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ANNUAL REPORT

WOMEN'S COMMISSION

STATUS REPORT VOLUME 7, NUMBER 1

JANUARY 1988

## 1978-88: A Decade of Advocacy for Women's Equity

### Futures Trading

*In October 1987 the members of the Alaska Women's Commission elected Paula Ziegler as their new chair. Ziegler was first appointed to the Commission in July of 1986 and chaired the Legislative Committee during 1987. Ziegler is former state president of the League of Women Voters of Alaska. She also serves on the regional council of her church and is chair of women's issues for the local chapter of the American Association of University Women. Ziegler lives in Juneau.*

The beginning of a new year is often the time to evaluate the past and reflect upon the future. Included with this newsletter is the annual report of the Alaska Women's Commission, evaluating our recent past. Even in a wind-down year, it is easy to quantify the accomplishments of the Commission and the positive impact this agency has had on economic, social, political and legal equality for women in Alaska.

Reflecting upon the future, however, is not as easy. If the legislature does not pass House Bill 4 this year, thereby reauthorizing the Commission in the

Alaskan statutes, the Commission, its programs, publications and research will end. What will not end, though, are the reasons the Commission was established in the first place. The progress made to date improves some situations, but also reveals others where inequity still exists. The Commission's work is not done.

What would the future look like without the Alaska Women's Commission? It would be a future without the only agency in state government that speaks to that government about issues, policies and situations affecting women. It would be a future without an office that receives more than 1000 calls a year for information and help. It would be a future without the essential follow-up needed to rectify the inequities revealed by the recently concluded divorce study.

It would be a future without agency-sponsored statewide and regional conferences on such subjects as legal rights for women, equal educational opportunities, and women in the political process, and it would be a future without publications such as the Women's Legal Rights Handbook, the Economic

Status of Alaska Native Women and An Assessment of Sex Equity in Alaska's Educational Institutions.

We can also say about the future, based on facts from the present, that the signs for women, children and families are challenging:

- of the 35 million people living in poverty in our country, 20 million are women;
- 70 % of households in America headed by women live in poverty;
- 72 % of women over 65 live on less than \$5000 a year;
- in Alaska, more than half of all women participate in the labor force;
- between 1960 and 1980 in Alaska, the greatest increase in labor force participation was among women of child-bearing age.

What we are left with is a question of trading—trading a future with a Women's Commission, and therefore with an agency in place to help meet these challenges, or a future with the challenges in place and no Commission.

The Alaska Women's Commission has a future because the only trade that makes sense is for a future *with* a Commission.

### What's Inside:

1987: A Challenge for Us All  
Annual Report 1987

- Legislative Advocacy
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Events And People  
Thanks



L. to R. Loretta Bullard, Nome; Mary Pete, Bethel; Chris Callahan, Executive Director; and Chairperson Paula Ziegler, Juneau, outside the Tundra Women's Coalition Shelter at the Commission meeting in Bethel, May 1987.

## Commission Members and Staff 1987

### Commission Members As of December 31, 1987

Paula Ziegler, Chair Juneau	Pat Kennedy (Ex Officio) Anchorage
Joy Green-Armstrong, Vice Chair Anchorage	Mary Pete Bethel
Loretta Bullard, Member-at-Large Nome	Betty Ramage Anchorage
Kris Chatfield Anchorage	Wendy Redman Fairbanks
Linda Freed Kodiak	Susan Smalley Kenai



Susan Smalley was appointed to the Commission by Governor Steve Cowper in October 1987. A former teacher, married with two sons, Smalley is a professional volunteer in the Kenai schools. A member of the United Methodist Church statewide planning committee, Smalley also helped establish the local chapter of League of Women Voters and served as President of it for two years. She currently coordinates a "parents day out" program at her church.

### January-October 1987

Kris Chatfield, Chair Anchorage	Mary Pete Bethel
Joy Green-Armstrong, Vice Chair Anchorage	Betty Ramage, Member-at-Large Anchorage
Loretta Bullard Nome	Wendy Redman Fairbanks
Marcia Johnson Sitka	Paula Ziegler Juneau
Pat Kennedy, (Ex Officio) Anchorage	

Linda Freed was appointed to the Commission in January 1988. Freed is the Director of the Community Development Department for the Kodiak Island Borough. A Kodiak resident since 1980, Freed is an active community volunteer, serving on the boards of the Kodiak Women's Resource Center & the Kodiak Public Broadcasting Corporation. Freed was also one of the founders of the Kodiak Women's Network, and is a member of AAUW, the Kodiak Arts Council and the Kodiak Council on Alcoholism.

### Commission Staff

Full Time	Part-Time
Christine Callahan Executive Director	Dorothy Campbell, Title V Information Assistant
Barbara Baker Research Analyst	
Hilda Gayton Secretary	

The Alaska Women's Commission is dedicated to the achievement of equal legal, economic, social and political status for women in Alaska. Established by the legislature in 1978, the Commission was reaffirmed and renewed in 1983 by the Legislature and the Governor. Nine public members and one representative from the Attorney General's office are appointed by the Governor to staggered five year terms. They represent a wide range of backgrounds, interests and geographic areas. Meetings are held quarterly in various locations throughout the state and are open to the public. The development of regional and municipal women's councils is being encouraged by the Commission. Councils advise the Women's Commission and coordinate local efforts to improve the status of women in Alaskan communities. The Commission is a statewide network for study and action on a variety of issues. Current priorities include work on legislation, employment, civil and legal rights and issues relating to the family.



## 1987: A Challenge For Us All

*Christine Callaban, Executive Director*

Plummeting oil prices and vanishing jobs did not leave many Alaskans untouched in 1987. Families had to face problems they never faced before. Many lost their jobs and homes and continue to confront devastating financial hardships. The stress experienced by Alaskan families in 1987 was enormous.

Polymakers have spent long hours attempting to develop programs and strategies to help ease the pain and prevent more problems from developing. In the midst of this turmoil, equity has sometimes appeared to take a back seat. But equity is not a luxury for times of plenty. Its importance becomes even more apparent in adversity.

What is occurring on a large scale in our current economy has for too long been everyday reality for many of the women in our state. Based on research conducted by the Alaska Women's

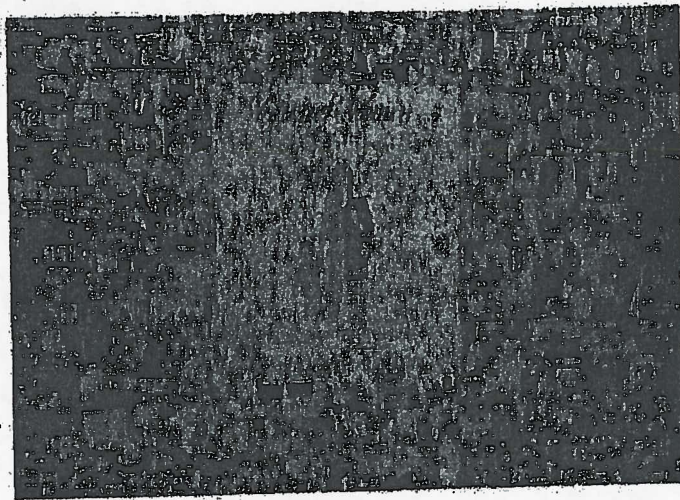
Commission we know that single parents have been struggling to make ends meet. We know that numerous women with inadequate or non-existent child support have faced monthly bills with well-founded fear and anxiety. We know the extent of women's unequal earning power. We know that, combined with the costs of such necessities as child care, these circumstances too often force women to seek public assistance and sacrifice their hard-won independence and self sufficiency.

As recently as 1987, the Women's Commission conducted the first research to document the economic inequities of divorce in Alaska. What we found was, in Gov. Steve Cowper's words, "... eye opening evidence that women and children in Alaska are on the verge of becoming the state's New Poor." Divorced women faced with enormous mortgage payments on

Because of these problems in 1987 the Alaska Women's Commission stepped up its efforts to pass HB189, a bill that would make significant improvements in the laws governing divorce. The Commission included several seminars on this issue in its comprehensive Legal Rights Conference for Women, sponsored in partnership with community, educational and legal resources in the spring of 1987.

It is encouraging to see Alaskan leaders devoting their energy and imagination to solving these problems and ensuring that things do not get any worse. However it is important that the lessons learned from grappling with an austere economy are in turn applied to the situations that women have been struggling with for years. In addressing the dramatic problems of 1987, we must not overlook the quiet desperation that many women experienced long before oil prices dropped.

At this critical juncture it is unthinkable that the legislature would take any but the most positive action in assisting the populace to deal with serious economic adversity. This action should include reauthorizing the Alaska Women's Commission to continue its work for equity. Its work provides an important foundation for a sound and healthy economy and for economic development in which all Alaskans can share equally.



Hundreds of women and the roles they fulfill are pictured in this collage from the North Slope Borough's Women's Conference, September 1987.

unsellable family homes see their meager resources eaten away while they try to keep their children in familiar neighborhoods and schools with at least their network of friends intact. Women who never dreamed it possible are unable to provide enough food for their children. Unless we change the laws regarding termination of marriage, we continue to condemn thousands of women and children to life on the edge of poverty.

## Legislative Advocacy 1987

The Commission's legislative committee undertakes various efforts in advocating for legislative reform. Basing much of its work on the Statutory Review which it completed in 1985, the Commission has proposed major legislative reforms to the Governor since 1986. The Commission also analyzes and advocates any pending legislation which impacts women in the state. It provides legislative information to women's organizations throughout the state through the Legislative Alliance for Women Statewide (LAWS).

Few bills in general passed both legislative bodies in 1987. However, Commission supported legislation will be considered again in the second session of the 15th Alaska Legislature.

Legislation	Prime Sponsor	House	Senate
HB 4 Alaska Women's Commission: Extends the Commission until June 30, 1991. Must pass Senate HESS, Judiciary and Finance before being scheduled for floor vote. Without passage, the Commission will terminate on June 30, 1988.	Rep. Davis	Passed 3/2/87	In S. HESS
HB 189 Divorce and Dissolution: Would require court to give greater scrutiny to dissolution cases. Makes career assets part of marital estate. Provides for interim spousal support.	Governor	H. HESS Subcommittee	
HB 224 Parental Leave: Provides for 18 weeks of unpaid leave for either parent after birth or adoption of a child. Exempts firms with less than 15 employees.	Rep. Brown	Passed 5/15/87	In S. HESS
SB 124 Parental Leave: Provisions are similar to HB 224	Sen. Josephson	S. HESS	

### Legislative Alliance For Women Statewide

In 1987 the Commission continued its leadership role in the Legislative Alliance for Women Statewide.

Established by the Commission in 1985, the Alliance is a coalition representing nearly 20 women's organizations throughout Alaska. This organization analyzes and takes positions on legislation, and monitors budget and policy decisions which have direct impact on women's lives.

By providing a forum in which these diverse organizations can participate and work together, the Commission helps mobilize the tremendous energy and commitment contained in these groups. The Commission provides these organizations with an access point to the policy and decision makers whose actions affect their lives. In turn, policymakers benefit from having the information and feedback that this group provides to them.

### Local Women's Councils

The Alaska Women's Commission statute was amended by the Alaska legislature in 1983 to include the development of local women's councils around the state. The purpose of the local councils is to ensure that local priorities and issues are addressed at that level. Initially, the councils were established in Commissioners' home communities in order to foster coordination.

During 1984 the Commission worked to establish councils in Anchorage and Sitka. In 1985 Juneau was successfully targeted. In 1986 the North Slope Borough Assembly passed an ordinance establishing the North Slope Borough Women's Council and in 1987 the Commission assisted women's organizations in the North Slope to form a task force to encourage recruitment and appointments to the Women's Council there.

Each council functions independently of the Women's Commission, consists of at least nine members, and meets quarterly. The duties of the local councils are to:

1. analyze and prioritize the needs of women at the local level;
2. recommend legislative and administrative action on women's issues to the Alaska Women's Commission;
3. disseminate research and publications of the Alaska Women's Commission to local women, and
4. serve as a clearinghouse for information relating to the status of women in local communities.



## *Focus '87—Women's Commission Forced into Wind-Down*

For the first time in Alaska's history, a substantive policy making board was forced into "wind-down" when the Alaska Women's Commission sunset bill was bottled up in two Senate committees during the legislative session.

Despite widespread support from thousands of people around the state, bipartisan support from a majority of legislators, the efforts of Governor Cowper and more than 20 statewide service and professional organizations, the bill to extend the Alaska Women's Commission did not pass the first session of the 15th legislature.

House Bill 4, sponsored by Representatives Mike Davis, Fran Ulmer, Nillo Kopenen, Johnny Ellis, Kay Brown, Dave Donley and Cliff Davidson sailed through the House with a resounding 33 to 2 vote on March 2, 1987. After nine weeks, two teleconferences and numerous scheduling delays, the bill passed out of Senate State Affairs. A last-minute measure to combine the Commission with two other agencies was introduced by Senator Paul Fischer on May 15 and forward action on House Bill 4 was halted.

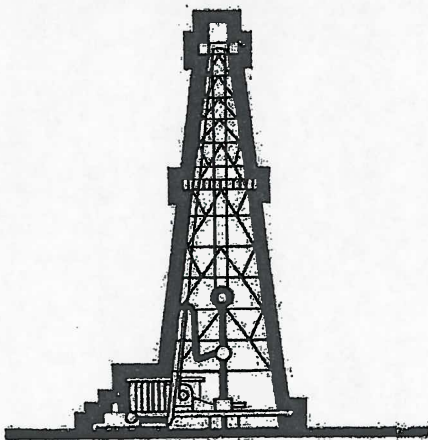
As of July 1, 1987, the Commission officially entered its "wind-down" year with a budget of \$196,800 — a 36 percent decrease from the previous fiscal year. With resources strapped and



a depleted publication budget, the Commission launched a concerted drive to develop a statewide speaker's bureau.

Commissioners and staff have stepped up their efforts to bring the results of the Commission's research to as many people as possible. Hundreds of people have been reached personally,

many thousands more through print and other media. The commitment and dedication to fostering equity have not diminished, and the Commission and its advocates will be back in January 1988 to urge swift passage of HB4 and reinstatement of the Commission's budget.



❧ *At the current price of oil, only 9 minutes of pipeline flow would fund the entire annual budget of the Alaska Women's Commission.* ❧

## The Question of a Merger

During the first session of the 15th Alaska Legislature, suggestions were made to consolidate the Alaska Women's Commission with the Alaska State Commission for Human Rights and the Office of Equal Employment Opportunity.

The agencies involved are functionally dissimilar. They provide different services to distinct target populations. History demonstrates that consolidation of these agencies is unworkable.

In 1972 the advisory board functioning as a Women's Commission was abolished and its funds and responsibilities transferred to the Human Rights

Commission. Because of its own workload, the Human Rights Commission was unable to deal effectively with those responsibilities. In 1976, the shocking results of the *Preliminary Study on the Status of Women in Alaska* (a study commissioned by the Alaska State Legislature) led to the creation of a separate and independent Women's Commission. Since its creation in 1978, the Alaska Women's Commission's success and widespread recognition are fitting testimony to the need for a separate, independent commission targeted to a unique population distinct from that served by either the

Human Rights Commission or the Office of EEO.

Governor Steve Cowper, the members of the Human Rights Commission and the Alaska Women's Commission, Representative Mike Davis (prime sponsor of AWC's reauthorization bill) and the membership of the Alaska Federation of Natives at their annual convention, are among the dozens of individuals and organizations who have opposed consolidation of these agencies.

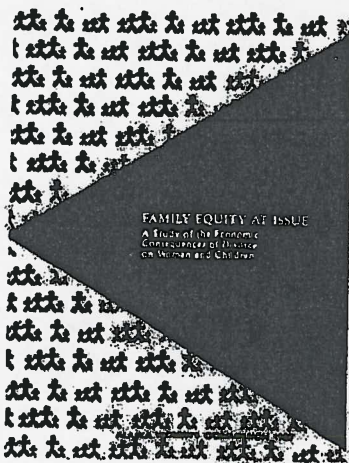
The chart below illustrates the major differences among the agencies in question.

	Alaska Women's Commission	Human Rights Commission	Office of Equal Employment Opportunity
Enabling Legislation	44.19.165-180	AS 18.80.010-300	44.19.441-449
Type of Agency	Research, Advocacy and Education	Enforcement	Administrative and Compliance
Purpose	<p>To implement the recommendations in the preliminary study of the status of women in Alaska mandated by the 9th legislature.</p> <p>To improve the status of women in Alaska by further research and by implementing additional recommendations on the opportunities, needs, problems and contributions of women in Alaska.</p>	<p>To prevent and eliminate discrimination on the basis of race, color, national origin, religion, sex, physical or mental disability, marital status, changes in marital status, pregnancy, parenthood and age in public and private sector employment, public accommodations, housing, finance and credit, and practices by the state and its political subdivisions.</p>	<p>To ensure fair employment practices in state government and to ensure compliance with AS 44.19.441-449 and Administrative Orders 75 and 81;</p> <p>To monitor the state affirmative action plan for the employment, retention and advancement of women, minorities, the handicapped, other disadvantaged workers;</p> <p>To develop and administer the state's federally required internal equal employment opportunity programs.</p>
Target Population	The entire female population in Alaska.	All persons and classes of persons suffering discrimination in Alaska.	State employees, applicants for state employment, and former state employees.
Commission	Nine members and an ex officio member representing the attorney general's office who serve at the pleasure of the governor; commissioners not compensated for services.	Seven public members appointed by the Governor for staggered five-year terms and confirmed by the legislature; commissioners not compensated for services.	N/A



	Alaska Women's Commission	Human Rights Commission	Office of Equal Employment Opportunity
<b>Role of Commissioners</b>	<p>Bring diverse perspectives, including those of homemakers, and interest, knowledge, or experience in the issues.</p> <p>Hire an executive director and other staff necessary to the commission's function.</p> <p>Establish standing committees and task-forces to research and make recommendations on the status of women.</p> <p>Establish policy and program direction.</p>	<p>Adjudicate cases of discrimination at public hearing and issue commission decisions and orders enforceable in court.</p> <p>Adopt regulations implementing and interpreting Alaska Human Rights Law.</p> <p>Appoint executive director approved by the governor and hire other staff.</p> <p>Establish policy and program direction.</p>	N/A
<b>Major Activities</b>	<p>Conduct research, accumulate and compile data about discrimination against women;</p> <p>Study and analyze Alaska laws, regulations and guidelines with respect to equal protection for women;</p> <p>Disseminate the results of research and compilation of data by publications, public hearings, conferences and seminars;</p> <p>Recommend legislative and administrative action on equal treatment and opportunities for women;</p> <p>Act as clearinghouse and coordinating body for governmental and non-governmental information relating to the status of women in Alaska;</p> <p>Encourage the development of regional and municipal women's councils or commissions;</p> <p>Encourage women to assume leadership roles, and conduct joint efforts to study and resolve women's problems with public and private sector agencies.</p>	<p>Accept complaints of discrimination from public; executive director may file on behalf of persons;</p> <p>Identify and eliminate discriminatory policies and practices of major impact;</p> <p>Conduct impartial investigations and attempt early resolution of cases;</p> <p>Determine violations of Human Rights Law and conciliate cases of discrimination;</p> <p>Obtain relief for complainants (back pay, lost jobs, pay differentials, a bias free workplace and other remedies);</p> <p>Counsel inquirers about Human Rights Law and redirect them to other sources of redress;</p> <p>Inform the public about rights and provide technical assistance to employers, landlords, businesses, lending institutions, and state/local governments.</p>	<p>Assist state officials to carry out EEO responsibilities and train state managers and supervisors in affirmative action;</p> <p>Offer orientation programs to employees to inform them of their rights;</p> <p>Monitor state personnel practices, analyze workforce composition and implement performance evaluation standards for affirmative action requirements;</p> <p>Prepare federally mandated EEO reports and plans;</p> <p>Prepare the affirmative action plan for the executive branch and ensure agency compliance with affirmative action plans and programs;</p> <p>Assist the Division of Labor Relations in collective bargaining negotiations;</p> <p>Accept, investigate and resolve informal complaints;</p> <p>Serve as primary state liaison with civil rights agencies and with community groups;</p> <p>Recommend action to the Governor relating to affirmative action and report to the Governor and legislature on progress.</p>
<b>Major Issues</b>	<p>Improving the status of women in Alaska; addressing the opportunities, needs, problems and contributions of Alaskan women. Issues include but are not limited to education, homemaking, civil and legal rights, labor and employment, health, economic equity, families and work, child care, family equity (divorce reform), welfare reform.</p>	<p>Discriminatory discharge and unfair employment policies and practices, denial of jobs to minorities, women and the disabled, sexual harassment and racial bias in the workplace, pay equity for women, mandatory retirement, accessibility for the disabled.</p>	<p>Equal employment opportunity and affirmative action in state employment practices;</p> <p>Meeting the federal EEO regulatory requirements as a condition for the state's receipt of federal funds.</p>
<b>Type of Staffing</b>	<p>3 full-time paid staff: one administrator/program developer, one researcher, one support staff, 1 part-time paid staff (Senior Employment Program);</p> <p>An additional 600 to 1,000 hours of volunteer time is donated each year;</p> <p>20 statewide women's organizations work on Commission issues and projects each year.</p>	<p>19 full-time paid staff: 1 administrator, 1 staff attorney, 3 supervisors, 8 investigators, 1 docket officer, 5 support staff with headquarters in Anchorage and Juneau and Fairbanks field offices;</p> <p>Worksharing agreements with EEOC and HUD and the Anchorage Equal Rights Commission increase staff case processing capability.</p>	<p>10 full-time paid staff: one administrator, six equal opportunity employment specialists, one data specialist, two support staff.</p>
<b>Proposed FY89 Budget</b>	<p>\$204,600 General Funds</p> <p>\$11,200 I/A Receipts</p>	<p>\$945,700 General Funds</p> <p>\$88,900 Federal Receipts</p>	<p>\$551,800 General Funds</p>

# Research in the Forefront: Family Equity



When the Alaska Women's Commission was first established in 1978, it faced an appalling lack of data and statistics. While the *Preliminary Report on the Status of Women in Alaska*, authored in 1976, was a goldmine of information, it could not begin to approach the detail needed to correct discriminatory laws and establish equitable policies across the board. It was for this reason that the legislature directed the Commission to conduct further research. Since that time the Commission has made research a priority.

Good research builds on earlier findings. Early Commission studies on the status of Alaskan homemakers and problems with child support enforcement have been supplemented by Commission analysis of the social and economic status of all Alaskan women, Native women in particular. Because of Commission research, it was discovered in 1984 that Alaskan women were earning only \$11,000 compared to \$22,000 earned by male counterparts.

In 1985 the Commission worked with the Alaska Bar Association to review all of the Alaska statutes to uncover numerous laws which diminished or jeopardized economic equity.

Setting out to correct these problems constituted the Commission's legislative platform of 1986. Commission research has been a catalyst for legislative advocacy and action.

Because education can open the door to better opportunity in life, in 1986 the Commission directed its research efforts to educational equity. Administrators throughout the educational system are working to improve their track records because of the 1986 report, "Commitment or Complacency?" which the Commission authored.

This year, 1987, saw the Commission turn its attention to the critical issue of family equity. Research from other areas in the country began to suggest that divorce reforms of earlier years were having unintended results. Women and children were being thrown into poverty because, it seemed, of the very efforts to make divorce laws more equitable.

The study of divorce and its economic impact on families is vitally important because of the number of people whose lives are affected by it. In Alaska, more than 11,000 people are affected each year, 3,000 of them children.

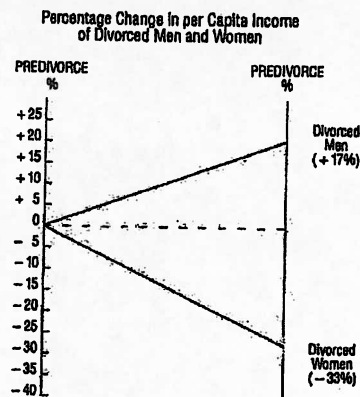
The results of the study, titled "Family Equity at Issue," were startling and disturbing. The Commission discovered that divorce in Alaska results in a significant drop in income for women and children. Men, on the other hand, usually benefit financially. Inadequate and poorly enforced child support awards, the near absence of alimony and unequal division of marital property are creating financial disaster for many women and their children.

Included in the findings was the alarming fact that the average child support award in Anchorage does not cover even half the cost of out-of-home day care (child care) necessary for most parents who work outside the home.

Without this most basic element of financial support, single mothers with custody of their children can hardly hope to raise themselves out of poverty.

The study confirmed the importance of continuing the Commission's efforts to change the laws regarding divorce and dissolution in Alaska. In an effort to tap all available resources, the Women's Commission has contacted the Alaska Judicial Council to explore whether that agency can collaborate with the Commission in expanding the research on family equity to a state-wide scope. It is essential to determine what impact divorce laws and procedures are having on the lives of rural women. Additional resources must be found to extend this research to rural Alaska, particularly since the Rural Research Agency no longer exists.

The results of the study on family equity have been presented to numerous groups throughout the state in an attempt to educate women and men regarding this critical issue. Future plans dependent on funding, include the development of brochures, videos and other materials to help people make more informed decisions when they go through a divorce.





## Education: A Year In Review

One of the major components of the Commission's work is public education, getting information out to thousands of women each year on what their rights and opportunities are. This year Commission members and staff provided, attended or sponsored seminars, workshops and educational events as far north as Barrow and as far west as Bethel.

### Commission-Sponsored Panels and Seminars

At each of its meetings during 1987, the Alaska Women's Commission invited community leaders and representatives to discuss issues of importance to women and families. These panels are offered as a dialogue between the Commission, policy makers and the public.

In March 1987, Senator Rick Halford, Representative Johnny Ellis, Commissioner Myra Munson, Barbara Miklos, Executive Director of the Council on Domestic Violence and Sexual Assault, and Sherrie Goll, lobbyist for the Alaska Women's Lobby, presented information on the Human Services Budget and how it impacts women and families.

In May 1987, now-Mayor Diane Carpenter, Cathy Feaster, director, Bethel Health Center, and Lorraine Beaver, head counselor, Tundra Women's Coalition Shelter, joined Commission member Mary Pete to discuss issues for women and children in Bethel and in the Yukon-Kuskokwim region of the state.

In September 1987, Assistant Commissioner Karen Perdue presented and discussed Welfare Reform with the Commission and the public.

Members of statewide women's organizations were invited to participate in a Commission sponsored seminar on Public Speaking at the September meeting as well.



Panelists Sherrie Goll, Rep. Johnnie Ellis, Sen. Rick Halford, Myra Munson and Barbara Miklos discuss budget cuts at the March 1987 Commission meeting in Juneau.



Members of women's organizations joined commissioners and staff for an October 1987 training session on effective public speaking.

### Women's Legal Rights

In Alaska, women have the legal right to be treated equally with men. Yet, in practice, women often face problems obtaining that right. Nearly 100 women and men attended a free, one-day conference entitled "Legal Rights for Women" to learn more about women and the law. Sponsored by the Alaska Women's Commission, the conference was held at the Anchorage Community College Campus Center on Saturday, April 25th.

Local experts presented vital information on many legal issues of concern to women. Participants attended sessions on topics as wide ranging as divorce and dissolution, job discrimination, domestic violence, sexual harass-

ment, juvenile law, welfare and other legal entitlement programs, property and custody issues, and equal employment opportunity.

Highpoints of the conference included keynote addresses on women's legal rights by Patty Kastelic, Executive Assistant to Governor Steve Cowper, and Nancy Gordon, Assistant Attorney General. Kastelic's comments focused on the historical perspective of women's rights. Gordon discussed recent Supreme Court decisions and their impact on women in Alaska.

Responses from conference participants reflect the need for continued opportunities to provide legal information to women.



## Women's History Month

For the second year in a row, the Alaska Women's Commission distributed its "Celebration Series" portraying the lives and accomplishments of thirty Alaskan women. All television stations in the state carried the series of biographical spots during Women's History Month.

The profiles are representative of thousands of women whose courage and determination to make a difference inspire us all to strive for excellence. The "celebration stories" are made possible by a grant from the National Bank of Alaska.

Listed below are the women whose accomplishments were profiled in this Commission series.

Orati Dee Clark, Founder of Anchorage Schools; Mary Louise Rasmussen, Women's Army Corps and Arts Patron; Harriet Pullen, Skagway Entrepreneur; Erinia Callahan, Gold Miner; Mary Antisarlook, Reindeer Herder; Irene Ryan, Geologist; Lil Angerman, Union Organizer; Blanche McSmith, Activist; Rusty Dow, Truck Driver; Nettie Jones Ellison, Ketchikan Native Who Fought Discrimination; Lorene Harrison, Musician and Educator; Dora Keen and Barbara Washburn, Mountaineers; Lucy Cuddy, Teacher and First Bank Board Chairwoman; Marie Drake and Elinor Dusenbury, Alaska Flag Song Composers; Della Keats, Healer; Sadie Neakok, Magistrate; Margaret Murie, Arctic Explorer; Lydia Fohn-Hanson, Pioneer Homemaker; Amanda McFarland, Missionary; Edith Bullock, Tug and Barge Operator; Frances Howard, First Woman State Trooper; Evangeline Atwood, Author and Statehood Organizer; Barrett Willoughby, Author; Isabelle Barnett, Co-Founder of Fairbanks; Nell Scott, First Woman Legislator; Mahala Ashley Dickerson, Attorney; Pioneer Women Aviators; Women's Voting Rights; Women of the Constitutional Convention; Sisters of Providence and St. Ann.

## In Passing:

1987 saw the passing of statehood advocate and Alaskan historian Evangeline Atwood.

Born of Swedish missionaries, Atwood started many organizations in Alaska including the Alaska Statehood Association, the Anchorage P.T.A., the League of Women Voters and Alaskan World Affairs Council.

Profiled by the Commission in its "Celebration Series," Atwood worked to preserve the history of the state in her books and columns. Her books help us all to better appreciate and understand the history of the people and the state.

## Alaska State Association of Colored Women's Clubs Holds State Convention



Christine Callahan updates convention delegates on HB4.

Patricia Ray was elected to serve as President of the organization for an additional two-year term at the Association's fourth biennial state convention in April 1987 in Anchorage.

Christine Callahan, executive director of the Alaska Women's Commission, addressed convention delegates on Commission legislation and activities.

## Business And Professional Women's Clubs Honor National Vice President

In September 1987 the Business and Professional Women's Clubs of Alaska honored the national first vice president of the organization with a dinner in Anchorage. La Verne Collins, a member of the Anchorage Women's Commission, was elected to this post in 1987 and is working to effect change in national policies that impact women

and families. She gave a stirring speech on parental leave and how to make it a national reality. "It has been said that this country does not have a family policy but I disagree," Collins said. "It does. Families are ON THEIR OWN." Along with the coalition of women's organizations working on this issue, BPW hopes to change that.

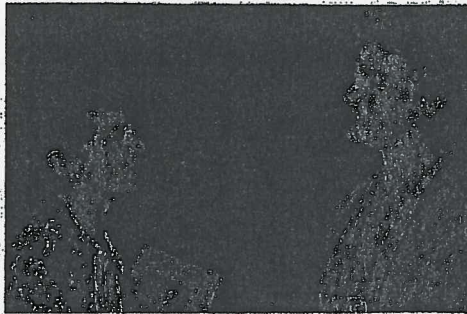


L. to R. Janet Bradley, Executive Director of the Alaska Human Rights Commission; Joy Green-Armstrong, Vice-Chair of the Alaska Women's Commission; La Verne Collins, First Vice President of Business and Professional Women's Clubs of America; and Christine Callahan, Executive Director of the Women's Commission share a moment at the dinner honoring Collins.



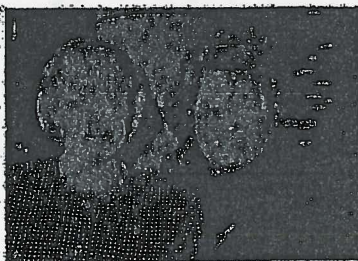
## National Association of Commissions for Women

Paula Ziegler attended the June 1987 meeting of the National Association of Commissions for Women in Lexington, Kentucky as the Commission's representative. She attended sessions on the work force in the year 2,000 and implications for women, and on the implementation of pay equity in number of states. Ziegler had the opportunity to meet with Shirley Dennis, the chief of the Women's Bureau, about pending Welfare Reform legislation.



Jeannine Dowling, left, director of public affairs for Philip Morris U.S.A., and Paula Ziegler, Chair of the Alaska Women's Commission, joined more than 120 delegates from commissions across the United States and Puerto Rico at the 18th annual convention of the National Association of Commissions for Women in June 1987.

## Women and the Constitution



Sandra Day O'Connor and Kay Linton at the Anchorage celebration of the Constitutional bicentennial, September 1987.

Celebrations surrounding the bicentennial of the Constitution of the United States were highlighted by the presence of Supreme Court Justice Sandra Day O'Connor, who spoke to a standing-room-only crowd at the Loussac Library in Anchorage in September 1987. Kay Linton, the past president of the Alaska Federation of Women's Clubs, has attempted to bring Justice O'Connor to Alaska for years. She succeeded this year in organizing this event for the Friends of the Library, on whose board of directors she currently serves.

The Alaska Women's Commission helped publicize and "broadcast" Justice O'Connor's appearance so that as many women as possible could attend this historic event.

## Transitions

In October 1987 Kris Chatfield stepped down from her position as Chair of the Alaska Women's Commission. Elected to chair the group in September 1986, Chatfield has made extraordinary contributions to the Commission's work since her appointment by Governor Sheffield in September 1983.

Serving first as the Commission's Vice-Chair from 1984 through 1986, Chatfield chaired the Program Commit-

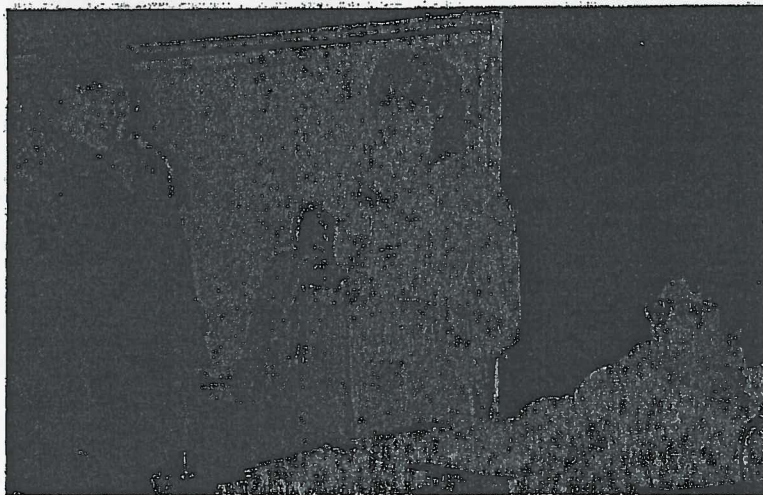
## The View from the Top of the World

In Barrow, the North Slope Borough Health Department, Substance Abuse and Treatment Service sponsored "A Delicate Balance — A Conference for Women" on September 25 & 26. Over 125 women from villages throughout the North Slope Borough attended workshops on family concerns, legal issues, health-care and women's roles.

Christine Callahan, Commission Executive Director, and Charlotte Brower, former member of the Alaska

Women's Commission, conducted a workshop with the entire conference group on how to establish an effective local women's commission.

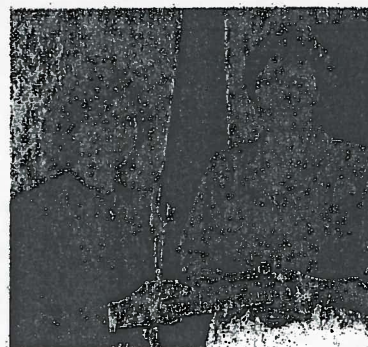
The conference participants elected Charlotte Brower and Elsie Itta to a steering committee to recruit applicants for the North Slope Borough Women's Commission. Jeanne Cross of the Abused Women in Crisis program will serve as an alternate on the recruitment committee.



L. to R. Elsie Itta, Jeanne Cross and Charlotte Brower plan recruitment efforts for the North Slope Borough Women's Commission, September 1987.

tee and served on the Native Issues Task Force. She helped craft the Commission's legislative agenda and was instrumental in helping to promote issues to the public through use of the media. She co-chaired the steering committee of the 1985 Statewide Women's Conference and helped make that huge undertaking an unqualified success. Kris will complete her term as a Commissioner in June 1988.

Christine Callahan, left, presents gavel to outgoing chairperson Kris Chatfield.





## Education — Support

### Speakers' Bureau

Providing information about the condition of women to the general public is essential to improving the status of women. In 1987, the Commissioners and staff gave 89 presentations and media interviews to present information on women's issues. Following is a list of the topics addressed by various organizations:

#### Divorce Research

Federal Aviation Administration Federal Women's Program

#### Forming a local women's council

North Slope Borough Women's Conference

#### Legislative Platform

Bering Sea Women's Group; Federal Aviation Administration Federal Women's Program; Soroptimists, Anchorage; Alaska Native Health Services / Federal Women's Program; Church Women United; First Congregational Christian Women's Fellowship; Business and Professional Women's Club, Fairbanks; American Association of University Women, Fairbanks; National Organization of Women Regional Conference; Soroptimists, Juneau; Business and Professional Women, Anchorage; Alaska Assoc. of Colored Women's Club; Alaska Women's Political Caucus; Business and Professional Women; League of Women Voters; Human Rights Commission; Business and Professional Women, Juneau; Republican Association of Professional and Business Women; Alaska Bar Association; Kenai Women's Coalition; Alaska Federation of Natives

#### Minority Women

Alaska Women's Resource Center; LaVerne University

#### Pay Equity

Unitarian Fellowship

#### Women's History

American Assoc. of University Women

### Information And Referral

The Alaska Women's Commission increasingly has become a clearing-house for information on services, programs, legislation, and issues which relate to women's concerns in the state of Alaska today.

In 1987, 1,206 calls and/or walk-in contacts were received on a wide range of topics. A predominant number of requests were for statistical and research information on Alaskan women. These requests came from individuals, legislators, educators, attorneys, researchers, the media, and other groups. Listed below are the number of requests by topic.

Commission programs/events	159
Children	37
Economics	32

Small Business	23
Education	54
Employment	74
Health	25
Legal & civil rights	113
Legislation	157
Minority women	43
Older women	18
Politics	47
Requests for Publications	200
Violence/Sexual Assault	19
Media contacts	46
Women in history	49
Other contacts	110

The Commission also maintains a resource library of more than 500 books, periodicals, and files on issues affecting women. All materials are available to the general public.

### Media Presentations

#### Divorce Research

KTUU Television Anchorage

"Newsmakers"

KTVA Television Anchorage

"Viewpoint"

KTVA Television Anchorage

Anchorage Daily News

Anchorage Times

Alaska Public Radio Network

Fairbanks News Miner

Frontiersman, Wasilla/Palmer

KENI Radio Anchorage

Associated Press

Ketchikan Daily News

Juneau Empire

#### Legislative Platform

KTUU Television Anchorage

"Newsmakers"

KTVA Television Anchorage

"Viewpoint"

KNOM Radio, Nome

Anchorage Daily News

Anchorage Times

Associated Press

Ketchikan Daily News

Juneau Empire

#### Legislative Research

Alaska Public Radio Network

#### Maternity Leave

Fairbanks News Miner

#### Women's History Profiles

KTUU Television Anchorage

"Newsmakers"

KTVA Television Anchorage

Anchorage Daily News

Anchorage Times

Fairbanks News Miner

KTOO - Juneau

KAKM Television, Anchorage

KYUK Television, Bethel

KUAC Television, Fairbanks

KJUD Television, Juneau

KTNL Television, Sitka



## *Publications*

### 1987 Commission Publications

**Family Equity at Issue: A Study of the Economic Consequences of Divorce on Women and Children.** Results of research on economics of divorce in Alaska. (508 dist.)

**Family Equity at Issue: Research Summary.** (2,258 dist.)

**Directory of Women's Organizations.** Statewide directory of women's organizations. (175 dist.)

**Newsletter: Status Report.** Provides information on state and federal legislation, programs, services and issues that pertain to equity for women. It is provided free of charge to approximately 2500 individuals and organizations. (4,700 dist.)

**Highlights of the Alaska Women's Commission.** Historical summary of events, activities and actions of the Commission. (790 dist.)

**Position Paper: Status of HB4.** Updates the status and progress of the Commission reauthorization bill. (165 dist.)

### Additional Commission Publications

**Profiles in Change: Names, Notes and Quotes for Alaskan Women.** (1983) Profiles of 60 Alaskan women who have contributed to the State's economic, social, and political development. The publication includes journal pages for the reader to record reflections and impressions. (394 dist.)

**Report on the Economic Status of Alaska Native Women.** (1983) Findings from the study of the economic condition of Alaska Native Women, with actions recommended to improve their economic status. (46 dist.)

**Summary of the Report on the Economic Status of Alaska Native Women.** (1983) (61 dist.)

**Women in Labor Unions; Seminar Report.** (1984) Summary of the seminar that focused on the role of women in labor organizations, what problems women face, and how to make unions more responsive to women. Includes profiles of speakers, descriptions of workshops and a list of participants. (21 dist.)

**Women's Legal Rights in Alaska.** (1984) Outlines legal rights affecting women in Alaska in such areas as employment, credit, inheritance, adoption, marriage, divorce, criminal law and violence against women. (470 dist.)

**Alaska Women: A Databook.** (1984) Demographic profile of Alaska Women based upon the 1980 Census; includes statistical appendix. (59 dist.)

**A Review of the Alaska Statutes for Sex Discrimination.** (1985) Final report of the comprehensive review of Alaska Statutes. (77 dist.)

**A Sense of History: A Reference Guide to Alaska's Women 1896-1985.** (1985) An annotated bibliography of books, articles, audio-visual aids, and photo displays about Alaska women in history. (75 dist.)

**At the Edge of Opportunity: A Statewide Conference on Women, The Economy and Public Policy.** (1985) A summary of the workshops, activities, and recommendations from the March 1985 conference. (42 dist.)

**Commitment or Complacency?.** (1986) An assessment of sex equity in Alaska's educational institutions with recommendations for future action. (124 dist.)

**Making a Difference: A Primer for Women in Public Life.** (1986) A handbook for political involvement. Includes information on campaign planning, voter contact, and working with volunteers. (172 dist.)

**Regional Conferences 1986.** (1986) Activities and recommendations from the rural women's conferences funded by the Commission in 1986—Bethel, Huslia, Sitka, and Wasilla. (456 dist.)

**Women in Prison: Does the Justice System Do Them Justice?.** (1986) A report on the current status of female offenders in Alaska and the United States. (109 dist.)

**Annual Report 1986.** (1986) A review of the major accomplishments of the Women's Commission from January 1 to December 31, 1986. (886 dist.)

### Brochures and Fact Sheets:

**Alaska Women's Commission.** (1984) (269 dist.)

**Alaska Women: A Profile.** (1984) (272 dist.)

**Alaska Women in Politics.** (1984) (247 dist.)

**Alaska Women & Education.** (1985) (195 dist.)

**Alaska Women & Insurance.** (1985) (170 dist.)

**Alaska Women & Pensions.** (1985) (190 dist.)

**In Celebration of Alaskan Women.** (1986) (25 dist.)

### Posters:

**Legal Rights for Women Conference.** (1986) Announcements of conference on legal rights for women held in Anchorage. (4000 dist.)

**Families—A Shared Experience.** ((1983)) Multi-colored poster aimed at a young audience, emphasizing non-sexist choices in career and family living. (70 dist.)

**Be What You Want to Be.** (1984) Multi-colored poster aimed at a young audience, emphasizing non-sexist choices in career and family living. (85 dist.)

**Women: Alaska Women's Commission.** (1984) (37 dist.)

**Women in Alaska History.** (1986) (175 dist.)

Total Distributed

17,363

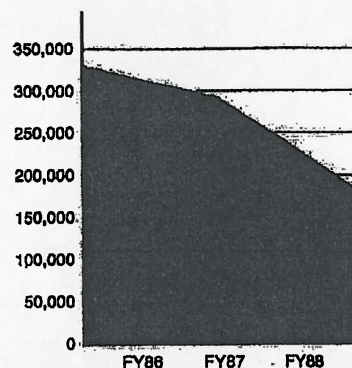
## The Budget—A Successful Public-Private Partnership

The FY87 Commission budget was \$262,600. Of this amount, \$251,500 was state general funds and \$11,100 was a federal grant which enabled the Commission to hire a Senior Employee in a job-readiness training program.

This amount was supplemented by generous in-kind donations of time, expertise and services from a large number of individuals, businesses, professionals and organizations. The Commission is at the forefront of state agencies in successfully pursuing alternative and creative sources of support. In fact, the reason the Commission has produced the quantity and quality of work for which it is known has been a successful public-private partnership involving countless volunteers.

In 1987 more than \$22,000 of in-kind volunteer services were donated to Commission projects. Including all alternative sources of revenue and in-kind services, the Commission generated more than \$100,000 in additional programmatic money to supplement its state budget.

In 1988 the Commission anticipates receiving a state budget of approximately \$200,000, losing nearly 25% of its base funds. Reductions of this type have occurred over each of the past three years. Each major reduction of the basic programmatic and staff budget also reduces the Commission's ability to seek and secure additional sources of revenue.



The budget for the Alaska Women's Commission authorized by the legislature has declined by nearly 40% since FY86.

### Upcoming Events

February 6—Alaska Women's Political Caucus will be holding its annual meeting in Anchorage. A distinguished panel of former women candidates will be discussing "When Winners Don't Win." Election and installment of new officers will follow the panel discussion. For further information call 277-1330.

February 21-24—Power of Politics and Government in Washington D.C. will be the first of three seminars on Power in America sponsored by the educational Foundation for Women's Resources. The seminars will provide opportunities to strengthen individual leadership skills and create avenues for women leaders to exert their influence and talents. For more information contact (703) 549-1102.

March—Women's History Month in Alaska. The Commission's T.V. spots on "Profiles of Alaskan Women" will air in communities throughout the state. Contact local women's organizations for other activities scheduled within your community.

March 3-5—Juneau residents can take a one-credit course in Women's History at the University of Alaska, Southeast. Registration is \$15.00

March 5—Staying Power, Part I. A conference to unite and encourage women in their personal, professional and political lives will be held in Anchorage. This conference will discuss issues that unite all women and will create an action agenda to sustain the quest for equity in Alaska.

The conference will also prepare participants for Staying Power, Part II in October. Nationally known Bella Abzug and Shirley Chisholm will join other renowned speakers to inspire a recommitment to activism among professional women. Musical artist, Libby Roderick will also appear in concert.

Both conferences are sponsored by the University of Alaska, Anchorage, Alaska Pacific University and both the Alaska and Anchorage Women's Commissions. Call 786-1060.

March 14-16—Alaska Women's Commission will meet in Juneau.

March 17-18—Making Choices for Your Future, a leadership conference for young minority women will be sponsored by the Anchorage School District. Topics will include preparation for careers, peer pressure, self esteem, sex and race bias, health issues and communication with parents. For more information contact Jean Marie Crumb at 269-2265.

March 19—Women's Health Fair will be held in Juneau. Free health screening and health education will be provided.

March 25-27—Women: Exploring Options, Building Our Dreams, is the theme of Kodiak's women's conference. Sponsored by the Kodiak Area Native Association, the conference will feature as its keynote speakers, Senator Arliss Sturgulewski, Rosita Worl and Christine Callahan, Executive Director of the Alaska Women's Commission.

April 14-16—Southeast Alaska Native Women's Conference will be held in Juneau. Contact Patty Addisson at 789-3377.



## Action Agenda Survey

1988 marks the 10th anniversary of the Alaska Women's Commission. Over the past decade the Commission has witnessed dramatic changes resulting from its efforts in research, education and legislative advocacy to improve the status of women. The challenge now before us is to insure that the equity gained can be preserved and that appropriate social change can continue into the future. Targeting issues and concerns important to Alaskan women is essential if we are to continue achieving these results.

This survey solicits your viewpoint about issues important to women of Alaska, issues that personally concern you or which affect your community or the entire state of Alaska. The survey also asks how effective you believe the Women's Commission has been in addressing issues through its activities. By completing this survey, you will provide important direction to the Women's Commission as it establishes its Action Agenda for the 90's.

## Issues

Under each of the following issues prioritize your top three concerns using a number scale, where #1 is the highest, #2 is of lesser priority and so on. Please include any other issues of concern if not stated.

### FAMILY EQUITY

- \_\_\_ Child support
- \_\_\_ Child custody
- \_\_\_ Equal credit opportunity
- \_\_\_ Homemaker's rights
- \_\_\_ Equity in divorce laws
- \_\_\_ Other (please explain):

### CHILD CARE

- \_\_\_ Employer sponsored child care
- \_\_\_ Publicly-subsidized child care
- \_\_\_ Parental Leave
- \_\_\_ State regulations of quality and licensing
- \_\_\_ Affordability
- \_\_\_ Latch key
- \_\_\_ Other (please explain):

### ECONOMIC

- \_\_\_ Housing-affordability
- \_\_\_ Insurance and pensions
- \_\_\_ Economic development
- \_\_\_ Loan programs for women-owned businesses
- \_\_\_ Employment, job creation
- \_\_\_ Employment discrimination
- \_\_\_ Welfare Reform
- \_\_\_ Pay equity
- \_\_\_ Other (please explain):

### EDUCATION

- \_\_\_ Access to education and training
- \_\_\_ Educational equity
- \_\_\_ Affordability of education
- \_\_\_ Other (please explain):

### JUSTICE

- \_\_\_ Child abuse
- \_\_\_ Domestic violence/sexual assault
- \_\_\_ Victims' rights
- \_\_\_ Women in prison
- \_\_\_ Gender bias in the courts
- \_\_\_ Other (please explain):

### HEALTH

- \_\_\_ Teen pregnancy
- \_\_\_ Reproductive rights
- \_\_\_ Occupational health hazards
- \_\_\_ Alcohol and substance abuse
- \_\_\_ Other (please explain):

## Commission Activities

The Alaska Women's Commission provides education, research and advocacy to improve the status of women. Please rate their value to you.

EDUCATION — Indicate whether you attended any of the following conferences and rate their value to you.

	Attended		Value				
	Yes	No	Low			High	
Legal Rights Conference, Anchorage, 1987	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5 N/A
Women In Prison, Juneau, 1986	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5 N/A
Making a Difference: A Primer for Women In Public Life, Fairbanks, 1986	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5 N/A
Regional Women's Conferences held in Bethel, Huslia, Sitka and Wasilla, 1986	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5 N/A
At the Edge of Opportunity: A Statewide Women's Conference, March, 1985	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5 N/A

What are your suggestions for future conferences?

Indicate whether you received the following informational reports and materials published by the Commission and rate their value to you.

	Received		Value				
	Yes	No	Low			High	
Status Report Newsletter	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5 N/A
Women's Legal Rights Handbook	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5 N/A
Making A Difference: A Primer for Women In Public Life, 1986	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5 N/A
Regional Conferences 1986	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5 N/A
Women In Prison: Does the Justice System Do Them Justice, 1986	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5 N/A
Directory of Women's Organizations	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5 N/A
Profiles in Change: Names, Notes and Quotes for Alaskan Women	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5 N/A
A Sense of History: A Reference Guide to Alaska's Women 1896-1985	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5 N/A
Fact Sheets: Women in Politics, Demographic Profile of Women, Education, Insurance, Pensions	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5 N/A
Posters	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5 N/A

RESEARCH — Rate the value of the following research performed by the Women's Commission.

	Value of Research				
	Low		High		
Family Equity at Issue: A Study of the Economic Consequences of Divorce on Women & Children	1	2	3	4	5 N/A
Commitment or Complacency: An Assessment Of Sex Equity in Alaska's Educational Institutions	1	2	3	4	5 N/A
Review of Alaska Statutes for Sex Discrimination	1	2	3	4	5 N/A
Alaska Women: A Databook	1	2	3	4	5 N/A
A Report on the Economic Status of Alaska Native Women	1	2	3	4	5 N/A

What are your suggestions for future research?

ADVOCACY — Indicate the value of the following legislative proposals advocated by the Alaska Women's Commission.

	Value of Advocacy				
	Low		High		
HB4 - Extension of the Alaska Women's Commission	1	2	3	4	5 N/A
HB189 - Equity in divorce laws	1	2	3	4	5 N/A
HB224 & SB124 - Parental leave provisions	1	2	3	4	5 N/A

What are your suggestions for other legislative proposals?

Rate the value of the following advocacy services.

	Value of Advocacy				
	Low		High		
Development of Women's Councils - Anchorage, Juneau, Sitka, Barrow	1	2	3	4	5 N/A
Development of Coalition of Women's Organization (LAWS) to advocate legislative and policy Issues Important to women	1	2	3	4	5 N/A

Rate the overall value of services the Alaska Women's Commission provided in the following areas.

	Value of Service				
	Low		High		
Research	1	2	3	4	5 N/A
Education	1	2	3	4	5 N/A
Advocacy	1	2	3	4	5 N/A

Please indicate the community in which you reside \_\_\_\_\_

Other Comments \_\_\_\_\_

This is a self-mailing survey. Please fold and staple, no postage is required.

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# Thanks

There are hundreds of people, organizations and businesses who helped the Alaska Women's Commission accomplish its goals in 1987. Thanks to all of those in Houston, Wasilla, Wrangell, Sitka, Kenai, Soldotna, Homer, Ketchikan, Petersburg, Port Alexander, North Pole, Kodiak, Bethel, Nome, Barrow, Fairbanks, Eagle River, Kotzebue, Juneau and Anchorage who contributed time, money or support to the Commission's efforts. Thanks especially to the following for their contribution to conferences, workshops, legislative advocacy, seminars, research and media projects and/or to the effort to extend the Commission's life and work until 1991.

Governor Steve Cowper • Rep. Mike Davis, Prime sponsor HB4 • Rep. Fran Ulmer, Co-sponsor HB4 • Rep. Nillo Koponen, Co-sponsor HB4 • Rep. Johnny Ellis, Co-sponsor HB4 • Rep. Kay Brown, Co-sponsor HB4 • Rep. Dave Donley, Co-sponsor HB4 • Rep. Cliff Davidson, Co-sponsor HB4 • Abused Women's Aid in Crisis • Alaska Assoc. of Colored Women's Clubs • Alaska Bar Assoc. • Alaska Court System • Alaska Division of Vital Records • Alaska Federation of Business and Professional Women, Inc. • Alaska Foundation for Youth and Parents • Alaska Home Economics Assoc. • Alaska Legal Services • Alaska Network on Domestic Violence and Sexual Assault • Alaska Nurses' Assoc. • Alaska State Commission for Human Rights • Alaska Women's Lobby • Alaska Women's Resource Center • Alaska Women's Political Caucus • American Assoc. of University Women • Anchorage Community College Center for Women and Men • Anchorage Women's Commission • Blacks in Government • Church Women United • Cinamatech • Division of Child Support Enforcement • Family Community Leadership Program • Federal Women's Programs • First Congregational Christian Women's Fellowship • Henry Lancaster, Inc. • Johnson and Holen • Juneau Bar Assoc. • Juneau Women's Council • Kay, Saville, Coffey, Hopwood and Schmid • League of Women Voters, Alaska • Mother's Christian Fellowship • National Education Assoc.—Women's Caucus • National Organization for Women • North Slope Borough Dept. of Health and Social Services, Substance Abuse Treatment Service • Native Women of Alaska • Office of Public Advocacy • Older Alaskans Commission • Pay Equity Coalition • Reese, Rice and Volland • Republican Assoc. of Professional and Business Women • Social Research Institute • Soroptimists International Clubs • S.T.A.R. (Standing Together Against Rape) • The Growth Company • Thwaites and Motyka • United Methodist Women • United Way of Anchorage • Videoplex • Katie Hurley • Ann Matthew-Johansen • Dorothy Jones • Joan Cottman Coston • Candy Rutledge • Kathleen Tarr • Laurel A. Murphy • Thelma G. Buchholdt • Jan Erickson • Ruth Lister • Heather Flynn • Sonya LaMarr • Janet M. Campbell • Charlotte Brower • Jan Foster • Gay Leslie • Thelma Langdon • Ann Skoe • Susan Clark • Julia Ayer • Barbara Brazington • Julie Spratt • Laurie Anderson • Sue Ayer • Brenda Sokolowski • Kimbra Truby • Nancy Peters • Nathana Kayutak-Suel • Mary Grisco • Ginger Halterman • Diana Wood • Janet Creeps • Grace West • Marcia McKenzie • Sylvia Fink • Paula Easley • Mayor John Williams • Lidia Selkregg • Caleb Pungowiyi • Janet Kowalski • Cecilia "Pudge" Kleinkauf • Ilene Sackett • Jody Marcello • Naomi Stockdale • Carole Greene • Kathryn Lizik • Karla Forsythe • Marilyn Helman • Donna Williams • Sharon Macklin • Susan Clarke • Kathy Marshall • Mayor Diane Carpenter • Cathy Feaster • Eileen Brewer • Bonnie Jack • Rhonda Roberts • Elizabeth Hickerson • Lois Knapp • Lorraine Beaver • Karla Huntington • Joanne E. Lopez • LaVerne Collins • Jean F. Gracun • Carrie D. Longoria • Joyce M. Rivers • Jana Varrati • Carol Waters • Elaine Hopson • Karen Rich • Carla Timpone • Carol Jorgenson • Jane Evanson • Glen Ray • Fred Jenkins • Peggy Burgin • James B. Fischer • Mia Oxley • Sherrie Goll • Pat Corbett • Roberta Graham • Marla Huss • Peggy Rogers • Anne Jansen • Ruth McKenzie • Charo Wongtittlin • Karen Kirby • Drena McIntyre • Sheila Nickerson • Pam Van Wechel • Wanda Jansen • Margaret Hall • Bernice Linn • Susan Alexander • Mary Welch • Emmie White • Joan Bennett Schrader • Sandra Armstrong • Deanne L. Adams • Susan McClear • Marilyn George • Jan McGrimmon • Christina Loris • Mary Jane Landstrom • Jill Cunningham • Barbara Miklos • Margo Waring • Patty Kastelle • Karen Perdue • Susan Heavey • Jeanne Cross • Victoria Eubank • Mary Katze • Janet Bradley • Ann Brazeale • Cheryl Thompson • Sandra Saville • Marge Hays • Sammy Crawford • Myra Munson • Marsha Hubbard • Vera Hollingshead • Pamela Tesche • Leila Wise • Lynne Curry-Swann • Rae Maness • Sharon Richards • Alicia Iden • Hazel Heath • Susan McGinnis • Barbara Schuhmann • Leslie Bogda • Marcia Johnson • Sarah Jordan • Mary Monroe • Jean Marie Crumb • Bea Halkett • Nancy Gordon • Marilou Shea • Teresa Sockpealuk-Perry • Gail K. Evanoff • C.R. Dotson • Della Iyapana • Johnny Leonard • Louie Weyopuk • Arlene Adam • John Iyapana, Sr. • Emily Hughes • Perry Mendenhall • Marilyn Koezuna-Irelan • Isaac Okleasik Jr. • Ken Shooqukwruk • Robert S. Amarok • Rebecca Craven • Mary Miller • Lillian Panitchuk • Doreen Buffas • Bessie Piscoya • Eileen Norbert • Nellie Olanna • Betty Hannigan • Bernice Allred • Brenda Gologergen • Jeanette S. Carter • Leona Schick • Kathy Holmes • Maggie Kawchee • Maggie Perry • Josephine Stiles • Vera Metcalf • Lola Tobuk • Nancy Mendenhall • Leora Kenick • Theresa Lane • Rev. James E. Poole • Kathy Johnson • Lillian Tiulana • Susan Alexander • Sister Claire Gagnon • Vivian Teeland • Norma Goodman • Beverly Michaels • Susan Humphrey-Barnett • Elaine Atwood • Suzan Nightingale • Pat Hiebert • Pat Berkley • Mickey Sleeper • Cathy Rasmuson • Esther Combs • Carolyn Guess • Andonia Harrison • Diane Benson • Janie Leask • Bonnie Bernholz • Roberta Sheldon • Laurel Cuddy Stutzer • Gloria Marinacci Allen • Gloria Pushruk • Suzanne Perry • Marianne McNabb • Marcia Ellingboe • Pauline S. Lee • J.K. Brown • Cynthia Lee Mathisen • Catherine Lee Barth • Ronn Buschmann • Gloria E. Shrine • Charlotte Tanner • Elder Lee • Harold Bergmann • Cheri G. Greer • Paul W. Bowen • Tyler Henshaw • Eli Ribich • Carolyn I. Pritchett • Suzanne Paulsen • Neva J. Bowen • Dortha T. Claypool • Linda Henshaw • Claire Strand • Kerri Gregg • Alyce Todd • Ruth W. Sandvik • Victoria McDonald • John A. McDonald • Susan B. Kittams • Jay A. Kittams • Diane S. Hoelting • Kurt Hoelting • Rebecca J. Knight • Janet Dait • Linda Martinson • Roxanne L. Lee • Harold M. Lee • Tom Greer • Anne Lee • D.P. Buschmann • Dianne J. Dzur • Miriam A. Hubbard • Nancy Berg • B. Joyce Jenkins • Roxann M. Dunham • Marilyn E. George • Marian Estelle • Marjorie F. Paust • M. Edgington • Karl Johnson • Jean Remund • Mary Kay Reynolds • Karen Smith • Judith Wallan • Linda Wallan • Jackie Garneck • Lorraine Hughes • Phillips Mulligan • Mike Stempe • Bud Jodway • Nelson Leroy • Pam & Bill Jenkins • Joanne F. Lopez • Deborah Kloby, D.C. • Richard Newman, D.C. • Cheryl Mann • Evelyn Ramos • Lee Holen • Mark Ertischek • John Reese • Terri Pollock • Hollie Ploog • Sheila Gaddis • Nancy Hopperstad • Bill Hitchcock • Henry Lancaster • Frances Purdy • Dick Thwaites • Linda Becher • J. McCarthy • Carla Grosch • Hilary Hardwick

## A Job Well Done

LaVerne Collins of Anchorage was recently elected first vice-president of the National Association of Business and Professional Women's Clubs of America.

Adele Bacon, state plumbing inspector in Fairbanks was recently installed as the first woman Vice-President of the International Association of Plumbing and Mechanical Officials. Bacon was also Alaska's first apprentice graduate in plumbing and the state's first female plumbing inspector.

Newly elected women mayors include: Valerie Bergman, Allakaket; Diane Carpenter, Bethel; Dora Ahkinga, Diomedea; Maggie Scholtz, Goodnews Bay; Liv Gray, Hoonah; Marcella Padie, Houston; Elinor Okavik, Napaskiak; Carleta Lewis, North Pole; Mary Beaver, Russian Mission; Sarah Okbaok, Teller; Emma Ayojiak-Carolos, Togiak; Fern Neimeyer, Wrangell. Women hold 16 percent of the mayor's seats in Alaska.

Heather Flynn, Anchorage assemblywoman, was recently installed as President of the Alaska Municipal League.

Lorraine "Sammy" Crawford, a social studies teacher at Soldotna High School has been named 1988 Alaska Teacher of the year. She also is one of four finalists for National Teacher of the Year.

Mary Pete of Bethel was recently appointed to the State Council on Domestic Violence and Sexual Assault.

Ayana Augustine-Warren of Anchorage was recently honored at the Blacks in Government Conference with a Presidential Award for her advocacy on behalf of children with special needs. Augustine-Warren also serves as the Anchorage Chapter President of Blacks in Government.

Kay Kennedy of Fairbanks has been named Woman of Achievement by the National Federation of Press Women.

The award is the national groups highest honor.

Joan McCoy of Anchorage was elected treasurer of the National Federation of Press Women. She is the first national officer to come from Alaska.

Alaskan Rotary Clubs have opened their doors to women. Women members have been installed throughout the state including Eagle River, Fairbanks, Anchorage and Petersburg. Karen Van Meter of Eagle River was the first woman admitted to a Rotary Club in Alaska.

Patricia Ray, state president of the National Association of Colored Women's Club announced the formation of a new chapter in Juneau. Anita Price was elected president of the Juneau Chapter.

Donna Meyer, Anchorage, received the Outstanding Community School Urban Personnel award from the Alaska Association for Community Education.



ALASKA WOMEN'S COMMISSION  
3801 "C" STREET, SUITE 742  
ANCHORAGE, AK 99503

### Members of Commission:

Paula Ziegler, chair  
Juneau  
Joy Green-Armstrong, vice chair  
Anchorage  
Loretta Bullard  
Norton  
Kris Chatfield, Anchorage  
Linda L. Freed, Kodiak  
Elizabeth (Pat) Kennedy, Anchorage  
Mary Pete, Bethel  
Betty Ramage, Anchorage  
Wendy Redman, Fairbanks  
Susan Smalley, Kenai  
Executive Director  
Christine Callahan

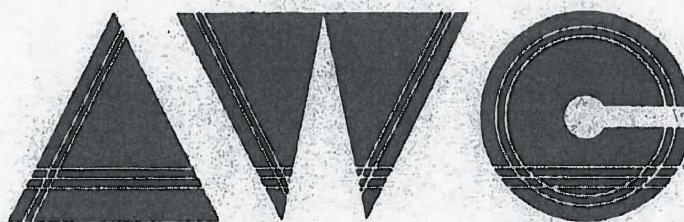
### State of Alaska

Steve Cowper, Governor  
Stephen McAlpine, Lt. Governor

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# ALASKA WOMEN'S COMMISSION

Annual Report 1988



HQ 1438  
A4 A42  
1988-89

STEVE COWPER  
GOVERNOR



PHONE  
(907) 581-4227

STATE OF ALASKA  
OFFICE OF THE GOVERNOR  
ALASKA WOMEN'S COMMISSION  
3601 C STREET - SUITE 742  
ANCHORAGE, ALASKA 99503

January 23, 1989

COMMISSIONERS

- Paula Ziegler, Juneau
- Joy Green-Armstrong, Anchorage
- Loretta Bullard, Nome
- Linda Freed, Kodiak
- Morrit Hofferich, Fairbanks
- Rebecca Napoleon, Hooper Bay
- Pat Kennedy, Anchorage
- Betty Ramage, Anchorage
- Wendy Radman, Fairbanks
- Susan Smalley, Kenai

On behalf of the Alaska Women's Commission, it is with a sense of pride and accomplishment that I present the 1988 Annual Report. 1988 was a year of high expenditure for the Commission — not of dollars but of energy. Working with a modest budget and an intensely dedicated staff, we were able to once again meet our legislative mandate to promote the political, economic, social and legal status of women in Alaska; the forms in which we did this are described in the pages that follow.

1988 held one disappointment — the failure of the legislature to pass our sunset bill. And so, another sense is present in this report, that of determination that 1989 will be different. Put another way, we could think of ourselves as players in "The Thing That Wouldn't Die". The Commission wouldn't die because Governor Cowper by administrative order kept us alive. The Commission also wouldn't die because our grassroots support and the need for our ongoing work keep us alive.

As 1989 begins, we again find ourselves at the movies, in a real life way. It is our hope and belief that this time what we are most likely to be viewing is "The Sun Also Rises".

Paula Ziegler  
Chair



## COMMITMENT TO THE WOMEN OF ALASKA

As the new director of the Alaska Women's Commission, I look forward to some important challenges for the coming years. Women in Alaska have many diverse needs, live in extremely varied environments and hold differing points of view. It is important to recognize, understand and value these differences and to work to assist all women to live healthy, productive lives. Poverty, inadequate health care, educational and employment barriers, alcoholism, violence and insufficient support for parenting both at work and home are all far more prevalent than most of us realize.

Women comprise 71% of the work force in Alaska, the second highest in the nation, but earn less than two thirds of what men earn. Most women have no access to parental leave after the birth of a child, a critical time for bonding to help ensure the child's future welfare. For many Alaskan families child care is either inadequate or too costly. An estimated 1/3 of Alaskan women are or have been victims of domestic violence, rape or child sexual abuse, often seriously affecting their job productivity, family and emotional well-being. The divorce rate in Alaska is 63% compared with a national average of 47%. Women's per capita income declines 33% after divorce while divorced men's increases 17%. In addition, the overall economic decline in Alaska is seriously impacting women, particularly single head of households. More than 20,000 women and children in Alaska receive Aid to Families with Dependent Children.

What can we do to address these and many other concerns voiced by women in Alaska? The Commission has started work this past year on a long term plan, a copy of which follows in this report.

We need to improve the economic status and employment options of women by assisting women to enter and re-enter the work force and to work in a wider variety of jobs. We need to implement changes that support working women who have children. The Commission will advocate for the needs of rural women, working with them to create more job opportunities and healthier communities.

We must value and support women's choices both at home and in the work force. Better access to health care, counseling, legal representation and personal safety are critical issues for many women. The Commission is committed to educational equity and to addressing the needs of teens and young women. Finally, women across the State must be given the opportunity through Boards and Commissions and through local and state government to help make the decisions which affect all our lives.

By improving the status of women in Alaska, we will benefit all Alaskans, strengthening our families, communities and economy.

Ruth Lister  
Executive Director

## Commission Staff 1989

Ruth Lister,  
Executive Director  
Evelyn Tucker,  
Information Officer  
Marsha Macfarlane,  
Secretary  
Dorothy Campbell,  
Title V Information  
Assistant (part time)

## Commission Staff 1988

Chris Calahan,  
Executive Director  
Barbara Baker,  
Research Analyst  
Hilda Gayton,  
Secretary  
Dorothy Campbell,  
Title V Information  
Assistant (part time)

## Purpose of the Commission

The Alaska Women's Commission is dedicated to the achievement of equal legal, economic, social and political status for women in Alaska.

Nine public members and one representative from the Attorney General's office are appointed by the Governor to staggered five year terms. They represent a wide range of backgrounds, interests and geographic areas. Meetings are held throughout the State and are open to the public.

The development of regional and municipal women's councils is being encouraged by the Commission. Councils advise the Women's Commission and coordinate local efforts to improve the status of women in Alaskan communities.

The Commission is a statewide network for study and action on a variety of issues. Current priorities include legislation, employment, civil and legal rights and issues relating to the family.

## THE COMMISSION CELEBRATES TEN YEARS

In 1988, the Commission celebrated a decade of advocacy and education on behalf of women in Alaska. A quick scan of the accomplishments of the Commission over the last ten years, (see panel to the right), testifies to the effectiveness and productivity of this organization. A celebration was certainly in order.

On October 15th, the Commission held a celebration in Anchorage which included a slide show of Alaskan Women, entertainment by the scene machine, food, balloons, and of course a birthday cake. Governor Cowper highlighted the commemorative event by announcing the creation of the Alaska Women's Hall of Fame.

"Many outstanding women have helped shape Alaska by contributing their talents and skills. To honor these women and to provide visible role models for tomorrow's leaders, I have established the Alaska Women's Hall of Fame," Cowper stated.

The annual award will be titled the Lisa Rudd Memorial Alaska Women's Hall of Fame award in honor of Ms. Rudd, whose personal, professional and political contributions improved the lives of Alaskan women. (more on the Lisa Rudd Memorial below).

Paula Ziegler, Commission chair, spoke about the struggle of women everywhere for equality. Paula began with a quote by Bernice Johnson Regan:

"Every day and every minute when somebody sees you they should stop and turn around because of the noise. Somebody should know that you have walked in that space. That's witnessing. I'm talking about making visible in every atmosphere you're in the stance you represent."

Paula called upon everyone to, "stop and turn around and look at the witnessing of those who have gone before us to advance the cause of equity for women. Lisa Rudd, Shirley Chisholm and Bella Abzug made noise. Because they made their stance so visible, the economic, social, political and legal status of women was also made visible, and thus enhanced."

Throughout its ten year history, the Commission has worked effectively for the women of Alaska. It has shed light on pervasive social problems such as domestic violence and child sexual assault, identified the need for stronger child support enforcement regulations, addressed the needs of displaced homemakers, championed the cause of sex equity in education, and fought for equity under the law.

Isaac Asimov was quoted as saying that "the price of planetary survival is women's equality". It was great to cut the cake with the 100 or so women and men who came to celebrate and rededicate ourselves to the survival of the planet. Happy Birthday to us!



Commission Chair Paula Ziegler addresses crowd at 10th Anniversary Celebration.

## History of the Commission From 1978 to 1988

1977 - The Status of Women in Alaska identified numerous problems confronting women in Alaska and recommended the formation of a women's commission to implement the recommendations contained in the study.

- Statewide conference honoring International Women's Year convenes in Anchorage. 1,000 women attend. Conference recommendations include the need to establish a women's commission to address wide-spread discrimination.

1978 - Tenth Alaska Legislature passes HB303, creating the Alaska Commission on the Status of Women. Bill is sponsored by Rep. Lisa Rudd. On July 8, 1978, governor signs bill into law. Ten Commissioners appointed October 1978.

1979 - Commission conducts public hearings on violence against women, sex bias in education, welfare, and displaced homemakers.

- Conducts research on the status of homemakers in Alaska.

- Develops training manuals and "how-to" guides on assertiveness training, applying for foundation funding and sex equity in education.

1980 - Commission develops status reports on child support enforcement, displaced homemakers and battered women.

- Convenes task force on "Violence Against Alaska Native Women". Forwards report and recommendations to the governor for action.

- Sponsors two conferences: Voices of Black Women in Alaska, second Alaska Native Women's Statewide Organization Conference.

- Commission supports legislation on displaced homemakers and domestic violence. Domestic violence legislation passes into law.

1981 - Commission publishes Women's Legal Rights in Alaska. Over 5,000 copies distributed.



## STAYING POWER 1988

On October 14th and 15th more than 300 women from Anchorage and around the state were encouraged to keep the spirit alive at the Staying Power Phase II Conference. Staying Power II was the second of a two part conference designed to unite and encourage women in their personal, professional and political lives. Part I was held in March and laid the groundwork for action on selected issues recognized as high priority by the various women's organizations. At Phase I, women discussed the issues uniting all women and created an action agenda to sustain the quest for equity in Alaska. The priority items resulting from Staying Power Phase I were:

- I. Extension of Alaska Women's Commission
- II. Passage of recommendations in Governor's Interim Commission on Children and Youth. (GICCY) Report
- III. Divorce and Dissolution Reform
- IV. Pay Equity in State Government Employment
- V. Campaign Finance Reform

The Staying Power Phase II Conference presented two of our country's most celebrated leaders: Bella Abzug and Shirley Chisholm. They spoke to an enthusiastic crowd at the Egan Center. Their messages challenged women to be more visible and active in the country's decision making process. "At the rate women are being elected to Congress, it will take 410 years to have an equal number of men and women in that body," Abzug said. "We should ask the political parties for an affirmative action program, committling all seats to women until equity is reached. Why not require one senator of the two be female?"

Chisholm remarked, "Women have yet to play an equal role in the decision making process. Gentlemen should not be making decisions that affect our lives because they are not sensitized to our needs."

The conference was packed with information and encouragement for those of us striving to improve the status of women in Alaska. Guest speakers from all over the state provided a broad range of information aimed at sustaining the momentum and power necessary to achieve our goals. The two day conference concluded with an inspiring concert performed by Alaska singer/songwriter Libby Roderick. More than 600 people attended the concert which carried the theme personal and political staying power.

Both conferences were sponsored by the University of Alaska, Anchorage, Alaska Pacific University, the Alaska Women's Commission and Anchorage Women's Commission.



Bella Abzug makes a point during an informal discussion at Staying Power.



Shirley Chisholm speaks at Staying Power Phase II Conference.

## Commission History

-Commission sponsors five regional conferences: Filipino Alaskan Women's Network Conference in Anchorage; "Platigloh" a conference held in Kotzebue to discuss sharing together; Women of Hoonah meet to discuss "Community Concerns". Kental women discuss "Action or Reaction"; conferences on communication and roles of women in the village held in Fairbanks and Galena are conducted by ANWSC-Doyon Region, Tanana Chiefs and WIC-CA.

- Holds hearings on "Women in Construction" to identify employment opportunities and potential barriers during construction of the proposed gas pipeline.

- Forms task force on "Women and Corrections" and advocates improved facilities and programming for female inmates.

- Coordinates meeting of lieutenant governor with major women's organizations in the state to discuss policies affecting women's equality.

- Commission backed bill, "Mini Title IX" becomes law in Alaska. The bill (SB88) prohibits sex discrimination in education. Four other bills supported by the Commission encompassing domestic violence and sexual assault, child care assistance, child support enforcement, insurance coverage of midwives are also passed into law.

- The governor proclaims Women's History Week, March 8-14.

1982 - Alaska Women's Commission testifies before State Human Rights Commission and Blue Ribbon Commission on Personnel regarding changes to the state's personnel system which would make it more equitable and accessible to women.

- Responds to the Federal Energy Regulatory Commission regarding affirmative action goals for hire on proposed natural gas pipeline.

- Sponsors a statewide women's conference "Alaska's Women: Determining Our Futures". Nearly 1,000 people from all over Alaska attend.

- Develops media campaign on sex role stereotyping which airs on television throughout the state.

## GOVERNOR SIGNS ADMINISTRATIVE ORDER 110

On June 23, Governor Steve Cowper signed Administrative Order 110 creating the Interim Women's Commission. He spoke in support of the Commission's role in Alaska. "Since it's creation a decade ago, the Women's Commission has done lots of good work on behalf of all Alaskans and especially Alaskan women," Cowper said. "The commission has identified areas of discrimination against women and helped push bills through the Legislature to correct it. It has raised the status of Alaska women by matching new opportunities with those who need them most, and raising the consciousness of Alaskans about the essential role women play in our economy and our families."

The old Commission formally went out of existence on June 30 because the state Senate failed to pass HB4. This new Commission remains in effect until June 30, 1988.

Cowper said he will ask lawmakers to extend the Commission by law when they come back to Juneau in 1989.



Governor Cowper signs administrative order 110. Looking on (l. to r.): Pat Belfrage, Joy Green-Armstrong, Chris Callahan, Paula Ziegler and Pat Kennedy.



Sandra Rudd accepts award from Rosalee Wolf.

## THE LISA RUDD MEMORIAL ALASKA WOMEN'S HALL OF FAME

On October 15th at the Commission's 10th Anniversary Celebration, a new tradition was inaugurated - The Lisa Rudd Memorial Alaska Women's Hall of Fame.

The Hall of Fame will recognize distinguished women in various fields such as arts, athletics, business, civic leadership, education, professional leadership, and public service.

The annual awards are dedicated to Lisa Rudd who introduced legislation to establish the Alaska Women's Commission in 1978. She was the prime force behind the state's Mini-Cabinet on Women's Issues, and elevated to priority status the issues of daycare, child support enforcement, and employment of Native women in state government.

The Governor's Special Staff Assistant, Rosalee Wolf, presented the award on Lisa's behalf to her daughter, Sandra Rudd.



Lisa Rudd; August 11, 1933 to May 23, 1985

## Commission History

- Assists the Department of Education in drafting regulations for the implementation of sex equity in education law.

- Commission is appointed to the Equity Coordinating Council for Alaska to assist school districts with implementation of new sex equity law.

- Co-sponsors "Women and Alcohol" Conference with the state Office on Alcohol and Drug Abuse.

- Sponsors seminar on "Women in the Political Process" in Kodiak.

- Forms Health Task Force to define women's health needs. A statewide teleconference is held on the issue and Commission acts upon recommendations.

- Makes recommendations concerning 40 pieces of legislation pending before Alaska State Legislature and the U.S. Congress.

- Alaska Legislature and the Governor proclaim March, Women's History Month.

- Co-sponsors conference with U.S. Women's Bureau on "Women in Apprenticeship".

- Commission sponsors regional conference in Barrow.

- Commission releases Five Years Later, a status report on the recommendations contained in A Preliminary Study: The Status of Women in Alaska, 1977.

- SB63, a bill to permanently establish the Alaska Women's Commission, passes the legislature and is signed into law by the governor. Senators V. Fisher, Rodney and Sturgulewski sponsor bill.

1983 - Three posters, targeted at school children encouraging them to explore all of their talents and interests, are produced by the Alaska Women's Commission and sent to schools statewide.

- Publishes brochure for Women's History Month that suggest activities and projects suitable for classroom setting. Brochures are sent to schools statewide.



## THE COMMISSION DRAFTS LONG RANGE PLAN

PROBLEM/ISSUE PRESENT STATUS	IDEAL STATUS	LONG RANGE OBJECTIVE
<b>Employment</b>		
<b>Pay Equity</b> Women earn approximately 82% of male earnings.	100% comparable worth.	Update research, advocate for equity, continue education.
<b>Affirmative Action</b> Discrimination still a factor in women's employment.	Employment for percent of population who are qualified.	Education. Advocacy to locate qualified persons. Research on affirmative action in private sector.
<b>Parental Leave</b> Available up to nine weeks unpaid in State employment. Sporadic in private sector.	Parental leave available for women and men.	Advocate for parental leave legislation. Education for private sector.
<b>Employment Practices in Private Sector</b> Women under represented in management and non-traditional jobs.	Employment equity.	Education. Assist women to obtain management and non-traditional jobs.
<b>Lack of Part-Time, Flexible Work</b> Women need access to part-time work and flexible hours.	A policy in public and private sector that permits job sharing.	Research and education.
<b>Watch Dog</b>		
<b>Title IX</b> Underfunded and poorly monitored according to Commission study.	Sex Equity in education. State funding for monitoring and program development.	Establish a formal relationship with Board of Education and University Board of Regents. Request status report from each board.
<b>Court System</b> Varying degree of bias about women's use of legal system to achieve/enforce their rights.	Equity in judicial process for litigants and agents of court.	Research required.

"To say that there is nothing to do is unacceptable, because there is so much ahead for us to survive."

— Georgianna Lincoln, Fairbanks —

## Commission History

- Commission publishes a comprehensive study on the **Economic Status of Alaska Native Women**.
  - Produces public service announcements regarding non-traditional employment opportunities, fetal alcohol syndrome and non-sexist language which are aired on statewide television.
  - Commission sponsors six conferences and seminars; two in Anchorage and one in Fairbanks, Juneau, Ketchikan and Kodiak.
  - Reviews and critiques pilot edition of the Alaska History textbook.
  - Commission publishes **Profiles in Change**, - **Names, Notes and Quotes for Alaskan Women** which profiles 80 Alaskan women who have contributed to the state's economic, social and political development.
- 1984 - Alaska Women's Commission co-sponsors "Barriers to Employment Conference".
- Commission distributes biographies of 20 women in Alaska history to statewide media for use during Women's History Month.
  - Commission sponsors "Labor Union Workshop" in Anchorage and publishes results of the conference.
  - Commission releases statewide **Directory of Women's Organizations**.
  - Publishes **Alaska Women: A Databook**, a profile of Alaska women based upon the 1980 census.
  - Commission revises **Women's Legal Rights in Alaska**. Over 5,000 copies distributed since its second release.
  - Co-sponsors and helps publish **Child Care Directories** for Anchorage, Juneau, Ketchikan and Fairbanks.
  - Local Women's Councils are established in Anchorage and Sitka with the assistance of the Alaska Women's Commission.
  - Supports ten bills in the legislature, five signed into law.

## LONG RANGE PLAN, Continued

PROBLEM/ISSUE PRESENT STATUS	IDEAL STATUS	LONG RANGE OBJECTIVE
<b>Watch Dog (Cont.)</b>		
<b>Administrative Review of Regulations and Policies.</b>	Gender neutral in language and impact.	Address specific areas of regulations where the potential impact to women is the greatest.
<b>Welfare System</b> Pending reforms. Present system promotes single families and dependence on government.	System that takes care of people's needs but doesn't foster dependency.	Advocate welfare system that empowers women.
<b>Gender Balanced on Boards &amp; Commissions.</b>	Equal representation on all municipal and state boards.	Solicit women to serve on boards and commissions. Legislation requiring equal representation.

"I don't see women as fragile, like the system likes to suggest. I keep going back to the black women who helped me, hoping that I can repay the dignity and courage I received. I want to see more black women realize that they are capable."

— Jewel Jones, Municipal Director of Social Services Anchorage —

### Health

<b>Midwifery</b> Law passed to permit practice of lay midwifery, but no regulations developed for licensing or to define scope of practice. Not covered by health insurance.	Develop regulations that allow the practice and mandate insurance coverage.	Research and advocate.
<b>Health Care</b> Inadequate health care for many women, particularly older women.	Adequate health care for all.	Research and advocate.
<b>Health Insurance Coverage for Infertility.</b> Presently no coverage.	insurance coverage	Review legislation and advocate change.

## Commission History

- Workshop on "American Women: Three Decades of Change" is co-sponsored by the Commission with the U.S. Bureau of the Census and the state Department of Labor.
  - Conducts study on pension reform within the public employees retirement system and submits recommendations for legislative changes. Changes are adopted in 1985.
  - Commission convenes Native Women's Task Force to address employment issues within state government.
  - Testifies before legislative committee on improving women's economic conditions through expansion of business loans targeted at women owned businesses.
- 1984-86 - Commission serves on Sex Equity Advisory Committee of Anchorage School District.
- 1985 - Commission completes **Review of the Alaska Statutes for Sex Discrimination** which identifies over 80 discriminatory laws.
- As a result of the Alaska Women's Commission's efforts, former spouses and widows of State employees are able to purchase group health insurance at a comparable price at no expense to the State.
  - Commission works with the Department of Administration to increase recruitment and hiring of Native women.
  - Publishes **A Sense of History**, the first annotated bibliography of books, articles, audio-visual aids and photo displays about Alaska Women. Distributed to schools, libraries and all social studies teachers in the state.
  - Establishes third local women's council in Juneau.
  - Commission holds statewide women's conference in Anchorage on the economic status of women. "At the Edge of Opportunity" brought together more than 700 people from more than 30 communities.
  - Commission sponsors workshop in Anchorage on the United Nations Conference for Women.
  - Sponsors seminar in Wasilla on **Equal Educational Opportunities for Girls**.



## LONG RANGE PLAN, Continued

PROBLEM/ISSUE PRESENT STATUS	IDEAL STATUS	LONG RANGE OBJECTIVE
<b>Education</b>		
Legal Rights Handbook Out of print.	Revised and printed.	Revise and print. Add health rights sections. Develop Public Service Announcements on legal rights.
Alienation of Homemakers Segment of homemakers who feel alienated.	Positive recognition of homemakers	Develop brochure that includes supportive resources and brings positive message about choices.
Education of Younger Women on Equality Issues Lack of understanding of women's history.	Educated and aware.	Develop materials for use in schools.
Gender Stereotyping Stereotyping continues.	Elimination of stereotyping.	Develop Public Service Announcements and brochure.

"I'm not satisfied with awareness, I want action!"  
— Emma Widmark, Alaska Native Sisterhood Juneau —

Lack of Political Representation Unequal political representation.	Equal representation.	Legislation on gender balance. Redistribution of "Making a Difference".
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We theorize that killers and rapists end up that way at least partly because of something lacking in their childhood. Why, then, is it more valued in our society to be the lawyer who gets the guy off than to be the parent who prevents that distorted development in the first place?  
—Kay Reese, Anchorage—

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## Commission History

• Organizes Legislative Alliance for Women Statewide (LAWS), a coalition of 15 statewide women's organizations whose purpose is to develop positions on legislation and monitor budget and policy decisions which have a direct impact on women's lives.

1985-86 - On behalf of the Commission, seven bills are introduced by the Governor which have a significant economic impact on women. Three of the bills pass.

1986 - Commission works with state government to initiate an expanded register to increase the hiring of women in ranges 18 and above.

• Court system and the Commission work together to revise forms for marital dissolutions so that lay people can more easily understand their rights and obligations.

• Evaluates implementation of Alaska's sex equity in education law, Chapter 18. Results are published in *Commitment or Complacency: An Assessment of Sex Equity in Alaska's Educational Institutions*.

• Four hundred rural women attend four regional Commission sponsored conferences in Bethel, Huslia, Sitka, Wasilla. Commission publishes a report summarizing the events and recommendations.

• Two leadership seminars are conducted by the Commission. Held in Juneau, the seminar "Women in Prison" provides policy makers with an overview of issues surrounding the Alaskan female prison population. In Fairbanks, "Making a Difference: A Primer for Women in Public Life" provides training for women considering running for public office. A handbook for political involvement is issued following seminar and mailed to 1700 women.

• Produces 30 public service announcements for television and radio profiling Alaskan women and their accomplishments. Profiles play throughout the state on commercial and public radio and television during March, Women's History Month.

• Commission produces Women's History timeline poster and sends one to all schools, libraries and to every social studies teacher in the state.

## LONG RANGE PLAN, Continued

PROBLEM/ISSUE PRESENT STATUS	IDEAL STATUS	LONG RANGE OBJECTIVE
<b>Education (cont.)</b>		
Assertiveness & Empowerment High rate of violence in relationships. Rural women have no access to training in self-esteem.	Breaking cycle of violence, gaining self-esteem, assertiveness.	Coordinate with Board of Education, Interim Commission on Children and Youth, Domestic Violence/Sexual Assault Council and State Office of Alcohol and Drug Addiction.
<b>Economic Equity</b>		
Equity in Divorce/Dissolution Pending bill.	Passage of bill.	Passage of bill. Education through video and brochure.
Feminization of Poverty (See Welfare Reform, Administrative Policy, Pay Equity)		
Displaced Homemakers Lack of services. Lack of data on homemakers.	Comprehensive program of services.	Research and advocacy.

As long as we live, we have an obligation to participate in the world around us. When I die, I will go with my boots kicking.  
—Dave Kull, Juneau—

<b>Rural Women</b>		
Data Base No data base.	Data base.	Research. Develop a standardized survey that volunteers conduct. Quarterly census.
Isolation Lack of access to needed services. Lack of jobs.	Access to training, services, job opportunities.	Regional trainings and conferences. Work with women and regional organizations to advocate change.

## Commission History

• Commission member serves on state Commission on Child Support Enforcement, providing governor with findings and recommendations to make child support more uniform and equitable.

1987 - Commission co-sponsors Female Minority Leadership Conference with Anchorage School District. Commission member serves as program chair.

• Targets efforts to improve family equity. Conducts research on the economic impact of divorce on women and children. At the request of the Commission, legislation is again introduced by the Governor to ensure that marital assets are considered marital property and to provide for heightened judicial scrutiny of dissolution cases.

• Sponsors seminars in Anchorage and Juneau on the State Human Services Budget and the impacts of cuts on women and children. Legislators, policy makers, providers and advocates participate.

• March, Women's History Month, is again commemorated with Commission produced television and radio profiles aired statewide throughout the month.

• Services to rural women are highlight of Commission sponsored seminars in Bethel.

• Commission produces Legal Rights for Women, a day-long conference with a broad spectrum of workshops, in Anchorage. Nearly 125 people participate.

• HB4 and SB99 companion bills to extend the Alaska Women's Commission to 1991, are introduced. HB4 is sponsored by Representative Davis, Koponen. Ulmer. Ellis. Brown and Donley. SB99 is sponsored by the Governor.

1988 - HB4 dies in Committee.

• The Governor signs Administrative Order #110 extending the Commission.

• Commission Co-sponsors Staying Power I & II. The conferences focus on the personal, professional and political staying power of working women.

• Commission drafts Long Range Plan.

• Governor Cowper creates the L. A. Rude Memorial Alaska Women's Hall of Fame.



Number of Resources Requested			Number of Resources Requested		
1988	2,091	1989	1988	1989	1990
1986	27	1987	1986	1987	1988
1984	46	1985	1984	1985	1986
1982	50	1983	1982	1983	1984
1980	20	1981	1980	1981	1982
1978	30	1979	1978	1979	1980
1976	42	1977	1976	1977	1978
1974	17	1975	1974	1975	1976
1972	41	1973	1972	1973	1974
1970	48	1971	1970	1971	1972
1968	9	1969	1968	1969	1970
1966	104	1967	1966	1967	1968
1964	27	1965	1964	1965	1966
1962	12	1963	1962	1963	1964
1960	106	1961	1960	1961	1962
1958	26	1959	1958	1959	1960
1956	47	1957	1956	1957	1958
1954	46	1955	1954	1955	1956
1952	48	1953	1952	1953	1954
1950	46	1951	1950	1951	1952
1948	48	1949	1948	1949	1950
1946	48	1947	1946	1947	1948
1944	48	1945	1944	1945	1946
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STEVE COWPER  
GOVERNOR



STATE OF ALASKA  
OFFICE OF THE GOVERNOR

ALASKA WOMEN'S COMMISSION  
3501 C STREET - SUITE 742  
ANCHORAGE, ALASKA 99503

PHONE  
(907) 561-4227

January 25, 1990

The Alaska Women's Commission is pleased to present our 1989 annual report, outlining the tasks we completed and the goals we reached during the last year.

First among them was the re-establishment of the Commission for another four years. With the firm mandate we received from the Governor and the legislature, we were able to spend two meetings in extensive long-range planning to insure that those four years are full of productive activity aimed at the betterment of the economic, political, social and educational condition of Alaska women and their families. Revision of the Women's Legal Rights Handbook was successfully completed, and its distribution accomplished as effectively as possible within a limited budget.

Important outreach to rural women took place in Nome and Bethel; we hope to augment this during the coming year, and an important contribution to that goal will be aided by the federal grant we received to hold a conference on substance abuse in rural Alaska, with a special emphasis on women.

Other outreach of significance we were able to make this year was to welfare recipients and female high school drop-outs. We hope to follow up with research designed to provide assistance to both these groups.

A new decade lies before Alaska and its citizens, containing both roses and thorns. The Alaska Women's Commission is dedicated to seeing that those citizens who are female share equally in the former and not disproportionately in the latter.

Sincerely,

Paula Sampson  
Chair

### Members of the Commission

Paula Sampson, chair, Juneau

Joy Green-Armstrong, vice chair,  
Anchorage

Michelle Brown, Anchorage

Loretta Bullard, Nome

Florence Esmailka, Ruby

Linda L. Freed, Kodiak

Rebecca Napoleon, Hooper Bay

Wendy Redman, Fairbanks

Lary Schafer, Huslia

Susan Smalley, Kenai



## LETTER FROM THE DIRECTOR

The Alaska Women's Commission has undergone some important changes in 1989. The passage of legislation to continue the Commission was difficult. Concerns raised by women who testified or women who talked to staff have impacted the direction of our work. In particular it is clear that there are many women in Alaska who are striving to get off welfare, helping a family member who has a serious health problem, recovering from sexual abuse or domestic violence, living in poverty, lacking adequate job skills, needing appropriate treatment for addiction to drugs or alcohol, or lacking adequate child care or housing. These and other basic issues must be solved to enable women to be in a position to make choices about their lives.

Women also testified in hearings before the Commission about feeling unsupported in their choice to be a homemaker or start a home business or work part-time while raising a family. The Commission has looked at strategies to support women in these choices and has incorporated these issues into our long term plan as well as our FY90 activities.

Thus, while the process of gaining legislation for continuing the Women's Commission was difficult, it also provided us with a lot of information from across the state on what are women's concerns and on what changes women need to address these concerns.

The new Women's Legal Rights Handbook, an updated Directory of Women's Organizations, a women's calendar, meetings for welfare recipients in Bethel, Anchorage and Kenai to address their needs, research on young women who drop out of school, and award of a federal grant for a substance abuse conference for rural women are the major accomplishments of the past year. It has been a productive year and I look forward to continuing the Commission's work to improve the status of Women in Alaska.

Sincerely,

*Ruth Lister*

Ruth Lister  
Executive Director

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## COMMISSION STAFF

Ruth Lister,  
Executive Director

Evelyn Tucker,  
Information Officer

Lauren Bruce  
Research Assistant

Billie Harvey  
Title V Information Assistant

## PURPOSE OF THE COMMISSION

The Alaska Women's Commission is dedicated to the achievement of equal legal, economic, social and political status for women in Alaska.

Nine public members and one representative from the Attorney General's office are appointed by the Governor to staggered three year terms. They represent a wide range of backgrounds, interests and geographic areas. Meetings are held three times per year and are open to the public.

The Commission is a statewide network for study and action on a variety of issues. Current priorities include legislation, employment, civil and legal rights and issues relating to the family.

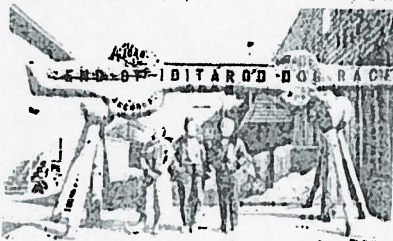
## WOMEN'S COMMISSION LIVES

Governor Cowper signed SB 8, the bill extending the life of the Alaska Women's Commission, into law on April 20th. This legislation extends the Commission's life until June 30, 1993.

The original version of SB 8, as submitted by Senator Fahrenkamp, would have reinstated the Alaska Women's Commission under basically the same terms it had operated under prior to "sunsetting". The Legislature amended this bill (SB 8) in some significant ways. The amendments shorten the terms Commissioners serve from five years to three and limit the length of appointments to a maximum of six consecutive years.

The original bill required that one of the Commissioners be a homemaker. SB 8 amends it by deleting the term homemaker and inserting in its place a "person who manages a household that includes the person's spouse and at least one child and who is not otherwise employed".

The amended bill is consistent with the original which directs the Governor to make appointments on a nonpartisan and nondiscriminatory basis and to give consideration to the recommendations made by civic organizations, women's organizations, educational and vocational groups, employer groups, labor unions, church groups, homemakers' clubs and organizations, and other groups having an interest in the welfare and status of women.



Commissioners meet in Nome:  
Paula Sampson, Linda Freed, Susan Smalley.



Ruth Lister and Evelyn Tucker work on the Long Term Plan for the Women's Commission.

The original bill also directed the governor to consider statewide geographical representation of the Commission and minority and low-income representation when making appointments. The legislature added the following groups: senior citizens, the disabled, people from a variety of occupational categories, people with different marital statuses, and people with various numbers of children.

Finally, the amendments to SB 8 also provide the following direction: "When conducting research, acting as a referral service, serving as a forum for ideas, and developing recommendations related to the welfare of women, the commission shall solicit and consider information and views from a variety of constituencies in order to represent the broad spectrum of diversity that exists with respect to possible approaches for meeting women's needs in the state".

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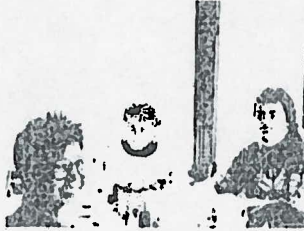
## LONG TERM PLAN

In 1988 the Alaska Women's Commission started work on a long term plan. Issues of concern to women were identified as well as present and ideal status. Women's organizations statewide were asked to comment on these issues and suggest strategies for accomplishing change.

In May of 1989 the Commission reviewed these comments as well as other issues proposed by both women's organizations and individuals who have contacted our office.

At that time, the Commission divided the issues from the draft plan into two major categories: survival and equity. Many women are concerned about survival needs such as food and housing for themselves and their children. Other women are able to focus on equity issues such as equal representation in local and state government, equal access to opportunity in the work place, sex equity in education, etc. Women affected by survival issues must have these addressed before they can even be concerned about equity issues. Some issues such as health care and substance abuse services affect both groups of women. The Commission will balance its

focus between survival and equity issues over the next several years. The survival issues



Rebecca Napoleon, Susan Smalley, Linda Freed.

Identified were: health care, basic education, housing, legal services, child care, child custody, child support, and domestic violence/sexual assault services. The equity issues identified were: employment, family leave, entrepreneurship, affirmative action, part-time and flexible work, demographic balance on boards and commissions, sex discrimination in the law, sex equity in education, and support of lifestyle decisions.

Different categories of women who are affected by these issues were listed by the Commission. For example, the groups affected under support of lifestyle decisions were listed as homemakers, divorcing women, single parents, rural women, employed women and pregnant women. Groups affected under part-time and flexible work were homemakers, teens, employed women, single parents and seniors. At their recent meeting in October the Commission completed the long term plan by finalizing strategies for action for each issue. While we anticipate that new strategies will be added when projects are implemented, this is an excellent starting point for our work.

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## WELFARE REFORM: ANNUAL REPORT

The Women's Commission sponsored forums for welfare recipients to learn about the federal Family Support Act and to provide a means for welfare recipients to impact the proposed state plan to implement the Act. A total of four meetings were held, two in Anchorage, one in Bethel and one in Kenai. Recipients responded positively to having a safe and confidential opportunity to be heard. For most, the isolation and fear created by being on public assistance and living in poverty have been overwhelming.

At the first Anchorage meeting the Commission brought Carol Sasaki, director of a national organization called HOME (Helping Ourselves Means Employment with Education) through a Carl Perkins grant from the Department of Education. Recipients addressed questions on childcare, education and training needs, child support, barriers to self sufficiency, and entrepreneurship. Recipients expressed a strong desire to get off welfare. They were clear about the kind of help they needed to get jobs that are not low paying or lacking medical insurance. The Commission reported their findings to the Family Support Task Force and published a preliminary report which included recommendations.

At the second Anchorage meeting, women reviewed key issues in the draft state plan, talked about their responses, and learned how to give written and oral public testimony. About a dozen recipients came to the public hearings on Welfare Reform.

The Commission will continue to meet with recipients and to work with them and state agencies to create programs that meet their needs for obtaining self sufficiency.



## THE CALENDAR AND DIRECTORY

In February of 1989 the Commission published a revised Directory of Women's Organizations in Alaska. This useful booklet lists Women's Organizations statewide and by community. The Directory was last revised in 1984.

Early in 1989 the Commission also produced a women's full color poster calendar. The calendar lists annual meetings of women's organizations, conferences and workshops of interest to women in communities around the state. The calendar was mailed to women's organizations and groups, health aides, Native organizations and schools. It was very well received.

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## LEGAL RIGHTS HANDBOOK REVISED AND UPDATED

In September the Commission released a newly revised and updated **Women's Legal Rights Handbook**. Commission staff worked with attorneys and other reviewers to revise, update and in some cases rewrite sections of the text. They also added a new chapter entitled "Legal Representation" which advises women about selecting and working with an attorney or representing themselves if they can not afford a lawyer.

The Chapters on "Employment" and "Divorce and Dissolution" were rewritten and substantially enlarged. "Employment" now contains sections on: State and Federal Laws Regarding Discrimination; Wage Discrimination; Sexual Harassment; Pregnancy, Childbearing, and Family Leave; People with Disabilities; and Local, State, and Federal Anti-discrimination Agencies.

The Divorce and Dissolution chapter now covers: Residency; Property Division; Tax Consequences; Alimony; Attorney Fees; Child Support; Child Support Enforcement Program; Child Custody; Uniform Child Custody Jurisdiction Act; Modifications; and Visitation.

The Commission would like to acknowledge the contributions of many different women from throughout the state who helped revise sections and review drafts. This revision of the Handbook would not have been possible without their assistance.

Because of budget limitations, the Commission printed fewer copies than it has in the past. The Commission distributed copies to Women's Organizations, Domestic Violence Programs, Public Defenders, Alaska Legal Services, District Attorneys, Health Aides, Native Organizations, Senior Centers, and individuals. Initial copies free; each additional copy is \$1.50 plus postage.

## Women's Legal Rights Handbook



The Alaska Women's Commission

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## COMMISSION RECEIVES GRANT

### PLANS SUBSTANCE ABUSE CONFERENCE FOR RURAL WOMEN

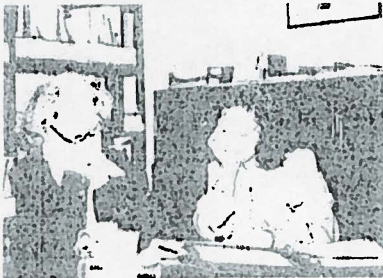
In September the Commission received a federal grant from the Office of Substance Abuse Prevention to produce a statewide conference on substance abuse issues for rural women. The conference will focus on women taking a leadership role in the prevention of substance abuse in their communities as a result of their commitment to families and children.

"Leadership in Sobriety" will be held as a retreat at the Meier Lake Conference Center, a rustic facility located on a lake approximately 40 miles north of Anchorage. The conference will run March 20-23 and will accommodate 60 to 80 women from throughout the state. Participants will include women who are providers of human services, policy makers in their communities, and those who have a personal interest in substance abuse issues. The budget includes

scholarships and travel stipends for 24 women from around the state. Regional health corporations will be asked to select two women from their region to attend.

The Commission will identify women from rural communities whose work and interest in the field of substance abuse qualifies them as experts. They will provide workshops and group session for the conference. One "outside expert", Phyllis Chelsea from Alkali Lake, has been invited to be the main presenter. Otherwise the Commission's intention is to identify and nurture its own substance abuse experts in rural Alaska.

"Leadership in Sobriety" will give rural women the opportunity to examine how substance abuse affects them and their families. The Conference will provide a forum to explore the relationships between substance abuse, domestic violence, sexual abuse, depression, and suicide. Lastly the conference will give women the opportunity to share the positive strategies they have developed in their personal and private battles with substance abuse.



Billie Harvey and Mary Stachelrodt go over the conference mailing list.



Evelyn Tucker and Mary Stachelrodt discuss the substance abuse conference.

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## YOUNG WOMEN OF ALASKA SPEAK OUT

### The Commission Completes Research on Why Teens Drop Out

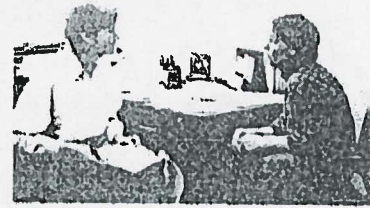
In December, 1989, research was completed on a study about why young women drop out of school. The Women's Commission interviewed 115 teens and tape recorded their comments and ideas.

The estimated drop-out rate for Alaska is approximately 33%, matching the national average. Young women comprise almost half of the total number of drop-outs.

The unique aspect of this study is that it affords the reader an opportunity to hear the thoughts and feelings of young women who have gone through the experience of failing in school or having school/parents/teachers fail them and have dropped out as a result.



Elizabeth Peratrovich



Ruth Lister and Lauren Bruce review the Drop Out report.

## ELIZABETH PERATROVICH CHOSEN FOR WOMEN'S HALL OF FAME

The Alaska Women's Commission selected Elizabeth Peratrovich (1911-1956) as the 1989 inductee to the Alaska Women's Hall of Fame. She was selected for her work to insure passage of anti-discrimination legislation in the Alaska Territorial Legislature. In the 1940s Elizabeth Peratrovich and her husband Roy led a determined fight for passage of a bill that extended civil rights to all Alaskan citizens. They were successful in 1945 when the Alaska Territorial Legislature passed a law that provided for "full and equal accommodations, facilities, and privileges to all citizens in places of public accommodation within the jurisdiction of the Territory of Alaska."

Elizabeth Peratrovich will be formally inducted into the Alaska Women's Hall of Fame at a reception in March as part of this year's Women's History Month events. The Women's Hall of Fame was established by Governor Cowper in 1988 to honor women who have made contributions to Alaska and who have provided visible role models for tomorrow's leaders. It is dedicated to the late Lisa Rudd.

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## COMMISSION PRESENTATIONS

Prior to the passage of SB8, much of the Commission's time was spent speaking to groups and individuals in favor of the Commission. In addition the Commission made presentations to a variety of audiences on key issues the Commission is supporting. A total of 944 people attended these presentations, forums, and meetings. The following is a summary of presentations the Commission made at forums, meetings, and conferences in 1989:

Alaska Network on Domestic Violence and Sexual Assault  
 Alaska Women's Lobby  
 Alaska Women's Political Caucus  
 Alaska Women's Resource Center  
 Annual School on Addiction Studies  
 Association of Public Administrators  
 Association of University Women  
 Bartlett Club  
 Business and Professional Women's Club  
 Chuglak High School  
 Department of Education Sex Equity Training for Trainers  
 Displaced Homemaker Meetings for Region X  
 Emmonak High School  
 Kodiak Women's Resource Center  
 National Women Legislators Conference  
 Public Service Alaska Conference  
 re:commitment, a conference on equity in Alaskan Schools  
 Small Business Association  
 Valley Women's Resource Center  
 University of Alaska, Women and Social Policy Class  
 Forums and Meetings the Commission Sponsored  
 Legislative Alliance for Women (12x)  
 Meetings on Divorce/Dissolution and Child Custody (5x)  
 Pro-life and Pro-choice Meetings (2x)  
 Substance Abuse Conference Planning Meetings (2x)  
 Welfare Reform Public Forums (4)



Photo by Jerry Povarov  
 Rebecca Nupponen, from Hooper Bay speaks to the students of Emmonak High School about what it takes to be a successful student, both in high school and in college.





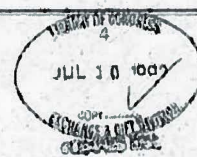
ALASKA



# ALASKA WOMEN'S COMMISSION

Annual Report  
1990

JANUARY 1991





## ■ LETTER FROM THE CHAIR

Walter J. Hickel  
GOVERNOR



PHONE  
(907) 561-4227

STATE OF ALASKA  
OFFICE OF THE GOVERNOR  
ALASKA WOMEN'S COMMISSION  
3601 C STREET - SUITE 742  
ANCHORAGE, ALASKA 99503

January 2, 1991

It is with pleasure that the Alaska Women's Commission presents our 1990 annual report. This report summarizes the activities and the accomplishments of the Commission in 1990.

The Commission has continued to work towards achieving the goals of our long range plan, which was finalized early in 1990. Our long planning process led us to recognize that the issues of women in Alaska can be grouped into two categories; survival issues and equity issues. The Commission worked hard in 1990 to address both groups of issues.

Specifically, in 1990 the Commission sponsored research into why young women drop out of school, as well as research into the issue of teen pregnancy. The Commission also sponsored, or co-sponsored, workshops reaching out to women from all walks of life. From the "Women at the Crossroads" conference for mid-life and older women, to a regional homemakers workshop, the Commission worked to fulfill its mandate of advocacy, research and education.

As a part of our educational role, the Commission staff has produced some outstanding reports that document the work of the Commission in the last year: *Young Women of Alaska Speak Out About Dropping Out*, *It's About Time: Welfare Recipients Talk About Welfare Reform*, and *Leadership in Solitude*.

As advocates, the Commission supported successful legislation that revised the divorce and dissolution laws in the State of Alaska. We also supported a number of other pieces of legislation in 1990, some of which become law and some of which didn't. We will continue our advocacy role into 1991 and beyond.

We are proud of our accomplishments in 1990, and we will continue to work hard to address issues of concern to women in this state. Our thanks are due to those Commissioners who left the Commission this past year, for all their hard work and dedication—Michelle Brown, Wendy Redman, Paula Sampson, and Susan Smalley.

On behalf of the Commission, I would also like to thank two special women who have served as chair of the Commission during 1990; Paula Sampson and Joy Green-Armstrong.

Sincerely,

Linda L. Freed  
Chair

### MEMBERS OF THE COMMISSION

Linda L. Freed, *Chair*  
Kodiak

Loretta Bullard, *Vice Chair*  
Nome

Elizabeth J. Barry  
Anchorage

Florence Esmailka  
Ruby

Meg Gaydosik  
Fairbanks

Joy Green-Armstrong  
Anchorage

Kathleen M. Harrington  
Anchorage

Rebecca Napoleon  
Hooper Bay

Lucile Santos  
Juneau

Lary Schafer  
Huslia



## ■ LETTER FROM THE EXECUTIVE DIRECTOR

Walter J. Illickel  
GOVERNOR



STATE OF ALASKA  
OFFICE OF THE GOVERNOR  
ALASKA WOMEN'S COMMISSION  
3001 C STREET - SUITE 742  
ANCHORAGE, ALASKA 99503

PHONE  
(907) 561-4227

January 2, 1991

Over the past year many groups, agencies, and individuals have volunteered their time and resources to assist the Commission. Through our collaborative efforts we have addressed the needs of older women, families on AFDC, rural women who are leaders in the sobriety movement, young women who drop out of school, divorcing women, and many others. We have provided safe forums for women to talk about their lives, their families, their economic realities, their hopes and fears. We have given information on a wide variety of subjects.

But the research, legislation, conferences, publications, and meetings are all just small steps in the long term continuum of work that is needed to improve the status of women in Alaska. This year the Department of Labor's research showed that women still earn only 62¢ to the dollar earned by men, and are lower paid in all occupations. Gender inequity in school curriculums, health services that don't adequately address the needs of women, impoverishment following divorce, and violence against women continue to be major issues for women in Alaska. The Commission's long term plan, which emphasizes the need to work on survival issues for women as well as equity issues, has provided an excellent framework for our activities.

In the coming year we will be advocating for economic development planning that incorporates women and minorities, for entrepreneurial training and increased access to capital by women. We will continue to support funding and legislation that enables women to make choices in their lives, not limited by fear, lack of resources, or lack of information appropriate to their needs.

Sincerely,

*Ruth Lister*

Ruth Lister  
Executive Director

### COMMISSION STAFF

Ruth Lister  
*Executive Director*  
Evelyn Tucker  
*Information Officer*  
Lauren Bruce  
*Research Assistant, part time*  
Billie Harvey  
*Secretary*  
Sue Peterson  
*Title V Information Assistant*

### PURPOSE OF THE COMMISSION

The Alaska Women's Commission is dedicated to the achievement of equal legal, economic, social and political status for women in Alaska.

Nine public members and one representative from the Attorney General's office are appointed by the Governor to staggered three-year terms. They represent a wide range of backgrounds, interests and geographic areas. Meetings are held three times per year and are open to the public.

The Commission is a statewide network for study and action on a variety of issues. Current priorities include legislation, employment, civil and legal rights and issues relating to the family.

■ 2

## ■ "LEADERSHIP IN SOBRIETY" CONFERENCE A SUCCESS

A total of 91 women from around the state attended "Leadership in Sobriety," a three-day conference for rural women on substance abuse. The conference was held at the Meier Lake Conference Center on March 20-23.

The conference focused on women taking leadership roles in the development of healthy, sober communities. Presentations and workshops covered a wide range of topics, including addictions, individual and community recovery, domestic violence, community building, family dynamics and adult children of alcoholics, grief and grieving, leadership, suicide intervention/prevention, co-dependency and talking circles. Women listened, learned, contributed, cried, laughed, sang, and played while they healed themselves and each other during this three-day event.

Women from around the State who are known for their work in their fields presented the workshops and facilitated the group discussions. The Commission invited one outside expert, Phyllis Chelsea, to be the keynote speaker.

Phyllis shared her experiences at Alkali Lake in moving, often emotionally charged presentations. She told the story of



"Leadership in Sobriety" Conference participants share a lighter moment.

### CONFERENCE REPORT AVAILABLE

The Commission recently produced a 70 page report on the "Leadership in Sobriety" Conference. The report contains a synopsis of the major presentations from the Conference. It features excerpts from Phyllis Chelsea's workshops and articles on Talking Circles, Personal Growth & Development Planning, Co-dependency, Substance Abuse Recovery, and Domestic Violence.

Our intention was to support women in rural communities by providing a resource manual that focuses on key issues for women in the sobriety movement. The book is available from our office.

how she and other people in Alkali Lake began a battle with alcohol that became a sobriety movement.

Both the verbal and written conference evaluations were extremely positive. On the final written evaluation, when we asked "What was the most useful to you?", many women answered: "being with other Native women" and "sharing my feelings." Many also listed new skills or understandings they had acquired.

One of the significant issues that emerged in the course of the conference was self-care. How can people work in communities where there is a great deal of pain, much work, and few resources without becoming burnt out and emotionally exhausted? The group discussed these issues toward the end of the conference, but it was clear that women need support and assistance in this area if they are to continue to work toward sobriety in their communities.

■ 3



## ■ WOMEN AT THE CROSSROADS: A CONFERENCE FOR MID-LIFE AND OLDER WOMEN

On October 13, 155 women attended Women at the Crossroads, A Conference for Mid-life and Older Women, sponsored by the Women's Commission and AARP Women's Initiative. The steering committee for the conference identified economics and health as the two chief concerns to be addressed at the conference. The following workshops were given at the conference:

- Health Issues for Mid-life and Older Women
- Long-Term Care: Legal, Personal and Financial Concerns
- Employment Issues: Career Change, Discrimination, Re-entry into the Work Force
- Personal Finances and Retirement Planning
- Starting a Small or Home Business

The conference participants had two opportunities to talk about themselves and their lives. They talked about what was good and what was hard for them being a mid-life or older woman and what were their key concerns. It is our hope that this information, which has been summarized in a report available from the Commission, will give legislators and administrators a better understanding of the special needs of older women in Alaska.



Women at the Crossroads Conference was well attended.

■ 4

## ■ WELFARE REFORM

In 1990 the State of Alaska implemented the federal Family Support Act, often called welfare reform. Under this act, support for AFDC recipients to get a job is available through the JOBS program, which includes vocational counseling, education, training, and childcare during training. AFDC for two-parent unemployed families, transitional childcare and medicaid and increased child support enforcement are also part of the Act. The regional Native nonprofits are now in their second year of the JOBS program.

In February the Women's Commission produced a report based on a series of meetings and small group sessions with AFDC recipients, *Its About Time: Welfare Recipients Talk About Welfare Reform*, which received wide circulation.

The Commission worked during the legislative session to maintain COLA, the cost of living allowance for public assistance, and to ensure that the JOBS program was adequately funded and included access to four years of post secondary training and entrepreneurial training. Unfortunately, the present State and Native nonprofit programs are not adequately funded. Many women who want to use the JOBS program are being denied service, and the resources for those who are in the program, mostly limited to recipients selected from target groups, are very limited.



Irene Downs of Anchorage Work Programs explains the JOBS program to AFDC recipients.

In 1990, the Commission held four meetings for AFDC recipients, three in Anchorage and one in Fairbanks. The 180 participants at these meetings received information on the JOBS program, how to self-initiate education if they could not use the JOBS program, child support enforcement, two-parent unemployed families, AFDC rules on working, and many other issues. Resource people from agencies and educational programs answered many questions. They also learned what the barriers are for women trying to become self-sufficient and what the problems in the system are.

Women on AFDC want training which will help them get jobs which pay enough to adequately support their families and which provide health care. They are the providers for their families. The welfare system often creates feelings of hopelessness and lack of self worth for both women and their children. Children growing up in poverty are much more at risk for drug abuse and school dropout because they don't see a future for themselves in society. Alaska, like many other states, is starting to realize that an adequate investment in programs like JOBS will save money in the long run and increase the well-being of families.

■ 5



## ■ COMMISSION PRODUCES STUDY ON TEEN DROP OUT PROBLEM

In March the Commission produced a study on why young women in Alaska drop out of school. Entitled *Young Women of Alaska Speak Out*, the report is based on interviews with 115 teens who have dropped out of "regular" public school.

The national dropout rate is approximately 33%. Although there are no reliable figures for Alaska at this time, it is generally accepted that our dropout rate is at least as high as the national average. Young women represent almost half of this population.

This study is unique in that it focuses on the thoughts and feelings of young women who have gone through the experience of failing in school or having school/parents/teachers fail them and have dropped out as a result. Through their candid and thoughtful comments, we get a better understanding of the immense emotional burdens they carry in their struggle to survive in school.

The study identified the following factors as the major causes of the drop out problem:

- Abuse and Neglect
- Stereotyping/Discrimination
- Low Self-Esteem
- Isolation/Alienation

Two additional results of the study stand out: first, the overwhelming majority of the students we interviewed wanted a diploma. They did not want to drop out. When asked what messages they wanted to pass on to other girls considering dropping

out, they strongly urged them to stay in school.

The second noteworthy result of the study was the reason most girls gave for dropping out: no one cared. The fact that school districts, other institutions, and individuals are working toward finding solutions to the dropout problem is proof that our communities do care. In fact, the heroes of this report are the alternative schools throughout the state to which many of these girls turned when they dropped out. Most of the young people interviewed are presently attending an alternative school and they expressed appreciation and enthusiasm for the education and support they are receiving.

The report contains recommendations to three policy making groups: the Legislature, the Department of Education and University of Alaska, and the School Districts of Alaska. The eighteen recommendations cover a wide range of areas. For example, among the recommendations to the Legislature were: "Provide seed money to study secondary school restructuring and to incorporate successful aspects and structures of alternative programs into public schools" and "Provide funding for programs for youth-at-risk, including counseling for victims of rape and sexual abuse."

Among the recommendations to DOE and the University were: "Integrate training in sex and race equity, age and economic status discrimination into the courses of future teachers and counselors" and "Insure

### YOUNG WOMEN OF ALASKA SPEAK OUT ABOUT DROPPING OUT



THE ALASKA WOMEN'S COMMISSION  
February 1990

that all aspects of the policies and regulations specific to Chapter 18 are implemented at the University of Alaska and in the Alaska School Systems."

Two of the recommendations to the School Districts of Alaska were: "Develop and implement life skills, health and personal safety curricula" and "Create a flexible school environment that accommodates students' individual learning needs and life situations. Provide tutorial programs in schools for students who are falling behind." If you would like a copy of *Young Women Speak Out*, please contact our office.

■ 6

## ■ COMMISSION BEGINS WORK ON FETAL ALCOHOL SYNDROME

The Alaska Women's Commission and the Alaska Council on the Prevention of Alcohol and Drug Abuse cosponsored a forum on FAS on November 6th. The meeting was held in Anchorage in the evening in conjunction with the Alaska Council's annual Prevention Symposium. The Commission initiated this meeting in an effort to gather information on this complex and difficult issue.

Most of the people who attended the forum were human services providers and policy makers who have a long standing history of involvement and interest in this issue. There were 32 participants from around the state at the meeting. The meeting was an opportunity for FAS program providers to share ideas and make recommendations for policy change, public awareness, treatment, and aftercare.



Evelyn Tucker assists Sue Peterson at the computer.

After an initial discussion, the group broke into five smaller working groups to brainstorm in the following areas: innovative strategies, gaps in services, and treatment/aftercare recommendations. Participants were asked to respond to the following questions:

#### ■ Innovative Strategies:

- 1) What do you identify as the most promising step in resolving the FAS problem in Alaska?
- 2) What kinds of things do we need to do to affect the FAS rate in Alaska?

#### ■ Gaps in Service:

- 1) What is the biggest barrier in coordinating appropriate treatment for high risk women?
- 2) Do you see problems/gaps in the referral process in getting high-risk pregnant women into care?

#### ■ Treatment Availability and Access to Care:

- 1) Are high-risk women given priority for local treatment services?
- 2) Are there provisions for child care for pregnant women while in treatment?

The answers to these questions ranged from programmatic options like more treatment beds, prenaternal homes, holistic treatment models, etc. to such creative options as having nondrinking sections on airlines and paying pregnant women \$10 per day to remain in treatment. The Commission is preparing a report on the recommendations from this meeting. If you are interested in receiving a copy of this report when it is released, please contact our office.

■ 7



## ■ COMMISSION PREPARES REPORT ON TEEN PREGNANCY

The Commission will be issuing a report entitled *Young Women in Alaska Speak Out About Teen Pregnancy* in early 1991. Researcher Lauren Bruce based the study on interviews with 78 young women who are parenting or pregnant. It follows the same model as *Young Women in Alaska Speak Out About Dropping Out*, a report issued by the Commission earlier this year.

Designed to give a better understanding of the human element behind the soaring statistics on teen pregnancy, the report focuses on two key contributing factors:

- the unmet needs for safety, self-esteem, a sense of belonging and a sense of life options experienced by most of the young people involved, and
- the impact of discrimination and stereotyping (due to gender, class, race, and age) on these teens.

The report includes messages from pregnant and parenting teens to other teens and to adults, as well as conversations with young men about teen pregnancy. If you would like a copy of *Young Women in Alaska Speak Out About Teen Pregnancy*, contact the Commission and ask to be put on the mailing list to receive one.



Executive Director Ruth Lister on the phone discussing the teen pregnancy report.

## ■ LEGISLATURE PASSES DIVORCE/ DISSOLUTION BILL

In the final days of the 1990 session, the Alaska Legislature passed HB195, the Alaska Women's Commission's bill to revise the law regarding divorce and dissolution. This bill was introduced at the beginning of the 1989 legislative session, earlier versions had been introduced in 1986 and 1987.

HB195 directs the court to fairly allocate the economic impact of divorce in the division of property and award of spousal maintenance. It provides women with better protection from coercive agreements and unsupported appeals for modifications. HB195 seeks to increase the ability of women, particularly those who are long term homemakers or mothers of young children, to share in all of the property and assets acquired in the marriage. It will also affect custody modifications; it directs judges to consider the past history of child support payments in custody modifications.

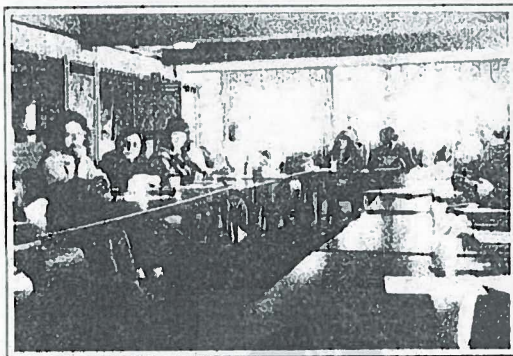
The Commission would like to thank the following people and organizations who were instrumental during this session in passing the bill: the Alaska Women's Lobby, American Association of University Women, Alaska Women's Political Caucus, Republican Association of Professional & Business Women, Sherrie Goll, Kathleen Harrington, Karla Huntington, Nan Thompson, Betty Ramage, Wendy Redman, and our own Ruth Lister.

■ 8

## ■ COMMISSION ASSISTS DOMESTIC VIOLENCE CONFERENCES

The Commission provided workshops on substance abuse at domestic violence conferences held in Kotzebue, Bethel, Fairbanks, and Anchorage. The Commission asked some of the women we had identified to help with our substance abuse conference if they would also be interested in traveling to these communities to give workshops at subregional conferences on the relationship between substance abuse and domestic violence. The feedback on these workshops was extremely positive.

We found few women who are knowledgeable about the problems in rural communities and who had experience providing workshops. In the case of both these domestic violence workshops and our substance abuse conference, one of our biggest problems was finding Native women, familiar with the problems of small communities, who were comfortable giving a presentation to groups. This will be an area the Commission focuses on in the future.



Women who work with domestic violence programs in the Interior attend a workshop on "Domestic Violence and Substance Abuse."

■ 9



## ■ ALASKA WOMEN'S HALL OF FAME CEREMONY WELL ATTENDED

1990

Approximately 200 people attended the Commission's reception in honor of Elizabeth Peratrovich who was the 1989 inductee into the Alaska Women's Hall of Fame. The ceremony was held at the Egan Convention Center on March 3rd as part of the celebration of Women's History Month.

The program featured the Tlingit & Haida Dancers of Anchorage and presentations to the Alaska Native Sisterhood, the Tlingit & Haida Central Council, and the Peratrovich Family. The reception was cosponsored by the Office of Equal Employment Opportunity, the Anchorage Women's Commission, and IBM of Alaska.

Elizabeth Peratrovich was selected in honor of her work to insure passage of anti-discrimination legislation in the Alaska Territorial Legislature. In the 1940s Peratrovich, as Grand President of the Alaska Native Sisterhood, and her husband, as Grand President of the Alaska Native Brotherhood, led a determined fight for passage of a bill that extended civil rights to all Alaskan citizens. They were successful in 1945 when the Alaska Territorial Legislature passed a law that provided for "full and equal accommodations, facilities, and privileges to all citizens of public accommodation within the jurisdiction of the Territory of Alaska."

The Women's Hall of Fame was established by Governor Cowper in 1988 to honor women who have made contributions to Alaska and provided role models for tomorrow's leaders. It was dedicated to the late Lisa Rudd who was also the 1988 inductee.

This year the Commission has selected three people to be inducted into the Women's Hall of Fame. The reception in honor of the new inductees will again be held in March in conjunction with Women's History Month.



Tlingit and Haida Dancers of Anchorage perform at Women's Hall of Fame reception.

■ 10

## ■ FAMILY LEAVE IN THE ANCHORAGE PRIVATE SECTOR

In March of 1990 the Alaska Women's Commission, in conjunction with the School of Social Work at UAA, surveyed a 20% sample of Anchorage businesses with over 20 employees. Their responses to questions on family and medical leave provide some valuable information on what is happening in the private sector. The results were broken down by number of employees (20-35, 36-50, 51-100 and 100+) and by industry.

Just over half of the businesses surveyed with over 20 employees have leave policies in place which are substantially similar to those proposed by the Family and Medical Leave bill. Size of business affects the amount of paid leave, not the availability of leave. Of the businesses having a leave policy, 81% stated that their policy is positive overall for their company, with smaller businesses rating it as highly as larger businesses.

These findings concur with recent research by the Families and Work Institute on four states that have implemented family leave legislation. For businesses in these states, 75% had no change in training costs and 83% had no changes in employment insurance costs. For parents in these states, 93% rated the effect of the law on family life as positive.

### COMMISSION REVISED LEGAL RIGHTS HANDBOOK

The Commission produced a fourth revision of the *Women's Legal Rights Handbook* in 1990. Although the Handbook was thoroughly reviewed and revised in 1989, the passage of two significant pieces of legislation at the state and federal level required the revision of two important chapters of the Handbook.

We revised the chapter on Divorce and Dissolution to include the changes resulting from the Alaska Legislature's passage of HB195, the Commission's bill on divorce and dissolution. The chapter on Public Assistance also required significant revision as a result of Alaska's implementation of the Family Support Act of 1988 (welfare reform). Copies of the *Women's Legal Rights Handbook* are available at the Commission office.

■ 11





CELEBRATING WOMEN IN THE ARTS

The Commission was pleased to be able to offer a new poster by Rie Munoz for sale. It was sponsored by the Commission and celebrates "Women in the Arts."

■ 12

## ■ COMMISSION PRESENTATIONS

The Commission made presentations to a variety of audiences on key issues the Commission is supporting. A total of 1,763 people attended the presentations, forums, and meetings. The following is a summary of presentations the Commission made in 1990.

AFDC Public Meetings (4x), *Anchorage, Fairbanks*  
 Alaska Association of School Boards, "Drop-Out Study"  
 Alaska Commission on Children and Youth, "Issues for Women"  
 Alaska Council of School Administrators, "Young Women Who Drop Out of School"  
 Alaska Native Sisterhood and Alaska Native Brotherhood, *Juneau*,  
 "Alaska Women's Commission and the Women's Hall of Fame"  
 Alaska Network on Domestic Violence and Sexual Assault,  
 "Divorce and Custody"  
 Alaska Nurses Association Annual Meeting, A Keynote Address  
 "Women and Health Care"  
 Alaska State Housing Authority, 1990 Economic Empowerment  
 Summit, "Welfare Reform"  
 Anchorage Association of Women Lawyers, "Political Issues for  
 Women in the 90s"  
 Bachelor of Social Work Senior Class at UAA, "Women's Issues"  
 Bering Sea Women's Group Domestic Violence Awareness  
 Conference, *Nome*, "Women's Substance Abuse Issues"  
 Conference to End Violence Against Women and Children,  
*Fairbanks*, "Founding Mothers of the Battered Women's  
 Movement in Alaska"  
 Church Women United, *Juneau*, "Alaska Women's Commission"  
 Committee of Practitioners for Vocational Education,  
 "Vocational Education in Alaska: Women and Single Parents"  
 Discussion groups on Teen Pregnancy Study (15x)  
 Divorce/Dissolution meetings (14x)  
 Family Workshop on Domestic Violence for Interior Alaskans,  
*Fairbanks*, "Domestic Violence and Substance Abuse"



Commissioners Rebecca Napoleon and Joy Green-Armstrong attend opening ceremonies of "Leadership in Sobriety."

Federal Women's Program, *Anchorage*, "Current Women's Issues"  
 Homemakers meeting in *Juneau*  
 Legislative Alliance for Women statewide (12x)  
 Maniilaq's Regional Women's Crisis Program, *Kotzebue*,  
 Substance Abuse and Domestic Violence, ACOA and  
 Co-dependency  
 North to the Future, Business and Professional Women's Club,  
*Anchorage*, "Women and the Workforce"  
 Public Forum on Family Leave Legislation, *Anchorage*  
 Public Meeting on Fetal Alcohol Syndrome  
 Synoptist International, *Juneau*, "Alaska Women's Commission"  
 Tundra Women's Coalition, *Bethel*, "Substance Abuse and  
 Domestic Violence"  
 Women and Business planning meetings (3x)  
 Women at Crossroads Conference  
 Steering Committee Meetings for above (12x)  
 Women and Education in Alaska Conference, "Drop-Out Study"  
 Zonta Club, *Anchorage*, "Alaska Women's Commission"

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