

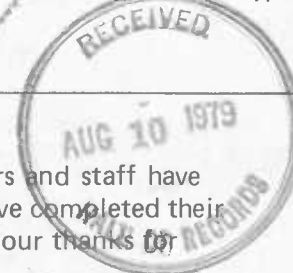
MARYLAND WOMEN



A PUBLICATION OF THE MARYLAND COMMISSION FOR WOMEN

A Commission of the Department of Human Resources

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A TIME FOR CHANGE

by

Shoshana S. Cardin
Chairwoman

Since our April newsletter, many changes in MCW commissioners and staff have taken place. Commissioners David Dean and Emily Taylor will have completed their terms and will be moving on to other endeavors, accompanied by our thanks for their assistance and best wishes for their future activities.

We also regret the resignation of Commissioner Ann Stockett, who has assumed the position of Director of Intergovernmental Relations for the Department of Human Resources. The Commission will continue to benefit from her advice and counsel in her new capacity, but we will miss her, nonetheless.

Staff changes are also taking place. We regretfully say goodbye to Sheila Winett, our Executive Director, who will be moving to Blacksburg, Virginia with her family in July. Sheila has served admirably and effectively during her all-too-brief tenure with the Commission. We wish her much success and happiness in her new role.

Welcome to Connie Beims, who will begin her new position as MCW Executive Director on July 11! We wish Connie the best of luck in her new position and know you will enjoy working with her.

As Kay Carter and I depart, we leave our best wishes for a more vital, visible and vibrant MCW — a model for advocacy and action.

GOODBYE FROM Sheila Winett Executive Director

Although I have been Executive Director only since October 1978, I feel every bit as much a part of the Maryland Commission for Women as if I had been here for ten years. I have been fortunate and have had the opportunity to work with many wonderful people during my short tenure . . . people who would share their knowledge and history freely. . . people who would help when needed but also knew when to "stay back" and let me learn my own way. I will miss you and will always be glad that I had the opportunity to be a part of the Commission's history and share, in some small way, in its successes. Peace.

NEW MCW EXECUTIVE DIRECTOR NAMED

The MCW is very pleased to announce the selection of Ms. Constance R. ("Connie") Beims as Executive Director.

Many of you already know Connie; she has worked on the MCW staff since January 1979 as an Administrative Specialist and was our primary link to the General Assembly during its recent session. For those of you who have not yet had the pleasure of meeting and working with her, allow us to introduce her. . .

Ms. Beims is a Phi Beta Kappa graduate of Goucher College and a resident of Harford County. Prior to coming to the MCW she served as the legislative assistant to State Senator Arthur H. Helton for three years and as an issues consultant to several candidates. She has also been a teacher and worked as an administrative aide at the Aberdeen Proving Ground. In addition to her paid employment experiences, Ms. Beims has served on the Board of Directors of the Harford Center for the Retarded and the Darlington Civic Association, and is involved in many other community groups, including the League of Women Voters.

-----THE YEAR AT A GLANCE-----

This past year has been a very exciting one for the MCW. After a long recruitment and selection process, the Commission selected a new Executive Director, Ms. Sheila Winett, in October 1978. In January 1979 we added two more staff members, Ms. Constance R. Beims, Administrative Specialist, and Ms. Joan Williams, Secretary. We also acquired increased office space that greatly relieved the overcrowding which had been a problem for too long. With new staff and more space, the MCW was able to "spread its wings" . . . in more ways than one.

HOUSTON PLUS ONE

To start the year off, the MCW and the Maryland IWY Continuing Committee co-sponsored the Houston Plus One statewide meeting in November at Towson State University. Over 300 women (and several men!) came together to celebrate the Spirit of Houston and re-dedicate our energies to solving some of the critical employment-related issues that had emerged as priorities at the National Women's Conference (November 1977) and at the Maryland Women's Conference (June 1977). Our efforts were not wasted, as some new coalitions were formed and some extant coalitions renewed their activities.

Following on the heels of the successful "Economic Viability Open Forum", which was held at the Houston Plus One meeting, the MCW initiated an informal information exchange and mentoring resource network for women throughout the state. Also as a result of Houston Plus One, the MCW-sponsored Title IX Coalition, under the leadership of Commissioner Barbara Gordon, renewed its efforts to achieve sex equity in education for women and girls.

REGIONAL DIALOGUE FOR WOMEN IN "THE 80%"

Continuing our focus on employment as a key issue for women, the MCW and the National Commission on Working Women co-sponsored one of six Regional Dialogues for Working Women held throughout the country. About 150 delegates from eight states and the District of Columbia came together in Baltimore on January 20 to articulate the concerns of women employed in pink and blue collar jobs — the 80% of employed women who work at low-status, low-paying clerical, service and manufacturing jobs. During the Dialogue's afternoon session those delegates, who represented a broad spectrum of age, race, occupation, and ethnic background, had a chance to "tell it like it is" to policymakers from the fields of education, industry, government, and media. For many of these women, the Regional Dialogue provided the first opportunity to express personal concerns about their jobs. The electricity of the day turned more than one woman into an instant activist!

EMPLOYMENT

Other MCW activities also focused on employment . . . the Commission published its third report on the status of females employed by state agencies. Also, in September the MCW participated in the first conference for female state employees. It drew an unexpectedly large crowd of approximately 800 women and was a huge success.

Employment, of course, was only one of the many areas in which the MCW invested its energies and resources throughout the year. Many MCW-sponsored task forces and coalitions worked hard on other issues.

... *The Appointments and Roster Committee* worked during the gubernatorial transition period to promote the appointment of women to high-level positions in the new Governor's administration. For the first time, the Appointments and Roster Committee, under the leadership of Commissioner Barbara O. Kreamer, expanded its outreach network to community leaders throughout the state. The committee also revised the MCW Roster Form and developed a more efficient information retrieval system. These changes will increase the effectiveness of the MCW appointments and roster process to promote the appointment of women to positions of influence and power.

... *The Media Task Force and Coalition* continued working toward achieving its goals — to educate women about the media and how their portrayal of women affects women's self-image and to change the sexist image of women that is often presented by the media. The coalition's first meeting of the year featured Dr. Dorothy Kinsey, a psychologist with the Alcohol, Drug Abuse and Mental Health Administration (DHEW/NIMH), who spoke about a project titled "Shattering Sex Role Stereotypes . . . Foundations for Growth". In January the coalition sponsored a Public Relations Seminar to assist women's organizations in using the media to publicize their activities and present their points of view. The coalition's final meeting of the year was held on May 5 in co-sponsorship with the Anne Arundel County Commission for Women. "Women and the Media: Old Images from a New Perspective" was a day-long conference which provided participants with a superb overview of some national issues, e.g., the proposed revision of the Federal Communications Act, Children's Programming and Sex Stereotyping, "Window Dressing on the Set" — a report on employment of women and minorities by the media. The Commission's outgoing Vice-Chairwoman, Kathleen M. Carter, has reason to be proud of the coalition, which has flourished under her leadership.

... *The Legislative Coalition*, which was chaired by Commissioner Ann C. Stockett, met three times during the year and served as a valuable information network for women's groups during the General Assembly session. (See April 1979 issue of *Maryland Women* for a legislative wrap-up.) The coalition's activities have become a focus for legislative information among women's groups and we are already looking forward to the next General Assembly session.

... *The Crisis Shelters Coalition*, which is chaired by Commissioner Betty Pike, continued to be a source of strength for the growing number of sheltering programs for battered spouses. There are now 15 such programs in our state and the coalition's quarterly meetings provided an important outlet for sharing information, ideas and emotions among the professionals and volunteers who work with the victims of inter-spousal abuse every day. In addition to its regular meetings, the coalition helped organize a conference on "Battered Women and the Judicial System", which was held during May, and is working on development of a uniform data collection document for shelters and a grant proposal to fund a Shelter Coordinator position. Coalition members also proved themselves as valuable advocates during the General Assembly session as legislators increased financial support for battered spouse programs and provided some legal assistance for victims who need to return to their family home for personal belongings.

**MORE
MCW
TASK FORCES
AND
COALITIONS**

... Women's singular contribution as community volunteers in a variety of public and private agencies has been the focus of the MCW's *Task Force on Women as Volunteers* since 1976. During this past year a booklet, "How to Translate Volunteer Skills into Employment Credentials", which is based on research conducted by that task force, was published. Also during this past year the task force joined with the Goucher College Educational Resources Center and the Voluntary Action Center of Central Maryland to form the Voluntary Resources Coalition and sponsor a major regional conference, "Volunteerism: Moving into the 1980's". This two-day conference, held during June 1979, focused on issues of concern to those who work as volunteers and to agencies which depend on the skills of volunteers to operate. Under the new leadership of Ms. Toni Buckson, the task force has already established objectives for 1979-1980 and will conduct a study during the coming year to find out the impact of volunteers.

... *The Task Force on Women Offenders* has worked diligently during the past several years, under the leadership of Commissioner Bernita Fuller, to open opportunities for a population of women who are often forgotten by other women. The task force developed "The World of Work", a workshop series to prepare soon-to-be released females to seek and obtain employment. This program has been recognized by the American Bar Association as a model self-help program. The task force is now working to introduce a new program, called "Expressions", which will offer female inmates opportunities for emotional expression through art, drama, etc.

**PUBLIC
EDUCATION**

While the work of MCW-sponsored task forces and coalitions is the mainstay of the Commission's commitment to study and act on selected issues of concern to women, the MCW has several key goals which it works to achieve through other means. Not the least of these other goals is public education.

... Each year members and staff of the MCW speak about 100 times before community groups throughout the state. This year was no exception and the benefits have been enormous. Through the MCW's very active speakers' bureau, we were able to reach out and educate women (and men) about the legal rights of women, current state legislation, federal issues of importance to women, the changing face of Social Security for women, economic and employment issues, inheritance and pension laws, and many other areas of concern. For many of the people with whom we speak, the MCW is a vital resource and their only face-to-face link with the progress women have made and the struggles they still face.

... MCW publications are another major avenue for disseminating information among the citizens of our state. During the past year, we sent out approximately 15,000 booklets, brochures, and reports on a variety of issues to individuals, groups and libraries throughout the state. In addition the MCW newsletter and calendar of events is distributed to about 4000 individuals and organizations each quarter. If you would like to receive any of the MCW's publications, please use the order sheet in this issue to request any that you would like.

SPECIAL PROJECTS

... This year the MCW has conducted a special project, "To Form a More Perfect Union", with funds from the Maryland Committee for the Humanities. Through this project approximately 100 small group discussions will be sponsored by local community groups, commissions for women, colleges, and other organizations to address the changing roles of women and men and how these impact on the family. Each discussion will be based on a written guide developed during the project's first phase and will use the resources of local humanities scholars. Our thanks and congratulations to Ms. Annette Chaussy, who has been the project director and recently received her Master of Arts degree from Western Maryland College.

... The MCW also completed various other special projects during the year. A report on *Alternative Sentencing* was compiled from questionnaire data during 1977 and 1978. A special thanks goes to Ms. Babs Rosenberg, who volunteered her time to complete this project, and to Commissioner Lindsay S. Waite, who organized the project. Also, a major study of the *Incidence of Interspousal Assault in Maryland*, which was conducted under the joint auspices of the MCW and the Governor's Commission to Study Implementation of the Equal Rights Amendment, was published. Ms. Kathleen O'Ferrall Friedman, Chairwoman of the former ERA Commission, Dr. Roger Petersen of the University of Maryland School of Social Work and Community Planning, and Ms. Barbara J. Parker, School of Nursing, University of Maryland, can be very proud of that report — the first of its kind in our state.

... With the generous assistance of Old Court Savings and Loan, Inc., the MCW was able to print a large supply of a wallet-sized card which lists our credit rights. "The MCW Wants You to Know . . . Your Credit Rights" is available from the MCW office. (See p. 7 to order.)

1978—1979 has been a year of change, of growth, of accomplishments for the MCW. We have highlighted some major activities but left out many others that we wish we had space to include. A special thanks goes to the many volunteers without whose time and effort the MCW could not achieve as much as it has.

We are looking forward to the next year and hope you will be with us. Have a fine summer.

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CONTINUING EDUCATION

Are you 60 years of age or older? Are you retired or disabled as defined under the Social Security or Railroad Retirement regulations? If so, you are eligible to enroll, *tuition free*, in any Maryland community college course under the provisions of HB 1276, which passed during this past General Assembly session. For information, contact your local community college.

FROM THE BOOKSHELF

WOMEN IN MIDLIFE — SECURITY AND FULFILLMENT

The Select Committee on Aging (U.S. House of Representatives) recently directed their attention to public policy issues affecting women in midlife. The resultant compendium presented the findings of 29 scholars who addressed a variety of social and economic issues with special importance to midlife women.

The following is a summary of their views about the directions which public policy should take to cope with the current needs of midlife women and to plan for the future of women who are approaching midlife.

... Several of the authors noted the relative lack of attention given thus far to midlife women by researchers, policymakers, and others. Dr. Robert Butler, Director of the National Institute of Aging, stated, "We need studies focusing exclusively on women." Middle age is "potentially the most exciting period of life"; it "can be the most dynamic and instructive period of all". But, middle age "is often the beginning of neglect and decline, particularly for women". Middle-aged women, he continued, face "significant changes in all spheres of their lives: familial, occupational, social, educational, financial, and medical".

... These changes will be met by each woman in her own way. Yet, the contributors to this compendium pointed out that public policy should support the efforts of women to cope with some of the job, educational and other transitions.

... All the contributors who commented on the relationship between women's older age and midlife were unanimous in stressing the importance of building a solid foundation in the middle years. Economic security for women in later life builds on women's experiences in the middle years.

... The number of midlife women is in itself significant. It is projected that between 1990 and 2010, as the post-World War II baby boom reaches middle age, the number of midlife women will peak with an estimated 36 million aged 45-64. "Promoting the general welfare" of so large a number of citizens requires increasingly sophisticated understanding of their needs and interests.

... This compendium targets women 40-60 years old. While the problems highlighted are not restricted to those years, they manifest themselves with a high degree of statistical probability within that age category. As stated by Dr. Helena Lopata, "American society has produced a family pattern which becomes dysfunctional to women beyond the stage when children require constant attention."

The authors touched on many diverse aspects of our society — work and education, the special needs of displaced homemakers, the role of volunteerism, family, career changing, pensions, poverty and many more. They identified deficiencies in our current systems and recommended new ways to prepare women for the circumstances of midlife and beyond.

A copy of the full report may be purchased from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

(Excerpted and adapted from: *Midlife Women — Security and Fulfillment*, Select Committee on Aging and the Subcommittee on Retirement Income and Employment, U.S. House of Representatives, Ninety-fifth Congress, Second Session. Editor: Ann Foote Cahn, consultant, House Select Committee on Aging. Comm. Pub. No. 95-170.)

MCW PUBLICATIONS
ORDER FORM

If you would like to receive *single copies* of current MCW publications, please complete this order form and return it to: Maryland Commission for Women, 1100 North Eutaw Street, Baltimore, Maryland 21201.

- _____ Women: Where Credit is Due
- _____ Women: To Your Credit
- _____ The MCW Wants You to Know . . . Your Credit Rights
- _____ Women . . . Know Your Rights
- _____ How to Translate Volunteer Skills into Employment Credentials
- _____ So, You Want to be Appointed to a State Board or Commission
- _____ Continuing Education for Women in Maryland
- _____ Assault is a Crime, Even if the Assailant is Your Spouse
- _____ Battered: A Survival Manual for Battered Women
- _____ Women Employed in Maryland State Government
- _____ The World of Work: A Report of Our Experience
- _____ MCW Brochure

Name _____

Street Address _____

City _____ State _____ Zip Code _____

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ALERT! ALERT! ALERT! ALERT! ALERT! ALERT! ALERT! ALERT!

THE NEXT ISSUE OF THE CALENDAR OF EVENTS WILL INCLUDE EVENTS FOR THE MONTHS OF NOVEMBER 1979—JANUARY 1980. ITEMS TO BE CONSIDERED FOR INCLUSION SHOULD REACH THE MCW OFFICE NO LATER THAN SEPTEMBER 5, 1979. Use this form to let us know of your planned events. Return to: Maryland Commission for Women, 1100 North Eutaw Street, Baltimore, Maryland 21201.

Title of Event: _____

Date and Time: _____

Location: _____

Sponsor: _____

Brief Description of Event: _____

What is the cost and what will it include (registration, parking, meals)? _____

Who may attend? _____ Maximum Attendance _____

Who should be contacted for further information?

Name _____ Telephone _____

Organization _____

Street Address _____

City _____ State _____ Zip Code _____

MCW EVENTS

- SEPT. 13 First MCW Meeting of 1979-80 program year. Site to be announced.
- NOV.-3 MCW Crisis Shelters Coalition Meeting. Site to be announced.



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"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.

