its Task Force on Domestic Violence and as a liaison with the San Antonio chapter of NOW. She recently edited "The Family Violence Prevention Act, Report to the 69th Texas Legislature."

Junot notes that her presentation will be geared towards "what's happening in the town you live in."

MONTH **JUNE** YEAR **1985**

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

"I have always advocated a community action. Before you can effect the spouse abuse picture in our country as a whole, you must have an influence where you live."

Anne Miller, former Vice President-Action for Texas NOW, will serve as a facilitator for the workshop, introducing the topics and providing an overview of their relationship to the history of NOW.

Miller served as president of San Antonio NOW from 1980-1983, during which time the issues of the ERA and sexual assault were drawing extensive media attention.

"Who you are and how the issues impact you are important to me," Miller said. "But I also want to talk about how the issues effect others. I want to explain why lesbian women work on the battered wife issues, why white women strive for the rights of black women and why sterile women fight for reproductive freedom."

The fee for the workshop, which covers the cost of materials and a snack lunch, will be \$10. Scholarships to offset this fee are available to anyone who needs financial assistance, noted Ms. Marcos.

For more information, call Executive board members.

■ **HER STORY** Recognizing that none of the historians' books even mentioned women's contributions, **Elizabeth Ellet** researched the personal correspondence of female leaders and interviewed their descendants. She wrote and published *The Women of the American Revolution (1848)* and *Women of the American West (1852)*, becoming the first person in the United States to record women's achievements.

## "ABOUT OUR PROGRAM"

DIVORCE MEDIATION - A saner Alternative  
Speaker: Susanne Adams, M. A.

### WHAT IS IT?

Mediation is a structured, cooperative method for resolving issues in conflict.

Mediation allows a couple to control and determine the decision making process.

Mediation is an alternative to the adversarial legal system.

Mediation encourages and enhances communication which resolves conflict both during and after divorce.

Mediation assumes that both parents are capable and responsible and therefore have the right to decide their children's future.

Mediation does not involve costly and prolonged litigation.

Mediation helps to restructure the family unit.

### WHAT ISSUES ARE MEDIATED?

Division of Property, Spousal and Child Support, Child Custody, Visitation and Co-parenting.

### WHAT IS THE PROCEDURE?

Initial evaluation and orientation

Agreement to mediate

Negotiation of issues in conflict

Memorandum of agreement

Review of agreement by legal counsel

Final document made part of divorce decree

# PARADE OF ISSUES

TWO NATIONAL ISSUES FACING WOMEN IN TODAY'S SOCIETY, SPOUSE ABUSE AND PAY EQUITY, WILL BE EXAMINED DURING A WORKSHOP ENTITLED "NOW SPOTLIGHT ON ISSUES."

BAY AREA NOW HAS BEEN SELECTED AS THE HOSTING CHAPTER FOR THE HOUSTON AREA.

WHEN: SATURDAY, JUNE 15, 1985

WHERE: SAN JACINTO COLLEGE, SOUTH CAMPUS  
13735 BEAMER ROAD

TIME: 8:30am to 4:00pm

FEE: \$10.00 per person (this includes lunch  
and all materials)

WE ANTICIPATE A GOOD TURN OUT OF OUR MEMBERS AND OF THE GENERAL PUBLIC. MAKE PLANS NOW TO ATTEND THE INFORMATIVE SEMINA. AND BRING A FRIEND.

ANNOUNCEMENTS:

Pornography study group is being started as a spin off of the recent seminar at the Houston Area Women's Center. For mor information call 528-6798



June 22, 1985, Alley Theater at 9:00pm, 615 Texas Avenue Texas Abortion Rights Action League cordially invites you to attend a benefit performance of "My Name is Alice." General Admision \$25.00. For more information call 988-2200.

Giselle Ontra, a Family Therapist who specializes in Trauma has volunteered her services for any Bay Area NOW member. We sincerely appreciate her generosity. For information or appointment call 799-1511

June 2-8-Sexual Assault Awareness Week sponsored by the Texas Department of Health and Texas Assn. Against Sexual Assault. Materials and speakers available...call 512/465-2601 or 409/832-6530.

June 14-16 State Convention, Texas Federation of B&PW Clubs. Sheraton-Dallas Hotel and Towers, Dallas.

July 19-21 National NOW Conference, Farimont Hotel, New Orleans, Louisiana.

FEMINIST PROGRAMS ON KPFT RADIO 90.1FM

Breakthrough with hosts Cherry Wolf and Pokey Anderson, every Friday, 8:15 - 11:00am

A Woman's Place with host Clara Kern, every Tuesday, 7:30 - 8:30pm



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PRESIDENT	Anita Marcos	482-6515
VICE-PRESIDENT	Hedy Salazar	928-5088
SECRETARY	Ellie Castillo	481-5031
TREASURER	Karin Becker	482-1533

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WHO CARES ABOUT WOMEN? NOW CARES! WHAT ARE YOU WAITING FOR?  
Join NOW, now. Clip and mail to Ellie Castillo, P. O. Box  
1132 , Houston, Texas 77546

- \_\_\_\_\_ I want to be a member of Bay Area NOW, Texas NOW and National NOW. (\$35.00)
- \_\_\_\_\_ I want to be a member of Bay Area NOW, Texas NOW and National NOW and can afford dues of \$ \_\_\_\_\_  
(Dues for NOW are on a sliding scale from \$15.00-\$35.00)
- \_\_\_\_\_ I am already a member of National NOW and want to join the Bay Area Chapter. (\$8.00)
- \_\_\_\_\_ I am not a NOW member but want to receive the newsletter for one year. (\$10.00 per year)
- \_\_\_\_\_ I am making a contribution of \$ \_\_\_\_\_ to NOW.
- \_\_\_\_\_ I authorize my name and address to be printed on the NOW roster for members.

NAME \_\_\_\_\_

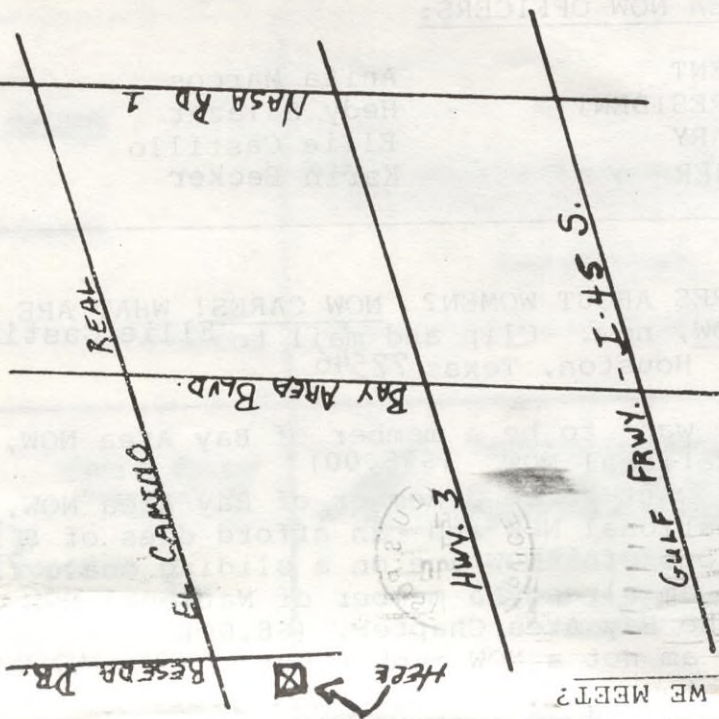
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BAY AREA N.O.W.  
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WHERE DO WE MEET?

BA-M