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COMMITTEE REPORT
SENATE

3/3/82

FURTHER: None

Date: 4-5-82

Mr. President: HEALTH, EDUCATION & SOCIAL SERVICES
The Committee on SOCIAL SERVICES has had SB 829

extending the existence of the Alaska Commission on the Status of Women

under consideration and (a majority of the committee) (the committee) reports it back with the following recommendations:

- do pass do not pass
- do pass with attached amendments(s)
- replace with CS for _____ same title
 new title
- and recommends _____
- AND attaches a "Letter of Intent" New Fiscal Note
- reports it back without recommendation
- referred to the _____ Committee

MEMBERS SIGNING
DO PASS

MEMBERS HAVING
OTHER RECOMMENDATIONS:

[Signature]

[Signature]

[Signature]
CHAIRMAN

STATE OF ALASKA

SB 829 file
JAY S. HAMMOND, GOVERNOR

DEPARTMENT OF ADMINISTRATION

OFFICE OF THE COMMISSIONER

POUCH C

JUNEAU, ALASKA 99811

465-2200

April 6, 1982

Honorable Charles H. Parr
Alaska State Legislature
Pouch V
Juneau, Alaska 99811

Dear Senator Parr:

You have requested comments regarding SB 829.

Be advised that staff of the Department of Administration have observed that ACSW has encouraged women to take the utmost possible responsibility for their own destinies and futures. Such programmatic emphases could be of most practical importance in enhancing the quality and skill levels of women who are joining the State's work force in greater numbers and percentages, in compliment to the Affirmative Action Plan of this State.

With additional time to build upon its unique mission, the Commission should become more valuable as a resource for the economic, governmental and social structure of Alaska.

The Department of Administration recommends the continuation of the Alaska Commission on Status of Women as proposed in SB 829. We would hope for a closer working relationship with the Commission in the future.

Respectfully,



W. R. Hudson
Commissioner

WRI/mjc
cc: To SB 829

AMERICAN ASSOCIATION
ALASKA



OF UNIVERSITY WOMEN

DIVISION

Susan R. Clark
Legislative Chair
1109 C Street
Juneau, Alaska 99801
586-6952

April 1982

SB 829 - Extending the existence of the Commission on the
Status of Women

AAUW supports legislation which seeks to guarantee women full partnership in American society, and we are actively working to encourage women to utilize their capabilities in assuming leadership roles. These same goals are also primary ones established for the Commission on the Status of Women in Alaska.

In the last five years we have seen the Commission begin to address the many issues which confront women in our complex society. They have completed research on the serious issues of the displaced homemaker, the battered woman, and child support enforcement. They have developed training materials to help educate women as they move to meet new challenges. These manuals include methods for better meetings, training in needs assessment and goal setting, program planning, grant writing and assertiveness training.

One of the goals on which the Commission has focused over the past couple of years has been to offer rural women and ethnic women a chance to develop their leadership and potential through regional conferences. The Commission has offered the opportunity for women in several communities to come together, some for the first time, to address common concerns, problems, goals that affect women regardless of their cultural background. Those communities include Bethel, Homer, Barrow, Delta Junction, Kenai, Kotzebue, and Hoonah among others, including a conference on Asian women, Black women and women in poverty.

The tasks assigned to the Commission by the legislature have been begun. The issues affecting women are many, and still need addressing:

Aging is a women's issue: 66% of all elderly people are women.
90% of those who receive the Social Security minimum benefit are women.

Poverty is especially a women's issue: 75% of all people living in poverty are women; 67% of Legal Services clients are women; 69% of all food stamp recipients are women; 61% of Medicaid recipients are women.

The "feminization of poverty" is one of the most compelling social facts of the decade, stated the President's National Council on Economic Opportunity in a report last year. This fact must be addressed and changed through continued serious focus on women in Alaska and the nation with emphasis on education, civil and legal rights, labor and employment, and the rights and contributions of homemakers. The Commission on the Status of Women has a great deal more work to do.

Barbara:

The following is a direct quote from Lisa Rudd's keynote address to the statewide women's conference:

"It was my privilege, when I was in the legislature, to sponsor the bill which, when it passed in 1978, established the State Commission on the Status of Women. It is hard, now, to imagine a time when we did not have the commission, so important has it become in identifying our needs and focusing our efforts. The Commission members and staff have worked constantly: Holding hearings, publishing reports, giving testimony, sponsoring conferences and furnishing information on such widely varying topics as the legal rights of women in Alaska, child support enforcement, the needs of homemakers, black women's concerns and women in the construction trades. Not to mention conferences in Galena and Kenai-Soldotna, Kotzebue, Hoonah, and Bethel. If we are now closer to each other than we were in 1977, and I believe we are, it is in large part thanks to the efforts of the Commission."

NOTE:

The grants we give to groups such as the Barrow Local Chapter of the Alaska Native Women's Statewide Organization serve as seed money for them to get support from native corporations, private industry, etc. The \$2,000.00 grant to Barrow, for instance, was to be used to bring in 3 women from Wainwright; 4 from Nuiqsut and 3 from Point Hope.

In addition to sponsoring the conferences we have published the reports of the conferences and distributed them widely; (Kotzebue report has several resolutions including one re funding for the Commission.)

We have also assisted the Alaska Native Women's Statewide Organization in publishing its conference reports.

We funded the special report HAVING A VOICE using photographs and quotes from participants at the regional conference held in Bethel in Oct. 1980.

Here are a few examples of the replies on the evaluation form to the question: "What about this conference did you find most valuable in considering the future of Alaska's women as a whole?"

— "Gathering of very diverse women — I was impressed by our unity, given our diversity"

— "We have a chance to play an important role in Alaska's future and the conference showed us how to begin"

— "How diverse and wonderful we are — what a wealth of ability -- of still untapped potential. Need exists for more such statewide meetings; could local/regional groups develop meanwhile."

— "Showing me that we have the ability to implement change when we work together"

— "Bring women together to discuss common needs and dreams and thoughts"

— "There are a great number of Alaskan women who care, act, relate, work toward a common goal."

— "I really didn't realize there were so many interested active Alaskan women -- in my little town all I hear is talk--never see any action."

— "To see the sheer number of women who want and need to be heard and are working together to be heard and know what action needs to be taken to reach this goal."

— "The gathering together of so many women from so many walks of life to begin communicating."

— "The articulate leadership of native women."

— "It was exciting to communicate with so many women who are actively working for the uplifting of Alaskan women"

— "Each of the guest speakers instilled a sense of hope and strength in togetherness, forming an energy which I think each person here will carry with them into the future."

— "The cohesiveness of the women at the conference was impressive. No levels were perceived. We are all in this together. There was a freedom of interaction of great value."

— "What an amazing amount of energy and potential we have. I realized I have to be more active in lending support to all women not just myself."

— "That we had common as well as diverse views on the issues. I don't think the barriers are as strong between these groups as they were for many of us, for me anyway. I have been educated and thus lost my prejudice."

— "most exciting was seeing the banners and knowing so many who have contributed to my own growth."

— "Helped me find the inner strength I need because of my divorce and shock of independence needed to face my various roles — woman, educator, mother of two sons, student."



STATE OF ALASKA
OFFICE OF THE GOVERNOR

ALASKA COMMISSION ON THE STATUS OF WOMEN
338 DENALI STREET, SUITE 850
ANCHORAGE, ALASKA 99501

March 8, 1982

Honorable Charles H. Parr
Alaska State Legislature
Pouch V
Juneau, Alaska 99811

Dear Senator Parr:

The Alaska Commission on the Status of Women has been directed by the legislature to recommend legislative and administrative action on equal opportunity and treatment for women. In order to provide you with an overview of the Commission's positions, we have attached a summary statement of legislative actions which the Commission supports or opposes.

The Commission attempts to maintain reciprocal communication with individual women and women's organizations throughout the entire state. Our bimonthly newsletter, containing articles on legislative and administrative actions and other events pertinent to women, currently reaches more than 2,000 Alaskan women and organizations. Our "Legislative Report" has been used extensively by organizations such as the Alaska Network on Domestic Violence and Sexual Assault, the American Association of University Women, the Anchorage Women's Political Caucus, the Business and Professional Women's Clubs of Alaska, and the Anchorage Feminist Network. Produced for the first time in November, 1981, the Legislative Report contained the first complete summary of state legislation especially relevant to women and its widespread reception and use is an indication of the serious interest that Alaskan women take in these matters.

During the past two years the Commission has funded regional and topical conferences for women in Bethel, Kotzebue, Galena, Fairbanks, Hoonah, Kenai and Anchorage. Hundreds of women have attended these meetings and have conveyed their concerns to the Commission through this mechanism. At the present time more than 100 Alaskan women are actively involved in helping the Commission develop a statewide women's conference for March 19-21, 1982 in Anchorage. We expect 500 women and men to participate in 60 workshops and panel discussions. Candidates for

Page Two
March 8, 1982

governor have been invited to discuss their positions on issues of special concern to women.

As you can see from this brief discussion, Alaska's women are active and informed participants in the legislative process. Their interest in legislative matters and in legal and civil rights has been demonstrated not only by their interest in the Commission's conferences and reports but by their overwhelming demand for the handbook which the Commission produced entitled "Women's Legal Rights in Alaska." Now going into its second printing, this booklet has been distributed to almost 5,000 Alaskan women to date.

The Commission on the Status of Women has unique access to Alaskan women. Through public hearings, meetings, conferences and specially tailored reports, we can communicate extensively with them concerning those issues which directly affect the quality of their lives.

On the basis of this reciprocal communication and the research and study that the Commission has conducted, we have taken positions regarding legislative and administrative actions which we believe to be of significance to Alaska's women. We hope you will review the enclosed information not as the expressed viewpoint of a handful of Commissioners but rather as the distillation of opinions expressed by hundreds of Alaskan women in their interactions with the Commission over the past several years. If we can provide you with any additional information we would be happy to do so.

Thank you for the time and consideration you have shown in dealing with these matters, many of which are of such vital importance to the women of the state.

Sincerely,

Barbara L. Schuhmann
Barbara L. Schuhmann
Chairwoman



STATE OF ALASKA
OFFICE OF THE GOVERNOR

ALASKA COMMISSION ON THE STATUS OF WOMEN
338 DENALI STREET, SUITE 850
ANCHORAGE, ALASKA 99501

Legislative Report

March 3, 1982

Prepared by: Christine Callahan, Research Analyst

The following positions on bills now pending before the Alaska Legislature have been taken by the Alaska Commission on the Status of Women. These positions are based upon reciprocal communication that the Commission maintains with hundreds of women throughout the state via public meetings, hearings, Commission-sponsored regional conferences and newsletters. The Commission has also conducted and reviewed extensive research on the needs and concerns of women.

ALCOHOL

The problems of alcohol abuse and alcoholism are of serious concern to the Commission. These problems have an enormous impact on all of the people of the state and rural women in particular have expressed the high correlation between alcohol abuse and the rate of domestic violence and sexual assault that occurs in Alaska. Because of this the Commission supports legislation which attempts to address these problems or which represents a reasonable effort to control the substance. For instance, we oppose HB 178, which would allow grocery stores to sell beer and wine, because we believe that such a measure increases people's access to alcohol as well as deceptively displaying alcohol with necessary foodstuffs.

We have also attempted to work with the Governor's Advisory Council on Alcohol and Drug Abuse and the Public Broadcasting Commission to prevent beer and wine commercials from being broadcast over the state satellite to communities that have voted to ban the sale and distribution of alcohol.

ABORTION

Several bills and resolutions have been introduced in the House of Representatives during this session which would limit women's right to reach a decision about childbearing within the privacy of the doctor-patient relationship. The Alaska Commission on the Status of Women has continually reaffirmed its opposition to legislation which would destroy the constitutional right to privacy which is guaranteed by the Constitution of the United States, or which would intrude political judgements in the intimate physician-patient relationship. We further oppose and urge the Legislature to oppose legislation which would bar abortions in hospitals funded by the State, substituting political judgements for medical ones. We favor and urge the Legislature to favor continuation of funding with respect to abortions for the poor, who are often least able to cope with unintended pregnancies and whose unwanted children often become society's unsolved problems.

ABORTION (Continued)

HB 185 Martin	An Act relating to the regulation of abortions	OPPOSE HB 185
HB 247 Martin	An Act relating to civil liability arising from the birth of a child	OPPOSE HB 247
HB 500 Martin	Limiting the use of state money to pay for abortions	OPPOSE HB 500
HB 550 Martin	Relating to the killing of a fetus	OPPOSE HB 550
HJR 9 Martin	Relating to a "human life amendment"	OPPOSE HJR 9
HJR 21 Martin	Relating to a "human life amendment"	OPPOSE HJR 21

CHILDRENChild Care:

HB 347 Duncan	Establish child care centers in State Office Buildings	SUPPORT HB 347
HB 706 Rogers	Finance day care assistance program adequately	SUPPORT HB 706
SB 517 Parr	Day Care Assistance	SUPPORT SB 517
SB 518 Parr	Day Care Assistance	SUPPORT SB 518

The Commission approves the general concept of day care funding that will make quality child care available to all families who need it. It supports allocation of funding to day care assistance programs that would provide for operation of programs at least until June, 1982; that would provide assistance to low and moderate income families; and that would serve to fund those families currently on waiting lists.

Child Custody:

HB 210 Rogers	Presumptive joint custody	OPPOSE HB 210
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Child Support Enforcement:

HB 167 Rules;Gov.	Agency to enforce support obligations	SUPPORT HB 167
HB 175 Clocksin	No payment of fee by obligee	SUPPORT HB 175
SB 181 Ray	Passed into law. Had Commission support.	
HB 529 Malone	No fee to be required of obligee	SUPPORT HB 529

Child Welfare

The Commission is concerned that the Indian Child Welfare Act be implemented in Alaska in a way that is consistent with the cultural, personal and societal needs of Alaska Native families. This issue is one of serious concern to many of Alaska's Native women and has been discussed among them at Commission-sponsored regional conferences.

Pregnancy and Child Rearing:

HB 497	Monetary compensation for carrying a pregnancy	OPPOSE HB 497
Beirne	to full term	

DISCRIMINATION

HB 356	Prohibits non-rental to parents	SUPPORT HB 356
Malone		
SB 248	Establish EEO in executive branch of state	SUPPORT SB 248
Ferguson	government	
SB 266	Use of neutral pronouns	SUPPORT SB 266
State Affairs		

DISPLACED HOMEMAKERS

(HB 26, now)		
HB 287	Establishes a displaced homemaker program	SUPPORT HB 287
Buchholdt/ Clocksin		
SB 169	Same as above	SUPPORT SB 169
Stimson		

The Commission supports full funding for Displaced Homemaker programs, statewide; and expansion of the definition of a "displaced homemaker" to include those persons who maintained an intimate relationship over a period of time without the legal sanction of marriage.

DOMESTIC VIOLENCE

(see also, VIOLENT CRIME)

HB 345	Repeals prohibition against payment to relative of	SUPPORT HB 345
Clocksin	perpetrator of violent crime	

The Commission supports the concept of providing adequate and accessible legal remedies for incidences of domestic violence; the expansion of the definition of domestic violence to include those residing in the same household or those related to each other by blood, marriage, adoption, or maintenance of an intimate relationship; and to include those persons who formerly maintained an intimate relationship but who are not now residing together.

EMPLOYMENT

SB 621 Tax credits to employers of persons over 60 years SUPPORT SB 621
Bradley of age

FISHERIES

At regional women's conferences serious concern has been expressed by rural women about fisheries development and regulation. The Commission continues to review legislation relative to this topic.

HEALTH

HB 41 Resident participation in a comprehensive health plan SUPPORT HB 41
Buchholdt

LEGAL SERVICES

Rural women and those struggling on low or fixed incomes are seriously affected by the curtailment of legal services available at a low cost. The Commission supports action to have a state operated legal services program.

MARRIAGE

SJR 15 Repeals the "marriage tax" SUPPORT SJR 15
Parr

PUBLIC ASSISTANCE

HB 174 Raise AFDC maximum to dependent child and parent SUPPORT HB 174
Clocksin

HB 176 Raise General Relief maximum SUPPORT HB 176
Clocksin

SEXUAL ASSAULT

HB 451 Mandatory treatment for sex offenders SUPPORT HB 451
Clocksin

HB 473 Toughens prosecution of rape SUPPORT HB 473
Barnes

HB 576 Permits videotaping testimony of young sexual SUPPORT HB 576
Rules assault victims

SEXUAL ASSAULT (Continued)

The Commission supports legislation which would permit the videotaping of testimony of ALL victims of sexual assault.

HB 578 Rules	Prohibits release on bail after conviction of certain violent crimes. <u>Commission supports prohibition of bail after conviction OF SEXUAL ASSAULT.</u>	SUPPORT HB 578 as indicated, in cases of sexual assault only.
HB 633 Anderson	Prohibits release on personal recognizance when the offense is among certain violent crimes. <u>Commission supports when the offense is 1st, 2nd, or 3rd degree assault or 1st or 2nd degree sexual assault.</u>	SUPPORT HB 633, as indicated.
SB 485 Parr	Permits videotaping of testimony of young victims of sexual assault or abuse. <u>Commission supports videotaping of testimony of ALL victims.</u>	SUPPORT SB 485, as indicated.
SB 547 Bradley	In addition to the above (SB 485) this bill would also permit the exclusion of the public from the trial.	SUPPORT SB 547

SUBSISTENCE

Alaska Native women have expressed deep concern about the issue of subsistence at the regional women's conferences which the Commission has sponsored. While no position has been taken yet, the Commission continues to follow legislation concerning this matter.

VIOLENT CRIME

HB 451 Clocksin	See "Sexual Assault" above	SUPPORT HB 451
HB 473 Barnes	See "Sexual Assault" above	SUPPORT HB 473
HB 573 Rules	Increase penalty for tampering with a witness	SUPPORT HB 573
HB 575 Rules	Relates to culpable mental states as elements of criminal assaults	SUPPORT HB 575
HB 576 Rules	See "Sexual Assault" above	SUPPORT HB 576

VIOLENT CRIME (Continued)

HB 578 Rules	See "Sexual Assault" above	SUPPORT HB 578
HB 633 Anderson	See "Sexual Assault" above	SUPPORT HB 633
SB 108 Bradley	Raises limits of payments to victims of violent crime	SUPPORT SB 108
SB 620 Bradley	Repeals limitations on awarding compensation to victims who are relatives or members of the household of the perpetrator of the crime.	SUPPORT SB 620

JAY S. HAMMOND
GOVERNOR



PHONE
(907) 276-3003

DRAFT

STATE OF ALASKA
OFFICE OF THE GOVERNOR

DRAFT

ALASKA COMMISSION ON THE STATUS OF WOMEN
338 DENALI STREET, SUITE 850
ANCHORAGE, ALASKA 99501

FIVE YEARS LATER

A REVIEW OF THE RECOMMENDATIONS CONTAINED IN

A PRELIMINARY STUDY:

THE STATUS OF WOMEN IN ALASKA, 1977

JANUARY, 1982

PREPARED BY: CHRISTINE CALLAHAN, RESEARCH ANALYST



Having A Voice

*First
Regional
Women's
Conference*

**Yukon-Kuskokwim
Region of Alaska**

The First Regional Women's Conference
Held in Bethel, Alaska
October 9-11, 1980

This booklet was funded by the Alaska Commission on the Status of Women

Photos by Barb Knapp ©1981
Text edited by the Tundra Women's Coalition
Layout by Tundra Press, Bethel, Alaska
Printed by Anchorage Printing, Anchorage, Alaska



"But, I wasn't raised for the life I'm living..."

Dedication

One of the main concerns of this conference has been violence against women, and how common this violence is and how lightly it is looked upon.

This week a young woman, Annunciata Akaran, of Kotlik, was handcuffed and beaten to death by her husband. The husband was charged with manslaughter, not with murder. He was not only her husband but the village police officer.

Many other women are in the same danger.

Let us dedicate this conference to the memory of this young woman and other women who have died the same violent way.

Let us work and pray together to end this needless violence. We women are the only ones that can stop this and say, "No more."

Written and Presented by:
Alice Wardlow
October 11, 1980



Keynote speaker Billie Nave Masters presents Della Keats with a ceremonial shawl.

Introduction

Over 200 women from the Yukon-Kuskokwim Region have met together for the first time. At the First Regional Women's Conference held in Bethel, Alaska on October 9, 10, and 11, 1980, women gathered to express their concerns and organize themselves for action.

The theme of the conference was "Having A Voice". The purpose was to give women an opportunity to discuss their problems; to learn about resources and options; to support each other in becoming more active in personal, family and community problem-solving; and to spearhead needed action on priority issues affecting their lives.



Conference Workshops

Workshop

The Family Problems of Women Who Work Outside the Home

Youth Yesterday and Today – Changing Values and Problems

The Changing Roles of Men in the Family

Women and Health

When One Member Drinks, the Effects on the Whole Family

Safety for Women Workshop – Part I

The Effects of Agencies, Laws, and Institutions on Personal and Family Life

Getting the Job You Want and Getting Paid What You're Worth

Issues

Child care, finances, sharing household tasks and responsibilities, relationship problems, and job pressures such as travel; conflicting priorities of family members.

Pressures affecting youth; decisions on education, jobs, traditional lifestyle, communication with elders, social pressures toward drug use, changing sexual attitudes.

How men express anger, feelings about parenting, communication patterns, changing priorities in men's lives, anxieties about losing authority.

Women's health care systems, holistic health; natural ways of healing; current health care issues.

How can the family cope with the alcohol-abusing male? Why women abuse alcohol.

Safety for women when a male family member drinks; situations and feelings that encourage the abuse of alcohol; how village women can be safe.

How agency rules, regulations, policies and programs shape and dictate our lifestyles, economic decisions, and family priorities. Deals with laws, welfare agencies, school systems, and other bureaucracies.

Barriers to women's equal employment and promotion; inequality in Alaska hiring; what women can do about discrimination in job advancement.

Workshop

Women and Leadership

How to Avoid Legal and Financial Problems for the Spouse Left Alone

Family Law

The Single Parent

Communication Skills

Safety for Women Workshop - Part II

Developing Leadership Skills

Action Meeting

Film Fair

Issues

Barriers to being a leader; stereotyping by the community against women leaders; leadership skills that women already have; pressures on women leaders; conflicts that cause women to refuse leadership roles; cross-cultural problems and roles.

Estate planning for couples; wills, Native Corporation shares, adoptions, individual credit, child custody, property rights, and records.

Restraining orders, divorce, separation, child custody, provisions of HB 392 which details rights of battered women and other related family issues.

Many aspects of fathers and mothers raising children alone; balancing needs of parent and children; financial problems; parent-child communication; dealing with guilt; displaced homemakers.

Communicating in the family, dealing with conflict; problem-solving; active listening; stating needs clearly; win-win methods of resolving differences; negotiating.

Group decision-making processes; how to function as an effective community leader; how formal meetings are run.

Recommendations and priorities discussed in workshops brought to the floor; resolutions and a plan of action.

Films, slide shows and filmstrips on a variety of topics of interest to conference participants.



Family



Women Speak Out on the Family

Their recommendations:

Better counseling and rehabilitation services.

Parents need to work out compromises with other family members on sharing responsibilities.

Support system for single parents to share ideas on raising children and sharing child care responsibilities.

The Commission on the Status of Women should assist in bringing together resources and information to help village women start their own discussion groups.

Recent Actions

An organization for single parents has been started.

A workshop was held in Bethel that focused on the working parent and stress.





Children

Women Speak Out on Children

Their recommendations:

Make child abuse laws known - it is everyone's responsibility to report child abuse or neglect.

Support social service agencies in implementing the Child Indian Welfare Act, to help children maintain a good sense of Native identity and family strength.

Provide reimbursements of child care costs for employees who must travel.

Recent Actions

A workshop on Sexual Abuse of Children was held in Bethel in September 1981. An inter-agency task force identified resources and planned to coordinate a team approach for case management and increased community education.





Safety for Women

Women Speak Out on Safety for Women

Their recommendations:

Workshop for clergy members on the subject of domestic violence.

Contact village councils and advise them of the problems within families and the resources that are available for help.

Hold a workshop for village people who want to learn more about getting shelters and helping women who have been beaten or raped. Offer continuing support to those who start village programs.

Talk with other women about problems such as: assaults, threats and being afraid.

Write to legislators and make them aware of the need for more money to fund village shelters, sleep-off centers, and better phone systems.

Recent Actions

Established women's groups have become more active, and more support groups have been started.

A three day workshop on "Violence in the Family: A Community Concern" was held, which included participants from six different religious denominations representing Bethel and several villages.

Shelters and safe homes are being established in many villages.

A new shelter facility was funded for Bethel in the 1981 legislature.

The Alaska Legislature established the Governor's Council on Domestic Violence and Sexual Assault.





"I am very, very happy I came to the conference because now I can go home and share what I've accomplished."





“If we are going to make any significant changes, we have to learn to talk to each other.”





Education



Women Speak Out on Education

Their recommendations:

Include cultural awareness in career orientations.

More emphasis on career education in the school curriculum, especially for women.

Inform people about employment discrimination against Natives, women and senior citizens.

Recent Actions

Lower Kuskokwim School District hired a career counselor for the villages, and has made more information on employment opportunities available.

Human Rights Workshops were held in the fall of 1981, sponsored by the Association of Village Council Presidents.

Discrimination claims are being filed and investigated by AVCP.





Legal Issues

Women Speak Out on Legal Issues

Their recommendations:

Local people should develop criteria for selecting village police and public safety officers; then support those officers so they receive good training and pay, and are respected in the community.

Inform people of the new domestic violence injunction law and how it can be used to protect women and children.

Recommend a simpler way to deal with voluntary adoption procedures.

Recent Actions

Tundra Women's Coalition has received a large number of requests for technical assistance and has provided educational services on the Domestic Violence Injunction to the public, social service agencies, legal systems and village groups.

The Department of Public Safety is providing training to public safety officers throughout the state.



Alcohol and Drug Abuse



Women Speak Out on Alcohol and Drug Abuse

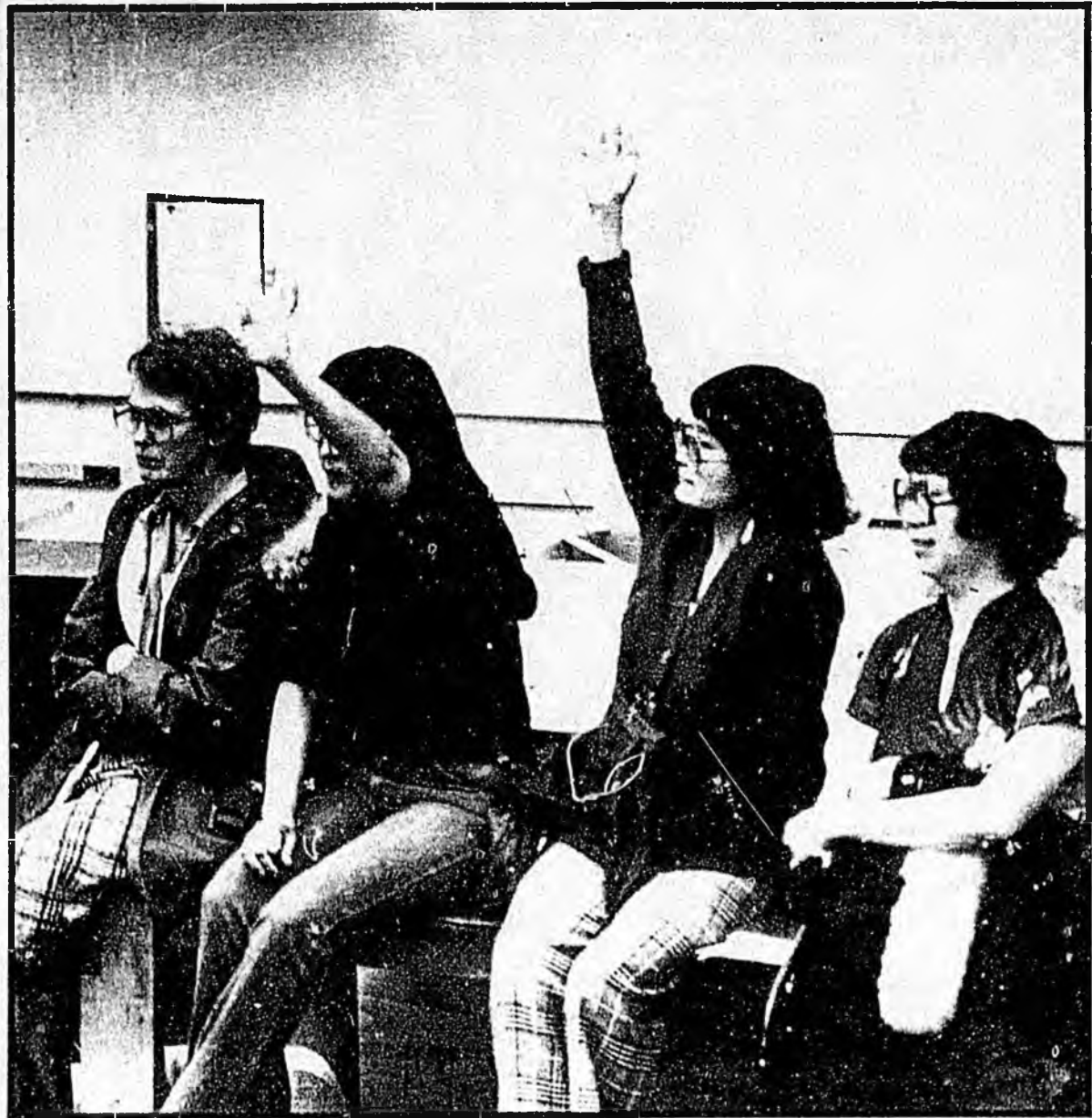
Their recommendations:

Develop a means to help teenagers address alcohol and drug abuse problems.

More counselors are needed in Bethel who are knowledgeable about the consequences of drug abuse.

Education and support services for drug abuse should include all family members.

Prevention of abuse of alcohol and drugs should be as high a priority as helping those with active problems. Programs should be started to teach people coping skills.



Recent Actions

An inter-agency group identified needs of youth 10-18 years of age. A grant to fund services for this group has been submitted to the National Institute of Mental Health. There has been an increase in coordination of services between PATC and other community agencies.

Drug abuse counseling has focused more on rehabilitation than maintenance.

Hooper Bay, under women's leadership, instituted one of the first ordinances prohibiting the importation of alcohol into a village. Other villages have also acted to prohibit alcohol importation.



Leadership





Women Speak Out on Leadership

Their recommendations:

Regional and local boards should encourage women to become active participants on boards.

Support qualified women for positions of responsibility.

Educational institutions should develop workshops and courses on leadership and communication skills.

Recent Actions

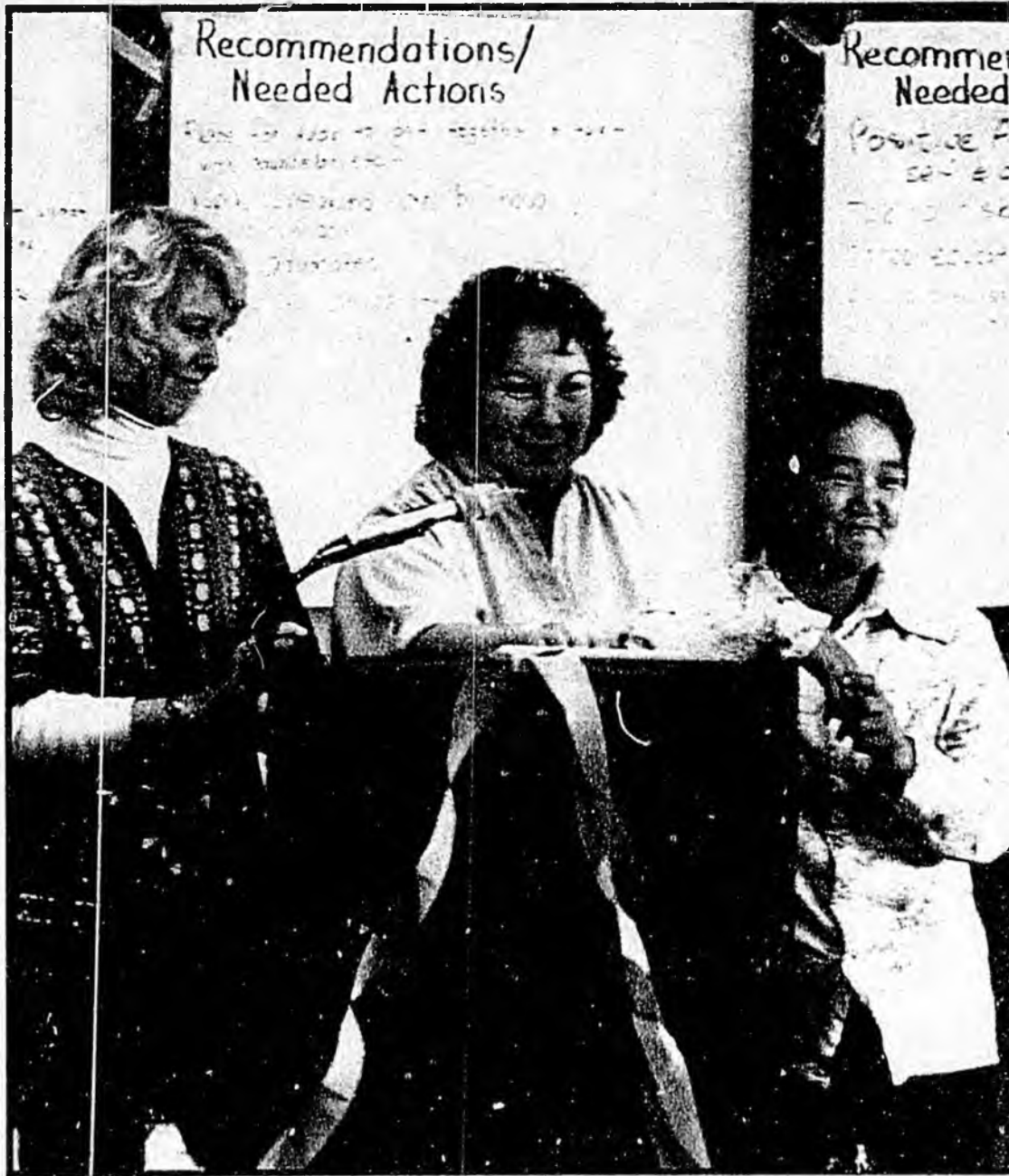
More women are seeking election to and being appointed to community and regional boards.

TWC (Tundra Women's Coalition) continues to recommend and support women on state and local boards.

Recommendations from this conference were introduced by women at major regional and state political meetings. These included the annual meetings of Calista, the Association of Village Council Presidents, the Alaska Federation of Natives, the Alaska Municipal League, Future Frontiers Regional Meeting, and the Alaska Native Women's Statewide Organization.

Kuskokwim Community College continues to offer course work in communications and leadership.





“Women should take an active role in their communities by voting in elections, participating in meetings, encouraging each other and speaking up for the needs of women and families.”

***“Now when you go back to your village,
don’t put all this in your pocket....***

Take it home and share.”





FINAL REPORT PRESENTED
TO THE
ALASKA COMMISSION ON THE STATUS OF WOMEN

"Piqatigiich"
NANA REGIONAL
WOMEN'S CONFERENCE
October 1, 2, 3, 1981

PRESENTED BY:
CINDY WATSON
SKEETER JEPSON
AND ALL PARTICIPANTS WHO SHARED WITH US

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Piqatigiich
Women Sharing
Together



NANA Regional
Women's Conference

I. "Piqatigiich"

WOMEN SHARING TOGETHER

Some of us were busy. . .
Some of us didn't know what we were coming here for. . .
Some of us came here at the last minute. . .

I think the most important thing we need to understand is we should have confidence in ourselves to realize that we can do a lot of things. Some of us think we can't do certain things, but when we come together, Piqatigiich, sharing what we know together, working together and organizing instead of just sitting back and letting things happen, maybe we can come up with some things . . . that's what they're doing in all the different regions.

Some of you women are good at one thing and some of you are good at something else but the important thing to remember is that you are OK for who you are and what you can do. . . just because you might not have a job or you might not be able to understand what we're talking about, you don't have to feel like you don't belong here; because of our woman(hood), that's why we're all here and our potential is unlimited.

I admire a woman who has a lot of confidence and because of certain circumstances or because something happened she pushes herself to do things that she would think she wouldn't normally do.

Some of you are expert in tanning hides; some of you can write grants to the government.

Some of you can sew real good even stitches; some of you can write curriculum guides.

Some of you can make delicious sourdough hotcakes; some of you can deliver a baby.

Some of you can travel from village to village on a snowmachine or boat by yourselves.

Some of you can teach; some of you are real good leaders in the villages.

We all have different talents; we are all women and it just shows that we can do all of these if we wanted to. It just depends on what we want to do.

We're here to share what we know and just because you might not be able to do some things that other people do, doesn't mean you can't talk about what you know, so let's Piqatigiich and try to help each other.

This is our first conference and we'll do the best we can.

Ruth Ramoth-Sampson
NANA Regional Women's Conference
October 1-3, 1981
Kotzebue, Alaska

II. INTRODUCTIONS

In the spring of 1981, a group of women consisting of staff and volunteers of the Kotzebue Women's Crisis Project and members of Native Women of NANA, met to discuss the possibilities of holding a Regional Women's Conference for Women of NANA Region. The group decided to undertake the project as a joint effort between the two largest women's organizations in the Region. Together, the group discussed plans for a possible conference and wrote a proposal to the Alaska Commission on the Status of Women.

Later in the summer, a steering committee was recruited to begin actual planning for the conference. The committee, consisting of 15 local women, met over bowls of soup throughout the summer to plan different aspects of the conference. The conference was planned around the theme "Piqatigiich", the Inupiat word meaning "Sharing" or "Being Together".

The Regional Women's conference, originally planned for September 24-26, was rescheduled to October 1-3 when an autumn snowstorm threatened the skies of Northern Arctic Alaska. The snowstorm threatened the travel plans of 22 village delegates from 11 villages in the NANA Region; the conference would not be a Regional conference, if village women could not attend.

So on September 30, 21 village delegates, women selected by the other women and women leaders in their villages, arrived in Kotzebue for the first Regional Women's Conference.

More than 100 women attended the conference, held in the Kotzebue Senior Citizen's Center. The conference agenda included general assemblies of all participants each morning of the conference and three different workshops held each day, plus informal activities held each evening. All the general assemblies were aired over KOTZ radio, so that many of the women both in the villages and Kotzebue, who were not able to attend the conference, could still be involved in the Women's Conference. All the general assemblies were bilingual. Ruth Ramoth-Sampson, the conference MC from Selawik, Alaska, translated all speeches, remarks, and even announcements into English from Inupiaq and into Inupiaq when spoken in English.

Among the highlights of the conference was the overwhelming support and involvement of some of the Region's elders: Della Keats, Amy Jones, Louise Wood, Clara Lee and Pauline Harvey. These women continually encouraged the younger women to speak out, and to become strong women of good mothers.

Another conference highlight was the Assertiveness Skills workshop, which many women participated in on the first day and then put into practice throughout the rest of the conference by speaking out and sharing their experiences and common concerns as women.

The guest speakers for the conference general assemblies were chosen by the conference planning committee because of their leadership roles in the NANA Region Community. These speakers were Della Keats, June Nelson, Pauline Harvey, Amy Jones and Rachel Craig. Teresa Sockpealuk-Perry from Shaktoolik, Alaska, is a Commissioner on the Alaska Commission on the Status of Women and represented the Commission at the conference.

Della Keats opened the conference with these remarks translated to English by Ruth Ramoth-Sampson. We should "unite together" so we can go back and tell what we know to the other women. We can "work together with enthusiasm; teach our children what we learn from this conference". "We will learn and not forget, just as we never forget where the best berries grow."

Cindy Watson

SPEECH GIVEN BY TERESA SOCKPEALUK-PERRY, COMMISSIONER
TO THE
NANA REGIONAL WOMEN'S CONFERENCE IN KOTZEBUE
OCTOBER 2, 1981

GREETINGS

Greetings from the Alaska Commission on the Status of Women. My name is Teresa Sockpealuk-Perry and I am from Shaktoolik. In 1978, when the Alaska Commission on the Status of Women was formed, the Governor appointed ten commissioners; I was the only Alaska Native appointed. As of the end of October, there will be three vacancies on the Commission; if interested, I urge you to send a resume to the Governor in Juneau.

HISTORY

In 1977, the State Legislature authorized a Preliminary Study on the Status of Women in Alaska; in 1978, the Commission was formed and charged especially with implementing the recommendations of the Preliminary Study, and improving women's status in this State.

The Commission has dealt with numerous issues and concerns: sex discrimination, homemakers' concerns, welfare, abortion, domestic violence and a seemingly endless number of other issues. Some of the recommendations of the Commission have become law.

The 1977 Preliminary Study did not address Native women's issues and concerns. However, the study did contain 1970 census figures; from those I learned that Native females comprised 18% of the female population of Alaska, and that 27% of the female head-of-household families in Alaska were Native; 39% of those families below the poverty level were Native. Our working women are much more likely to hold low-paying service positions. Native head-of-household families had an average income of \$14,363.

Since 1978, the Alaska Commission on the Status of Women has barely touched on Native women's concerns, in my opinion.

VIOLENCE AGAINST NATIVE ALASKAN WOMEN

To date, the Commission has had inter-agency cooperation with the Alaska Federation of Natives and the Alaska State Troopers on cases involving violence against Alaska Native women. Violence against Native women is alarming and all too common. Last year I attended a Calista Women's Regional Conference. The conference was dedicated to the memory of a Calista Region woman who was murdered by her husband. Her husband was a village public safety officer.

DOMESTIC VIOLENCE

Last spring a man shot his wife, several of their children, then shot himself, in one of the Norton Sound villages. How can we stop such violence? This conference I know will be making recommendations for the betterment of our lives to the Alaska Commission on the Status of Women and the newly-formed Alaska Council on Domestic Violence. We have held Commission meetings touching on this concern in Nome, Kenai, Juneau, Fairbanks, Sitka and Anchorage. We have helped sponsor the Statewide Native Women's Organization conferences since their inception. Workshops on this subject have been held in Barrow and Nome. Most recently, we have helped sponsor five women's conferences in Kotzebue, Hoonah, Kenai, Fairbanks and Galena.

NANA WOMEN'S CONCERNS

The Commission is sponsoring a statewide Alaska Women's Conference to be held March 19-21, 1982, in Anchorage. I urge NANA women to contribute your input on issues and concerns. This may not seem like a big matter to you, but spousal abuse, or a woman's need for financial resources, or for a safe house for the night are important sources of stress for women.

SUBSISTENCE HUNTING AS AN EXAMPLE: A CONCERN OF ESKIMO WOMEN NOT LIKELY TO BE CONSIDERED

Just recently I heard on the news that non-Natives in Alaska can now hunt marine mammals. What becomes of our main source of diet when non-Native and man-made environmental hazards deplete the resources of our subsistence way of life? Muktuk is the main source of protein for coastal Eskimos.

CLOSING

This conference has been well-organized, and it is a great pleasure for me to attend, as one of my last duties as a Commissioner. I am one of the three commissioners resigning, since I will be moving to Oregon temporarily due to an illness in the family.

III. WORKSHOP SUMMARIES

Approximately 100 participants attended the different workshops. They came from an area that spans 38,000 square miles. They all came from diversified backgrounds but all shared a common bond that affects us as women. The workshops all had a facilitator or recorder, who gave a report to the general assembly. In some cases there were certain questions asked to get the discussions going. Also, the workshops were held three times a day so that all participants could attend all three. They made recommendations and gave input to the resolution committee.

A. Assertiveness Training/Leadership Training

Speaker Lisa O'Brian - Growth Company

Approximately 25 people attended each of three workshops. There was an intensive evening workshop which 30 people attended including both male and female participants. Along with an agenda and classroom handouts, Ms. O'Brian defined assertiveness: "the act of standing up for one's basic human rights without violating the rights of others." She listed the meaning of passive, assertive and aggressive as follows and explained each.

Passive:

Not expressing your own feelings.
Ignoring your own rights.
Allowing others to choose for you.
Anger, hostility turned in.
Non-verbal slump; apologetic; turn away; soft tone.

Assertive:

Expressing feelings, needs and ideas directly and clearly.
Standing up for your rights without violating the rights of others.
Making your own choices.
Feeling good about self.
Self-confident; good eye contact; not blaming.

Aggressive:

Expressing feelings and ideas at expense of others.
Standing up for your rights but violating the rights of others.
Trying to dominate or humiliate others.
Anger, hostility turned toward others.
Use body to invade other's space; loud; interrupting; attacks.

Traditionally women have been taught to be passive. One of our Elders, Amy Jones, told a story about this couple going up the Noatak river in a skin boat. Her husband was very jealous; he kept hitting her with a pole or stick, even though she was carrying her baby on her back. She did not say or do anything back to him. When they stopped at this one place where there was a cliff, she got out of the boat and began climbing. Her husband kept telling her to come back. While she was climbing and at the top of the cliff, she started to sing this song in Inupiat "You hit me with a pole so don't cry for me". She jumped off the cliff. Both her and the baby were killed instantly. There is a cliff on the Noatak river where this happened and a stain on the cliff that looks just like blood. Amy said this story was passed on by the elders to teach them not to be jealous and not to be like that man. She said that talking and coming to an understanding with your mate is the way it should be.

The first step in becoming assertive is be aware of situations that prevent you from self expression. Set yourself some limits; learn how to say "no" and mean it. There was a lot of interest in having more workshops on assertiveness.

B. Traditional Health for Women

Speaker: Della Keats, Traditional Doctor
Facilitator: Auggie Hoffman

All three of Della's presentations were well attended. She not only talked about traditional medicine, she demonstrated techniques of traditional medicine in how to manipulate the different parts of the human body.

For nearly 60 of her 74 years, Della has been meeting her people's medical needs. She has traveled throughout Northwest Arctic Alaska to treat patients living in remote and isolated villages. During the workshops she talked about how she started her own career from reading anatomy books and relying on her own experience. She discussed some of her own work and compared traditional health to western medicine.

Besides a few traditional herbal remedies, Della's only tools are her hands, heart and mind. With her hands she can feel into and manipulate the abdominal cavity, touching stomach, liver, intestines, gall bladder, pancreas and uterus. She can feel kidney and gall stones. She has worked on fetal positioning, dislocations, sprains and respiratory problems. She has delivered countless babies. She relies heavily on the touch and sensitivity of her hands. "My hands have feelings and I pray to God to give me knowledge in my mind and hands. I do it just by having faith in God and believing."

She has trained two other women and one man of her skills and are all working as she does. They are called to villages upon request of Health Aides. There is no competition between Della and the local IHS doctors. A former Public Health Service physician, Dr. Vandenburg, has said "Della is separate, but equal".

C. Banking for Women

Speaker: Drue Pearce

This workshop was led by Drue Pearce, an officer and the manager of the Bank here in Kotzebue. She described the types of services and accounts her bank and other banks offer. Drue explained at length about cheques, chequeing accounts and the process by which cheques clear the bank. She also pointed out the problems people in villages frequently encounter with the use of cheques and suggested solutions for these problems.

Loans were also explained. Actual loan applications were distributed and each item and question was examined. Drue explained why many of the questions were asked. She also described the procedure banks follow in processing loans.

Women obtaining credit was another topic which was briefly touched upon. Drue explained the reasons for which a bank could reject a loan application and discussed the reasons which were not legal. Information as to recourse was also provided, if a woman felt she had been discriminated against and unlawfully denied a loan.

The workshop was excellent. It provided basic information about banking which was very useful to all the participants at the conference.

D. Violence Against Women

These workshops were well-attended. There was no leader per se, but the discussion was centered around the following five questions:

1. Have you ever experienced violence against yourself or your family? What kinds of violence?
2. How can we village women and town women protect ourselves against rape and family violence?
3. What kind of help should we expect from Public Safety Officers, City Councils and men in general?
4. How can we organize safe homes and protection for women?
5. If alcohol is part of the problem, what is the solution?

In response to the first discussion question more than half of the participants had been victims of violence. The group tried to define violence and felt that there were two types, physical and verbal. Frequently the verbal was more devastating than the physical.

A great deal of discussion centered on the question of whether domestic violence and sexual abuse occurred in the Eskimo culture prior to the influence of White or western culture. Several of the elders in attendance discussed it with us. They told us a story about a woman whose husband did abuse her and how she solved the problem. The consensus was that violence and sexual assault occurred but rarely. When things of that nature did happen the elders would have meetings and talk about the problem and then talk to the instigator and that would usually solve the problem.

There was a general bewilderment as to why men committed these violent and abusive acts. The common, nearly universal response, was that domestic violence is a product of substance abuse, particularly alcohol. Participants felt that, if these products could somehow be eliminated, many of the problems would also be eliminated. To this end there was a brief discussion of the state local option law.

Another concern expressed was the ability of the Village Public Safety Officers to enforce laws in the village since village inhabitants are frequently related. Participants felt that if VPSO's came from other villages they could be more effective law enforcement officers.

Finally, once the problem had been defined and explored the discussion centered on solutions. Two had been mentioned previously; one, control of alcohol and two, VPSO's from outside villages. Along that line it was decided that more training and higher salaries would improve the quality of the VPSO's and hopefully this would provide better and more effective law enforcement in the villages. Resolutions to this effect were drafted and later passed.

Another solution, although really just a stop-gap measure, would be to establish in every village several safe homes, places where women who felt threatened or had been abused could run to and feel safe. A resolution to this effect was also drafted.

Although no actual, tangible solutions or facts came out of these workshops one important thing did. That is they served to create a common bond of unity between the women and served to break some of the isolation that battered and abused women frequently find themselves in. The workshops and discussion emphasized to all the participants that this abuse is inherently wrong and not something they "deserve".

E. The Single Parent and Working Mother

The discussion group was attended by approximately a dozen women. Many of the single parents and working mothers expressed their concerns on:

1. Problems in answering their children's questions in regard to their father.
2. Working as "men" in men's jobs. (i.e., hunting and fishing.)
3. Their children being left out by not being able to learn traditional skills such as hunting, fishing and trapping

Two of the elder women present, Della Keats and Louise Wood, shared with the group their experiences in raising their children singly. Some of the advice to the younger generation was:

- Respect other people's property.
- Do not get into trouble and get blamed for things as this hurts the parents.
- Teach the eldest child more:
 - Talk and explain things to them.
 - Teach them to care for the younger ones.
 - The younger tends to follow the elder brother's or sister's example.
 - When the eldest child learns to help care for the the younger children, it makes it easier to raise a family.
- For younger children:
 - Care for each other.
 - Advise them on who to play with and give reasons for keeping good company.
- Go to church - you can receive unending help there.
- Attend and finish school. This is important for children in the modern day world.
- Older children are harder to handle.

The two elder women broke with tradition by raising their children alone, by hunting and fishing and not depending on anyone but themselves for their well-being. It was advice that you can get by on your own when faced with difficulty. Just don't give up trying.

As working mothers in this day and age, three problems were brought out and resolutions were written:

1. The need for day care centers.
 - a) in Kotzebue
 - b) in the villages
2. The need for employers to grant sick leave to both parents when children are ill and need care at home.
3. The need for employers to understand and grant time off for mothers who nurse their babies. (Discussed but no resolution written.)

Two resolutions were passed by the general delegation on the last day of the conference.

F. Women in Transition

Facilitators: Skeeter Jepson and Suzy Savok Erlich

I. The workshops focused around two different forms of transition: One where the indigenous community's intergrated pattern of human behavior (custom, beliefs, etc.) is no longer static or stable but is abruptly and forcibly changed by outside influences. The second form is where an individual willfully leaves a familiar community for one that is strange and unfamiliar.

The sessions were designed to impart the following:

1. Although the two definitions above are to be elaborated upon, it must be emphasized that transition is a constant occurrence, (e.g., from being a single person to that of being married) and should not be feared.
2. It is critical that an individual knows him/herself so that the "strangeness" of a different surrounding does not threaten his or her identity.
3. Identifying resources for support will help in coping through the transition period.
4. Racism is an unavoidable ingredient in the transitions discussed herein. It is important to know how to constructively deal with it.
5. Sensitivity and open communications are important when a family is involved in the transition.
6. Not everyone involved in the workshop will be confronted by the latter definition of transition, however, it can be expected that a person or persons in a close relationship will make such a move. Therefore, it is important to have an awareness of this so that some help can be provided when needed.

The two groups indicated interest and understanding of the topic by active discussion and identifying problems with transition. Alcohol and its related problems was conceived as a harmful method of transition.

II. There are two different transitions. One is when you live in your hometown and a different culture moves in. The other is when you physically move to another town. Both have their problems and good things.

The reason for this class is so we can pass our knowledge to our relatives and children who want to move and:

1. So many of us from the villages ended up in the gutter, or being harmed in some way. We all have to pass from one stage of life to another, no matter what. We are what we are, be proud of it!
2. The 13th Regional Corporation does meet. There are many Indian organizations that can help you get used to life in the big city. It's easy to use the police for good things, as well as bad. There will always be racism, no matter what. It can be helped by meeting with the school board and such.
3. Many people take the best of two cultures. There are others who make the transition harmful to themselves.
4. The values you have will be passed on to your kids. We have a choice we can make about how we make our transition. We can make the most of it or be mad at the whole system, or you can be embarrassed because you're from a different culture.
5. You have to come to a point where we can't put off learning the old ways of our culture because by the time we want to learn they will already have been gone.

We have the right to have our history remembered. When we are young mothers is when we should learn the Eskimo way of things.

IV. RESOLUTIONS

The Native Women of NANA and the Kotzebue Women's Crisis Project wrote a joint proposal for the first annual women's convention called "Piqatigiich" The following resolutions were passed at the convention by the delegation unanimously.

RESOLUTION # 1

- WHEREAS: Life in the NANA Region is daily becoming more complex; and,
- WHEREAS: Communication problems within this region are extremely numerous and serious because of the clash between different cultural values, standards, and expectations; and,
- WHEREAS: Traditionally, people in this region are taught not to "talk back" and this teaching makes it extremely difficult for people to verbally express their feelings, wants and desires and exercise their rights and thus complicates their lives further; and,
- WHEREAS: People can be shown how to express their feelings and ideas without violating the rights of others through Assertiveness and Communication Skills Training provided to all interested people throughout the region; now,
- THEREFORE: The delegates of the NANA Regional Women's Conference "Piqatigiich" request the Maniilaq Association Human Services Division to seek the means and support to provide Assertiveness and Communication Skills Training to all interested people throughout the Region.

RESOLUTION # 2

- WHEREAS: Residents of the villages are frequently interrelated; and,
- WHEREAS: Close family relationships make it difficult for Village Public Safety Officers to enforce laws impartially; now,
- THEREFORE: The Delegates to the NANA Regional Women's Conference "Piqatigiich", although mindful of the fact that this may take employment from the village, recommends that City Councils hire Village Public Safety Officers from other villages in the region; and,
- FURTHERMORE: We ask the City Councils to encourage their law enforcement personnel to be more aware of and sensitive to the problems of intrafamily violence.

RESOLUTION # 3

- WHEREAS: There is a high incidence of rape and other sexual assault in the villages of the NANA region; and,
- WHEREAS: Immediate medical attention is necessary for all victims of rape and sexual assault and for proper collection of evidence needed for later trial and conviction; and,
- WHEREAS: Inclement weather and irregular airflights frequently prevent timely travel into the Public Health Hospital at Kotzebue; and,
- WHEREAS: The Community Health Aides are often the first and only health professionals who provide medical attention to victims of rape and sexual assault; now,
- THEREFORE: The Delegates to the NANA Regional Women's Conference "Piqatigiich" ask Maniilaq Association to instruct all Community Health Aides in the techniques of administering a rape examination; and,
- FURTHERMORE: The Delegates to the NANA Regional Women's Conference ask Maniilaq Association to stock all village Health Clinics with "rape kits" to provide for collection of the proper physical evidence necessary for the arrest and conviction of perpetrators of sexual assault.

RESOLUTION # 4

- WHEREAS: Women in the villages are frequently victims of domestic violence and sexual assault; and,
- WHEREAS: There are no shelters or safe places for women in the village; and,
- WHEREAS: Women in the villages need a safe place to run to when they are afraid to stay at home or when they have been sexually assaulted; now,
- THEREFORE: The Delegates to the NANA Regional Women's Conference "Piqatigiich" ask Maniilaq Association to provide funds and other necessary support to the Women's Crisis Project in order to establish at least two (2) safe homes in every village in the region.

RESOLUTION # 5

- WHEREAS: A vital link in the prevention of domestic violence and sexual assault and in the protection of our lives and property are the Village Public Safety Officers; and,
- WHEREAS: The Village Public Safety Officers must be properly trained to function effectively and safely within our communities; and,
- WHEREAS: Currently Village Public Safety Officers must frequently wait long periods for adequate and necessary training which is only available outside our region; now,
- THEREFORE: The Delegates of the NANA Regional Women's Conference "Piqatigiich" encourage the Northwest Arctic School District to institute a vocational program to train Village Public Safety Officers and Peace Officers on a regular and frequent basis.

RESOLUTION # 10

- WHEREAS: The Inupiat language was prohibited to be spoken in schools for a generation of people; and,
- WHEREAS: The number of elders who know best the Inupiat language and heritage is diminishing; and,
- WHEREAS: Cultural identity is important to today's young people and for generations to come; now,
- THEREFORE: The Delegates of the NANA Regional Women's Conference "Piqatigiich" request that all families in the NANA Region make an effort to learn Inupiaq and speak Inupiaq at home; and,
- FURTHERMORE: We request that Inupiaq skills and traditions be taught to young parents and their children by their elders.

RESOLUTION #11

- WHEREAS: The purpose of the NANA Regional Women's Conference "Piqatigiich" is sharing common concerns and working together; and,
- WHEREAS: The concerns and recommendations discussed at the Women's Conference were not fully addressed due to time constraints; and,
- WHEREAS: It is important that village women provide input and follow-up on recommendations and resolutions; and,
- WHEREAS: Travel and living expenses necessary to bring women together for this work are costly; now,
- THEREFORE: The Delegates of the NANA Regional Women's Conference "Piqatigiich" request the Alaska Commission on the Status of Women for support in seeking funds that will enable village women to come together to continue to work and follow-up the recommendations and resolutions; and,
- FURTHER: We respectfully request Senator Frank Ferguson and Representative Al Adams for their support in providing funds to the Commission on the Status of Women for follow-up to the 1981 Women's Conference and for future conferences for women in the NANA Region.
- NOW THEREFORE BE IT RESOLVED: That the NANA Regional Women's Conference "Piqatigiich" delation passed unanimously RESOLUTIONS # 1 to 11 on October 3, 1981 at Kotzebue, Alaska.

ATTEST:

Eva S. Kowunna
EVA B. KOWUNNA, SECRETARY
NATIVE WOMEN OF NANA

Dorothy McDowell
DOROTHY McDOWELL, DIRECTOR
KOTZEBUE WOMEN'S CRISIS PROJECT

DATE:

10/3/81

Aketer Jepsen
AKETER JEPSON, PRESIDENT
NATIVE WOMEN OF NANA

V. CONFERENCE AGENDA

OCTOBER 1 - THURSDAY

9:00 - General Assembly of all Participants
Guest Speakers:

- * Teresa Sockpealuk-Perry, Shaktoolik, Ak.
- * June Nelson, Kotzebue, Ak.
- * Pauline Harvey, Noorvik, Ak.
- * Della Keats, Kotzebue, Ak.

10:30 - Workshops:

- * Assertiveness Training/Leadership Training
- * Banking for Women
- * Traditional Health for Women

12:00 - NOON LUNCH BREAK

2:00 - Workshops: Same as morning

3:30 - Workshops: Same as morning

5:00 - SUPPER BREAK

7:00 - Evening Activities:

- * Informal Sharing
- * Recipe Exchange
- * Pattern Exchange
- * Eskimo Stories about Women
- * Assertiveness Training (fee \$25)

V. CONFERENCE AGENDA

- OCTOBER 2 - FRIDAY
- 9:00 - General Assembly of all Participants.
Reports from Thursday Workshops.
- 10:30 - Workshops:
- * Violence Against Women
 - * Family Life Planning
 - * Being a Single Parent and Working Mother
- 12:00 - NOON LUNCH BREAK
- 2:00 - Workshops: Same as morning
- 3:30 - Workshops: Same as morning
- 5:00 - SUPPER BREAK
- 7:00 - Evening Activities:
- * Museum Show
 - * Eskimo Dancing

V. CONFERENCE AGENDA

OCTOBER 3 - SATURDAY

9:00 - General Assembly of all Participants.
Reports from Friday Workshops.

10:30 - Workshops:

- * Traditional Role of Women
- * Women in Transition
- * Concerns with Childcare

12:00 - NOON LUNCH BREAK

2:00 - Workshops: Same as morning

3:30 - Workshops: Same as morning

6:00 - POTLUCK/FFAST

7:00 - Evening Activities:

- * General Assembly of all Participants
- * Reports from Saturday Workshops
- * Evaluations and Resolutions Completed
- * Identifying Women Leaders

VI. CLOSING REMARKS

Aarrigaa Tailuu! Piqatigiichsetta!

(Translation: It is very good, thank you! Let us share and work together.) That was our theme for our first regional women's conference. We would like to acknowledge the following for all their help and contributions that made our conference a success:

All our elders for their guidance.

Kotzebue Women's Crisis Project.

Kotzebue Senior Citizen Center.

Maniilaq Association.

Alaska Commission on the Status of Women.

Kotzebue Broadcasting Inc.

Local Businesses that made it possible to publish our brochure.

Northwest Arctic School District.

Native Women of NANA.

NANA Regional Corporation.

and, especially to all the unnamed participants that attended and/or contributed to the conference. Unfortunately, we were unable to get reports from all the workshops. If you have any questions or comments you can contact Skeeter Jepson at Maniilaq Association, Box 256, Kotzebue, Alaska 99752.

A feeling of self-awareness and accomplishment, as well as a togetherness, was felt by all the women at the closing of our conference. Quoting one of our elders "We are all sisters helping sisters".

FINAL REPORT PRESENTED
TO THE
ALASKA COMMISSION ON THE STATUS OF WOMEN

STATUS AND PROBLEMS
OF THE
ASIAN-AMERICAN WOMEN IN ALASKA
NOVEMBER 30, 1980

PRESENTED BY:
YOSHIKO OKAMOTO

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INTRODUCTION

A six-member steering committee applied to the Alaska Commission on the Status of Women for monies to run a conference on Asian-American Women in Alaska. The steering committee members were Yoshiko Okamoto, chair, Fei Yen Harding, Marilyn Keiko Motonaga, Sook Hee An, Tohsook P. Chang, and Yvonne Wu Goldsmith.

In organizing this conference on the status of Asian-American women in Alaska, we experienced two major hurdles:

(1) Just who are Asian women? Do we include all non-white peoples on and around the Eurasian continent and Southeast Asia? Impossible. We decided to make a modest start with a clear limitation of scope. We focused our attention on the three Asian national groups: Chinese, Korean, and Japanese. They are geographically grouped together as East Asia. These three nations have traditionally shared the common religious heritage of Buddhism and the common writing system based on the Chinese ideograph.

(2) There is a universal resistance to the idea of holding a public hearing by most Asian and Asian-American women. They do not want to discuss their problems in a public forum. It is not at all difficult to understand the cause for such negative reaction when we view the long history of discrimination--particularly the wartime memory of forced relocation of the West Coast Japanese-Americans. All this has caused the Asian-Americans to combine their old world's conservative attitude in life with a new instinct that "speaking out" is often akin to "troublemaking." The best thing to do is keep silent and work hard. Indeed the steering committee's view was that such a formal hearing would not draw a crowd larger than can be counted on one's fingers. Our steering committee finally decided (after discussions with the Commission's executive director, Lynne Woods) to do away with all public meetings. Instead, we held much more informal, smaller, and private gatherings as a means of obtaining raw data on Asian-American women in Alaska.

Now then, the task before us was summed up as follows:

1. Draw an articulate and qualitative perspective on the present status and conditions of Asian-American women in Alaska by focusing on the three East Asian peoples, Chinese, Korean and Japanese.
2. Attempt to identify their salient problems within the present socio-cultural and institutional context of our society, and develop a suitable method of analysis.

3. Develop a blueprint of projects which will address the roots of these problems, define the goals to be accomplished, and project the suggested methods by which to reach them.

We have worked to accomplish our objectives in these three areas and feel reasonably satisfied with the results presented in this report.

CHAPTER I

DISCUSSION ON METHODOLOGYSection One: Structures of the Ethnic Population in Question.

The Chinese, the Korean, and the Japanese, (whether born Americans, naturalized citizens, immigrants, or resident business representatives on tour of duty) tend to live in three respective, and distinctively different patterns in Alaska.

This is not caused by reasons peculiar to the culture of each people, but rather by the circumstances which brought them to the United States and to Alaska in more recent years.

The qualitative characteristics and the occupational patterns of each ethnic group dictated us to use different methods of communication with them.

1. OUR COMMUNICATION WITH THE CHINESE POPULATION:

The Chinese-Americans are generally well educated, born-American citizens. They are the smallest of the three groups (a few hundred) and most live in Anchorage and Fairbanks. Having acculturated themselves into the mainstream American society even before coming to Alaska, they are usually much less discernible except for the ubiquitous Chinese restaurants which are generally operated by the first-generation Chinese and their kin. Outside the restaurant trade most Chinese-Americans are in high-paying professional occupations, government service, or other private businesses. They live a quiet, undisturbed life of a nucleus family and seem to have little problem adjusting to American society at this time. Besides, whatever problems they might still have, their old tradition of mutual help within the Chinese community seems to fortify this apparent tranquility.

We have been able to establish contact with people in the restaurant trade, medical profession, government service, and education without any problem; they participated in our project as active individuals, not as a group.

2. OUR COMMUNICATION WITH THE KOREAN POPULATION:

The past decade has shown a steady increase of Korean immigrants in the United States, including Alaska. In 1960, the Chinese were the largest group in Alaska with a few hundred; a few Japanese and very few Koreans lived here. By 1970, the Japanese population in Alaska exceeded the Chinese. Several hundred Japanese were living and doing business in Alaska. During the 1970's, the Korean population surpassed the Japanese. In 1980, the semiofficial Korean population is 2,000.

Undoubtedly, the majority of these late-coming Koreans have had a difficult time finding jobs because most cannot speak English and are without other special skills for easing the pains of transition. The large majority of them eventually found their way into the unskilled labor market, i.e., janitorial and custodial work. The peculiar structure of the Korean Alaskan population is that in addition to those in the unskilled job market we find a small number of individual Koreans active in various professional, business, educational and other skilled technical fields. The lack of comparable opportunities in Korea is often cited as a reason for their immigration to the United States. Whatever the reason, these well-educated Koreans tend to provide a natural leadership for the Korean community (although they tend to splinter into competing subgroups). We attempted to communicate directly with the rank-and-file Korean women residing in Anchorage by sending flyers asking for their response. The result was near-zero reply. Then, we reached out and developed a preliminary working relationship with the select representatives of the professional, or otherwise well-situated, already acculturated Koreans as the spokesmen of the "silent" majority Korean immigrants. We were unable to entice any significant number of them to our meetings.

It is obvious that the large number of unskilled Korean workers and their families presents considerable social and family problems. Their educated leaders are concerned about how solutions can be found-primarily within the Korean community.

3. OUR COMMUNICATION WITH THE JAPANESE POPULATION:

There have been relatively few Japanese immigrants to the United States in recent decades. The mainstream Japanese population increase has been that of businessmen and their families taking up residence for a limited period of time. Of this "trade" category, the largest group is the employees of Japan Airlines; they account for approximately 250 to 300, while another 100 or so are spread among several other Japanese business firms. In addition, there is a relatively small number of Japanese in the professional category like their Korean counterparts; also, a small but significant number of Japanese-Americans and permanent immigrants (a few hundred) are in a variety of semiprofessional and technical occupations.

Thus, the Japanese population in Alaska is unique in that the predominant subgroup (the Japanese corporate segment) is not really the integral part of the American society. They represent the Japanese industry and are stationed here for a limited period of time; nevertheless, their children are enrolled in the Alaska public school system and experience the same acculturation as that of the permanent immigrants' children.

Once integrated far enough into our system of education and social life, there is a natural tendency for some of these children to want to come back to American society at a later date; but, most go back to Japan with their parents to stay.

We experienced some resistance from the Japanese corporate segment (as we did from the Japanese-Americans for different reasons already cited) to participate in a public meeting as individuals. They preferred to speak anonymously or through their spokespersons, i.e., the wives of their husbands' superiors in respective Japanese companies.

There would have been little participation if we insisted on public meetings; however, by going along with the Japanese channel of communication, we were able to obtain letter-reports by individuals and groups written in Japanese.

Section Two: Immigrants and Acculturation in Historical Perspective

In spite of the differences in their population structures, the Chinese, Korean, and Japanese immigrants do share the problem of acculturation. All immigrants from Asia experience essentially the same process of having their old values and norms rejected and a new life-style imposed upon them in the early stages of their struggle.

What historians call the "Melting Pot" for the Anglo-European immigrants is not exactly true for the less fortunate Asians. When one's cultural heritage is essentially denied, one's identity and sense of belonging destroyed, one is left a deprived and uprooted member of the society, feeling entrapped in a hostile environment. Thus, a deprived person has relatively little to contribute to his society. Whether it worked well for the Asians or not, we feel this concept of the melting pot is a viable representation of the positive and productive interactions among divergent races and cultures in our nation throughout the past few centuries. We would like to believe that this concept still remains a valid and viable one in our time-especially for the Asians. If we make it work for the Asians just as it worked for the Anglo-European immigrants, we can use it as a means to find and create our own place in the mainstream American society; thus becoming its proud and competent members.

Section Three: Redefinition of the Melting Pot Concept

POSITIVE ACCULTURATION: The process of "Melting" is one of acculturation in the positive sense. It is a process of one culture losing its original identity by "melting" into another, i.e., enriching and broadening it by adding new values and dimensions. In the melting process the immigrant (who is the carrier of the melting culture) is bound to feel proud and happy to become part of the new synthesized culture (America) because she has made positive contributions from her old world to the new. She can rightfully feel the new society is indeed partly hers.

These new citizens and their descendants are likely to become willing and productive members of the society they helped create.

NEGATIVE ACCULTURATION: On the other hand, if the actual process of acculturation is not a positive one, it often results in a tragic and painful loss of the values that had bound the immigrants' families together, i.e., self-identity, self-confidence, and above all, parental authority. Under such adverse conditions, the ground is ready for the next generation of Asian-Americans to grow up isolated, uprooted, and lonely. These minority citizens will feel confused and uncertain about themselves, and negative about (if not ashamed of) their own parents' cultural backgrounds. It is not difficult to see why these people can fall short of being full productive members of the society. This is not what was meant by the melting pot in our history.

Section Four: Immigrants' Family Unit as the Essential Element of the Melting Pot Mechanism

In theory, an immigrant family (parents, children, sometimes grandparents, uncles, or in-laws) is the likely place in which the most important chemistry of synthesis of cultures takes place on a personal level. This is where parents transmit cultural values and life norms to their children, which often results in clashes with the new values and life-style the children bring in from the outside world.

Indeed, the interaction between the children (U.S.-born Asian-Americans) and the outside world (dominant American society) will happen and comes to them through school and neighborhood contacts. It traps them in personal value confrontation at home where they normally need parental reassurance and encouragement. In this family situation the parents are the givers of the old heritage and the children are the receivers/synthesizers of the old and the new. Through this process of often painful self-adjustment, the children must seek out their own new self-identity as Asian-Americans. This results in (1) some being proud of, (2) some indifferent to, and (3) still others negative about their Asian heritage. Needless to say, the same process also produces (1) happy parents, (2) confused ones, and (3) some frustrated and unhappy ones. Given the East-Asian pattern of family life, the role of mother in this value interaction with her children is profoundly important; it is almost the key to the successful functioning of the melting pot mechanism.

The four sections in this chapter identified the frame of reference we used in our analysis in this report. In Chapter Two we will venture our own interpretation of the tape transcripts of the meetings held in Anchorage in October, and Fairbanks in November, 1980. Yoshiko Okamoto, the chairperson of the steering committee, is responsible for the interpretation of, and quotations from, the original transcripts.

CHAPTER II

QUALITATIVE PERSPECTIVE: A PRELIMINARY

ATTEMPT OF PROBLEM IDENTIFICATION

To discuss the status of Asian-American women in Alaska, we will not repeat the often used familiar approach in the analysis of so-called women's problems in recent years. These points have been well taken in the past by many reports prepared for the Commission; it is self-evident that Asian-American women share the same problems of most American women today, i.e., education, day care, battering, employment, alcoholism, single parenthood, etc.

Throughout the two main conferences (in Anchorage and Fairbanks) and smaller "home" meetings, the following topics emerged most frequently among Alaska's Asian-American women.

1. Language Problems: The largest percentage of the Asian-Americans living in Alaska are the Korean immigrants and their families totaling approx-

imately 2,000. This is more than twice the number of all other Asians, i.e., 500 Japanese, 200 Chinese, and various splinter groups. Most of these 2,000 Koreans have arrived in the U.S. in the past decade. They have a variety of problems, many of which stem directly from their lack of English proficiency.

Most of the wives and children of the Japanese businessmen stationed in Alaska share a similar language problem although they are situated differently in the socio-economic viewpoint (see Chapter III, Section 3). In both cases, these women come in contact with Alaska's Basic Adult Education and Bilingual programs at some point. Many of the participants in our conferences expressed the opinion that, "We have this bilingual education program to accommodate the problem, but it's not enough."¹

Participants also stated, "Money is a problem," and the teachers are often not "certified."² They are mostly underpaid Asian-American women. Because of the unusual language skill requirement, the available teachers are often without college degrees which keeps their status and pay scale at a low level. Some said, "They should have some kind of program which will give them (teachers) the same status as other regular teachers."³ For most Japanese and Korean families, the predominant language at home is their own. The mothers are often too busy and/or too old to learn English quickly so as to maintain good communication with their children. Under these circumstances, the children's rapid advance at school often creates both a language and a culture gap between mother and children, disrupting in-family communication and harmony. Ideas were suggested by the conference participants to overcome this frustration. Almost everyone recognized that, "There is a lot of room for improvement, and the more effective vehicle is some sort of "language training center."⁴ It should be specially noted that these Asian mothers placed a special stress on the clear realization that the problem is not just language, i.e., attention should be given to the cultural conflict and family dislocation as part of the same problem.⁴

It seems that the conference participants recognize the usefulness of the State's bilingual program but also see the need to have a community cultural center to cope with their transition problems. This is especially true for the Korean immigrants.

2. Women and the Problem of Generation Gap: The following categories exist according to family and social circumstances:

- 1) Immigrant mother without child.
- 2) Immigrant mother with foreign-born child(ren).
- 3) Immigrant mother with U.S.-born child(ren).
- 4) U.S.-born mother without child.
- 5) U.S.-born mother with child(ren).
- 6) Single women/Single mother.
- 7) Daughter of immigrant.

The great majority (nearly two-thirds) of Asian-American women in Alaska fall under categories 2 and 3; namely, the young Korean couple

with small children.

We will attempt to identify the problems confronting this group of Asian-Americans. Essentially the same thing applies to the young Japanese couple with children but to a much lesser degree. Between the Koreans and the Japanese, the sum of categories 2 and 3 is as high as 2,300 Asians and Asian-Americans out of the approximate total of 3,000 in the State. We feel, therefore, that their problems should be given our serious attention as the high-priority subject for all Asian-American women in Alaska.

It is indeed, on this subgroup that we had postulated the basic justification of using the concept of the melting pot as the pragmatic tool of analysis in defining the transitional process of Asian-American women in the sometimes rough sea of acculturation.

The definition of the nucleus family (described in Chapter I, Section 4) applies to all Asian immigrant families of categories 2 and 3.

Another important factor of the Asian immigrant family is marital status, i.e., whether an Asian-American woman is married to an Asian or Caucasian. In the first case, the wedlock tends to preserve, if to a diminishing degree, the traditional Asian relationship of man and his wife, and therefore, the norms of the traditional family life that apply to every one of its members. In the second case, the wedlock with a Caucasian husband may create a considerable degree of intercultural tension between husband and wife which is likely to produce an impact on their children relating to racial identity, sense of belonging, and, in the end, confidence in themselves.

Our view of the transcript quotations follows:

A. CASE OF JAPANESE IMMIGRANT MOTHER WITH A DAUGHTER (Category 2)

"I do know a family who are immigrants from Japan, and the father does speak English very well because he is the provider. He has to go out in the world and earn his keep. However, mother doesn't speak English very well. They have one child and when the daughter started school -- until then she was under her parents' protection -- the parents, of course, communicate with each other in Japanese only -- until she started school she always talked with her mother, she preferred to talk with her mother. However, as soon as she started school she preferred to speak with her father in English." ⁵ Thus, the English-speaking daughter begins to drift away from her mother creating a cultural generation gap. Daughter's new American values, which are bound to come with her learning of English, begin to clash with the old traditional values of her immigrant mother and, "She's going to be more often left out in the future unless she builds up her English skill." ⁶

Daughter says, "She (mother) is trying, but she is an older person than I am and it's very difficult...you never really gain the proficiency of your children. My own mother, for example, went

to night school and worked very hard, got her citizenship papers, passed the test and everything, and she speaks English as well as can be expected for someone her age.⁷

"However, there's a lot of times when you are talking in English and her English proficiency isn't up here yet. And we will be talking my mother and I--I can speak in Japanese too, but when she is talking in English I prefer to speak to her so that she can learn more English--but we are talking in English on this level and halfway through our conversation it will dawn on me that what she and I were talking about didn't meet. She is saying something and meaning something and I am saying something and meaning something else. And her English didn't quite click, so we weren't even really communicating."⁸

B. CASE OF CHINESE IMMIGRANT MOTHER WITH DAUGHTERS (Category 3)

An elderly Chinese mother, an immigrant with an advanced American education in the field of medicine said, "I have six daughters and none of them speak Chinese. The problem is, when they were little, I was working and they had a Swedish babysitter and a German babysitter, and all different kinds of foreigners babysitting, and they teach them Swedish, they understand that, they teach them German, they understand that, but they don't understand Chinese. I mean, before she goes to school, and before she goes to kindergarten, she gets everything all mixed up, German, Swedish, English, and Chinese all mixed up, so we have no other choice but to drop the Chinese. So, this is a sad story... she (my daughter) writes home and says, 'Mother, I am sorry I didn't learn Chinese...,' but it's too late then."⁹

Again, a cultural generation gap. Another participant observed, "As long as you are in an American environment, when you have children the other language is going to be very hard to maintain because English will be the primary language and they are exposed to it in school. Their friends or their peers will be speaking English. It's tough to teach them the other."¹⁰

C. CASE OF A SECOND-GENERATION CHINESE WITH AN IMMIGRANT MOTHER (Category 7)

Referring to the same cultural gap, she says, "I can understand the conflict between what you are being taught at home and at school. And that there are personality and behavioral, meaning psychological transitions and problems that we are not aware of. And as a child, they are having difficulties coping. I think this will continue on into their adolescence and young adulthood, and even through their adult years, because of the importance of parents in an Asian-American life. This is in conflict with those choices that you have to make on an individual basis, being an American. Because in America, the individual choice and freedom is much stronger

than having parental approval. And I think that will continue through a person's life." 11

D. CASE OF A KOREAN MOTHER MARRIED TO A CAUCASIAN HUSBAND

We have not been able to establish a good contact directly with the Korean women married to white American husbands in Fairbanks; however, many remarks have been made by those other Korean women who should know what's going on. They say, "Many Korean women in this town have American husbands. And they have not only an individual level of conflict, they have also different cultural backgrounds and they are having some kind of struggle you know, to live with a strange person all your life...it seems like they have, in general, kind of a difficult time." 12

3. Question of Acculturation

After reviewing the individual cases of select Asian women's family problems, we attempted to apply our Asian concept of the melting pot as a tool with which to explain the process of acculturation of Alaska's Asian immigrant mothers and their children. Since we were unable to undertake a full field survey on the subject, we used quotations from the transcripts of our meetings.

A. MOTHERS AND CHILDREN AS THE PRINCIPAL AGENTS OF THE PROCESS OF MELTING POT

1. MOTHERS: The immigrant parents generally remain busy earning a living for their families which leaves them little time for improving their English. Thus, "Last year was the first time we had a training session. We advertised in the paper, we sent letters to schools and to the children's parents, inviting Korean parents--tutors and teachers sent those letters to Korean parents. The coverage was pretty good, I think, but participation wasn't up to expectations. Like anything else, parents always working nights, or whatever..."

"I think a lot of parents feel that they don't want to be subjected to any kind of a group meeting." 13

Such a language barrier tends to perpetuate and further intensify value conflicts between the generations--especially when the lack of acculturation by the parents turns their home into an "Asian cultural pocket" isolated from the outside world of American society. Lamenting on the lack of parent (mother) participation, one speaker said, "All of the letters that we mailed out...the representation was very, very small. We are talking about 2,000 Koreans and I don't know how many hundred Japanese, I don't know how many Chinese. With all that, the percentage right here is very, very small." 14

2. CHILDREN: The general materials used in our elementary and high school education programs (especially in social studies and history) are, for good reasons, not at all well bal-

anced from our Asian viewpoint. Thus, a Chinese mother says, "My kids come home and study all Europe and Scandinavia, but nobody studies Asia. By the time I find out, it's too late... I think the teacher can give a little advice on their ethnic group...because the kids will listen to the teacher but they will sure not listen to the parents." 15

The young students, born of Asian parents, find it hard to acquire a balanced knowledge of their own heritage and culture either at school or home. Generally, the situation is the opposite for most Caucasian children because their parents' heritage is readily identifiable with that of the American main society. This is a cultural factor for the children of elementary school age. If they are not exposed to the Asian culture and life-style during these formative years, they tend to grow up an Asian-American youth who can only think and act in accordance with the Western values and norms of conduct. One might say, "What's so wrong about your kid being all American?" No, there shouldn't be anything wrong there; but, things are bound to go wrong, certainly as soon as a child reaches school age. To illustrate this most eloquently, let us quote a statement by a Japanese mother, whose son had never seen Japan, or been a Japanese citizen.

"This wasn't any problem with him inasmuch as his own psychological self was concerned. He was very well adjusted. He was happy, a good boy, and he never realized that he was different until he went to school. When he went to school, the children, more or less, didn't really pointedly do this, but they would come up to him sometimes and say 'Hay, you're Chink,' or some other kid would say, 'Hay, you're a Jap.' And another kid would say, 'Hay, you're a foreigner.' And he would come home very confused. And he would say, 'What am I, Mother?' I would say, 'Well. Number one. You are Japanese. That's what I am, okay? Number two, however, you are, first of all, an American citizen. You have never belonged to another citizenship. That will not change..'" 16

B. HOW CAN ASIAN "MELTING POT" WORK FOR ASIANS?

Under such conditions, the interaction between these two generations of Asian-Americans takes place as the children come out and go back into this isolated cultural pocket of their family life. It is not at all difficult for us to appreciate how hard the transition is for the immigrant Asian mothers when a well-educated second generation Japanese mother and her American born son still have the identify problem cited above.

Now that we have seen a "negative" aspect of the process of acculturation, let us look at the more positive implications of the same process.

When Asian children go into the outside world, they are acting as the carrier of the values of the old Asian culture from whom other children can learn something about Asia. These same children bring new American values into their family enabling their parents to learn something about the American way of life.

The concept of melting pot can be successful in this context if both the parents and the children can somehow find the way to blend the best of the old with the new values, i.e., adding to and enriching the American culture and social life.

In our tradition the blending process of races and cultures is expected to produce an amalgam, not only different from, but also more than the simple sum of what had gone into the "Pot." In fact, this was and still is one important aspect of the historical process that underlines the advent and growth of our highly productive and resilient American society.

It has become obvious to us that our Asian model of melting pot can function well through the parents (especially mothers) and the children at the roots of the society if we can prevent the cultural gap between them from destroying the family. The melting pot function can help ease the parents' transmittal process and the children's digestion and internalization of the old world's heritage.

From this emerges the following framework of things that we must do:

- a. Immigrant parents' orientation and specialized assistance to help them better communicate with their children.
- b. Children's exposure opportunities to things Asian both as supplementary educational materials for classroom as well as after-school cultural projects.
- c. Civic projects which will provide support to both the Asian parents and their children through the transition period.

We see that mothers and their children play a major role in influencing the direction of this crucial interaction which significantly determines which basic elements of both the new and old cultures may or may not be available (and in what manner) to the children for their own independent, if mostly subconscious, internalization through a long period of adoption, application, selection, and slow but productive hybridization.

This particular process of interaction must be given our further analytical light, but due to the scope and limitations of this project we decided to postpone it until we can obtain separate funds.

In the implementation of our Chapter III recommendations, we consider it an important prerequisite to undertake this study so that the actual "project designs" are in tune with the realities of the lives of immigrant Asian-American women and their families.

CHAPTER III

AREAS WE CAN HELP IN THE FUTURE

1. HELPING IMMIGRANT MOTHERS GET BETTER PREPARED TO COPE WITH THE ACCULTURATION AND CHILD REARING PROBLEMS

A. ASIAN COMMUNITY CULTURAL CENTER

The Center should function as a specialized employment security and placement service with bilingual persons helping immigrants.

The Center should function as a language training and culture study facility for the first-and second-generation Asian-Americans. This service can (1) provide supplementary language courses for Asian-American students that the public school system cannot provide and (2) maintain a well-stocked supplementary Asian studies library.

The Center should have facilities for meetings and multi-language conferences. After all, this Center must be a "home away from home" for the immigrant parents who would otherwise stay home within their cultural pockets. This halfway home for the Asians cannot be a wasted effort because, "Parents, really, have to take that responsibility...to teach their children to have pride (in their ethno-cultural tradition)," but, at present, this is "Something that not all parents are...equipped, or aware enough to do for their children." 17

This type of project is so highly specialized along ethno-cultural lines that it appears as if there must be a center for the Koreans, another for the Chinese, and still other for the Japanese. For this reason, it will be difficult to obtain government funds for the project. Instead, the initiatives of the local ethnic groups and the supportive involvement by interested private foundations might be more practical.

B. AN ASIAN PARENT-STUDENT ASSOCIATION

The Association is envisioned as a group of educated, aware, active parents and students willing to help. The primary projects should be ones that will help the Asian children in public schools become more aware of their own ethno-cultural heritage.

The Association's activities should include (1) an independent review of the school textbooks and supplementary materials and, (2) recommendations for improvement. The objective is to find the kind of bal-

anced education we can help provide our children between the public school system and the Asian Community Cultural Center.

The Association can develop and administer a number of special projects, i.e., seminars, sporting events, educational movies, and other recreational activities. Many of these can be co-sponsored by the Cultural Center.

The Association could develop and sponsor an Asian-American exchange-student program. Select Asian-American students from Alaska could visit their old countries for study and observation while students from the Asian countries could visit Alaska.

All these suggested activities are to be participated in by the Asian-American parents and their children whenever and wherever possible. The school administration and the teachers should also be asked to participate.

Useful supplementary educational materials for general use in the classroom should be provided in order to rectify obvious imbalances and factual errors found in current textbooks.

2. HELPING ASIAN-AMERICAN WOMEN MARRIED TO CAUCASIAN HUSBANDS

During our meetings, participants asked if there were some identifiable problems peculiar to those Asian-American women married to Caucasians. We think there are and some of the participants' remarks follow:

A Japanese woman married to a Caucasian American stated, "I have just recently had an experience where someone I trusted and respected told quite a few people in a group that back in Japan those girls who married foreigners have no place, they're outcasts, they have no respect. I'm not considered--I don't exist. In other words, I'm an outcast. I never really personally felt that way, but that was the way he put it and then it was pouring cold water on my spine. It was very eye-opening experience in a negative way." 18

A Korean woman married to a Caucasian American stated, "They (children) don't fully belong to the Korean or the Japanese community, neither do they belong wholly to the American community. They are very lonely people--they might mingle with Koreans, yes in our case--and they do not mingle with Americans. They're lonely kids also. We face these problems all the time. It is something we cannot help, but the problem is there." 19

We think an Asian woman's choice of marriage partner is a personal decision; however, as stated in the above examples, when children are involved, it suddenly becomes an important problem for all Asian-American women in Alaska. These half blood Asian-American children face the same kind of problems as their full blood brothers.

A Filipino mother says, "And how am I to label them? A lot of times it is hard and they, themselves, don't know. They don't worry about it, fortunately, because I have never...when I'm talking, I always say I have four Filipino children. They are my kids. My husband can say they are white, or whatever (he likes)." 20

A Japanese mother says, "I cannot very well say I have two Japanese children because in many ways I have to say they are more white than Asian. In the first place, they don't speak the language. And I'm more accommodating to white culture than he is to mine... I am living here and raising American children; but, then I don't want our children to be unaware of, or ashamed of, my culture. And they are not. That is really a difficult problem to cope with..."

These half blood children do have essentially the same melting pot destiny before them; they suffer from the same identity and sense-of-belonging problems. Some of these children could grow up better equipped to play the creator of a new synthesis of both parents' heritage; they have the same potential to make a rich contribution to our society.

3. HELPING THE JAPANESE BUSINESS FAMILIES WHOSE CHILDREN ARE ENROLLED IN AMERICAN PUBLIC SCHOOLS

The Japanese business families stationed in Alaska do represent a rather unusual set of problems.

First of all, the parents are not immigrants and in most cases will return to Japan after their tour of duty. Their children, however, are placed in our public schools and are exposed to the same social and cultural environment of other Asian-American children.

Within a year or so, most of these small Japanese children become well acculturated; but, they start developing a different set of problems, i.e., forgetting the Japanese language, lagging too far behind in their Japanese school work, not communicating well with their parents, and often surprising them by adopting strange new customs.

So, a typical Japanese business family seems to resemble that of an immigrant family in the process of readjustment; however, this Japanese family adapts and changes by taking home to Japan American things as their personal contribution of western culture on the contemporary Japanese life-style.

In this sense, we feel that public funds expended for specialized educational programs like the bilingual education program in public schools are funds well spent in the interest of America.

Further improvement should be sought, particularly by means of citizens' volunteer participation; in providing more assistance to these Japanese families so that they can enjoy the best opportunity to acquire correct knowledge about this country, its people and culture during their stay. We need them as our friends who know America well, and whose children are the friends of our own.

We have taken a rather extensive survey of the Japanese women whose children are in public schools here. The following summation seems to bear out our above conclusion.

A. Generally speaking, of the 11 personal and group reports we received from the Japan Airlines' employees' families (mothers' writing), ten openly acknowledge the practical usefulness of the bilingual program and expressed personal appreciation for the money and time expended by the American (Alaskan) government on behalf of the foreign children. One group report even expressed admiration and respect for the broad-mindedness of our education policy which makes this possible.

We can say there is unanimous agreement that the program is useful and beneficial for the Japanese students and their parents.

B. More than one mother expressed the desire to join their children in the bilingual class. They want parent-teacher conferences and personal guidance from the bilingual teachers. Most complaints seem to center around the quality of the teachers in terms of teaching ability, dedication, and their talent in keeping everybody happy and satisfied. The Japanese mothers are mostly preoccupied with the desire of having their children quickly acquire proficiency in English so that they can take the maximum advantage of the educational opportunity available to them while in Alaska. They can then return to Japan with something that will benefit them in the future.

C. Aside from the aspects discussed above, this segment of the local Japanese population seems to provide a potential source of ideas in designing some of the cultural study and awareness projects that the Asian Community Cultural Center and the Asian Parent-Student Association (or any like organization) might undertake in the future.

ADDENDUM
(Footnotes)

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FINAL REPORT PRESENTED
TO THE
ALASKA COMMISSION ON THE STATUS OF WOMEN

BETHEL REGIONAL CONFERENCE
BETHEL, ALASKA
OCTOBER 9, 10, 11, 1980

PRESENTED BY:
JACKI RHUMAN & MANY OTHER
INVOLVED PARTICIPANTS

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DEDICATION

One of the main concerns of this conference has been violence against women, and how common this violence is and how lightly it is looked upon.

This week there was a young woman, Annunciata Akaran, of Kotlik who was handcuffed and beaten to death by her husband. The husband was charged with manslaughter, not with murder. He was not only her husband but the village police officer.

There are many other women that are in the same danger.

Let us dedicate this conference to the memory of this young woman and other women who died the same violent way.

Let us work and pray together to end this needless violence. We women are the only ones that can stop this and say, "No more."

Written and Presented by:

Alice Wardlow
October 11, 1980

INTRODUCTION

A committee consisting of Christy Williams, Lucy Sparck, Jacki Rhuman, Ramona Suetopka-Duerre, and Diane Carpenter applied for and received funds from the Alaska Commission on the Status of Women and the Alaska Humanities Forum to sponsor a regional conference.

The women of the Yukon-Kuskokwim Region met together for the first time. At the First Regional Women's Conference held at the Kuskokwim Community College in Bethel, Alaska, on October 9, 10, and 11, 1980, women gathered to express their concerns and organize themselves for action.

The theme of the conference was "Having a Voice." The purpose was to give women an opportunity to discuss their problems; to learn about resources and options; to support each other in becoming more active in personal, family, and community problem-solving; and to spearhead needed action on priority issues affecting their lives.

More than 200 Native and non-Native women from more than 25 villages attended. The conference program consisted of speakers, workshops, panels and discussion groups. The following report contains the highlights of the conference proceedings: workshops, resolutions, evaluations, and follow-up activities.

This report was assembled by many people who participated in the conference. We were not able to obtain a summary of every workshop; however, a complete conference agenda is attached.

The keynote address was given by Dr. Billie Nave Masters, director of Teacher Education at the University of California, Irvine.

WORKSHOP SUMMARIES

From 15 to 60 participants attended each workshop. The discussion format was usually divided into listing problems, causes, recommendations/solutions, and resources available.

A. The Changing Roles of Men

Speaker: Keith Wiger, Director of the Male Batterers Program
Component of the AWAIC Shelter in Anchorage.

This was an exciting workshop in that it was designed specifically for male participation in the conference. Approximately 25 people participated; many were turned away because of limited space.

The speaker focused on eliciting feelings from the male participants about the changing roles of women. This was of particular importance because of the traditional roles of the Yupik culture and the rapid changes that have taken place due to the influences of the white population.

Communication skills (and how to have better communication between men and women) were addressed.

A positive outcome was that one participant suggested that there be a couples' rap group to look further into the changing roles of men and women.

B. Safety for Women

Facilitator: Jacki Rhuman, Director of Tundra Women's Coalition
(TWC)

This workshop was attended by 63 people. The format was a large group discussion, one hour information sharing, four smaller groups with facilitator, and a problem solving discussion.

A summary of recommendations:

1. Women in villages should talk about safety problems with each other and in churches.
2. More counselors (alcohol and mental health) are needed in the village. These should be provided by the Yukon Kuskokwim Health Corporation (YKHC).
3. Hold a regional workshop for village people who want to learn more about getting a shelter, and helping women who are beaten or raped.
4. Make child abuse laws known. It is everyone's responsibility to report child abuse.
5. Make it known that village women who are raped or beaten may call TWC collect (543-3456) and have their transportation cost provided to the shelter in Bethel.
6. Support your local law enforcement officer (police and public safety officers) by getting them better pay, more training and better selection process.
7. Provide support to villages who want a shelter for women who have been beaten or raped.
8. Contact village councils in this region about the problem of family violence and the resources available.
9. Conduct a workshop at this conference on how to start a shelter for women and children.
10. Write legislators about money for: shelters, sleep off centers, etc.
11. Help villages know about TWC; radio, TV, inform through newsletter.
12. Counselors should visit villages.
13. TWC should help other women who have gone through similar problems.
14. TWC counselors/advocates should visit the villages.

15. Counseling is needed for batterers.
16. Better criteria for selecting village police is necessary; backup police officers should be available.
17. Supportive groups for men are needed.
18. Encourage women to work with village police safety officers.
19. Information should be provided to churches and agencies.
20. Teacher orientations about family violence are needed.
21. Educational TV presentations are needed.
22. Solicit funding for shelters.
23. Better phone systems are needed.
24. Identify resource materials.

C. Safety for Women II: Discussion on how to go about starting shelters in villages.

Facilitator: Jacki Rhuman, Director of Tundra Women's Coalition (TWC)

This "discussion" workshop was attended by 42 people.

Discussion revolved around problems in certain villages with family beatings and abuse. Members of different villages gave their perspective on how to solve the problem. The general consensus was that some villages need a safe place for women and children because of the high incidence of abuse. It was agreed that staying in homes of other family members or friends was endangering their families' lives. These villages need a separate place which is kept safe by the village elders, village council, and village police.

For some people traveling to Bethel's shelter is an alternative. It was publicized that people could call TWC collect and have transportation provided to the shelter.

Some participants left their names as volunteer contacts for their village. A communication system is being expanded to assist village women in crisis.

Generally the workshop participants were encouraged even though the problem is enormous. There are resources available to help within their communities and from Bethel. We look towards greater coordination and a more effective system of assisting women in crisis.

A person from TWC in Bethel will visit Emmonak to assist them in their process of starting a safe shelter for abused women and children.

D. Family Law

Speaker: Michael Jefferies, Alaska Legal Services lawyer, Barrow

Panel: Dan Branch, Alaska Legal Services lawyer, Glenn Godfrey, Alaska State Trooper; Gloria Hawkins, Division of Social Services.

The Family Law workshop covered three broad areas of discussion: (1) getting married and unmarried; (2) new laws on domestic violence; and, (3) the Indian Child Welfare Act. Mr. Jefferies outlined legal facts and social issues relevant to each area and encouraged panelists and participants to comment and ask questions throughout the sessions. Panelists included representatives from Alaska Legal Services, Family and Children's Services, the Tundra Women's Coalition, and the Alaska State Troopers.

The section on marriage and divorce included a description of the legal requirements for marriage and a brief discussion on the differences between the legal and various traditional definitions of marriage. Mr. Jefferies described the recently adopted procedure for divorce when both parties agree to terms. This procedure makes it less expensive and easier to obtain a divorce than in the past. He also briefly discussed procedures used when terms of divorce must be negotiated.

The second part of the session, dealing with domestic violence, included much information on the new legislation, HR 392. Mr. Jefferies outlined how this new law better protects victims of domestic violence. Some of these points include a quicker, easier process for obtaining temporary restraining orders, child custody, medical expenses and sole use of the residence; the protection of victims not married to batterers; the possibility of getting legal help without filing for divorce; better training for law officers; and, better information for everyone involved about where to get help. There was lengthy discussion among the panelists and participants on how this new law can be used in Bethel and the villages. It was agreed that more magistrates able to administer the

laws (in particular those areas covering temporary relief) are needed in the villages. In addition, the lack of adequate police support in the villages greatly diminishes the helpfulness of the law. Sgt. Glenn Godfrey of the State Troopers described the new Public Safety Officer program--a pilot project which promises the improved quality of police in the villages. In general it was felt that HR 392 is a great improvement in basic protection of victims of domestic violence and offers a better chance for families to resolve problems. The group expressed support of the law and concern for the improvement of programs such as the Public Safety Officer. Several participants suggested that a resolution or letter be sent to the Governor and the Department of Criminal Justice expressing this view.

The last part of the workshop was spent discussing the Indian Child Welfare Act. Mr. Jefferies emphasized how the Act prevents foster care placements from undermining Native culture and explained that village traditional councils can have a strong voice in the administration of the Act. Social workers in the group described how they attempt to work with councils. Participants discussed the problem of "red tape" and the considerable delays involved in voluntary adoption--the federal law works against the traditional informal adoptive system. The attorneys present suggested that the Canadian system is better and that a simpler system would free up their time to work on other cases. The group agreed that this problem should be studied, and they recommended the present adoption system be changed.

E. Women and Health

Speaker: Della Keats

Host: Nancy Bill, Yukon Kuskokwim
Health Corporation

Della Keats, an Eskimo doctor from the Mauneluk Association inspired her audience by relating information gained by her personal experience on health care.

As an opening, Della talked of her younger years when she became involved in practicing and giving assistance to people in need of medical attention.

Learning from her own experiences and through medical books brought from school, she was able to provide health care to people in the villages. As a result, she gained the respect and trust of people to serve as their "doctor" and medical advisor.

Presently she is employed by the Mauneluk Association but her office is at home. She receives phone calls daily and sees patients at her home.

Della spoke of women as being the core of the Eskimo family; they provide the necessary services for raising the family. The services are strengthening and overwhelming. For instance, in early days, Eskimos walked barefoot on ice cakes or rivers to retrieve fish for the family.

Lastly, Della spoke of women taking care of their bodies—especially while one is pregnant or breastfeeding.

She answered questions from the audience regarding her techniques in the delivery of medical services.

F. Effects of Laws, Agencies and Institutions on Personal and Family Life

Guest Speaker: Rosita Worl, a Tlingit Indian born and raised in Southeast Alaska. She is married, has three children, received her BA from Alaska Methodist University (Anthropology), her MA from Harvard (Anthropology) and is working on her Doctorate from Harvard. Presently, she is on the University of Alaska staff at the Arctic Information Center.

Panel: Lucy Sparck, counselor at the Kuskokwim Community College and Tiny Jack, AVCP Social Services.

Host: Mini Fritts, CETA counselor at the Kuskokwim Community College

The problem of how the western world (through agencies, laws and other institutions) has changed the lives of Alaska's Native people was discussed by Ms. Worl and the 15 participants in this workshop.

The last two generations have been confused about who they are, which group of people they belong to, and how they can combine the morals or ways of life of the western society with their own culture. For instance, subsistence living versus cash economy--for centuries the people of Alaska have used the subsistence way of life. When the country was taken over by the United States government, it forced a change in their way of life. The people were not ready for it and maybe were not given a choice. Some have adapted readily; others are resistant.

G. Women and Leadership

Guest Speaker: Agnes Pete Griffith

Panel Members: Diane Carpenter, Lillian Lliaban, Mary Pavil,
Louise Charles, Tory Fries, Alice Wardlow,
Ann Calderera and Cliff Michel.

Host: Nastasia K. Markham

More than 30 people attended this workshop.

The panel discussed conflicts and possible solutions in the following areas:

- Ann Calderera discussed stereotyping of women.
- Louise Charles discussed family conflicts and leadership roles.
- Tory Fries discussed the single person's conflicts and role.
- Diane Carpenter addressed what women can offer as leaders.
- Mary Pavil and Lillian Lliaban discussed their experiences in obtaining their present positions.
- Cliff Michel discussed institutions and how some can be changed.

Discussion and questions from the audience followed each panel member's dissertation.

Some possible solutions were addressed. They are:

- Village city councils need education.
- Women's organizations should encourage leadership.
- Regional and local boards should encourage women to become active board members.
- Women should support other women.

H. The Family Problems of Women Who Work Outside the Home

Speaker: Ramona Suetopka-Duerre

Panel Members: Vicki Malone, Thecla Okitkon, Martha Jack

Recorder: Mini Fritts

Attendants: Lynne Ammer, Phyllis Morrow, Monica Murphy, Anna M. Kamkoff, Rosemary Strauss, Barbara Schuhmann, Judith Supnick, Yolanda Muhic, and Louise Charles.

Host: Nastasia K. Markham.

Many problems and issues were discussed. They include:

- overloaded responsibilities caused by raising children, household work, and working outside the home;
- 70% to 80% of domestic work is considered demeaning by others but when not done affects the whole house -- can cause some vulnerable women to have low self view of themselves;
- culture and religious beliefs allow husbands to enjoy the benefits of being served, fed and taken care of;
- mother's adjustment is sometimes traumatic because of leaving children at home--quantity versus quality time does not always work out;
- if a woman makes more money than her husband it sometimes creates a conflict;
- traveling away from home can cause husband to become jealous or worried.

Some solutions were suggested. They are:

- compromise with home and job responsibilities;
- have work distributed among family members;
- start a women's discussion group at TWC;
- include all cultural traditions in career orientations.

I. Getting the Job You Want and Getting Paid What You're Worth

Panel Members: Neil Thomas, executive director of the Alaska Human Rights Commission; Jerry Woods, Rural Office of HRC; Elizabeth Guinn formerly an employment counselor; Roy Henderson, sex equity specialist for the State Department of Education; Liz Illg, CETA Division of Community and Regional Affairs; Rose Jerrue, director of personnel at the Yukon Kusokwim Public Health Hospital.

This workshop was originally designed as a panel to raise issues of discrimination and other problems in the workplace. It ended up with most of the audience participating.

The workshop began with some individuals discussing problems they had faced. They include:

- being passed over for promotion;
- not receiving support from female supervisors;
- not being advised of possible job openings or training;
- language barriers or cultural differences between workers and employers.

The representatives from the Human Rights Commission distributed literature on human rights, discrimination, and retaliation. They also described their process of investigating complaints and negotiating settlements. This led to identifying the need for better education on basic rights and responsibilities of workers in general. The Yukon Kuskokwim Health Corporation was identified as one agency that was conscientious and could promote training and movement up a career ladder. Most participants agreed that there should be more emphasis on career education in the local school curriculum--especially in the villages. Finally, the group concluded that there needed to be a local agency that could address these concerns and serve as a clearinghouse for information and referral on issues concerning women and employment. Native Women of Calista and Tundra Women's Center were mentioned as possibilities.

J. Communication Skills

Speaker: Rosalie L'Cuyer

L'Cuyer presented a two-and-a-half hour workshop on communications skills. She gave a generalized overview of interpersonal skills, and involved participants in simple interpersonal exercises. The topics she covered included: Who am I? Do I know Me? Do others know me? Knowing myself (self-disclosure, self-acceptance, self-awareness, self-esteem, authenticity, Johari Window); expressing my ideas and feelings (own feelings, reflection, assertiveness, active listening, presence to others); accepting others (defensiveness, passivity, judgmentalism, others' needs); and finally resolving problems (dealing with conflict, problem solving, constructive confrontations). Rosalie shared some personal experiences in her interpersonal development. She emphasized her own need to continue to grow and to overcome her recognized shortcomings.

There were nine participants in one workshop. In addition, there were three Native women who did not understand English or fully comprehend the intent of the workshop. One woman, commenting in Yupik, was very outspoken, particularly on the need for people to accept, not reject, the alcoholic in the family. One participant translated for both the Natives and English speakers.

The workshop pointed out the difficulty of communicating across languages and cultures.

RESOLUTIONS

The following section contains the resolutions that were generated from many of the conference workshops. These are draft resolutions which are still in the process of being worked into tools for carrying out the goals of the conference. Some of the workshops did not choose to use the resolution format to express their discussions, so these are not representative of the entire scope of the conference. The resolutions are being used along with other conference materials by the Steering Committee to organize the follow-up actions.

RESOLUTION # 01

REGIONAL WOMEN'S CONFERENCE OF THE CALISTA REGION

BETHEL, ALASKA 99559

- WHEREAS, The First Regional Women's Conference of the Calista Region representing the 57 village entities of the Calista Region met in Bethel, Alaska, October 8, 9, 10 and 11, 1980; and,
- WHEREAS, The Regional Women's Conference of the Calista Region was funded and supported by: Alaska Commission on the Status of Women; Alaska Humanities Forum; Native Women of Calista; AVCP Social Services; and Tundra Women's Coalition; and,
- WHEREAS, Representatives of the various villages throughout the Calista Region met at the Regional Women's Conference and expressed grave concern about the alcohol and drug abuse problems experienced by the youth of this region; and,
- WHEREAS, The Regional Women's Conference is advised of the availability of approximately \$500,000 in grant funds administered by the Alaska State Council on Prevention of Alcohol and Drug Abuse, Inc., 7521 Old Seward Highway, Suite A, Anchorage, Alaska 99502;
- NOW THEREFORE BE IT RESOLVED, that the Regional Women's Conference of the Calista Region hereby requests the Alaska Council on Prevention of Alcohol and Drug Abuse, Inc., provide fair and equitable funding to the Calista Region to help combat alcoholism and drug abuse among the young people of the Calista Region; and,
- FURTHER, that said grant funding be apportioned among the various Regional School Districts of this region, specifically: the Lower Yukon School District, with headquarters in Mt. Village, Alaska; the Lower Kuskokwim School District, with headquarters in Bethel, Alaska; and, the Kuspuks School District, with headquarters in Aniak, Alaska; and,
- FURTHER, that the Regional Women's Conference of the Calista Region subscribes to the philosophy that education and preventative efforts is the best and most viable treatment and hereby requests said grant funding provided through the Alaska Council on Prevention of Alcohol and Drug Abuse, Inc. be utilized by the aforementioned regional school districts for preventative education of alcohol and drug abuse and for purposes of training and funding local residents of the various communities within the Calista Region to provide ongoing educational and other programs to prevent and combat alcohol dependency and drug abuse among the elementary and high school aged youth of the Calista Region.

RESOLUTION # 02

REGIONAL WOMEN'S CONFERENCE OF THE CALISTA REGION

BETHEL, ALASKA 99559

WHEREAS, the purpose of the Regional Women's Conference is to involve village women in identifying women's needs; and

WHEREAS, the ideas and recommendations presented at the conference are too numerous to be fully explored and followed up at the time of the conference; and

WHEREAS, it is imperative that village women be involved in follow-up on recommendations and resolutions; and

WHEREAS, travel and living expenses are required in order to bring women together for this work;

NOW THEREFORE BE IT RESOLVED that the Commission on the Status of Women seek funds that will enable village women to take part in an action committee formed to follow up on the recommendations and resolutions of the conference.

RESOLUTION # 03

REGIONAL WOMEN'S CONFERENCE OF THE CALISTA REGION

BETHEL, ALASKA 99559

WHEREAS, the Regional Women's Conference brought to light much information relevant to all women of the area; and

WHEREAS, an action committee will be working on issues after the conference; and

WHEREAS, all women in the region need to be informed about the activities of the conference and about the follow-up actions;

NOW THEREFORE BE IT RESOLVED that the Commission on the Status of Women seek funds to produce and distribute a booklet on the conference recommendations and subsequent actions by the committee.

RESOLUTION # 04

REGIONAL WOMEN'S CONFERENCE OF THE CALISTA REGION

BETHEL, ALASKA 99559

WHEREAS, there is a need to develop a communication link between women in the region; and

WHEREAS, it is the intent of this conference to share information, to identify the needs of village residents, and also to help village women develop support groups in their communities;

NOW THEREFORE BE IT RESOLVED that this conference asks the Commission on the Status of Women to seek funding to provide the villages with information and resources, thus better enabling villagers to take steps to resolve local problems, and to keep in contact with other groups in the region and state for resource sharing.

RESOLUTION # 05

REGIONAL WOMEN'S CONFERENCE OF THE CALISTA REGION

BETHEL, ALASKA 99559

WHEREAS, life in the Calista Region is daily becoming more complex; and

WHEREAS, communication problems within this region are very numerous and serious because of language and cultural differences, problems between generations, and differences in educational levels; and

WHEREAS, this region needs the leadership of village women in dealing with these and other problems;

NOW THEREFORE BE IT RESOLVED that the three regional school districts and Kuskokwim Community College, with the assistance of the Action Committee, provide workshops and courses in communications skills for individuals, couples, families, and community groups, and also in parenting, resolving conflicts, leadership skills, and cross-cultural communication.

RESOLUTION # 06

REGIONAL WOMEN'S CONFERENCE OF THE CALISTA REGION

BETHEL, ALASKA 99559

WHEREAS, the Regional Women's Conference met in Bethel, Alaska, on October 9, 10, and 11, 1980 to consider issues affecting women and their families in the Yukon-Kuskokwim Delta; and

WHEREAS, the Bethel and village women identified the problem of wills and what to do when family members die as an important problem in this region; and

WHEREAS, the Alaska Legal Services Corporation has an office in Bethel that is presently serving legal needs of people in the region including these issues; and

WHEREAS, more information and help with these issues are needed by people in Bethel and especially in villages;

NOW THEREFORE BE IT RESOLVED by the Regional Women's Conference at Bethel, Alaska, that:

1. The Alaska Legal Services Corporation and other appropriate agencies conduct public education programs to inform people in the Yukon/Kuskokwim region about wills and other necessary actions to take when family members die.
2. That the Action Committee work with the Bethel office of Alaska Legal Services Corporation, Kuskokwim Community College, and KYUK radio and television to address these concerns.

RESOLUTION # 07

REGIONAL WOMEN'S CONFERENCE OF THE CALISTA REGION

BETHEL, ALASKA 99559

WHEREAS, many single parents are required to travel on their jobs;
and

WHEREAS, many single parents incur child care costs far exceeding
the per diem allotted to them;

NOW THEREFORE BE IT RESOLVED that regional women seek to negotiate
with employers to have these additional child care costs
included under other reimbursable costs.

RESOLUTION # 08

REGIONAL WOMEN'S CONFERENCE OF THE CALISTA REGION

BETHEL, ALASKA 99559

WHEREAS, prejudices still exist about the roles and abilities of women
and Native workers; and

WHEREAS, these workers have access to few career counselors or materials
in villages; and

WHEREAS, such workers often perceive a lack of support for existence and
advancement on the job; and

WHEREAS, women and Native workers often start at low-paying jobs and
stay there;

NOW THEREFORE BE IT RESOLVED that the Tundra Drums and KYUK make a strong
effort to bring about public discussion on employment issues and
worker rights; that major local employers include career counseling
and training for upgrading all employees; that career counseling
and materials be a strong component in local school curriculum
and made available in all village schools; that Tundra Women's
Coalition and Native Women of Calista form a committee on employ-
ment issues and worker rights that would serve as an advocate,
information source, and support group for women encountering
prejudice, discrimination or other problems at the workplace.

RESOLUTION # 09

REGIONAL WOMEN'S CONFERENCE OF THE CALISTA REGION

BETHEL, ALASKA 99559

WHEREAS, women often provide the guidance and example for their families' religious life; and

WHEREAS, churches are sometimes unsupportive of certain kinds of personal choices made by women and unaware of the extent to which domestic problems affect women's lives; and

WHEREAS, some women are finding it difficult to participate in their churches because their own church demands personal choices the women cannot make;

NOW THEREFORE BE IT RESOLVED that the Action Committee work with the Bethel Clergy Conference to set up workshops for priests and ministers to deal with the problems and concerns of women.

RESOLUTION #10

REGIONAL WOMEN'S CONFERENCE OF THE CALISTA REGION

BETHEL, ALASKA 99559

WHEREAS, battering of women is a community and family problem; and

WHEREAS, the batterer is a cause of the problem; and

WHEREAS, the cycle of violence will not be broken until batterers stop hitting and beating women; and

WHEREAS, the courts often let the crime go unpunished because of the hardship on the family if the male member is put in jail;

NOW THEREFORE BE IT RESOLVED that a committee be appointed by the Action Committee of this Regional Women's Conference to organize, develop and implement a program of counseling and rehabilitation as an alternative to a jail sentence.

RESOLUTION # 11

REGIONAL WOMEN'S CONFERENCE OF THE CALISTA REGION

BETHEL, ALASKA 99559

WHEREAS, single parents share many common concerns; and

WHEREAS, there is no organization or network to share these concerns;

NOW THEREFORE BE IT RESOLVED that Bethel single parents undertake the initiation of such a network, through an organization such as Tundra Women's Coalition.

EVALUATION, RECOMMENDATIONS, AND FOLLOW-UP ACTIONS

The Steering Committee was very pleased with the overwhelming community and regional response to the conference. They feel that the success of the conference is due to the cooperation of all the individuals and organizations who supported this effort.

More than 60 Bethel homes were made available for participants. Volunteers provided transportation and child care.

The organizations which contributed financially and with in-kind services include:

- Tundra Women's Coalition
- Kuskokwim Community College
- Calista Regional Corporation
- Veterans of Foreign Wars
- Association of Village Council Presidents
- State Department of Social Services
- Yukon Kuskokwim Health Corporation
- State Department of Education
- Alaska Human Rights Commission
- KYUK, Bethel's radio and television station
- Tundra Drums

The Steering Committee made recommendations for the future. First and foremost another regional conference will be organized as a means of assessing progress and covering new issues. Funding might be found to pay a facilitator for the planning and follow-up process. Because of the enormous effort necessary to coordinate such an event, the Second Regional Women's Conference will be planned for two years hence.

Other recommendations addressed the need to provide simultaneous presentations in English and Yupik and the need for a larger meeting facility.

The large and widespread attendance reflected the concern of the region's people for women's issues.

A group of original conference Steering Committee members continue to meet to organize activities until the follow-up Action Committee, authorized by the conference participants, is formed. The events taken place to date include:

- The Tundra Women's Coalition sent a representative to Emmonak from November 17-22 in response to their request for assistance in organizing and setting up a shelter.
- Two committee members attended the Bethel Clergy Conference meeting to present the resolution directed towards this community group.
- The follow-up committee is researching funding for travel expenses for the proposed Action Committee.
- The Committee is working on a booklet to document the conference.
- A representative from the committee presented a letter addressing the need for state support for conference priorities to Lt. Gov. Terry Miller.
- Participants from the conference presented the resolutions at the AVCP convention and they were put on the agenda for the next meeting for further discussion.
- Louise Charles, a Steering Committee member, presented the resolution and a summary report of the Regional Women's Conference to the Alaska Native Women's Statewide Organization.
- Diane Carpenter, another Steering Committee member, introduced a resolution on safety for women including state support of shelters, rehabilitation programs for batterers, and support for the resolutions adopted at the Women's Conference at the annual meeting of the Alaskan Municipality League. This resolution was adopted unanimously.

The conference had far reaching effects on the Yukon Kuskokwim Delta. It gave women an opportunity to have a voice about the concerns and needs of their communities and families. A network of contact people in villages was initiated for assistance, communication and referral. The conference afforded the opportunity for involvement to a wide range of people of all ages and to many organizations; it exposed them to ideas and a process for addressing their problems. Women in this region emerged as an organized group whose concerns are important and not peripheral.

Conference Agenda

The following is a complete conference agenda. For more information on any aspect of the conference, please contact Jacki Rhuman at the Tundra Women's Coalition in Bethel, Alaska.

October 9

Welcoming Address: Gladys Jung
Keynote Address: Dr. Billie Nave Masters
"But I Wasn't Raised for the Kind of Life I'm Living"

Workshops:

- The Family Problems of Women Who Work Outside the Home
- The Changing Roles of Men in the Family
- Youth Yesterday and Today -- Changing Problems
- When Alcohol Threatens the Family

October 10

- The Effects of Agencies, Laws and Institutions on Personal and Family Life
- Getting the Job you Want and Getting Paid What You're Worth
- Women and Leadership in Community and Region
- How to Avoid Legal and Financial Problems for the Spouse Left Alone
- Family Law
- The Single Parent
- Women Caring for Themselves

October 11

- Communication Skills
- Don't Send Your Daughter to the Kitchen
- Developing Leadership Skills

Business Meeting: Resolutions and Plan of Action

FINAL REPORT PRESENTED
TO THE
ALASKA COMMISSION ON THE STATUS OF WOMEN

WOMEN AND POVERTY CONFERENCE
SEPTEMBER 26-27, 1980
ANCHORAGE, ALASKA

PRESENTED BY:
CANDACE BEERY, MARBETH JOHNS
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INTRODUCTION

Candace Beery, MarBeth Johns, Jill Landes, and Ileen Self applied to the Alaska Commission on the Status of Women for monies to run a conference on Women and Poverty. The request was granted and the conference was held on September 26-27, 1980. We felt a need to target lower income areas in order to involve women who are directly affected by poverty.

The purposes of the grant from the Alaska Commission on the Status of Women were (1) to have a conference on women and poverty; and, (2) to give a learning experience to women on how to plan, hold, and evaluate a conference. We feel that both objectives were successfully met.

SUMMARY OF CONFERENCE CONTENTS

Three series of workshops were conducted in which participants labeled problems and recommended solutions.

The first series included:

- Women and Health
- Women and Domestic Legal Issues
- Women and Welfare

The second series included:

- Women and Jobs
- Women in Institutions
- Elderly Women

The third series included:

- Child Care
- Legal Issues (Employment Discrimination)
- Women of Color

2. no provisions for care of single-parent inmates' children
 - State does not provide financial aid to people caring for incarcerated person's child unless related
 - if mother does not have friends or relatives to care for her child, she/he is given to social services, foster homes, adoption
3. medical care sparsely available
 - one doctor for four institutions
 - doctor visits once every ten days
 - little, if any, prenatal care (child is taken away when born)
4. shortage of staff and lack of staff training
 - one or two staff on duty each shift
 - no one knowledgeable in medications and/or effects of street drugs
 - few hours of on-the-job training
5. religious practices
 - clergy can come in but inmates cannot go out to church

Recommended solutions:

1. open up second floor to make more rooms
2. increase funding for those caring for inmates' children and make it available to anyone caring for the children
3. institute a medical program including two full-time nurses for dispensing medications and for handling emergencies
4. train correction officers before they begin work
5. remove Division of Corrections from under Health and Welfare
6. show support of women in prison by going to the Citizen's Advisory Committee meeting which meets the last Thursday of every month, 7:30 p.m., Ridgeview Correctional Center, 6505 Seward Highway.

II. 3. Elderly Women

The problems faced by elderly women are generally different from those faced by other women. The purpose of this workshop was to define those specific problems and to discuss potential solutions. We also hoped to increase people's understanding of those issues and to point out the ways in which we are all affected by the problems of elderly people. The problems include:

1. resource depletion
2. inflation
3. physical and/or emotional incapacity
4. women, more often than men, end up alone, i.e., on the average, women live ten years longer than men precipitating financial insecurity
5. social stereotype of aging and its psychological effects, i.e.,
 - employment limitations
 - discrimination
 - isolation from the rest of society
6. victimization

Recommended solutions:

1. a. improved social security and/or pension systems; equal benefits for women
 - b. increased job availability for the elderly
 - c. education for prevention of resource depletion, e.g., investment
 - d. co-op/congregate living, i.e., more support, less expensive
 - e. guaranteed minimum income
2. a. consumer input into decision making
 - b. less defense spending
- 3 & 4. a. more holistic approach to health care
 - b. teaching self-sufficiency to girls and boys during child rearing
 - c. greater priority on diet and nutrition by medical profession
 - d. work to dispel stigma of receiving mental health services
 - e. reduce institutionalization through better home care and use of other options
5. a. more education on understanding old age and older people
 - b. greater mix of age and youth e.g., foster grandparent program
6. adult protection programs

III. 1. Child care

This workshop was to provide a forum for discussing the problems and possible solutions of child care in Anchorage. The following were cited:

1. changing focus of Day Care Assistance Program
2. lack of parent involvement
3. inadequate means of reaching low income parents
4. no provisions for child care at hearings
5. low wages for day care employees
6. low priority for training and education of day care employees
7. low quality of care
8. no assistance for volunteers or job hunters
9. not enough Day Care Assistance Program staff
10. lack of commitment from employers about children
11. not enough classes for parents to learn parenting skills and time management
12. lack of employer sensitivity, i.e., no support system for families with children

Recommended solutions:

1. women's organizations can provide good examples
2. establish and operate child care cooperatives
3. lobby for day care
4. parents and providers work together for quality child care
5. establish child care workers union to provide input and involvement in policy making
6. explore community development corporations for funds
7. increase slots and availability of Intermission services (crisis nurseries)
8. establish provisions and alternatives for homebound children, e.g., outreach workers
9. encourage parental involvement in all day care concerns
10. bring children to public hearings, court, public meetings, etc.
11. encourage more after-school programs
12. encourage child care in the working place

III. 2. Legal Issues (Employment Discrimination)

This workshop was designed for women to discuss discrimination issues in applying for a job. The discussion centered around the following issues: (1) What kind of questions can employers ask on an application and during an interview? (2) What kind of responses can you give? (3) What is the distinction between unfair and illegal? (4) What can people do if they are illegally discriminated against?

It was noted that illegal discrimination generally occurs against members of a "protected class," i.e., sex, race, color, creed, marital status, religion, or handicap. There are four agencies in Anchorage which monitor and enforce the laws against employer discrimination:

1. State Human Rights Commission
2. State Equal Employment Opportunity Commission
3. Office of Federal Control Compliance Programs
4. Municipal Human Rights Commission

If an individual thinks she is discriminated against, write and/or call one of these agencies.

III. 3. Women of Color

The purpose of this workshop was to discuss the problems and issues which particularly affect women of color. We wanted to determine in what specific ways and areas they are oppressed and how individual and institutional discrimination keep them from solving their problems and bettering their lives. The participants conceded that, besides discrimination, their problems are often the same as other women's; they called for unity among all women. The following issues were discussed:

Education needs:

1. more Black counselors and educators
2. fewer children for each teacher
3. erase the negative perception of Black parents by the school system
4. provide financial assistance for the vocational education system to non-Natives

Employment problems:

1. lack of training programs
2. discrimination in employment because Black/female/uneducated
3. lack of women in management
4. lack of minority women on boards, commissions, etc.
5. inaccessibility to decision-making positions for Black women

Recommended solutions:

1. admit minority women into management training programs
2. contact Vicki Claymon, Office of the Governor, Pouch A, Juneau, Alaska 99811 (465-3500) to be selected for boards
3. insure that organizations recruit minorities to apply for jobs; they should provide training and educational workshops

Welfare problems:

1. the Department of Social Services needs Minority Eligibility Workers
2. social workers have poor attitudes towards recipients
3. lack of strict enforcement of child support payments to welfare mothers

Recommended solutions:

1. check State affirmative action guidelines
2. form an action committee
3. contact legislators
4. contact Health & Social Services (Commissioner Beirne)
5. contact Deputy Commissioner (Dr. Frederick McGinnis)
6. contact Health & Social Services Supervisor (Aice Guest)

Thrift Shops:

Thrift shops need a cleaning code.

Recommended solutions:

1. contact State legislators
2. contact Health Department
3. contact women's organizations
4. research laws regarding health codes and shelf life of canned goods
5. document and publicize compliance when new code is in effect
6. be conscious of labels, dates, and cleanliness

Child care problems:

1. lack of Black day care providers
2. day care too expensive
3. parents receiving aid pay more than those paying cash

CONCLUSIONS, RECOMMENDATIONS AND FOLLOW-UP ACTIONS

The first conference on Women and Poverty was attended by more than 75 women. Most of the participants were from the Anchorage area. We did not collect specific personal data, but the representation was diverse. The response to the conference was positive and enthusiastic.

We recommend the following for next year's conference:

1. Publicity should be out one month in advance for the local area; three months in advance for statewide. Make more use of TV, i.e., talk shows and PSAs.
2. More outreach should be done to make it a statewide conference with a diverse representation. Plan to use various organizations' newsletters and speaking to groups.
3. We should be more budget-conscious, i.e., plan more fund-raising events.
4. There should be more organization and coordination of personnel during the conference; different people should be assigned to specific tasks to ensure a smoother operation.
5. Time scheduling should be more precise; leave more slack time for cleanup, etc.
6. We should emphasize the importance of filling out and returning evaluation forms.
7. Workshop leaders should be better informed of our expectations.
8. More poor women should be involved in the planning of the conference.

We feel the conference was a success because of the energy exhibited, the many positive responses we received, and the enthusiasm for ongoing projects dealing with issues of women and poverty. We are definitely going to capitalize on the energy and enthusiasm and recommend that the conference be an annual event to keep the community abreast of the issue of poverty and its effects on women.

One of the most important aspects of the Women and Poverty conference is that people are taking action on the issues facing poor women today.

For instance, the women who attended the discrimination workshop are setting up a class to inform people of their job rights.

Blanche Rodriguez's talk on National Women's Employment and Education, Inc. (NWEE) generated interest in starting a program for obtaining training and good paying jobs for women on welfare. Ileen Self received many calls concerning NWEE as a result of the article in The Anchorage Times. There seem to be many women in Alaska interested in this type of program. The Coalition for Economic Justice (CEJ) supports such programs and may become involved in bringing a similar program to Alaska. We hope the Commission on the Status of Women will be strongly supportive.

The problems discussed at the conference concerning Ridgeview Women's Correctional Center continue; however, the conference had noticeable effects on Ridgeview.

Jerry Jo Ludlow and Charlene Whittaker spoke frankly about problems at Ridgeview. The Daily News article on those problems caused Jerry Jo and Charlene to lose certain public speaking freedoms. The CEJ and other agencies received correspondence after the conference concerning the public speaking issue.

A positive action happened since the conference--the problem of over-crowding will be lessened due to the opening of apartments on Ridgeview's top floor.

Also, the CEJ wants to start a support group for women on the Inside and their children. In the past the women's community of Anchorage ignored women in prison; we want to make sure this will not continue.

In summary, the conference has generated much more than just a conference. People are organizing around the issues affecting them directly or affecting incarcerated women. It is our hope that there will be continued involvement by women and the Alaska Commission on the Status of Women on the issue of women and poverty.

RECOMMENDATIONS TO THE
ALASKA COMMISSION ON THE STATUS OF WOMEN

I. HEALTH

- A. Continue support for State funded abortions and contraception.
- B. Support changes in the medicaid system to make it more usable.
- C. Support licensing of lay midwives for home births.

II. WELFARE

- A. Support a mandatory minimum client caseload/staff ratio (staff would automatically increase with caseload).
- B. Support an increased standard deduction (\$30); work incentive should be same for all (30 1/3 deduction).
- C. Support plans for a social services multi-service center with adequate parking, child care facilities, and accessibility by bus.
- D. Educate the public to erase the negative image of welfare recipients.

III. CORRECTIONS

- A. Support the establishment of a separate department for the Division of Corrections; if the Division is removed from the Department of Health and Social Services, it would be the fifth largest department.
- B. Support the establishment of a special section in the foster parent program which would enable single parent prisoners to place their children and not lose them.
- C. Support funding for (1) better correctional officer's training, and (2) more staff.
- D. Support the funding of a full medical program at Ridgeview Correctional Center.

IV. AGING

- A. Support an adult protection program for the elderly.
- B. Educate the public on negative stereotypes of aging.
- C. Support equalization of Social Security benefits for women (include homemaker as viable occupation).

V. CHILD CARE

- A. Support increased funding and scope of DCAP.
- B. Support increased availability of crisis nursery services, e.g., Intermission.
- C. Support drop-in day care centers in all public buildings, e.g., welfare office, courthouse, municipal assembly meeting.
- D. Support funding of co-op child care programs.
- E. Support before-and after-school programs.
- F. Educate businesses, etc. to provide child care at places of employment.

VI. THRIFT SHOPS

- A. Support the establishment of a cleaning code for thrift shops e.g., Salvation Army.

VII. Continue to support and keep strong the State Affirmative Action Program.

STATUS REPORT

Alaska Commission on the Status of Women

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Commission gears up for statewide women's conference

ALASKA'S WOMEN: DETERMINING OUR FUTURES



Woodcut print. Commissioning by Polly Lane of Edgewater.

March 19, 20, 21, 1982

A statewide women's conference sponsored by the Alaska Commission on the Status of Women at the Sheraton Anchorage Hotel. The conference will bring together women from all parts of the state to learn together, grow together, and express ourselves together.

For information, write the Alaska Commission on the Status of Women, 118 E. Third Street, Suite 840, Anchorage, 99501, or call 276-3001.

The January issue of STATUS REPORT has become the February issue so that it can contain the most up-to-date information on the Commission-sponsored statewide women's conference, "Alaska's Women: Determining Our Futures." The conference will be held on March 19, 20, and 21 at the Sheraton Anchorage Hotel. A registration form is included in this newsletter and should be mailed in with your \$30 registration fee and preliminary choice of workshops as soon as possible.

Conference coordinator Lucille Frey has been working diligently with an advisory committee and the Commission to put together a series of workshops, panels, guest speakers, and special projects which cover areas of interest to all women.

The committee consists of Lisa Rudd, former legislator responsible for the creation of the Commission; Rosita Worl, social anthropologist and recognized authority on Native concerns; Bettye Davis, president of North to the Future BPW and Alaska Black Leadership Conference; Jean Stassel, past president of the League of Women Voters; Marianne McNabb, member of the State Council on Domestic Violence & Sexual Assault; Lillie McGarvey, vice president of the Alaska Native Women's Statewide organization; Kay Reese, homemaker and facilitator of sex-bias in education workshops; and Ginna Brelsford, member of the international executive committee of the World Student Christian Federation, affiliated with the World Council of Churches.

Inside the newsletter. . .

You will find a conference agenda and a list of workshops and panels which is sure to make you wonder how anybody will be able to choose just a few.

Continued on page 8

Workshop Schedule

*Program is subject to change

ROUND 1
March 20
11 a.m. - Noon

ROUND 2
March 20
1:30 - 3:00 p.m.

ROUND 3
March 20
3:30 - 5:00 p.m.

ROUND 4
March 21
10:00 - 11:30 a.m.

	ROUND 1 March 20 11 a.m. - Noon	ROUND 2 March 20 1:30 - 3:00 p.m.	ROUND 3 March 20 3:30 - 5:00 p.m.	ROUND 4 March 21 10:00 - 11:30 a.m.
Mental Health	Women Centered Therapy What it is and where to find it. When you need help, how do you find it? What to expect when you go.	Women and Addictions Dealing with the chronic neglect of self in favor of alcohol, drugs, food, relationships, and other addictions. What can we do?	Making Contact: Communication is a Mirror Exploring ways to enhance self-awareness and making communication a conscious process of choosing how to relate what we mean.	Women and Anger Exploring the basis for the taboo against women's anger, and healthier options for having, feeling, and expressing our anger.
Physical Health	A New Look at Menstruation and Menopause Looking at the myths in regard to these two natural phenomena and exploring what is really true.	Our Bodies Belong to Us Examining the political and medical influences that have and will affect the physical and mental health care of women.	Women and Sexuality Feeling comfortable with our own sexuality and developing healthy attitudes in children about sexuality.	Reclaiming Our Healing Arts Women were healers in the days before we had witch hunts and a "medical profession." How can women recover that role?
	Adequate & Accessible Health Care What we need; what we'll have to do to get it.	In the Action: Women and Sports Examining the past and future of women's sports. How to approach the challenges and opportunities that lie ahead.	Wellness As a Way of Life Exploring attitudes and practices to keep you healthy in a stressful world.	
Spirituality, Creativity, Recreation	Women and the Church Women have long been the backbone of the church. As women become more aware and raise their concerns, how are churches responding?	Poetry We Wrote A poetry and prose reading session. After the panel reads, audience members are invited to share their writing.	Contemporary Women's Writing Readings and discussions of the works of contemporary women writers in Alaska and outside.	Telling Our Story How to collect women's oral history and what to do with collected interviews.
	This State Needs a Feminist Newspaper We need a woman's voice. Meet and help make it happen.	The Best of Feminist Music Listen to some, hear comments on it.	Movement and Dance and the Female Spirit Awaken and energize the female spirit through the age-old form of communication — movement.	Women's Spirituality in the New Millennium Exploring how women seek a spirituality to strengthen them in a new age.
	In Your Own Image Possibilities for new types of programming with cable TV. You can be the creator.		Nurturing the Creative Spirit Identifying some creative things to do in your leisure time.	
	Outdoors in Alaska Some of the great things a woman can do in Alaska's outdoors.			
Jobs and Finances	Power in the Business Organization Use and abuse of power. Power dynamics of the work world. Why power is necessary and how to acquire it.	Changing Work Patterns for a New Century How ideas such as comparable worth, flextime, job sharing, and public daycare will better accommodate the needs of women in the future.	Women in Subsistence Cultures Learning how legal, social, and economic pressures are causing drastic changes in traditional Native life; what it means for Native women.	Explore New Horizons with Computers Exploring what's happened in the computer world and why. New career opportunities and impact on the family. Micro-computer demonstration.
	Getting It All Together: Selling Yourself As a Winner For the woman interested in maximizing her strengths and accomplishments for a positive presentation in	Practical Money Management Handling the money you make. Includes credit ratings, mortgages, insurance, taxes, and wills. How to give	It Takes Money to Make Money Hints on investing your money — whether you have a little or a lot.	

Alaska's Women: Determining Our Futures AGENDA

March 19, Friday

- 2:00 - 4:00 p.m. Pre-conference tour of women's services in Anchorage
- 3:00 - 7:30 p.m. Registration at Sheraton Anchorage Hotel
- 5:00 - 7:30 p.m. Hospitality Rooms at the Sheraton sponsored by women's organizations
- 7:30 - 8:00 p.m. Feminist Singalong, led by the Anchorage Feminist Music Collective
- 8:00 - 8:20 p.m. Welcome address, **Barbara Schuhmann**, chairwoman, Alaska Commission on the Status of Women
- 8:20 - 9:00 p.m. Guest speaker **Ada Deer**, "Someone Else Won't Do it for You: How to Affect Change"
- 9:00 - 10:00 p.m. Hospitality Rooms open

March 20, Saturday

- 8:00 - 8:30 a.m. Registration and Continental Breakfast
- 8:30 - 9:00 a.m. Guest speaker **Lisa Rudd**, "Alaska Women's Rights: What's Happened Since 1977"
- 9:00 - 9:30 a.m. Guest speaker **Sandra Butler**, "From Reform to Re/Vision"
- 9:30 - 10:45 a.m. Brainstorming sessions: "What Do We Want for the Year 2001?"
- 11:00 - NOON Workshops: Round 1
- 12:00 - 1:30 p.m. Lunch at the Sheraton, get acquainted tables
Guest speaker **Rosita Worl**, "Alaska Women Toward 2001"
- 1:30 - 3:00 p.m. Workshops: Round 2
- 3:30 - 5:00 p.m. Workshops: Round 3
- 5:00 - 8:00 p.m. Dinner on your own
- 8:00 - ??? Celebrations: Groups on Parade. Location to be announced.

March 21, Sunday

- 7:30 - 8:00 a.m. Continental Breakfast
- 8:00 - 9:45 a.m. "How Will the Next Governor Stand on Women's Issues?"
Meet the candidates and find out
- 11:30 - 2:00 p.m. Role Model Brunch for Alaskan Women at the Sheraton
- 2:00 - 2:30 p.m. Wrap up

The Commission introduces conference guest speakers

Lisa Rudd

On Saturday, March 20 at 8:20 a.m. **Lisa Rudd**, former legislator and past member of the Alaska Human Rights Commission will present an update on the status of Alaska's women. "**Alaska Women's Rights: What's Happened Since 1977.**"

In 1976 Rudd was responsible for introducing legislation which enabled the Human Rights Commission to conduct research on the status of Alaska's Women. She was also the prime sponsor of legislation which created the Commission on the Status of Women in 1978.

In 1975 Rudd was appointed to the House seat left vacant by the death of Rep. Willard Bowman. She was elected to that seat in 1976.



Sandra Butler

Sandra Butler, author of *Conspiracy of Silence, The Trauma of Incest*, will present a keynote address, "**From Reform to Re/Vision**" on Saturday, March 20 at 9:00 a.m.

Butler is from San Francisco and will visit Alaska for the first time in March. She has her Master's degree in Psychology and Social Systems, and frequently speaks to groups around the country on the subject of sexual assault and violence against women. She was the director of San Francisco's Sexual Trauma Center and has provided staff training for a number of like organizations.

The **Alaska Council on Domestic Violence and Sexual Assault** is providing Butler's airfare and expenses for this visit. She will conduct training sessions for the directors and staff of the Council's programs.

Although space constraints dictate that we cannot mention the more than 75 women from all over Alaska who will conduct workshops and panels, we have provided you with a small sample of workshop leaders on page 5.



Ada Deer

On Friday, March 19 at 8:20 p.m. **Ada Deer** will present the conference's first keynote address, "**Someone Else Won't Do it for You: How to Affect Change.**"

Deer has a long record of leadership and is a women of remarkable achievements. In 1957, she was the first Menominee Indian to graduate from the University of Wisconsin, Madison. She received her Master of Social Work from Columbia University. She was voted Outstanding Young Woman of America in 1966. She holds honorary doctorate degrees from two colleges, and is a Harvard University Fellow.

In the early 1970s Deer was vice president and congressional liaison of the National Committee to Save the Menominee People and Forest. Later, she was elected chairwoman of the Menominee Restoration Committee.

After a two year leave of absence, Deer recently returned to work at the University of Wisconsin, Madison where she holds a dual appointment in the School of Social Work and the Native American Studies Program. She spent her leave working as the congressional liaison for the Native American Rights Fund, a legal and lobbying service for Indian interests.

Deer will also conduct a conference workshop on **Organizing for Political Change**.



Rosita Worl

On Saturday, March 20 Alaska's **Rosita Worl** will be the luncheon speaker. She will discuss, "**Alaska Women Toward 2001.**"

Worl is a social anthropologist and recognized authority on Alaska Native concerns. She has conducted comprehensive research in subsistence and socio-cultural change in Alaska.

Worl was a guest speaker for the White House Conference on Families and the Child Welfare League in 1981. She has served as a member of the Alaska Supreme Court Sentencing Guideline Committee, Alaska Eskimo Whaling Commission Science Committee, Sealaska Heritage Foundation, and the statewide conference advisory committee for the Alaska Commission on the Status of Women. She is also president of the Alaska Native Education Association.

Worl will also conduct a conference workshop on **Women in Subsistence Cultures**.

... and a small sample of workshop leaders

Jean Eckerly
"A New Look at
Menstruation & Menopause"
"Reclaiming Our Healing Arts"

Jean Eckerly will visit Alaska from Minneapolis, Minnesota. She has her medical degree from the University of Chicago.

She is certified to practice internal medicine, and has spent years teaching and organizing outpatient clinics and setting up a community health center.

Eckerly teaches about women's historical role as healers, and about the relationship of body cycles to lunar and seasonal cycles. She teaches that the body is not separate from the mind, soul, and psyche.

She has worked in the field of chemical dependency, and has been a founding partner of a women's therapy collective, a women's learning institute, and a women's construction collective.

Eckerly says as a result of her endeavors, she is a lot saner now than when she got out of medical school.



Constance Wolfe
"Women & Addictions"

Connie Wolfe lives in St. Paul, Minnesota but is no stranger to Alaska's feminist community — a community she has helped to re-examine its use of alcohol and drugs.

Wolfe founded Sagaris, A Women's Therapy Collective in 1974. It is the oldest economically independent women's therapy collective in the United States. She is also the founding mother of the Maidenrock Women's Learning Institute, the Women's Law Center, and The Gestalt Center, all in Minneapolis.

She is described by a former student as a mother, daughter, adventurer, radical feminist, healer and teacher.



Carol Brown

"In the Action: Women & Sports"

Carol Brown of Seattle, Washington is a sportswoman with a long list of accomplishments. In 1976 she was a member of the United States' first Women's Olympic Rowing Team.

Brown was part of the first full class of women at Princeton University, and was a member of its varsity crew from 1971 to 1975.

She has won more international, world championship, and Olympic medals than any other oarswoman in the Western world.

Brown is now the chairwoman of the U.S. Olympic Women's Rowing Committee and is the director of the U.S. Rowing Association.

She is currently competing with the Pacific Northwest Masters Swim Team and the Seattle Women's Ice Hockey Team. Brown is employed as assistant to the vice president of operations for the Pepsi-Cola/Seven-Up Co. of Washington, Alaska, and Hawaii.



Bernice Harris
as Aurelia

"Telling Our Story"

Bernice Harris will return to Alaska from Laramie, Wyoming to conduct a workshop on collecting women's oral histories, and to present a portion of her dramatic monologue, "Aurelia Paez Jordon, Ranch Woman."

Harris lived in Anchorage from 1973 through 1978 and again in 1981. She was a media specialist for the Anchorage School District and an instructor at the University of Alaska and West Anchorage High School.

She is currently employed as a researcher/social analyst at the Wyoming Research Corporation. She has collected oral histories in Wyoming and is now developing a book manuscript based on the interviews.

Her "Aurelia" character is a composite drawn from letters, diaries, and oral histories of ranch women — her life represents the endurance, the strength of will, the sense of humor, and the life spirit of America's pioneer women.

Travel assistance grants available

If you want to attend the conference but can't afford the airfare, you can apply to the Commission for a travel assistance grant. There are limited funds for approximately 50 grants. The conference advisory committee will evaluate requests for travel assistance using the following criteria:

- Applicant's prior attendance at a Commission-sponsored regional women's conference, e.g., Alaska Native Women's Statewide Organization conferences, or regional conferences held in Bethel, Kotzebue, Kenai, Hoonah, Fairbanks or Galena.

- Applicant's desire to participate in planning a regional women's conference in her area — either a first or repeat conference.

- Indication of applicant's intention to report the activities and results of this statewide conference to her community.

- Applicant's geographical location: The committee will attempt to have broad statewide representation. Distance to be traveled will be considered.

Because there are limited funds and the Commission wants to help as many women as possible, travel assistance grants will be limited to 50% of your total roundtrip airfare or \$300, whichever is the lesser amount. The Commission hopes that applicants will seek additional funding from other sources.

Also, check with local airlines regarding reduced airfares for groups traveling together.

The deadline for receipt of letters of application is **March 8, 1982**. Mail to: Alaska Commission on the Status of Women, 338 Denali St. Suite 850, Anchorage 99501.

**

"Alaska's Women: Determining Our Futures"

A Statewide Conference Sponsored by the
Alaska Commission on the Status of Women
March 19, 20, & 21, 1982
at the Sheraton Anchorage Hotel

REGISTRATION FORM



Name _____

Address _____

Zip _____

Telephone _____

I WILL:

- stay at the Sheraton Anchorage Hotel and have sent in the reservation request.
- need housing and am willing to stay in a private home arranged by the conference housing committee.
- make other arrangements on my own.
- need child care for _____ child(ren), ages _____.
- I am enclosing a \$30 registration fee, (check or money order made payable to Statewide Women's Conference) which will include conference materials, continental breakfast and lunch on Saturday and Sunday.

**PLEASE INDICATE YOUR FIRST PREFERENCE IN EACH OF THE FOUR WORKSHOP SESSIONS.
(SEE SCHEDULE OF WORKSHOPS) YOU ARE NOT COMMITTED TO THESE WORKSHOPS AS THEY
ARE SUBJECT TO CHANGE.**

Mail registration form to:

Statewide Women's Conference
338 Denali Street, Suite 850
Anchorage, AK 99501

**Our logo is taken from the print "Communicating" by Polly Lee of Petersburg, Alaska

	Job applications and interviews.			
	Women and Self Employment How to succeed in a small business of your own. Should you do it? What does it take?	Sexual Harassment: It's Not In Your Job Description What is sexual harassment? Five solutions will be explored.	Women and the Trades How can women break into skilled labor jobs where men have the corner?	
	A Roof Over Our Heads A major economic problem for women: housing. Resources that may help; your rights as a tenant. Exploring the possibility of owning a home.	Legal Rights on the Job Reviewing what can and can't be asked at an interview, Title 7, Equal Pay Act, new federal regulations, and avenues of redress.		
Sociology, Lifestyles	Our Personal Frustrations Are Not Unique Growing up female in several cultures. How it is different and how it is alike.	So You're On Your Own? What Are You Gonna Do? Exploring life options after high school. Activities to help you make choices for the future.	Single Life As a Viable Choice Women who have led happy single lives share their experiences.	Can We Have It All? Managing family, career, social obligations and time for ourselves. Ways to bring your personal and professional life into balance.
	Motherhood, Apple Pie, and Heterosexuality Exploring the concept of compulsory heterosexuality as a political institution.	The Media: Let's Make Our Images Better Exploring how women are portrayed in print and on television and radio. What we can do about it.	Growing Old with Strength & Grace Aging — its traps and its gifts as seen by women of two generations.	Getting Your Act Together Learning a simple step-by-step process that enables you to assess where you are, where you want to go, and how to get there.
	Violence: A Community Concern Part I Overview, definition, and continuum of physical and sexual violence.	Violence: A Community Concern Part II <i>Speakout</i> : Testimonies from rural villages. What has been done and can be done to stop the violence.	Fighting Fear: A Community Response to Sexual Assault Three half-hour segments on community education, legal advocacy, and intervention techniques.	
Family	Homemaking: The Agony & the Ecstasy Examining the traditional role of the homemaker. Is it a joy or is it destiny? Celebrating the joys; reviewing the problems.	Learning Parenting Skills Parenting skills are not innate; they can be learned. Where to go for help.	Mother/Daughter Relationships Examining the power, influence, and myths in these relationships. How the benefits get passed on.	The New Man for a New Age Exploring how men are striving to become fuller human beings.
	Single Parenting The problems and joys of being a single parent. Insights and resources that will help.	Changing Roles Within the Family: You Tell Me Your Dream and I'll Tell You Mine Creating family roles that will work for both partners.	Raising Liberated Children Examining TV, books, clothing, toys, etc. and becoming aware of sex-role stereotyping as it affects young children.	
Politics	Women and the Earth Women as nurturers have special capabilities in the way we use energy and natural resources. Examining our responsibilities.	Strengthening Traditional Leadership of Native Women How do we continue to guide and help our people in a world of change? Building on the strength of Alaska's Native women.	High School Women Leadership Exploring what leadership skills a young woman can learn in high school; how to continue to be a leader after graduation.	Organizing for Political Change Exploring how we as women can make an impact on the political system.
	New Forms of Leadership Developing shared leadership in order to capitalize on the strengths of all.	Peace is a Women's Issue, Part I What can we do about the threat of nuclear technology? How can we realize that war is unacceptable?	Peace is a Women's Issue, Part II	Sisters Around the Earth: What Is Our Continent to Third World Women? Understanding the oppression of third world women. Can American women help?
	Women's Film Festival	Women's Film Festival	Women's Film Festival	

Hospitality rooms make contact

Would you like to make contact with women of similar interests? The statewide women's conference will be your perfect opportunity.

Rooms at the Sheraton Anchorage Hotel are available for \$48 a night for organizations or groups who wish to establish a communication network with conference participants.

This is an opportunity to meet and welcome other women from around the state — to share ideas, exchange mailing lists, and to simply let people know what your organization does.

If you or your organization want to reserve a room, send the reservation request card to the Sheraton or call them directly at 276-8700. Also, please call the Commission office (276-3003) if you plan on having a hospitality room, so that we'll know which organizations will be represented at the conference.

Commission gears up

Continued from page 1

There are feature stories on guest speakers and a few of the workshop leaders.

Special projects . . .

The Commission announced two special conference projects in January hoping that women from all over the state would become involved and play a part in the conference. They are the **Role Model Project**, designed to provide you an opportunity to identify and celebrate a woman from Alaska who has influenced your life; and, the **Conference Banner Project**, designed to celebrate the outstanding women of Alaska by including their names on banners to be displayed at the conference. You may submit projects and names until March 17 to the Commission. For information on these projects, call the Commission office at 276-3003.

Services . . .

The Commission has attempted to meet the needs of conference participants by providing a number of necessary services. If you need **housing** provided and are willing to stay in a private home, it will be arranged by the conference housing committee. If you can stay at the Sheraton Anchorage Hotel, send in the enclosed reservation request card. If you need **child care**, it will be provided; please indicate on the registration form the number of children and their ages. If you need **travel assistance**, the Commission will provide partial airfare for approximately 50 participants. (See related story, page 5.)

This is a conference for all the women of Alaska. The Commission would like to hear from you if you have comments, questions, or suggestions. Please call 276-3003 or write to us. See you in March!

Artist Polly Lee of Petersburg, Alaska graciously allowed the Commission to use her woodcut print, "Communicating" as the conference logo. A photograph of a poster designed by Kathy K. Wisthoff is shown on page 1. A limited supply of the posters is available at the Commission office.

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Carla Slaughter Timpone, Fairbanks
Teresa Sockpealuk-Perry, Anchorage
and Shaktoolik

"No person is to be denied the enjoyment of any civil or political right because of race, color, creed, sex, or national origin."

Article I, Section 3
of the Alaska Constitution

ADDRESS CORRECTION REQUESTED

Introduced: 3/3/82
Referred: Health, Education &
Social Services

1 IN THE SENATE

BY THE STATE AFFAIRS COMMITTEE

2 SENATE BILL NO. 829

3 IN THE LEGISLATURE OF THE STATE OF ALASKA

4 TWELFTH LEGISLATURE - SECOND SESSION

5 A BILL

6 For an Act entitled: "An Act extending the existence of the Alaska Commis-
7 sion on the Status of Women; and providing for an
8 effective date."

9 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:

10 * Section 1. Section 2, ch. 120, SLA 1978 is amended to read:

11 Sec. 2. The Alaska Commission on the Status of Women created under
12 AS 44.19.165 [AS 44.19.956] shall terminate on June 30, 1986 [1983].

13 * Sec. 2. This Act takes effect immediately in accordance with AS 01.10.-
14 070(c).

15 *Barbara Dale - Changes -*
16 *Health/ED/ Employment/ Judicial System*

17
18 - *Sex Bias in Education - Supported Mini Title IX*

19 - *Women in Construction - 10-15% of Laborers are*

20
21 *women -*
22 - *Female Business Enterprise Goal -*

23 *Full Scale Analysis of Business*

24
25 *Conf - sponsored all over the state -*

26
27 *Original Bill - proposed 10 years life for*

28 *Commission - Compromise was 5 years -*
29

Bras in law -

↳ Mini Title IX - [Personnel -

Susan Clark -

Nancy Groszek -

Margo Millnigeaux -

Women on State Bds & Commissions
State Pay How many women
at 50% Level -