

MARYLAND WOMEN

MARYLAND COMMISSION FOR WOMEN
1100 North Eutaw Street — Baltimore, Maryland 21201
(301) 383-5608

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MARYLAND COMMISSION FOR WOMEN

The Maryland Commission for Women was created to expand opportunities for women and to eliminate barriers that keep them from realizing their full potential. The twenty-four members who are appointed by the Governor serve as volunteers. Commissioners include both men and women experienced in public affairs, private industry and volunteer activities, they represent various groups and geographical regions of the state.

NEW COMMISSIONERS APPOINTED

Governor Marvin Mandel appointed three women to the Maryland Commission for Women on July 1, 1976. Congratulations and Welcome Aboard are extended to the following new Commissioners:

- Stewart B. Oneglia, Attorney in private practice, Prince George's County.
- Betty Pike, Service Representative - C & P Telephone Company, Charles County.
- Lindsay Emily Schlottman, student - University of Maryland Law School, Baltimore City.

COMMISSIONERS RE-APPOINTED

Congratulations also to the following Commissioners who were re-appointed on July 1, 1976:

- Hattie N. Harrison, Delegate - Maryland General Assembly, Baltimore City.
- Esther S. Vines, Executive Director - Neighborhood Family Planning Center, Howard County.
- Diane Heberling Weaver, Instructor - Maryland Correctional Institution, Washington County.

COMMISSIONERS SERVING

Commissioners who continue to serve are as follows:

- Shoshana S. Cardin - Chairwoman, Homemaker and Professional Volunteer, Baltimore County.
- Kathleen M. Carter - Vice Chairwoman, Consultant/Director - Human Relations Concepts, Inc., Baltimore City.
- Rosalie S. Abrams, Senator - Maryland General Assembly, Baltimore City.
- Daisy B. Fields, Personnel Management Consultant, Montgomery County.
- James F. DeCarlo, Jr., Associate Professor - Center for Management Development, Frostburg State College, Allegany County.
- Lucille Gorham, Director - Citizens for Fair Housing, Baltimore City.
- Jill Moss Greenberg, Program Director - South East Community Organization, Prince George's County.
- Winifred G. Helmes, Professor of History - Salisbury State College, Wicomico County.
- Anne D. Hopkins, Homemaker and Professional Volunteer, Baltimore City.
- Edna DeCoursey Johnson, Director of Consumer Services - Baltimore Urban League, Baltimore City.
- Bertina A. Nick, Community Coordinator - Anne Arundel County E.O.C., Anne Arundel County.
- Jo-Ann Orlinsky, Executive Assistant to the Commissioner - Division of Labor and Industry, Baltimore City.
- Lee Joyce Richmond, Professor of Psychology - Johns Hopkins University, Baltimore County.
- Marvin Rogoff, Special Assistant to the Director - Office of Compliance for Labor and Industrial Relations, U.S. Equal Employment Opportunity Commission, Montgomery County.
- Joseph Lee Smith, Urban Affairs Manager - C & P Telephone Co., Baltimore City.
- Jean E. Spencer, Associate Executive Director - Boards of Trustees of State Universities and Colleges, Prince George's County.
- Emily Taylor, Director - Office of Women in Higher Education, American Council on Education and President of the National Association of Commissions for Women, Montgomery County.
- Jeanette R. Wolman, Attorney in private practice, Baltimore City.

----- ON THE BOOKSHELF -----

CREDIT	<i>Women: Where Credit is Due</i> — a basic information booklet on women's rights to credit published by the Maryland Commission for Women. It is available free by writing or calling the Commission office.
HOUSEHOLD EMPLOYMENT	<i>La Situacion Esta Cambiano</i> (The Picture is Changing) — a booklet for household employees and employers, published by the Maryland Commission for Women, which explains the laws and provides job related information. This publication, now in Spanish as well as English, is available free of charge by writing or calling the Commission office.
OUTSTANDING MARYLAND WOMEN	<i>Who's Who of Maryland Women 1930 to 1976</i> — compiled by the Maryland Division of The American Association of University Women, is a booklet containing biographies of outstanding Maryland women during the last three decades.
JOB MARKET INFORMATION	<i>Working Your Way Back to Work</i> by Barbara Fox — for the Washington, D. C. — Baltimore area women who are entering or re-entering the job market. The book includes lists of job banks, talent banks, employment counseling services, licensed child care centers and nursery schools. Send \$2.50 to: McMedia Press, P. O. Box 34473, Bethesda, Maryland 20034.
REMARKABLE AMERICAN WOMEN	"Remarkable American Women 1776-1976" — a special issue of <i>Life</i> magazine on sale at newsstands now, presents a gallery of more than 100 women who have made remarkable contributions to the United States. Price: \$2.00.
BUSINESS AND PROFESSIONAL WOMEN	<i>The Executive Woman</i> — a newsletter created especially for business and professional women. It provides a vehicle for communication among female executives, provides information and explores mutual concerns. For more information and subscription (\$20 per year) write: <i>The Executive Woman</i> , 747 Third Avenue, New York, N. Y. 10017.
FEDERAL LAWS	<i>Women's Washington Representative</i> — a newsletter on Federal laws effecting women published every three weeks in Washington, D. C. For more information and subscriptions (\$25 per year) write: <i>Women's Washington Representative</i> , 410 First Street, S. E., Washington, D. C. 20003.
MOTORCYCLE MANIA	<i>Motorcycle Woman</i> — a new publication for the 700,000 female motorcyclists in America. It features articles on safety tips, mechanical instruction, rider profiles, racing and touring stories, and buyer information. For a year's introductory subscription (\$5.00), write to: <i>Motorcycle Woman</i> , 333 East 49th St. Box 8 J, New York, New York 10017.
WOMEN IN POLITICS	<i>See How She Runs</i> — a handbook containing techniques for fundraising, public relations, media management and running a successful campaign. \$3.50 postpaid from: Seattle NOW, 6500 S. Ravenna Avenue, N. E., Seattle, Washington 98115. <i>Fundraising: Recruitment; Developing Action Programs</i> — three separate booklets providing plans and sample materials for fundraising methods, membership drives and involvement ideas. \$1.00 each plus 35¢ for mail orders from: Chicago NOW, 53 West Jackson, Chicago, Illinois 60604.
REPORT ON OLDER WOMEN	<i>Income Security for Older Women: Path to Equality</i> — a report by the House Select Committee on Aging. Findings of hearings on equal opportunities for women and economic problems of older women are included. Also included are recommended changes in Social Security laws. Available from the Superintendent of Documents U. S. Printing Office, Washington, D. C. 20402.
WOMEN AND HOUSING	<i>Women and Housing: A Report on Sex Discrimination in Five American Cities</i> — a study that addresses special problems of single, widowed and divorced women in the renting and buying of housing. Send \$3.40 to: Superintendent of Documents, Government Printing Office, Washington, D. C. 20402.
EQUAL RIGHTS	The Equal Rights <i>MONITOR</i> — a monthly national magazine dedicated to public understanding of equality. Published by the National ERA Project, this informative publication is available free of charge. Send your name, address, and zip code to: <i>MONITOR</i> , 926 J Street, #1014, Sacramento, California 95814.

----- LOCAL AND NATIONAL CAREER OPPORTUNITIES AND RESOURCES -----

**LEGAL COUNSEL
(MARYLAND)**

The Governor's Commission to Study Implementation of the Equal Rights Amendment is seeking to hire staff counsel who can begin January, 1977. Applicants must be a member of the Bar, preferably in Maryland, have flexible hours, have strong academic background with keen interest and experience in legal research and writing, have strong grasp of Equal Rights Amendment issues and implications, and should have some administrative ability.

Counsel will be responsible for a variety of tasks, including: bill drafting, testimony before the General Assembly, frequent consultation with Commission, legislators and others. Send complete resume to: Governor's Commission to Study Implementation of the Equal Rights Amendment, Suite 306, 60 West Street, Annapolis, Md. 21401.

**JOB FINDING
SKILLS WORKSHOP
(BALTIMORE)**

Job seekers who repeatedly fail in their efforts to obtain employment may find solutions to their problems by attending a session or more of the weekly Job Finding Skills Workshop sponsored jointly by the National Alliance of Businessmen (NAB), Baltimore Metropolitan office, and the Training Division of the Maryland Department of Human Resources.

The free Job Finding Skills Workshop is conducted every Wednesday, from 9:30 a.m. to 12 noon, room 506, Department of Human Resources building, 1100 N. Eutaw Street. Individuals with job search problems are welcome. For additional information, contact: Edward C. Lorenz, manager of manpower development for NAB, at (301) 383-5432.

**EDUCATIONAL POLICY
FELLOWSHIP PROGRAM**

Nancy Pinson of the Maryland State Department of Education reports that during her recent educational leave — an intensive internship with the American Personnel and Guidance Association and a concurrent role as an Education Policy Fellow (formerly Washington Interns for Education) the latter group was composed of 61% women and 26% minorities. Another quantum leap forward was made, when this group decided to eliminate age as a qualifier to future applicants.

Program applicants for 1977-'78 should be thinking about applying for this in-depth study of the executive and legislative branches. Selected individuals will be assigned to various agencies in Washington, some professional headquarters and on Capitol Hill. For information about the Educational Policy Fellowship Program, write: The Institute for Educational Leadership, 1001 Connecticut Avenue, N.W., Washington, D. C. 20036.

**RADCLIFFE
FELLOWSHIP PROGRAM**

The Radcliffe Institute announces its Fellowship Program for 1977-78, and welcomes applications from women in all academic and professional fields, in creative writing and in the arts. The Fellowship Program provides full-time appointments to women to pursue their independent projects as members of an interdisciplinary community of scholars and artists. Most appointments are for one year and require residence in the Greater Boston area during the term of the Fellowship.

The application and nomination deadline is November 1, 1976. Inquiries and requests for application forms for the Fellowship Program should be made to: Radcliffe Institute Fellowship Program, 3 James Street, Cambridge, Mass. 02138.

SCIENCE GRANTS

The National Science Foundation is making grants totaling \$946,171 available for projects aimed at bringing more women into scientific careers.

Under the program, an estimated 350 women who hold scientific degrees received two to fifteen years ago will return to the classroom within the next two years. The program will prepare the participants for employment or graduate study in energy related fields.

Universities in the area selected to participate in the program include American University in the District of Columbia and George Mason University in Fairfax, Virginia. For further information, contact: Dr. Nina Roscher, Dept. of Chemistry, American University, Mass. & Nebraska Avenue, N.W., Washington, D. C. 20016, (202) 686-2332; or Dr. Natalia Meshkov, Dept. of Physics, George Mason University, 4400 University Drive, Fairfax, Virginia 22030, (703) 323-2302.

**U.N. RECRUITS
WOMEN**

Qualified women are being sought by the United Nations to work in technical assistance programs in developing countries. The jobs, open to women with technical skill and experience, play a vital role in the U. N.'s efforts to help countries improve economic and social conditions. For further information, write: The Technical Assistance Recruitment Service, United Nations, New York, New York 10017.

-----AROUND THE STATE-----

BALTIMORE CITY

The College of Notre Dame of Maryland is sponsoring a six-part lecture series entitled "The American Heritage Reconsidered — Women and Public Policy." All of the programs, open to the public free of charge, will be held in Le Clerc Hall at 8 p.m., and will consist of a lecture followed by audience discussion. Several of the lectures will also include a panel.

The first program, "Women and Public Policy — The Revolutionary Era," was held on September 23. Subsequent topics and dates are: "Ethnic Women and Public Policy — The Baltimore Experience," October 12; "Women, Medical Science, and Ethics in America," November 4; "The Law Looks at Women — The Maryland Experience," February 10 (co-sponsored by the MCW); "Women and Work in America — Then and Now," March 9; and "Women and Religion — The American Experience," April 5 (co-sponsored by MCW).

For further information, contact: Dr. Jeanne Stevenson, director of the program, (301) 435-0100.

CHARLES COUNTY

The recently appointed members of the Charles County Commission for Women's Rights participated in a two-session program of orientation conducted by Betty Pike, Co-Chairperson of the Action for Women Coalition. Agenda items included: a discussion of the Charter and functions, the establishment of each Commissioner's area(s) of specialty and establishment of task forces/committees on child care, employment, and rape.

The Action for Women Coalition was responsible for the establishment of the Charles County Commission for Women's Rights, and will continue to work for women's rights through a joint effort with the Commission.

**PRINCE GEORGE'S
COUNTY**

The newly elected officers of the Prince George's County Commission for Women are: Patricia D. Fenn - Chairperson and Sol del Ande Eaton - Vice Chairperson. Both will serve for a term of one year.

MONTGOMERY COUNTY

The Montgomery County Commission for Women continues to be swamped with requests from re-entry women seeking information about the current job market and asking where to begin. The "Mini-Employment Sessions" have now become a necessity in order for the Commission's Information and Referral Analyst to keep pace with giving assistance to the vast numbers of women needing help.

The Commission is sponsoring a town meeting on "Divorce Reform and Property Rights" on November 19th at 7:30 p.m. in the County Office Building in Rockville.

For information about special courses and on-going group sessions conducted at "A Woman's Place," contact: Montgomery County Commission for Women at (301) 424-0727.

A representative from the Montgomery County Commission for Women will speak about the needs of and services available to the women in Montgomery County on October 14th at 8:00 p.m. at Cedar Lane Unitarian Church, 9601 Cedar Lane, Bethesda. The meeting is sponsored by the re-activated chapter of the Women's Equity Action League (WEAL). For further information, contact: Panalee Ikari at (301) 530-3505 or Susan Kirkby (301) 933-7794.

**WASHINGTON COUNTY
(HAGERSTOWN)**

The Second Annual Hagerstown Women's Fair will be held on Saturday, October 23rd at the Hagerstown Junior College. American Association of University Women (AAUW) members have taken the lead in organizing the fair, which will include films, booths, displays and six workshops: "Credit" (Coordinated by the Maryland Commission for Women), "Back to College", "Mental Health", "Battered Women", "Women as Entrepreneurs" and "Women in Transition". A local theatre group will portray some little known but outstanding women in history. Admission \$2.00, including lunch. Child care available.

— — — — — MARYLAND WOMEN — — — — —

CONSUMER POST	Edna DeCoursey Johnson, Baltimore civic leader and Commissioner on the Maryland Commission for Women, has been appointed by the Federal Reserve Board to its newly-formed Consumer Credit Protection Act. Mrs. Johnson, director of consumer services of the Baltimore Urban League, is a member of the President's Consumer Advisory Council as well.
CO-AUTHOR	Dawn F. Thomas, of Carroll County, in cooperation with J. William Middendorf, Jr. and the historical society, has co-authored a forthcoming book, <i>The Green Spring Valley; Its History and Heritage</i> . Two other books she co-authored are expected to be published within the next nine months. They are: <i>Notable Maryland Women: Sketches of 100 from Colonial Times to 1960</i> , and <i>History of Women in Maryland</i> . In addition, Mrs. Thomas is a volunteer with the Maryland Commission for Women and serves as associate editor of <i>MARYLAND WOMEN</i> .
ARMY OFFICER	Davida H. Fedderman of Baltimore County became the first female ever to receive a U.S. Army Commission from the Loyola College Reserve Officers' Training Corps (ROTC) program on August 25. Cadet Fedderman, commissioned a second lieutenant in the Army, became one of only approximately 200 American women officers to be commissioned from Army ROTC in the 156-year history of the program.
TV PRODUCER	Donna Faw of the Maryland Center for Public Broadcasting was recently named producer for the station's "Consumer Survival Kit," a weekly information series which is carried over 136 PBS stations.
BOARD OF EDUCATION PRESIDENT	Frances W. Ashbury was unanimously elected president of the Frederick County Board of Education. For the second time in its century-old history, the board has elected a woman as its president.
UNITED FUND CO-CHAIRS	Eleanor Hooper and Josephine Shehan have been named to co-chair the special gifts division for the 1976 United Fund-CICHA campaign. Both women are active in the community and have been heavily involved with past United Fund Campaigns.
POLICE WOMAN	Major Pat Hanges, Baltimore County Police, is the highest ranking police woman in the state.
ASSISTANT MANAGER	Pearl C. Brackett, Having long fulfilled her education goals, assumed duties as assistant manager for the Baltimore Red Cross on August 2. Mrs. Brackett retired as assistant superintendent for educational services in the Baltimore City school system to accept a new challenge with the Red Cross.
COACH	Anne McCloskey was named assistant athletic director at Loyola College. In addition to serving as assistant athletic director, Mrs. McCloskey will coach girls' field hockey, basketball and lacrosse.
GOODWILL AMBASSADOR	Sister Kathleen Feeley, S.S.N.D., president of the College of Notre Dame of Maryland, is the first woman selected by the America-Israel Society of Maryland as goodwill ambassador to Israel.
STATE TROOPER	Susan Topper, of Ferndale, was Maryland's first woman state trooper. Ms. Topper is currently working towards a masters degree in criminal justice and would eventually like to do investigative work.
VICE-PRESIDENT	Joan Wallace's appointment as vice-president of administration at Morgan State University made her the first woman to hold a vice presidency in the institution's 107-year history. Dr. Wallace is the highest ranking female official at the university.
EMPLOYEES ASSOCIATION PRESIDENT	Janet C. Jensen, an employee of the Baltimore County Health Department, was recently elected president of the 2,000 member Baltimore County Classified Employees Association for a two-year term.
OLYMPIC MEDAL WINNER	Wendy Weinberg, of Baltimore, placed third in the women's 800-meter freestyle swimming meet at the 1976 Olympics in Montreal. Ms. Weinberg is Baltimore's first Olympic swimmer in 44 years.
DEAN	Kathleen C. Morton is the first female dean ever appointed at the John's Hopkins University School of Medicine. Dr. Morton was named dean for primary care education, one of five subordinate deanships under the direction of the vice president for the Hopkins health divisions and dean of the medical faculty.

----- FACTS ABOUT AMERICAN WOMEN -----

QUIZ ON STATUS OF AMERICAN WOMEN

How much do you know about the facts and conditions of life of American women today? This quiz is based on the findings of the National Commission on the Observance of International Women's Year.

1. In 1975 the work force increased by 1.5 million persons, of which _____ were women.
a) 150,000 b) 500,000 c) 800,000 d) 1.1 million
2. Under the new Equal Credit Opportunity Act, a creditor cannot require a woman to reveal _____.
a) her age b) whether she is able or plans to have children c) her weight d) her educational level
3. In March, 1975 _____ million children had working mothers who were single, separated, divorced or widowed heads of families.
a) 2.6 b) 3.6 c) 4.6 d) 5.6
4. Including the women who have no incomes of their own, three-fourths of all women in the U.S. have individual incomes of less than _____.
a) \$4,000 b) \$5,000 c) \$6,000 d) \$7,000
5. _____ of American women are currently married and living with their husbands.
a) 50% b) 33% c) 75% d) 25%
6. Four out of ten American women are under _____ years of age.
a) 20 b) 25 c) 30 d) 35
7. Among adult American women _____ out of ten have had paid employment at some time in their lives.
a) nine b) eight c) seven d) six
8. Women hold roughly _____ of all local, State and Federal elective positions.
a) 10% b) 7% c) 5% d) 3%
9. In the United States, 67.4 percent of all teachers in elementary and secondary education are women, but in 1975 women held only _____ of all principalships.
a) 5% b) 10% c) 15% d) 20%
10. In the nation's colleges and universities, 60 percent of men professors have tenure, compared to _____ of women.
a) 15% b) 33% c) 42% d) 55%
11. From 1953 to 1972 _____ of the available parts in some 350 major Broadway and off-Broadway plays were roles for women.

(Answers listed on page 8.)

----- NEWS BRIEFS -----

NATIONAL CONGRESS ON VOLUNTEERISM

The Maryland Commission for Women and the Voluntary Action Center of Central Maryland recently convened a Multi-District Forum of the National Congress on Volunteerism and Citizenship, 1976 (NVCV, '76), a vehicle for the expression and resolution of citizen concerns through voluntary action. Citizens in attendance identified major local and national problems and determined what volunteers could contribute to the solution of these problems.

The District Forum also selected official delegates and alternates to the National Congress, which is being held in Washington, D.C., November 19 - 23. District #2- Shoshana S. Cardin, District #3- Betsey Morrison, District #4- Sadie Curtis, District #6- Ronal Zepp, District #7- Toni Buckson the selected delegates will attend the National Congress and present the district meeting's findings, which have been forwarded to the National Congress and will contribute to the determination of the final agenda.

WIN WITH WOMEN '76

The National Women's Political Caucus launched a nationwide campaign, "Win With Women '76," to elect more women to offices at every level of government. Maryland has three women candidates running for election, they are:

- Barbara A. Mikulski (D) - Third Congressional District.
- Majorie S. Holt (R) - Fourth Congressional District.
- Gladys Noon Spellman (D) - Fifth Congressional District.

— — — — — MAJOR COURT DECISIONS AFFECTING WOMEN — — — — —

**COURT SAYS
HOUSEWORK HAS
CASH VALUE**

Following Delores B. Holmes' murder, the Maryland Criminal Injuries Compensation Board refused a request for compensation by her children. The decision was appealed and the Maryland Court of Appeals rules that "cooking, housecleaning, washing clothes, ironing and other similar household functions" have cash value to a family and are to be considered in compensation cases.

The Court of Appeals found that the law regarding compensation "does not require that serious financial hardship must result from out-of-pocket expenditures." It agreed with the claimants that, "although she chose to perform the parental services. . . the economic position of the Holmes' family was enhanced by the value of those services," and that the services had a cash value even though no one was hired to perform them after Holmes' death.

(Holmes v. Criminal Injuries Compensation Board: 278 MD., 60, 1976.)

**LABOR WINS FIRST
SUIT IN BEHALF OF
DOMESTIC WORKER**

The Labor Department won its first suit filed against a private household employer for failure to pay the federal minimum wage to a domestic worker.

Under the Fair Labor Standards Act, the minimum wage applies to domestic workers who receive at least \$50 a calendar quarter from one employer or who work more than eight hours a week for one or more employers.

In addition, the Department said the defendant "failed to make, keep and preserve adequate and accurate records of her employee and of the wages, hours and other conditions and practices of employment maintained by her. . . among other things, all pay received by the employee, the hours worked each workday and the total hours worked each workweek with respect to Mrs. Wooten."

(Usery v. Deyton; USDC ENC, No. 76-0005-CIV-5, July 3, 1976.)

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**LIST OF WOMEN'S
ORGANIZATIONS**

The MCW is expanding and updating its list of Women's Organizations. If you belong to or know of a women's organization which would be interested in receiving *Maryland Women* and other MCW mailings, please fill out the form below and return it to our office as soon as possible. If your organization is already on our mailing list but is listed with an outdated officer or address, please return an old address label with the slip below. Thanks to everyone for your help!

PLEASE PRINT!

Date _____

Organization _____

President's Name _____

Address _____

Legislative Chairwoman's Name _____

Address _____

Date of Expiration of Officers' Terms _____

Is this organization statewide ____ or local ____ ?

Return to: Maryland Commission for Women, 1100 N. Eutaw Street, Baltimore 21201.

-----ACTION NEEDED-----

**YELLOW PAGES
LISTING**

After 2 years of negotiation, the Maryland Commission for Women is pleased that we have succeeded in reaching an agreement with the C & P Telephone Co. to include a cross reference heading for "Women's Services and Organizations" in the Yellow Pages.

Listings under this heading will be:

Associations
Crisis Intervention
Drug Abuse and Addiction — Information and Treatment
Human Services Organizations
Suicide Prevention Services

These headings will be phased into all C & P directories in Maryland, the District of Columbia, and Virginia as they are reprinted. We urge women in other areas to contact their local phone companies about similar headings if they do not already appear in their directories.

GUEST EDITORIALS

MARYLAND WOMEN encourages its readers to submit guest editorials on women's issues. Submissions should be typed and limited to 250 words or less. We reserve the right to edit and cannot guarantee publication. Views expressed in guest editorials do not necessarily express the policies of the Commission.

NEWSLETTER STAFF

Dolores Street, Asst. Director — Editor
Dawn Thomas, Volunteer — Associate Editor
Shoshana S. Cardin, Chairwoman
Elaine L. Newman, Executive Director
Vicki T. Wilson, Office Secretary

QUIZ KEY

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|-------|-------|
| 1. d | 6. d |
| 2. a | 7. a |
| 3. c | 8. c |
| 4. c | 9. c |
| 5. b | 10. c |
| 11. c | |

ADDRESS CORRECTION REQUESTED

"Equality of rights under the law shall not be abridged or denied because of sex." Article 46, Declaration of Rights of the Maryland State Constitution.



MARYLAND COMMISSION FOR WOMEN

1100 North Eutaw Street
Baltimore, Maryland 21201

Frank F. White
Hall of Records
PO Box 828
Annapolis, Maryland 21404



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