



N.O.W. Bay Area Chapter

National Organization for Women

NEWS

Volume VI Number 7

July, 1978



Business/Program Meeting
7:30 p.m. -- July 6 1978

The Uniting Church (GLC)
El Camino Real & Reseda

"Here and Now: Women and Dying" will be the topic for a workshop sponsored by the Bay Area chapter of the National Organization for Women. The workshop will involve role-playing, be conducted in the present time, and be loosely structured around the stages of dying as described by Elisabeth Kubler-Ross, author of "On Death and Dying." The workshop will identify issues surrounding death and clarify values concerning those issues.

Judy Nicolson who is Director of Nurses at Clear Lake Care Center, an extended care and geriatric facility, will lead the workshop. She has twenty years of nursing experience and a recent degree in Behavior Sciences with a concentration in thanatology (the study of death and dying) from the University of Houston at Clear Lake City. She has also conducted seminars for student nurses on death and dying, and has worked at the V.A. Hospital in Houston with dying patients and their families.

For more information call program coordinator Evi Whitsett, at 488-1777 after 6 p.m.

JULY CALENDAR

- July 6 - 7:30 p.m. - BAY AREA NOW PROGRAM MEETING - Uniting Church, Reseda at El Camino Real
- JULY 9 - ERA MARCH - WASHINGTON, D.C.
- July 10 - ERA Lobbying Day - Washington, D.C.
- July 20 - Women's Rights Coordinating Council Meeting - 7:30 p.m. - World Trade Center - Texas at Crawford

QUIZ FOR WOMEN

This will be a tough quiz unless you've read up on your feminist history. If you score 5 to 10 correct, perhaps you should think of contributing an article...

- Twice a presidential candidate, and the first woman to be admitted before the bar, she argued and won the case for the Cherokee Nation vs. the United States of America: (a) Tennessee Claflin, (b) Belva Lockwood, (c) Margaret Fox.
- She founded a seminary in Troy, N.Y., which first offered physiology, geography, and mathematics to female students in 1822: (a) Hannah More, (b) Edna D. Proctor, (c) Emma Willard.
- She invented what is now a universally used teaching technique, with her Brainstem Model at John Hopkins University - the first known model of its type: (a) Ellen Richards, (b) Florence Sabin, (c) Margaret Washburn.
- In 1908, she climbed Mount Huascarani in Peru, which was the highest point in the Americas yet attained by any American climber, and which she was the first to ascend: (a) Annie Peck Smith, (b) Annie Jump Cannon, (c) Ann Radcliff.
- The forerunner of Helen Keller, blind and deafened by fever in 1831 at age 2, she learned to read and to write and established correspondences with people around the world: (a) Anna V. Hyatt, (b) Cecilia Beaux, (c) Laura Bridgman.
- Her major work, "A Century of Dishonor," published in 1881, brought about some degree of much needed reform in the treatment of the American Indians: (a) Helen Hunt Jackson, (b) Emily Balch, (c) Agnes Laut.
- An American sculptor of international fame, she founded the New York Association for the Blind, as well as the Light-house for the Blind in Bordeaux and in Paris: (a) Winnie Hoxie, (b) Winifred Holt, (c) Malvina Hoffman.

- Between 1885 and 1920 she was one of the world's acknowledged masters of the violin, excelling all other virtuosos in new compositions for the violin: (a) Maud Powell, (b) Violet Oakley, (c) Ida Tarbell.
- She took her nom de plume from Stephen Foster's song, but her real name was Elizabeth Cochrane. In 1889, she travelled around the globe in 72 days, 6 hours and 11 minutes: (a) Susanna Gray, (b) Nellie Gray, (c) Nellie Ely.
- She crashed the press gallery in Washington, D.C. and founded the feminist "Sorosais," a women's press club, after she was denied an interview with Charles Dickens at the males' Press Club: (a) Margaret Fuller, (b) "Jennie June," (c) Jame C. Croley.

ANSWERS TO QUIZ

- (b)-Tennessee Claflin was the sister of Victoria Woodhull, a presidential candidate in 1872. Margaret Fox was the "inventor" of spiritualism in 1848.
- (c)-Hannah More was an American writer. Edna Proctor was an American poet.
- (b)-Ellen Richards was a chemical analyst for the State of Mass. Margaret Washburn was the only other woman member of the Nat. Assoc. of Arts and Sciences (Sabin, the first member) until 1944.
- (a)-Annie Jump Cannon was a renowned astronomer. Ann Radcliff was an 18th century novelist.
- (c)-Anna V. Hyatt was a sculptor. Cecilia Beaux was an artist.
- (a)-Emily Balch was an American Economist. Agnes Laut was a Journalist.
- (b)-Winnie Hoxie and Malvina Hoffman were also American sculptors.
- (a)-Violet Oakley was a painter. Ida Tarbell was the journalist who exposed the corruption of Standard Oil in 1904.
- (c)-Susanna and Nellie Gray were names in several songs of the period by various composers.
- (b and c)-"Jennie June" was the pen name of Jane Croley. Margaret Fuller was an essayist who died in 1850.

(from EVERYWOMAN, newsletter from Richland Community College's Everywoman Center)

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Congress of the United States
House of Representatives
Washington, D.C. 20515

May 10, 1978

COMMITTEES:

INTERSTATE AND FOREIGN COMMERCE

SUBCOMMITTEE ON ENERGY AND POWER

SUBCOMMITTEE ON TRANSPORTATION AND COMMERCE

SCIENCE AND TECHNOLOGY

SUBCOMMITTEE ON ENERGY RESEARCH, DEVELOPMENT AND DEMONSTRATION (FOSSIL FUEL/NUCLEAR)

SUBCOMMITTEE ON SPACE SCIENCE AND APPLICATIONS

Ms. Evie Whitsett
1110 Buoy Rd.
Houston, Texas 77062

Dear Ms. Whitsett:

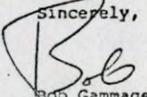
Thank you for your correspondence in which you urge my support for H.J. Res. 638, which seeks to extend the deadline for ratification of the Equal Rights Amendment for an additional seven years.

I have long been a strong proponent of the ERA. While a member of the Texas Legislature, I voted to ratify the Equal Rights Amendment to the U.S. Constitution and the Equal Rights Amendment to the Texas Constitution. In the ensuing years my support for the ERA has not diminished and I firmly believe this amendment is necessary to guarantee equal rights for all Americans.

Although I will support the extension of the ratification deadline, I believe that at this time your efforts would be better directed at encouraging states that have not yet ratified to do so.

Again, thank you for taking the time to contact me and express your support for the Equal Rights Amendment. I agree the time is long past for equal rights to be constitutionally guaranteed to all American citizens.

If I may be of any personal assistance to you in the future, please do not hesitate to let me know.

Sincerely,

Bob Gammage

BG/kew

Sandy Anderson and Judy Ruff Tell B.A.N.O.W. About Assertiveness by Vicki Carr

A short business meeting of Bay Area N.O.W. was held following an introductory workshop on "Assertiveness Training" by Sandy Anderson and Judy Ruff on June 1, 1978.

Etta B. "Rusty" Richards chaired the brief meeting which discussed the following topics: An assertiveness training group led by Sandy Anderson and Judy Ruff is to begin on Sunday evenings.

Information on how to get to Washington D.C. for a rally on July 9th was given by Evi Whitsett. WomenTours of San Francisco (213-255-1115) is arranging low cost charters.

Sandy Anderson asked for volunteers to staff tables for the E.R.A. extension effort on June 17th at local shopping centers.

Melissa Weiksnar volunteered to lead a workshop on E.R.A. issues for those staffing E.R.A. tables.

NEWS FLASH In support of the Equal Rights Amendment, city officials of Wichita, Kansas will camp out in St. Louis Missouri next November for the National League of Cities Convention. They will bring all their own food. Letters are being sent to other city delegations.

per Dana Milicon, Weekend Producer, Channel 13 News

[July 1978]

Economic justice for housewives could win \$3,000

By MICHAEL SNEED
Chicago Tribune

"A woman," says Doris Bernays, "is born with a broom in her mouth" instead of the mythical silver spoon.

That is why Mrs. Bernays believes housewives should be paid for their work. Her husband, Edward, agrees.

So the Bernayses are trying to develop a plan to replace the broom with some cash in hand. They are offering a \$3,000 award to anyone who can create a practical program to achieve economic justice for housewives. They hope the proposal will be adapted into legislation.

The Edward L. Bernays Foundation award will be given to the person who comes up with the best program in 5,000 words or less to give housewives a just compensation for their labors.

Contestants have until Oct. 16 to put a plan together.

"I HAVE ALWAYS felt that housewives should be reimbursed for their work, which consists of at least 35 different skills and professions," said Mrs. Bernays, a female activist in the

1920s and the first woman in the country to apply for and receive her passport in her maiden name.

"Since I couldn't come up with a solution, maybe somebody else could — so we decided to put it up to the country at large. Now, perhaps, we will be able to make a vacuum cleaner just as much of a tax exemption as a business machine."

The Bernayses point to inequities in Social Security, actuarial tables, and property rights that make women "poverty" statistics after their husbands die.

"One housewife wrote that her husband, a clergyman, had left her after 25 years of marriage and she had to go on relief. That might not have happened if she had been compensated for her work," Mrs. Bernays said.

"Another housewife said she had to ask her husband for a stamp for the envelope she wanted to mail to us. He wouldn't give it to her until she told him what she wanted it for.

"There are many women who must depend on their husbands to give them personal spending money — even for little things."

A reporter for the old New

York Tribune in 1916, Mrs. Bernays did not have the upbringing of the usual female.

"Even though father was conservative, I was raised to believe I had to work for a living. He accompanied me, however, when I covered my first prizefight because he was afraid I'd get hurt," she said.

SHE WAS reared in a world of servants and by a mother who led her to believe that housework was beneath her.

"But if women want to scrub floors and do the cleaning they should be paid for it and the word housewife should be spoken with pride," Mrs. Bernays said.

"Women today are stuck in the house more than they ever were, and they are teachers, chauffeurs, diagnosticians, plumbers and dozens of other professions rolled into one."

Edward and Doris Bernays have been partners in more than marriage since 1922.

"We have been equal business partners in our public relations firm and share equally in the profits," said Bernays. "I fell in love with an incredibly talented and brilliant woman and we have a 24-hour-a-day relationship."

"We live in a society which contends that the status of an individual depends on what he earns — and that if you don't earn anything, you don't make a contribution to society."

"MANY A married woman depends on the largess of her husband — she psychologically believes she is nothing more than a

slave." The wife-compensation contest is being conducted by Babson College, Babson Park, Mass., and is being judged by a panel of four women and two men — Radcliffe President Matina Horner, Wellesley President Dr. Barbara W. Newell, Massachusetts Banking Commissioner Carol S. Greenwald, John A. Gronowski, former ambassador to Poland, U.S. Rep. Margaret Heckler, D. Mass., and Robert J. Lampman of the University of Wisconsin.

All entries should be mailed to Frank C. Genovese, administrator, Babson-Bernays Competition, Babson College, Babson Park, Mass. 02157.

If you suspected that things haven't really changed in the workplace which pays you for your labor, you were right.

The Galveston Daily News 3-B

Monday Morning, June 5, 1978

COLLEGE GRADS
 WE ARE NOW INTERVIEWING...
 FOR THE POSITION OF
RECEPTIONIST
 STATE FARM INSURANCE
 HENRY FREUDENBURG, AGT.
 6202 - 5 GALVESTON ISLAND

Neither have things really changed in the institutions which train people to earn salaries.

CAREER DEVELOPMENT

UNIVERSITY OF HOUSTON CONTINUING EDUCATION CENTER Coordinator: Alice E. Whatley, Ph.D.

A workshop has been designed specifically to be of assistance to companies and organizations in meeting the new demands and emphasis on career development for women employed in industry, business, and other work settings. Additionally, the workshop, Women in Supervision: Leadership Effectiveness is planned in response to the request of persons in supervisory positions.

Even women with appropriate credentials report lack of experience in supervisory experience as necessary for full professional contribution. Because of the identified need for training of women in supervision, this workshop is planned for after work on Mondays in order that release time from work will not be necessary. The workshop is basically concerned with listening/responding and problem solving.

EAT FOR ERA Gigolo's Italian Restaurant Reservations preferred;
 2730 Hillcroft (near Westheimer) 783-1053
 June 25 thru June 29 Homemade Pasta
 5 to 10 p.m. Meals Range \$5 to \$8 Salad Bar

Bette Otero, owner, has offered to donate cost of meal (less tax and not to include liquor) to the ERA, for those customers signing the "ERA" log upon entering.

The Houston Women's Soccer Association is announcing a clinic to teach women 18 years and older how to play the world's most popular sport, soccer. Sessions are scheduled for Thursday evenings and Saturdays, July 13, 15, 20, 22. For specific information, please contact Stephanie at 334-2331 (eve.).

Instruction will cover basic skills, field positions and general rules of play. Although HWSA is a non-profit organization, there is a registration fee of \$2.00 to cover costs. Send \$2.00 with name, address and phone number to:

Soccer Clinic
2219 Quenby
Houston, Texas 77005

Presently there are more than 200 women in Houston who play soccer. Ten teams are currently registered with the HWSA, two of which are from the Clear Lake area. Another team is currently forming from the Sagemont area. Active recruitment of beginners is underway.

Women soccer players will be honored July 2 at the Astrodome prior to the Houston Hurricane /Seattle Sounders game. The two top-ranking women's teams will hold an exhibition game beginning at 7:00 p.m.

[Judy 1978]

Dear Friends in N.O.W.,

Some organizations actually do set their own sunsets. The Alliance for Displaced Homemakers, ADH, considers its work almost done so it is bowing out, leaving the Older Women's Rights Committee, OWRC, to carry on the interests of older women in other areas.

In the following pages we are reproducing the latest and possibly the last update on National Displaced Homemaker legislation. Can you go one more round of lobbying letters to assure that the preferred version of the bill, S2570, prevails when the Senate-House conference is resolved?

Tish Sommers and Laurie Shields are such remarkable women. They conceived the whole idea and brought it to fruition and in only three years. They have been models and mentors for me. Maybe for you, too.

Janne Salter

Older Women's Rights

Sisters

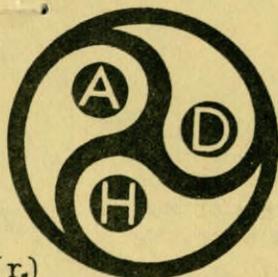
FOR ELAINE PHILIP ON HER BIRTHDAY

me and you be sisters.
 we be the same.
 me and you
 coming from the same place.
 me and you
 be greasing our legs
 touching up our edges.
 me and you
 be scared of rats
 be stepping on roaches.
 me and you
 come running high down purdy street one time
 and mama laugh and shake her head at
 me and you.
 me and you
 got babies
 got thirty-five
 got black
 let our hair go back
 be loving ourselves
 be loving ourselves
 be sisters.
 only where you sing
 i poet.

Breaklight

light keeps on breaking.
 i keep knowing
 the language of other nations.
 i keep hearing
 tree talk
 water words
 and i keep knowing what they mean.
 and light just keeps on breaking.
 last night
 the fears of my mother came
 knocking and when i
 opened the door
 they tried to explain themselves
 and i understood
 everything they said.

[July 1978]



ALLIANCE FOR DISPLACED HOMEMAKERS

National Headquarters
3800 Harrison Street, Oakland, CA 94611 - 415/658-8700

Laurie Shields, National Coordinator

(r.)

The latest, and possibly the last UPDATE on national DISPLACED HOMEMAKERS Legislation - June 1978

"ALL RISING TO A GREAT PLACE IS BY A WINDING STAIR"

Bacon surely didn't have DHers in mind when he wrote those words but they certainly apply to the uphill fight we've all waged to call attention to the special needs of displaced homemakers. Let's check over the various "landings" we had to hit on our journey to the top.....

1975 - First step up - Tish Sommers coins the term, Barbara Dudley drafts the legislation. April 10, California state bill filed. May 15, national bill filed. Alliance for Displaced Homemakers born. Sept 25, California bill signed - first DH Center in the country. to be located in Oakland, CA. Drive for other state bills begins so that national legislators will realize this is a national problem.

1976 - Cross-country campaign, taking the message to the grassroots. Beginning of letter writing push. Maryland and Florida enact DH bills. Message starting to get through in D.C. Field hearing in Los Angeles, Subcommittee on Equal Employment.

1977 - Cross-country campaign pays off. 28 states file DH bills. National media picks up the issue. National organizations file endorsements. 16 states enact bills. July, Subcommittee on Equal Opportunities holds D.C. hearing. Sept., Senate Subcommittee on Employment, Poverty and Migratory Labor holds D.C. hearings. Letter writing continues.

1978 - Sen. Bayh and Rep. Burke file companion bills calling for amendment of CETA to include DH Act as a special program under Title III, for DH "40 years of age and older". (Earlier legislation used the term "women in their middle years" - the age of 40 was based on average age of participants at existing centers who were the most difficult to place in jobs and also because the law against age discrimination specifies the age "40 to 64".) House and Senate hold hearings on the new CETA act. Senators Cranston, Riegle, Bayh, Hathaway and Anderson file amendment to S2570. Senate and House hold hearings on new CETA bill. Report same out of committee. Floor votes expected later in the summer. A conference will probably be required to reconcile differences on the whole of the CETA bill.

SO...WHERE ARE WE?

Nearly where we wanted to be. For the FIRST time, displaced homemakers appear as a category of "economically disadvantaged" in the national Comprehensive Employment and Training Act. For the FIRST time, displaced homemakers are considered to be a "Special Federal Responsibility" and under Title III the Secretary of Labor "shall make available financial assistance to conduct programs to provide employment opportunities and appropriate training and support services to displaced homemakers". Additionally, under Titles II and VI, for the FIRST time, DHers are to be considered in prime sponsors programs. (The language of the Senate Committee on Human Resources further points out that "opportunities under Title III will supplement, and not be in lieu of, activities to be made available for displaced homemakers through the prime sponsors".)

TOP FLOOR???? NOT QUITE----please read on

LAST CALL FOR LETTERS (AND THAT'S A PROMISE!)

This bulletin contains the definition of a displaced homemaker as it appears in the Senate version of the new CETA bill. Excerpts from the Senate Committee report which apply to the TITLE III program for displaced homemakers are also included here. We believe the House version is less desirable because it is far less explicit about the needs of the older former homemaker. We therefore believe it is essential for the Senate version to prevail when the bill reaches conference. (We don't expect there will be any floor amendments in either the House or Senate dealing with the DH portion of the bill - still, anything can happen.)

WHAT NEEDS TO BE DONE BEFORE WE CAN SAY WE REALLY WON

After the floor votes the new CETA bill will go to a conference. Members of the Senate Committee on Human Resources and the House Committee on Education and Labor will meet to iron out differences. We don't know which members from either Committee will be the ones to confer. But we do know our friends and allies. Whether you live in their State or not, it is VITAL that letters be sent to them NOW. First of all, to thank them for their support and to tell them we hope they will use whatever influence they might have within the Committee to have the Senate language retained in the final proposed legislation which deals with the displaced homemaker portion of the bill.

U.S. House of Representatives
Washington, D.C. 20515

U.S. Senate
Washington, D.C. 20510

Hon. Michael T. Blouin (D.IA)
Hon. Robert Cornell (D.WI)
Hon. Mario Biaggi (D.NY)
Hon. Joseph LeFante (D.N.J.)
Hon. Cec Heftel (D.Hawaii)
Hon. Carl D. Pursell (R.MI)
Hon. Dale Kildee (D.MI)
Hon. Ron Mottl (D. OH)
Hon. John L. Burton (D. CA)
Hon. Paul Simon (D. IL)
Hon. Leo C. Zeferetti (D. NY)
Hon. Ted Weiss (D. NY)
Hon. Baltasar Corrada (D. P.R.)

Hon. Alan Cranston (D.CA)
Hon. Donald Riegle, Jr. (D.MI)
Hon. William D. Hathaway (D.Maine)
Hon. Claiborne Pell (D. R.I.)
Hon. Edward M. Kennedy (D.MA)

For those who would like to go the extra mile, a letter of thanks should go to Secretary of Labor, Ray Marshall (U.S. Department of Labor, Wa. D.C.20210). When the Congressional Committees declined to set aside funds for the program, the Department of Labor formally committed to make available 5 million in FY 79 for funding displaced homemaker programs and to form a special task force of representatives from the Women's Bureau and the Employment and Training Administration to coordinate the Department's efforts in this area. That's a very promising start and if you write, you might suggest that the Task Force seek out advice from those now delivering services at the grassroots level. Nothing beats "hands on" experience.

**** **** **** **** ***** ***** **** **** **** **** ****

On that score, this might be the spot to tell you that the work of ADH is almost complete. Our sole function was to get national legislation enacted to benefit displaced homemakers. We've also been involved in many of the state bills and resulting programs, and have served as a clearinghouse of information, general and specific, on the issue. Over the past four years Tish Sommers and I have been deluged with queries on how to set up a DH program. Existing DH Centers have been similarly queried. We believe the time is ripe for a national conference, a hard-working training session to exchange experiences, to build a network of persons interested in services to displaced homemakers and to disseminate detailed "how-to" manuals.

S2570 as reported out of Committee - sections applying to DH (Senate Committee on Human Resources)

"Sec 301 (b)(1) The Secretary shall make available financial assistance to conduct programs to provide employment opportunities and appropriate training and support services (through multipurpose projects or otherwise) to displaced homemakers as defined in section 126 (30). Such training and support services shall include, but not be limited to, job training, job readiness services, job counseling, job search, and job placement services; outreach and information services, including information on available educational opportunities; and referrals (through cooperative arrangements, to the maximum extent feasible) to health, financial management, legal, public assistance, and other appropriate support services in the community being served. To the maximum extent feasible, activities supported under this paragraph shall be coordinated with and supplement, but not supplant, activities supported under other titles of this Act and shall emphasize training and other employment related services for participants that are designed to enhance their employability and earnings. Programs shall concentrate on creating new jobs in the private sector for displaced homemakers in order to meet identified needs within the community. To the maximum extent feasible, supervisory, technical, and administrative positions within the programs shall be filled by displaced homemakers. Priority for participation in projects supported under this paragraph shall be given to displaced homemakers who, as provided in regulations which the Secretary shall prescribe, are most in need of services by virtue of age, education, training, household support obligations and employability."

"Sec. 126 (30) 'displaced homemaker' means an individual who -

- (A) has not worked in the labor force for a substantial number of years but has, during those years, worked in the home providing unpaid services for family members;
- (B) (i) has been dependent on the income of another family member but is no longer supported by that income, or (ii) is receiving public assistance on account of dependent children in the home but is within six months of no longer being eligible for such assistance;
- (C) is unemployed or underemployed and is experiencing difficulty in obtaining or upgrading employment."

On the reverse side you will find the excerpt from the Senate Committee Report. This is what spells out Congressional intent and it serves as a guide for the administering agency - in this case, Department of Labor - as they draft the guidelines and draw up the regulations for this new program.

You'll probably want to know when this will "go into action". Because it is part of the entire bill to re-authorize CETA, there will be no separate vote on the DH program. Watch your newspapers for reports on floor votes on S2570 (the Senate number) and/or H.R. 11086 (the House number). Or contact the district office of either your Senators or your Representative for an update on the progress of the new CETA bill. Since it is a big Federal jobs bill you can be sure there will be ample press coverage of the final outcome. And the last step - President Carter's signing the bill - is certain to be well publicized. (Incidentally, given President and Mrs. Carter's genuine concern for family life and their recognition of the homemaker's contribution to the social and economic welfare of our country, it is certainly fitting and perhaps not even a coincidence that "displaced homemakers" and their job needs have been recognized for the first time by this Administration.)

the ways in which national program resources may be used. The Secretary is authorized to carry out programs that meet the employment-related needs of persons who face particular disadvantages in specific and general labor markets or occupations; programs that are most appropriately administered from the national level; programs that foster linkages with the private sector; programs that eliminate or reduce critical skill shortages; and programs that serve those who become unemployed as a result of a large-scale loss of jobs in a locality. The Secretary also is authorized to provide continued support for programs of demonstrated effectiveness. In addition to these programs, the Secretary is directed to establish programs for displaced homemakers, offenders, persons of limited English-language proficiency, youth, older workers, single parents, and the handicapped.

The committee bill would require the Secretary to fund programs under title III which provide employment opportunities and related training and supportive services for displaced homemakers.

In September 1977, the Subcommittee on Employment, Poverty, and Migratory Labor held 2 days of hearing on the needs of displaced homemakers. During those hearings, the subcommittee heard testimony on the unique needs and difficulties of displaced homemakers—especially individuals in their middle and older years who have been absent from the labor force and have been working in the home for a substantial number of years, and who become “displaced” from their family role as a result of such things as a death of a spouse, a divorce, or the disability of the primary wage earner.

These individuals, primarily women, suddenly find themselves thrust into the job market and facing special problems in trying to enter the work force and become economically self-sufficient. They are often ineligible for social security benefits either because of age or the 10-year marriage requirement. They are often ineligible for welfare because they are not aged, blind, disabled, or supporting dependent children. They are ineligible for unemployment insurance because they were engaged solely in unpaid labor in the home. They are ineligible, in many cases, for jobs targeted for “older workers”—those over 55 years of age—because they fail to meet the income criteria or may be too young.

The committee believes that increased assistance and service to this segment of the population is needed. The participation of women in CETA has been historically low and it is suspected—although there are no firm statistics to confirm this—that when women are served, they tend to be younger, and consequently easier to place. In addition, it is likely that women are generally placed in jobs or job training slots traditionally held by female workers—such as clerical or secretarial opportunities—rather than developing more nontraditional jobs for these women. The special needs of these displaced homemakers—particularly for identifying and enhancing those skills they have acquired in the home and translating those skills to experience of value in the labor market—require more time and individualized attention than is generally available under programs operated under other titles of CETA.

The Subcommittee on Employment, Poverty, and Migratory Labor received testimony during the CETA reauthorization hearings that there are very low levels of service presently being provided under CETA to older workers—particularly older women.

The provisions establishing the displaced homemaker program have been developed so as to focus primarily on the employment aspects of the problem and to enhance the employability of those it is designed to serve. However, the committee stresses that this does not mean that other, more general training and supportive services would not be provided. These services are an integral part of making permanent placements of these individuals in meaningful and productive jobs that will substantially improve their lives and livelihoods.

In addition, the committee notes that the program is designed to avoid duplication of existing services and initiatives in the community.

It is the intent of the committee that the Secretary fund projects run by a mix of entities—experimenting to see which are more successful and applying that experience in making subsequent funding decisions.

In this regard, the committee notes that recent experiences in dealing with the employment problems of displaced homemakers have demonstrated great success through the establishment of displaced homemaker centers, such as those operated by nonprofit community groups in Baltimore, Md. and Oakland, Calif. Those who run these successful programs feel that key elements to success are: Having a centralized place where the displaced homemaker can obtain a variety of services; staffing the centers with displaced homemakers who understand the individuals problems and situation; including job readiness counseling, job training and development of new jobs in the community for displaced homemakers.

It should be noted that while the original amendment offered contained a set-aside of title III funds for the establishment of a displaced homemaker program, the committee, in lieu of a set-aside, agreed to accept a commitment made by the Department of Labor's Assistant Secretary for Employment and Training, Ernest Green, during full committee consideration of the legislation that the Department would make available at least \$5 million in fiscal year 1979 for funding displaced homemaker programs, which would include funding for some multipurpose centers. The Department will also establish a special task force on displaced homemakers to coordinate the Department's efforts in this area. The task force is to be composed of representatives of the Women's Bureau and the Employment and Training Administration.

The committee wishes to make clear that, although it did not incorporate a provision into the bill which would set a certain age requirement or give priority to individuals over a certain age, it does believe that, in implementing the program, the Secretary should take into account and give special attention to the needs of older women who are displaced homemakers. The Committee did not wish to deny access to any displaced homemaker solely on account of age. In this regard, the Committee expects that, in prescribing regulations pursuant to section 301(b), the Secretary will recognize the special problems which may be associated with age, lack of education or training, household support obligations, and prospects for employment.

The committee also wishes to note that in addition to establishment of a displaced homemaker program under title III, this segment of the potential labor force is recognized by section 122(c)(4) for special emphasis in programs conducted by prime sponsors under other titles of the act. The committee intends that opportunities under title III will supplement, and not be in lieu of, activities to be made available for displaced homemaker through the prime sponsors.

[July 1978]

OWL-EF

In anticipation of passage of national legislation and with all our personal convictions re-affirmed as to the continuing need to "organize and agitate" at the grassroots level, we have formed a new organization - the Older Women's League-Educational Fund, a non-profit, tax-exempt body. Our initial project will be the call to the first national displaced homemaker conference which will be held in Baltimore, MD in October 1978. Invitations and applications should be in the mail by the end of June.

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ON A MORE PERSONAL NOTE: A "Dear Everyone Letter"

It's been quite a trip! A learning, caring, sharing experience that won't be shelved in a memory bank entitled "Past Pleasures". Instead, though the specific work of ADH might be over, we've only opened the door on the work that remains to be done. We won't bury the past- we'll build on it. We see six principles of action for older women:

- 1) Older women must build an advocacy base of our own. Consolidating the advances made through enactment of the displaced homemaker program we've got to build a grassroots organized force to attack other issues of special concern to older women.*
- 2) We've got to continue the principle of focus. One issue at a time. DH movement won public support and official acceptance because it was zeroed in on a specific issue.*
- 3) As older women we must educate bureaucrats and the entire general public to the fact that older women have as much right and need to a "fair share" of employment as other groups. Equal opportunity must not stop short at middle age.*
- 4) As older women we must advocate for "paid peers". "Paid peers" - persons who have experienced a problem, reaching out to assist others, promoting self-help instead of continued dependence on professional service delivery systems.*
- 5) As older women we need to form partnerships at the local level with those in power. And, as a first individual step, we've got to learn to take our vested interests into the voting booth with us. We're used to speaking softly, now we have to learn the responsible use of the big stick - political clout.*
- 6) As long as this society discounts the worth of its mothers and wives once their homemaking role within the family is ended, the ranks of displaced homemakers will grow. As older women we must tackle the cause of this disregard. THE HEART OF THE MATTER IS RECOGNITION OF HOME MAKING AS LEGITIMATE LABOR AND MARRIAGE AS AN ECONOMIC PARTNERSHIP.*

That's where Tish Sommers, Martha Gresham and several others of us are going from here. We'd welcome your company if you'd care to join us. To put it another way, this will be the last mailing to you unless you let us know you'd like to have your name transferred to the OWL-EF file.

This is also my last chance to tell all of you how great I think each of you is, to thank you for all the support, the letter-writing and well, just for being you. There isn't enough room to name names and maybe that's as well because everyone did something. You all had to! And you did. Thanks are also due to Congressional staff members who helped ALL of us. That list is also long but some really need to be named: Sharon Howe in Mrs. Burke's office, Barbara Dixon in Senator Bayh's, Babette Polzer and Fran Butler in Sen. Cranston's office, Stephanie Smith in Sen. Riegle's office. Every one of them an "honorary older woman". Final thought: a full bill of rights for homemakers may not come in our time, but its time will come! Take care and God Bless,

Laurie Shields