

7-1991

1989-1990 Biennial Report

Commission on the Status of Women

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1989-1990 BIENNIAL REPORT

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July
1991

COMMISSION ON
THE STATUS
OF WOMEN

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Commission on the Status of Women

**1989 - 1990
BIENNIAL REPORT**

to:

THE GOVERNOR

and

THE LEGISLATURE

DEPOSITORY

AUG 22 1991

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**1303 J Street, Suite 400
Sacramento, California 95814
(916) 445-3173**

"The right to vote, or equal civil rights, may
be good demands, but true emancipation
begins neither at the polls nor in the courts.
It begins in woman's soul."

Emma Goldman

"Woman Suffrage," *Anarchism and Other Essays*, 1911

Commission on the Status of Women

PETE WILSON, Governor

STATE OF CALIFORNIA
1303 J STREET, SUITE 400
SACRAMENTO, CA 95814-2900
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TO: Honorable Pete Wilson
Governor of California

Honorable David A. Roberti
President Pro Tempore of the Senate

Honorable Willie L. Brown, Jr.
Speaker of the Assembly

Members of the State Senate

Members of the State Assembly

FROM: Meg Troughton, Chair
California Commission on the Status of Women

DATE: June 1991

I am extremely pleased to submit this report on the activities of the California Commission on the Status of Women during 1989 and 1990, in accordance with Chapter 541, Statutes of 1971.

The Commission selected priority issues upon which to focus during the period of this report. Priority issues are identified each year through consultation with women's groups, local commissions on the status of women, and other organizations throughout the State. The Commission also obtains information from individuals statewide, through its annual survey of priority issues from our *California Women* newsletter readership. During 1989 and 1990, the Commission selected child and other dependent care; economic equity; equity in education; equity in employment; preventative health, including reproductive rights; and violence against women as priority issues.

The Commission completed an analysis of the Displaced Homemakers' Emergency Loan Act Program (DHELA), a pilot program which began in 1985. DHELA was established as an emergency loan program and as such was limited to providing loans to displaced

homemakers. Throughout the operation of the DHELA program, what became clearly apparent was that most of the displaced homemakers were unaware of the existence of any special local community-based service providers and programs designed to help them. In its analysis, the Commission recommended that the DHELA loan program be expanded and include a coordinated effort to provide displaced homemaker transition services.

During the 1989-1990 legislative session, the Commission monitored more than 400 bills which affect women. Of these, 148 were chaptered and 85 were vetoed. We disseminated legislative information to the public in eight issues of our "Digest of Pending Legislation" and two issues of our annual "Summary of New Laws Affecting Women" published for 1989 and 1990.

To fulfill our public information mandate, we have sponsored a number of conferences which provided information and networking opportunities on issues that affect women. Additionally, in response to statewide requests, Commissioners and staff have made presentations to professional, volunteer, community, and academic organizations interested in the issues that impact women. Our newsletter, *California Women*, was published on a quarterly basis, providing information on our priority issues and distributed to approximately 7,000 persons per issue, throughout the State. The Commission continues to produce quality publications that provide unique resources for women and has, within this period, issued five new publications, including a *1987 and 1988 Report on Pay Inequities for Women Workers: The Implementation of the Principle of Comparable Worth in Both the Public and Private Sectors*, the first *California Women's Resource Directory*, and a *Women's Issues Agenda and Networking Guide*.

While the past two years have shown small degrees of progress for the women of California, we are certainly a long way from parity. As long as women continue to be employed full-time, year-round and earn only 65 cents for each dollar earned by men; or 56% of women between the ages of 25-54 now in the labor force continue to have only a high school education or less; the Commission will remain hard at work.

The members of the California Commission on the Status of Women appreciate the opportunity to serve the people of the State of California and look forward to a challenging and rewarding future in our efforts to meet the special needs of California women.

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The Commission shall make reports on its activities, findings, and recommendations to the Legislature from time to time, but not less often than every odd-numbered year.

(Government Code §8245 (d) Ch 3.1, amended by Stats. 1979)

The Commission on the Status of Women was established by the California Legislature in 1965 and in 1971 became a permanent State agency, mandated to work for the elimination of inequities in laws, practices, and conditions which particularly affect women. The Commission fulfills this mandate in a number of ways: by monitoring and advocating bills introduced in the Legislature which affect women's rights; by providing information to the Governor and legislators on how those bills will impact women; and maintaining and distributing information to the public on the needs of women. The Commission has also been instrumental in developing and maintaining liaison with other governmental agencies, women's organizations and advisory bodies, by providing technical and consultative assistance to organizations which assist women.

Chapter 3, Section 8245 of the Government Code specifically empowers the Commission to study:

- **Women's educational and employment problems, needs, and opportunities.**
- **State laws in regard to the civil and political rights of women, including pensions, tax requirements, property rights, marriage and the dissolution of marriage provisions, and similar matters.**
- **The effect of social attitudes and pressures and economic considerations in shaping the roles to be assumed by women in society.**
- **Any laws, practices, or conditions concerning or affecting women which impose special limitations or burdens upon them or upon society, or which limit opportunities available to women.**

Chapter 3, Section 8245 of the Government Code further mandates that the Commission shall:

- **Act as an information center on the status of women and women's educational, employment, and other related needs.**
- **Recommend, develop, prepare or coordinate materials, projects or other activities, and shall give technical and consultative advice to**

Purpose

Goals

Organization

public or private groups or persons concerned with any of the following:

- preventing or minimizing problems brought about by the changing roles and responsibilities of women;
- developing programs to encourage and enable women to be full contributing members of society.
- As a prime function, encourage women’s organizations and other groups to institute local self-help activities designed to meet women’s educational, employment, and related needs.

The Commission is authorized to meet up to 12 times yearly (minutes of the meetings are available on request). Commission membership is composed of 17 Commissioners who establish policy and priorities.

- Seven public members are appointed by the Governor, with the consent of the Senate, and serve staggered four-year terms;
- Three legislative members of the Assembly and one public member are appointed by the Speaker of the Assembly;
- Three legislative members of the Senate and one public member are appointed by the Senate Rules Committee;
- Two members sit under statutory authority:
 - The Superintendent of Public Instruction
 - Chief, Division of Labor Standards Enforcement for the Department of Industrial Relations (State Labor Commissioner).

Each year, a Chairperson, Vice-Chair, and Member-at-Large are elected. The Chair then selects the Finance Committee and Personnel Committee Chairpersons. At the discretion of the Chair, the Finance and Personnel Committee Chairs can also be members of the Executive Committee.

Officers for the reporting period were:

	<u>1989</u>	<u>1990</u>
Chairperson	Jan Hall	Jan Hall
Vice-Chair	Donna Alyson Little	Meg Troughton
Member-at-Large	Meg Troughton	Donna Alyson Little

Our Public Members are:

Mary Alice Braly, Long Beach

(Appointed to the Commission by Gov. George Deukmejian, September 1987)

Commissioner Braly is currently Charter President of the Memorial Women's Hospital League of Long Beach Medical Center and a member of the hospital Board of Trustees. She is actively involved with the Crippled Children's Society as a member of the Development Committee and the Board of Directors and Trustees. Commissioner Braly also serves on the Board of Directors for the Long Beach Day Nursery and the Assistance League, and has been actively involved in her community through membership in the Children's Memorial Hospital Auxiliary, Long Beach Civic Light Opera, and the Fine Arts Affiliates of Cal State University, Long Beach. She has been active in the Parent Teacher Association and is a past recipient of the PTA Honorary Service Award.

Dr. Verna B. Dauterive, Los Angeles

(Appointed to the Commission by Governor George Deukmejian, 1983, and re-appointed, 1987)

Commissioner Dauterive has twice served as Chair of the Commission. She is presently the Principal of Franklin Avenue School in the Los Angeles Unified School District and an Adjunct Professor of Education at the University of Southern California, where she was the first woman president of EDUCARE, the prestigious USC School of Education support organization. She has been invited by the USC President and is now serving a three-year term as a member of the Board of Councilors for the USC School of Education. She serves as an advisor, a visionary, a catalyst, and a networking agent for the School of Education and as a resource to the Dean and faculty in the continuing appraisal and in the implementation of the Academic Development Plan. Commissioner Dauterive is a member of the Coalition of 100 Black Women in Los Angeles and served for nine years on the Board of Trustees for the Greater Los Angeles Zoo Association.

June Horton Gable, Sacramento

(Appointed to the Commission by Assembly Speaker Willie Brown, Jr., August 1987)

Commissioner Gable has served in the field of public education for over 40 years. She was the first full-time Title IX Compliance Officer in the State and the Director of the Sex Equity Resource Curriculum Center of the Sacramento City Unified School District. Ms. Gable is active as a volunteer in the cultural activities of Sacramento, including the Sacramento Opera Association, Sacramento Symphony, Crocker Art Museum, Sacramento Theatre, and Capitol City Ballet. In 1980, she received the National Education Association Outstanding Humanist Award for Creative Leadership in Women's Rights. Commissioner Gable was a founding member and past president of the Sacramento Chapter of NOW.

Gloria Godell, Los Angeles

(Appointed to the Commission by the Senate Rules Committee in 1981; re-appointed 1985 and 1989)

Commissioner Godell is serving a third term on the Los Angeles County Commission on Narcotics and Dangerous Drugs. As a community activist, she has served as a member of the Board of the Suicide Prevention Center of Los Angeles, a board member of ACLU Foundation of Southern California and is currently a member of the Blue Ribbon Committee of the Los Angeles Music Center. Commissioner Godell is President of the American Youth Symphony Board and is the retired vice-president of Common Market Trading Corporation, a steel importing company. Commissioner Godell presently serves as the Commission's Member-At-Large.

Maxine Green, San Diego

(Appointed by Governor George Deukmejian, 1987)

Commissioner Green served as District Representative for the Honorable Clair W. Burchener while he was a State Assemblyman and Senator, as well as during his ten years of service in Congress. She has been named "Woman of Valor" in the field of community service for the City of San Diego. Commissioner Green is the Past Chair of the San Diego County Council for United Fund; a recipient of the William C. Green Public Service Award for the State of California, by the California Association of Retarded Citizens; a former member of the Energy Advisory Board for the City of San Diego; and, is an Honorary Lifetime Member in the PTA. Commissioner Green is also listed in "Who's Who in American Politics," and "Who's Who in American Women."

Jan Hall, Long Beach

(Appointed by Governor George Deukmejian, 1985, re-appointed 1986)

Jan Hall was a member of the Long Beach City Council from 1978 to 1990. She served on the Board of Directors of Southern California Rapid Transit District (SCRTD) from 1980 to 1990, and served as President of that Board in 1986 and 1987. She has also contributed service to the State as a member of Governor Deukmejian's Child Care Task Force in 1985. She chaired the Commission from 1988 through August 1990.

Marjorie Hansen Shaevitz, La Jolla

(Appointed to the Commission by Governor George Deukmejian in 1983; re-appointed 1987)

Commissioner Hansen Shaevitz is a nationally-recognized author, lecturer and licensed Marriage, Family and Child Therapist. She is the Director of The Institute for Family and Work Relationships in La Jolla, where the focus of her work is helping women to balance their family and career roles. In addition to Commission activities, she is on the Boards of Charter 100 and La Jolla Country Day School, sits on the Editorial Board for Scripps Memorial Hospital's Women's Newsletter, and was just named as the first honorary

member of the Stanford Professional Women of Los Angeles. Commissioner Hansen Shaevitz currently serves the Commission as Vice-Chair.

Donna Alyson Little, San Francisco

(Appointed to the Commission by Governor George Deukmejian in 1985, re-appointed in 1986 and 1990)

Commissioner Little, an attorney, was the Chairperson of the California Workers' Compensation Appeals Board. She has served on the Boards of the Santa Monica Area Bar Association, Westside Legal Services Clinic, and the Western Region Jewish Federation Council, and is the past president of the Ivy League Association of Southern California. She has represented the Commission on the Status of Women on the State Advisory Committee for Sexual Assault Victim Services and Preventative Programs since 1986 and served as Chair of that Committee.

Meg Troughton, San Francisco

(Appointed to the Commission by Governor George Deukmejian in 1986; re-appointed 1990)

Commissioner Troughton is a founding partner of a San Francisco law firm, Troughton & Soter, which concentrates on regulatory matters for financial institutions with an emphasis on consumer and commercial credit and bank operations. She was a member of the Governor's Special Task Force which was responsible for the production of a pamphlet on women's credit rights. She has been a member, and serves as Chairperson, of the Commission's Advisory Board for the State's Displaced Homemaker Emergency Loan Act program. She formerly served as a director of La Casa de las Madres, San Francisco's first safe house for battered women, from 1983 to 1989. Commissioner Troughton was elected Chairperson of the Commission in August, 1990.

Our Legislative Members are:

**Senator Milton Marks,
San Francisco**

Representing the 3rd Senatorial District

First elected to the Senate in 1967, after having served in the Assembly from 1958-1966. Appointed to the Commission by the Senate Rules Committee, 1982. Senator Marks is a member of the following Standing Committees: Elections, which he Chairs; Banking, Commerce, and International Trade; Housing and Urban Affairs; Judiciary; and Natural Resources and Wildlife. He also serves as Chair, Select Committee on Maritime Industry.

**Senator Dan McCorquodale,
San Jose**

Representing the 12th Senatorial District

First elected to the Senate in 1982 and appointed to the Commission by Senate President Pro Tempore David Roberti in September, 1987. Senator McCorquodale is a member of the following Standing Committees: Natural Resources and Wildlife, which he Chairs; Agriculture and Water Resources; Budget and Fiscal Review; Business and Professions; Constitutional Amendments; Insurance, Claims and Corporations; Public Employment and Retirement; and, Transportation, for which he is Vice-Chair. He also serves as Chair for the Select Committee on Citizen Participation in Government; the Subcommittee on Justice, Corrections, Resources, and Agriculture; and, the Special Committee on Developmental Disabilities and Mental Health.

**Senator Diane Watson,
Los Angeles**

Representing the 28th Senatorial District

First elected to the State Legislature in 1978, thus becoming the first black woman ever elected to the California State Senate, and appointed to the Commission in 1981 by the Senate Rules Committee. Senator Watson is a member of the following Standing Committees: Health and Human Services, which she Chairs; Budget and Fiscal Review; Education; Judiciary; and Public Employment and Retirement.

**Assemblymember Ted Lempert,
San Mateo**

Representing the 20th Assembly District

Elected to the California State Assembly in 1988 and appointed to the Commission in 1989 by Assembly Speaker Willie Brown, Jr. Assemblymember Lempert is a member of the following Standing Committees: Education; Environmental Safety and Toxic Materials; Housing and Community Development; and, Transportation.

**Assemblymember Maxine Waters,
Los Angeles**

Representing the 48th Assembly District

Elected to the California State Assembly in 1979, Assemblymember Waters was appointed to the Commission by Assembly Speaker Willie Brown, Jr., in 1984. Assemblymember Waters is a member of the following Standing Committees: Ways and Means; Judiciary; Elections, Reapportionment, and Constitutional Amendments; and Natural Resources. Assemblymember Waters also served as Chair of the Ways and Means Subcommittee #4.

**Assemblymember Cathie Wright,
Simi Valley**

Representing the 37th Assembly District

Elected to the California State Assembly in 1980 and appointed to the Commission in 1985 by Assembly Speaker Willie Brown, Jr. Assemblymember Wright is a member of the following Standing Committees: Banking, Finance and Bonded Indebtedness; Environmental Safety and Toxic Materials; Rules; Utilities and Commerce; and, Ways and Means.

Our Statutory Members are:

Lloyd W. Aubry, Jr.

Chief,

Division of Labor Standards Enforcement

Department of Industrial Relations (1989)

Commissioner Aubry of San Francisco was appointed Chief of the division of Labor Standards Enforcement by Governor George Deukmejian in 1985. Prior to this appointment, which is also known as the State Labor Commissioner, he was an attorney with the San Francisco law firm of Orrick, Herrington, and Sutcliffe. Mr. Aubry also spent five years in Washington, D.C., where he was a legislative assistant to several congressmen, as well as Special Assistant to the Secretary of Labor.

James H. Curry

Acting Chief Deputy Labor Commissioner,

Division of Labor Standards Enforcement

Department of Industrial Relations (1990)

Commissioner Curry is a 29-year veteran of the Division of Labor Standards Enforcement. Until his recent move to a headquarters' assignment, he was a resident of San Diego and managed the five-county region headquartered there. He is currently serving as Acting State Labor Commissioner. From his Bay Area headquarters, he directs a field staff of wage adjudication personnel, field enforcement personnel, and attorneys assigned to 30 locations throughout California. Currently a resident of San Francisco, Commissioner Curry has worked as a teacher, factory worker, labor official, businessman and State employee.

Bill Honig

State Superintendent of Public Instruction

(First elected, 1982; reelected, 1986 and 1990)

The State Superintendent of Public Instruction, a State constitutional officer, is the highest ranking official in California's elementary and secondary public school system. The Superintendent serves as executive officer and secretary to the State Board of Education, director of the State Department of Education, and as a member of the U.C. Board of Regents and the Trustees of the California State Colleges and Universities. The office of the Superintendent of Public Instruction is nonpartisan.

Susan Lange

Public Relations Director,

Department of Education

(Commissioner Honig's representative)

Ms. Lange received her BA in political science from the University of Santa Clara, then, went immediately into the Peace Corps for two years of service in Turkey. As a Coro Foundation Fellow, she received training in leadership in public affairs and later received her MA in public administration from Golden Gate University. Ms. Lange has worked as Legislative Assistant to Assemblymember John Vasconcellos, Regional Deputy Director for the California Conservation Corps, and Assistant to the Director of the State Department of Forestry. As Press Secretary and Public Relations Director for the Department of Education, she reports directly to State Superintendent of Public Instruction Bill Honig.

Those who work for the Commission:

Pat Towner

Executive Director

Appointed to her position as Executive Director of the California Commission on the Status of Women in September, 1986, Ms. Towner graduated Cum Laude from California State University Long Beach in 1974—with a Bachelor's Degree in Psychology—where, three years later, she obtained her Master's Degree in Industrial Psychology. Her interest and activities in the political process led her to obtain a Juris Doctorate from Western State University College of Law, in 1985. As Executive Director, Ms. Towner has responsibility for the administration of the Commission, and supervises a permanent staff of ten.

Kathy Mikkelson

Legal Counsel

Civil Rights Division

Ms. Mikkelson, who holds a Juris Doctorate from Yale Law School, has been with the State Attorney General's Office since 1977, practicing environmental and civil rights law. She has held prior positions as a research attorney for the Court of Appeal in San Bernardino, an associate with the law firm of Cooper, White and Cooper in San Francisco, and an attorney for the City Attorney's Office in Oakland.



The Commission serves as a repository for statistical/analytical data and other reports from government and other sources on the economic, social, and political status of women in California.

In addition to collecting, developing, and monitoring this information base, the Commission also disseminates relevant information through sponsorship or co-sponsorship of activities, such as public hearings, research, publications, conferences, forums, and workshops.

A statewide survey that solicits opinions about the issues of importance to women in California from individuals, groups and organizations is undertaken annually through the readership of the Commission's newsletter, *California Women*.

These combined activities enable the Commission to make informed analyses of the present and future status of California's women and to act in an advisory capacity to the Governor, the Legislature, other government agencies, women's and community organizations, and the general public.

Research,
Documenta-
tion and
Evaluation

Overview of Commission Priority Issues

Each year, the Commission, by vote of the membership, establishes priority issues of major concern to women. These priority issues serve as the focus for legislative advocacy and public education and information. The Commission's priority issues for 1989-1990 were:

- Economic Equity
- Child and Other Dependent Care
- Employment
- Educational Equity
- Health (General)
- Reproductive Rights
- Violence Against Women

The Commission selects priority issues which are determined to be of particular concern to women in California. These priority issues are identified through consultation with statewide local Commissions on the Status of Women, other women's groups and organizations, and responses to our annual survey of *California Women* newsletter readers and through our networking conferences. The information submitted from individuals and organizations throughout the State keeps the Commission informed and alert to possible problem areas and emerging trends. Although it is impossible for the Commission to identify and monitor all issues that impact women, those issues which are considered of greatest significance, are designated as Priority Issues.

The Commission, in 1990-1991, reaffirmed its long-standing position on reproductive rights, establishing a woman's "right to choose" as a major priority. Special emphasis was also placed on the development of a statistical data base to assess the homeless situation and its impact on women.

"Liberty for one's self is a natural instinct possessed alike by all, but to be willing to accord liberty to another is the result of education, of self-discipline."

*Susan B. Anthony,
to House Judiciary Committee, 1884,
History of Woman Suffrage, IV, 1902*

Priority Issue Committees are established in each of the priority areas agreed to by the Commission and are comprised of one to two Commissioners appointed by the Chairperson. The Committees set the priority issues in their specific area and establish the criteria upon which to assess each of them.

New bills and newly amended bills are screened on a daily basis. Legislation must meet the following basic criteria:

- **Shall have direct and substantial impact on women.**
- **Greatest number of people affected are women.**
- **Purpose and effect are consistent with Commission mandate.**
- **Directly or indirectly impacts the purpose or administration of the Commission.**

Appropriate legislative action and positions for each bill are recommended and submitted to the appropriate Priority Issue Committee for review and action. The committee's recommendations are then sent to the full Commission, where each member is responsible for reviewing them for legislative actions and positions.

In addition to focusing on the legislative aspect of priority issues, the committees also develop a plan of action for all public information activities. Each committee determines what they would like to see accomplished in their various committees, develops a budget of both staff and monetary resources needed to implement the plan, and then presents the plan to the full Commission.

Child care has been a priority issue for the Commission since its inception in 1965. In 1960, less than 20% of mothers with children under age six were in the work force; today this figure is over 50%.¹ With the need for child care growing rapidly, the need to focus on meeting our State's child care needs becomes crucial. When the Child and Other Dependent Care Committee members met to set priorities for 1989 and 1990, they agreed that issues had not changed much since 1965. The Committee adopted criteria upon which to focus its attention to "increase the availability and affordability" of child care. The public information focus was the Child Care Conference in March 1989 and the Child Care Networking portion of the Statewide Women's Networking Conference in August 1989.

Late in 1989, it became apparent that "elder care" was an emerging, critical issue facing women today. This issue was addressed during 1990, and the Commission agreed to include and study "other dependent care" in the child care issue area.

Priority Issue Committees

Child and Other Dependent Care

*Mary Alice Braly, Chair
(1989 and 1990)*

*Assemblywoman
Cathie Wright
(1989 and 1990)*

On March 2 and 3, 1989, the California Commission on the Status of Women, in coordination with ten local commissions in Southern California, sponsored its second Statewide Child Care Conference, "Making Child Care Happen: The Child Care Challenge," in Long Beach. Approximately 140 conference participants were given the unique opportunity to learn about innovative solutions to the child care problem.

In January 1990, the Commission voted to change the name and scope of this committee from "Child Care" to "Child and Other Dependent Care." The addition of "dependent care" recognized that many women today are responsible for the care of elderly parents or friends. Increasing numbers of working women are now, or will be in the future, caregivers for an elderly or infirm family member or friend. It has been estimated that women will spend 17 years caring for their children and 18 years caring for their parents or other elderly adult.²

According to the National Center for Health Services Research, 1.4 million people over age 65 lived in nursing homes in 1985. The remainder of elderly in need of care—approximately 5.2 million—received it at home. This number is expected to double by the year 2000.³

Since caregiving can be an emotional and financial drain on employees, businesses can be directly affected through decreased productivity and declining work quality. Female employees are more likely than male employees to have personal responsibility for elder care, and are more likely to anticipate quitting their jobs or taking time off from work for this purpose. Female workers, and lower-income workers, are also more likely than male and higher-income employees to report stress and anxiety as side-effects of elder caregiving. Women finding themselves in this position often belong to the "sandwich generation"—balancing the demands of career while caring for both their children and their parents.

The demographics of the population in California, as well as the nation, are changing. It has been estimated that by the year 2000, women will comprise almost half of the total work force—47%—as compared to 42.5% in 1980. Two-thirds of all new entrants in the work force will be women.⁴ There are critical questions hidden in these statistics. One of the most important: What happens to families, especially children and the aged, as more women enter the work force? Workers, be they men or women, should not have to choose between the dual responsibilities of family life and earning a living. Conflicting demands on time and energy will require new and creative approaches to the provision of caregiving.

The Economic Equity Committee examined the issues of community property, support/custody, credit rights, and displaced homemakers. Choosing a "plan of action" for this issue area was difficult because the effect of economic equity is widespread and touches many other issue areas, such as child care, employment, education, and health. To illustrate the problems women face even today:

- Only 46.6% of women with children receive any child support payments and more than half of female-headed families receive no child support whatsoever.
- Despite the growing ranks of women entering business, medicine, law, and the physical and biological sciences, almost 80% of all women are still employed in only 20 of the 420 occupational categories. Women are still concentrated in the service occupations: waitress, office cleaner, child care worker, clerical, and retail sales.
- More than half of all able-bodied poor people of working age are female heads of households who are working.
- It is estimated that two-thirds of all poor workers have no health insurance coverage.
- Three out of five workers earning minimum wage are women—not teenagers, who only account for less than one-third of those earning minimum wage.
- Pay equity is an issue that is still unresolved. Whatever figure you choose to cite, 64 cents, 65 cents, or even 70 cents, compared to a man's dollar, women, on the average, still earn less than men. It is anticipated that by the year 2000, women will have gained only four cents on that dollar.⁵

The Committee chose to dedicate Issue IV (1989) of *California Women* to economic equity, to be active in the economic equity portion of the Statewide Women's Networking Conference in August 1989, and to focus on collecting and gathering data/information on women and children as it relates to the homeless situation, including inequity in the distribution of funds available to women with children. Legislative focus was placed on review of bills addressing shelter, food, and counseling services for women and children. It was further decided to develop a preliminary report utilizing data collected on homeless women and children.

The Commission contacted all legislative committee and subcommittee chairpersons, the Senate and Assembly Offices of Research, participants of the Women's Statewide Networking Conference, and all California state agencies and commissions asking for their help in developing resources pertaining to the homeless; in particular, statistics on the impact of homelessness on women.

Economic Equity

Meg Troughton, Chair
(1989 and 1990)

Gloria Godell
(1989 and 1990)

*Equity in
Education*
Dr. Verna B. Dauterive,
Chair
(1989 and 1990)
June Gable
(1989 and 1990)

The Commission sought demographic data and reliable information sources in order to assess the data available on the issue of women and homelessness. Most importantly, the Commission sought to identify the female homeless population in California: How many? Who are they and how did they become homeless? What do these women need in the way of programs/services? If separate statistics are being kept by gender, where is this information? If the numbers of homeless families in California are growing faster than any other segment of this population, as the media professes, where are they manifesting—in urban areas only, or is this an urban/rural problem? And, last but not least, if this problem is really increasing, how can it be averted? We discovered that there was no readily available answers to these questions.

At the close of 1990, the Commission was in the process of developing a preliminary research report, containing all the above information, which will be considered by the full Commission in fiscal year 1991-1992.

The Equity in Education Committee's objective was to remain strong and active in its efforts to achieve promulgation of the Sex Equity in Education Act (SEEA) regulations by California educational institutions. The public information portion was the dedication of *California Women* Issue II, of 1989, to education, and participation in the Education Networking portion of the Statewide Women's Networking Conference.

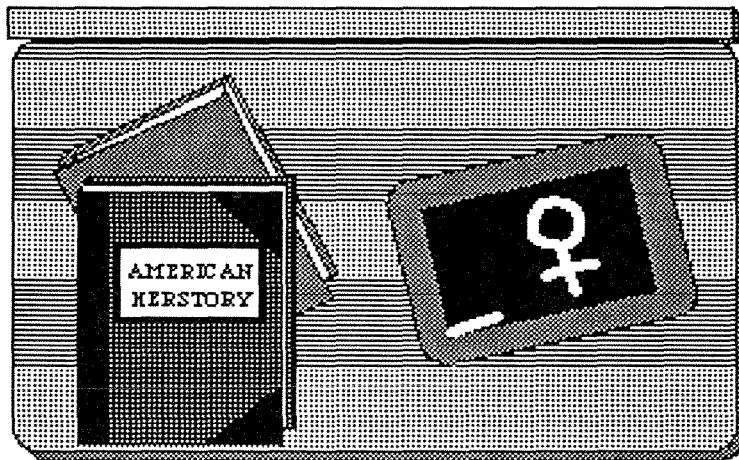
During 1989, the Commission focused on the development of the School Accountability Report Card, as mandated under Proposition 98. The Commission recommended to the Department of Education the addition of a 14th reporting category to assure that each school and college in the State advocate educational equity by including assessment of sex equity in the development of the statewide model School Accountability Report. After transmitting their concerns and attempting to negotiate this issue with the Department of Education, the Commission voted on August 23, 1989 to not approve the School Accountability Report Card unless a 14th reporting category for sex equity was added.

In 1989, the Commission was apprised of a curriculum change in the Liberal Studies Program at California State University, Sacramento, which included "liberal studies" courses designed for potential elementary school teachers being substituted for the regular General Education courses required of other students. Since approximately 80% of the students majoring in Liberal Studies are female, the Commission felt strongly that any program which fosters or enhances sex segregation should be carefully scrutinized, and, if necessary, discontinued in order to assure that we no longer promote gender

students, particularly women who are socialized to be the "nurturers," express an interest in teaching and are locked into a course of study which precludes other career options or alternatives. At the same time, this also precludes other students from entering the liberal studies program with the intention of becoming a teacher later in their college careers.

The Commission, since 1986, has been working closely with the Department of Education to assure that women and girls receive a guarantee of equal educational opportunity. In 1987, the Senate Education Committee, at the urging of the Commission, held oversight hearings on "Excellence and Equity in Education: The Status of Women and Girls." As a result of those hearings, the Senate Education Committee strongly urged the State Department of Education to adopt such regulations. The Commission met with the Department on numerous occasions, in an advisory capacity, to help develop draft regulations. These Proposed Title V, Nondiscrimination Regulations were before the State Board of Education for adoption and the Commission was advocating their adoption.

Implementation of Title IX and SEEA expands opportunities for women in education and athletics. The enactment of the SEEA legislation by the California Legislature was clearly intended to extend the practice of nondiscrimination on the basis of sex in terms of both scholastic and athletic education to the full spectrum of public education in California, including specifically the primary and secondary institutions. The California Commission on the Status of Women will continue its decade-long battle to assure that the legislative intent of SEEA is met.



Equity in Employment

Maxine Green, Chair
(1989 and 1990)

June Gable (1989 only)

Susan Lange (1990 only)

The Employment Committee focused on a number of issues: women in business, pay equity, sexual harassment, non-traditional jobs, parental leave, alternative work patterns, upward mobility, and GAIN. The criteria established was to enhance women's opportunities to fully participate in the business world and the elimination of discriminatory practices. The public information focus was publication of the 1987-1988 Pay Equity Report; research and preparation for the 1989-1990 Pay Equity Report; dedication of *California Women Issue II*, 1990 to employment; and participation in the Employment Networking portion of the Statewide Women's Networking Conference in August 1989.

In January of 1989, the Commission submitted the *1987-1988 Report on Pay Inequities for Women Workers: The Implementation of the Principle of Comparable Worth in Both the Public and Private Sectors* to the California Legislature. The Executive Summary of the Report states, "The problem of pay inequity continues to handicap women workers in the public and private employment sectors of California. On the average, women consistently earn far less than their male counterparts. Estimates of the current wage gap range from 60 cents to 70 cents on the dollar. Whether a woman is performing the same job function as a man, or one which requires different but comparable education, responsibility, experience and skills, the wage gap persists. This report presents an overview of pay equity issues, reviews recent actions which have been taken to resolve them, and offers recommendations for remedial actions. . ."⁶ At the close of 1990, the Commission was working on a 1989-1990 pay equity report.

Late in 1990, the Commission was apprised of the proposed elimination of the Program Alternatives for Tradeswomen Hiring (PATH) program and the Hispanic Employment Link Program (HELP) Demonstration Projects. The Commission requested the State Personnel Board take no action to eliminate these programs. The Commission agreed that programs such as these, which are remedial and assist women to find and keep a job in non-traditional occupations are vital not only for women, but for the work force as a whole.

Inequities in the workplace continued to abound even though, by the year 2000, three out of five new workers will be women and minorities.⁷ It was anticipated that over half the occupations projected to create the largest numbers of new jobs over the next decade are traditionally female jobs with median weekly wages below the poverty level.⁸ Women in non-traditional occupations, such as construction and motor vehicle operators, earn 75 cents to a man's dollar.⁹ While that percentage is still unacceptable, it is better than the general average where women earn 65 cents to a man's dollar. It is clear that the Commission must continue to support and encourage women to enter non-traditional employment where the wage gap is narrower.

The Health (general) Committee identified a number of priority issues: women and AIDS, cancer, occupational health hazards, access to health insurance, adult care services, substance abuse, and older women. The Committee developed the criteria of increasing access to health care and promoting prevention education programs. They dedicated Issue III of California Women Newsletter (1989) to health, and participated in the Health Care portion of the Statewide Women's Networking Conference in August 1989.

In June of 1990, the Commission addressed an emerging trend in women's health: hospital-based women's health care centers in the United States. As a result of the experiences these health care centers were encountering, organizations like the National Association of Women Health Care Professionals (based in Chicago, Illinois) and the Ireland Group (newsletter publisher) have come into existence. The Commission sees this as a new trend in women's health, focusing around "self-responsibility," and encouraging women to develop emotional, financial, and physical responsibility for themselves; helping women not to feel dependent on government or other people. The Commission agreed to contact these organizations for networking purposes. This new and exciting trend is one the Commission will be watching closely with full support.

The Reproductive Rights Committee's major issue has always been the protection of a woman's freedom to choose what she does with her own body. Additional priority areas the Committee has focused on include teen pregnancy, prenatal and perinatal services, surrogacy, and family planning. Its legislative criteria focused primarily on protecting a woman's freedom of choice. The public information component of the Reproductive Rights Committee included the dedication of Issue III of *California Women* (1990) to reproductive rights and the Reproductive Rights Networking portion of the Statewide Women's Networking Conference in August 1989.

Ever since the passage of *Roe v. Wade* in 1972, a woman's right to choose has been under siege by anti-choice groups and organizations. The past two years have been anxious ones for the continuing protection of women's freedom of choice. In July of 1989, with the *Webster v. Reproductive Health Services* decision by the Supreme Court, which held that choice was really a state's rights issue, there have been a number of states which have introduced anti-choice legislation. The Reproductive Rights Committee was busy trying to stay apprised of the numerous pieces of legislation introduced by anti-choice forces which have a familiar tone: abortion is allowed only where pregnancy results from rape or incest, where pregnancy threatens "grave damage to the pregnant

Health - General
Marjorie Hansen Shaavitz,
Chair (1989 and 1990)
Dr. Verna B. Dauterive
(1989 and 1990)

*Health -
Reproductive
Rights*
Gloria Godell, Chair
(1989 and 1990)

woman's medical health," or where the child would be born with "grave defects." The Commission's concern is echoed by the words of Alabama State Senator Chip Bailey: "This issue is the most controversial issue any legislature will deal with in the next decade."¹⁰

The *Webster* decision expands the individual states' authority to restrict access to abortion. Although it does not actually overturn *Roe v. Wade*, it does allow a state to curtail the legal right to terminate a pregnancy. This has caused numerous issues to arise in California, including legislation on parental consent or notification, sex selection, and abortion in publicly funded medical facilities.

On March 1, 1989, the Committee advised the Commission that the Governor was proposing, and he subsequently made, serious budget cuts to family planning clinics. These cuts were the impetus for actions by organizations to lobby both the Governor and the Legislature for reinstatement of the funding. In an attempt to assess the impact of proposed budget cuts on women and their families, the Commission voted unanimously to evaluate all proposed cuts and determined that restoration of full funding for the State Office of Family Planning (OFP) was of major importance. During the budget deliberations for the 1989/90 fiscal year, the Commission continually lobbied the Legislature and the Governor to reinstate this lost funding.

The Violence Against Women Committee focused on domestic violence and its impact on both child and spousal abuse, sexual assault, and victims' rights. The criteria established was to support legislation which would increase the penalties for acts of violence against women and to work on the prevention of assaults or violence against women. The public information focus was to develop and disseminate a public service announcement, to remain active on the Sexual Assault Advisory Committee of the Office of Criminal Justice Planning, and to participate in the Violence Against Women Networking portion of the Statewide Women's Networking Conference.

The California Commission developed and disseminated a domestic violence public service announcement (PSA) to all news directors and local commissions on the status of women on July 18, 1990. Expressing its concern, the Commission stated,

Violence Against Women

Donna Alyson Little,
Chair
(1989 and 1990)

Senator Dan McCorquodale
(1989 and 1990)

"We now know that over six million women are battered every year by their husbands or significant others. Possibly half of all women will find themselves in an abusive relationship during their lifetimes. The leading cause of injury to women nationwide is domestic violence. Forty percent of women who are murdered are killed by their husbands or intimate partners. ...[E]ven 'minor' battering is apt to escalate in time to more serious injury. Children who witness their parents' violence are likely to repeat the behavior as adults, either by becoming victims or batterers. It is clear that left alone, the cycle of domestic violence worsens and affects more and more people each generation."¹¹

The Commission's public information emphasis was predicated on the conviction that one way to help put an end to the cycle of violence is through public awareness in each community. Each local commission in California was contacted by the State Commission, and asked to join in a concerted effort to contact women whose lives could be altered immeasurably by just knowing that there is community concern and help available for them.

The following 60-second Public Service Announcement (PSA) was developed by the Commission and distributed to all local commissions, and the Sacramento media.

**"Every year across America,
three to four million women are beaten in their homes.
If you are a woman who is being subjected to physical violence,
you need to know that you are being abused.**

**If you have children, their lives are impacted by violence
and they, too, become victims.
In California, hitting or beating someone is against the law.
You and your children need protection.**

**The California Commission on the Status of Women wants you to know
that you do not have to live in fear.
The Sacramento Community has help for you.**

**Emergency Crisis hotlines are listed on Page A2 of the Pacific Bell White
Pages.**

In a non-emergency, community service numbers are available at the front of both the Pacific Bell White and Smart Yellow Pages.

Statistics show that one-third of women who are abused once, are abused again.

Do not wait for an emergency, call and get help. Now."

The California State Advisory Committee on Sexual Assault Victim Services (the Committee) is statutorily empowered to act as an advisory committee on sexual assault victim services programs administered by the Office of Criminal Justice Planning (OCJP). Sexual assault victim services programs include rape crisis centers, child abuse treatment, child sexual abuse training centers, child sexual exploitation intervention, juvenile and adult sex offender treatment, and district attorney training.

The Committee consists of 11 members. Five are appointed by the Executive Director of OCJP and six are appointed by the Commission on the Status of Women (the Commission). OCJP appointees must include three district attorneys or assistant or deputy district attorneys, one representative of a law enforcement agency, and one public defender of a county. The Commission appointees are public members and must include one representative of a sexual assault victim counseling center and one medical professional with experience in dealing with sexual assault trauma victims.

The composition of the Committee must be representative of the points of view of diverse ethnic and language groups and should reflect the geographical regions of the state. The Committee is responsible for assisting in:

- the development of criteria for awarding grants of state funds to local sexual assault victim counseling centers;
- ensuring that state funds provided to establish centers are utilized, when possible, to expand programs and not expended to reduce fiscal support from public or private sources; and
- developing a course of training for district attorneys in the investigation and prosecution of sexual assault cases.

The Committee also advises the Office of Criminal Justice Planning on matters relating to services for victims of sexual assault crimes, and the relationship of such victims with the criminal justice system.

The Commission is expressly authorized to inform the Legislature of its position on any legislative proposal pending before the Legislature and to urge the introduction of legislative proposals. Further, the Commission is expressly authorized to state its position and viewpoint on issues developed in the performance of its duties and responsibilities.

(Govt. Code §8246 (a) and (b) Ch 3.1, added by Stats. 1982)

In 1982, the California Legislature added Chapter 1118, Statutes of 1982, to the Government Code (above), reaffirming the Commission's authority to take positions on legislation and to express a point of view to the public. This legislation enabled the Commission to proceed with an active legislative program of advocacy on the issues affecting the women of California.

Each regular session of the California Legislature covers a two-year period. During the 1989-1990 legislative session the Commission continued to monitor, advocate, and disseminate information on legislation which affected women's social, economic, and political well-being.

The Commission has a formal legislative review process for approving positions to be taken on proposed legislation and the appropriate classification categories for these positions — either priority one (support/oppose), priority two (watch), or priority three (no position). A first priority bill is of significant importance, requiring continual monitoring, consultation with the author and/or legislative consultant, letter writing in support of or in opposition to, or testifying on behalf of or in opposition to the bill itself. A second priority bill is of lesser significance, but of interest to the Priority Committee and therefore, should be watched for progressive changes. The third priority carries a "no position" designation; these bills are applicable to the goals of the Commission in that they impact women, but are not considered to be of such major importance as to expend the Commission's limited resources. These bills are, however, reported in the Summary of New Laws.

A Summary of New Laws is issued at the completion of each legislative session, which summarizes all new laws that affect women which have been signed into law or chaptered. A Digest of Pending Legislation is released four times each year, which categorizes legislation being monitored in all of the Commission's Priority Issues. Legislative Alerts are also issued, on an as-needed basis, to inform those interested of particularly important pending legislation. These publications are disseminated to individuals and organizations interested in the Commission's targeted legislation.

*Legislative
Advocacy and
Policy
Analysis*

*Legislative
Review Process*

The Commission also serves as an advocate for women's issues throughout the legislative process. This legislative process is the method through which an idea becomes a law. Proposed legislation, also known as a "bill", begins as an idea, which is drafted into its legal form by the Legislative Counsel, and carried by a Member of the Legislature. In each house, the bill must be reviewed by a policy committee and, if it has a fiscal impact, a fiscal committee before it can be voted on by the full membership. Once the bill is passed by its house of origin (i.e., Senate or Assembly), these steps are repeated in the other house. If both houses pass the bill, it is sent to the Governor for his approval. To effectively accomplish our goal, the Commission continually strives to educate members of the Legislature on the needs of women and how the bills being considered impact women.

The Commission monitored 222 bills affecting California women and their families in 1989. Of these bills, 69 were chaptered and 25 were vetoed. If a bill did not fail passage in Committee or on the Floor of either House, it was often considered a two-year bill and reactivated by the author in 1990. Following are summaries of some of the major bills monitored by the Commission.

AB 32 (Tanner) — Clinical Laboratories **(Chapter 927)**

Among its provisions, requires any person performing examinations of cytological slides on and after January 1, 1991, to be licensed as a cytotechnologist and established requirements and a schedule of fees for issuing and renewing those licenses.

Further, requires the Department (of Health Services) to establish standards for the evaluation of cytologic slides, for a cytotechnologist competing program, and for a proficiency testing program for clinical laboratories providing cytology services, and to develop and implement a workload monitoring system; and, authorizes the Department to set an annual fee for clinical laboratories providing cytology services.

AB 238 (Roybal-Allard) — Domestic Violence **(Chapter 191)**

Provides that when a battery is committed by a person against his or her non-cohabitating former spouse, fiancé or against another who is, or was, involved with that person in a dating relationship, the battery is punishable by a fine of not more than \$5,000 or by imprisonment in the county jail for not more than one year, or both. Also extends the exemption from mandatory public disclosure, under the California Public Records Act, to the address of the victim of any crime involved in specified acts of domestic violence.

AB 674 (Filante) — Crimes: Sexual Battery (Chapter 1034)

Provides that any person who touches an intimate part of another person, if the touching is against the will of the person touched, as judged by a reasonable person standard, and is for the specific purpose of sexual arousal, sexual gratification, or abuse, is guilty of misdemeanor sexual battery punishable by a fine not exceeding \$2,000, or by imprisonment in a county jail not exceeding six months, or both.

Also provides that for purposes of this new criminal offense, "touches" means physical contact with another person, whether accomplished directly, through the clothing of the person committing the offense, or through the clothing of the victim.

AB 811 (LaFollette) — Child Care Initiative Project (Chapter 905)

(Existing law established a 3-year pilot project known as the California Child Care Initiative Project, whose objective is to increase the availability of quality child care programs in the state.) Extends the California Child Care Initiative Project through the 1994-1995 fiscal year and requires the project to ensure that each dollar of state funds is matched by \$2, rather than \$4, from other sources. Also made these provisions inoperative on June 30, 1995, and repeals them as of January 1, 1996.

AB 900 (M. Waters) — Health Insurance: Treatment of Infertility (Chapter 734)

Requires the offering of group infertility treatment coverage in those plans and policies that are issued, amended, or renewed on or after January 1, 1990, with specified exceptions. Also, provides that these provisions are not intended to deny or restrict any existing right or benefit to coverage and treatment of infertility under an existing law, plan, or policy; and, also makes a statement of legislative findings relating to the treatment of infertility and insurance coverage.

AB 1764 (Harris) — Child Care: Intergenerational Center (Chapter 1263)

Creates a program that would require the contract with a local governmental agency, skilled nursing facility, or private nonprofit organization to fund the establishment (in Oakland) of an intergenerational center in an existing senior care facility, in which child care and development services would be provided, on an interactive basis, on the same premises as senior care services. Also, requires the Superintendent of Public Instruction to report to the legislature no later than January 1, 1992, regarding the establishment and operation of the intergenerational center, together with his or her recommendations concerning the operation of those centers elsewhere in the state. The provisions of this bill are repealed as of January 1, 1993.

SB 238 (Morgan) — Child Care Teacher's Aides (Chapter 682)

States the findings and declarations of the legislature concerning the shortage of child day care center staff. Requires the State Department of Social Services to develop guidelines and procedures to permit an aide to assist a fully qualified teacher in the supervision of up to 18 preschool age children if the aide

completes at least two accredited postsecondary semester units or equivalent quarter units of early childhood education or child development per semester or quarter commencing the first semester or quarter following initial employment and continuing until six units have been completed.

SB 395 (Nielsen) — Victims of Crime: Indemnification (Chapter 1202)

Allows the State Board of Control to make, at its discretion, additional payments, not to exceed \$10,000, over either maximum payment for pecuniary losses, or for specified services, or on behalf of victims of crimes involving sexual assault, in cases meeting specified criteria.

SB 629 (Morgan) — Child Day Care Programs (Chapter 714)

Permits preschools to serve children 18-months of age to 30-months of age under an optional toddler program, with specified conditions, under the preschool's existing license. (The provisions of this bill are to remain in force and effect until regulations are adopted by the Department of Social Services.) Also, requires the Department to submit a report on the development of regulations to the legislature no later than June 1, 1990; and, requires the Senate Office of Research, in consultation with the Assembly Office of Research, to evaluate the toddler program and report the evaluation to the legislature no later than December 30, 1992.

1990

The second year of the 1989-1990 legislative session came to a close on Friday, August 31, 1990. Of the 244 bills monitored by the Commission, 79 were chaptered, 60 were vetoed, and 105 either died in committee or were dropped by the author. Given that 29 of the Commission's 74 Priority 1 measures were chaptered, 1990 did not treat us too badly. The majority of Priority 1 bills chaptered impacted the areas of employment, health and violence against women.

For the first time in 12 years, the State Budget included full funding for abortions for low-income women, and funding for the State Office of Family Planning was restored. We are also happy to report that five measures opposed by the Commission in 1990, which posed a potential threat to a woman's right to choose, failed passage in the Legislature.

AB 99 (Bronzan) — Family Planning

(Chapter 1)

Defines various terms, and defines "family planning" to include a broad range of methods and services to limit or enhance fertility, including contraception, natural family planning, abstinence, and the management of infertility. Also defines "family planning" to exclude abortion, pregnancy testing solely for the purposes of referral for abortion or services ancillary to abortions, and pregnancy care not incident to the diagnosis of pregnancy.

Further, requires the State Department of Health Services to contract with contractors to provide family planning services; prohibits the funds received pursuant to those contracts from being used to perform abortions or to provide services ancillary to abortions; and, requires a contractor to agree not to advertise, advocate, or promote abortion as a method of family planning or to receive fees or other consideration as payment for referrals for abortion services.

AB 2629 (Roybal-Allard) — Sex Offenses: Testimony

(Chapter 269)

Prohibits a jury, in any criminal prosecution for the crime of rape or the crime of unlawful sexual intercourse with a female under the age of 18, from being instructed that it may be inferred that a person who has previously consented to sexual intercourse with persons, including the defendant, would be therefore more likely to consent to sexual intercourse again.

Further provides that if evidence was received that the victim had engaged in consensual sexual intercourse with the defendant in the past, the jury shall be instructed that this may only be considered with regard to whether the victim consented to the act of intercourse with which the defendant is charged, or whether the defendant had a good faith reasonable belief that the victim consented to the act.

AB 2700 (Roybal-Allard) — Family Law: Custody of Children

(Chapter 610)

(Existing law provides procedures for the court to award custody of a minor child or children of a marriage and allows the court and the family the widest discretion to choose a parenting plan which is in the best interests of the child or children. Existing law specifies the factors that a court is required to consider in determining the best interest of the child, including any history of abuse against the child.) Specifies that in making such a determination, the court is required to consider any history of abuse by one parent against the child, and would require the court to consider any history of abuse by one parent against the other parent.

(Further, existing law requires the court to refrain from making an order granting or modifying a custody order unless there has been a showing of immediate harm to the child.) Provides that "immediate harm to the child" includes having a parent who has committed acts of domestic violence where the court determines that the acts of domestic violence are of recent origin, or are a part of a demonstrated and continuing pattern of domestic violence.

AB 3010 (Speier) — Alcohol and Drug Abuse: Pregnant and Postpartum Women **(Chapter 1688)**

Establishes the Office of Perinatal Substance Abuse—within the State Department of Alcohol and Drug Programs—which is authorized to perform certain general tasks relating to perinatal substance abuse and is required to adopt regulations to implement this bill.

Further, the Health and Welfare Agency is required to create an Interagency Task Force; and, specified State agencies are authorized to participate with the task force, when necessary to implement a coordinated State strategy.

AB 3593 (Speier) — Protective orders **(Chapter 935)**

(Under existing law, a court may issue specified ex parte protective orders during the pendency of proceedings for annulment or dissolution of marriage, or if brought under the Uniform Parentage Act, may issue temporary restraining orders to prevent harassment and may issue specified orders under the Domestic Violence Prevention Act.) Prohibits certain mutual restraining orders and correlative separate orders except as specified. Requires certain temporary restraining orders issued under these provisions to set forth a prescribed warning to the recipient.

Additionally, authorizes the court to order restitution for prescribed losses in actions for harassment or under the Uniform Parentage Act, but would specify that restitution shall not include damages for pain and suffering.

SB 78 (Watson) — Child Care **(Chapter 922)**

Authorizes the issuance and sale of general obligation bonds in the aggregate amount of \$30 million, the proceeds of which would be placed in the Child Care Facilities Bond Fund, which would be appropriated to the Controller for allocation, at the request of the Child Care Facilities Authority—which would be composed of nine members, as specified.

Further, this bill specifies that a church-affiliated child care facility or other sectarian organization shall be eligible to receive loans to the extent permitted by both the United States and California Constitutions, if specified conditions are met.

SB 1027 (Petris) — Employment: Pregnancy **(Chapter 15)**

(Existing law defines various terms for purposes of the California Fair Employment and Housing Act (FEHA).) Clarifies existing law with respect to the responsibilities of the Department of Fair Employment and Housing in enforcing California's FEHA, by defining "sex" to include pregnancy, childbirth, or medical conditions related to pregnancy or childbirth. Additionally, declares that it (the bill) is declaratory of existing law.

**SB 2208 (Morgan) — Personal Income Taxes: Credits: Qualified Parent:
Dependent Care** (Chapter 1347)

(Existing personal income tax law provides for various credits against the tax and allows, until January 1, 1993, a credit against net tax in an amount equal to 30% of the allowable federal dependent care credit.) Allows a credit against the net tax based on a specified percentage, instead of the 30% of the allowable federal dependent care credit and further provided a credit of \$1,000—until January 1, 1994—for a qualified parent, as defined.

SB 2586 (Roberti) — Rape (Chapter 630)

(Existing law describes the crime of rape as an act of sexual intercourse accomplished with a person, not the spouse of the perpetrator, where it is committed under specified circumstances, including where it is accomplished against a person's will by means of force, violence, or fear of immediate and unlawful bodily injury on the person or another.) Includes within the aforementioned provisions, rape which is accomplished against a person's will by means of duress or menace, as defined.

SB 2669 (Presley) — Perinatal Services (Chapter 1603)

Requires the Health and Welfare Agency to develop and disseminate a model needs assessment protocol for pregnant and postpartum substance abusing women by July 1, 1991. Also requires every county to establish protocols between county health and welfare departments, and all public and private hospitals in the county, regarding the application and use of an assessment of the needs of, and referral for, a substance exposed infant to a county welfare department, pursuant to law.

Further, requires the assessment of the needs to be performed by a health practitioner, or a medical social worker; states that a positive toxicology screen at the time of the delivery of an infant is not in and of itself a sufficient basis for reporting child abuse or neglect; and, requires any indication of maternal substance abuse to lead to an assessment of the needs of the mother and child.

The Commission's legislative mandate provides that the Commission shall act in an advisory capacity on all legislation which affects women. To assure that everyone who is interested is kept apprised of targeted legislation, two publications are issued at different times during the legislative session: the *Summary of Pending Legislation*—renamed "Digest of Pending Legislation" (Digest) in 1990—is released four times each year and recaps legislation being monitored in the Commission's Priority Issues; the *Summary of New Laws*, which is issued at the completion of the session and lists, by priority issue, each of the bills signed into law. Legislative Alerts are issued, as needed, when there is a particular item (bill) needing special attention.

*Legislative
Publications,
Reports and
Alerts*

Public Information and Education

Continuing Publications

In implementing its Public Information mandate, the Commission seeks to keep individuals, groups and organizations informed about the many issues that affect women's economic, educational, employment, health, and other related needs, through a wide range of activities. The Commission also fulfills this important role by providing informational resources and referrals to individuals and groups. Certain programs, such as the celebration of Women's History Month, have become annual events for the Commission.

California Women

The *California Women* newsletter, which is published and distributed free of charge by the Commission, has proven to be a most effective vehicle for the dissemination of information. It has wide distribution throughout the State of California and often serves as our first contact with members of the public. The newsletter's readership is more than 7,000 statewide, and it also serves as the data base for the Commission's annual priority issues survey.

In order to ensure that the newsletter is relevant, each edition focuses on a specific priority issue. This allows for in-depth discussion of the topic being examined.

The 1989 issues of *California Women* were:

Issue I: The focus was Women's History Month. Articles included, "A Heritage of Strength and Vision"; a calendar of Women's History Month events throughout California; "Important Women," written by first grade students; the Cavalcade of Women honorees; "In 1990, People Said the New Age Would be the Women's Century"; and "Railroad Career Becomes Landmark Discrimination Case."

Issue II: The lead article was entitled "Gender Equity in Education." Articles that followed included, "Vocational Equity Resources"; a questions and answers column on apprenticeship; "Apprenticeships in Building Trades"; "Sex Equity: Equal Access to Education"; "Commission on Teacher Credentialing Holds Sex Equity in Education Workshop"; and the results of the Commission's annual statewide survey.

Issue III: The lead article was entitled, "Preventative Health Care for Women." Additional articles included, "Women Caregivers Face Challenges"; an overview of the first Statewide Women's Networking Conference sponsored by the Commission; "National Women's History Month Poster Honors 11 Women"; "Reproductive Freedom in California"; "Choosing a Nursing Home"; "Affected Family Member Syndrome"; and "Alternatives to a Nursing Home."

Issue IV: The focus of this issue was economic equity. Articles included, "Working Women Making No Economic Headway"; "Women-Owned Businesses Continue to Grow"; "Franchising"; "Insurance Buying Guide for the California Woman"; "Insurance Discrimination Against Women"; "Gender-Based Discrimination in the Insurance Industry"; "All Kinds of Women Can Be Displaced"; and the survey of priority issues.

The 1990 issues of *California Women* were:

Issue I: The focus was on Women's History Month. The lead article was entitled, "HERstory Tells Tale Through Women's Eyes." Articles that followed included, "The Fight for Sisterhood"; "Outstanding Women Honored During CCSW Cavalcade"; the Assembly Concurrent Resolution relative to Women's History Month; a calendar of events for Women's History Month celebrations throughout California; and "Fifth Graders Choose Most Memorable Woman."

Issue II: "Women with Disabilities and Workforce 2000" was the lead article. Additional articles included, "Future Employers Sensitive to Caregiving Responsibilities"; Long Beach Displaced Homemaker Resource Center"; "Attitude Shift Needed for Employment Choices"; "Identifying Your Skills"; "GAIN Revisited"; and the results of the Commission's statewide survey on priority issues.

Issue III: The focus was reproductive freedom, and the lead article was entitled, "A Woman's Right to Choose." The articles that followed included, "Reproductive Freedom Means: "; "A Priest on Abortion: Woman as the Proper Moral Agent"; "The Facts on RU-486"; "Domestic Violence and the Abortion Issue"; "Public Funding of Abortion in California"; and "Cost of Eliminating Medi-Cal Paid Abortions."

Issue IV: The final issue for 1990 was a special issue, providing readers the opportunity to meet the Commissioners and staff.

Sexual Harassment Manuals

The Commission provides two manuals on dealing with sexual harassment. "Help Yourself - A Manual for Dealing with Sexual Harassment," a publication developed by the Commission's Sexual Harassment in Employment Project, directed by Dr. Mary Lebrato and published in 1987, provides necessary information to any individual experiencing sexual harassment on the job and gives direction to that person on how to deal effectively with that particular experience. The "Sexual Harassment in Employment—Investigator's Handbook," prepared by Marilyn I. Pearman and Dr. Mary Lebrato, was developed and published in 1984, and provides comprehensive information that enables both the employer and the employee to deal with the pervasive problem of sexual harassment on the job. These manuals are available to the public at a cost of ten dollars and five dollars, respectively, plus postage.

Pay Inequity Report

In January of 1989, the Commission published the 1987 and 1988 Report on Pay Inequities for Women Workers: The Implementation of the Principle of Comparable Worth in Both the Public and Private Sectors.

The problem of pay equity continues to handicap women workers in the public and private employment sectors of California. On the average, women consistently earn far less than their male counterparts. Estimates of the current wage gap range from 60 cents to 70 cents on the dollar. This wage gap persists, whether a woman is performing the same job function as a man, or one which requires different but comparable education, responsibility, experiences, and skills.

Women's Resource Directory

The first *California Women's Resource Directory* was completed and ready for distribution in early 1989.

The Commission initiated the publication of a statewide women's resource directory, the first of its kind in the State, by compiling information from nearly a thousand organizations who serve women throughout California, for the purpose of providing a comprehensive resource and referral guide. The information was then categorized by one of twenty issue areas: affirmative action, women in business, child and youth services, community services, criminal justice, disabled women, displaced homemakers, education, elderly women, employment services, family services, health services, housing/shelter, legal services, minority women, political/advocacy, reproductive rights, substance abuse, violence against women, and referral services. Within the issue areas, the information was then categorized, alphabetically, by county and by the name of the organization.

Biennial Report of the California Commission on the Status of Women

In June of 1989, the Commission submitted the Biennial Report of the California Commission on the Status of Women to the Governor of California, the President Pro Tempore of the Senate, the Speaker of the Assembly, and the Members of the State Senate and Assembly. The report was submitted in accordance with Chapter 541, Statutes of 1971, and provides an overview of the Commission's activities during 1987 and 1988.

Women's Issues Agenda and Networking Guide

The Commission sponsored its first statewide women's networking conference in August, 1989, in Sacramento. The conference was the Commission's first attempt to bring together statewide women's organizations to develop both an issues' agenda and a statewide network. The purpose was that not only would the Commission be able to take a look at all of the women's issues that organizations around the State were addressing, but that it would be able to develop a stronger base of knowledge, expertise, and network in particular issue areas.

As a result of the conference, a Women's Issues Agenda and Networking Guide was compiled, published, and distributed. The Guide was set up to facilitate not only the issues identified but also to address the networks formed by each of the particular organizations represented. Each group, along with a brief summary of what each group does, is listed under the issue area in which the organization indicated they would like to be included. The Guide is divided into nine issue areas or networks: child care, economic equity, education, employment, health, individual and legal rights, organizational development and survival, reproductive rights, and violence. The issue areas each contain some basic data, the issues agenda identified, the plans of action taken by each network, and the organizations involved in the network.

An Evaluation of The Displaced Homemaker Emergency Loan Act (DHELA) Program

In 1985, the California State Legislature passed, and the Governor signed, SB 1167, authored by State Senator and Commissioner Milton Marks. The program provided a special fund to guarantee loans for "displaced homemakers" under the administration of the Commission on the Status of Women. The intent of this Act was to assist displaced homemakers adjust to the crisis often inherent in being displaced. As a pilot program, it was established in the counties of Alameda, Marin, and San Francisco.

Under the Act, a displaced homemaker is defined as a person who has been married, often for many years, and then finds themselves widowed, divorced, abandoned by, or separated from their spouse and who has an immediate economic need caused by the displacement. Those qualified displaced homemakers who applied within six months of the displacement, received a State-guaranteed emergency loan of up to \$2500, made by a commercial lender to be repaid within 48 months. The loan could be used for various purposes including medical emergencies, child care, to maintain or acquire a residence, or the cost of services designed to improve employability.

Special Projects and Activities

Conferences

The goal of the program was to provide the person with the help they needed to become self-sufficient, keep their family together, and to once again become an integral part of society.

The Displaced Homemaker Emergency Loan Act (DHELA) program became the only State program designed to provide direct loan assistance to displaced homemakers and the first of its kind in the nation. In June of 1990, the report, entitled "An Evaluation of the Displaced Homemaker Emergency Loan Act Program," was published and submitted to the Governor of California, the President Pro Tempore of the Senate, the Speaker of the Assembly, and the Members of the State Senate and Assembly.

Commission Brochure

The Commission reviewed and approved the new "Commission Brochure." This legalized fold-out provides an overview of the activities and information available from the State Commission.

In fulfilling its mandate, the Commission develops or oversees projects that meet the many challenges arising from the social, economic, and political conditions impacting women. The Commission focuses on not duplicating programs already being provided by other State Agencies and cooperating with other agencies wherever possible.

1989 Child Care Conference — Long Beach

With the steady increase in the number of working mothers, the problem of finding affordable, reliable child care is an important issue, not only for the working family, but also for businesses and government. In response to this need, the Commission sponsored a "hands on, how to" conference which provided participants with the opportunity to learn about innovative solutions to the child care problem from experts in both the public and private sectors. The "Making Child Care Happen: The Child Care Challenge." Conference was held March 2 and 3, 1989, in Long Beach.

Conference workshops addressed issues such as corporate child care options, the government's role in child care, child care co-ops, sick care centers and 24-hour centers. The "hands on" experience was designed to help others learn how to establish child care centers in their communities or corporations and covered such topics as obtaining permits, licenses, dealing with zoning, parking, and other legal restraints and how to

combine public funds and private capital to establish child care. Conference participants praised the unique 'solutions' focus and particularly appreciated the fact that they were provided with a conference workbook which was an excellent take-home resource.

In addition to state and local guest speakers, the nationally syndicated author of numerous books, including the best seller Paths to Power: A Woman's Guide from First Job to Top Executive, Natasha Josefowitz, was the featured keynote speaker.

"Building Bridges for California Women" Conference

On August 24 and 25, 1989, in Sacramento, the Commission had the unique opportunity of being the first to bring together organizations, which were interested in issues affecting women, from throughout California.

The "Building Bridges for California Women" Conference was designed to bring all these groups together to develop, strengthen, and build a wider base of knowledge, expertise, and interest in particular issues. The Conference provided a forum on which to build coalitions, the ability to address their issues, as well as an opportunity to gain a broader perspective on the various aspects of those issues, directly from those who are impacted by or working for the resolution of these problems.



State Senator Diane Watson addresses conference participants during a luncheon at the "Building Bridges" Conference

Participants were provided the opportunity to learn new skills and update old ones through various workshops, conducted by experts in the field: Working with the Media, Successful Fundraising—Planning and Strategies, Grant Seeking and Writing, Creating an Effective Board/Staff Partnership, Using Personal Computers as Resources, Statistics and Demographics, Managing Change, and Legislation. The participants were also provided the opportunity of meeting in issue groups to discuss and develop an issues agenda in nine issue areas: child care, economic equity, education, employment, health, individual and legal rights, organizational development and survival, reproductive rights, and violence. In this arena, not only were issues addressed and shared, but networks were established.

The Conference proved to be very valuable; 90% of those in attendance suggested it would be worthwhile to repeat. The Commission followed up the Conference with publication of the "Women's Issues Agenda and Networking Guide" and scheduled a second Statewide Women's Networking Conference for March of 1991.

Governor's "Women in Business Conference" 1989 — Santa Clara

The Commission once again co-sponsored the "Governor's Women in Business Conference," held in September 1989, in Santa Clara. The Commission, acting in an advisory capacity, attended meetings and agreed to participate during the conference to assure a successful event. This statewide event attracted over 1,000 women business owners, professionals, and executives, who participated in technical seminars, a business exposition, an awards luncheon, and a networking reception.

*Other
Activities*

Women's History Month

The first Women's Rights Convention was held in 1848 at Seneca Falls Wesleyan Chapel in Seneca Falls, New York. The purpose of the Convention was to discuss the social, civil, and religious condition and rights of women. The Convention adopted eleven resolutions declaring it the right of every woman, equally with men, to be educated, to be equal partners in marriage, to write and be published, to make laws, to participate in government, to speak out in public, and to hold property. Within two weeks of the Convention and the adoption of these resolutions, similar meetings began across the country. The Women's movement was born.

The observance of March as Women's History Month is of special significance to the Commission and provides an opportunity to focus attention on the many contributions that women have made to the social and political development of both our state and nation.

The theme for Women's History Month in 1989 was "Women of Strength and Vision," which celebrated the women who have enriched our lives as they held to their visions of the future. Southern California was the kick-off location for Women's History Month in 1989 with the "Cavalcade of Women" Dinner, held on March 2, in Long Beach. Women nominated statewide were honored for their strength and vision of a better society and through their work and determination, have made significant contributions to their communities, our State, and our Nation. The dinner was co-sponsored with the Women's Council of the Long Beach Area Chamber of Commerce. The honorees were:

MILO P. SMITH
Contra Costa County Advisory Committee
on the Employment and Economic Status of Women

RUTH NAGLER
San Mateo County Advisory Council on Women

HELEN PENNINGTON TAYLOR
Fresno CSW

GLORIA MORENO-WYCOFF
Los Angeles County CSW

CONNIE LaFACE-OLSON
Los Angeles Unified School District
Commission for Sex Equity

BETTY J. TIMES
Marin County CSW

JANICE B. CRILEY
Monterey County CSW

PENNY NEWMAN
Riverside County Commission for Women

ETHEL COOLEY
San Luis Obispo County CSW

HANNAH BETH JACKSON
Santa Barbara County CSW

UNA SPOONER
Santa Cruz County Women's Commission

MARY RUTHSDOTTER
MOLLY MURPHY MacGREGOR
Sonoma County CSW

BROOK HUBBELL
MARY BAIRD
Ventura County CSW

To enhance public awareness and to celebrate Women's History Month, from March 20-31, 1989, the Commission and a number of private sector co-sponsors, presented the exhibit "California Woman Suffrage, 1870 - 1911." This special exhibit, produced by the Women's Heritage Museum, was located in the State Capitol. A reception to celebrate the opening of the exhibit was also held in the State Capitol.

Working with more than 40 other state agencies, the Commission sponsored a Rally and Information and Job Fair on March 29, 1989, on the West Steps of the State Capitol. An annual event held during the lunch hour, this rally serves to not only develop public awareness of the issues facing women, but gives women the opportunity to learn about other agencies and organizations that are actively recruiting. The Rally Program in 1989 included a keynote address delivered by well-known television personality Christine Craft; the presentation of a proclamation declaring March 1989 as Women's History Month from Governor George Deukmejian; presentation of a Joint Resolution by Assemblywoman Bev Hansen; and speeches by Yolo County Supervisor Betsy Marchand and State Personnel Board Executive Director Gloria Harmon. State Women's Program Officers, state agencies, and women's organizations provided information on available job opportunities, career options, and support groups. The "Moonlighters," a local three-piece all-woman band, provided entertainment.

"The time for a woman to start fighting is before she gives it all up -- fighting for the right to herself, her pride, her body, her time."

Andrea Medea and Kathleen Thompson, Against Rape, 1974

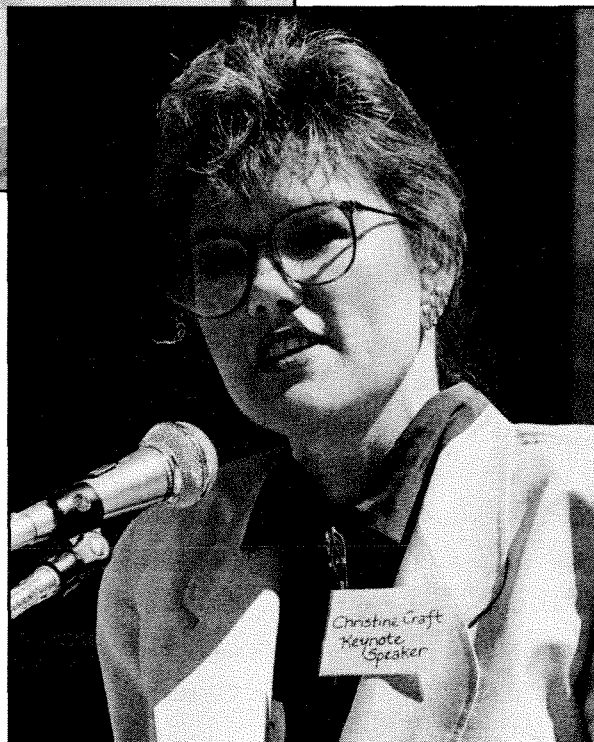


Information and Job Faire Rally at State Capitol, Sacramento



1990 Keynote Speaker, Sacramento County Municipal Judge Alice B. Lytle addresses the Information and Job Faire Rally.

1989 Keynote Speaker radio and television personality Christine Craft.



In 1990, the theme for Women's History Month was "California Women Together: Courageous Voices Echoing in our Lives." 1990's celebration began with the Commission's "Cavalcade of Women," an annual event paying tribute to women—both past and present—who have significantly affected the lives of others in California through their work and determination. The recipients are nominated for this honor by their local commissions, and for 1990, the honorees were:

MARY ANN WRIGHT

Alameda County Commission on the Status of Women

LAURA X

Berkeley Commission on the Status of Women

CHARLENE DIGGS

Compton Commission for Women

ANNE MC LAURIN

**Contra Costa Advisory Committee on the Employment
and Economic Status of Women**

ANNETTE LA RUE

Fresno City/County Commission on the Status of Women

CAROL GARCIA

Los Angeles County Commission on the Status of Women

JEAN CANNON

Mendocino County Commission on the Status of Women

DARLENE DUNHAM

Monterey County Commission on the Status of Women

BERNICE ZURBACH (deceased)

Pasadena City Commission on the Status of Women

DOROTHY JEFFERSON

Riverside County Commission for Women

ELEANOR WILLIAMS CURRY

San Mateo Advisory Council on Women

CAROLE F. PICENO

Santa Barbara County Commission for Women

STEPHANIE HARLAN

Santa Cruz County Women's Commission

ESTO BROUGHTON (deceased)

Stanislaus County Commission for Women

On March 1, 1990, the honorees were each presented with a Commendation at the "Cavalcade" in the morning, introduced at the Information and Job Fair Rally at noon, and were honored once again at a mid-day reception in the Governor's Conference Room.

The Commission-sponsored Information and Job Faire Rally for 1990 was held during the lunch hour on the West Steps of the State Capitol. The Rally Program included a keynote address by Sacramento County Municipal Court Judge Alice Lytle, a proclamation declaring March 1990 as Women's History Month from Governor George Deukmejian; a Joint Resolution by Assemblywoman Bev Hansen; and speeches by Senator Diane Watson and Assemblywoman Delaine Eastin. Individual State agencies and women's organizations provided information on employment and personal opportunities for women.



Cavalcade of Women Honorees, 1990

To most effectively carry out its mandate, the Commission focuses on the important function of developing and strengthening ties, both woman-to-woman and organization-to-organization, throughout the State as well as outside of California. Below are some of those activities which demonstrate how the Commission maintains contact with women's groups and networks, and in the process gains important information about the issues that are of importance to California women.

*Linkages:
Networking*

Speaker's Bureau

The Commission receives numerous requests from throughout the State for Commissioners and staff to address professional, volunteer, community, and academic organizations that are interested in the issues that impact women. Responding to these requests not only strengthens the Commission's ties with women's organizations, but also provides a forum for the valuable exchange of information. Because of these linkages, the Commission is better able to represent the interests and opinions of women statewide. During 1989 and 1990, presentations were made to many organizations, including the following:

100 Black Women of Los Angeles
Affirmative Action Officers Association
American Association of University Women
Assemblyman Eric Seastrand's District Workshop on Special Concerns of Women in Business
Bay Valley Business and Professional Women
Bureau of Alcohol, Tobacco, and Firearms
California Community Colleges
California Elected Women's Association for Education and Research (CEWAER)
California Firefighter Joint Apprenticeship Committee
California State Commission on Women Veterans
California State University, Stanislaus
Campaign California
Central Labor Council AFL-CIO, Modesto
City of Seaside
College of the Desert, Palm Springs
Department of Consumer Affairs, Women's Resource Advisory Council
Department of Motor Vehicles
Department of Rehabilitation (Beyond Disabilities Conference)
El Dorado Women's Center
Federally Employed Women
Graduate Center for Public Policy
Greater South Bay Business and Professional Women's Federation
Grossmont College
Humboldt County Commission on the Status of Women
Junior League of San Jose
Lakewood Soroptimist
Lawrence Livermore Laboratory Women's Association
Los Angeles County Commission for Women

McDonnell Douglas Aircraft
National Association of Commission for Women—Region IX
National Association of Women Business Owners
Northern District Business and Professional Women
Older Women's League of California
Orange County Commission on the Status of Women
Pasadena City College Radio Show
Pasadena City Commission on the Status of Women
Peralta Community College District
Riverside County Commission on the Status of Women
Sacramento Army Depot
San Joaquin Commission on the Status of Women
San Luis Obispo County Commission on the Status of Women
San Mateo County Advisory Council on Women
Sierra College
Soroptimist International of Newport Harbor
Southern California Coalition on Battered Women
Southern California Edison Company
Summit '89 North
The Discovery Series
U.S. Department of Energy
University of California, Riverside
Women Attorneys in State Service
Women's Center of San Joaquin County

Linkages — Other Organizations

Linkages have been established among the Commission and several groups and government agencies. In particular, the Commission works closely with women's coalitions, such as the California Legislative Roundtable and the Women, Family and Work Coalition.

The California Legislative Roundtable (CLR) has 80 representatives, including such groups as the League of Women Voters of California, California Federation of Women's Clubs, California Women Lawyers, American Association of University Women, Older Women's League, and California Children's Lobby. The CLR provides a forum for these groups to discuss legislative issues that impact women, and the groups provide assistance and additional resources to each other.

The Women, Family and Work Coalition consists of several state, regional, and local organizations who have come together specifically to focus on legislation that addresses the economic concerns of low- and middle-income women and their families. The group also aims to increase women's awareness of, and participation in, the legislative process.

Linkages — Statewide

The Commission is closely affiliated with more than 33 local commissions that are funded by, and act under the authority of, their local county or city governing agency. These groups address the particular needs and interests of women in their communities and provide the Commission with access to a statewide women's network that impacts issues at the local level. The Commission provides the local commissions with technical and consultative advice and information, and also co-sponsors conferences and other events for the dissemination of information.

Linkages — International

In cooperation with several organizations including the Sacramento Council for International Visitors, the Commission has provided briefings for foreign dignitaries on official trips to the United States. These briefings focus on those areas in which the visitors are most interested, such as the Commission's activities, legislation, women in government, equity in education and employment, and child care. International visitors during 1989 and 1990 included representatives from the countries of India, Indonesia, Japan, the Maldives, Nepal, New Zealand, Pakistan, and Canada.

Program Involvements

Displaced Homemaker Emergency Loan Act Program

The Displaced Homemaker Emergency Loan Act (DHELA) is unique. It is the only State program designed to provide direct loan assistance to displaced homemakers and is the first of its kind in the nation.

In 1985, the California State Legislature passed and Governor Deukmejian signed, Senate Bill 1167, authored by State Senator and Commissioner Milton Marks. This program provided a special fund to guarantee the loans under the administration of the Commission on the Status of Women "Commission" as a pilot program operating in Alameda, Marin, and San Francisco counties, with the intent of assisting displaced homemakers to adjust to the crisis often inherent in being displaced.

Under the Act, a displaced homemaker is defined as a person who has been married, often for many years, and then suddenly find themselves widowed, divorced, abandoned by, or separated from their spouse and who has an immediate economic need caused by the displacement. Those qualified displaced homemakers who applied within six months of the displacement, received a State guaranteed emergency loan of up to \$2,500, made by a commercial lender to be repaid within 48 months. The loan could be used for various purposes including medical emergencies, child care, to maintain or acquire a residence, or the cost of services designed to improve employability.

Since DHELA was a new program, the Commission developed and operationally defined the application process, established policies and procedures, the necessary application forms and provided instructions for their use. It was also necessary to identify and contact the appropriate local community based organizations as well as generate operating arrangements, and develop a computer data entry system which could accommodate the required application records and provide status reports.

Modified lending criteria for displaced homemakers that took into account the unusual circumstances often brought about by displacement were established. The Commission subsidized the interest rate charged to the displaced homemaker, as permitted by the Act, and promptly reimbursed the lender for defaulted loans, under the terms of the State's guarantee. Both the lender and the Commission instituted collection efforts and if no response was received, the delinquent accounts were turned over to a commercial collection agency.

The Commission, working closely with marketing experts, developed a new Communications and Outreach Program. Elements of the Program included brochures, newsletters, press conferences, public service announcements, public interest stories, mass mail, and—most importantly—a toll-free telephone number for displaced homemakers to call for assistance. The Commission also met with elected officials at the State, county, and local levels to secure their assistance.

In a follow-up survey of loan recipients conducted six months after they had received the loan, the Commission found that the displaced homemakers had indeed been helped by the emergency loan and that the loan had made a difference in their lives. The Commission also found that this target population, the displaced homemaker, is a rapidly increasing segment of the population—an increase of 180% from 1976 to 1986—with an estimated total of 1.4 million in California in 1989.

In looking at the cost benefits of a DHELA loan to the State, the Commission compared the cost of the Displaced Homemaker Emergency Loan Fund (DHELF) against the cost of providing Aid For Dependent Children (AFDC). Even for those displaced homemakers who had defaulted on their loans and had gone on AFDC, the State had obtained a cost savings of \$2545 on each DHELA loan recipient because the displaced homemaker had been able to avoid AFDC for an average of 200 days. Additionally, the State obtained an annual cost savings of \$6497 in AFDC costs for each DHELA loan recipient who was able to avoid going on AFDC.

The Commission also found that the special barriers faced by displaced homemakers must be dealt with—that not only are they reclusive by nature and therefore hard to reach, but that they need counseling and assessment and immediate stabilization and help, even before they can begin to take advantage of existing services.

Utilizing the experience gained in the DHELA program, the Commission believes it is necessary to provide liaison and coordination to insure that existing services are integrated and directed to serving displaced homemakers at an early stage to break the cycle of increasing dependence and to circumvent the need for full dependence on public welfare.

In seeking a solution to this dilemma, the Commission is now working to implement a comprehensive interagency resource and referral network, building on community, local, state, and federal resources by combining their delivery of employment, support, training, and placement services into a single source, a model program. The City of Long Beach has agreed to participate in this program by coordinating these services with the Commission, in an advisory capacity, has been meeting with the City and a number of

State agencies and local community based organizations who have agreed to participate in a Displaced Homemaker Resource Center to provide displaced homemakers with the assistance they need to become self sufficient.

After full analysis, the Commission's recommendation was that the DHELA loan program, in conjunction with a coordinated Commission effort to provide displaced homemaker transition services be expanded statewide and the amount of money set aside in the DHELF be increased to \$10 million. The Commission believes that the program demonstrated that it does fulfill a need for displaced homemakers during their transition to self-sufficiency and independence. The State realized cost savings even on defaulted loans and the ratio of the costs of the DHELF to AFDC provides a cost savings of at least \$8 for each \$1 invested in a DHELA loan. Since few of the applicants were able either to find or secure any of the other services that we have learned are required, the fact that at least half of the loan recipients have made progress on their own is remarkable. With provision of the remaining services via coordination and a single source delivery point, the number of defaults should decline dramatically and the program should be able to sustain operations indefinitely.

The Commission's involvement with the Long Beach Displaced Homemaker Project and Resource Center is in an advisory capacity and is a result of the Commission's experience and analysis of the DHELA Program.

DHELA was established as an emergency loan program and as such was limited to providing loans to displaced homemakers. The program was not empowered to provide any other services that might be required, or to require cooperation and cohesive program development between and among all the other service providers, to assist the displaced homemaker in effecting the transition to self-sufficiency.

Throughout the operation of the DHELA program, staff found that not only were most of the displaced homemakers unaware of the existence of any special programs designed to help them, they were also unaware of or did not contact any local community-based service providers to seek assistance.

The Long Beach Displaced Homemaker Project and Resource Center was established to provide all of the resources necessary for displaced homemakers to achieve economic and emotional stability. This Center is a unique model program designed to specifically aid the displaced homemaker and began serving clients on May 14, 1990.

*Long Beach
Displaced
Homemaker
Project and
Resource Center*

The Center is the product of a coalition of local community organizations, the City of Long Beach and agencies of the State of California:

- The California Commission on the Status of Women—acting in an advisory role;
- City of Long Beach Community Development Department, Training and Employment Development;
- State Employment Development Department (EDD), Long Beach;
- California State University, Long Beach, Community Psychology Clinic Program CHOICES;
- Long Beach Unified School District Single Parent/Displaced Homemaker Project, ROP Program, and Vocational Education; Long Beach School for Adults;
- California State University Long Beach Center for Career Studies;
- Long Beach Community College District, Pacific Coast Campus and Continuing Education Center for Women;
- State Department of Public Social Services, Maximus GAIN Case Management Group;
- State Department of Health and Human Services;
- Los Angeles County Area Agency on Aging;
- National Council on Aging;
- Community Rehabilitation Industries;
- United Cambodian Community, Inc.;
- National Council of Negro Women;
- Y.W.C.A. of Long Beach, Womenshelter;
- Cedar House; and
- Sara Center.

The Resource Center was set up to provide a single-source contact for a coordinated approach to the delivery of such services as registration and basic orientation, needs assessment to aid in the development of an individual employability plan, training, outreach, and follow-up including self-sufficiency workshops. A support group, The First Step: Pathways to Power, was set up to work with the clients in a resource, referral and mentoring capacity, providing support, training, education, and power—allowing the opportunity for each client to gain the knowledge and self-confidence needed to be successful.



Commissioners, Cavalcade honorees and their guests enjoy a reception in the Governor's Council Chambers following the 1990 Cavalcade presentation. Posters of all honorees, placed around the perimeter of the Chamber, pay tribute to each woman and her distinguished accomplishments.



The Information and Job Faire Rally—always a popular networking arena—attracted many to the Capitol steps, where State agencies provided employment opportunity information to rally attendees. More than 40 State agencies and women's organizations participated.

1989 Highlights

- ◆ Eight Commission meetings were held in 1989, resulting in a total of four special presentations to the Commissioners:
 - * Mr. Al Howenstein, Office of Criminal Justice Planning, provided an update of the State Advisory Committee on Sexual Assault Victim Services and Prevention Programs (SAC). The Commission appoints four representatives to serve on the SAC, one of which is a Commissioner who serves as the liaison between this committee and the Commission. (April 24)
 - * Milo Smith, a displaced homemaker service provider and member of the DHELA Advisory Committee, and Annie McLaurin, a single-parent who works in a non-traditional employment field, presented issues and problems facing single parents/displaced homemakers in our society. (May 22)
 - * Dr. Felicia Stewart, Gynecologist and Partner, Valley Center for Women's Health, Sacramento, provided information on "Preventative Health Care for Women." (June 19)
 - * "Building Bridges for California Women," a unique, two-day networking conference, held in Sacramento and sponsored by the Commission, where women from throughout California were afforded the opportunity to meet and share ideas, problems and solutions. (August 24-25)
- ◆ The Commission publication, *1987 and 1988 Report on Pay Inequities for Women Workers: The Implementation of the Principle of Comparable Worth in Both the Public and Private Sectors*, was submitted to the California Legislature and made available to the general public. (January)
- ◆ A repeat of the successful 1988 San Jose conference, "Making Child Care Happen: The Child Care Challenge," was held at the Hyatt Regency, Long Beach (CA), as part of the Commission's Women's History Month events. This "hands-on, how-to" Conference, featuring noted author Dr. Natasha Josefowitz as the keynote speaker, was co-hosted with ten Southern California Commissions. (March)
- ◆ The "Cavalcade of Women" presentation dinner at the Hyatt Regency, Long Beach, served as the kick-off event for the Women's History Month celebration.
- ◆ Women's History Month activities, in Sacramento, included the co-sponsorship of the exhibit, "California Women Suffrage, 1870-1911," and a reception to honor its opening in the State Capitol; and, a noontime Information and Job Faire Rally, held on the Capitol steps and involving representatives of numerous State agencies and women's organizations, who were there to share information concerning employment and volunteer opportunities.

1989 Highlights

- ◆ The Executive Director participated in the Region IX Displaced Homemakers Conference, as a guest of the U.S. Women's Bureau, Department of Labor. (March 1)
- ◆ The Commission maintained membership in the California Legislative Roundtable (CLR), a Sacramento group which provides interaction with members of the State Legislature, and was an associate member of the "Women, Family and Work Coalition," an organization which supports and endorses legislation of specific concern to women, the family, and employment and economic equity.
- ◆ A Commissioner's retreat—an opportunity for members to exchange ideas, set goals, and become better acquainted— was held November 5 and 6, in La Jolla, California.
- ◆ Publication of three issues of the "Summary of Pending Legislation," and the final "Summary of New Laws Affecting Women" for 1989.
- ◆ Co-sponsored and participated in the passage of ACR 12 (Hansen), which proclaimed March 1989 as Women's History Month in California and March 8, 1989 as International Women's Day.
- ◆ The 1989 California Women's Resource Directory was compiled and published. (March 1989)
- ◆ The Commission attended the April 1989 National Association of Commissions for Women Region IX Conference in Palm Springs.
- ◆ Publication of the 1987-1988 Biennial Report. (June 1989)
- ◆ Publication of Women's Issues Agenda and Networking Guide (August 1989) —a report on the Commission-sponsored Conference, "Building Bridges for California Women," held in Sacramento, California, on August 24-25, 1989.
- ◆ Co-sponsored the Governor's Conference on Women in Business. (September 1989)
- ◆ Provided ongoing support for and efforts toward implementation of the Sex Equity in Education Act throughout State agencies.
- ◆ Continued funding loans under the Displaced Homemaker Emergency Loan Act (DHELA). December 1989, marked the end of the loan funding and the initiation of the program evaluation.

1990 Highlights

- ◆ The Commission met eight times in 1990. The following presentations were made at regular meetings:
 - * SB 626: Sue Martin of the Northern California Coalition for Battered Women and their Children/Family Violence Project, and Stephanie Garrich, the lobbyist for Orange County and the Orange County Commission on the Status of Women, each presented information regarding opposition to/support of SB 626. Orange County sponsored the legislation. (January)
 - * Ms. Judy Capaul, Cooperative Personnel Services, provided the Commission with information on workforce trends in the future and how they will affect women in California. (April)
 - * Ms. Jo Frederick, Chief Consultant for the Joint Oversight Committee on Gain Implementation, made a presentation regarding the function and status of the activities of the Committee. Ms. Margaret Fabrizio, Co-Chair, Santa Cruz County Commission on the Status of Women and Ms. Janet Diamond, Santa Cruz County GAIN Program, provided an informative presentation on the GAIN Program and the unique assistance and involvement of the Commission for women in Santa Cruz. (June)
 - * Carol Casady, Executive Director, and Meda Rebecca, of the Chemical Dependency Center for Women (Sacramento), made a presentation describing their pilot program: working with chemically dependent women to help them care for themselves and their children, while providing a positive learning environment for both the women and the children.
- ◆ An informational brochure describing the Commission's purpose, goals, composition, publications and involvements was produced for distribution.
- ◆ 1990 marked the fourth year of the Women's History Month Celebration in March, which included a regular Commission meeting; an Information and Job Faire Rally on the Capitol steps, at which more than 45 State agencies and women's organizations participated; and, the Cavalcade of Women, which honored 15 women from throughout the state.

1990 Highlights

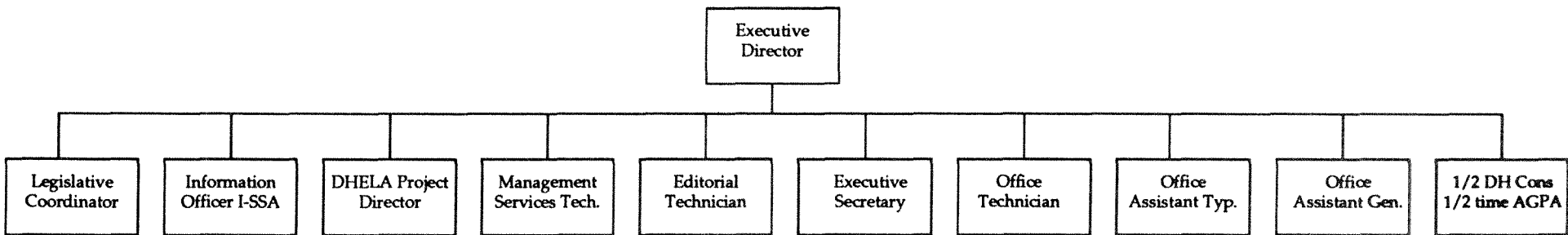
- ◆ Proclamations declaring March as Women's History Month were received by the Commission, from cities, counties and local commissions throughout the state.
Issue III — Reproductive Rights
Issue IV — Getting to Know the Commission
- ◆ Each of the Priority Committees—Child and Other Dependent Care, Economic Equity, Education, Health, Reproductive Rights and Violence Against Women—presented action plans for the coming year's activities, some of which included:
 - * Violence Against Women: A Public Service Announcement was scripted and sent to all local commissions and the Sacramento media.
 - * Economic Equity: An investigation of available information and statistics about homeless women in California was conducted; this information was gathered for the possible establishment of a new ad hoc committee.
- ◆ The DHELA Evaluation Report was published and delivered to the Governor and the Legislature.
- ◆ Technical assistance was provided to the Long Beach Displaced Homemaker program, which instituted a one-stop Displaced Homemaker Resource Center in the City of Long Beach. (Opened in May 1990)
- ◆ International guests to Sacramento included Rosalee Barton, of the Ministry of Women's Affairs and the Government Women's Committee (Labor party) of New Zealand; and, Mr. Tami Yoshi Tachibana, a member of the Japanese Senate in Tokyo, Japan.
- ◆ The Commission, in conjunction with the California Elected Women's Association for Education and Research (CEWAER) contacted select local Commissions to support and urge more women to apply for appointive positions on State Boards and Commissions. This alliance also resulted in the Commission joining the Coalition and supporting legislation which encourages the appointment of women to these Boards and Commissions throughout the State.

**Commission
Staff
1989 - 1990**

<u>Title</u>	<u>1989</u>	<u>1990</u>
Executive Director	Pat Towner	Pat Towner
Legislative Coordinator	Vicki Caron	Vicki Caron
Information Officer I	Norma Munroe/ Nan Smith	Nan Smith
Management Services Technician	Debbe Rizzo	Debbe Rizzo
Executive Secretary	Deb Mahan	Deb Mahan
Editorial Technician	Arlene Knopp	Arlene Knopp
Office Technician	Roberta Schueler	Roberta Schueler
Office Assistant	Jackie Richard	Ron Wright
Office Assistant	Maria Kim/ Martha Barszcz	Nancy Levitt/ Martha Barszcz
DHELA Program Director	Ralph Gerrard	Ralph Gerrard
DHELA Consultant	Karen Sharp	_____

"I wish it were felt that women who are labouring especially for women are not one-sided or selfish. We are human first; women secondarily. We care for the evils affecting women most of all because they react upon the whole of society, and abstract from the common good."

*Josephine E. Butler, ed., Introduction, Woman's Work and Woman's Cultures
1969*



Approved by:
Pat Towner
Pat Towner
Executive Director
6/18/91

Organization
Chart
1989 - 1990

COMMISSION ON THE STATUS OF WOMEN

Item 8820 from the General
Fund and the Displaced
Homemaker Emergency Loan
Fund

Budget p. GG 136

Requested 1989-90.....	\$771,000
Estimated 1988-89	340,000
Actual 1987-88	682,000
Requested decrease (excluding amount for salary increases) \$69,000 (-8.2 percent)	
Total recommended reduction	None

1989-90 FUNDING BY ITEM AND SOURCE

Item—Description	Fund	Amount
8820-001-001—Support	General	\$591,000
Government Code Section 8257.3	Displaced Homemaker Emer- gency Loan	180,000
Total		\$771,000

GENERAL PROGRAM STATEMENT

The Commission on the Status of Women (CSW) is a 17-member body that (1) examines all bills introduced in the Legislature which affect women's rights or interests, (2) maintains an information center on the current needs of women, (3) consults with organizations working to assist women, and (4) studies women's educational and employment opportunities, civil and political rights, and factors shaping the roles assumed by women in society.

The commission also administers the Displaced Homemaker Emergency Loan Pilot Project, a \$1 million loan guarantee program established by Chapter 1596, Statutes of 1984.

The commission has 12 personnel-years in the current year.

ANALYSIS AND RECOMMENDATIONS

We recommend approval.

The budget proposes spending \$771,000 from the General Fund and the Displaced Homemaker Emergency Loan Fund for the support of the commission in 1989-90. This is a decrease of \$69,000 or 8.2 percent, from estimated current-year expenditures. The proposed decrease primarily reflects a decreased level of activity under the Displaced Homemaker Emergency Loan Program. Program activity has declined because the commission completed the loan underwriting phase of this pilot project in the current year. During the budget year, the commission will continue to monitor loan recipients and will prepare a program evaluation in accordance with statutory requirements. These budget-year activities will require fewer staff than are devoted to the program in the current year. Therefore, the budget requests the elimination of 1.5 positions and \$45,000. In addition, the budget requests a decrease in the amount available to cover defaults and subsidize interest on the loans (-\$48,000). These reductions are partially offset by an increase in personal services costs (\$35,000). Additional minor budget adjustments account for the remaining net decrease (-\$11,000).

References

1. *Charting Change*, Business and Professional Women's Foundation, May 1988.
2. *Pro Women Magazine*, "When Daughters Care," article by Jill Stanford Warren, December 1990/January 1991, Page 17.
3. National Center for Health Services Research.
4. National Commission on Working Women, *An Overview of Women in the Work Force*.
5. *California Women*, Issue IV, 1989.
6. 1987-1988 Report on Pay Inequities for Women Workers: The Implementation of the Principle of Comparable Worth in Both the Public and Private Sectors; California Commission on the Status of Women.
7. National Commission on Working Women of Wider Opportunities for Women, *Women, Women and Work, Workforce 2000 Trends*.
8. Ibid.
9. National Commission on Working Women of Wider Opportunities for Women, *Women, Women and Work, Wages and Benefits*.
10. *Daily Recorder*, January 12, 1990.
11. *Everybody's Business: A Community Response to Domestic Violence*, a project of Women Escaping A Violent Environment (WEAVE, Inc.) in Sacramento, California.
12. Description extracted from the *Evaluation of the Displaced Homemaker Emergency Loan Act Program*, Commission on the Status of Women, June 1990.

Appendix A

History of Enabling Legislation

- Chapter 1378, Statutes of 1965 (SB 675)—
Established the California Advisory Commission on the Status of Women.
- Chapter 854, Statutes of 1967 (SB 564)—
Extended operation of the California Advisory Commission on the Status of Women to June 30, 1969.
- Chapter 721, Statutes of 1969 (AB 190)—
Added functions to the Commission, extended operation to June 30, 1971.
- Chapter 541, Statutes of 1971 (AB 1006)—
Extended functions of the Commission, changed from an Advisory Commission to the California Commission on the Status of Women without an expiration date.
- Chapter 382, Statutes of 1973 (AB 1513)—
Provided for a staggered four-year term for public members.
- Chapter 868, Statutes of 1976 (AB 4167)—
Provided for each member of the Commission to receive actual expenses plus \$50 per diem while on official business for the Commission, not to exceed 12 days per year, and for annual selection of a Chairperson and a Vice-Chairperson.
- Chapter 579, Statutes of 1977 (SB 833)—
Codification.
- Chapter 373, Statutes of 1979 (SB 925)—
Amended and renumbered statutes.
- Chapter 1118, Statutes of 1982 (SB 1499)—
Reaffirmed Commission's authority to take positions on legislation and express a point of view to the public.
- Chapter 980, Statutes of 1987 (AB 1128)—
Entitled members of the Commission to receive actual and necessary traveling expenses, and authorized public members to receive \$100 per diem while on official Commission business, not to exceed 12 days per year.

Appendix B

Women's History Month Sponsors — 1989

Corporations

TypeFaces
American Women in Radio and Television, Inc.

Legislators

Senator Dan McCorquodale
Senator Rebecca Morgan
Senator Quentin Kopp
Senator Leroy Greene
Senator William Craven
Senator Marian Bergeson
Assemblyman David Kelley
Assemblywoman Lucy Killea
Assemblyman Richard Polanco
Assemblyman Bill Jones
Assemblyman Tom Bane
Assemblywoman Sunny Mojonier
Assemblywoman Gwen Moore
Assemblywoman Cathie Wright
Assemblywoman Delaine Eastin
Assemblyman Tom Hayden
Assemblywoman Marian La Follette

Individuals

Jan Hall
Mary Alice Braly
Donna Alyson Little
Dr. Verna B. Dauterive
Pat Towner
Vicki L. Caron
Norma Munroe
Martha Barszcz
Nan Smith
Virginia Andleman
Joan B. Larson

Dr. Barbara Thalacker
Scott M. Lebar and Mary Lynn Perry
James C. Morgan
Jane Fonda Hayden
Anita Miller
Judith A. Horan
Naomi B. Kabakov

Local Officials

Mayor Anne Rudin
Councilwoman Lynn Robie
Councilwoman Lyla Ferris
Supervisor Toby Johnson
Judge Rudolph Loncke
Judge John R. Lewis
Supervisor Clark Cameron
Supervisor Helen MacLeod Thomson

Women's History Month Sponsors — 1990

No sponsors were solicited in 1990.