

HB

4

Date referred: 2/6/87

FURTHER REFERRALS:

DATE: 2/19/87

The Finance Committee has considered HB 4

"An Act relating to extending the termination date of the Alaska Women's Commission; and providing for an effective date."

RECOMMENDS:

- replace with _____ the same title
- attached amendment(s) a new title
- do pass
- do not pass
- no recommendation
- individual recommendations
- additional referral to the _____ Committee

ADOPTS: _____ letter of intent

ATTACHES NEW FISCAL NOTE(S):

- fiscal impact same as previous fiscal note published _____
- zero fiscal note same as previous zero fiscal note published _____
- zero with analysis

SIGNING DO PASS:

ADAMS *[Signature]*

BURCHETT *[Signature]*

DAVIS *[Signature]*

GOLL *[Signature]*

SWACKHAMMER *[Signature]*

BOON *[Signature]*

FRANK *[Signature]*

BOYER *[Signature]*

SIGNING OTHER RECOMMENDATIONS:

RIEGER *[Signature]* No Recommendation

LARSON *[Signature]* NO Rec.

WALLIS *[Signature]* NO Rec.

[Signature]
Chairman's signature

**STATE OF ALASKA 1987 LEGISLATIVE SESSION
FISCAL NOTE**

REQUEST: _____

Bill Version : HB 4

Publish Date : _____

Revision Date: 2/17/87

Agency Affected: Governor's Office

Title: Extending Alaska Women's Commission

BRU: Alaska Women's Commission

Sponsor: Davis

Components: _____

Requestor: House Finance Committee

EXPENDITURES/REVENUES: (Thousands of Dollars)

OPERATING	FY 87	FY 88	FY 89	FY 90	FY 91	FY 92
PERSONAL SERVICES		----	---	---	---	---
TRAVEL		---	---	---	---	---
CONTRACTUAL		---	---	---	---	---
SUPPLIES		---	---	---	---	---
EQUIPMENT		---	---	---	---	---
LAND & STRUCTURES		---	---	---	---	---
GRANTS, CLAIMS		---	---	---	---	---
MISCELLANEOUS		---	---	---	---	---
TOTAL OPERATING		---	---	---	---	---

CAPITAL		---	---	---	---	---
----------------	--	-----	-----	-----	-----	-----

REVENUE		---	---	---	---	---
----------------	--	-----	-----	-----	-----	-----

FUNDING: (Thousands of Dollars)

GENERAL FUND		---	---	---	---	---
FEDERAL FUNDS		---	---	---	---	---
OTHER		---	---	---	---	---
TOTAL		---	---	---	---	---

POSITIONS:

FULL-TIME		---	---	---	---	---
PART-TIME		---	---	---	---	---
TEMPORARY		---	---	---	---	---

ANALYSIS : (Attach a separate page if necessary)

Funding for the Women's Commission will be provided in the FY 88 budget if the legislature determines funding is necessary through the normal budget process.

Prepared by: Al Adams, Chair

Phone: 465-3706

Division: House Finance Committee

Date: 2/17/87

Approved by Commissioner: _____

Date: _____

Agency: _____

Distribution (by preparer) :

- Legislative Finance
- Legislative Sponsor
- Requestor
- Office of Management and Budget
- Impacted Agency(ies)
- Senate Secretary

Introduced: 1/19/87
Referred: State Affairs and
Finance

1 IN THE HOUSE

BY DAVIS, ULMER, KOPONEN
AND ELLIS

2

HOUSE BILL NO. 4

3

IN THE LEGISLATURE OF THE STATE OF ALASKA

4

FIFTEENTH LEGISLATURE - FIRST SESSION

5

A BILL

6 For an Act entitled: "An Act relating to extending the termination date of
7 the Alaska Women's Commission; and providing for an
8 effective date."

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

10 * Section 1. AS 44.66.010(a)(12) is amended to read:

11 (12) Alaska Women's Commission -- June 30, 1991 [1987].

12 * Sec. 2. This Act takes effect immediately under AS 01.10.070(c).

**STATE OF ALASKA 1987 LEGISLATIVE SESSION
FISCAL NOTE**

REQUEST: _____

Bill Version : HB-4
Publish Date : 1-19-87

Revision Date: _____
Title: Extending The Termination

Agency Affected: Office of the Governor
BRU: Alaska Womens Commission

Date Of The AK. Womens Commission
Sponsor: Davis, Ulmer, Koponen, Ellis
Requestor: House State Affairs

Components: _____

EXPENDITURES/REVENUES: (Thousands of Dollars)

OPERATING	FY 87	FY 88	FY 89	FY 90	FY 91	FY 92
PERSONAL SERVICES		160.2	160.2	160.2	160.2	
TRAVEL		29.2	29.2	29.2	29.2	
CONTRACTUAL		69.7	69.7	69.7	69.7	
SUPPLIES		3.5	3.5	3.5	3.5	
EQUIPMENT						
LAND & STRUCTURES						
GRANTS, CLAIMS						
MISCELLANEOUS						
TOTAL OPERATING		262.6	262.6	262.6	262.6	

CAPITAL						
----------------	--	--	--	--	--	--

REVENUE						
----------------	--	--	--	--	--	--

FUNDING: (Thousands of Dollars)

GENERAL FUND		251.5	251.5	251.5	251.5	
FEDERAL FUNDS						
OTHER		11.1	11.1	11.1	11.1	
TOTAL		262.6	262.6	262.6	262.6	

POSITIONS:

FULL-TIME		3.0	3.0	3.0	3.0	
PART-TIME						
TEMPORARY		1.0	1.0	1.0	1.0	

ANALYSIS : (Attach a separate page if necessary)

Prepared by: Michael A. Nizich
Division: Administrative Services

Phone: 465-3616
Date: 1-27-87

Approved by Commissioner: Carol P. Kastelic
Agency: Office of the Governor

Date: 1-27-87

Distribution (by preparer):

- Legislative Finance
- Legislative Sponsor
- Requestor
- Office of Management and Budget
- Impacted Agency(ies)
- Senate Secretary

The fiscal impact for the continuation of the Women's Commission is as stated above and is supported by the FY 88 Governor's budget submission. Additional support may be obtained in the Governor's memo dated January 16, 1987 to the Legislative Auditor recommending the continued operation of the Alaska Women's Commission's full-time staff support.

A PERFORMANCE REPORT ON THE
OFFICE OF THE GOVERNOR
ALASKA WOMEN'S COMMISSION

October 31, 1986

Audit Control Number

01-1274-86-R

Governor, State of Alaska

Steve Cowper

Lieutenant Governor, State
of Alaska

Stephen McAlpine

Members of the
Alaska Women's Commission

Chair
Vice-Chair
Member
Member
Member
Member
Member
Member
Member
Member
Ex Officio

Kris Chatfield
Joy Green-Armstrong
Betty Ramage
Pauline Beltz-Hooten
Marcia Johnson
Mary Pete
Wendy Redman
Paula Ziegler
Vacant
Elizabeth Kennedy

STATE OF ALASKA

AUDIT DIVISION
POUCH W
JUNEAU, ALASKA 99811-3300

THE LEGISLATURE

BUDGET AND AUDIT COMMITTEE

October 31, 1986

Members of the Legislative Budget
and Audit Committee:

In accordance with the provisions of Titles 24 and 44 of the
Alaska Statutes (sunset legislation), the attached report is
submitted for your review.

A PERFORMANCE REPORT ON THE
OFFICE OF THE GOVERNOR
ALASKA WOMEN'S COMMISSION

October 31, 1986

Audit Control Number

01-1274-86-R



Gerald L. Wilkerson, CPA
Legislative Auditor
Division of Legislative Audit

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PURPOSE OF THE REPORT

In accordance with the intent of Titles 24 and 44 of the Alaska Statutes (sunset legislation), an examination of the Alaska Women's Commission was conducted to determine if the Commission has been operating in an effective, efficient, and economical manner.

As required by legislative intent, this report shall be considered during the legislative oversight function in determining whether the Alaska Women's Commission should be reestablished. The law currently specifies that this Commission will terminate on June 30, 1987, but will continue until June 30, 1988 for the purpose of concluding its affairs.

The major areas of our examination were the administration, research, education, and advocacy functions of the Commission. Our review and evaluation included the following:

1. Applicable statutes and regulations.
2. Discussions with Commission members and staff of the Commission.
3. Discussions with private women's organizations.
4. Commission research projects and publications.

ORGANIZATION AND FUNCTION

In response to a study issued during 1977, the 1978 legislature created the Alaska Women's Commission (AWC) within the Office of the Governor. AWC consists of nine Commissioners and an ex officio member representing the Attorney General's office. The Commissioners serve at the pleasure of the Governor for overlapping five year terms.

Alaska Statute 44.19 charges AWC with the responsibility to implement the recommendations contained in the preliminary study on the status of women in Alaska produced by the Human Rights Commission during 1977. In addition, AWC is to improve the status of women in Alaska by conducting further research and by making and implementing additional recommendations on the opportunities, needs, problems, and contributions of women in Alaska.

In meeting its statutory directive to improve the legal, economic, social, and political status of women in Alaska, AWC employs a variety of mediums including research, publications, advocacy, conferences, information and referral services, and public education.

To accomplish its purpose, the Commission may:

1. Hire an executive director and additional administrative staff as may be necessary to the commission's function.
2. Act as a clearinghouse and coordinating body for governmental and nongovernmental information relating to the status of women.
3. Cooperate with public and private agencies in joint efforts to study and resolve problems relating to the status of women in Alaska.
4. Accumulate and compile information concerning discrimination against women.
5. Disseminate the results of research and compilation of data by publication and other methods such as public hearings, conferences, and seminars.
6. Study and analyze all facts relating to Alaska laws, regulations, and guidelines with respect to equal protection for women under the State Constitution.
7. Recommend legislative and administrative action on equal treatment and opportunities for women.

REPORT CONCLUSION

Policy Issues

This report contains policy issues raised as a result of our evaluation of various Commission practices. The final policy decisions affecting those practices are not within the scope of this report but require legislative consideration. In debating these issues the legislative oversight committees should take into consideration the findings and recommendations presented in this report, so that the potential impact of the policy changes can be evaluated.

Report Conclusion

There are no quantifiable measures of AWC's effectiveness which demonstrates the benefits to Alaskans or whether women are afforded any significantly greater opportunities as the direct result of the Commission. However, we do recognize a benefit to having organizations devoted to improving the status of women, to serve as advocates for change, and to provide a forum for discussing significant issues.

Therefore, we recommend that AWC be allowed to continue to provide this forum. However, in our opinion, the budget for AWC should only provide for the travel and per diem of the Commission members. We recommend that the full-time staff support of AWC should be eliminated.

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4. Accumulate and compile information concerning discrimination against women.
5. Disseminate the results of research and compilation of data by publication and other methods such as public hearings, conferences, and seminars.
6. Study and analyze all facts relating to Alaska laws, regulations, and guidelines with respect to equal protection for women under the State Constitution.
7. Recommend legislative and administrative action on equal treatment and opportunities for women.

8. Select and retain the services of consultants whose advice is considered necessary to assist the Commission in obtaining information.
9. Encourage women to utilize their capabilities and to assume leadership roles.
10. Establish standing committees among the members to investigate and make recommendations on various areas of concern.
11. Create task forces composed of Commission members and other experts as needed.
12. Accept monetary gifts or grants from the Federal government or an agency of it, from any charitable foundation or professional association or from any other reputable sources for implementation of any program necessary or desirable for carrying out the general purposes of the Commission.
13. Encourage the development of regional and municipal women's councils or commissions.

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FINDINGS AND RECOMMENDATIONS

Recommendation No. 1

The Alaska Women's Commission (AWC) should be continued, but full-time staff support should be eliminated.

AWC was created to implement the recommendations contained in the 1977 Human Rights Commission (HRC) study and for the betterment of women in Alaska. To accomplish its purpose, AWC serves to educate women on pertinent issues and advocates for change to improve the status of women. The functions of AWC provide the foundation and basis for any group to initiate change.

In carrying out its statutory directive of improving the status of women in Alaska, AWC educates women through publication of their research projects and by holding conferences and seminars to disseminate information about women's issues (see Appendix B). The Commission also analyzes legislation and makes recommendations for statutory and policy changes.

Unlike a regulatory or licensing agency, the activities of AWC do not provide easily quantifiable measures to analyze the Commission's effectiveness. While the productivity of AWC can be easily demonstrated by listings of research documents, publications, meetings, and seminars, there are no quantifiable measures of AWC's effectiveness which demonstrates the benefits to Alaskans or whether women are afforded any significantly greater opportunities as the direct result of the Commission. However, we do recognize a benefit to having organizations to improve the status of women, to serve as advocates for change, and to provide a forum for discussing significant issues.

Therefore, we recommend that AWC be allowed to continue to provide this forum. However, in our opinion, the budget for AWC should only provide for the travel and per diem of the Commission members. We recommend that the full-time staff support of AWC should be eliminated.

Clerical support could be provided to AWC on an as-needed basis from the Office of the Governor. Research related activities and projects could be specifically funded by the Legislature through the budget process, and could be accomplished either through contracting by the Governor's Office or direct appropriation to the Human Rights Commission which has the statutory authority necessary to conduct research that in its judgement will tend to eliminate discrimination. Other activities of AWC and its staff may necessarily have to be assumed by other women's organizations throughout the State.

As a result of our examination and the given current downturn in the State's ability to fund special programs, we conclude that there is not sufficient reason to continue to provide the current level of staff support to AWC.

Therefore, we recommend that the Alaska Women's Commission should be allowed to continue, but at a significantly reduced funding level.

ANALYSIS OF PUBLIC NEED

Limited Analysis

The following analyses of commission activities relate to the public need factors defined in the "sunset" law. These analyses are not intended to be comprehensive, but address those areas we were able to cover within the scope of our review.

I. The extent to which the board, commission, or program has operated in the public interest.

The Commission has been dedicated in its attempt to resolve discrimination against women through education and advocacy. The Commission undertakes research projects and issues reports that generally state the problems and includes recommendations for changes to advance the rights of women. However, although one may quantify the output of the Commission, one cannot easily quantify the impact of the Commission on the status of women (see Recommendation No. 1).

II. The extent to which the operation of the board, commission, or agency program has been impeded or enhanced by existing statutes, procedures, and practices which it has adopted, and any other matter, including budgetary, resource, and personnel matters.

The Alaska Women's Commission Act does not provide for any regulatory or licensing activities, instead the Act allows the Commission to conduct research and make recommendations to the State for the betterment of women.

The Commission periodically issues reports to disseminate information on women's issues. As a result of the State's dwindling revenues, AWC has had to reduce its publications as well as staffing.

III. The extent to which the board, commission, or agency has recommended statutory changes which are generally of benefit to the public interest.

To effect change for the betterment of women, the Commission has actively endorsed as well as initiated statutory changes. During FY 85, the Commission initiated a comprehensive review of Alaska statutes to identify those statutory provisions which run counter to the principle of equal rights. The review identified over 80 statutes needing revision which resulted in seven bills being introduced during the 1986 Legislative Session. Three of the bills were signed into law.

- IV. The extent to which the board, commission, or agency has encouraged interested persons to report to it concerning the effect of its regulations and decisions on the effectiveness of service, economy of service, and availability of service which it has provided.

All formal proceedings are properly and timely noticed and open to the public. The Commission has held meetings and provided keynote speakers in various cities and villages throughout the State to address women's issues.

- V. The extent to which the board, commission, or agency has encouraged public participation in the making of its regulations and decisions.

All formal proceedings are noticed and open to the public. Interested persons may intervene to the benefit of the proceeding. The Commission also sponsors conventions and seminars open to the public to help study and formulate recommendations for the betterment of women.

- VI. The efficiency with which public inquiries or complaints regarding the activities of the board, commission, or agency filed with it, with the department to which a board or commission is administratively assigned, or with the Office of the Ombudsman have been process and resolved.

During their last four years, five complaints have been closed by the Ombudsman's office. All the complaints were found to be unjustified.

- VII. The extent to which a board or commission which regulates entry into an occupation or profession has presented qualified applicants to serve the public.

The AWC does not regulate any occupations or professions.

- VIII. The extent to which State personnel practices, including affirmative action requirements, have been complied with by the board, commission, or agency to its own activities and the area of activity or interest.

We found no evidence of problems in this area.

IX. The extent to which statutory, regulatory, budgeting, or other changes are necessary to enable the agency, board, or commission to better serve the interest of the public and to comply with the factors enumerated in this subsection.

Please refer to the previous section, Findings and Recommendations.

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APPENDIXES

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APPENDIX A

OFFICE OF THE GOVERNOR
ALASKA WOMEN'S COMMISSION
STATEMENT OF AUTHORIZATIONS AND EXPENDITURES
For the Fiscal Years Ending June 30, 1983 through 1986
(Note 1)

	<u>1983</u>	<u>1984</u>	<u>1985</u>	<u>1986</u>
<u>Authorizations</u>	<u>\$348,100</u>	<u>\$326,700</u>	<u>\$344,951</u>	<u>\$349,300</u>
<u>Expenditures</u>				
Personal Services	178,810	175,399	194,317	235,662
Travel	33,772	38,422	29,215	24,308
Contractual	121,860	92,063	61,089	67,524
Commodities	<u>1,293</u>	<u>3,666</u>	<u>2,857</u>	<u>2,678</u>
<u>Total Expenditures</u>	<u>335,735</u>	<u>309,550</u>	<u>287,478</u>	<u>330,172</u>
<u>Lapsed Balance</u>	<u>\$ 12.365</u>	<u>\$ 17.150</u>	<u>\$ 57.473</u>	<u>\$ 19.628</u>

Note 1: The information included in this summary was obtained from AWC records and the State accounting system. This information has not been audited by us and, accordingly, we express no opinion on it.

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APPENDIX B

OFFICE OF THE GOVERNOR
ALASKA WOMEN'S COMMISSION
SCHEDULE OF RESEARCH, PUBLICATIONS, AND CONFERENCES
For the Calendar Years 1983, 1984, 1985, and 1986 through
June 30, 1986

<u>Category</u>	<u>Year</u>
<u>Research</u>	
Study on the Economic Status of Alaska Native Women	1983
Changing Role of Women in Alaska	1984
Comprehensive Review of the Alaska Statutes for Sex Discrimination	1984
Sex Equity in Education	1985
Divorce and Dissolution: Economic Consequences	1986
<u>Publications</u>	
Profiles in Change: Names, Notes, and Quotes for Alaskan Women	1983
Summary of the Report on the Economic Status of Alaskan Native Women	1983
Women in Labor Unions: Seminar Report	1984
Women's Legal Rights in Alaska	1984
Directory of Women's Organizations	1984
Child Care Directory	1984
Alaska Women: A Databook	1984
Directory of Women's Organizations	1985
A Review of the Alaska Statutes for Sex Discrimination	1985
A Sense of History: A Reference Guide to Alaska's Women 1896-1985	1985
At the Edge of Opportunity: A Statewide Conference on Women, the Economy and Public Policy	1985
Commitment or Complacency? An Assessment of Sex Equity in Alaska's Educational Institutions	1986

In addition, the Alaska Women's Commission has published several brochures, fact sheets, and women's posters.

APPENDIX B

OFFICE OF THE GOVERNOR
ALASKA WOMEN'S COMMISSION
SCHEDULE OF RESEARCH, PUBLICATIONS, AND CONFERENCES
For the Calendar Years 1983, 1984, 1985, and 1986 through
June 30, 1986

<u>Category (cont.)</u>	<u>Year</u>
<u>Conferences and Seminars</u>	
Making the System Work For You	1983
Southeast Alaska Women's Leadership Conference	1983
Work & Network: SE Alaska's Immediate Future for Women	1983
The Future of Alaska-Protecting Human Resources as Industry Grow	1983
Women as Managers and Decision Makers	1983
Pay Equity/Comparable Worth	1983
Women in Labor Unions: Statewide Seminar	1984
Barriers to Employment	1984
Women at the Top	1984
American Women-Three Decades of Change	1984
Profile of Alaskan Women in the 1980's	1984
At the Edge of Opportunity: A Statewide Conference on Women, the Economy and Public Policy	1984
Statewide Women's Conference	1985
Profile of Alaska's Women in the 1980's	1985
Sex Equity in Education	1985
Older Women: Double Jeopardy	1985
Bringing Home the Message: The United Nations Conference for Women	1985
Does Alaska Provide Equal Educational Opportunities for Girls?	1985
Regional Conference: Bethel, Wasilla, Huslia, Sitka	1985
Women Offenders	1986
Women in Politics	1986

STEVE COWPER
GOVERNOR



STATE OF ALASKA
OFFICE OF THE GOVERNOR
JUNEAU

January 16, 1987

JAN 16 1987

Mr. Gerald L. Wilkerson
Legislative Auditor
P.O. Box W
Juneau, AK 99811

Dear Mr. Wilkerson:

I disagree with the recommendation contained in the report from the Legislative Audit Division concerning the Alaska Women's Commission, dated October 31, 1986, and delivered to me on December 19, 1986. I believe the Alaska Women's Commission has fulfilled its legislative mandate and that the staff component is essential to the Commission's continued effectiveness.

The report's assertion that there are no "quantifiable measures of the Alaska Women's Commission's effectiveness" is unfounded given that the legislatively stated purpose of the agency is to improve the status of women in Alaska by conducting research and by making and implementing additional recommendations on the opportunities, needs, problems, and contributions of women in Alaska. It is unfair to apply a standard of effectiveness which reaches outside the framework of the agency's purpose.

The attached detail provided by the Commission's Chair clearly demonstrates that the Alaska Women's Commission has, with limited resources, conducted extensive research and made both legislative and administrative recommendations. The work of the Commission has made a measurable and significant contribution to the improved opportunities that Alaska women enjoy:

Since 1970, women's work force participation in Alaska has increased by 17.2 percent. During the same period the national women's labor force participation increased by only 8.5 percent.

In 1985, Alaska women comprised 30 percent of the professional and managerial positions in the state. In the U.S. that figure had reached only 22.5 percent.

Mr. Wilkerson

- 2 -

January 16, 1986

State employment of minority women has increased slowly but steadily since the Commission first addressed this issue, up 1.5 percent between 1980 and 1986.

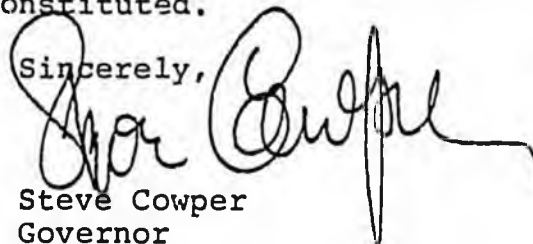
In education, another top Commission priority, there has been a steady gain in female administrators and female athletic participation. In Alaska, women constitute 47 percent of school board members compared to a national average of only 35 percent.

The Commission is not a "special" program. Continued long-term improvement in the status of women in Alaska is not only of personal benefit to the health and well being of individual women and children but contributes to the general health and stability of our economy, as well.

Short-term savings may result in long-term cost and dependency on future state funds if the trend toward increased poverty of women and children is not reversed. I believe the Commission offers cost-effective assistance in their effort. The Commission's work requires a basic staff component in order to implement directives, conduct research, and produce the publications which educate the public.

Its current three-person staff configuration is the most efficient way to continue this work. Therefore, it is my studied opinion that the Alaska Women's Commission should continue as it is currently constituted.

Sincerely,



Steve Cowper
Governor

Enclosures

Alaska Women's Commission

ACCOMPLISHMENTS
FY85 - FY86

- 1) Only state agency exclusively concentrating on trying to ensure women's equality.
- 2) Completed a review of the Alaska Statutes for Sex Discrimination which identified over 80 discriminatory laws.
- 3) Proposed six bills for introduction by the Governor which would have a significant economic impact on women. Three of these bills passed.
- 4) Responsible for Alaska's state government initiating an expanded register to increase the hiring of women in ranges 18 and above.
- 5) As a result of the Alaska Women's Commission's efforts, former spouses and widows of state employees are able to purchase group health insurance at a comparable price at no expense to the state.
- 6) Established four local women's councils in Sitka, Juneau, Anchorage, and Barrow to help women on the local level. Wasilla and Fairbanks are in the process of being formed now.
- 7) Worked with the Department of Administration to increase the recruitment and hiring of Native women.
- 8) Worked with the court system to revise the forms for dissolutions so that lay people could more easily understand their rights and obligations.
- 9) Published and distributed over 10,000 copies of Legal Rights handbooks which explains Alaska's law as it pertains to women without having to consult a lawyer.
- 10) Evaluated the implementation of Alaska's sex equity in education law, Chapter 18, in Alaska's school districts.
- 11) Since its inception has sponsored seventeen rural women's conferences in communities throughout Alaska; two Statewide Women's Conferences; and additional Leadership Seminars on issues of vital importance to achieving full equality for women.

Alaska Women's Commission

FY84 - FY86
Accomplishments

RESEARCH

	<u>Copies Distributed</u>
"Economic Status of Alaska Native Women"	3,000
"Alaska Women a Databook"	2,000
"A Review of Alaska Statutes for Sex Discrimination"	1,000
"Sex Equity Education: The Implementation of Chapter 18"	500
"Equal Employment Opportunity Report"	100

LEGISLATION

HB 237	Pension Reform - Passed
HB 238	Parental Leave - Will be reintroduced
HB 496	Divorce and Dissolution - Will be reintroduced
HB 497	Child Custody
HB 498	Sexual Assault
HB 499	Inheritance and Probate - Passed

ADVOCACY

Women's Councils - Juneau, Sitka, Anchorage, Barrow
(Fairbanks and Wasilla in progress)

Initiated a group health insurance policy for former
spouses and widows of state employees.

Recommended implementation of an expanded register for
women in ranges 18 and above in state government.

Developed recommendations for increasing the recruit-
ment and hiring of Alaska Native women.

EDUCATION

(approximately 2,500 women participants)

Communities

"Women, The Economy and Public Policy"
A Statewide Women's Conference

Anchorage

4 Regional Conferences

Huslia, Wasilla
Bethel, Sitka

EDUCATION, Con't.

Communities

5 Seminars --

Sex Equity in Education

Wasilla

Women in Prisons

Juneau

Women in Public Life

Fairbanks

Women in Labor Unions

Anchorage

International Women's Conference:

Report from Nairobi

Anchorage

30 Television and radio PSAs

Statewide

featuring Alaska women

Distribution

PUBLICATIONS

Copies

Distributed

Legal Rights Handbook

10,000

Directory of Women's Organizations

5,000

A Sense of History: A Reference Guide

3,000

Names, Notes and Quotes: A Profile of
Alaskan Women

11,000

Fact Sheets: Insurance, Pensions,
Education, Politics

4,000

Posters

8,000

INFORMATION AND REFERRAL

Over the past two years the Commission has been contacted by 2,804 women who have requested assistance.

Approximately 1,000-1,500 requests for information and assistance per year.

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STATE OF ALASKA

AUDIT DIVISION
POUCH W
JUNEAU, ALASKA 99811-3300

THE LEGISLATURE

BUDGET AND AUDIT COMMITTEE

January 16, 1987

Members of the Legislative Budget
and Audit Committee:

We have reviewed the Office of the Governor's response to
our preliminary report. Our comments follow:

Recommendation No. 1

The Office of the Governor disagrees with our recommendation that the full-time staff support of the Commission should be eliminated. The response identifies several areas where the status of women in Alaska has improved within the last decade, especially when compared to national statistics. While we agree that the status of women in Alaska has improved, the extent to which this progress is directly attributable to the Alaska Women's Commission could be debated.

As stated in the recommendation, we agree there is a benefit to having organizations to improve the status of women and to advocate for change, however, we disagree with the Office of the Governor's response that a three person staff is essential to this purpose. It should be noted that while the Commission's staff has conducted some research, several of their major research projects have been done under contract with the private sector.

We reaffirm our recommendation that the Alaska Women's Commission should be continued, but the full-time staff support should be eliminated. Clerical support for the Commission should be provided on an as-needed basis by the Office of the Governor.



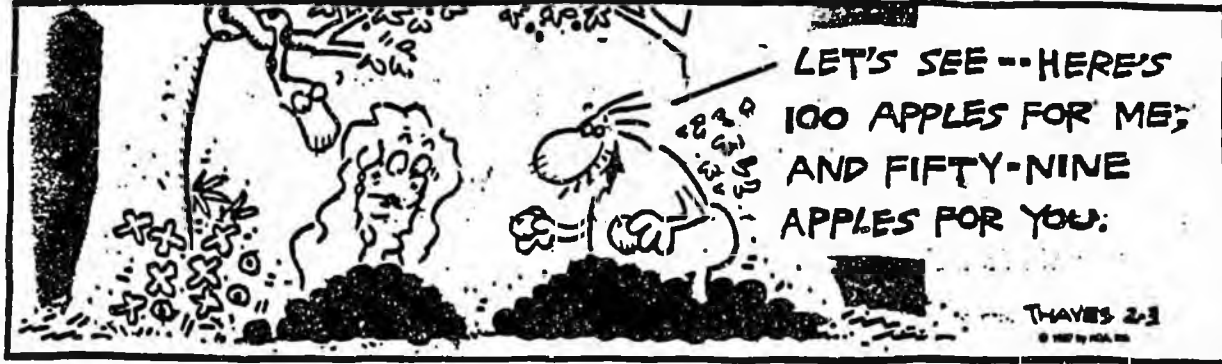
Gerald L. Wilkerson, CPA
Legislative Auditor
Division of Legislative Audit



Box 33977
Juneau, AK 99803

February 4, 1987

FRANK AND ERNEST..... by **Bob Thaves**.



The Honorable Fran Ulmer, Chairman
State Affairs Committee
Alaska House of Representatives
Pouch V
Juneau, AK 99811

Dear Representative Ulmer:

While the above comic strip might bring a chuckle when it appears in the funny papers, the realities of life even here in Alaska make its message all too poignant.

The Alaska Division of the American Association of University Women (AAUW) is vitally interested in and supportive of HB 4 (and its companion bill, SB 89) which would extend the Alaska Women's Commission until 1991.

It would be wonderful to not have to be interested in extension of the Women's Commission...to let it fade into the arctic sunset...because that would be indicative of no further need for an Alaska Women's Commission. But that is not yet the case in 1987, and unfortunately Alaskan women are still very much in need of an advocate agency.

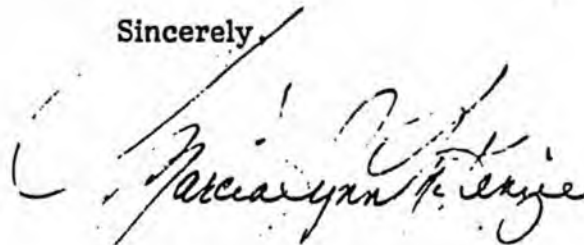
On the average, Alaskan women are still paid less than two-thirds than men for performing work of similar nature. Half of the adult women in Alaska are employed away from home, many out of need rather than choice. With the harsh economic realities that Alaska is now facing, it would be all too easy for society to slip backwards in time to social and economic patterns discriminating against women.

Rep. Ulmer
February 4, 1987

Page 2

In FY 87, the Revised Budget for the Alaska Women's Commission was \$262.6 GF. For FY 88, the Governor has proposed the same level of funding, which represents 0.02% of his entire General Fund operating budget. In light of the accomplishments of the Alaska Women's Commission, which I need not reiterate here, it would not be appropriate to sacrifice the enormous gains women in Alaska have made by not extending the Alaska Women's Commission.

Sincerely,

A handwritten signature in cursive script, appearing to read "Marcia Lynn McKenzie". The signature is written in dark ink and is positioned above the typed name.

Marcia Lynn McKenzie
President



**ALASKA
WOMEN'S
COMMISSION**

Annual Report 1986

ALASKA WOMEN'S COMMISSION

Annual Report 1986

Published
January 1987

3601 "C" Street, Suite 742
Anchorage, Alaska 99503
(907) 561-4227

STEVE COWPER, GOVERNOR



PHONE
(907) 561-4227

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

January 19, 1987

Dear Governor Cowper and Members of the Alaska Legislature:

The 1986 Annual Report of the Alaska Women's Commission reflects an increasing public awareness of the vital role that the Commission fulfills.

You will note, as you read through the report, that the Commission has continued its legislative mandate to improve the status of women in Alaska. Our activities have included research, publications, educational programs, conferences, and advocacy.

Changes in public policy as a result of the efforts of the Alaska Women's Commission impact a significant number of Alaskan women. The tremendous interest in, and response to our work was evidenced by the supportive testimony given at the Statewide teleconference on the budget held by the Senate in May 1986.

As the state grapples with the complex problems of a reduced budget, the needs of women caught in the web of the economic downturn have increased. The support and sincere interest the Administration and the Legislature have shown for our efforts are vital. We look forward to your renewed dedication to the achievement of full equality for Alaskan women.

Sincerely,

Kris Chatfield

Kris Chatfield
Chairperson

Alaska Women's Commission
1986 ANNUAL REPORT

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Commission Members and Staff 1986

COMMISSION MEMBERS

As of December 31, 1986

Kris Chatfield, Chair,
Anchorage, AK

Joy Green-Armstrong, Vice Chair
Anchorage, AK

Loretta Bullard
Nome, AK

Marcia Johnson
Sitka, AK

Pat Kennedy (Ex Officio)
Anchorage, AK

Mary Pete
Bethel, AK

Betty Ramage
Anchorage, AK

Wendy Redman
Fairbanks, AK

Paula Ziegler
Ketchikan, AK

January - June 1986

Betty Ramage, Chair
Anchorage, AK

Kris Chatfield, Vice Chair
Anchorage, AK

Pat Berkley
Anchorage, AK

Charlotte Brower
Barrow, AK

Marcia Johnson
Sitka, AK

Pat Kennedy, (Ex Officio)
Anchorage, AK

Suzanne Lombardi
Wasilla, AK

Agnes Nichols
Cordova, AK

Wendy Redman
Fairbanks, AK

Grace Smith
Bethel, AK

COMMISSION STAFF

Full-time

Christine Callahan
Executive Director

Barbara Baker
Research Analyst

Hilda Gayton
Secretary

Part-time

Dorothy Pollock, Title V
Information Assistant

Full-time

Kathy Marshall
Executive Director

Christine Callahan
Staff Assistant

Barbara Baker
Research Analyst

Sandra Shelley
Secretary

Part-time

Anna Pickering, Title V
Information Assistant

Roberta Graham
Media Specialist

Introduction

The ten-member Alaska Women's Commission was created in 1978 to conduct research and to make and implement recommendations on the needs, problems and contributions of women in Alaska. The four primary areas of the Commission's focus are education, homemaking, civil and legal rights, and labor and employment. Each year the Commission submits legislative recommendations to the Governor as part of its advocacy efforts; conducts a major research study on an issue of importance to women's equality; compiles and disseminates information about women through extensive publications; presents educational seminars and conferences; assists in the development of local and regional women's councils; and provides information and referral services to individuals and organizations.

This year the Commission is continuing its legislative effort to establish a Parental Leave Policy for state employees and secure reforms in the marital dissolution laws. Its major research project will assess the economic inequities that have accompanied "no-fault" divorce in Alaska. And in an effort to assist women whose access to affordable legal assistance has been drastically reduced, a conference on Women's Legal Rights is in the plans as well.

In 1987 the Commission will face its "sunset" review. This provides an opportunity for the legislators of Alaska to evaluate the Commission's effectiveness and decide if there is a continuing and compelling need for the work that it performs.

The current economic conditions in Alaska will affect women profoundly throughout the state. The Commission's role during these difficult times is to ensure that women and children are not disproportionately affected by the economic downturn. The decline in state revenues, as traumatic as it has been, does not approach the economic distress that women and children will face at the close of this century if action is not taken now. The trends toward increased poverty of women and children must be reversed. The Alaska Women's Commission is the only state agency working exclusively to insure that economic equity is considered in the development of all public policies.

Through its research, advocacy, publications, educational seminars and workshops, the Commission will continue its effort to achieve equal legal, economic, social and political status for women in Alaska.

Research And Publications 1986

The Alaska Women's Commission is committed to improving the status of women. In order to achieve this goal, the Commission researches and publishes current information about women which is disseminated to the Office of the Governor, the legislature, other government agencies, the media, women's organizations, and the general public.

Research efforts are most effective when they build on earlier findings. In its first years of operation the Commission explored a number of issues including the status of Alaskan homemakers, the circumstances facing displaced homemakers, and the problems created for women and children by uncollected child support. In 1983 a major study of the economic status of Alaska Native women led the Commission to establish a Task Force to spur employment opportunities for Native women in state government.

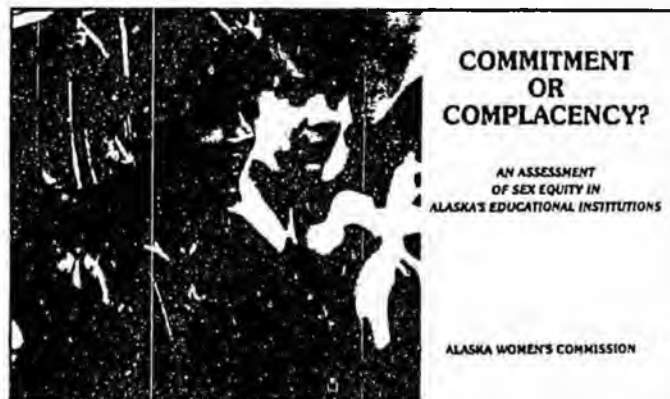
In 1984 the Commission analyzed the social and economic status of all Alaskan women as compared to their national counterparts. That study found that despite increased labor-force participation, Alaskan women were earning only \$11,000 compared to \$22,000 earned by working men. Despite the fact that they were better educated than women in the nation as a whole, over 62% of Alaskan women were concentrated in low-paying occupations such as clerical and service jobs.

The results of this study were disturbing, and the Commission undertook subsequent research efforts to identify some of the causes of these disparities. In early 1985 the Commission enlisted the aid of the Alaska Bar Association to identify any sex discrimination that existed within the statutes of the state. These efforts led to the first major legislative platform spearheaded by the Commission. In 1986, the Commission continued the effort to identify the reasons for the economic disparities faced by women. A review of educational institutions was undertaken to determine if the laws prohibiting sex discrimination in education were being enforced properly in the state. In the discussion that follows the 1986 research project on sex equity in education is described in greater detail. In 1987 the Commission will launch the first major research probe into the economic impact of divorce on Alaskan women and children.

The social impact of public policies is not always immediately apparent. The research component of the Alaska Women's Commission is an essential ingredient of the long-term goal to establish a more equitable society. By identifying the sources of inequality through research, the Commission can help point the way to greater parity.

1986 RESEARCH Sex Equity in Education

As the result of a year long study of Alaska's laws governing equal educational opportunity, in 1986 the Alaska Women's Commission released the report **Commitment or Complacency: An Assessment of Sex Equity in Alaska's Educational Institutions**. The study looked at two laws governing sex equity in education: the federal law known as Title IX — landmark legislation requiring schools that receive federal funding to offer equal access to the educational process for males and females; and, Alaska's Chapter 18 — a state statute that goes beyond federal law to include a review of all instructional curricula and materials to guard against sex bias, as well as requiring sex equity training for all teachers and counselors, K-12.



Equal education opportunity represents an important step in providing the encouragement necessary to open additional options for women. Unless female students are encouraged to enter fields that will provide upward mobility and higher pay—as well as personal satisfaction—women will continue to dominate the poverty population in this country. It was for these reasons that the Commission undertook a probe of educational equity.

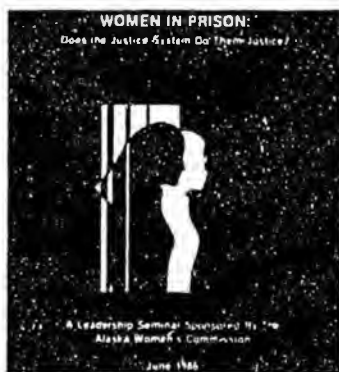
The findings of the study indicated that some of Alaska's educational institutions, including the University of Alaska, have adopted a complacent attitude towards enforcing the laws. The report noted that the Department of Education and the University of Alaska lack a comprehensive plan for implementing equity into the educational process and that neither have developed effective monitoring devices to track the status of equity.

The study drew upon many sources of information to assess the status of sex equity since monitoring agencies lack quantifiable data. The report found both success and failure in efforts to achieve equity. For example: Female students are close to parity with their male counterparts in interscholastic sports. Attitudes of high school senior women are shifting in favor of college and high-paying career fields. However, female interest in non-traditional vocational fields remains woefully low. The report also found that women are not rising to leadership positions within the educational system. With few exceptions, school districts and the statewide university system have failed to hire or promote women to top administrative positions. In addition the percentage of women faculty at Alaska's colleges and universities has declined since 1979 while the number of faculty positions has increased.

The Commission mapped out 10 recommendations that will build a consensus of commitment to sex equity in Alaska's educational institutions. Among the recommendations are:

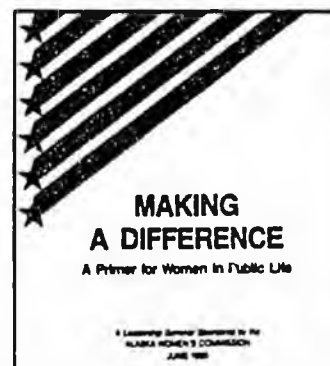
- The Department of Education and the University of Alaska should develop comprehensive plans for implementation of sex equity; form equity coordinating teams; create ongoing data bases and develop effective monitoring systems.
- Teacher certification and evaluations should include sex equity components.

LEADERSHIP SEMINAR REPORTS



"Women in Prison" highlights information from a seminar offered by the Commission in March, 1986. The report includes statistics on Alaska's female prison population, programs offered to rehabilitate women prisoners, and a statistical comparison of Alaska's female offenders versus the nation. Distributed to government officials and all women's organizations throughout the state, the report is the only compilation of its kind which is available currently in the state.

"Making a Difference: A Primer for Women in Public Life" is a synopsis of information provided at a seminar which the Commission sponsored in Fairbanks in April, 1986. Washington State Representative Jennifer Belcher conducted the day-long training session for women considering running for public office. This report has been provided to every individual on the Commission's mailing list, which currently numbers approximately 1700. This is a handbook for political involvement and includes information on campaign planning, voter information and working with volunteers.



REGIONAL CONFERENCES REPORT

Alcohol and drug abuse, local control, the family, education and employment were among the issues discussed at four regional conferences sponsored this year by the Alaska Women's Commission. The conferences were held in Bethel, Huslia, Sitka and Wasilla. A synopsis of each conference, their activities, agendas and recommendations were summarized in the Commission's report "Regional Conferences, 1986." These reports were distributed to conference coordinators and participants, women's organizations and other interested parties.



Seventeen rural and regional conferences have been sponsored by the Commission since 1979 in an effort to reach all the women of the state.

NEWSLETTER

Four times per year the Alaska Women's Commission publishes a statewide newsletter. Titled *Status Report*, it provides information on state and federal legislation, programs, services and issues that pertain to the equality of women. It is provided free of charge to approximately 1700 individuals.

1986 COMMISSION PUBLICATIONS

Publication	Number distributed
Annual Report 1985 A review of the major accomplishments of the Women's Commission from January 1, 1985 to December 31, 1985.	734
Commitment or Complacency? An assessment of sex equity in Alaska's educational institutions with recommendations for future action.	405
Making a Difference: A Primer for Women in Public Life. A handbook for political involvement. Includes information on campaign planning, voter contact, and working with volunteers.	2,116
Regional Conferences 1986 Activities and recommendations from the rural women's conferences funded by the Commission in 1986 - Bethel, Huslia, Sitka, and Wasilla.	348
Women in Prison: Does the Justice System Do Them Justice? A report on the current status of female offenders in Alaska and the United States.	754
Poster Women in Alaska History	1,448
Newsletter "Status Report"	5,000

ADDITIONAL COMMISSION PUBLICATIONS

Publication	Year Published	Number Distributed in 1986
Profiles in Change: Names, Notes and Quotes for Alaskan Women Profiles of 60 Alaskan women who have contributed to the State's economic, social, and political development. The publication includes journal pages for the reader to record reflections and impressions.	1983	576
Summary of the Report on the Economic Status of Alaska Native Women A summary of the findings from the study of the economic status of Alaska Native women, with actions recommended to improve their economic status.	1983	94
Women in Labor Unions: Seminar Report Summary of the seminar that focused on the role of women in labor organizations, what problems women face, and how to make unions more responsive to women. Includes profiles of speakers, descriptions of workshops and a list of participants.	1984	25
Women's Legal Rights in Alaska Outlines legal rights affecting women in Alaska in such areas as employment, credit, inheritance, adoption, marriage and divorce, criminal law and violence against women.	1984	375
Directory of Women's Organizations Statewide directory of women's organizations, which includes listings in 38 Alaskan communities.	1985	182
A Review of the Alaska Statutes for Sex Discrimination Final report of the comprehensive review of Alaska Statutes.	1985	50
A Sense of History: A Reference Guide to Alaska's Women 1896-1985 An annotated bibliography of books, articles, audio-visual aids, and photo displays about Alaska women in history.	1985	948
At the Edge of Opportunity: A Statewide Conference on Women, The Economy and Public Policy A summary of the workshops, activities, and recommendations from the March 1985 conference.	1985	50
Brochures and Fact Sheets:		
Alaska Women's Commission Describes the purpose of the Commission and its current activities.	1984	175
Alaska Women: A Profile Summary information on the economic, educational, and family status of Alaska women.	1984	100
Alaska Women in Politics Summary information on the growth of women's participation in politics in Alaska and in the nation.	1984	100
Alaska Women & Education A review of educational equity legislation at the state and federal levels.	1985	120
Alaska Women & Insurance Summary information on insurance discrimination in Alaska and the nation.	1985	75
Alaska Women & Pensions Summary of federal legislative reform of private pension plans and its effect upon women in Alaska and in the nation.	1985	75
Posters:		
Families - A Shared Experience *	1983	100
Be What You Want to Be * * Multi-colored posters aimed at a young audience, emphasizing non-sexist choices in career and family living.	1983	75
Women: Alaska Women's Commission	1984	80

LEGISLATIVE ADVOCACY

The Women's Commission's Legislative Committee analyzes legislation, develops positions, and makes recommendations to legislators and policy makers at all levels of government. The Commission also testifies at public hearings, and assists in educating individuals and organizations about the issues.

In 1985, the Commission completed a comprehensive review of the Alaska Statutes for Sex Discrimination. The review identified more than 80 discriminatory laws. In FY86, based on the results of the statutory review, the Commission submitted 37 legislative proposals for introduction by the Governor. Twenty eight of these proposals were accepted and included in 7 bills. Of the seven bills that were part of the Commission's platform, the House of Representatives passed six and the Senate passed three. Governor Sheffield signed all three bills into law on June 7, 1986.

The three bills on the Commission's platform which became law in 1986 were:

HB 237 Pension Reform — makes spouses of state workers the automatic beneficiary of retirement benefits, and allows benefits to be assigned if ordered in a divorce decree.

HB 499 Inheritance and Probate — Changes the priority assigned to past due child support payments. Under the new law, past due child support payments will be given one of the highest priorities among creditors of an estate.

HB 493 Revisor's Bill — Eliminates discriminatory language in a variety of existing laws.

The following chart lists all of the Commission-backed bills and where they ended up at the close of the 14th Alaska State Legislature.

LEGISLATION	GOV.	HOUSE	SENATE	GOV.
HB 237 Pension Reform: Makes spouses of state workers the automatic beneficiary of retirement benefits, and allows benefits to be assigned if ordered in a divorce decree.	Gov. Sheffield	Passed	Passed	Signed 6-7-86
HB 499 Inheritance & Probate: Changes the priority of payment assigned to past due child support. New law gives past due child support one of the highest priorities among creditors of an estate.	Gov. Sheffield	Passed	Passed	Signed 6-7-86
HB 493 Revisor's Bill: Eliminates discriminatory language in a variety of laws.	Gov. Sheffield	Passed	Passed	Signed 6-7-86
HB 238 Parental Time: Would require fathers to pay for child support without pay if he is not the primary caregiver, and would allow fathers to buy back retirement credit earned while in military service.	Gov. Sheffield	Passed	Died in Senate Finance	
HB 496 Dissolution & Divorce: Would have greater judicial scrutiny in dissolution cases.	Gov. Sheffield	Passed	Died in Senate Rules	
HB 497 Children's Bill: Requires greater judicial scrutiny of custody cases to insure that the best interests of the children are met.	Gov. Sheffield	Passed	Died in Senate Rules	
HB 498 Sexual Assault: prohibits the use of victim's past sexual conduct other than with person accused of the crime, in a trial.	Gov. Sheffield	Died in House Judiciary		

LEGISLATIVE ALLIANCE FOR WOMEN STATEWIDE

In 1986 the Commission continued its leadership role in the Legislative Alliance for Women Statewide. Established by the Commission in 1985, the Alliance is a coalition representing nearly 15 women's organizations throughout Alaska. This organization analyzes and takes positions on legislation, and monitors budget and policy decisions which have direct impact on women's lives. By providing a forum in which these diverse organizations can participate and work together, the Commission helps mobilize the tremendous energy and commitment contained in these groups. The Commission provides these organizations with an access point to the policy and decision makers whose actions affect their lives. In turn, policymakers benefit from having the information and feedback that this group provides to them.

WOMEN'S COUNCILS

The Women's Commission statute was amended by the Alaska Legislature in FY83 to include the development and implementation of regional and municipal women's councils around the state. The purpose of the local councils is to increase local control and to ensure that local priorities and issues are addressed at that level. Initially, the councils were established in communities where Commission members live, in order to enable Commissioners and staff to meet with representatives of local governments and women's organizations. During 1984, the Commission worked to establish councils in Anchorage and Sitka. In 1985, Juneau was successfully targeted. In 1986, the Barrow City Council passed an ordinance establishing a Barrow Women's Council.

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

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

CHILD SUPPORT ENFORCEMENT COMMISSION

In 1985 a member of the Alaska Women's Commission was appointed to serve on the Commission on Child Support Enforcement. This commission was established to study the state child support program and report to the Governor with findings and recommendations. The commission reviewed the full spectrum of services and issues: collections; administrative and judicial procedures; guidelines for standard child support awards; and, custody and visitation. Their findings have now been submitted to the Governor.

At the current time the supreme court is reviewing a proposed rule of court which would establish guidelines to make child support payments more uniform, less arbitrary and more in line with the actual experience of raising children. The work of this commission was an essential element in dealing with this difficult and complex social problem.

SEX EQUITY ADVISORY COMMITTEE

Since 1984 a representative of the Alaska Women's Commission has served on the Anchorage school district's Sex Equity Advisory committee. This year the committee presented the Anchorage School Board with a comprehensive sex equity plan which was fully endorsed and adopted by both the board and the administration. The plan includes but is not limited to curriculum, extracurricular activities, staff training, and student equity. As a result of this effort the state's largest school district has a clear set of goals and measurable objectives for providing more equitable and encouraging opportunities for all of its students. One concrete outcome of this effort is a Female Minority Leadership conference planned to coincide with Women's History Month in March 1987. The Alaska Women's Commission is represented on the steering committee of this conference as well.

Other

In an effort to improve the economic security of women, the Commission in 1986 worked to revise forms for marital dissolutions so that lay people could understand their rights and obligations and reach more equitable settlements. Nearly 3500 dissolutions occur in Alaska each year. Clearer forms and instructions will help these people reach agreements that are more equitable and fair.

In other advocacy efforts in 1986, the Commission helped obtain an administrative change enabling widows and former spouses of state employees to continue group health insurance at no cost to the State. This measure is likely to affect several thousand women and children this year alone, preventing large numbers of these same families from requiring state funded medical assistance.

Through its educational component the Alaska Women's Commission provides an extensive array of seminars, workshops, and other activities to women throughout the state. These activities are an important part of the effort to improve the status of women.

As women become more knowledgeable about issues of public policy, their ability to influence those policies is likely to grow. As part of its 1986 educational component the Alaska Women's Commission sponsored leadership seminars this year in Fairbanks and in Juneau. The different topics reflected the varied interests of the women in those communities.

FAIRBANKS LEADERSHIP SEMINAR — "WOMEN IN POLITICS"

In Fairbanks, the workshop was designed to encourage women to seek public office. The Commission provided an experienced trainer from the National Women's Education Fund, an organization funded specifically to encourage women to run for office. Representative Jennifer Belcher, currently serving her second term in the Washington State Legislature, drew from her own personal experience as a legislator to provide the sixty-five participants with information on how to plan and win a campaign. Three panelists who had conducted their own successful political campaigns joined the participants for a lively exchange: Ruth Burnett, the former mayor of the City of Fairbanks; Juanita Helms, Fairbanks North Star Borough mayor; and, Sandra Stringer, the presiding officer of the Fairbanks North Star Borough Assembly. The three shared with the audience some of the issues they faced in their own political careers. In introducing these Fairbanks leaders, Commission member Wendy Redman encouraged each seminar participant to consider seriously her own personal potential for providing sound political leadership to her community and state. The Alaska Women's Commission hopes that seminars such as these will help to encourage women to increase their involvement in public leadership. The intelligence, perspective and knowledge which women possess will help make public policies more responsive to the diversity of Alaska's people on the local, state and national levels.

JUNEAU LEADERSHIP SEMINAR — "WOMEN IN PRISON"

In Juneau, the leadership seminar focused on the conditions faced by women in prison in Alaska. Current statistics indicate that the national female arrest rate is climbing—up nearly 20 percent from 1973—and that in 1984 there were nearly 20,000 women in state and federal prisons in the United States. It is not clear whether the increase in female arrest and conviction is the result of population changes, tougher laws, or changing behavior patterns among women. But historically, because they have constituted a small proportion of total prison population, women have had access to fewer programs and resources than men. In many facilities female inmates have limited vocational training and inadequate access to work release, educational, and recreational programs. Even though a high proportion of incarcerated women have dependent children, visitation privileges are often severely restricted or nonexistent.

In an effort to review the situation of Alaska's female prisoners, the Commission invited Dr. T.A. Ryan, the director of criminal justice planning at the University of South Carolina and author of a state-of-the-art analysis of programs for female offenders, to present her findings. Susan Humphrey-Barnett, the director of statewide programs for the Alaska Department of Corrections, was asked to give an overview of female offenders in Alaska and the programs provided for their rehabilitation. A panel of guests, including female inmates from Anchorage and Juneau facilities, was invited to respond to the keynote presentation and questions from the audience.

This leadership seminar, attended by approximately forty-five participants, provided an historical perspective of female offenders and a profile of criminals in the nation and in the state. In addition, the seminar very clearly presented the challenge for working effectively with offenders in the future. The challenge is to develop and implement interdisciplinary correctional models to make female offenders constructive, contributing members of society.

BETHEL, HUSLIA, SITKA, AND WASILLA 1986 REGIONAL CONFERENCES

Since its inception, the Alaska Women's Commission has provided funding for regional women's conferences in rural parts of the state. Rural women, whose needs and problems are often unique, generally lack access to conferences because of Alaskan geography and the vast distances which must be traveled. Members of the Commission believe that an emphasis must be placed on conferences that involve rural women in leadership roles. These meetings can help establish or strengthen local women's networks. They provide a forum for rural women to discuss their common concerns. They also provide rural women with an opportunity to make recommendations for improving their status to the Alaska Women's Commission and other state policymakers.

Rural and regional conferences have been sponsored by the Commission since 1979 in an effort to reach all the women of the state. Seventeen projects have been funded in rural and bush communities throughout Alaska in areas such as Bethel, Hoonah, Kotzebue, Galena, Barrow, Kodiak and Huslia. Several conferences designed to address specific cultural or ethnic groups within urban areas such as Anchorage and Fairbanks have also been supported.

All groups selected to receive Commission funding are required to demonstrate that their efforts represent a geographic, ethnic, age and interest cross section of the women in their region. Groups offering the conferences must encourage participation from Native Sisterhoods, local women's councils, church women, political organizations, women's resource centers, service organizations and civic, professional or other women's groups. Co-sponsorship by any number of local organizations or groups is encouraged.

In FY 86, the Alaska Women's Commission provided Regional Conference grants to four Alaskan communities; Bethel, Huslia, Sitka and Wasilla.

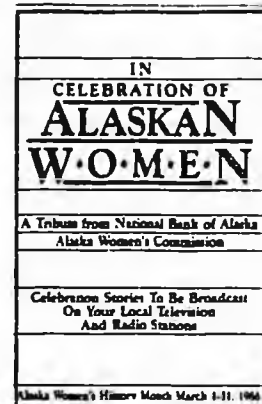
More than four hundred rural women participated in regional conferences sponsored by the Alaska Women's Commission in 1986. Each community and each conference was unique. At some conferences there were formal resolutions adopted and provided to local and state policy makers, as well as to the Commission. At others, workshops and keynote addresses formed the primary focus of the event. Some conferences dedicated large portions of their grant from the Alaska Women's Commission to travel and registration scholarships in order to encourage out-of-town participation. Others tapped community resources and generated contributions from local businesses to assist and encourage widespread participation.

As unique as each conference was, there were essential elements common to all. They all involved rural women in positions of leadership. Each one dealt with issues and topics that were important to the women in the local area. And each event identified capable, knowledgeable women to serve as resources on issues such as education, local control, health and human services, employment, and the challenges and difficulties of cultural transition.

The Alaska Women's Commission is proud of the accomplishments of the talented and resourceful women of this state. Through events such as Regional Women's Conferences and many other Commission activities, the status of all women will be enhanced and improved.

PROFILES OF ALASKAN WOMEN

Each year since its inception the Commission has helped bring a new emphasis to Alaska Women's History. In 1986, with the generous assistance of the National Bank of Alaska, the Commission produced thirty, 30-second public service announcements which were aired on all the state's radio and television stations during March, Women's History Month. In each of the thirty profiles an individual Alaskan woman's accomplishments are recounted and her contribution to Alaskan history described. The profiles presented in this series are representative of thousands of women whose courage and determination made a difference in Alaska's history.



Listed below are the women whose accomplishments were profiled in this Commission series. Because of the quality of the series and the interest it has generated, plans have been made to air it again during each year's celebration of Women's History Month.

ORAH DEE CLARK
FOUNDER OF ANCHORAGE SCHOOLS

MARY LOUISE RASMUSON,
WOMAN'S ARMY CORPS AND ARTS PATRON

HARRIET PULLEN
SKAGWAY ENTREPRENEUR

ERINIA CALLAHAN
GOLD MINER

MARY ANTISARLOOK
REINDEER HERDER

IRENE RYAN
GEOLOGIST

LIL ANGERMAN
UNION ORGANIZER

BLANCHE McSMITH
ACTIVIST

RUSTY DOW
TRUCK DRIVER

NETTIE JONES ELLISON
KETCHIKAN NATIVE WHO FOUGHT
DISCRIMINATION

LORENE HARRISON
MUSICIAN AND EDUCATOR

DORA KEEN AND
BARBARA WASHBURN
MOUNTAINEERS

LUCY CUDDY
TEACHER AND FIRST BANK BOARD CHAIR-
WOMAN

MARIE DRAKE AND
ELINOR DUSENBURY
ALASKA FLAG SONG COMPOSERS

DELLA KEATS
HEALER

SADIE NEAKOK
MAGISTRATE

MARGARET MURIE
ARCTIC EXPLORER

LYDIA FOHN-HANSON
PIONEER HOMEMAKER

AMANDA McFARLAND
MISSIONARY

EDITH BULLOCK
TUG AND BARGE OPERATOR

FRANCES HOWARD
FIRST WOMAN STATE TROOPER

EVANGELINE ATWOOD
AUTHOR AND STATEHOOD ORGANIZER

BARRETT WILLOUGHBY
AUTHOR

ISABELLE BARNETT
CO-FOUNDER OF FAIRBANKS

NELL SCOTT
FIRST WOMAN LEGISLATOR

MAHALA ASHLEY DICKERSON
ATTORNEY

PIONEER WOMEN AVIATORS

WOMEN'S VOTING RIGHTS

WOMEN OF THE
CONSTITUTIONAL CONVENTION

SISTERS OF PROVIDENCE AND
ST. ANN

In 1986, in other Women's History activities, the Commission produced the first Alaskan Women's History Poster with the assistance of the Older Alaskans Commission and the Department of Education. The poster was distributed to every social studies teacher in the state of Alaska for use in their classrooms. Accompanying the poster was a copy of the Commission's 1985 publication *A Sense of History: A Reference Guide to Alaska's Women 1896-1985*, produced with a grant from the Alaska Historical Commission. This bibliography lists books, articles, photo exhibits, audiovisual products, and oral history collections about Alaskan women. The publication includes over 700 citations and a time line of significant historical events impacting women in Alaska.

By researching, publishing and distributing materials such as these, the Commission helps ensure that the real significance of women's contributions to history will be recognized and will inspire young women to meet their full potential.

Information And Referral

The Alaska Women's Commission increasingly has become a clearinghouse for information on services, programs, legislation, and issues which relate to women's concerns in the state of Alaska today. In 1986, 1,054 calls and/or walk-in contacts were received on a wide range of topics. A predominant number of requests were for statistical and research information on Alaskan women. These requests came from individuals, legislators, educators, attorneys, researchers, the media, and other groups. Listed below are the number of requests by topic.

Commission programs/events	159	Legal & civil rights	79
Community programs/events	16	Legislation	188
Children	32	Minority women	14
Economics	31	Older women	9
Business loans	17	Politics	41
Education	56	Requests for Publications	190
Employment	54	Violence/Sexual Assault	17
Employment discrimination	43	Media contacts	31
Health	21	Women in history	15
		Other contacts	41

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

SPEAKERS BUREAU

Providing information about the status of women to the general public is essential to improving the status of women. In 1985, the commissioners and staff gave 58 presentations and media interviews to present information on women's issues. Following is a list of the topics and organizations addressed:

Organization	Topic
Alaska Nurses Association	Legislative Platform
Statewide Legislative Alliance for Women	Legislative Platform
Juneau Women's Council	Legislative Platform
Alaska Women's Lobby	Legislative Platform
Estate Planning Commission	Pension Reform
Northwest Pacific Personnel Association	Comparable Worth
Anchorage Community College	Commission and Legislative Platform
Anchorage Women's History Reception	Women's History Profiles
League of Women Voters, Juneau	Legislative Platform
Gerontological Association	Legislative Platform
American Association of University Women, Anchorage	Women's History Profiles
Juneau Women's History Reception	Women's History Profiles
Alaska Women's Political Caucus	Women in Politics
Alaska Network on Domestic Violence	Legislative Platform
Rotary Wives	Legislative Platform
Republican Assoc. of Business and Professional Women	Boards & Commissions
Steller High School	Women In History
American Assoc. Of University Women, Statewide	Legislative Platform
Wasilla Regional Women's Conference	Legislative Platform
Legislative Alliance for Women Statewide	Legislative Platform
American Association of University Women, Anchorage	Legislative Platform

MEDIA PRESENTATIONS

Ketchikan Public Radio	Legislative Platform
Anchorage Times	Sex-role stereotyping
KTVA - Anchorage	Sex-role stereotyping
KSKA - Anchorage	Regional Conference
Education News	Women's History Month
Capitol Report	Divorce Reform
KTUU - Anchorage	Comparable Worth
Senior Voice	Legislative Platform
Anchorage Times	Women's History Profiles
Anchorage Daily News	Women's History Profiles
KTUU - Anchorage	Women's History Profiles
KVOK - Kodiak	Womens History Profiles
Alaska Public Radio Network	Women's History Profiles
KTOO - Juneau	Women's History Profiles
Anchorage Times	Women's History Profiles
Juneau Empire	Regional Conferences
Information Exchange	Women's History Month
Channel 8, Unalaska	Regional Conferences
KTOO - Juneau	Women in Prison
KTUU - Anchorage	Women in Labor Force
Anchorage Times	Women in Prison
Frontiersman, Palmer	Women in Prison
Child & Family Advocacy Newsletter	Legislative Platform
Anchorage Times	Parental Leave
Anchorage Times	Parental Leave
Fairbanks Daily News Miner	Leadership Seminar
Fairbanks Radio	Leadership Seminar
KIMO - Anchorage	Huslia Regional Conference
Associated Press	Legislative Platform
Anchorage Daily News	Divorce Reform
Fairbanks Daily News Miner	Legislative Platform
Anchorage Times	Legislative Platform
Juneau Empire	Legislative Platform
Anchorage Daily News	Divorce Reform
Anchorage Times	Educational Equity
Alaska Public Radio Network	Educational Equity
Anchorage Times	Divorce Reform
KTUU - Anchorage "Newsmakers"	Legislative Platform



**ALASKA
WOMEN'S
COMMISSION**

ALASKA WOMEN'S COMMISSION
3601 "C" STREET, SUITE 742
ANCHORAGE, AK 99503
(907) 561-4227

Members of Commission:

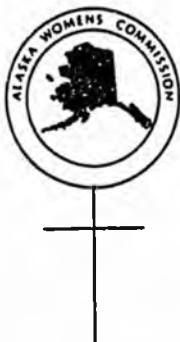
Kris Chatfield, chair
Anchorage
Joy Green-Armstrong, vice chair
Anchorage
Loretta Bullard,
Nome
Marcia Johnson, Sitka
Elizabeth (Pat) Kennedy, Anchorage
Mary Pete, Bethel
Betty Ramage, Anchorage
Wendy Redman, Fairbanks
Paula Ziegler, Ketchikan

Executive Director

Christine Callahan

State of Alaska

Steve Cowper, Governor
Stephen McAlpine, Lt. Governor



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STATE OF ALASKA

OFFICE OF THE GOVERNOR

ALASKA WOMEN'S COMMISSION

3601 C STREET - SUITE 742
ANCHORAGE, ALASKA 99503

Testimony of Kris Chatfield dated 2/4/87
Given in Anchorage, Alaska to the House State Affairs
Committee

Representative Ulmer and Members of the House Affairs
Committee. Thank you for the opportunity to discuss with
you legislation to continue the Alaska Women's Commission.

As you grapple with the complex problem of preparing a state
budget there is a growing concern among Alaskan women that
hard-earned advances toward equity for women will be halted.

The Alaska Women's Commission has earned respect from all
quarters for its dedicated work as an advocate for change to
improve the status of women in Alaska. The Commission's
research has provided the necessary data to show areas of
weakness in public policy and pointed the way to bring about
statutory, or policy changes to end discriminatory practices
against women.

The Alaska Women's Commission is a conduit for women and
organizations representing their needs and interests. The
Alaska Women's Commission provides a voice with a legis-
lative mandate and support through the Governor's office
that can effect positive changes toward the goal of equality
for women.

An aggressive educational outreach has brought to the
forefront the problems faced by women in areas such as;
labor, education, employment, legal rights, domestic
violence, and economic survival. This research is
accompanied by recommendations, some of which have begun to
be implemented as the result of commission advocacy and
leadership.

As a result of the statutory review during FY85, seven bills
were introduced in the 1986 Legislative Session. These
bills dealt with pension reform, parental leave, divorce and
dissolution, child custody, sexual assault and inheritance
and probate. Three of the bills were signed into law.

The FY82 budget for the Alaska Women's Commission was
\$288,700, while the current budget is \$251,900 or
approximately \$37,000 less than FY82. Women from all over

The goal of improving the status of women is so important that to eliminate the Alaska Women's Commission, or reduce its effectiveness by removing funding, jeopardizes the precarious status of women and as a result, the overall economy.

I urge you to continue the Alaska Women's Commission and to do whatever is necessary to provide adequate funding to continue the current level of service.

Kris Chatfield

Chair - Alaska Women's Commission

ALASKA WOMEN'S LOBBY

POST OFFICE BOX 10-1571, ANCHORAGE, ALASKA 99510

February 4, 1987

Honorable Fran Ulmer, Chairman
House State Affairs Committee

Dear Chairman Ulmer and members of the Committee:

The Alaska Women's Lobby would like to lend it's strong support for the continuation of the Alaska Women's Commission.

Since it's creation eight year's ago, the Alaska Women's Commission has worked hard to meet it's statutory directive to improve the legal, economic, social and political status of women in Alaska.

We believe that beyond serving as advocates for positive change and providing a forum for discussing significant issues the Alaska Women's Commission has been effective in the struggle for economic equity for Alaska's women.

During 1985, the Commission initiated a comprehensive review of Alaska statutes to identify those statutory provisions which run counter to the principle of equal rights. The review identified over 80 statutes needing revision. The review was conducted and co-ordinated by the staff of the Women's Commission utilizing the expertise of the Alaska Bar Association, it's members who volunteered their time to the project and the volunteer efforts of other Alaskan women's organizations and individuals.

This work has already resulted in important changes being made in the areas of pension reform and inheritance laws. There is a great deal more to be done.

Since 1950 Alaskan women have increased their labor-force participation



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SUNSET REVIEW

In 1987 The Alaska Women's Commission will face its "sunset" review. This is an opportunity for the people and legislators of Alaska to evaluate the Commission's effectiveness and decide if its work should be continued.

The decline in state revenues, as traumatic as it has been, does not approach the economic distress that women and children will face at the close of this century if we do not take action now. These trends toward increased poverty of women and children MUST be reversed. The Alaska Women's Commission is the only state agency working to insure that this issue is a policy priority.

Established in 1977 to improve the status of women in education, employment, health, homemaking and civil and legal rights, the Alaska Women's Commission was made a permanent commission in 1983.

This year the Commission is continuing its legislative effort to establish a Parental Leave Policy for state employees and to secure reforms in the Dissolution laws. Its major research project will assess the economic inequities that have accompanied "no-fault" divorce in Alaska. And in an effort to assist women whose access to affordable legal assistance has been drastically reduced, a Conference on Women's Legal Rights is in the plans as well.

Its accomplishments since 1977 are substantial and can only be highlighted in this brief summary:

- Completed a review of the Alaska Statutes for sex discrimination. This was the first and only such review ever conducted and it identified more than 80 discriminatory laws.

- Prepared seven bills for introduction by the Governor. These bills would have a significant economic impact on at least the 5,000 women who are divorced each year, the 4,000 children in those families headed by women and the 1,000 older women who will benefit immediately through fair and equitable distribution of pensions when this legislation becomes law. Three of the bills passed in 1986.

- Secured private funding to produce and air on state-wide television and radio a series of thirty profiles of Alaskan Women in History.

- Published and distributed over 10,000 copies of "Women's Legal Rights in Alaska" so that women can understand Alaska's law as it pertains to them without seeking expensive legal consultation.

- Evaluated the implementation of Alaska's sex equity in education law. Published and distributed the results in "Commitment or Complacency: An Assessment of Sex Equity in Alaska's Educational Institutions."

- Established four local women's councils to provide an effective voice for women on the local level. Their work in no way replaces or addresses state-level priorities that are addressed by the Alaska Women's Commission.

- Responded to the appalling lack of data on women's status by researching and producing Alaska Women: A Data-book, the first socioeconomic profile of Alaska's female population

- Implemented recommendations from its study on The Economic Status of Alaska Native Women to improve Native women's employment opportunities.

- Educated more than 5,000 individuals at statewide conferences, regional workshops and local seminars at fifteen locations throughout urban, rural and bush Alaska.

- Obtained an administrative change enabling widows and former spouses to continue group health insurance at no cost to the State. This measure is likely to affect 1,700 women and their 1,000 children this year alone. It will also prevent large numbers of these same families from requiring state funded medical assistance.

- Spearheaded Alaska's state government initiative to increase hiring of women into ranges 18 and above. The quantifiable impact will be gauged as these initiatives become operational and will be measured by the Division of EEO.

- Worked to revise forms for marital dissolutions so that lay people could understand their rights and obligations and reach more equitable settlements.

- Produced and distributed nearly 30,000 other publications on women's rights, women's history and information on insurance, pensions and politics since 1984.

The Alaska Women's Commission is the only state agency which speaks for all the women of Alaska. As it faces a sunset review in 1987, it is anticipated that the numerous supporters who worked to keep the Commission in the budget in 1986 will again work to maintain the Commission as a legislative priority.

07-01-20-07-00 (01-65-4-07-01-00)

STATE OF ALASKA -- COMPONENT BUDGET SUMMARY

SALSFRMA 16:03 1/29/87

AGENCY: OFFICE OF THE GOVERNOR
CATEGORY: ADMINISTRATION OF JUSTICEPROGRAM: COMMISSIONS/SPECIAL OFFICES
SUB-PROGRAM: AK WOMEN COMMISSION

LEG. FIN.

----- F I S C A L Y E A R 1 9 8 8 -----

EXPENDITURES & FUNDING	(01) FY86 ACT	(02) FY87 ATM	(24)	(03) FY87 REV	(04) TRANSFER	(05) DECRMNTS	(06) INCRMNTS	(23)	(08) GOVERNOR	(09) HOUSE	(10) SENATE	(11) C. C.	(12) BILLS
01 PERS. SERV.	235.7	211.6		167.2	-7.0				160.2				
02 TRAVEL	24.3	26.1		26.1	3.1				29.2				
03 CONTRACTUAL	65.5	67.3		67.3	2.4				69.7				
04 COMMODITIES	2.7	2.0		2.0	1.5				3.5				
05 EQUIPMENT													
06 LANDS/BLDGS													
07 GRANTS, CLMS													
08 MISC.													
** TOTAL EXPEND	328.2	307.0		262.6					262.6				
09 I-A TRANSFER	1.3	2.0		2.0					2.0				
1004 GEN FUND	318.9	295.9		251.5					251.5				
1005 I/A RCPTS	9.3	11.1		11.1					11.1				
15 FULL TIME	4.0	4.0		4.0					4.0				
16 PART TIME													
17 TEMPORARY	1.0	1.0		1.0					1.0				
18 STAFF MONTHS	54.0	54.0		44.0					44.0				

07-01-20-07-00 (01-65-4-07-01-00)

STATE OF ALASKA -- COMPONENT BUDGET ANALYSIS

SALSFRMA 16:03 1/29/87

AGENCY: OFFICE OF THE GOVERNOR
CATEGORY: ADMINISTRATION OF JUSTICE

PROGRAM: COMMISSIONS/SPECIAL OFFICES
SUB-PROGRAM: AK WOMEN COMMISSION

LEG. FIN.

***** FY87 REV ANALYSIS *****

OBJECT GROUP	VARIATION		DESCRIPTION: FY87 REV (\$262.6) VERSUS FY87 ATH (\$307.0)
01 PERS. SERV.	-44.4	-21.0%	HOLD STAFF ASSISTANT POSITION OPEN FOR 40 WEEKS <\$44.4>.
** TOTALS	-44.4	-14.5%	

***** GOVERNOR'S ANALYSIS (87 REV TO 88 GOV) *****

TOTAL GEN_FUND	OTH_FUND	PFT	PPT	DESC
0.0	0.0	0.0	0.0	0.0 TRANSFER TO COVER LINE-ITEM COSTS #2015

***** PROGRAM DESCRIPTION & PRIOR YEAR INFORMATION *****

AUDIT: PERFORMANCE REPORT ON THE OFFICE OF THE GOVERNOR ALASKA WOMEN'S COMMISSION. FUNDING & RECOMMENDATIONS: THE COMMISSION SHOULD BE CONTINUED, BUT FULL-TIME STAFF SUPPORT SHOULD BE ELIMINATED.



Alaska State Legislature

Representative Mike Davis

P.O. Box V
Juneau, Alaska 99811
(907) 465-4930/4941

Interim Office:
P.O. Box 81435
Fairbanks, Alaska 99708

MEMORANDUM

To: House State Affairs Committee

From: Rep. Mike Davis

Date: February 4, 1987

Re: HB 4; Extending the termination date of the Alaska Women's Commission

Under existing sunset provisions, the Alaska Women's Commission is scheduled to terminate on June 30, 1987. HB 4 would extend the life of the Commission to June 30, 1991, without making any changes to the statutes.

The Alaska Women's Commission is the only state agency that is directed toward all Alaska Women. On-going activities of the Commission include a study on the economics of divorce and a conference designed to educate women about their legal rights, including discrimination in the workplace, in housing and in obtaining credit. During FY 87, the Commission also plans to establish several women's councils in rural areas of the state, conduct a series of constituent meetings in at least four different communities, and work toward the introduction of legislation relating to divorce and dissolution and parental leave.

As with other state agencies, the staff and funding levels of the Alaska Women's Commission were dramatically reduced in FY 87. However, the Commission has demonstrated an ability to work effectively at the reduced level, and the benefits provided by the Commission to women throughout the state warrant the continuation of this agency.



February 19, 1987

Dear Mr. Chairman and Members of the House Finance Committee:

You have before you House Bill 4 which provides an additional four years of service by the Alaska Women's Commission. Since the House State Affairs Committee passed the bill last week, it is now for you to decide whether the Commission will continue in name only, or whether it will be given adequate funding to continue its effectiveness.

The League of Women Voters of Alaska wholeheartedly supports maintenance of at least current levels of funding for the Commission. As the only state agency which speaks for all women of Alaska, its work is unique.

The House Finance Committee is charged with the task of maintaining programs and services which the public has come to expect in the face of shrinking revenues. Each service must be evaluated not only on its cost-effectiveness, but also on the costs of not having the service.

There are still many hurdles to be met before it can truly be said that sex-related discrimination in our laws and in our society is a thing of the past. Women need an advocate inside the bureaucracy to ensure fair treatment for half the state's population. But we need more than just a voice: we need the types of services now supplied only by the Commission. These have included: workshops for rural and urban women; proposed legislation and review of current laws to end sex discrimination; publications to educate women on laws, insurance, pensions and politics.

Merely existing as a bureaucratic advocate isn't enough to justify keeping the Alaska Women's Commission: it must also have adequate funding to continue its special and important projects. The Commission has proven its ability to produce significant work. Please allow this to continue.

Sincerely,

Kate Graham
Legislative Liaison