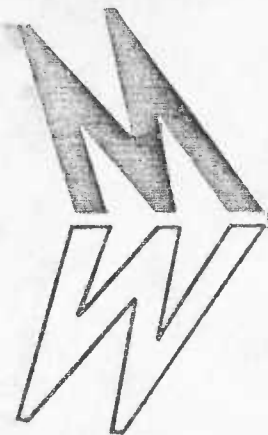


# DECADE OF PROGRESS

A Report to the Governor



Maryland Commission for Women



MARYLAND COMMISSION FOR WOMEN

805860

December 14, 1976



TO: Public Officials throughout Maryland  
FROM: E. Dolores Street, Director of Information and Referral Services  
RE: MCW Publications

Enclosed are copies of three of the most recent publications of the Maryland Commission for Women -- Decade of Progress: A Report to the Governor; Basic Guidelines for Victims of Sexual Assault; and La Situacion Esta Cambiando, for your use.

Decade of Progress documents the history and achievements of the Maryland Commission for Women and focuses on the activities of the past two years.

Basic Guidelines for Victims of Sexual Assault provides women with useful information about preserving evidence and dealing with police, hospital, and other authorities.

La Situacion Esta Cambiando is the Spanish translation of a booklet for household workers which explains the laws and provides job-related information.

Basic Guidelines for Victims of Sexual Assault and La Situacion Esta Cambiando are available for wider distribution. (The English version of the latter, The Picture is Changing, is also available.) Should you desire additional copies, please return the tear-off below to the Commission office indicating the number of copies desired.

EDS:vtw

MCW PUBLICATIONS REQUEST

No. of Copies

Basic Guidelines for Victims of Sexual Assault

La Situacion Esta Cambiando (Spanish)

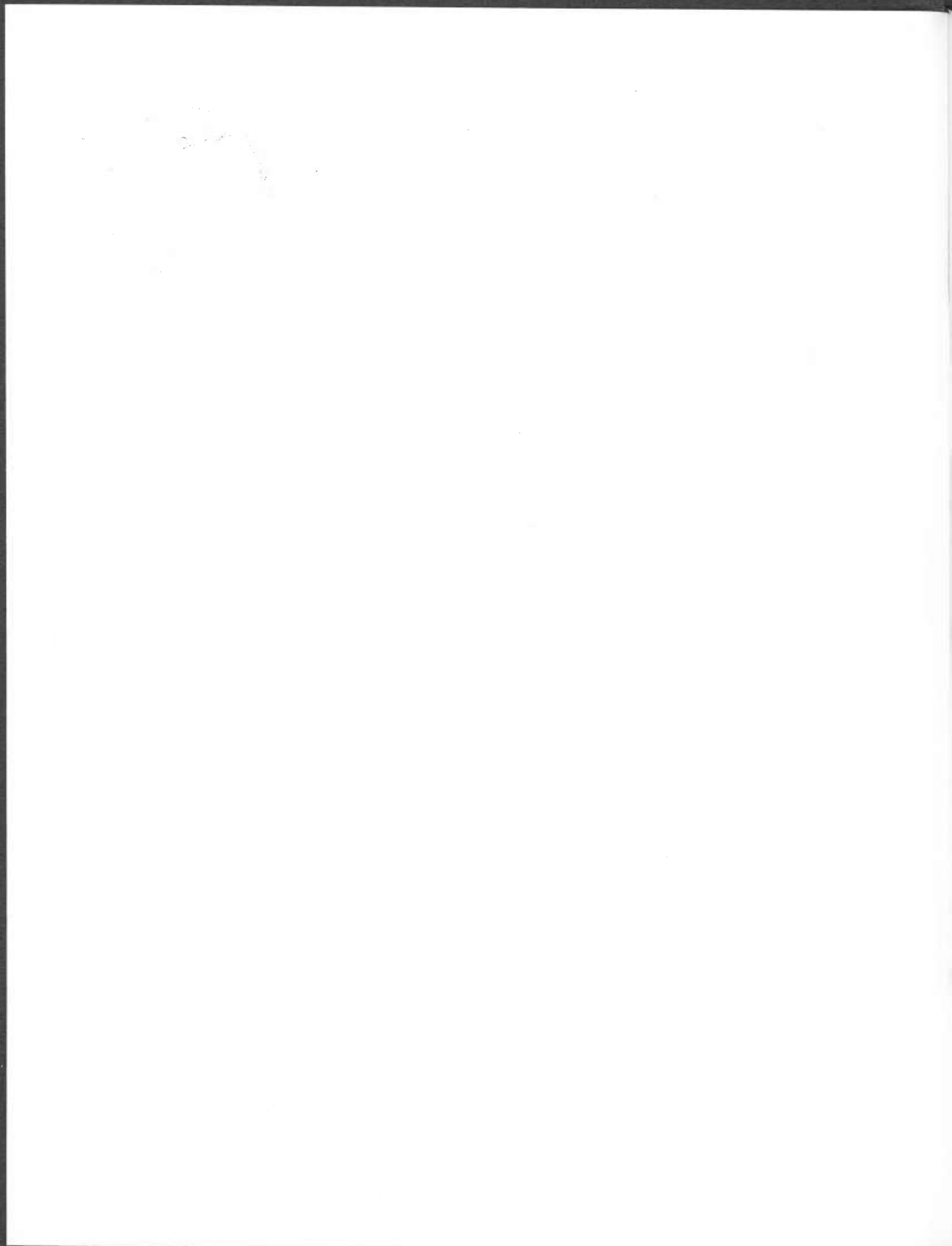
The Picture is Changing (English)

Name \_\_\_\_\_

Agency/Organization \_\_\_\_\_

Address \_\_\_\_\_

Zip \_\_\_\_\_





MARYLAND COMMISSION FOR WOMEN



July 28, 1976

TO: The Honorable Marvin Mandel, Governor of Maryland  
 Members of the Maryland General Assembly  
 Richard A. Batterton, Secretary, Department of Human Resources

FROM: Shoshana S. Cardin, Chairwoman, Maryland Commission for Women *SSC*

A full decade has passed since the appointment of the first Commission on the Status of Women. To effectively assess our progress in assisting "to develop to the fullest extent the potential of all the women of Maryland", this report documents the achievements of earlier Commissions and focuses on the activities of the past two years.

The years July 1, 1974 - June 30, 1976 have been most exciting and productive. The Commission has been in close communication with the Governor, legislators, state departments and agencies, and has experienced closer cooperation with individual women and women's organizations throughout the state, to the benefit of all Maryland citizens.

While we have seen the passage of landmark legislation to insure "equality under the law", much remains to be done to implement those laws and to remove the continuing disparities between men and women in policy and decision-making.

We commend the Governor for his confidence in appointing our Commission the official state agency for International Women's Year and for his endorsement of the Maryland Women's Agenda, a blueprint for advocacy.

We also express our appreciation for the privilege of participating in this challenging and rewarding experience, and look forward with confidence to a decade of greater equality for all.

SSC:vtw

## We're Changing

*. . . Changing our name, our focus, and our image. The Maryland Commission on the Status of Women is now the MARYLAND COMMISSION FOR WOMEN.*

*Our name change says a lot. For ten years, we've been concerned primarily with examining the status of women in Maryland. Now, we're becoming more actively concerned with, and ready to work for women in Maryland.*

*This report sums up a decade of work and development, and looks ahead to our next decade together -- a decade of decisive action and of building upon the improvements and gains we've made.*

*You may also have noticed our new logo. It represents our change in name and in emphasis. It's cleaner, clearer, and more up-to-date. But most of all, it actively points forward. We think it sums up what the Maryland Commission for Women is doing now -- uniting together for another decade of progress.*





MARYLAND COMMISSION FOR WOMEN

1100 North Eutaw Street  
Baltimore, Maryland 21201  
(301) 383-5608

COMMISSIONERS  
as of June 30, 1976

NAME	COUNTY	RESPONSIBILITY
Shoshana S. Cardin .....	Baltimore County .....	Chairwoman
Kathleen M. Carter .....	Baltimore City .....	Vice-Chairwoman
Rosalie S. Abrams .....	Baltimore City .....	Liaison to Legislature
Nancy Van Westen Cox .....	Baltimore County .....	Sex Stereotyping
James F. DeCarlo, Jr. ....	Allegany County .....	Information & Referral
Daisy B. Fields .....	Montgomery County .....	Statistics
Lucille Gorham .....	Baltimore City .....	Women Offenders
Jill Moss Greenberg .....	Prince George's County ...	Child Care
Hattie N. Harrison .....	Baltimore City .....	Liaison to Legislature
Winifred Helmes .....	Wicomico County.....	Bicentennial Women's History
Anne D. Hopkins .....	Baltimore City .....	Appointments & Roster
Edna DeCoursey Johnson ....	Baltimore City .....	Consumer Affairs
Mary T. Johnson .....	Cecil County .....	Higher Education
Bertina A. Nick .....	Anne Arundel County .....	Consumer Affairs
Jo-Ann Orlinsky .....	Baltimore City .....	Title IX & Rape
Constance K. Putzel .....	Baltimore County .....	Domestic Relations
Lee Joyce Richmond .....	Baltimore County .....	Continuing Education
Marvin Rogoff .....	Montgomery County.....	Employment
Joseph L. Smith .....	Baltimore City .....	Budget
Jean E. Spencer .....	Prince George's County ...	Higher Education
Emily Taylor .....	Montgomery County .....	President, NACW
Esther S. Vines .....	Howard County .....	Household Employees
Diane Heberling Weaver ....	Washington County .....	Women Offenders
Jeanette R. Wolman .....	Baltimore City .....	Archivist

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Vicki T. Wilson  
Secretary

### ACKNOWLEDGEMENTS

This report is an acknowledgement of the unceasing efforts of Maryland women and men, Commissioners, committee members, and staff to help create a society in which "equality for all" will become a reality.

Special thanks for assistance with this report to: Dawn Thomas, Researcher/Writer; Ilene London, Writer/Volunteer; Harrison L. Gross, Jr., Maryland Department of Personnel; Harvey A. Epstein, Commissioner, Maryland Division of Labor and Industry; Harry London, Eisner Associates, Inc.; Vicki T. Wilson, MCW Secretary; Robert Ware, Department of Human Resources; Linda Schulte, Director of Public Information, Department of Human Resources.

A special thank you also goes to the Baltimore Sunpapers for permitting us to reprint the photographs on pages 8, 29, and 87.

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“The women’s movement, then, should be hailed by every right-thinking, farseeing man and woman as the best birth of our century.”

-- Charlotte Perkins, 1898

## Beginnings

The concept of a commission on the status of women did not originate in Maryland or any of the other 49 states. It was conceived at the federal level during the initial years of the Kennedy administration. Recognizing that "we have by no means done enough to strengthen family life and at the same time encourage women to make their full contribution as citizens", John F. Kennedy established by executive order, in December 1961, a President's Commission on the Status of Women, under the active chairmanship of Mrs. Eleanor Roosevelt.

On October 11, 1963, the Commission presented its findings and recommendations to the President. The report, entitled American Women, was a composite picture of the status of women for purposes of national policy-making. Even before the report was completed, a number of the Commission's recommendations had already been implemented, such as the widening of federal employment opportunities for women and the Equal Pay Act of 1963. Following the report, an interdepartmental committee of Cabinet members and a Citizens Advisory Council were established by Presidential executive order to assure continual advancement of the status of women.

Maryland was one of those states influenced both by the existence of the President's Commission and the rapid creation of state commissions among its neighboring states. The Maryland American Association of University Women and the Maryland Federation of Business and Professional Women's Clubs felt that the needs and problems of women in the state warranted a Maryland commission. While these two groups were in the forefront in this effort, one person should be singled out and credited for her leadership, guidance, and motivation in establishing the first Commission on the Status of Women - Mrs. Jeanette Rosner Wolman.



A practicing attorney, Jeanette Rosner Wolman was the first woman admitted to the Bar Association of Baltimore City. She is a charter member of the Women's Bar Association of Baltimore and the Maryland Women's Council. As a wife and mother she has long had an interest in family and juvenile law and serves on that section of the Maryland Bar Association as well as having served as a member of the Juvenile Court Committee of the Supreme Bench of Baltimore City. The highlight of her numerous professional activities and associations was her tenure as President of the Business and Professional Women's Club of Baltimore. By 1965 she had already devoted 40 years to public and

community service in the state. It was entirely in keeping with her dedication to people and concern for their well-being that she should personally undertake to establish a commission for women in Maryland. It was Mrs. Wolman's hope to have a commission established which would develop among the women of Maryland an awareness and understanding of their need to be represented and informed; help them qualify for the roles of homemaker, business or professional woman, and/or volunteer; and unite women in overcoming the obstacle of sex discrimination which prevents full participation of women in government and society.

Finally, on July 22, 1965, Governor J. Millard Tawes created by executive order the Governor's Commission on the Status of Women. His action was a direct response to federal recognition of the need to improve the status of women, and enabled Maryland to be among those states attending the first national conference of state commissions on the status of women.

Governor Tawes appointed Mrs. Wolman chairman of the eighteen-member Commission composed of men and women who were legislators, educators, labor and community leaders. Mrs. Tawes was honorary chairman, with Dr. Mildred Otenasek vice-chairman and Mrs. Mary C. Bailey secretary. The other members were: the Honorable Murray Abramson, Mrs. Mary B. Adams, Mrs. Elsie B. Arbaugh, Mr. Charles A. Della, the Honorable Meyer M. Emanuel, Jr., Mrs. Ruth Fleming, Mrs. I. Harold Hammerman, Mrs. Helen Hoher, the Honorable George R. Hughes, Jr., Dr. Selma F. Lippeatt, the Honorable Frances Meloy, Mr. Dennis R. Smyth, Miss Audrey M. Stewart, Mrs. Emerson C. Walden, and the Honorable Verda F. Welcome.

The first Commission functioned as a research committee assigned to review progress and "to recommend new and expanded services and legislation which may be needed to protect and guarantee the continued and increased status of women in Maryland". The Commission members worked diligently over the next eighteen months. A statewide workshop involving 75 key leaders was convened at the University of Maryland on April 6, 1966, to assess the needs of Maryland women. The group selected five areas of prime concern: education and counseling, employment and labor standards, home and community, women as citizens, and the legal status of women. Research on these areas was begun so that specific recommendations could be delineated.

Less than five months after the Commission was activated, public concern over the question of equal pay for equal work prompted the Commission to recommend that pertinent legislation be enacted in Maryland. Members of the Commission who were also legislators introduced the Equal Pay for Equal Work Law and guided it through the 1966 session of the Maryland General Assembly. A Maryland Equal Pay for Equal Work Committee was organized and supporters included women's organizations--political, professional, civic, and religious--organized labor, and the Maryland Department of Labor and Industry. The lobbying effort was successful. The passage of this law, which became effective on June 1, 1966, indicated the importance of a commission for women and offered a glimpse of the future role an official statutory commission could play.

On January 3, 1967, Mrs. Wolman, as Chairman, presented to the Governor the 42-page Report of the Maryland Commission on the Status of Women. This report has proved to be a valuable document for advocates of women's rights in Maryland, for it identifies areas of sex discrimination in the state and major problems which must be overcome if women are to be a vital, viable force in our society. Furthermore, this report makes specific recommendations for legislative and community action.

With the submission of this report, the Commission officially completed its work and was disbanded at the expiration of Governor Tawes' term of office. Over the last nine years a large number of the approximately 200 recommendations proposed by the Governor's Commission have been enacted into state law. But it took a lot of effort on the part of later commissions and their members, as well as many interested volunteers, to make this claim possible.

At the federal level, much legislative progress with regard to women's issues was made between 1963 and 1968: the Equal Pay Act of 1963; Title VII of the Civil Rights Act of 1964, which prohibited discrimination in employment based on sex, as well as race, color, religion, and national origin; the Social Security Act of 1965; the Elementary and Secondary Education Act of 1965; the Fair Labor Standards Act Amendments of 1966; and Executive Order No. 11375 of 1967 which assured women equality of opportunity in government employment, employment by federal contractors, and under federally assisted construction. By 1967 there was a state commission on the status of women in each of the 50 states. Also at the national level, the Interdepartmental Committee on the Status of Women and the Citizens Advisory Council continued to coordinate the efforts of federal agencies and other groups in advancing the status of women and served as a clearinghouse for information regarding executive orders, legislation and enforcement.

In January 1968, when Spiro T. Agnew took office as the fifty-fifth Governor of Maryland, the members of the former Commission immediately drafted a formal letter stating that events on the national scene necessitated the reactivation of a commission. Personally aware of the need to develop fully the potential of the women of Maryland, Governor Agnew assigned one of his staff members, Dr. Jean Spencer, Assistant Director of the Governor's Task Force on Modern Management, to investigate the role and purpose of another commission and to outline determination of membership. Just as Mrs. Wolman was the key woman responsible for the establishment of the first Commission, so Dr. Spencer can be considered the key woman in establishing the second commission on the status of women.

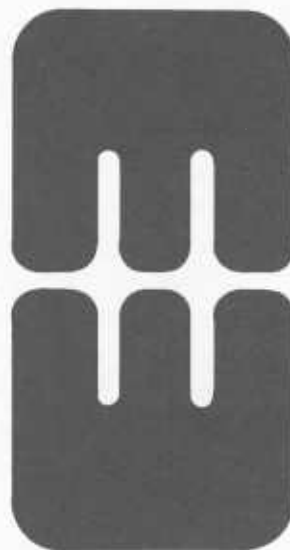
Jean Elizabeth Spencer was eminently qualified for this responsibility. She received her Ph.D. in political science from the University of Maryland. From January 1963 through June 1967, she was an Assistant Professor of Government and Politics, and Research Associate of the Bureau of Governmental Research for the University of Maryland. Concurrently she served as Director of the Governor's Commission on the Modernization of the Executive Branch of the Maryland Government (Curlett Commission).

Dr. Spencer took leave from the University of Maryland beginning in July 1967 to serve as Research Director during the 1967-1968 Maryland Constitutional Convention



and at the same time assumed the position of Assistant Director of the Governor's Task Force on Modern Management. When Governor Agnew was elected Vice-President of the United States, she accompanied him to Washington as Special Assistant. From October 1973 to July 1974 she served as Assistant to the Counselor to the President, Office of Women's Programs.

In 1968 Dr. Spencer called a meeting of presidents of leading women's groups in the state, along with Mrs. Wolman and former Commission members. From the sessions that followed came a consensus for the scope of the new Commission: it would represent a broad spectrum of race and age, would focus on employment, equal opportunity and, most particularly, human relations. This group also prepared a list of potential Commission members, men as well as women, who were dedicated to the improvement of the status of women.



The recommendations of the group were presented by Dr. Spencer to the Governor, and accordingly on November 2, 1968, Governor Agnew appointed the second Governor's Commission on the Status of Women, with Mrs. Katherine B. Massenburg as Chairman and Mrs. Kathleen M. Carter as Vice-Chairman. The remaining 24 members were: Delegate Rosalie S. Abrams, Mrs. Mildred D. Atkinson, Dr. Allan C. Barnes, Mrs. Norman Broadwater, Delegate Nancy B. Burkheimer, Mrs. Jerome S. Cardin, Delegate Edward

J. Clarke, Mrs. Philip Darling, Dr. Donald A. Deppe, Mrs. John W. Draper, Mrs. Glenford Dudley, Mrs. Ruth S. Haynes, Mrs. Samuel Hopkins, Mrs. Fred C. Huber, Mrs. Belva Jensen, Mrs. Edna DeCoursey Johnson, Dr. David T. Lewis, Mrs. Moses Lukaczer, Mrs. Charlotte Martz, Mrs. Richard C. Nast, Mrs. Sherman Ross, Mr. S. Edward Smith, Mrs. Walter Vollberg, and Mrs. Jeanette Wolman (the only member of the first Commission to be reappointed).

The Governor gave three directives to the Commission: (1) To review the recommendations of the previous Commission in the areas of education, employment, and community and civic participation, and implement those most pertinent; (2) To seek the cooperation of existing state and local organizations in identifying mutual problems and work toward increasing opportunities for women; and (3) To plan a statewide conference for women to identify common goals and formulate the Commission's programs.

Only a few weeks prior to the first meeting of the Governor's Commission, held on December 13, 1968, Governor Agnew had been elected Vice-President of the United States. A major concern expressed at that meeting was the future of the new Commission. Thus, to insure the life of the Commission beyond any appointing Governor's administration, the Commission members unanimously supported a plan of action to secure legislative authority for a permanent commission. At its very first meeting, a special committee, composed of the legislators on the Commission and chaired by Delegate Burkheimer, was created to advise on legislation which would provide such statutory authority. This goal was to be realized in 1971.

Each volunteer member brought to this first meeting her/his own ideas concerning the direction and focus of the Commission's work: day-care centers for children; adequate health care; educational television programs on women, including a history of the status of women; problems of women who must serve as heads of families; elimination of laws protecting women in the labor force in instances where they do not want protection; consumer protection; and the involvement of women in politics.

Three important committees evolved from the Commission meeting of January 23, 1969: the Directory Committee, the Roster Committee, and the Women as Citizens Committee. Each of these committees has remained an on-going project of the Commission. The directory of organizations initially contained 310 names; today it numbers close to 500. A noticeable change caused by the increased awareness of the existence and importance of the Commission is that women's organizations themselves now contact the Commission and request inclusion of their names in the directory. The Roster of women eligible for appointment and willing to serve on boards and commissions has also grown, increasing from 60 names to well over 750. Both of these committees were chaired by Shoshana S. Cardin.

The Women as Citizens Committee, chaired by Anne D. Hopkins, initially focused on three objectives: (1) voter registration; (2) changing young girls' attitudes so that, as women, they would participate more fully in the political arena; and (3)

broadening women's participation in the local party structure. The first and third goals were tackled in cooperation with the League of Women Voters in a drive to increase the number of women registered to vote, and to encourage their direct involvement in every facet of political activity.

To achieve the second and third goals, this committee met with representatives of the State Department of Education to discuss the school curriculum and to propose methods by which guidance counselors and especially civics teachers could better prepare young people for citizenship responsibilities. The publication of a guidebook for teachers, Educational Materials for Citizenship, was an outgrowth of these meetings. These were distributed to the local boards of education, along with recommendations for implementation, with the understanding that the boards would attempt to incorporate the material into their curricula. These same materials were made available at no charge to women throughout the state in a booklet entitled Women as Citizens. This committee represented the first successful cooperative effort of the Commission, another state agency, and a women's organization.

Guiding the work of the Commission through its first year of renewed existence was Mrs. Katherine B. Massenburg.



Katherine Black Massenburg graduated from Randolph-Macon Women's College and did post-graduate work at Johns Hopkins University. A former public school teacher and law clerk, Mrs. Massenburg served as vice-chairman of the Maryland Federation of Young Republicans and became Second Vice-President and finally President of the Maryland Federation of Republican Women. Throughout the 1960's, her role in the Republican Party expanded--from serving as a member of the Republican State Central Committee to Republican National Committeewoman for Maryland from 1968 to 1972. During her two-year term as Chairman of the Commission, she also served on the Presidential Task Force on Women's Rights and Responsibilities.

Convening a statewide conference for women was a major goal of this Commission. A committee was established under the direction of Mrs. Kathleen M. Carter, consisting of representatives from women's organizations as well as legislators, concerned citizens, housewives, and mothers. The resulting conference, "Bridging the Gap", sponsored jointly by the Governor's Commission on the Status of Women and the Women's Bureau of the United States Department of Labor, was held on November 14, 1969 at the University Baptist Church, Baltimore. Some 300 women attended this historic conference--"the first attempt to bring together representatives of diversified organizations as well as unaffiliated women

in the State of Maryland"--for the purpose of developing programs of action to "bridge the gap" between women's needs and solutions.

The conference, which opened with an address by Dr. Jean Spencer, Special Assistant to Vice-President Agnew, also featured workshops on the economic, social, educational, legal, and political status of women. An unanticipated problem of communication arose. It became evident that it was necessary to obtain a definition of "equality" before a discussion could begin. Thus the participants defined "equality for women" as the freedom of choice to develop one's individual potential. Equal opportunity was construed to mean opportunity in all phases of society, so that a woman could be considered on her individual merit, not because of her sex.

With these definitions and concepts in mind, there emerged from the workshop sessions three basic sets of recommendations for action. The first was the need for social change, which would alter the negative attitudes of men toward women, and more particularly women toward women. The second was the need for legislative and procedural changes. The third unanimous recommendation was for a series of regional conferences within the state to promote communication among women as individuals and groups. These would provide the forum by which problems inherent to that region or area could be dealt with and met.

In February 1970, Mrs. Massenburg resigned as Chairman but remained on the Commission. During the four-month interim, the Vice-Chairman, Kathleen M. Carter, served as Acting Chairman. On June 16, 1970, Governor Mandel appointed Anne Carey Boucher as the new Chairman.



During the seven years prior to her appointment, Anne Carey Boucher chaired seven different events which benefited community groups in the state. She chaired the Board of Directors of the Medical Eye Bank of Maryland and served on the Board of Commerce and Industry Combined Health Appeal. During her four years as Chairman of the Commission on the Status of Women, Mrs. Boucher continued to maintain an active role in the community. From 1972 to 1974 she served on the Board of Directors of Baltimore Forward Thrust, Inc., and coordinated the Mayor's Ball to benefit the arts in Baltimore City.

By the time Mrs. Boucher presided at her first Commission meeting in September 1970, several changes had occurred in the Commission membership. Five individuals had resigned their positions--Dr. Barnes, Delegate Clarke, Mrs. Huber, Mrs. Jensen, and Mrs. Dudley. One vacancy had been filled with the appointment of Dr. Lee Joyce Richmond.





MARYLAND COMMISSION ON THE STATUS OF WOMEN  
April 23, 1971

The September 1970 meeting proved to be a most important one in the history of the Commission. It marked the advent of a new Chairman with fresh ideas and the ability to lead the Commission on a progressive and active course. Mrs. Boucher suggested that the Commission could be more effective by channeling the efforts of the group into four priorities. The suggested priorities were: a newsletter, conferences, publication of a Know Your Rights booklet, and advisory councils on the status of women in each county of the state. It is a testimony to the timeliness and appropriateness of these suggestions that the first three priorities were successfully implemented; and as of 1976 there are five county commissions for women in Maryland: Anne Arundel, Charles, Montgomery, Prince George's, and St. Mary's Counties, with two more in the planning stages in Allegany and Baltimore Counties.

It was at this time that the Commission recognized that many of the goals it wished to achieve could only be implemented with the passage of legislation making the Commission a statutory agency, and support for this goal was again renewed. As a statutory agency the Commission could hire an executive director and secretarial assistance; it could have funding to become a clearinghouse for women in Maryland, particularly in the area of statistical data, and could act as an advocate for both women and men.

At the same time, as a result of a series of discussions between Chairman Boucher and City Council President William Donald Schaefer, an ordinance was introduced in the Baltimore City Council to amend the enabling legislation of the Baltimore Community Relations Commission against discrimination to include sex. In the ensuing months, the Commission on the Status of Women worked on behalf of the bill and saw its successful passage in November. It was considered one of the most far-reaching pieces of legislation of its kind in the country.

The MCSW began to have an impact on the Maryland scene. Other groups turned to the Commission for advice on how to accomplish their goals and objectives. An abortion bill drafted by a medical-legal group for presentation to the General Assembly prompted extensive discussion at the January 1971 meeting as to the course the Commission might follow regarding abortion legislation. The Commission voted to support the bill on the grounds that "it is the right of a woman and her doctor to make the decision whether she shall bear a child". The abortion bill (H.B. 100) was defeated by a strong lobbying effort, and the Commission was criticized for its role in the campaign by some legislators and by other opponents. This stand almost cost the Commission its bid for statutory recognition.

Senator Rosalie S. Abrams, a Commission member, had introduced S.B. 190, calling for the creation of an independent state commission on the status of women. But when the bill came up for a vote in the 1971 session of the General Assembly, it was defeated, primarily due to the Commission's position on abortion legislation. Only after reconsideration did the bill pass, and then by the necessary minimum of 72 votes.

Concurrently, elimination of discrimination in advertising was undertaken. Under the guidance of Commissioner Ilse Darling, the Employment Committee of the Commission

## ARTICLE 49C.

# MARYLAND COMMISSION ON THE STATUS OF WOMEN.

### § 1. Title of article.

This article shall be known as the "Maryland Commission on the Status of Women Act." (1971, ch. 57, § 1.)

Cross reference.—See Editor's note to § 2 of this article.

### § 2. Establishment and membership of Commission.

The Maryland Commission on the Status of Women is established and shall consist of 24 members appointed by the Governor from among persons interested in the improvement of the status of women. The membership shall include both men and women and shall be broadly representative of all fields of interest of women. It shall include persons experienced in public affairs, private industry and volunteer activities and shall represent various age groups and geographical regions of the State. The Commission is a unit of the Department of Employment and Social Services and shall report to the Governor and the legislature through the secretary thereof. (1971, ch. 57, § 1.)

Editor's note.—Section 2, ch. 57, Acts 1971, provides that "the twenty-four (24) members of the Commission as constituted immediately prior to the effective date of this act shall be reappointed according to

the provisions of section 1 hereinabove. As the respective periods for these original appointments expire the Governor shall fill the resulting vacancies by appointment according to the provisions of this act."

### § 3. Appointment and terms of members; vacancies; chairman and vice-chairman.

The Governor shall appoint the members of the Commission for terms of four (4) years, except that the members first appointed, six (6) shall be appointed for terms of one (1), two (2), three (3), and four (4) years. Vacancies shall be filled in the same manner as the original appointments for the balance of the unexpired term. Any member of the Commission may be reappointed to one additional term as a member of the Commission. The members shall serve without compensation. The Governor shall

designate a chairman and vice-chairman. The chairman shall be the chief executive officer of the Commission. The Commission may appoint such offices [officers] as it deems necessary. (1971, ch. 57, § 1.)

### § 4. Powers and duties generally.

The Commission

(1) Shall stimulate and encourage throughout the State study and review of the status of women in the State and may act as a clearing house for all activities to avoid duplication of effort;

(2) Shall strengthen home life by directing attention to critical problems confronting women as wives, mothers, homemakers and workers;

(3) Shall recommend methods of overcoming discrimination against women in public and private employment, and encourage women to become candidates for public office;

(4) Shall promote more effective methods for enabling women to develop their skills, continue their education, and to be retrained;

(5) May make surveys and appoint advisory committees in the fields of, but not limited to, education, social services, labor laws and employment policies, law enforcement, health and safety, new and expanded services, legal rights, family relations, human relations, and volunteer services;

(6) Shall secure appropriate recognition to women's accomplishments and contributions to this State;

(7) Shall work to develop healthy attitudes within the framework of the Commission's responsibilities. (1971, ch. 57, § 1.)

#### **§ 5. Funding.**

(a) The Commission, subject to the approval of the Secretary of the Department of Employment and Social Services, may accept federal funds granted by Congress or executive order for all or any of the purposes of this article as well as private gifts and donations from individuals, private organizations or foundations; provided, that the acceptance and use of federal funds shall not be considered a commitment of State funds and places no obligation upon the legislature to continue the purposes for which the funds are made available.

(b) The Department shall include the Commission in its annual budget. (1971, ch. 57, § 1.)

#### **§ 6. Intergovernmental relations.**

The Commission shall have the full cooperation of all executive departments and agencies of the State in the performance of its duties. (1971, ch. 57, § 1.)

#### **§ 7. Annual report.**

The Commission shall submit an annual report to the Governor and legislature through the Secretary of the Department of Employment and Social Services and shall include recommendations based on its studies. (1971, ch. 57, § 1.)

#### **§ 8. Commission not empowered to promulgate rules and regulations.**

The Commission shall have no authority to promulgate rules and regulations. (1971, ch. 57, § 1.)

Cross reference.—See Editor's note to § 2 of this article.

initiated an amendment to the Fair Employment Practices Act to cover sex discrimination in newspaper advertising for employment. In late 1970 the Committee collected evidence of discrimination on the basis of sex in newspaper employment advertising in three different parts of the state--Annapolis, Baltimore, and Hagerstown. While the Baltimore News American announced at the beginning of 1971 that it would no longer run separate male/female help-wanted columns, the Sunpapers continued to do so. The findings of Mrs. Darling's committee were presented on March 7, 1972, to the Equal Employment Opportunity Commission, the Maryland Commission on Human Relations, and the Baltimore Community Relations Commission. As a result of the report, the Baltimore Community Relations Commission filed suit against the Sunpapers for its employment advertising practices. This action, strengthened by the Supreme Court's 1973 decision on employment advertising, forced the Sunpapers to change its method of advertising effective July 28, 1973. Other Maryland newspapers were persuaded to comply with the Supreme Court decision, and all major Maryland newspapers ended the practice of printing segregated male/female help-wanted advertising.

A project of a completely different nature was initiated by Commissioner Lenora Nast at the March 1971 Commission meeting. This was the introduction of courses of continuing education for women. Sister Kathleen Feeley, then President-elect of the College of Notre Dame, had proposed that during the summer session the college and the Commission jointly sponsor a course on the role of women. The Commission responded enthusiastically and the course, entitled "Women in Perspective: An Interdisciplinary Approach", was a success. The program revolved around two goals: (1) to help women understand and appreciate themselves, to realize their full potential, and to become more aware of their unique personhood, and (2) to show the position of women in contemporary life by examining certain areas of life in relation to women. Sessions included speakers on anthropology and sociology, biology, the changing patterns of family life, the contemporary woman, education, literature, the psychology of women, the status of women in Maryland, and women and the law.

This first offering was so successful that the college repeated the format for the fall session. Subsequently the College of Notre Dame instituted a complete Department of Continuing Education for Women. Pleased with the instant success of the program, Mrs. Nast offered the Commission's assistance in developing similar programs for other Maryland colleges. Within three months some 30 colleges had replied favorably, and Mrs. Nast personally undertook the supervision of this project.

Subsequently, Dr. Lee Joyce Richmond prepared a booklet listing by county those courses being offered at various Maryland colleges. The booklet, Continuing Education for Women in Maryland, has been revised and updated over the years as more colleges have offered such programs and as existing programs have been broadened. It is one of the many publications available from the Commission.

On July 1, 1971, the law creating the Maryland Commission on the Status of Women became effective. There were to be 24 members appointed by the Governor for four-year terms, with the eligibility of reappointment to an additional term. The law

"grandfathered in" the existing Commission members; thus their terms of office have varied in length and date of expiration. Potential Commissioners were to be men and women interested in the improvement of the status of women, with experience in public affairs, private industry, and volunteer activities. They were expected to serve on a voluntary basis, and were representative of different geographical regions of the state as well as of various age groups.

The following were the first members of the newly created state Commission: Senator Rosalie S. Abrams, Mildred Atkinson, Anne Carey Boucher, Mary H. Broadwater, Nancy Brown Burkheimer, Shoshana S. Cardin, Kathleen M. Carter, Ilse M. Darling, Donald A. Deppe, Elizabeth Carter Draper, Gretchen Jane Hartman, Ruth S. Haynes, Anne Dankmeyer Hopkins, Edna DeCoursey Johnson, David T. Lewis, Lillian Lukaczer, Charlotte A. Martz, Katherine Black Massenburg, Lenora H. Nast, Lee Joyce Richmond, Jean G. Ross, S. Edward Smith, Lorraine Vollberg, and Jeanette R. Wolman.

The Maryland Commission on the Status of Women was to be an independent agency under the Secretary of the Department of Employment and Social Services. The law charged the new Commission with the following responsibilities: (1) Serving as a clearinghouse for all activities related to women; (2) Recommending methods of overcoming discrimination against women in public and private employment, and encouraging women to become candidates for public office; (3) Promoting more effective methods for enabling women to develop their skills, continue their education, and to be retrained; (4) Securing appropriate recognition of women's accomplishments and contributions to the state; (5) Strengthening home life by directing attention to critical problems confronting women as wives, mothers, homemakers, and workers; (6) Making surveys and appointing advisory committees in such fields as education, family and human relations, health and safety, labor laws and employment policies, law enforcement, legal rights, volunteer services, and new and expanded services.

As a new state agency, the Commission acquired office space and Elaine L. Newman was employed as Executive Director, with a secretary to assist with the growing correspondence. By 1974 an Assistant to the Executive Director, Dolores Street, would be added to the staff. Continued growth and expansion have marked the progress of the MCSW since its legislative establishment. The MCSW played a key role in encouraging citizens to vote for the Maryland constitutional amendment guaranteeing equal rights for women. The State of Maryland had already shown its support for guaranteeing this equality by the General Assembly's ratification of the federal Equal Rights Amendment early in 1972.

In June 1972, the MCSW called together representatives of women's statewide organizations to formulate plans to insure the approval of the Equal Rights Amendment to the Maryland Constitution by the voters in November 1972. This group, known as the Citizens Coalition for the Equal Rights Amendment, chaired by Bebe Bailey, came under the broad umbrella of the MCSW, with Commissioner Charlotte Martz serving as the liaison. The Coalition set up committees, staffed them with enthusiastic volunteers, and successfully convinced the voters of Maryland that passage of the ERA was both vital and necessary. There is no question that 1972 was the most significant legislative year for

women in Maryland. At the request of the MCSW, the Attorney General authorized a legal assistant, Eleanor Carey, to examine the Annotated Code of Maryland to list all laws which might conflict with the ERA. The MCSW made this report available to the public and requested the Governor to appoint a commission to study and recommend methods of implementation of the Equal Rights Amendment.

The Employment Committee of the MCSW continued to be extremely active and successful in efforts to eliminate barriers and expand working opportunities for women. Mrs. Ilse Darling, chairman of the committee, testified at numerous hearings on proposed bills directly affecting the employment of women. She spoke on behalf of legislation which would: provide unemployment benefits during pregnancy; repeal the unemployment insurance law that disqualified benefits for pregnancy; remove the limitation on the number of hours women may work in certain occupations; and provide for two part-time workers to fill one full-time position in the state merit system.

A major accomplishment of the Employment Committee was the sponsoring of an affirmative action conference in Fall 1973. The "Governor's Conference for Employers and Labor Unions in the Baltimore Metropolitan Area" served as a catalyst for future conferences of this type. Approximately 275 people listened to top representatives of government agencies interpret the laws prohibiting discrimination against women, discussed present discrimination practices in the hiring and promotion of women and heard representatives of industry and unions give examples of how they had implemented affirmative action plans to remedy the effects of past discrimination.

As a result of the activities of both the Legislative and the Employment Committees, it was felt that a publication informing Maryland women of their legal rights was a necessity. Mrs. Darling's committee worked with representatives of the Women's Law Center in the preparation of Women Know Your Rights, which was published in 1973. This publication, which has been revised over the years, discusses such topics as consumer laws, employment rights, labor laws, marriage and divorce, medicare, property rights of women, social security, unemployment insurance, and workmen's compensation.

In 1973 the Employment Committee was also successful in its efforts to secure coverage for household employees under the Maryland minimum wage law (Maryland was one of only ten states to do so), and worked actively to see it implemented. By 1974 both state and federal laws required that household workers receive at least the minimum wage. To inform the public of the new laws, and to assist household workers and heads of households in establishing a good working relationship, the MCSW created a task force to prepare a booklet on this topic. Headed by a new Commissioner, Mrs. Esther S. Vines, the committee compiled the content material, while the publication, The Picture is Changing, was printed through the cooperation of the Maryland Department of Labor and Industry. Designed to show the professionalism of the household worker, the pamphlet contained subject information dealing with the minimum wage, social security, sick leave, vacations, holidays, income tax, and other questions relevant to both worker and employer. This booklet is still available from the MCSW office.



In 1974 Commissioner Vines helped organize the Maryland Household Technicians, a private organization whose goal is to improve the status of the household worker. Through Mrs. Vines' efforts to upgrade the status of household employees, and with the MCSW's cooperation, the 1975 General Assembly passed H.B. 492, which gave the household worker benefits under workmen's compensation.

In 1972 and 1973, new Commissioners were appointed: Kathryn S. Abell, Angela Bambace\*, Nancy Van Westen Cox, Daisy B. Fields, Delegate Hattie H. Harrison, Winifred G. Helmes, Mary T. Johnson, Eugene F. Petty\*, Franklin Pumphrey\*, Constance K. Putzel, Joseph Lee Smith, and Esther S. Vines. It is important to note here that throughout the ten-year period of the Commission's history, Jeanette R. Wolman has been the only member of the original 1965 Commission to remain. Kathleen M. Carter has served as Vice-Chairman of the MCSW since 1968, and of the original members of the second Commission, six are still active members today: Rosalie S. Abrams, Shoshana S. Cardin, Kathleen M. Carter, Anne D. Hopkins, Edna DeCoursey Johnson, and Jeanette R. Wolman.

Commission activities were not confined to legislative action and committee projects. The Commission fostered women's organizations and encouraged them to respond to unmet needs of women and to develop programs to meet those needs. Over the past four years three organizations have emerged through the sponsorship or with the assistance of the MCSW--Baltimore New Directions for Women, Women Together, and WISH (Women in Self Help).

In the fall of 1972 the MCSW spearheaded a plan to design a program similar to WOW (Washington Opportunities for Women). By December the project emerged as Baltimore New Directions for Women. Its purpose was to provide women of all ages and incomes with current employment information and to offer career planning, counseling, and job referral services. Responses to this project were so positive that in 1974 BNDW co-sponsored two career guidance courses for women, one at Goucher College and the other at the YWCA. By the fall of 1975, thanks to grants from CETA and the Maryland Commission for the Humanities and Public Policy, New Directions reached beyond the periphery of Baltimore City and offered its course in various Maryland counties. New Directions today maintains a staff of 28 trained volunteers who assist women in preparing for employment.

The MCSW also was instrumental in the establishment of Women Together, a Baltimore metropolitan coalition of 25 women's groups which are community oriented and social activists. It serves as a medium for the exchange of information and as a liaison between women and women's groups. The following individuals were instrumental in organizing Women Together in March 1973: Brenda Edelson, President of the Baltimore Section, National Council of Jewish Women; Shoshana S. Cardin, an MCSW Commissioner; Jo-Ann Orlinsky, community leader; Mimi Waxter, President of the League of Women Voters; Sally Michel, President of the Junior League of Baltimore; Victorine Adams, Baltimore City Councilwoman and representative of Women Power, Inc., Thelma Cox, Past President, Delta Sigma Theta Sorority. For the next three years, the Commission

\*Deceased.



played a major role in Women Together by coordinating and co-sponsoring three Women's Fairs which annually attracted 1,000 - 4,000 women. Each fair featured educational workshops focusing on major issues of concern to women.

The MCSW also worked closely with Mildred Kaplan, Esther Lazarus, and Barbara Saidel in the formation of WISH, a unique telephone service for the housebound woman. WISH (Women in Self Help) serves the Baltimore metropolitan area and offers peer counseling which seeks to break through women's isolation in dealing with their everyday personal, social, and emotional problems.

The formation of a Washington County Chapter of the National Organization for Women was a direct outgrowth of a conference entitled "Washington County Women in Focus throughout the Seventies--A Choice", held in September 1972. This conference, attended by 200 women, was the catalyst in generating requests from educational, civic, and social institutions and organizations for the MCSW to co-sponsor or participate in conferences, workshops, and one-day seminars on topics of interest to women. Commissioner Mary Broadwater served as the MCSW's liaison in assisting Hagerstown Junior College and other participating Washington County groups in preparing this first locally co-sponsored event.

In addition, Mary Broadwater, an active Commissioner, was instrumental in eliminating sex stereotyping in educational materials. She worked closely with the Board of Education in her own Washington County to eliminate such materials from school textbooks. She was probably the first Commissioner instrumental in bringing about this action at the local level. In a similar effort, Commissioner Nancy Van Westen Cox represented the MCSW on the Baltimore City Task Force on Sex Stereotyping which resulted in a study of current textbooks and in the revision of the policy of admitting only males to Baltimore Polytechnic Institute.

Since 1972 the Commission has co-sponsored many conferences, some of which are listed below:

In 1972 the MCSW co-sponsored "The Contemporary Woman--the Fourth Decade and Beyond" with the College of Notre Dame, Dundalk Community College, and the Maryland Commission on Aging; "Women in the World of Work" with Dundalk and Essex Community Colleges; and "Arts for Women" with the Maryland Institute of Art.

In 1973 a "Conference on Continuing Education for Women" was held at Towson State College for administrators and college faculty. A major objective of the conference was to develop future directions in programming for women on campuses throughout the state. Instrumental in organizing this conference were Commissioners Winifred Helmes and Lenora Nast.

Commissioner Helmes also initiated in April 1973 the first Eastern Shore Women's Conference with the theme "Women in Action". Anne Armstrong, Counselor to the President of the United States, and Bertha S. Adkins, former Under Secretary of the Department of Health, Education, and Welfare, were featured speakers. This conference has become an annual event under the guidance of Dr. Helmes.

Although the Commission had been involved in legislative matters since its inception, a Legislative Committee was established in December 1972 under the chairmanship of Constance K. Putzel. By February 6, 1974, the MCSW, in cooperation with Women Together, sponsored the first statewide Legislative Conference for Women in Annapolis. Over 200 women, representing some 85 organizations, learned about legislation vital to them in the fields of family, marriage and divorce, discrimination and the law, and criminal law. As a result of action taken at the Legislative Conference, the Governor funded the commission which he had already appointed to implement the Equal Rights Amendment in Maryland.

In response to many requests which stemmed from this informative conference, the MCSW established a Legislative Coalition which meets periodically to present and discuss pre-filed bills and new bills which, if passed, would have a direct bearing on the lives of all Maryland women. At these meetings state legislators present their views on the proposed laws. The MCSW then works with the women's groups to formulate any plans of action to support or oppose bills of particular concern and significance. At the end of the General Assembly session, the Commission informs the women's groups of the bills which have become law.

Late in 1974 the MCSW, in conjunction with the University of Maryland Law School, established a student internship program. The women law students were to be supervised by two Commissioners who were attorneys, Mrs. Wolman and Mrs. Putzel. The students reviewed 1974 legislation of the General Assembly, and also prepared information on legislation relative to domestic law and the proposed Marriage and Divorce Act for the Commission's consideration. Internship programs also have been established with the University of Maryland School of Social Work, Goucher College, and the University of Maryland-Baltimore County Campus.

In July 1974 Shoshana S. Cardin was appointed to chair the Commission following the resignation of Anne Carey Boucher.

Shoshana S. Cardin, present Chairwoman of the Commission, is an involved community leader who lists herself as a homemaker/volunteer. After receiving her B.A. from UCLA, Mrs. Cardin taught in the Baltimore City school system. Interested in legislation and politics, she was elected a delegate to the Maryland Constitutional Convention of 1967-68.



Her skills as an organizational and leadership training consultant, workshop and conference coordinator, lecturer and public speaker were the basis for two publications--

Leadership Logic, a manual of organizational "how-to" which she co-edited; and Getting It Together, a handbook on how to run a conference/fair which she co-authored with Jo-Ann Orlinsky.

The list of Mrs. Cardin's current activities includes: trustee of the National Retinitis Pigmentosa Foundation, Inc.; executive committee member of the Voluntary Action Center of Central Maryland; executive committee member of Women Together, of which she was a co-founder; President, Women's Division, Associated Jewish Charities and Welfare Fund of Baltimore.

The appointments of the following new Commissioners--Lucille Gorham, Jo-Ann Orlinsky, and Jean Spencer in 1974 and Marvin Rogoff, Jill Moss Greenberg, Bertina A. Nick, James F. DeCarlo, Jr., Emily Taylor, and Diane H. Weaver in 1975--brought the Commission once again to the full component of 24. The following report reflects their energies, activities, and progress.

“The legal subordination of one sex to the other—is wrong in itself, and now one of the chief hindrances to human improvement.”

-- John Stuart Mill, 1869

## Report of the Chairwoman

CHANGE was the key! Changes on the international and national scenes; changes at the state level and changes in our Commission . . .

International Women's Year, 1975, was a vehicle for focusing on women's problems both in the United States and abroad; Title IX regulations outlawed sex discrimination in all facets of educational institutions; credit and housing regulations outlawed discrimination based on sex or marital status; within the Department of Employment and Social Services, under which the Commission was placed, Secretary W. Shepherdson Abell resigned and was succeeded by Richard A. Batterton. Shortly thereafter, the Department of Employment and Social Services became the Department of Human Resources, reflecting a broader approach to the social services delivery systems of Maryland.

The effects of all these changes brought about an increased awareness of the multiplicity of women's needs and a sense of urgency to respond creatively.

Within MCSW, a new Chairwoman and nine new Commissioners with different approaches and concerns were appointed. The Commission, comprised of 24 Commissioners, all of whom serve as volunteers, began meeting monthly. Responsibilities were divided among staff and Commissioners, who are not an advisory body, but a working corps. The overburdened staff of two grew to three with the hiring of Dolores Street as Assistant Director; and Vicki T. Wilson became the new secretary.

MCSW OBJECTIVES for July 1, 1974 through June 30, 1976 were visibility, accessibility, and community involvement. The Commission listened to thousands of women and men--activists, homemakers, business and professional organizations, media personnel, religious leaders, educators, employers, union members, agency heads, but most of all, individual women who came to the Commission for information and assistance. The latter required establishing an information and referral service. In addition to listening, MCSW spoke to the women and men of Maryland through special programs, conferences, radio and TV, public service announcements, newspaper stories, numerous publications and a quarterly newsletter.

MCSW'S PROGRAM OF RESPONSE created a major burden on an already overworked but very conscientious staff. Commissioners spent an extraordinary number of hours with their committees and task forces in a spirit of dedication to positive change.

Conscious efforts not to duplicate the work of other groups or state agencies resulted in closer communication and cooperation with the Commission to study the Implementation of the Equal Rights Amendment, the Women's Caucus of the Maryland General Assembly, Baltimore New Directions for Women, local commissions for women, and private women's organizations throughout the state.

In addition, Elaine L. Newman, Executive Director of MCSW, serves as liaison to the Metropolitan Coalition of Commissions for Women, and both she and Assistant Director Dolores Street participate in workshops given by the Management Development Center of the Maryland Department of Personnel. Commissioners and staff alike work closely with the Women's Bureau, U.S. Department of Labor, and continue their close association with the National Association of Commissions for Women, both as officers and as consultants.

The modus operandi developed by the Commission was that policy and objectives were formulated and carried out by the Commission as a whole, in addition to which each Commissioner would chair a project related to her/his special field. The reports that follow are evidence of the effective and exhaustive work produced by the Commissioners and staff, to whom I wish to express my personal appreciation and public plaudits.

While the individual reports describe major successes, many problems remain. Some will be addressed through legislative reform and some through judicial reform. There are others, however, which will require broader approaches:

We find it difficult to identify and correct pervasive, covert discriminatory practices . . .

We find it difficult to overcome the disparity between women and men serving in decision and policy-making positions . . .

We find it more difficult to correct the attitudinal bias that still exists in both the public and private sectors of our community . . .

We find it difficult to accept the loss of protective legislation rather than extension of the same protection to men . . .

We find it difficult to adjust to the slow-paced implementation of those laws and executive orders which were intended to bring relief and redress . . .

Through understanding and close communication, we can unite for a DECADE OF ADVOCACY toward a future which will be a time of equality for all.



sex. ” “ Equality of rights under the law shall not be abridged or denied because of

-- Article 46, Declaration of Rights  
of the Maryland State Constitution

## Mini-Hearing

Kathleen M. Carter, Chairwoman

In June 1974 the Maryland Commission on the Status of Women established as its priority item for the coming year a minimum of three regional hearings. These hearings, termed "Speak-Outs", would:

- 1) Serve to direct the goals and objectives of the MCSW for the next several years.
- 2) Provide Maryland women an opportunity to express their concerns.
- 3) Serve as a catalyst for action and cooperative efforts.
- 4) Compile records of inequities and discrimination against women.
- 5) Analyze the problems and recommend possible solutions to the proper governmental agencies.
- 6) Advocate legislation where deemed necessary.

To test the effectiveness of the Speak-Out procedure, a state-wide "Mini-Hearing" was planned for November 21, 1974. Invitees were statewide organizations and major organizations involved with the women's movement.

The Mini-Hearing took place as planned and lasted five hours. Twenty-two representatives of statewide organizations outlined their priority women's issues and the role the MCSW could play in addressing these problems. Many of the speakers confirmed the validity of the projects and task forces in which the MCSW was already involved, i.e., non-discrimination in employment and education, child care, and affirmative action. But new concerns were identified: the problems of the battered housewife, the need for a hotline for the homemaker, and a roster of women consultants for women's organizations.

The positive reaction to the initial effort and opportunity to verbalize special concerns prompted other women's groups to request hearings in their own areas. MCSW Vice-Chairwoman Kathleen M. Carter, who chaired the Speak-Out series, then was faced with four times the number of Speak-Outs projected earlier, a challenge she met with determination, great energy, and great success.

In October Governor Marvin Mandel, in response to the United Nations' official move declaring 1975 as International Women's Year, proclaimed IWY in Maryland and designated the MCSW as the official state agency to coordinate this observance in the state. In accepting the proclamation Chairwoman Shoshana S. Cardin stated, "The Commission is charged with the responsibility of securing appropriate recognition for the valuable contributions of Maryland women, and of implementing and augmenting programs which will further eliminate discrimination. We are anxious to insure Maryland women the opportunity to develop their individual potential and to freely choose their role in society."

The Mini-Hearing held in November, therefore, heralded International Women's Year and its special emphasis on the women of Maryland and gave impetus to the Maryland Women's Agenda.

#### MINI-HEARING Participants and Highlights

The following are highlights of the concerns expressed by representatives of statewide women's organizations who testified at the Mini-Hearing:

American Society of Women Accountants - Speaker: Barbara Brokus

Encouragement and recognition of women accountants.

Federation of Jewish Women's Organizations - Speaker: Lillian Forman

Enforcement of Title IX; control of world population; new rape legislation.

Johns Hopkins University School of Health Services - Speaker: Sirkka Lee

MCSW visibility; state-organized day care; roster of women consultants to aid women's groups; group homes for battered wives.

League of Women Voters of Maryland - Speaker: Patricia Gavett

Legislation re: women's credit rights; compliance with Title IX; study of employment and promotion of women in state government; MCSW organize a statewide forum of major women's groups.

Maryland Household Technicians - Speaker: Carrie King

Need to up-grade status of household workers; highlighting lack of fringe benefits for household workers.

Baltimore Urban League - Speaker: Kewanee Smith

Supported concerns of Maryland Household Technicians.

Montgomery County Commission for Women - Speaker: Peggy Anne Hansen (for Judy Vandergriff)

MCSW should assist ERA Commission in funding efforts; assist women who wish to develop local commissions; MCSW should provide IWY state-wide coordination.

Montgomery County NOW - Speaker: Cathy Reeverts

MCSW promote population as focus for IWY; need to insure the full participation of women on an equal basis as men; research on the changing structure and dynamics of the family.

College of Notre Dame of Maryland - Speaker: Shoshana S. Cardin (for Mary Lu McNeal)

Need for deepening the sense of commitment in marriage; for deepening bonds of family relations; extend the goals of women's movement to men; financial aid for part-time students.

Philomathians - Speaker: Flossie Dedmond

Discrimination in appointment of minority women to public office; need for systems with comprehensive approach to needs of the elderly; lack of information on non-traditional jobs for women.

Prince George's County IWY Task Force - Speaker: Jill Moss Greenberg

Concerted and coordinated efforts to meaningful equality for women during IWY; future MCSW appointments reflect diversity and breadth of our state; MCSW serve as clearinghouse for all efforts relating to status of women in Maryland.



Prince George's County Commission for Women - Speaker: Virginia Gallagher  
Concerns covered by other speakers.

Women's Bar Association - Speaker: Erica Gosnell

MCSW urge appointment of and assist women to become judges, masters, examiners, and commissioners.

Women's International League for Peace and Freedom - Speaker: Vivian Shub

Priority for implementation of ERA, Federal Executive Order #11246, and Title VII of Civil Rights Act; affirmative action in employment of women by state and local governments; legislation to improve treatment of rape victims.

YWCA - Baltimore - Speaker: Alma Bell

Elimination of racism wherever it exists; economic empowerment of women; quality of family life and health care; criminal justice system as it relates to female offender and female victim, both juvenile and adult.

YWCA - Montgomery County - Speaker: Peggy Ann Hansen

Major concerns of women are education, employment, training, property and estates, credit, social security, dissolution of marriage, pregnancy rights, workers' compensation.

Maryland Task Force for Welfare Reform - Speaker: Anne Miller

A 15% increase in current welfare grants; legislation to mandate cost of living increases for welfare recipients; need for more job training opportunities.

Prince George's County NOW - Speaker: Patricia Fenn

Disproportionate representation on MCSW from Prince George's County.

Prince George's County Women's Political Caucus - Speaker: Millicent Hutt

Supported concerns of Prince George's County NOW's speaker.



# The State of Maryland

## Executive Department

### GOVERNOR'S PROCLAMATION

International Women's Year  
1975

WHEREAS, The State of Maryland is dedicated to eliminating discrimination against women and to encouraging their full participation in the social, cultural and economic development activities of our society; and

WHEREAS, In support of this objective, Maryland has approved Equal Rights Amendments to our State and National Constitutions, and this Administration has created the Governor's Commission to Study Implementation of the Equal Rights Amendment; and

WHEREAS, This Administration has shown its awareness of and sensitivity to the cause of women's rights in several other ways, including the constitution of the Maryland Commission on the Status of Women as a statutory State agency in 1971; and

WHEREAS, The State of Maryland is proud of the constructive measures being taken to advance the status of women in our State and is aware of the great work to be done to achieve the maximum participation of women and to insure them equality of rights and opportunities;

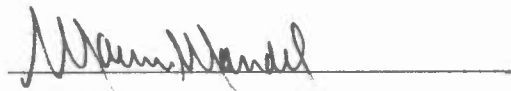
NOW, THEREFORE, I, MARVIN MANDEL, Governor of the State of Maryland, do hereby proclaim the year of 1975 as

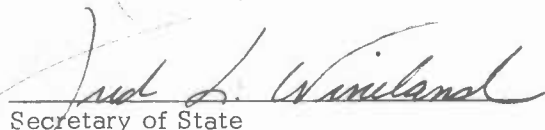
### INTERNATIONAL WOMEN'S YEAR

in Maryland, and designate the Maryland Commission on the Status of Women as the official State agency to coordinate this observance in our State.

GIVEN Under My Hand and the Great Seal of the State of Maryland, in the City of Annapolis, this 22nd Day of October, in the Year of Our Lord, One Thousand Nine Hundred Seventy-Four.

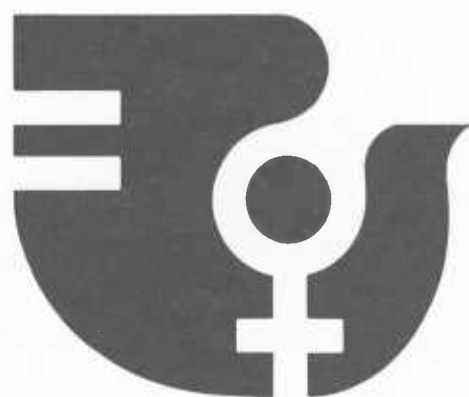
By the Governor:



  
Secretary of State



EQUALITY  
DEVELOPMENT  
PEACE



“Convinced that the full and complete development of a country, the welfare of the world, and the cause of peace require the maximum participation of women as well as men in all fields.”

-- Declaration on the Elimination of Discrimination against Women, United Nations General Assembly, 1967

## International Women's Year Activities

### JANUARY

Coordinated and co-sponsored with Women Together an IWY Women's Fair.  
Hosted Dr. Ruth Bacon, Director of the U.S. Center for International Women's Year, at the Women's Fair.

### FEBRUARY

Co-sponsored a lecture on "Women - 1975" with the College of Notre Dame, Baltimore; speaker - Representative Lindy Boggs, Congresswoman from Louisiana.  
Participated in "Women on the Move Week", sponsored by Hutzler's, Baltimore.

### MARCH

Co-sponsored "Women - 1975" with College of Notre Dame; speaker - Dr. Hiltgunt Zassenhaus, author of Walls.  
Co-sponsored, with Frostburg State College, International Women's Day.  
Participated in Women's Week, Morgan State College.  
Participated in conference, "Learning the Needs of Black Women", during Women's Week at Morgan State College; also staffed an exhibit.  
Speaking Engagements:  
American Jewish Congress, Women's Division  
Fallstaff School, Baltimore  
Retail Merchants' Personnel Association  
Radio and Television Appearances: 6.

### APRIL

Co-sponsored "Women - 1975" with College of Notre Dame; speaker - Sister Margaret Ellen Traxler, Coordinator of Institute on Women Today.  
Co-sponsored with the J. F. Kennedy Institute a "Women in Research" luncheon, and staffed an exhibit.  
Co-sponsored with the Maryland Federation of Business and Professional Women's Clubs, Inc. an "Action Conference on Equality, Economics, Employment".  
Staffed an exhibit at the Federal Women's Program "Career Day".  
Speaking Engagement:  
Federal Women's Executive Board's "Management Awareness Seminar".

### MAY

Co-sponsored with University of Maryland-Baltimore County, a "Conference on Volunteerism".  
Co-sponsored "Women - 1975" with College of Notre Dame; speaker - Dr. Elisabeth Kubler-Ross, author of On Death and Dying.  
Speaking Engagements:  
Women's Forum, YWCA, Glen Burnie  
Roland Park Neighborhood Association  
Radio Appearances: 2 shows for Department of Employment and Social Services.  
Television Appearances: "Fantastic Women" and "Women Today", WJZ-TV.

## JUNE

Co-sponsored "Women - 1975" with College of Notre Dame; speaker - Dr. Rita Z. Johnston, Vice President of Inter-American Commission of Women.

Conducted workshop for "College Days", Homemakers Extension Service, University of Maryland, College Park.

Participated in conference on "Women in Politics", Towson State College; and staffed exhibit.

Speaking Engagements:

Archbishop Keough High; AAUW, Reisterstown.

Maryland Commission on Human Relations Open House.

Radio Appearances: WBAL.

## JULY

In cooperation with WBAL AM & FM, developed a series of one-minute Public Service Announcements recorded by Elane Stein.

Speaking Engagements:

Teachers Association of Baltimore County.

Women's Awareness Seminar, Federal Women's Program.

Radio Appearances: WBAL.

## AUGUST

Cooperated with Maryland Library Association for special displays emphasizing IWY and Women's Equality Day - August 26th.

Speaking Engagement:

Iota Phi Lambda Sorority, Inc.

Radio Appearances:

WCAO, WBAL, and WFBR, re: woman and credit.

Television Appearances:

Two shows for Baltimore Community Relations Commission.

## SEPTEMBER

Participated in Personnel Management Forum, "Women in Professional Employment".

Participated in Manpower Conference, "Labor Accepts the Challenges of the New Comprehensive Employment and Training Act".

Co-sponsored "Women - 1975" with College of Notre Dame; speaker - Patricia Carbine, Editor, Ms. Magazine.

Participated as panelist in "Women in the Economy: Full Freedom of Choice", 55th anniversary conference of the Women's Bureau, Washington, D.C.

Participated as panelist and moderator in conference of the National Association of Commissions for Women.

Assisted in establishing a series of radio interviews entitled "Maryland Women Today", with Elane Stein, WBAL AM & FM.

## OCTOBER

Co-sponsored "Women - 1975" with College of Notre Dame; speakers - Mother Teresa of Calcutta, world spokeswoman for the poor and oppressed; and Hon. C. DeLores Tucker, Secretary of the Commonwealth of Pennsylvania.

Participated as resource persons at "Women Offenders Consultation", sponsored by Women's Bureau, U.S. Department of Labor.

Participated in Management Seminar, American Management Association.

Participated in Affirmative Action Seminar, Baltimore Urban League.

Speaking Engagements:

Federal Women's Program Coordinators at U.S. Naval Academy  
Cambridge Women's Club  
Women's Civic League  
Maryland State Chamber of Commerce  
Maryland Extension Homemakers' Service

Television Appearances:

"Women's Journal", Host: June Thorne.  
"Women's Angle", Host: Sylvia Scott.

NOVEMBER

Held major conference, "Uniting for a Decade of Progress", at Annapolis, Maryland.  
Adopted MARYLAND WOMEN'S AGENDA.  
Testified at Baltimore Broadcasters' Coalition.

Speaking Engagements:

Federal Women's Program Coordinators.  
"Women in Higher Administrative and Management Positions".

Television Appearances: 2.

DECEMBER

Presented MARYLAND WOMEN'S AGENDA and NATIONAL WOMEN'S AGENDA  
to Governor Marvin Mandel, Annapolis.

Co-sponsored "Women - 1975" with College of Notre Dame; speaker - Naomi B.  
Levine, J.D., National Executive Director of the American Jewish Congress.

Participated in seminar conducted by Cooperative Extension Service.

Radio Appearances: WROC - FM.

Television Appearances: 1.

JANUARY 1976

IWY Cool Down: Participated in the official closing of the IWY office in Washington,  
D.C.



## Speak-Outs

Kathleen M. Carter, Chairwoman

The most outstanding and effective activity of International Women's Year was the series of 14 Speak-Outs held throughout the state to hear the concerns of the women of Maryland.

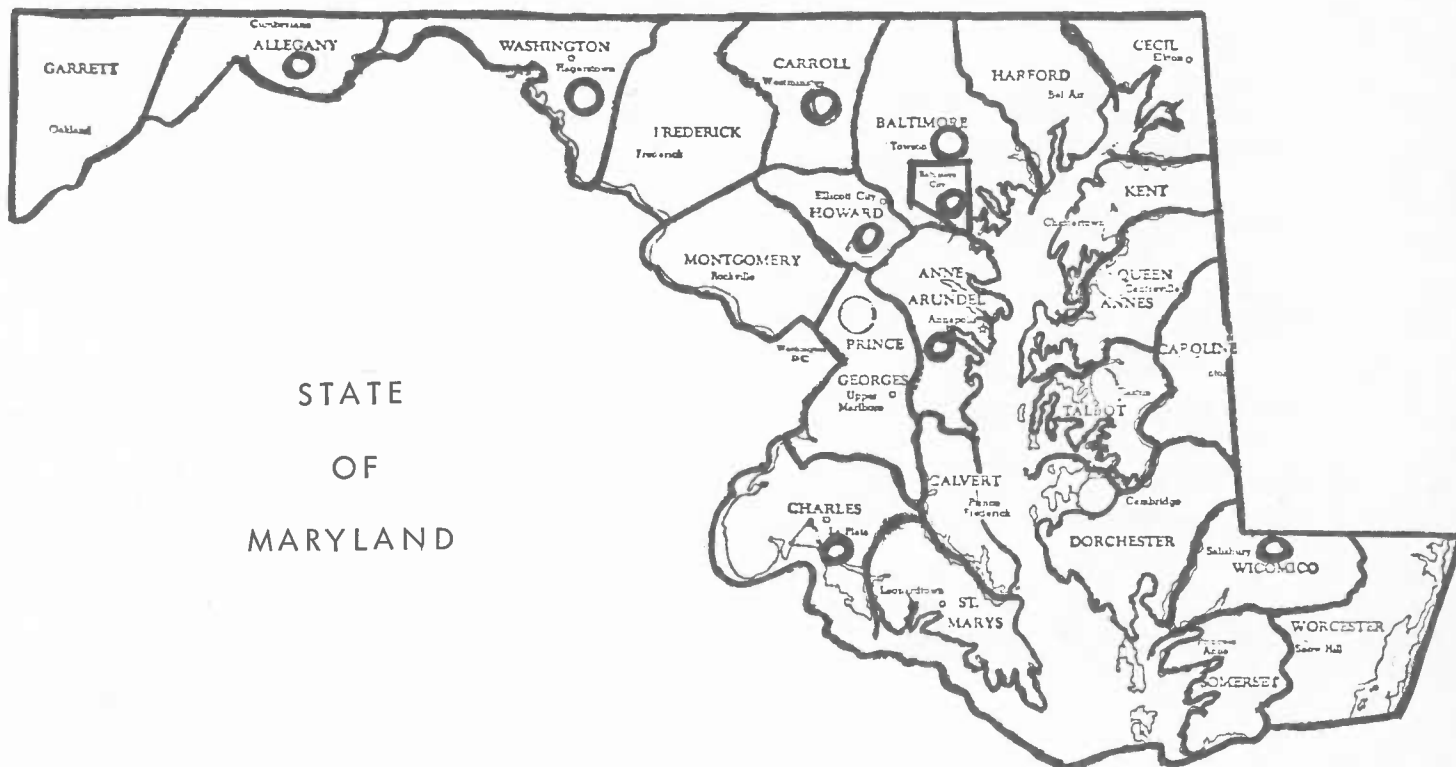
During 1975, the MCSW sponsored 14 Speak-Outs at which 165 persons spoke out on diverse issues related to women's needs, with approximately 1,000 persons in attendance. Commission Vice-Chairwoman Kathleen M. Carter met with community representatives prior to each hearing and procedures were developed through a set of guidelines which stipulated that the MCSW would hold a hearing in a specific locale only if invited by women of that area, and that community representatives would be responsible for physical arrangements, publicity, and contacts with the local citizenry. The Speak-Outs took on the flavor of the community as the women in each locale designed and tailored the Speak-Out procedures to reflect their own needs. Attendance and involvement of local citizenry was a tribute to the efforts of the community representatives.

The issues identified most often were: upgrading and evaluation of self as well as realization of potential; elimination of inequities and provision of equal opportunities in employment, educational, and sports world; implementation of affirmative action; monitoring, upgrading, and providing fringe benefits for household workers; increased appointments to policy-making and managerial positions for the employed and the volunteer; elimination of sex and racial stereotyping; quality day care; health concerns, rape reform legislation and protection of the rights of the victim; rehabilitation of the woman offender; the need to give economic recognition to the homemaker; recognition of the role of the volunteer; and the need to develop coalitions and networks around specific concerns.

The results included: heightened visibility and increased local and state-wide understanding of the MCSW; implementation of specific local concerns; education as to what was and would be happening for women; the development of coalitions of women's groups in specific areas; the development of task force coalitions: rape, legislation, media, women's crisis shelter; and the development of core groups interested in forming local commissions. At this printing, three commissions are in the process of formation. The women of Southern Maryland, who formed a core group known as Action for Women, officially notified us of the formation of the Charles County Commission for Women; and the St. Mary's Commission was created by a legislative act of the 1976 Maryland General Assembly.

The Speak-Outs proved to be the exciting, effective, motivating force that had been envisioned. They provided the basic data for the formulation of what was to become the Maryland Women's Agenda for the next decade.

The Speak-Outs were held at the following locations:



COUNTY	LOCATION
Allegany County .....	Frostburg State College
Anne Arundel County .....	Anne Arundel Community College
Baltimore City .....	Baltimore City Hospitals
	Dunbar High School
	Poly-Western High School (day and evening)
	Southwestern High School
Baltimore County .....	Dundalk Community College
	Towson State College
Carroll County .....	Westminster High School
Howard County .....	Howard Community College
Tri-County .....	First Baptist Church
(Calvert, Charles, St. Mary's)	Waldorf, Maryland
Washington County .....	Hagerstown High School
Wicomico County .....	Salisbury State College

All of these efforts and activities culminated in a statewide conference, the primary purpose of which was to provide the climate and format which would enable those concerned with women's issues in State of Maryland to communicate, interact, and consult with resource persons and to develop a plan for the future. To this end, appropriate information was disseminated in advance and provision made for participants to begin to know one another and productively interact by "Uniting for a Decade of Progress".



SPEAK-OUTS  
Community Representatives

Allegheny County

Nelson Guild, President,  
Frostburg State College  
Julia Derezinski  
James F. DeCarlo, Jr., MCSW

Anne Arundel County

Linda Gordon  
Vivian Harquail  
Sheila Litzky  
Naomi Mestanas  
Marian Phelps  
Alice Sophocleus  
Helen Staley

Baltimore City

Beverly Carter  
Ellen Fisher  
Redessa Harris  
Mabel Smith  
Irene Tackett  
Odessa Thomas  
Bonnie Thompson  
Rev. C. L. Tyler  
Caroline Watchman  
Nancy Van Westen Cox, MCSW  
Lucille Gorham, MCSW  
Del. Hattie N. Harrison, MCSW  
Anne D. Hopkins, MCSW  
Edna DeCoursey Johnson, MCSW  
Jo-Ann Orlinsky, MCSW  
Esther S. Vines, MCSW

Baltimore County

Michael Murphy, Acting Dean,  
Towson State College  
John E. Ravekes, President,  
Dundalk Community College  
Miriam Cholewezynski  
Jo-Ann Fuchs  
Jan Groebel  
Kathy Pappagallo  
Jackie Wayland  
Lee Joyce Richmond, MCSW

Carroll County

Dorothy Achor  
Naomi Benzil  
Esther Lechner  
Ann Meyers  
Bonnie Mielke  
Joan Prall  
Helen Shrayner  
Delores Snyder

Howard County

Susan Hellerman  
Susan Loje  
Ellen Tharp  
Patricia Thorpe

Tri-County (Calvert, Charles, St. Mary's)

Carla Davis  
Diane C. Dolson  
Joan M. Kitts  
Rev. William Lackey  
Betty Pike  
Roberta Wearmouth  
Francis Wright  
Mary Wright

Washington County

Mary Broadwater  
Diane H. Weaver, MCSW

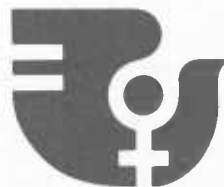
Wicomico County

Norman Crosby, President,  
Salisbury State College  
Selma Dellinger  
Mary Elizabeth Ellis  
Elizabeth Matthews  
Lorene Pazourek  
Ellen Pusey  
Audrey Stewart  
Margaret Tongull  
Roberta Vest  
Florence Wooten  
Winifred Helmes, MCSW

" UNITING FOR A DECADE OF PROGRESS "

P R O G R A M

- 8:30-9:15 .... Registration and Coffee
- 9:30 ..... Plenary Session  
SHOSHANA S. CARDIN, Chairwoman M C S W
- 9:40 ..... Summarization of "Speak-Out" Data  
KATHLEEN M. CARTER, Vice-Chairwoman M C S W
- 9:50 ..... Task Force/Coalition Reports
- 10:15 ..... Keynote Speaker  
MARYANN MAHAFFEY - President of the National  
Association of Social Workers and City  
Councilwoman of Detroit, Michigan.
- 11:00 ..... Questions & Answers Re: Task Forces/Coalitions
- 11:15 ..... Buzz Sessions/Priority Setting Re:  
MARYLAND WOMEN'S AGENDA
- 12:15-1:15 .... Luncheon
- 1:30 ..... Adoption of the MARYLAND WOMEN'S AGENDA
- 1:45 ..... MRS. MARVIN MANDEL, Honorary Chairwoman
- 2:00 ..... Report of the Special Committee on Rape and  
Related Offenses  
HONORABLE STENY H. HOYER - President of the  
Maryland Senate
- 2:20 ..... Recognition Ceremony
- 2:45 ..... International Women's Year Wrap-Up
- 3:00 ..... Adjournment
- 3:30 ..... Reception at the Governor's Mansion



*WY*  
*'75*

## Uniting for a Decade of Progress

The Bay Ridge Inn in Annapolis, Maryland served as the site for a two-way mirror: a look at what Maryland women have done in 1975 and what we will do in the future. This conference, held November 18, 1975, functioned as a state-wide International Women's Year conference. It was sponsored by the Maryland Commission on the Status of Women and hosted by the Anne Arundel County Commission on the Status of Women.

Under the banner "Uniting for a Decade of Progress", 300 women assembled, representing a broad cross-section of women's organizations as well as social, economic, ethnic, and religious groups. Citing equal pay for equal work, equal education and training, fair treatment by the media, and available child care as a quartet of priorities among many goals, the conference gave women a chance to exchange ideas and to form coalitions intended to bring about action on these ideas. An implementable, workable, and reasonable agenda for the next decade was formulated.

Guest speaker Maryann Mahaffey stated that coalitions were the first step toward building together, which "depends on accepting differences, accepting the idea that we can argue and we can come to an agreement about those issues where we can work together". Ms. Mahaffey, a Detroit Councilwoman and president of the National Association of Social Workers, emphasized that women must gather information in order to face the issues squarely and to ask the questions that will lead to results. She encouraged women to ally, warning that "we cannot have ourselves pitted against one another; the middle class woman against the poor woman, the welfare woman against the woman who is able to stay home because her husband earns sufficient income".

After Ms. Mahaffey's address, Chairwoman Shoshana S. Cardin discussed the formulation of the Maryland Women's Agenda and participants set to work at determining their priorities. The preliminary agenda had been developed from needs identified at the Mini-Hearing in November 1974, data collected at the 14 Speak-Outs and letters and calls to the Commission office. Conference participants met in individual discussion groups to develop a consensus on the issues presented and to ascribe a numerical order of priority to each issue. These deliberations produced the final, amended Maryland Women's Agenda, which was the focal point of the day.

In addition to the theme of "uniting", the right not to be stereotyped and the concept of "freedom of choice for all" were stressed also. After all, what good is a two-way mirror if each woman can't use it to develop her own individual image?

During the afternoon session, the MCSW presented certificates of appreciation in recognition of the cooperation and assistance of many individuals and groups during International Women's Year.

The conference included a major report by the Honorable Steny H. Hoyer, President of the Maryland State Senate, explaining the provisions in the bills pre-filed by the Special Legislative Committee on Rape and Related Offenses. Passage of these bills was made the priority legislative item for the 1976 General Assembly. Another highlight was a speech by Mrs. Marvin Mandel, who maintained that, "Women's demands have been misunderstood. Women are demanding a choice . . . and the opportunity to pursue that choice equally in a mutually shared society." As Honorary Chairwoman of the conference, Mrs. Mandel hosted a reception and tour of the Governor's Mansion after the conference adjourned.

# ORGANIZATIONS REPRESENTED

## November 18, 1975

Action for Women, Charles County	Child Study Association of Baltimore
AFL-CIO	Coalition of Labor Union Women
<u>Afro-American Newspapers</u>	Delta Sigma Theta Sorority, Inc.
Alpha Zi Delta National Sorority	Democratic Women
American Assn. of University Women of	Dundalk Community College
Carroll County, Oxon Hill, Severna Pk.	Episcopal Women's Caucus
American Fed. of Government Employees	Essex Community College
Annapolis City Council	<u>Evening Capitol</u> , Annapolis
Anne Arundel Apartments Association	<u>Federal Women's</u> Programs
Anne Arundel County Commission on the	Federation of Women's Clubs, Montgomery
Status of Women	County
Anne Arundel County Department of	Girl Scouts of Central Maryland
Social Services	Goucher College
Antrim Homemakers	Gov. Com. to Study Implementation of ERA
Army Corps of Engineers	Harford Community College Board of Trustees
Asheville-Buncombe (North Carolina)	Herbert M. Frisby Historical Society
Commission on the Status of Women	Hillcrest Clinic and Counseling Service
Baltimore Community Relations Commission	Homemakers of Carroll County
Baltimore County Board of Education	Hood College
Baltimore Gas and Electric Company	House of Delegates of Maryland
Baltimore <u>News American</u>	Howard County Schools
Baltimore <u>Sunpapers</u>	Howard County Women's Political Caucus
Baltimore <u>Urban League</u>	Human Relations Programs, Univ. of Md.
B'Nai B'Rith Women	Junior League of Baltimore
Bowie Involvement Program for Parents	Juvenile Services
and Youth	Las Amigas, Inc.
Business and Professional Women's Clubs	League of Women Voters of Anne Arundel
of Baltimore, Margaret Brent, College	County, Baltimore, Laurel
Park	Legislative Clearinghouse of Maryland
Catonsville Community College	Liberty Jewish Center Sisterhood
Carroll County Board of Education	Links, Inc.
Chamber of Commerce of Maryland	Martin Spaulding High School
Chancellor's Commission on the Status of	Maryland Committee for the Day Care of
Women, University of Maryland	Children

Maryland Commission on Social Concern	Prince George's County Board of Education
Md. Commission on the Status of Women	Prince George's County Commission for Women
Md. Dept. of Health and Mental Hygiene	Prince George's County Human Relations
Maryland Department of Human Resources	Commission
Maryland Department of Personnel	Prince George's County Public Schools
Maryland Division of Alcoholism Control	Regional Advisory Council, Baltimore Public
Maryland Household Technicians	Schools
Maryland League of Women's Clubs	Social Action Committee of the Sisters Coun-
Maryland National Bank	cil, Archdiocese of Baltimore
Maryland Nurses Association	Social Security Administration
Maryland Public Broadcasting	Soroptimists, International
Maryland State Department of Education	Springfield Hospital Center
Md. Transportation Agenda Committee	State Task Force on Women and Alcohol
Mental Health Association of Maryland	Towson State College
Methodist Women	Training Institute for Family Planning
Montgomery County Commission for Women	Urban Services Agency
Morgan State University	University of Maryland Extension Service
National Association of Negro Business	Univ. of Md. Women's Information Center
and Professional Women	VA Realtors
National Association of Social Workers	Wash. County Community Action Council
National Assn. of Women in Construction	WBAL Radio
National Council on Alcoholism	Wilson Park Community Club
National League of American Penwomen	WJZ-TV
National Organization for Women - Anne	WMAR-TV
Arundel, Prince George's Counties	"WOMEN NOW"
National Secretaries Association	Women Power, Inc.
New Windsor Middle School	Women Together
North Baltimore Center, Inc.	Women's Auxiliary of the Monumental City
Northern Community Mental Health Cen-	Medical Society
ter of Laurel	Women's Civic League
Notre Dame College	Women's Club of Chevy Chase, Inc.
Notre Dame Preparatory School	Women's Educational Equity
Organizing Committee of World Congress	Women's Political Caucus of Prince
of Poets	George's County
Patuxent River Council of Navy League	YWCA of Glen Burnie, Anne Arundel
Pennsylvania Commission for Women	County, and Annapolis

# Maryland Women's Agenda

We, women of Maryland, having ratified the Equal Rights Amendment both to the federal Constitution and state Constitution, in our desire to work harmoniously to create coordinated programs and promote legislation necessary to the elimination of inequities and barriers to the full participation of women in Maryland, have participated in one state-wide and fourteen regional hearings for the purpose of developing and adopting a comprehensive agenda. The priorities addressed in this agenda reflect the diversity of the concerns of the women of Maryland, with interests and roots in every sector and at every level of our society, who have joined together for the attainment of our common goal--freedom of choice for all in recognition of the right to a choice of roles.

## MEANINGFUL WORK AND ADEQUATE COMPENSATION

- . Implementation of equal access to job ladders and promotions.
- . Implementation of equal pay for equal work.
- . Expansion of management opportunities for women.
- . Flexibility of work hours and part-time employment.

## EQUAL EDUCATION AND TRAINING

- . Elimination of sex role and cultural stereotyping.
- . Development of non-discriminatory educational and vocational guidance programs.
- . Expansion of non-traditional career training.

## FAIR TREATMENT BY AND EQUAL ACCESS TO MEDIA

- . Elimination of stereotyped portrayal of women and girls.
- . Encourage treatment of women's issues as regular news rather than as items of interest to women only.
- . Encourage increased participation of women in media.

## CHILD CARE

- . Establishment of convenient and responsive child care facilities and programs.

## ROLE OF HOMEMAKER

- . Economic, legal, and social recognition of homemaker's role.

## ROLE OF VOLUNTEER

- . Economic, legal, and social recognition of volunteer's role.

## PERSONAL AND PHYSICAL HEALTH

- . Increased education and attention to and support of research into the safety of all drugs, including alcohol, which have special significance for women.
- . Counseling and treatment facilities for women addicts.
- . Research and facilities for physically and emotionally battered housewives.

## JUST AND HUMANE TREATMENT IN CRIMINAL JUSTICE SYSTEM

- . Reform of rape laws which place victim in the role of the accused.
- . Improved treatment of rape victims by personnel in legal and medical systems.
- . Creation of effective rehabilitation programs which permit expansion of economic and social opportunities for women offenders.

## Developing Agendas

On the national scene, a U.S. National Women's Agenda was forged from the statement of priorities and goals submitted by ninety national women's organizations. It was the first clear statement by a very broad spectrum of women regarding the issues they believe must be addressed as national priorities in order for them to achieve full equality in all aspects of our national life.

Immediately following this action, December 2 was proclaimed National Agenda Day, at which time women's organizations in each state were to present the Agenda to the mayor, congressional representatives, governor, other officials at the local and national level, and the President of the United States. Its purpose was to serve as a catalyst for the development of broad-based coalitions of women's groups and for the creation of local "agendas for action".

The Maryland Commission on the Status of Women had been the leader in the preparation of a local agenda and was therefore able to present both the U.S. Women's Agenda and the Maryland Women's Agenda to Governor Marvin Mandel at the same time. Accordingly, fifteen Maryland women, led by MCSW Chairwoman Shoshana S. Cardin, presented the U.S. and Maryland Women's Agendas to Governor Mandel. In the hour-long dialogue that followed, the Governor noted that "the State of Maryland is dedicated to eliminating discrimination in the social, cultural, and economic activities of our society". He expressed his support of the Maryland Women's Agenda.

Although December 31 officially ended International Women's Year, the next ten-year span from 1975 through 1985 has been declared International Women's Decade--a time that will be used to develop effective coalitions, cement cooperative and lasting efforts and encourage all women to participate in a meaningful and productive manner toward achieving a unified and freed society. In our state the Maryland Women's Agenda outlines the priorities to which these efforts will be addressed and these are the goals and objectives of the MCSW for the next ten years.

The convergence of International Women's Year and the Commission's tenth year of activities confirmed the Commission's belief that it had at last achieved recognition and status for the women of Maryland. Accordingly legislation was introduced into the 1976 Maryland General Assembly to have the group's name officially changed from the Maryland Commission on the Status of Women to the Maryland Commission for Women. The successful passage of this legislation supported the Commission's observation that its initial guiding objective had been obtained.

The goal of the Commission in the Bicentennial Year 1976 and beyond is to achieve the priorities addressed in the Agenda: "To create coordinated programs and to promote legislation necessary to the elimination of inequities and barriers to the full participation of the women of Maryland" in all aspects of society.

Committees

Task Forces

Coalitions

Advocacy



# Appointments and Roster

Anne D. Hopkins, Chairwoman

Members: Mary Broadwater  
Shoshana S. Cardin  
Kathleen M. Carter  
Daisy B. Fields  
Charlotte Martz  
Esther S. Vines

Goal: To secure the appointment of more women to citizen advisory boards and commissions at the state and local level.

Activities:

The Commission encourages women to submit their names and qualifications to this committee, which maintains a talent bank (Roster) of biographical material on qualified Maryland women. The Committee also maintains an updated list of advisory boards and commissions and the expiration date of each member's term.

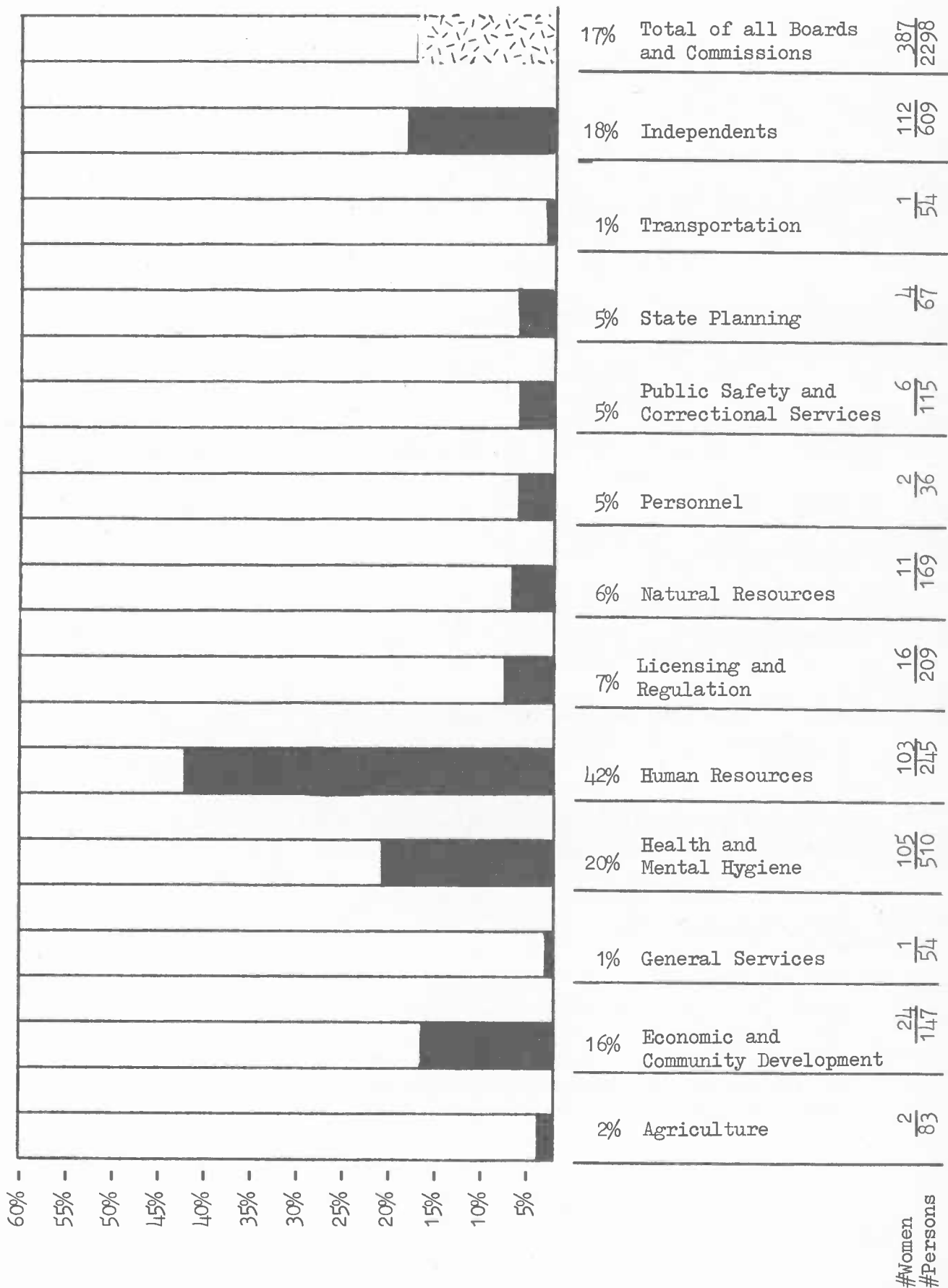
In January 1974 the Maryland Commission on the Status of Women prepared its first profile of the number of women serving on state boards and commissions. Of the 1,732 persons then serving, 263 were women, 15% of the total.

The second profile, completed two years later in January 1976 and published as Women on Boards and Commissions in the State of Maryland, shows 387 women among the 2,298 persons. Women now occupy 17% of the positions. Copies of the report are available from the MCSW.

While the number of women has increased noticeably, the total number of appointees has also increased. Thus, the percentage increase of women was only 2%. In reflecting on the total picture, it must be noted that while some departments have appointed women where there were none previously, other departments show a decrease.

The Maryland Commission on the Status of Women, in an effort to improve the progress that has been made thus far and to increase further the number of women in all categories, will continue to refer to the Governor, cabinet secretaries, county executives, and the Mayor of Baltimore, the names of qualified women who are willing to serve.

MARYLAND COMMISSION ON THE STATUS OF WOMEN  
A SAMPLING OF THE PERCENTAGE OF WOMEN ON VARIOUS BOARDS AND COMMISSIONS IN MARYLAND  
JANUARY - 1976



# Continuing Education

Lee Joyce Richmond, Chairperson

Members: Bernice Berger, Continuing Education Student, College of Notre Dame  
Jan Groebel, Director of Women's Programs, Dundalk Community College  
Helen Linhard, Assistant Director of Continuing Education, College of Notre Dame  
Mary Lu McNeal, Director of Continuing Education, College of Notre Dame  
Shirley Saxton, Director of Women's Programs, Essex Community College  
Evelyn Schroedl, Registrar, Goucher College

Goal: To encourage colleges throughout the state to expand their women's studies curricula; to disseminate information about these courses and to convene an annual conference to discuss a particular facet of women's continuing adult education.

## Activities:

This committee annually develops and updates a booklet entitled Continuing Education for Women in Maryland. The 1975 edition was prepared by Lee Joyce Richmond, Jan Groebel, and Bernice Berger.

In January 1975 a second publication, Women's Programs in Higher Education in Baltimore City and Baltimore County, was prepared by Helen Linhard and Evelyn Schroedl.

On May 1, 1975, the Commission co-sponsored its third conference in conjunction with the College of Notre Dame of Maryland and Dundalk Community College, "Non-Traditional Careers for Women". This conference included a panel of women who were employed in non-traditional careers: Roslyn Cierler, Broadcast Sales; Cynthia Kovach, an Actuary; the Rev. Mary E. Kraus, Clergy; Marty McLean, Radio Disc Jockey; Ruth Meeron, Construction; Nancy Orndoff, Engineer; Bonita Serson, Meter Reader; Barbara Warnock, auto mechanic; and Nancy Welbourne, Group Development Consultant; and a panel of employers, including John Hargrave, Baltimore Gas & Electric Co.; Brenda Keynes Shelly, Monumental Life; Capt. Lucille R. Kuhn, U.S.N.; Lynne Lipsitz, Social Security; Barbara J. Oakley, Employee Communications; Anita Sterrette, Contractor; Bernard Weber, General Motors; Dr. Carol Weisman, Johns Hopkins School of Health Services; and Peter E. Veruki, Bethlehem Steel. There were workshops which included Assertiveness Training and Personal Development; and the U.S. Women's Bureau gave a national picture of the employment of women in non-traditional careers. Recruiters from local businesses, representatives from area colleges, women's organizations throughout the city and state, and various city and state agencies were on hand to meet and talk with participants. In addi-

tion to committee members, the following assisted in the planning: Sister Kathleen Feeley, President of the College of Notre Dame; Norma Walker; Robin Snyder; Melody Klausmeier; Pat Creel; Helene Murtha; Dorothy Carmen; Anne Mae Liejewski; and Shirley Borden.

In the spring of 1975 the Continuing Education Committee, in conjunction with Dr. Olive Quinn, Chairperson of the Sociology Department of Goucher College, presented a study of the Family Life Education Programs in use in K-12. This report, entitled "Does Sexism Exist in the Family Life Programs in Metropolitan Baltimore?" was completed by Dr. Quinn and students in the Methods of Research Sociology Class. Family Life Programs in Carroll, Howard, Harford, and Anne Arundel Counties and Baltimore City were reviewed. Copies of the final report were sent to educators in those counties.

On April 30, 1976, the fourth conference co-sponsored by the MCSW, Notre Dame, and Dundalk was held. It was entitled "Marriage and the Family--A Woman's View". The objective of this conference was to give women an opportunity to take a look at marriage in relationship to themselves and their families. Keynote speaker was the Rev. Alison Cheek, Episcopal Priest. Panel members included Doris Donnelly, Ph.D., theologian; Lee Joyce Richmond, Ph.D., psychologist; and Penny Love, MSW. Involvement groups were held during the afternoon. Topics under discussion included:

- 1) "Competition and Collaboration", chaired by Jan Hamlin, Counselor, Dundalk Community College.
- 2) "Child Management", chaired by Toni Ungaretti, Early Childhood Education Specialist, Dundalk Community College.
- 3) "...But I Like it at Home", chaired by Barbara Bagli, Homemaker, Mother of six, Continuing Education student.
- 4) "Marriage in the Ho-Hum Years", chaired by Mary Lu McNeal, Director of Continuing Education, College of Notre Dame.
- 5) "And Then There Was One", chaired by Jan Groebel, Women's Program, Dundalk Community College.

The luncheon session featured Sister Maura Eichner, poetess and Academic Dean of the College of Notre Dame, reading from her latest manuscript. Dr. Susan Robison and Dr. Tracey Manning spoke on "Human Sexuality" at the afternoon session. Informational and resource exhibits were open throughout the day. In addition to committee members, the planning committee included: Sister Kathleen Feeley, President of the College of Notre Dame; Alice Feeney, Norma Walker, and Melody Klausmeier.

# Employment

Shoshana S. Cardin and Jo-Ann Orlinsky, Co-chairpersons

Members: Harrison L. Gross, Jr., Maryland State Department of Personnel  
Marvin Rogoff, Maryland Commission on the Status of Women

Goal: To analyze the status of women in employment in Maryland.

Activities:

During the period from July 1974 to November 1975, this committee, with the cooperation of the Maryland State Department of Personnel, undertook a study of women in state employment. The attached summaries provide a breakdown of employees of the Maryland State Government as of July 31, 1975 by job category, annual salary, and by race, sex, and ethnic group. These summaries do not include elected and appointed officials and/or advisors or any employees of the University of Maryland. The following preliminary analysis of three of the eight job categories indicates that by and large women are limited to certain jobs.

Officials and Administrators: Of a total of 1,173 officials and administrators, 9.97% are women, of whom 19% are black and the remaining 81% white. While we find women similarly concentrated as men in the higher (\$16,000 to over \$25,000) salary ranges, they are bunched in a few governmental agencies: Health and Mental Hygiene, Employment and Social Services, and Education. Of the remaining agencies and departments, Executive and Administrative Control, Financial and Revenue Administration, Personnel, State Planning, Licensing and Regulation, and Economic and Community Development have but one each; and Legislative, General Services, Natural Resources, and Agriculture show no women at these salary levels.

Professionals: Of 14,278 professionals, a representative number, 41.3% are women. Of the women, some 73% are white, 25% black, and the remaining 2% represent other minorities. More than one-third of the women professionals are concentrated in Health and Mental Hygiene, with a like number in Employment and Social Services (Human Resources); almost 25% are in Education and about 3% in Public Safety and Correctional Services.

Skilled Craft Workers: Of 2,235 skilled craft workers, only 2.01% are women, one-third of whom are black and the remainder white. Almost half the women are concentrated in Transportation and Highways, and almost all at the \$6,000 to \$7,900 salary level, while men earn as high as \$16,000-\$24,000 in the same department.

Summaries of each state department appear in the report of the Maryland Commission on the Status of Women, Women in Maryland State Government. Copies are available from the MCSW office.

In November 1975, Commissioner Marvin Rogoff assumed the Chairmanship of the Employment Committee. The next study this committee will undertake will be the status of women employed in higher education in Maryland.

SUMMARY OF EMPLOYEES OF THE STATE OF MARYLAND  
As of July 31, 1975

TOTAL EMPLOYEES

49,974

White Employees

20,204 (M)  
16,313 (F)  
36,517 - Comprise 73.07%

Oriental Employees

154 (M)  
132 (F)  
286 - Comprise 00.57%

Spanish Surnamed Employees

63 (M)  
51 (F)  
114 - Comprise 00.23%

Black Employees

4,580 (M)  
8,457 (F)  
13,037 - Comprise 26.09%

American Indians

7 (M)  
13 (F)  
20 - Comprise 00.04%

Minority Employees

(2) 26.09%  
(3) 00.57%  
(4) 00.04%  
(5) 00.23%  
26.93% - Comprise the total  
number of minority  
employees.

# STATEWIDE SUMMARY

## PERSONS EMPLOYED BY THE STATE OF MARYLAND - July 31, 1975\*

JOB CATEGORIES	ALL EMPLOYEES							MALE						FEMALE					
	TOTAL	MALE	FEMALE	% FEMALE	TOTAL MINORITY	% MINORITY	WHITE	BLACK	SPANISH SURNAME	ASIAN-AMERICAN	AMERICAN INDIAN	WHITE	BLACK	SPANISH SURNAME	ASIAN-AMERICAN	AMER. INDIAN			
A. Officials and Administrators	1173	1056	117	9.97	93	7.93	986	63	4	3	0	94	23	0	0	0			
B. Professionals	11278	8384	5894	41.28	2722	19.06	7243	979	36	121	5	4313	1453	23	101	4			
C. Technicians	1310	2986	1324	30.72	592	13.74	2790	190	1	4	1	928	388	0	8	0			
D. Protective Service Workers	11185	11216	269	6.00	1112	24.79	3291	916	9	0	0	82	187	0	0	0			
E. Paraprofessionals	3959	1109	2850	71.99	1659	41.90	886	214	2	7	0	1414	1423	8	3	2			
F. Office and Clerical	11752	11404	10348	88.05	2769	23.56	1088	308	1	7	0	7895	2423	11	13	6			
G. Skilled Craft Workers	2235	2190	45	2.01	451	20.18	1754	430	3	3	0	30	15	0	0	0			
H. Service and Maintenance	7782	3663	4119	52.93	4059	52.16	2166	1480	7	9	1	1557	2545	9	7	1			
TOTAL	49974	25008	24966	49.96	13457	26.93	20204	4580	63	154	7	16313	8457	51	132	13			

\*Compiled by Harrison L. Gross, Jr., Research Analyst, Maryland Department of Personnel.

# Legislation

Shoshana S. Cardin, Chairwoman

Goal: To study and take action on pending legislation; to initiate legislation where deemed necessary.

## Activities:

Functioning as a Committee-of-the-Whole, the Commission has been assisted in its deliberations by an intern-law student, Lindsay Schlottman (September 1974 - May 1975); an assistant attorney-general, John Anderson; and Gloria Riordan, Legislative Liaison for the Department of Human Resources. Elaine Newman, Executive Director of the MCSW, develops and delivers testimony in Annapolis on behalf of the Commission. The Commission supports, opposes, and testifies on legislation of vital import for the women of Maryland. The following bills supported by the Commission became law in 1975:

### Employment

HB 492, Young. Domestic Servants - eligibility for workmen's compensation.

SB 539, ERA Commission and Curran. Sexual Discrimination - dress and grooming requirements in employment.

SB 285, Abrams. Merit System - Part-time Employees - removes prohibition against including certain positions in the classified service.

HB 623, Goldwater. Merit System - establishes permanent part-time employment in the state merit system.

### Credit

HB 213, Rosenshine. Retail Credit Accounts - child support payments be considered as income.

SB 680, Clark. Equal Credit Opportunity Act - extension of credit without discrimination on the basis of sex.

HB 1119, Brown. Equal Credit Opportunity Act - extension of credit without discrimination on the basis of sex.

### Abortion

HB 627, Linton. Abortion Referral Services - must register with the State Health Department.

HB 941, Robey. Abortion Referrals - prohibits fee-splitting.

### Maternity Insurance

HB 433, Hull. Insurance - maternity coverage should be the same as coverage for illness or operations.

HB 434, Hull. Insurance - maternity coverage should be provided to women regardless of marital status.



#### Domestic Law

SB 537, ERA Commission and Curran. Sexual Discrimination - alimony may be awarded to either spouse.

#### Sex Discrimination

SB 50, Steers. Sexual Discrimination - tax exemptions to include non-profit women's clubs.

SB 61, Steers. Sexual Discrimination - merit system and disabled veterans.

SB 65, Steers. Sexual Discrimination - impersonation of certain officers.

SB 69, Steers. Sexual Discrimination - state police retirement system.

SB 535, ERA Commission and Curran. Crimes and Punishments - sex discrimination terminology removed.

SB 532, ERA Commission and Curran. Sexual Discrimination - eliminates references to gender.

Bills the MCSW supported which failed in the 1975 General Assembly and became the legislative priorities for the 1976 General Assembly are as follows:

#### Liens for Support

HB 301, Cardin. Civil Support Decrees - would provide for lien on earnings.

#### Rape and Related Offenses

SB 200, Welcome. Public Proceedings - Rape - would exclude public from courtroom.

SB 541, ERA Commission and Curran. Crimes and Punishments - Rape - redefined and sex neutralized.

#### Maryland Commission on Human Relations

SB 288, President. Human Relations Commission - would extend enforcement powers.

HB 486, Speaker. Human Relations Commission - would extend enforcement powers.

SB 328, Welcome. Human Relations Commission - specifies damages to be awarded.

HB 186, Owens. Human Relations Commission - would create trial examiners.

The following bills, which the MCSW supported, were passed during the 1976 General Assembly session and became law:

#### Liens for Child Support

HB 1366, Owens. Spousal and Child Support - provides for a lien on earnings for collection of support.

HB 1478, Cardin-Department of Human Resources. Children - Support Enforcement - requires the Social Services Administration to establish a program for recovery of child support payments.

#### Domestic Law

HB 826, Owens. Sex Discrimination - Bigamy - eliminates certain provisions for forfeiture of estate in instances of bigamy.

HB 829, Owens. Sex Discrimination - Alimony. Extends the provisions for alimony, alimony pendente lite, and counsel fees to both sexes.

#### Rape and Related Offenses

SB 358, Hoyer. Sexual Offenses - creates degrees of rape and sexual offenses, redefines terms and punishments.

HB 715, Sheehan. Crimes and Punishments - provides for inadmissability of certain evidence in sexual offense cases.

#### Sex Discrimination

SB 937, Hoyer. Discriminatory Boycotts.

HB 1830, Briscoe. Prohibits certain persons from participating in boycotts against other persons on the basis of race, creed, sex, or national origin.

HB 883, Menes. Unlawful Housing Practices - extends the exemption from certain provisions in relation to discrimination on the basis of marital status.

HB 1038, Brown and Koss. Equal Credit Opportunity Act - increases the penalty for violation of this act.

#### Commissions on the Status of Women

SB 57, Abrams, and HB 195, Booth. Maryland Commission on the Status of Women - changes name to Maryland Commission for Women.

HB 954, Briscoe. St. Mary's County - Status of Women Commission - requires the county commissioners to establish a commission for women.

#### Miscellaneous

HB 94, Koss. Displaced Homemakers - requires the Secretary of Human Resources to establish a program of multi-purpose service centers in the subdivisions for displaced homemakers.

HB 442, Krysiak. Election Code - specifies certain procedures a registered voter must follow after a name change.

The following bills supported by the MCSW failed during the 1976 session of the General Assembly and will become priorities for the 1977 session:

#### Maryland Commission on Human Relations

SB 288, Legislative Council. Human Relations Commission - would have provided for appointment of trail examiners and award of monetary damages.

SB 351, Welcome. Human Relations Commission - would have provided for hearings and appointment of trail examiners.

#### Child Care

SB 115, Levitan. Child Care - Would have provided property tax exemptions for corporations which provided child care facilities for employees.

1975: The International Year of Women and the faltering Long-Stem can Beauty seems precariously — if, indeed

Thru Maryland gain eg stems" straight in

Internat produced United Nations City and its unofficial Tribune, seemed a mere filling national women's concerns, rat substantive finale.

Nationally, the United S en's movement made some spite infighting and blows fro to the Equal Rights Amendm

Amidst the confusion, women carried on, consolid gains with a growing inter women in their common go

The defeats of a Amendment in Jersey

back of the fe Right Amendment (ERA), the approval of our more st the 38 necessa become part

Jurists argue needed to ins Maryland Rights Amer

1975, the sta federal action Credit Opportunity Act and ing bill.

The state legislation in the area of credit forbids the denial of credit solely on the basis of sex or marital status.

It also says that child support payments must be considered as income when considering an applicant for house-

Six long years after Maryland is fina supposed the stat

Last month Gov. Mandel signed a bill insuring the continued existence of the 24 member commission under law and providing for funding. (Previously it existed under Executive Order with members serving at the pleasure of the governor.)

And this week the commission got a new executive director, a woman, though her name is yet to be announced.

SHE WILL BE called Executive Director and Commissions will be to serve the Commission of Women (additional commissions of m speaking people.)

Since President Carter's Commission on Women was set up years ago

But the Commission on Women is not the same as the Commission on Women's Rights.

re here for a time what is meaningful, Carter, 51, vice chair

and report and the role that will play with r's issues. Ms. served as an of fective of the

At 3:30 p.m. confer ticipants will be inv the guests of Mrs Mandel at a reception of the Governor's Ma

What's in it for black women?

What's in it for black women?

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What's in it for black women?

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What's in it for black women?

What's in it for black women?

# 'Women,' theme of year at NDM

## Select More Women, Commission Asks

The series, sponsored in conjunction with the Maryland Commission on the Status of Women, will be centered on the theme "Role of Women in Society and the Home."

Sir: Recently the Maryland Court of Appeals ruled that a mother's services to her children have monetary value. In the time devoted to work, women have been compensated in various ways; the major exception, however, is a lack of recognition of their contribution to the "family" as a society and maintain the status of a woman who chooses homemaking as a full time career.

Shoshana S. Elaine

Baltimore. Our Chairwoman, Director

beamed Anne Carey, director. "I don't speak of it as a job, but as a life. It's what I do."

DUCHET

one mother of two sons. She has both bachelor's and master's degrees in social work; the latter she earned at Columbia University.

Except for the seven years she stayed home to raise two sons, Mrs. Carter has been active in social work.

That changes come at a political level, Mrs. Carter said. "There's no doubt about how a woman is treated in this life. She has to be much better than a man in public life has to prove herself."

She finds "being active" — particularly in politics — a "challenge." Mrs. Abrams, 50, is the commission's own political adviser.

She sponsored the bill which made the commission a statutory body.

"I knew them (the commissioners) for a long time. They were young children, but they were the best of them."

poverty; Dr. Elisabeth Kubler-Ross, author of "On Death and Dying"; and Dr. Rita Z. Johnston, vice president of the Inter-American Commission of Women.

The series will begin at 8 p.m. in the Hall on the campus of the University of Maryland.

The series, sponsored in conjunction with the Maryland Commission on the Status of Women, will be centered on the theme "Role of Women in Society and the Home."

Sir: Recently the Maryland Court of Appeals ruled that a mother's services to her children have monetary value. In the time devoted to work, women have been compensated in various ways; the major exception, however, is a lack of recognition of their contribution to the "family" as a society and maintain the status of a woman who chooses homemaking as a full time career.

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"I knew them (the commissioners) for a long time. They were young children, but they were the best of them."

## International Women's Year Hailed by Mandel

Governor Mandel has proclaimed the year 1975 as "International Women's Year in Maryland" and designated the Maryland Commission on the Status of Women the official State agency to coordinate the state.

The governor's proclamation states that Maryland is dedicated to eliminating discrimination against women and to encouraging their participation in the social, cultural, and economic life of our society; and in support of the Equal Rights Amendment, which has been approved by the United States Constitution, and the Governor's Commission on the Status of Women.

The proclamation also states that "this administration is sensitive to the cause of women, including the constitutional amendment sponsored by the commission and the Department's Women's Bureau."

now she recalls how much effect the commission has had on bringing women of different backgrounds together.

"That's what I'm talking about," she recalled. "I'm talking about the morning when I understood all of it together."

More than 100 women, Mrs. Carter believes.

"Just because you're a black doesn't mean you understand all blacks," she added.

## Women's Agenda Given Governor

one mother of two sons. She has both bachelor's and master's degrees in social work; the latter she earned at Columbia University.

Except for the seven years she stayed home to raise two sons, Mrs. Carter has been active in social work.

That changes come at a political level, Mrs. Carter said. "There's no doubt about how a woman is treated in this life. She has to be much better than a man in public life has to prove herself."

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She sponsored the bill which made the commission a statutory body.

"I knew them (the commissioners) for a long time. They were young children, but they were the best of them."

When it comes to political participation, present a first time worst offenders," added Mrs. information about the chairman of the commission government and citizens committee.

regard to women of all women are politically allowed. But there are women who are not in politics but don't know how

## Pamphlet Explains Laws

Women and job equalities are not the same for of it." a man as for a woman, they point out that the situation must change.

"Women have been brainwashed — from the time they were young children — to accept certain roles."

What's in it for black women?

What's in it for black women?

What's in it for black women?

# Md. Women Looking Anew At Status

By Kay Mills

Women are taking a new look at their status: in the eyes of the law, in education, in the professions and in relation to social services.

What they, meaning in this case the Maryland Commission on the Status of Women, are finding is that not much has changed in the three years since they reported to the

In that

Katherine B. Massenburg, commission chairman, is that for nearly two years there was "no group or agency which could follow up" the recommendations.

The original commission, appointed by Governor

lapsed and was

by Gov

was Governor, Mrs. Massenburg said.

Mrs. Geraldine Rich

chairman of

ma

A few hours later at a pro-

gram sponsored by the Mary-

land legislative office of the

National Organization for

Women, Councilwoman Bar-

bara Mikulski of Baltimore

addressed about 150 people

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## All Women Seen Sharing Same Goals

## Women's Gains, Losses Cited

## For Year Past

## Polygraph Testers To Shun Offensive Quiz In Rape Cases

## Women's legislation is topic

## Advocacy

## Women On Boards Up 2 % In 2 Yrs.

## Md. Women Hold 9.9% of Key Jobs

## Credit booklet geared to women

## 2-Day Program To Highlight International Women's Year

## Fifty-One Years After ...

Similar to federal legisla-  
Maryland law prohibi-  
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women's mov  
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movement," Maryann M  
fey, a Detroit councilwoman  
and president of the National  
Association of Social Workers,  
told a conference sponsored  
the Maryland Commission

practice and is offensive to  
victim," the letter from Jo  
Orlinsky, a commission  
ber and head of the g  
rape task force, said.

Gerald Hinch, deputy regional  
director of the U.S.  
Civil Service Commission in  
Philadelphia, will discuss the  
women's program at  
was established  
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late Six  
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to other prohibi  
discrimination in federa  
ployment.

Took 1972 Measures  
The federal women's pro  
gram became part of the  
government's equal employ  
ment opportunity program in

a similar proclamation for  
the state from Governor  
Mandel.

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Elaine Newman, executive  
director of the Maryland  
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art, FWP coord  
inator for the Department  
of Agriculture in Washington.  
Her topic is "federal wom

The 24-page  
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BALTIMORE, Nov. 23  
(AP)—A report by the  
Maryland Commission on the  
Status of Women shows only  
9.9 per cent of the of-  
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the report found that 41.3 per  
cent are women, with more  
than one-third employed in the  
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agencies.  
In the category of skilled  
workers only 2 per cent  
men, and almost half  
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A widow is faced with the  
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# Battered Women

Kathleen McDonald, Chairwoman

## Report Committee Members:

Redessa Harris, Information Specialist, Baltimore Urban League  
Lydia Kelly, Assistant Director, Voluntary Action Center of Central Maryland  
Shoshana S. Cardin, Chairwoman, Maryland Commission on the Status of Women  
Elaine L. Newman, Executive Director, Maryland Commission on the Status of Women

## Sub-committee Chairwomen:

Gretchen Cummings, Physical Facilities  
Janet Brown, Social Services  
Ruth Meeron, Funding  
Paige Hoswell and Lydia Kelly, Liaison with Other Organizations

Goal: To study the needs of battered women.

## Background:

Responding to a plea for assistance expressed at a public hearing on November 21, 1974, the Maryland Commission on the Status of Women asked women's groups and social service agencies to participate in a coalition re: battered housewives, and to complete a questionnaire seeking feedback on perception of crisis problems and services needed for women. The responses unanimously affirmed the need for a crisis shelter. Such a shelter does not exist anywhere in the State of Maryland. At the first meeting, it was decided to call the task force project Women's Crisis Shelter.

## Objective:

The proposed shelter would attempt to meet the immediate needs of a woman (and her children) in a situation that she determines to be a crisis. The concern expressed was largely for physically and emotionally battered women. Attention was focused on: (a) statistical documentation of needs; (b) data on current social services available to women in emergencies; (c) possible facilities for a shelter; (d) funding sources; (e) experience and status of other women's crisis-oriented organizations around the country; (f) structure and policies for operating the shelter.

## Activities:

Task force members researched and ascertained the need for a temporary shelter to house physically and emotionally battered women and their children. Battering of

women has become an issue requiring attention both in terms of sheltering and community education.

Task force research showed that wife-beating cuts across socio-economic, educational, and racial lines, and is more prevalent than commonly believed. In Prince George's County police recorded 8,440 cases in 1974. As more women report beatings, and as police record this phenomenon more consistently, statistics will become more accurate.

Social service and law enforcement agencies have a tendency to treat battering as a domestic tiff, and "well-meaning" counselors encourage women to try to work things out with their husbands. Legal proceedings are inadequate for the protection of women. They take too long, are difficult to enforce, and leave the women in limbo until final rulings occur.

#### Recommendations:

Wife-beating is a complex issue and requires attention and the creation of alternatives. The need for temporary shelter has been met traditionally by religious institutions. The task force members feel that the answer to this societal situation is to have a Women's Crisis Shelter which should be open seven days a week, 24 hours a day. The shelter should be in a metropolitan area, and accessible to all women. Services should include a 24-hour grace period during which a woman may use the shelter with no questions asked; an intake interview of clients; referral to legal, medical, and other types of counseling; child care; and food preparation. The maximum length of stay should be three months, with the expectation of an average of three weeks.

The shelter should be open to women over 21, with or without children, regardless of race, economic status, or physical condition. Women in need of medical and/or psychiatric attention should be referred immediately. The shelter should accommodate people on a sliding fee scale, from no payment to a small daily charge.

Investigation of possible facilities has shown that, while physical facilities are available, funding is more difficult to obtain. A minimum staff was delineated, consisting of a director, child care coordinator, referral and intake worker, counselor, house parent, cook, and office manager.

#### Progress:

Through television interviews and newspaper stories, task force members worked to increase public awareness of the problems which many women and their children face when they have no place to go while enduring physical or emotional abuse.

The MCSW supported legislation in the 1976 General Assembly, introduced by Delegate Pauline Menes, requesting Maryland police to maintain records of all "domestic assaults", and to report these findings to the General Assembly. Unfortunately, the resolution failed.

# Bicentennial

Winifred Helmes, Chairperson

Goal: To recognize the valuable contributions to the quality of life by the women of Maryland.

## Activities:

This task force is preparing two publications on the history of the women of Maryland:

- 1) Notable Maryland Women: Sketches of 100 from Colonial Times to 1960, which presents biographies of outstanding women in the State in all areas.
- 2) History of Maryland Women, which is an historical study of Maryland women in, and their subsequent impact on, such areas as law, education, politics, business and industry, sports, literature, and the media from colonial times to the present. Contributing writers, as listed below, were volunteers with special fields of interest and expertise.

## Contributing Authors:

Marianne Ellis Alexander, Ph.D., University of Maryland.  
Joan Andersen, Chairperson, Social Sciences Department, Community College of Baltimore.  
Sylvia Bradley, Assistant Professor of History, Salisbury State College.  
Elaine Breslaw, Assistant Professor of History, Morgan State University.  
Mary Gay Calcott, Associate Professor of English, Salisbury State College.  
Beverly Chico, Former Associate Professor of History, Community College of Baltimore.  
Francis Fleming, Chairperson, Department of English, Salisbury State College.  
Lucille Fletcher, Professor of English, Salisbury State College.  
Phyllis Hathaway, Researcher, Maryland Commission on Negro History and Culture.  
Kathryn A. Jacob, Archivist, Johns Hopkins University.  
Nancy Johnson, Researcher in History, Salisbury State College.  
Mary S. Lewis, Graduate Student, Salisbury State College.  
Margaret Masson, Assistant Professor of History, University of Maryland, Baltimore Campus.  
Mary McPherson, Assistant Headmistress, Bryn Mawr School.  
Jean Moser, Past President, MSTA.  
Constance K. Putzel, Attorney.  
Mary Katherine Scheeler, Attorney.  
Jeanne Stevenson, Assistant Professor of History, College of Notre Dame.  
Dawn Thomas, Researcher and Writer.  
Mal Wallace, Graduate Student, University of Maryland.  
Muriel Waller, Free Lance Writer and Researcher.



# Career Development

Jo-Ann Orlinsky, Chairperson

Members: Neil Carey, Specialist, Vocational Guidance, Maryland State Department of Education  
Bonnie Kasten, Project Focus for Women, Catonsville Community College  
Mary Broadwater, Maryland Commission on the Status of Women  
Nancy Burkheimer, Maryland Commission on the Status of Women

Goal: To eliminate sex bias in career counseling and guidance.

Activities:

Members of the Career Development Task Force participated in five regional "Sex Equality in Guidance Opportunities" (S.E.G.O.) conferences in January, February, and March 1975. These conferences, primarily designed for high school guidance counselors and instructional personnel, were co-sponsored by the State Department of Education and the Maryland Commission on the Status of Women, and instituted through a training grant from the American Personnel and Guidance Association and the U.S. Office of Education. S.E.G.O. conferences were held in Catonsville, LaPlata, Rockville, College Park, and Denton. The purpose of the conferences was to design strategies on a county-by-county basis to combat sex bias in guidance and counseling practices and attitudes, curriculum, and media and print materials.

A two-day workshop on "Sex Fair Practices in Education" was held on May 8-9, 1975, in cooperation with the State Department of Education, to aid local school systems in developing procedures to insure the elimination of sex bias in counseling and print materials pursuant to the State Board of Education resolution. In addition to administrators, instructional personnel, and classroom teachers, Commission participants were Shoshana S. Cardin, Nancy Van Westen Cox, and Jo-Ann Orlinsky. This conference was held to help sensitize educators to practices which could limit alternatives and promote stereotyped role expectations for students. At the conference, school district teams developed specific plans to deal with bias and discrimination.

In addition, Jo-Ann Orlinsky appeared before the Professional Standard Teachers Education Advisory Board to request a mandatory human relations course before teacher certification or recertification. Such a course would create an awareness on the part of teachers or prospective teachers of unrecognized personal biases; and strategies for dealing with such biases personally, in the classroom and in print and media materials utilized by the school district. While the Professional Standard Teachers Education Advisory Board did not agree to make such a course mandatory, it did recommend to the State Board of Education that such in-service courses be given in each local school system.



## Child Care

Jill Moss Greenberg, Chairwoman

Members:

Judy Bender, Anne Arundel County Health Department  
Lorraine O. Cecil, Council of Catholic Women and Catholic Charities  
Joyce Charles, Prince George's County NOW  
Henri Daniels, Governor's Commission on Children and Youth  
Harriet A. Douthirt, Student Day Care Center, Towson State College  
Barbara Elder, Baltimore City Department of Social Services  
Janet Eveleth, Governor's Commission on Children and Youth  
Catherine Finch, Carroll County Committee for the Day Care of Children  
Rachel Hall, Wetipquin Day Care Center  
Terry Lansburgh, Maryland Committee for the Day Care of Children  
Priscilla Mitchell, Wetipquin Day Care Center  
Lucille Nass, Council Day Care, Towson State College  
Debroah R. Parks, Maryland 4-C Committee  
Carol Poole, Carroll County Committee for the Day Care of Children  
Mary E. Robinson, Maryland State Board of Education  
Miriam Roff, Maryland Committee for the Day Care of Children  
Sandra Skolnik, Maryland Committee for the Day Care of Children  
Alice Sophocleus, Anne Arundel County Commission for Women  
Phyllis E. Toner, Day Care, Catholic Charities, Washington, D.C.

Goal: To investigate the status of child care in Maryland.

Activities:

The Child Care Task Force has conducted seven meetings to determine the MCSW's role in child care in Maryland. The task force will make specific recommendations, legislative and otherwise, regarding the present and future needs in child care as evidenced through their study. Task force members are also serving as resource persons to organizations, legislators, etc., interested in information on child care. In addition, Commissioner Greenberg testified on the proposed Title XX Program Service Plan for Fiscal Year 1977 at a hearing sponsored by the Maryland Department of Human Resources; and before the Maryland Senate Budget and Taxation Committee on S.B. 115, a bill to grant tax relief to industries which provide day care services for their employees. Copies of both testimonies are on file in the MCSW office.

# Domestic Relations

Constance K. Putzel, Chairwoman

Goal: To recommend legislative changes in the domestic relations law of Maryland in an effort to correct some of the existing inequities to women.

## Activities:

Meetings and consultations have been held with representatives of the Governor's Commission to Study Implementation of the Equal Rights Amendment, the Family Law Section of the Maryland State Bar Association, the Family Law Committee of the Bar Association of Baltimore City, the Legal Aid Bureau, the League of Women Voters, and the Governor's legislative representative.

## Projected Activities:

- 1) Preparation and recommendation of remedial legislation to reflect changes in economic roles of men and women since the passage of the Married Women's Property Act a century ago.
- 2) A coalition of representatives from all groups concerned with these problems in order to assure constituent pressure for favorable action in the Legislature.
- 3) A research project to highlight the extent and nature of existing inequities.
- 4) Funding to be sought for the purpose of gathering the following statistics on divorce in Maryland, county by county, year by year:
  - a) Grounds for divorce
  - b) Length of marriage
  - c) Ages and number of children; ages of the parties
  - d) Amount of alimony, if any; amount of child support, if any
  - e) Number of cases in which a property settlement agreement was included
  - f) If a property settlement was included, the following information:
    1. Disposition of real property
    2. Life insurance
    3. Health and accident insurance
    4. Indemnification for payments of alimony and child support
    5. Disposition of personal property
    6. Custody of minor children
    7. Alimony
    8. Support

# Household Employees

Esther S. Vines, Chairperson

Members: Deanna Buell, Spanish Apostolate  
Nancy Burkheimer, Maryland Division of Labor and Industry  
Mary R. Geisheker, Research Consultant  
Carrie King, President, Maryland Household Technicians  
Mary Jo Kirschman, Associated Catholic Charities  
Mary Lou Oster-Granite, National Organization for Women  
Nancy Van Westen Cox, Commissioner, Maryland Commission on the Status of Women  
Shoshana S. Cardin, Chairwoman, Maryland Commission on the Status of Women  
Elaine L. Newman, Executive Director, Maryland Commission on the Status of Women

Goal: To improve the status, pay, and benefits of household workers, by interpreting the occupation of household work to the public and acting as advocates for household workers.

## Activities:

This task force wrote a publication entitled The Picture is Changing, which serves as a guideline for household employees and household employers with regard to sick leave, unemployment insurance, workmen's compensation, paid vacations, retirement, and advancement. This Commission publication was printed through the courtesy of the Maryland Division of Labor and Industry. The booklet has also been translated into Spanish. Both editions are available from the MCSW office.

In order to raise the economic status of household employees, the task force and Commission vigorously supported the passage of legislation providing workmen's compensation coverage to persons who earn more than \$250.00 in any calendar quarter. This law became effective on January 1, 1976.

Commissioner Esther S. Vines, chairperson of this task force, acted as a consultant to the Maryland Household Technicians, an employee-owned and controlled agency which seeks to provide job referral and placement and services to coordinate existing training, and to make referrals for vocational counseling and skill specialization.

The Maryland Household Technicians was recently awarded a grant in the amount of \$19,725.00 from the Lauer Foundation, which enabled them to hire an executive director.



# Information and Referral

James F. DeCarlo, Chairperson

Members: Elida Scola  
Carolyn Gessert

Goal: To develop an information and referral directory of services for women on a statewide basis.

Activities:

Rather than wait until the information for the entire state has been collected, the directory of listings will be developed and published on a county-by-county basis beginning with Garrett and Allegany Counties. Resource persons have been identified in several counties and commitments for cooperation secured. Research is being done in each county with special emphasis on emergency services, job counseling, and credit.

It has been decided that the first edition will provide only listings under each heading; there will be no narrative information. It is hoped that future editions would be available with more complete information on what can be expected from each firm or individual listed. Listings in the directory will not imply endorsement by the MCSW of the service or agency.

Topics for the information and referral directory are as follows:

Abortion	Family Planning
Adoption and Foster Care	Female Offenders
Aging	Financial Assistance
Alcoholism	Food and Nutrition
Child Abuse	Gambling
Childbirth	Health
Child Care	Homemaker Services
Consumer Information	Housing
Counseling	Insurance
Credit	Legal Services
Crisis Intervention	Legislation
Divorce	Mental Health
Drug Abuse	Rape
Education	Self-Defense
Employment	Single Parents
Counseling and Placement	Volunteers
Discrimination	Welfare
Employment	Women's Movement

# Rape

Jo-Ann Orlinsky, Chairperson

Members: Carolyn Feinglass, Montgomery County Sexual Offenses Committee  
Jeanne Harris, Montgomery County Sexual Offenses Committee  
Antonia Keane, Baltimore City Council Rape Task Force  
Naomi Mestanes, Anne Arundel County Commission on the Status  
of Women Rape Task Force  
Mary Garrison, Chairperson, Subcommittee on Hospitals/Counseling,  
Montgomery County Sexual Offenses Committee

Goal: To publish guidelines encouraging the sensitive administrative processing of victims of rape and sexual assault.

Activities:

This task force researched and wrote model guidelines for rape victims, hospitals, police, state's attorneys, and judges. Copies of this 35-page report, Guidelines re: Sexual Assault, were sent to every hospital, state's attorney, chief of police, and judge in the State of Maryland, and are available at the MCSW office. It is hoped that the adoption of these model guidelines will help develop a more humane and sensitive approach to the manner in which victims are administratively processed, with the result that women will be less hesitant in reporting sexual assault.

Subsequent to the publication of the guidelines, a complaint was filed with the MCSW by the Anne Arundel County Commission on the Status of Women on behalf of rape victims who were being asked, "Did you have an orgasm?" by state police investigators. Contact with Col. Thomas Smith, Superintendent of the Maryland State Police, resulted in the immediate publication of a statewide directive to all state police officers prohibiting the use of such questions. The MCSW expressed its appreciation at the prompt and definitive action taken by Col. Smith.

At the same time, at the request of Delegate Pauline Menes, the Department of Health and Mental Hygiene designated at least one hospital in each county as the hospital to which rape victims would be taken and which will provide the medical and mental health components necessary. In addition, the Department of Health and Mental Hygiene held a two-day conference entitled, "Counseling the Rape Victim", with mental health professionals from across the state. The purpose of the conference was to provide training in the areas of basic counseling techniques and special needs of the rape victim.

This task force, having completed its assignment, recommended the formation of a Rape Coalition to insure changes in existing rape law.

# Rape Coalition

Goals: To seek changes in the law which: (1) protect rape victims from insensitive procedures, and (2) make it easier to prosecute rape cases.

## Activities:

Changes in the Maryland rape laws were sought as early as the 1974 General Assembly session. Over a three year period, the Legislative Committee made great strides in convincing legislative leaders of the necessity for change in the law. During the 1975 legislative session, the committee and its legislative supporters succeeded in having several rape bills referred to an interim Special Committee on Rape and Related Offenses. MCSW Legislative Committee members testified before this special committee and had input into several committee bills which were reported to the 1976 General Assembly session.

The Rape Coalition was formed statewide in order to pressure General Assembly members into voting for passage of these bills. On November 18, 1975, with 300 women in attendance, the statewide MCSW conference, "Uniting for a Decade of Progress", gave priority to explanations of the provisions of the bills and passage of the bills was made the priority legislative item for the 1976 General Assembly.

The Coalition functioned as an information clearinghouse, with timely legislative ALERTS urging letters and personal calls to legislators. This Coalition received the utmost cooperation from supporting legislative leaders.

Passage of two of the three bills introduced was secured:

- 1) S.B. 358, introduced by Senator Steny H. Hoyer, President of the Senate, reclassified and redefined rape and sexual assault and created varying degrees and specific punishments for each.
- 2) H.B. 715, introduced by Delegate Lorraine Sheehan, made prior sexual activity inadmissible as evidence in a rape case, except under previously established conditions.

## Members:

Jo-Ann Orlinsky, Chairperson  
Victorine Adams, Baltimore City Council  
Naomi Benzil, Carroll County  
Ellen Berlow, Montgomery County Commission for Women  
Claire Bigelow, Prince George's County Women's Political Caucus  
Patsy Black, Federation of Jewish Women's Organizations  
Sabrina Bosma, Anne Arundel County

Torrey Brown, Maryland House of Delegates  
 Shoshana S. Cardin, Maryland Commission on the Status of Women  
 Kathleen M. Carter, Maryland Commission on the Status of Women  
 Miriam Cholewczynski, Baltimore County Task Force on Women  
 Cheryl Crosswell, Federal Women's Program, Naval Ordnance Station  
 Carla M. Davis, Action for Women, Charles County  
 Diane Dolsen, Action for Women, Charles County  
 Elizabeth P. Elliston-Orrell, Howard County  
 Carolyn Feinglass, Montgomery County  
 Patricia Fenn, Prince George's County  
 Sally Fletcher, Delta Sigma Theta Sorority  
 Mary M. Garrison, Montgomery County Sexual Offenses Committee  
 Linda Glukenhau, University of Maryland Student Government Association  
 Margaret Goodhart  
 Margaret Gresham, Maryland Federation of Women's Clubs  
 Nancy Hall, Prince George's County  
 Jeanne E. Harris, Montgomery County Sexual Offenses Committee  
 Ellen B. Heilmeier, Southern Maryland Women's Club  
 Janet Kits, Charles County  
 Joan Kitts, 4th District, American Federation of Government Employees  
 Vickie Koogle, Washington County NOW  
 Sheila Litzky, Anne Arundel County Commission for Women  
 Judy Makolin, Carroll County  
 E. Joy Mappes, Allegany County  
 Beverly Marino, Baltimore County Women, Inc.  
 Scarlett Mower, Charles County Business and Professional Women's Club  
 Deborah Morris, Women's Civic League  
 Betty Pike, Action for Women, Charles County  
 Anne Prange, Maryland State American Association of University Women  
 Catherine I. Riley, Maryland House of Delegates  
 Janet Roache, Lower Eastern Shore Planned Parenthood  
 Wendy V. Roberts, Somerset County  
 Lorraine Sheehan, Maryland House of Delegates  
 Roberta Wearmouth, Southern Maryland Women's Club  
 Phyllis G. West, Montgomery County NOW Rape Task Force  
 Bernice White, Alpha Zeta Chapter-Zeta Phi Beta Sorority  
 Emmie Young, Anne Arundel County



## Title IX

Jo-Ann Orlinsky, Chairperson

Members: Shoshana S. Cardin, Maryland Commission on the Status of Women  
Nancy Van Westen Cox, Maryland Commission on the Status of Women  
Susan Frosch, Maryland State Department of Education  
Margaret Zierdt, Montgomery County Department of Education  
Zandy Leibowitz, Maryland State Department of Education

Goal: To eliminate sex-biased practices in the public school system.

Activities:

The Title IX Task Force began in August 1974 when the Maryland Commission on the Status of Women was briefed on the proposed federal regulations to implement Title IX. The briefing explained that Title IX is a section of the amendments to the Elementary and Secondary Education Act of 1972. Title IX prohibits sex discrimination in employment practices, personnel practices, guidance counseling, athletics, and student activities. Commission comments and disagreements with specific provisions were sent to the Secretary of Health, Education, and Welfare.

The Commission was then requested by the State Department of Education to serve on a state-wide task force to implement Title IX. Much of the task force activity has been directed to working with the State Department of Education on a weekly basis to complete a set of guidelines to be used by each local educational system to eliminate sex bias in the five areas enumerated above. Upon completion of these guidelines in January 1976, a coalition was formed to begin to research and evaluate local school system biases.

As a part of a discussion of public school employment practices, a three-year comparison of the number of women principals was prepared and follows this report. As can be seen, little progress has been made in the promotion and hiring of women as principals.

Jo-Ann Orlinsky served as Chairperson of the Committee to Revise the Rules and Regulations of the Maryland Public Secondary School Athletic Association, appointed by Dr. James A. Sensenbaugh, State Superintendent of Schools. Among its other duties, this committee eliminated from interscholastic sports the designation "girls' sports" and "boys' sports".

As a result of her work with this committee, Commissioner Orlinsky was asked to serve on the Subcommittee on Interscholastic Athletics of the Baltimore City Committee to Implement Title IX.

# NUMBER OF ELEMENTARY SCHOOL PRINCIPALS

LOCAL UNIT	1972-1973				1974-1975			
	GRAND TOTAL	NUMBER MALE	NUMBER FEMALE	PERCENT FEMALE	GRAND TOTAL	NUMBER MALE	NUMBER FEMALE	PERCENT FEMALE
Total State	964	563	401	42	963	585	378	39
Allegany	26	15	11	42	30	20	10	33
Anne Arundel	74	37	37	50	75	30	45	60
Baltimore City	153	56	97	63	149*	59	87	58
Baltimore	114	91	23	20	115	92	23	20
Calvert	8	3	5	63	7	5	2	29
Caroline	6	5	1	17	5	4	1	20
Carroll	17	11	6	35	18	12	6	33
Cecil	16	11	5	31	16	11	5	31
Charles	17	16	1	6	17	14	3	18
Dorchester	19	8	11	58	13	7	6	46
Frederick	24	20	4	17	26	23	3	12
Garrett	15	7	8	53	15	9	6	40
Harford	26	25	1	4	28	26	2	7
Howard	21	16	5	24	24	18	6	25
Kent	5	4	1	20	5	4	1	20
Montgomery	145	86	59	41	146	92	54	37
Prince George's	184	96	88	48	174	89	85	49
Queen Anne's	7	5	2	29	6	4	2	33
St. Mary's	16	8	8	50	18*	11	6	33
Somerset	9	4	5	56	13	6	7	54
Talbot	7	5	2	29	8	7	1	13
Washington	31	19	12	39	31	22	9	29
Wicomico	17	11	6	35	17	12	5	29
Worcester	7	4	3	43	7	4	3	43

\*Baltimore City has 3 vacancies  
St. Mary's County has one vacancy

# NUMBER OF SENIOR HIGH SCHOOL PRINCIPALS

LOCAL UNIT	1972-1973				1974-1975			
	GRAND TOTAL	NUMBER MALE	NUMBER FEMALE	PERCENT FEMALE	GRAND TOTAL	NUMBER MALE	NUMBER FEMALE	PERCENT FEMALE
Total State	162	158	4	2	169	161	8	5
Allegany	9	9	-	-	9	9	-	-
Anne Arundel	8	8	-	-	9	8	1	11
Baltimore City	17	13	4	24	19	14	5	25
Baltimore	21	21	-	-	20	19	1	5
Calvert	3	3	-	-	2	2	-	-
Caroline	2	2	-	-	2	2	-	-
Carroll	4	4	-	-	4	4	-	-
Cecil	6	6	-	-	6	6	-	-
Charles	4	4	-	-	3	3	-	-
Dorchester	3	3	-	-	3	3	-	-
Frederick	7	7	-	-	7	7	-	-
Garrett	2	2	-	-	2	2	-	-
Harford	6	6	-	-	6	6	-	-
Howard	6	6	-	-	6	6	-	-
Kent	1	1	-	-	1	1	-	-
Montgomery	23	23	-	-	25	25	-	-
Prince George's	20	20	-	-	20	20	-	-
Queen Anne's	1	1	-	-	1	1	-	-
St. Mary's	3	3	-	-	3	3	-	-
Somerset	2	2	-	-	2	2	-	-
Talbot	3	3	-	-	2	2	-	-
Washington	7	7	-	-	7	7	-	-
Wicomico	4	4	-	-	6	6	-	-
Worcester	-	-	-	-	4	3	1	25

NOTE: Some senior highs include junior highs.

## Title IX Coalition

Goal: To eliminate sex biased practices in the public school system.

Activities:

The Title IX Coalition was formed as a response to the completed Title IX Task Force Report. The Maryland State Department of Education's guidelines for the implementation of Title IX were published in the spring of 1976. The Coalition will be composed of one coordinator in each county and Baltimore City. Today more than half of the counties and Baltimore City have coordinators. It is hoped that by the end of the year, there will be a coordinator for every county in the state. A coalition kit was prepared, one for each county, which included a copy of the state guidelines and materials on Title IX.

Each county coordinator has been asked to establish a coalition in her own county and its activities will depend upon the work being done in each county. Each county coalition is asked to include representatives of as many county groups as possible: PTA's, unions, women's organizations, etc.

Using the state guidelines as the model, each coalition is asked to monitor its local school district and school board to be sure that federal regulations are being followed and that sexist practices - conscious and unconscious - are being eliminated.

The state-wide coalition will meet irregularly to share information, strategies, victories, and setbacks.

Members:

Chairperson - Jo-Ann Orlinsky  
Allegany County - Linda Golden  
Anne Arundel County - Donna Schreffler  
Baltimore County - Beverly Marino  
Calvert County - Alice Hall  
Carroll County - Naomi Benzil  
Charles County - Carla Davis  
Frederick County - Dixie Miller  
Harford County - Diane Pulling  
Howard County - Delores Hallendorf  
Montgomery County - Barbara Gordon  
Prince George's County - Patricia Fenn  
St. Mary's County - Dorothy McCullough  
Washington County - Barbara Fetterhoff  
Wicomico County - Ruth Bronstein  
Baltimore City - Carol Maccini

## Credit

Shoshana S. Cardin, Chairwoman

Members: Elaine L. Newman  
Jo-Ann Orlinsky

In addition to designated task forces, special concerns develop which do not directly relate to an established task force. It is then the responsibility of Commission staff and knowledgeable Commissioners to establish an Ad Hoc Committee to handle the problem or to recommend the establishment of a task force to do further research and report to the Commission.

Such an Ad Hoc Committee was established to deal with problems which arose concerning credit discrimination. The MCSW was well aware of this problem area when, in 1974, the Commission lent its support to legislation known as the Maryland Equal Credit Opportunity Act. Passed by the General Assembly, this legislation became effective on July 1, 1975, opening up new areas of rights and protections, guaranteeing that single or divorced persons could not be discriminated against because of their sex or marital status. Three and one half months later the Federal Equal Credit Opportunity Act passed the Congress and coverage under this Act included all groups which regularly extended credit to individuals.

Responsibility for enforcement of the Maryland Equal Credit Opportunity Act falls to the Commissioner of Consumer Credit, except in cases involving banks, which come under the jurisdiction of the State Banking Commissioner.

Following enactment of the new credit laws, the MCSW was swamped with numerous requests for information and assistance.

To respond to the obvious lack of information in the community, the Commission researched and wrote a comprehensive booklet designed to answer the most frequently asked questions and to give women information about the new credit laws and their new rights.

In an unusual example of cooperation between a state agency and the community, this publication, called Women: Where Credit is Due, was printed by the Commercial Credit Corporation. Individual copies are available at no charge from the Commission office.



“As women, we can struggle for freedom of all. We cannot be divided; we cannot have ourselves pitted one against the other; the middle class woman against the poor woman, the welfare woman against the woman who is able to stay home because her husband earns sufficient income.”

-- Maryann Mahaffey, 1975

# Legislative Coalition

Convenor: Maryland Commission on the Status of Women  
Chairwoman: Shoshana S. Cardin

MCSW Liaison: Elaine L. Newman

Goals: To inform women's organizations about pending legislation on women's issues; to encourage women to express their views to legislators; to work together in support of or opposition to legislation which would impact specifically on women.

## Activities:

Every statewide women's organization and every local women's organization with a legislative chairwoman is invited to attend the three Legislative Coalition meetings held each year. Priorities are set for support or opposition to legislation which impacts primarily on women. The spring meeting, after the close of the General Assembly, analyzes its legislative record and sets priorities for the coming year. The second meeting, just prior to the opening of the General Assembly, analyzes prefiled bills and develops strategy for support of priorities. The third meeting, during the session, follows the closing for introduction of bills and outlines actions necessary for passage of priority legislation.

Cooperative efforts in the form of testimony, both written and oral, were developed in an attempt to secure passage of legislation re:

- 1) Reform of rape law.
- 2) Earnings lien as a system of collection of child or spousal support.
- 3) A strengthened Human Relations Commission.
- 4) Tax deduction as an incentive for industrial child care facilities.
- 5) Continued opposition to any limitations on current abortion laws.

The legislative record for the 1976 General Assembly included the successful passage of rape reform and earnings liens, as well as the prevention of any weakening of the Maryland Commission on Human Relations. The Coalition proved effective!

Participants: Anne Arundel County Commission for Women  
Montgomery County Commission for Women  
Prince George's County Commission for Women

Action for Women - Charles County  
American Association of University Women - Carroll County  
American Association of University Women - Maryland  
Baltimore County Task Force on Women

Baltimore Section, National Council of Jewish Women  
Baltimore Women's Liberation Center  
Brandeis National Women's Committee, Baltimore Chapter  
Child Study Association of Maryland  
Delta Sigma Theta Sorority, Inc.  
Federal Women's Program, U.S. Public Health Hospital  
Federation of Jewish Women's Organizations of Maryland  
Girl Scouts of Central Maryland  
League of Women Voters of Maryland  
Maryland League of Women's Clubs  
Maryland Women's Political Caucus  
National Organization for Women, Baltimore County  
National Organization for Women, Prince George's County  
National Organization for Women, Washington County  
Pilot Club of Baltimore  
Women Together  
Women's Civic League of Guilford  
Women's International League for Peace and Freedom

Agencies sending representatives to the Legislative Coalition meetings include:

Baltimore County Board of Education  
Governor's Commission to Study Implementation of the Equal Rights  
Amendment  
Maryland Department of Human Resources - Legislative Liaison  
Maryland Department of Human Resources - Public Information  
Maryland Commission on Human Relations  
Maryland General Assembly  
Urban Services Agency

Media representatives from the following also attended:

Sunpapers - Baltimore  
City Dweller  
WMAR - TV



# Women Offenders' Coalition

Erselle Porter, Chairperson

MCSW Liaisons: Jo-Ann Orlinsky  
Diane Heberling Weaver

Goal: To focus on the problems of employability of women in prison and on parole.

## Activities:

Upon the request of Elsie Denison and Euphesenia Foster of the Women's Bureau of the United States Department of Labor, a consultation was convened to discuss and take action on the employability status of women offenders in Maryland. The consultation was limited to persons involved in corrections or employment, and was held on October 15, 1975 at the Maryland Correctional Institution for Women (MCIW), Jessup. The speakers were Mark Levine, Commissioner of Corrections; and Carmen Maymi, Director of the Women's Bureau. Delegate Pauline Menes moderated a panel of five persons who were working with offenders in various ways. They were: Marion Pines of the Mayor's Office on Manpower Services (Baltimore); Harry Traurig, Superintendent, MCIW; Paul Showell, Director of Community Corrections; Helena Edmonds, Administrator, Maryland Model Ex-Offender Program; and Bernita Fuller, Chairperson, Maryland Committee on Women's Correctional Reform. A question-and-answer period followed the individual statements by the panelists. Residents of the MCIW who were present drew attention to the inadequacies and injustices in the current system. Commissioner Jo-Ann Orlinsky presided over a panel composed of: a resident of MCIW; a resident of St. Ambrose, a pre-release center; and a parolee. This panel was to further acquaint participants with the problems of women offenders.

As a result of the consultation, the MCSW, represented by Jo-Ann Orlinsky, convened the initial meeting of a coalition to approach the problems of women offenders. An executive board was chosen with Erselle Porter elected to serve as Chairperson, and several subcommittees involving legal services, education, training and jobs, supportive services, and counseling were established. Each of the subcommittees chose its own chairperson, delineated a preliminary list of its goals and objectives, and planned subsequent meetings in order to facilitate the achievement of their goals and objectives.

Members: Mary Abrams, Division of Parole and Probation  
Donna Anderson, Mayor's Office of Manpower Resources  
Elsie Denison, Women's Bureau, U.S. Department of Labor  
Shirley Doneghy, Baltimore City Civil Service Commission  
Euphesenia Foster, Women's Bureau, U.S. Department of Labor  
Joseph Jones, AFL-CIO Human Development Institute  
Patricia Lundblad, YWCA

Ann MacDonald, League of Women Voters  
Delegate Pauline Menes, Maryland General Assembly  
Elaine L. Newman, Maryland Commission on the Status of Women  
Pat Ray, MAP/Voucher Program for Women  
Kathy Riordan, Women's Bureau, U.S. Department of Labor  
Lorraine Sommella, Baltimore Community Relations Commission  
Alice Sundberg, YWCA

“The power of earning is essential to the dignity of a woman.”

-- John Stuart Mill, 1869

# Women and Alcohol

Francis L. Jones, Coordinator

MCSW Liaison: Dolores Street, Assistant Director

Goal: To develop programs of prevention and education, research, training, treatment, and rehabilitation; to remove the stigma of alcoholism, and to foster positive attitudes which would encourage those with an alcohol problem to seek help early and attain recovery with the support of the community.

## Background:

Recognizing that the illness of alcoholism is one of the most significant health and social issues facing Maryland today, a statewide Coalition Task Force on Women and Alcohol was formed by Patricia A. Madden of the Division of Alcoholism Control in cooperation with the MCSW.

Objectives: (1) To develop in each county a task force on women and alcohol to form an integral part of the state-wide coalition; (2) To survey the current knowledge, attitudes, and drinking practices of women in each county; (3) To survey the problems and concerns most felt by women regarding alcohol use and abuse within their county or community; (4) To assess the availability of alcoholism programs (prevention, treatment, and rehabilitation) for women in each county.

## Activities:

The first "Maryland State Conference on Women and Alcohol" was held on May 1, 1976 at Hood College. A keynote address was given by Jean D. Pratt, New York City Department of Mental Health and Mental Retardation Services, speaking on the subject, "Recognizing the Critical Needs for Alcoholism and Drug Abuse Services for Women". A task force panel was moderated by Jan DuPlain of the National Council on Alcoholism. Workshops included the following: "Use the News", Sally Roy Garzon, National Clearinghouse for Alcohol Information; "Childcare, Alcohol, and Other Drugs: Some Issues", Mary J. Kidd, Washington Area Council on Alcoholism and Drug Abuse, Inc.; "Mobilizing Community Resources", Gertrude L. Nilsson, Alcoholism Program Consultant; "Treatment for Chemical Dependency in the General Hospital", Philippa Offner, Montgomery General Hospital; "Children of Alcoholic Parents", Margaret H. Hindman, National Clearinghouse for Alcohol Information, and Marvin Kamback, University of Maryland Hospital Families and Children's Center; "Occupational Programs: Serving Recovery, Providing Leadership", Miriam K. Cameron, Montgomery County Public Schools, and Joanne Hauver, Revision Counseling Services; "Alcoholic Women--Where are You?" Shirley E. Cooke, Division of Alcoholism Control; "Alcohol--A Legislative Issue", Honorable Catherine I. Riley, Member, Maryland House of Delegates; "Women in Transition", Jan

DuPlain, National Council on Alcoholism; "Reflections in a Glass", Maureen Carroll, National Center for Alcohol Education; "Perspectives in Prevention and Treatment of Alcoholism", Marjorie DeRubertis, Alpha Quarter-Way House and Fenn Halfway House for Alcoholic Women, and Elaine L. Weiner, A Woman's Place; "Are Minority Women Really the Minority?" Gladys L. Augustus, Baltimore City Health Department. Moderators were Maria Broom, WJZ-TV 13; and Jean Kirkpatrick, Women for Sobriety, Inc. Luncheon speaker was Nancy Olson, Alcoholism and Drug Abuse Specialist, U.S. Senate Labor and Public Welfare Committee. Others who participated in planning were Martha E. Church, President, Hood College; Maxwell N. Weisman, Division of Alcoholism Control; and Dolores Street, Maryland Commission on the Status of Women.

Members: Martha Aly, Prince George's County Public Schools  
 Ann Balcerzak, Baltimore Area Council on Alcoholism, Inc.  
 Sandy Clunies, Seneca House  
 Shirley Cooke, Division of Alcoholism Control  
 Sister Mary Neil Corcoran, Pan-American Center - Spanish Apostolate  
 Marjorie de Rubertis, Alpha Quarter Way House for Alcoholic Women  
 Jan DuPlain, National Council on Alcoholism  
 M. Carolyn Folcomer, Revision Counseling Services, Inc., and Frederick County Council on Alcoholism  
 Sally R. Garzon, National Clearinghouse for Alcohol Information  
 Mrs. F. C. Grall, Sr., Maryland Federation of Women's Clubs  
 Jeanne E. Harris, Montgomery County Sexual Offenses Committee  
 Sister Maria Mercedes Hartmann, College of Notre Dame of Maryland  
 Francis L. Jones, Division of Alcoholism Control  
 Jane Jones, Eastern Shore Council on Alcoholism  
 Nancy J. Kennedy, Mental Health Education Project  
 Mrs. Leroy E. Kirby, Women Together and Women's Civic League  
 Jackie Maio, Council of Maryland Jaycee Auxiliaries  
 Rudell Martin, Baltimore Welfare Rights Organization  
 Dixie Miller, Office of Continuing Education, Hood College  
 Betty Nelson, Mann House Half-Way House  
 Selma E. Niemann, Alanon  
 Alice Olson, Frederick County Alcoholism Control Unit and Frederick County Council on Alcoholism  
 Ann Regan, Mental Health and Alcoholism Clinic  
 Catherine I. Riley, Delegate, Maryland General Assembly  
 N. Jean Roberts, Alcoholism Services Program  
 Carol Sheehan, National Organization for Women  
 Dolores Street, Maryland Commission on the Status of Women  
 Louise G. White, Baltimore City Public Schools



# WOMEN'S PROGRAMS IN HIGHER EDUCATION WOMEN In Maryland State



PUBLICATION FOR HOUSEHOLD  
EMPLOYEES AND EMPLOYERS  
AND COMMISSION ON THE STATUS OF WOMEN

WOMEN ON BOARDS AND COMMISSIONS  
IN THE  
STATE OF MARYLAND



UNA PUBLICACION PARA TRABAJADORAS  
DOMESTICAS Y PATRONE

POR LA COMISION DE MARYLAND PARA MUJERES

# GUIDELINES RE: SEXUAL ASSAULT

ON  
EN  
21201

## Publications

Women: Where Credit is Due (6/76)

Women on Boards and Commissions in the State of Maryland (1/76)

Women in Maryland State Government (1/76)

Guidelines re: Sexual Assault (10/75)

Women's Crisis Shelter Task Force Interim Report (1976)

The Picture is Changing (a publication for household employees and employers in English and in Spanish) (1/75, 8/76)

Continuing Education for Women in Maryland (8/72, 3/75)

Women's Programs in Higher Education in Baltimore City and Baltimore County (1/75, 3/75)

Women Know Your Rights (2/73, 10/73)

\*Attorney General's Report on Legislation - Eleanor Carey (1972)

\*Educational Materials on Citizenship (1971, 1972)

\*Bridging the Gap: A Report of a Conference for the Women of the State of Maryland (1969)

\*Maryland Women: A Report of the Maryland Commission on the Status of Women (1967)

Maryland Women (Newsletter, Quarterly)

\*These reports are available only in the MCW reference library.

## The Future

“... Too often the great decisions are originated and given form in bodies made up wholly of men, or so completely dominated by them that whatever of special value women have to offer is shunted aside...”

-- Eleanor Roosevelt, 1952

