

**SB**

**53**

<TARGET><BILL>SB 53</BILL><SUBJECT>SB  
53</SUBJECT><COMM>HFIN27</COMM></TARGET>



# FISCAL NOTE

STATE OF ALASKA  
2012 LEGISLATIVE SESSION

Bill Version CSSB 53(FIN)  
Fiscal Note Number 3  
Publish Date 4/15/12 (H)

Identifier (file name) SB053-OOG-WC-4-15-12 Dept. Affected Office of the Governor  
Title "An Act reestablishing the Alaska Commission on the Status of Women..." Appropriation Commission and Special Offices  
Allocation Women's Commission  
Sponsor Senator Davis  
Requester (H) RLS OMB Component Number New

**Expenditures/Revenues** (Thousands of Dollars)

Note: Amounts do not include inflation unless otherwise noted below.

	FY13 Appropriation Requested	Included in Governor's FY13 Request	Out-Year Cost Estimates					
			FY13	FY14	FY15	FY16	FY17	FY18
<b>OPERATING EXPENDITURES</b>								
Personal Services	195.2		201.6	208.3	215.2	222.3	229.6	
Travel	25.3		25.3	25.3	25.3	25.3	25.3	
Services	99.0		99.0	99.0	99.0	99.0	99.0	
Commodities	6.5		6.5	6.5	6.5	6.5	6.5	
Capital Outlay	39.0							
Grants, Benefits								
Miscellaneous								
<b>TOTAL OPERATING</b>	<b>365.0</b>	<b>0.0</b>	<b>332.4</b>	<b>339.1</b>	<b>346.0</b>	<b>353.1</b>	<b>360.4</b>	

FUND SOURCE		(Thousands of Dollars)						
1002	Federal Receipts							
1003	GF Match							
1004	GF	365.0		332.4	339.1	346.0	353.1	360.4
1005	GF/Prgm (DGF)							
1037	GF/MH (UGF)							
Other	(please identify)							
<b>TOTAL</b>		<b>365.0</b>	<b>0.0</b>	<b>332.4</b>	<b>339.1</b>	<b>346.0</b>	<b>353.1</b>	<b>360.4</b>

POSITIONS								
Full-time		2.0		2	2	2	2	2
Part-time								
Temporary								

CHANGE IN REVENUES								

Estimated SUPPLEMENTAL (FY12) operating costs \_\_\_\_\_ (separate supplemental appropriation required;  
(discuss reasons and fund source(s) in analysis section)

Estimated CAPITAL (FY13) costs \_\_\_\_\_ (separate capital appropriation required)  
(discuss reasons and fund source(s) in analysis section)

Why this fiscal note differs from previous version (if initial version, please note as such)

This fiscal note is updated to incorporate changes approved by the House Finance Committee.

Prepared by Guy Bell, Administrative Director  
Division Division of Administrative Services  
Approved by Guy Bell, Administrative Director  
Division of Administrative Services

Phone 465-3876  
Date/Time 4/15/12 11:30 AM  
Date 4/15/2012

FISCAL NOTE #3

STATE OF ALASKA  
2012 LEGISLATIVE SESSION

BILL NO. CSSB 53(FIN)

**Analysis**

This legislation would reestablish the Alaska Women's Commission in the Office of the Governor.

Fiscal Note assumes:

2 Commission staff:  
Program Manager Rg. 22  
Admin. Assist. Rg. 15

7 public members with geographic representation: 3 Anchorage/valley, 1 Juneau, 1 Nome, 1 Ketchikan, 1 Fairbanks

4 face-to-face meetings annually. Additional meetings as required via teleconference.

2 Anchorage meetings (one winter, one summer)  
transportation:  $\$2,451 \times 2 = \$4,902$   
lodging:  $\$1,448 + \$800 = \$2,248$   
M&IE:  $\$720 \times 2 = \$1,440$

1 Juneau meeting (during legislative session)  
transportation:  $\$4,999$   
lodging:  $\$1,680$   
M&IE:  $\$1,440$

1 Fairbanks meeting (during summer)  
transportation:  $\$4,724$   
lodging:  $\$2,400$   
M&IE:  $\$1,440$

All meetings assume full commission and 2 staff attendance, and further assume 2 Executive Branch members' travel costs paid by employing agencies.

Contractual includes core services charges, communications, advertising, printing, office space lease, and postage.

Initial equipment costs reflect set-up of office work stations, computers, phones, fax, copier, etc.

Amended 22.15  
 Range 20-27  
 (two positions)

# FISCAL NOTE

STATE OF ALASKA  
 2012 LEGISLATIVE SESSION

Bill Version CSSB 53(FIN)  
 Fiscal Note Number 2  
 (S) Publish Date 2/3/12

Identifier (file name) SB053-OOG-WC-1-4-12 Dept. Affected Office of the Governor  
 Title "An Act reestablishing the Alaska Commission on the Appropriation Commission and Special Offices  
Status of Women... Allocation Women's Commission  
 Sponsor Senator Davis  
 Requester (S) FIN OMB Component Number \_\_\_\_\_

**Expenditures/Revenues** (Thousands of Dollars)

Note: Amounts do not include inflation unless otherwise noted below.

	FY13 Appropriation Requested	Included in Governor's FY13 Request	Out-Year Cost Estimates				
			FY14	FY15	FY16	FY17	FY18
<b>OPERATING EXPENDITURES</b>	<b>FY13</b>	<b>FY13</b>	<b>FY14</b>	<b>FY15</b>	<b>FY16</b>	<b>FY17</b>	<b>FY18</b>
Personal Services	271.2		280.2	289.5	299.1	309.0	316.7
Travel	25.3		25.3	25.3	25.3	25.3	25.3
Services	159.3		159.3	159.3	159.3	159.3	159.3
Commodities	7.2		7.2	7.2	7.2	7.2	7.2
Capital Outlay	52.4						
Grants, Benefits							
Miscellaneous							
<b>TOTAL OPERATING</b>	<b>515.4</b>	<b>0.0</b>	<b>472.0</b>	<b>481.3</b>	<b>490.9</b>	<b>500.8</b>	<b>508.5</b>

**FUND SOURCE** (Thousands of Dollars)

1002	Federal Receipts							
1003	GF Match							
1004	GF	515.4		472.0	481.3	490.9	500.8	508.5
1005	GF/Prgm (DGF)							
1037	GF/MH (UGF)							
Other	(please identify)							
<b>TOTAL</b>		<b>515.4</b>	<b>0.0</b>	<b>472.0</b>	<b>481.3</b>	<b>490.9</b>	<b>500.8</b>	<b>508.5</b>

**POSITIONS**

Full-time	3.0		3	3	3	3	3
Part-time							
Temporary							

**CHANGE IN REVENUES**

--	--	--	--	--	--	--	--

Estimated SUPPLEMENTAL (FY12) operating costs \_\_\_\_\_ (separate supplemental appropriation required)  
 (discuss reasons and fund source(s) in analysis section)

Estimated CAPITAL (FY13) costs \_\_\_\_\_ (separate capital appropriation required)  
 (discuss reasons and fund source(s) in analysis section)

Why this fiscal note differs from previous version (if initial version, please note as such)

This fiscal note is updated to reflect the current fiscal year.

Prepared by Guy Bell, Administrative Director  
 Division Division of Administrative Services  
 Approved by Guy Bell, Administrative Director  
Division of Administrative Services

Phone 465-3876  
 Date/Time 1/4/12 8:45 AM  
 Date 1/4/2012

FISCAL NOTE #2

STATE OF ALASKA  
2012 LEGISLATIVE SESSION

BILL NO. CSSB 53(FIN)

**Analysis**

Fiscal Note assumes:

3 Commission staff:  
Program Manager Rg. 24  
Research Analyst Rg. 18  
Admin. Assist. Rg. 15

7 public members with geographic representation: 3 Anchorage/valley, 1 Juneau, 1 Nome, 1 Ketchikan, 1 Fairbanks

4 face-to-face meetings annually. Additional meetings as required via teleconference.

2 Anchorage meetings (one winter, one summer)  
transportation:  $\$2,451 \times 2 = \$4,902$   
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All meetings assume full commission and 2 staff attendance, and further assume 2 Executive Branch members' travel costs paid by employing agencies.

Contractual includes core services charges, communications, advertising, printing, office space lease, and postage.

Initial equipment costs reflect set-up of office work stations, computers, phones, fax, copier, etc.

# Alaska State Legislature

Senate  
Health & Social  
Committee  
Chair  
•  
Senate  
Education Committee  
Vice-Chair



Legislative Council  
Vice-Chair  
•  
Senate  
Transportation  
Committee  
•  
Senate  
Labor & Commerce  
Committee

Senator [Bettye Davis@legis.state.ak.us](mailto:Bettye.Davis@legis.state.ak.us)  
<http://www.aksenate.org/>

## Senator Bettye Davis

### SPONSOR STATEMENT

#### **SB53 – REESTABLISHMENT OF THE ALASKA COMMISSION ON THE STATUS OF WOMEN**

Senate Bill 53 "An Act reestablishing the Alaska Commission on the Status of Women; and relating to the purpose and powers of the Alaska Human Relations Commission."

Senate Bill 53 reestablishes the Alaska Commission on the Status of Women. The Alaska Legislature established the Alaska Commission on the Status of Women in 1978 (ch 120 SLA 1978). The Commission was tasked with implementing the recommendations contained in the preliminary study on the status of women. The Commission aimed to improve the status of women in the state by conducting research, serving as a referral service for information and education on existing resources for women, and making and implementing recommendations on the opportunities, needs, problems, and contributions of women in Alaska. The Commission was dedicated to the achievement of equal legal, economic, social and political status specifically for women in Alaska and was a statewide network for study and action on a variety of issues. In 1983, the Commission was renewed and renamed the Alaska Women's Commission (ch 52 SLA 1983).

The Commission conducted many public hearings and trainings, developed manuals on violence against women, education and welfare, conducted research to help women avail themselves of existing resources to meet their needs and implemented recommendations on the opportunities, needs, problems and contributions of women in the areas of education, homemaking, civil and legal rights, and labor and employment. The Commission developed a comprehensive statewide plan that identified the needs of children and youth and made recommendations to enhance the quality of life for women and children, as well as produced annual reports on the status of women and children in Alaska. The Alaska Women's Commission merged with the Alaska Human Relations Commission in 1993. The Alaska Human Relations Commission continues to exist in State Statute, but has never been funded and was declared inactive in 1996.

Over the past several decades, the participation and roles of women in the workforce has changed dramatically. Women are employed in more varied occupations and are more likely to work year-round than they have in the past. In addition, women have attained higher levels of education, and receive the majority of bachelor degrees granted. More mothers are part of the workforce, and thus, a women's contribution to family incomes have increased and is often critical for families' economic well-being. In 2008, working wives contributed 29 percent of their families' incomes, up from 24 percent in 1988. Nonetheless, even though more women are in the workforce than ever before, the difference in wages men and women receive for their work remains substantial. The gender wage gap persists in Alaska, and across a wide spectrum of occupations and industries. According to *Invest in Women, Invest in America*, women working full-time, year-round earn only 77 cents for

every dollar earned by men. In Alaska, men continue to earn significantly more on average than women in 2009. According to data obtained from the Alaska Department of Labor and workforce Development, the wage difference between men and women has not changed much since 2000. On average, women earned 66.6 percent of what men earned in 2009, which was the same as in 2006. Women and children continue to be the most common victims of domestic abuse. Women in Alaska lead the nation as victims of sexual assaults. Alaska has a struggling foster child system and Alaska's high school students, both male and female, drop out at alarming rates. Alaska has one of the lowest percentages of students entering and completing higher education programs and Alaska has a significant economic divide between our urban and rural communities, which negatively impacts all of us. These are a few areas of concerns facing women and children in our state and simply put, Alaska can no longer afford to ignore these statistics.

Alaska with its unique culture, history and challenges, combined with its large size and small population, calls for innovative forward thinking to deal with many of the difficult issues facing women and children throughout Alaska. Reestablishing the Alaska Commission on the Status of Women will allow Alaskans to focus attention on these critical issues that have negatively impacted women and children for decades.

*Session: (January – April)*

State Capitol, Room #30, Juneau, AK 99801-1182 Phone: (907) 465-3822 · Fax: (907) 465-3756 · Toll Free: (800) 770-3822

*Interim: (April – December)*

716 West 4th Avenue, Anchorage, AK 99501-2133 · Phone: (907) 269-0144 · Fax: (907) 269-0148

### Explanation of Changes

Change 1: Page 1, Line 12: after the word "employed" period was deleted and the following was added: "and at least one member shall be a single, female mother head of the household."

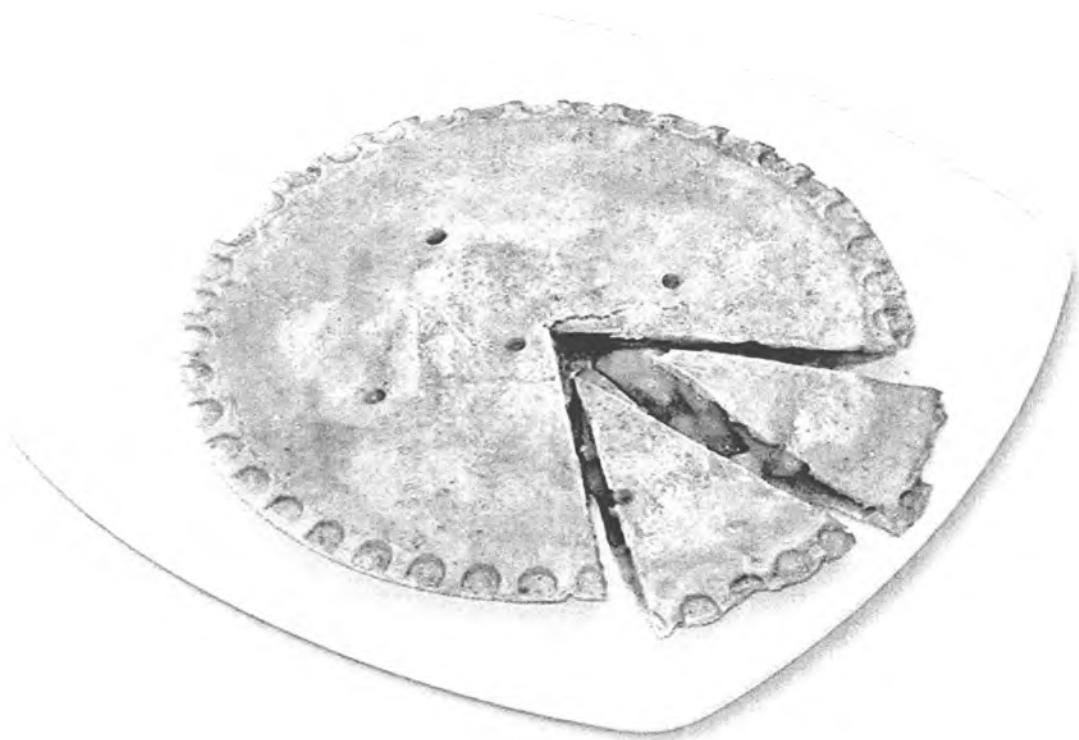
Change 2: Page 2, Line 21: after "Meetings." Insert "(a)"

Page 2, Line 24: Insert new subsection to read:

"(b) The commission shall meet in each region of the state on a rotating basis and may not hold consecutive meetings in the same region of the state. For the purposes of this subsection, the regions of the state are Southcentral Alaska, Southeast Alaska, Kenai Peninsula, Western Alaska (including Kodiak), Interior Alaska, and Northern Alaska."

# Un-Equal Pay Pie Chart

**Alaskan women earn 75% of what Alaskan men make  
– right below South Carolina and beside<sup>1</sup> Mississippi,  
Alabama, and Arkansas.**



**Alaska ranks 38<sup>th</sup> in the nation in the state median annual earnings ratio by gender for full-time, year-round workers ages 16 and older.**

<sup>1</sup>U.S. Census Bureau 2010 American Community Survey data

*Barbara Belknap  
Vision 2020/Drexel Univ.  
Tucson, Arizona*

**A FEW ORGANIZATIONS SUPPORTING THE REESTABLISHMENT,  
INCLUDE:**

1. Anchorage Assembly
2. Business and Professional Women - Alaska
3. Anchorage Chapter of Alpha Kappa Alpha Sorority, Inc.
4. STAR (Standing Together Against Rape)
5. YWCA
6. Business and Professional Women – North to the Future
7. Anchorage Women’s Commission
8. National Association of Commission for Women
9. Girl Scouts Alaska
10. Arctic Business & Professional Women
11. NAACP
12. AARP
13. AWARE (Aiding Women in Abuse & Rape Emergencies)
14. Alaska Native Sisterhood
15. Business and Professional Women/Anchorage
16. Alaska Woman’s Lobby

*Compiled by  
Sandra Davis, office*



Sha'a Ka Atyátx'i Noowú  
DOVE COTTAGE  
A Place of Peace

## Aiding Women in Abuse and Rape Emergencies

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(907) 586-2479 (fax)

(907) 586-1090 (crisis)

1-800-478-1090 (toll free in state)

E-mail: [info@awareak.org](mailto:info@awareak.org)


Senator Bettye Davis  
State Capitol, Room  
Juneau, Alaska 99801

Dear Senator,

I am writing this letter to Senator Davis on behalf of AWARE in support of SB53 – An act reestablishing the Alaska Commission on the Status of Women. Because of the staggering statistics for women in Alaska, this is a much needed bill that is long-overdue. Alaska continues to maintain the highest rates of sexual assault and domestic violence in the nation and historically women are more likely to be poorer than men. Poverty rates for unmarried female householders with children are particularly high and have consistently been two or three times as high as overall male and female poverty rates since 1996.

Survey data compiled by the American Community Survey shows that of 26,518 families in Alaska with a female head of household, 22.6 percent live below the poverty level. The gender wage gap persists in Alaska and across a wide spectrum of occupations and industries. In 2009, according to the Alaska Department of Labor, Alaskan women on average earned only 66.6% of what men earned. And, although more women than men in Alaska hold a bachelor's degree or higher, data shows that men's median annual earnings are higher in every education level. Alaskan women, in particular women of color, experience health care disparities and women living in rural Alaska have worse-than average disparities on access and utilization of services.

On behalf of AWARE staff, volunteers and the victims/survivors we serve, please accept my gratitude for your great support of this bill. We encourage your colleagues in the Alaska Legislature to join you to make the Alaska Women Commission a reality. Please contact me if you have any questions.

Sincerely,  
  
Saralyn Tabachnick  
SKT





## DOMESTIC VIOLENCE FACTS: ALASKA



### DID YOU KNOW?

- ◊ One in every four women will experience domestic violence in her lifetime.<sup>1</sup> One in 33 men have experienced an attempted or completed rape.<sup>2</sup>
- ◊ An estimated 1.3 million women are victims of physical assault by an intimate partner each year.<sup>3</sup>
- ◊ The majority (73%) of family violence victims are female. Females were 84% of spousal abuse victims and 86% of abuse victims at the hands of a boyfriend.<sup>4</sup>
- ◊ The cost of intimate partner violence exceeds \$5.8 billion each year. \$4.1 billion of which is for direct medical and mental health services.<sup>5</sup>
- ◊ Boys who witness domestic violence are twice as likely to abuse their own partners and children when they become adults.<sup>6</sup>

### CHALLENGES

- The extreme remoteness of many Alaskan communities, (including travelling to access services), remains the major obstacle to providing services to victims in these areas.
- Alaska's statistics on violence against women are among the highest in the nation. Local programs are in dire need of more funding to serve the sheer volume of victims that seek their services.

### STATEMENTS FROM SERVICE PROVIDERS

*"We are operating on a minimal basis. We have the minimum number of staff to get the job done. We have very little money for program supplies, travel, training, and outreach to the villages. We have been doing more for less for so long its hard to remember what it would look like to have enough."*

-Advocate, Sitkans Against Family Violence<sup>9</sup>

*"Increases wouldn't just be nice for programs, they are imperative for them to keep up with utility costs. We have diversified funding sources to the nth degree and overall still have fewer position [to provide victim services] than we did 3 years ago, 5 years ago, 8 years ago."*

-Advocate, Tundra Women's Coalition<sup>9</sup>

### DOMESTIC VIOLENCE AND SEXUAL ASSAULT IN ALASKA

- Almost 75% of Alaskans have experienced or know someone who has experienced domestic violence or sexual assault.<sup>7</sup>
- There were over 6,000 reported cases of domestic violence in Alaska in 2005.<sup>7</sup>
- 524 forcible rapes were reported in Alaska in 2005, representing almost 13% of all violent crimes.<sup>8</sup>
- The Alaska rape rate is 2.5 times the national average.<sup>7</sup>
- Child sexual assault in Alaska is almost six times the national average.<sup>7</sup>
- Alaska has the highest rate per capita of men murdering women.<sup>7</sup>
- Almost 30% of Alaskans were not able to access victim services or encourage others to do so because there were no services available in their area at the time.<sup>7</sup>
- Almost 90% of Alaskans would vote to increase funding for victim service programs, and over 90% would support increased penalties for domestic violence and sexual assault perpetrators.<sup>7</sup>

### STATE RESOURCES

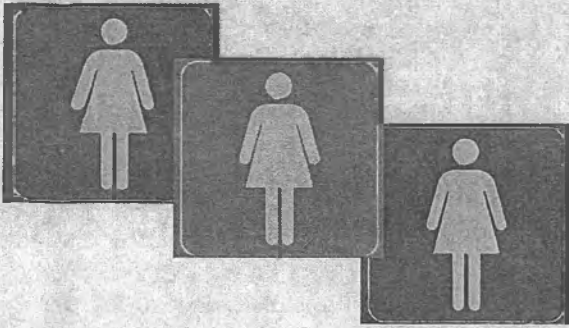
Alaska Network on Domestic Violence  
and Sexual Assault  
[www.andvsa.org](http://www.andvsa.org)

- ◊ The Network is a non-profit membership organization that is composed of 21 programs across Alaska. The 21 programs provide victim services for domestic violence and sexual assault, offender services, and crisis intervention services. The Network exists to promote communication and information sharing between programs across the state and to expose and eliminate interpersonal violence in the lives of Alaskan victims.

For more information or to get help, please visit  
<http://www.andvsa.org/programs/programs.htm>  
to get local program and hotline information.

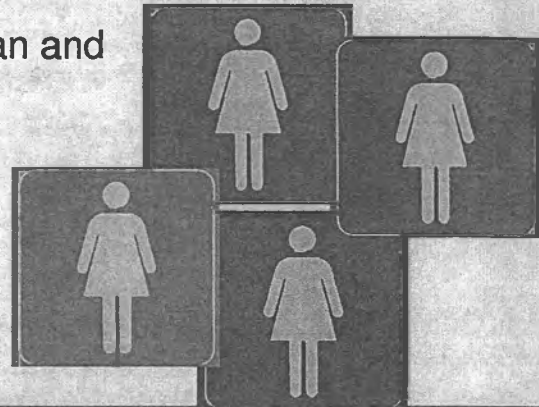
The National Domestic Violence Hotline at 1-800-799-SAFE  
The National Sexual Assault Hotline at 1-800-656-HOPE

## American Indian and Alaska Native Women



More than 1 out of every 3 American Indian and Alaska Native women will be raped in her lifetime.<sup>1</sup>

More than 3 out of every 4 American Indian and Alaska Native women will be physically assaulted in her lifetime.<sup>1</sup>



## When Men Murder Women<sup>10</sup>

Alaska ranks **first in the nation** with the highest homicide rate for female victims killed by a male perpetrator.<sup>1</sup>

Number of Females Murdered by Males in Single Victim/Single Offender Homicides and Rates by State in 2003, Ranked by Rate

Ranking	State	Homicide Rate per 100,000
1	Alaska	2.87
2	Nevada	2.64
3 (tie)	Louisiana	2.42
3 (tie)	New Mexico	2.42
5	Tennessee	2.38

## SOURCES

- <sup>1</sup> Tjaden, P. & Thoennes, N. (2000). *Extent, Nature and Consequences of Intimate Partner Violence: Findings from the National Violence Against Women Survey*. National Institute of Justice and the Centers of Disease Control and Prevention.
- <sup>2</sup> U.S. Department of Justice. (November 1998). "Prevalence, Incidence, and Consequences of Violence Against Women."
- <sup>3</sup> Centers for Disease Control and Prevention. (2003). *Costs of Intimate Partner Violence Against Women in the United States*. Atlanta, GA: National Centers for Injury Prevention and Control.
- <sup>4</sup> Bureau of Justice Statistics. (June, 2005). *Family Violence Statistics*. U.S. Department of Justice.
- <sup>5</sup> Centers for Disease Control and Prevention. (2003). *Costs of Intimate Partner Violence Against Women in the United States*. Atlanta, GA: National Centers for Injury Prevention and Control.
- <sup>6</sup> Strauss, Gelles, & Smith. (1990). *Physical Violence in American Families: Risk Factors and Adaptations to Violence in 8,145 Families*. Transaction Publishers.
- <sup>7</sup> Alaska Network on Domestic Violence and Sexual Assault. (2006). 2006 Annual Report.: Working in Alaska Communities For: Safety, Justice, Advocacy and Education, Violence Prevention. Juneau, Alaska.
- <sup>8</sup> Alaska Department of Public Safety. (2005). Crime Reported in Alaska, 2005. Uniform Crime Reporting Program. Accessed November 29, 2007 at [http://www.dps.state.ak.us/UCR/Docs/UCR\\_2005.pdf](http://www.dps.state.ak.us/UCR/Docs/UCR_2005.pdf)
- <sup>9</sup> Alaska Network on Domestic Violence and Sexual Assault. (December 2005). Alaska Program Directors Report How They Are Coping With Inadequate Funding. Accessed November 29, 2007 at <http://www.andvsa.org/pdfs/December%202005%20Quotes%20from%20Directors.pdf>
- <sup>10</sup> Violence Policy Center. (September 2005). When Men Murder Women. Accessed November 29, 2007 at <http://www.vpc.org/studies/wmmw2005.pdf>

NATIONAL COALITION AGAINST DOMESTIC VIOLENCE



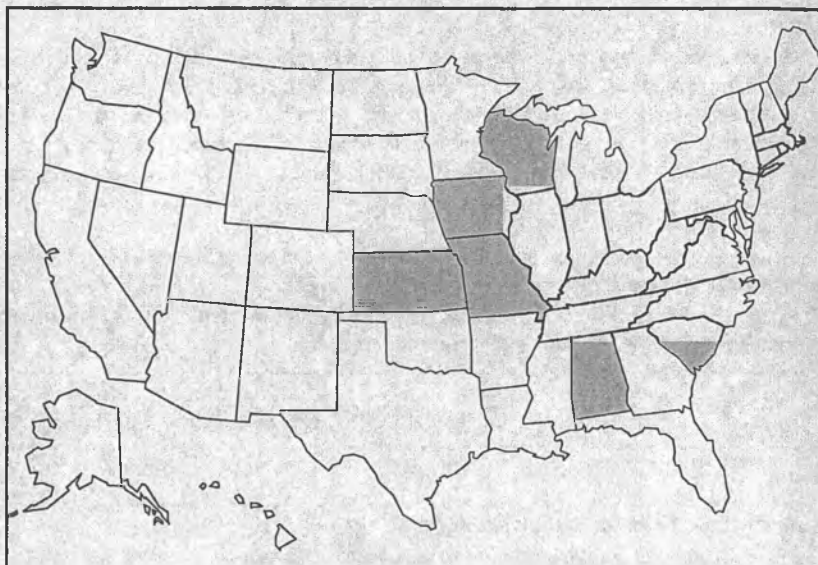
Every Home A Safe Home

The Public Policy Office of the National Coalition Against Domestic Violence (NCADV) is a national leader in the effort to create and influence Federal legislation that positively affects the lives of domestic violence victims and children. We work closely with advocates at the local, state and national level to identify the issues facing domestic violence victims, their children and the people who serve them and to develop a legislative agenda to address these issues. NCADV welcomes you to join us in our effort to end domestic violence.

The Institute for Women's Policy Research presents

# *The Status of Women in the States 2002*

*The Status of Women in the States* is part of an ongoing research project conducted by the Institute for Women's Policy Research (IWPR) to measure and track the status of women in all 50 states and the District of Columbia. Primarily funded by the Ford Foundation, with additional funding from state and local foundations and organizations, this project intends to improve the ability of advocates and policymakers at the state level to address women's issues. The data used in each report come from a variety of sources, primarily federal government agencies, although other organizations also provide data.



The first three sets of reports were released in 1996, 1998, and 2000, consisting of 33 state reports and three national reports. The 2002 series includes nine states as well as an update of the national report. See IWPR's website ([www.iwpr.org](http://www.iwpr.org)) for more information and to order copies of all the 42 state reports available (or call IWPR at 202-785-5100). The 2002 National Report provides a timely overview of women's status across all 50 states and the District of Columbia.

## **About the Institute for Women's Policy Research**

Founded in 1987, IWPR is an independent, 501(c)(3) nonprofit, scientific research organization dedicated to informing and stimulating debate on public policy issues of critical importance to women and their families. IWPR focuses on issues of poverty and welfare, employment and earnings, work and family, the economic and social aspects of health care and safety, and women's civic and political participation. The Institute works with policymakers, scholars, and public interest groups to design, execute, and disseminate research and to build a network of individuals and organizations that conduct and use women-oriented policy research. IWPR also works in affiliation with the graduate programs in public policy and women's studies at The George Washington University.

IWPR's work is supported by foundation grants, government grants and contracts, donations from individuals, and contributions from organizations and corporations. Improving women's lives--ending economic and social inequalities--this is what IWPR is all about. Your tax-deductible membership contribution to IWPR's Information Network enables IWPR to make a difference. Membership benefits include: Quarterly Newsletter, Fact Sheets, Research-in-Briefs, a 20 percent discount on publications and conference registrations, and more. To become a member or to make a donation, visit [www.iwpr.org](http://www.iwpr.org) or call 202-785-5100.

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**Chart 2.**  
**Overview of the Status of Women of Color in Alaska**

	White Women	African American Women	Hispanic Women	Asian American Women	Alaska Native and other Native American Women
<b>Political Participation</b>					
Number of Women in Elected Statewide Executive Office, 2004	0	0	0	0	0
Number of Women in U.S. Congress, 2004	1	0	0	0	0
<b>Employment and Earnings</b>					
Median Annual Earnings (for full-time, year-round employed women), 1999 (in 2003 dollars)	\$35,300	\$29,800	\$28,700	\$26,500	\$32,000
Earnings Ratio Between Women and White Men, 1999	72.6%	61.2%	59.0%	54.4%	65.8%
Women's Labor Force Participation, 2000	67.6%	76.0%	66.8%	58.8%	57.5%
Women in Managerial and Professional Occupations, 2000	41.3%	33.4%	26.4%	22.1%	33.6%
<b>Social and Economic Autonomy</b>					
Percent of Women with College Education (two- or four-year degree or higher), 2000	38.1%	25.1%	30.3%	26.2%	10.9%
Percent of Women Above the Poverty Level, 1999	94.1%	92.9%	87.0%	90.3%	80.7%
<b>Reproductive Rights</b>					
Percent of Mothers Beginning Prenatal Care in the First Trimester of Pregnancy, 2001	84%	83%	82%	77%	71%
Infant Mortality Rate (deaths of infants under age one per 1,000 live births), 2001	5.5	N/A	N/A	N/A	N/A
Percent of Babies with Low Birth Weight, 2001	5.0%	10.8%	6.3%	6.3%	5.7%
<b>Health and Well-Being</b>					
Female Heart Disease Mortality, per 100,000, 1999-2001	156.1	270.5	N/A	117.7	185.7
Female Lung Cancer Mortality, per 100,000, 1999-2001	51.3	N/A	N/A	N/A	47.3
Female Breast Cancer Mortality, per 100,000, 1999-2001	24.9	N/A	N/A	N/A	22.2

**Notes:**

N/A = Not Available.

Hispanics may be of any race or two or more races. Racial categories (Whites, African Americans, Asian Americans, Native Americans) do not include Hispanics.

See *The Status of Women in Alaska* for sources and a description of how race and ethnicity are defined for the economic data presented here.

Compiled by the Institute for Women's Policy Research.

*This fact sheet is excerpted from The Status of Women in the States (2004) report, edited by Dr. Amy Caiarza and April Shaw at the Institute for Women's Policy Research (IWPR). National funding for The Status of the Women in the States project comes from the Annie E. Casey Foundation, the Ford Foundation, the Levi Strauss Foundation, the Otto Bremer Foundation, and the Rockefeller Family Fund. This publication is one in a series of Status of Women in the States reports by IWPR. The Status of Women in the States project is designed to inform citizens about the progress of women in their state relative to women in other states, to men, and to the nation as a whole.*

For more information on IWPR reports or membership, please call (202) 785-5100 or e-mail [iwpr@iwpr.org](mailto:iwpr@iwpr.org)

IWPR is a scientific research organization dedicated to informing and stimulating the debate on public policy issues of critical importance to women and their families. The Institute works with policymakers, scholars, and public interest groups to design, execute, and disseminate research that illuminates economic and social policy issues affecting women and families, and to build a network of individuals and organizations that conduct and use women-oriented policy research. IWPR's work is supported by foundation grants, government grants and contracts, donations from individuals, and contributions from organizations and corporation. Members and affiliates of IWPR's Information Network receive reports and information on a regular basis. IWPR is a 501(c)(3) tax-exempt organization that also works in affiliation with the women's studies and public policy programs at The George Washington University.



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## Alaska Women: Good economic status, but second highest suicide rate

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### Alaska Women: Good economic status, but second highest suicide rate

By: Lori Kelm Nov 16, 2004

A new report released at the University of Alaska Anchorage shows Alaska women doing fairly well economically, with among the highest median earnings in the country and among the lowest poverty rates.

Alaska women have higher median earnings than women in 44 other states and have one of the four lowest poverty rates, right behind Minnesota, Maryland, and New Hampshire and tied with Connecticut and Delaware.

Women in Alaska have one of the seven highest rates of jobs in management or professional jobs, and are among the hardest working in the U.S., with labor force participation rates much higher than all but six states, according to *The Status of Women in Alaska*, written by the Institute for Women's Policy Research.

Despite this, a woman in Alaska makes less than 80 cents for every dollar a man makes, and the disparities are more pronounced for women of color: Native American women make only 66 cents for every dollar a white man makes, African American women 61 cents, Hispanic women 59 cents, and Asian American women only 54 cents.

Alaska also ranks in the bottom half of the states for women's health and well-being. It is the 7th worst state for women's death rates from lung cancer and is second only to Nevada for death by suicide among women.

The suicide death rate is more than twice as high as in 18 other states. By many other measures, Alaska women's health is good, with a lower heart disease death rate than all but six other states, a lower breast cancer death rate than all but five other states, one of the seven lowest AIDS rates in the U.S. and the second fewest cases of diabetes.

"Modest gains made by Alaska's women in earnings and health do not compensate for lacks in health insurance coverage, high suicide rates among women, and the wage gap between men and women, particularly women of color," according to Dr. Shelley Theno, Assistant Professor of Psychology at the University of Alaska Anchorage's Kenai Peninsula College.

"Nor do national data on health take into account the high rates of sexual violence experienced by Alaska women, particularly Alaska Native women," Theno adds.

Alaska is in the bottom third of states for health insurance coverage: 18 percent of women in the state are unprotected. Even for women with insurance, the state government fails to require insurance companies to cover contraception or infertility treatments, important resources in women's reproductive health.

*The Status of Women in Alaska* is one of 11 state reports released by the Institute for Women's Policy Research, including first-ever state reports for Idaho, Montana, Nevada, North Dakota, Oklahoma, South Dakota, Utah and Wyoming, as well as Alaska, and updates for Wisconsin and Michigan.

These reports and a national report, *The Status of Women in the States 2004*, are the fifth round of a biennial series. Since 1996, these reports have informed researchers, advocates and

policymakers about advances and gaps in women's economic, social, and political rights.

The Status of Women in the States ranks all 50 states and the District of Columbia on women's economic progress, social and economic autonomy, women's health, reproductive rights and women's political participation.

All across America, women are dramatically underrepresented in political office, starting at the federal level, where no American woman has ever served as President, Vice President, Speaker of the House, or Chief Justice.

As of November 2004, of 535 Members of Congress, 456 are men and only 79 are women. The political participation of women in Alaska ranks slightly below average, even though women's voter turnout is in the top three in the U.S.

The state legislature is 80 percent male and only 20 percent female, and no women serve in statewide elected executive office. In addition, Alaska is one of the few states lacking both a state Women's Commission and a Women's Caucus in the state legislature, giving it a ranking of last place in the nation for institutional resources for women, tied in last place with Maine, Montana, Ohio, and South Dakota.

On the positive side, Alaska is one of the few states with a woman representing it in the U.S. Senate.

"Women in Alaska work hard, but they continue to be shortchanged, starting with their paychecks," according to economist Heidi Hartmann, president of the Institute for Women's Policy Research.

"The state needs to do more to help its women become full and equal participants in the economy and in government offices."

The Status of Women in Alaska recommends policies to improve the status of women, including: ? Recruitment of female candidates by political parties and campaign finance reform.

- Tougher enforcement of equal opportunity laws and regular auditing of large employers for discrimination in hiring and promotion.
- Federal and state laws and union contracts to require employers to show that comparable jobs are paid fairly.
- Recruitment of women into predominantly male jobs that are well paid, and active prevention of harassment. Improved educational and job training opportunities for women, especially in higher-paid occupations not traditionally held by women.
- Affirmative action to encourage women and especially women of color to enroll in higher education, and increased scholarships and financial aid to reduce economic barriers.
- Increased investment in tribal colleges and in Alaska Native programs at state universities.
- Public and private sector investments in loan and entrepreneurial programs to expand small business opportunities.
- State, local and federal living wage laws and raising the federal minimum wage and improving educational and job training opportunities.
- State investment in technological training in primary, secondary and post-secondary schools, to reduce the digital divide between those with access to technology and those without.
- State enforcement of Title IX equal access rules. Also, public education about the importance of equal access.
- Paid parental and dependent care leave policies.
- Public health targeting of at-risk and uninsured women not eligible for Medicaid.
- Tribally designed economic development strategies and reinforced tribal sovereignty.
- Enhanced reproductive rights, particularly for low-income women.

The report also calls on women to step forward and strive for leadership roles in their communities, on reservations, in business and government at every level.

Co-chair of the Committee for the Alaska State Profile, Dr. Genie Babb, UAA Professor of English, believes that "this report is a wake-up call to the policymakers and activists of Alaska."

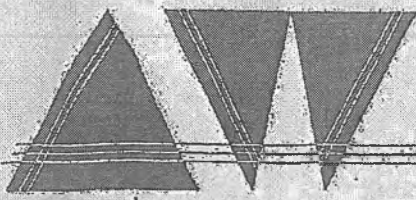
The Institute for Women's Policy Research is a nonprofit public policy research organization dedicated to informing and stimulating debate on public policy issues of critical importance to women and their families.

IWPR focuses on issues that affect women's daily lives, including employment, earnings and economic change; democracy and society; poverty, welfare and income security; work and family policies; and health and violence.

The Status of Women in the States was produced with support from the Annie E. Casey Foundation, the Ford Foundation, the Levi Strauss Foundation, the Otto Bremer Foundation, and the Rockefeller Family Fund. Merck & Co. Inc. and the AFL-CIO provided support for the national overview report, its Research-in-Brief, and its Fact Sheet.

Alaska		
Overview of Women's Economic Status in Alaska	State Figure	Rankings
Women's Median Annual Earnings, 2009	\$39,017	10
Earnings Ratio between Women and Men, 2009	76.5%	29
Percent of Women in the Labor Force, 2009	66.7%	1
Percent of Employed Women in Professional or Managerial Occupations, 2009	39.4%	17
Percent of Women with Health Insurance, 2009	81.0%	49
Percent of Women with Four or More Years of College, 2009	28.8%	18
Percent of Businesses that are Women-Owned, 2007	25.9%	35
Percent of Women Living Above Poverty, 2009	90.2%	2
Sources: Data on "Percent of Businesses that are Women-Owned" are from the U.S. Census Bureau 2007 Survey of Business Owners; data for other indicators are from the U.S. Census Bureau 2009 American Community Survey.		

Alaska		
Overview of Women's Economic Status in Alaska	State Figure	Rankings
Women's Median Annual Earnings, 2002	\$34,300	6
Earnings Ratio between Women and Men, 2002	78.7%	3
Percent of Employed Women in Professional or Managerial Occupations, 2001	37.0%	7
Percent of Businesses that are Women-Owned, 1997	25.9%	18
Percent of Women Living Above Poverty, 2002	92.0%	4
<b>Women's Economic Status in Alaska by Race and Ethnicity</b>		
Median Annual Earnings, 1999		
African American Women	\$29,800	12 of 43
Asian American Women	\$26,500	35 of 45
Hispanic Women	\$28,700	1 of 48
Native American Women	\$32,000	3 of 43
White Women	\$35,300	7 of 51
Earnings Ratio between Women and White Men, 1999		
African American Women	61.2%	30
Asian American Women	54.4%	44
Hispanic Women	59.0%	10
Native American Women	65.8%	12
White Women	72.6%	13
Percent of Employed Women in Professional or Managerial Occupations, 2000		
African American Women	33.4%	10
Asian American Women	22.1%	50
Hispanic Women	26.4%	12
Native American Women	33.6%	8
White Women	41.3%	13
Percent of Women Living Above Poverty, 1999		
African American Women	92.9%	1
Asian American Women	90.3%	8
Hispanic Women	87.0%	1
Native American Women	80.7%	12
White Women	94.1%	3



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

### Futures Trading

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

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

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

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

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

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

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

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

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

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

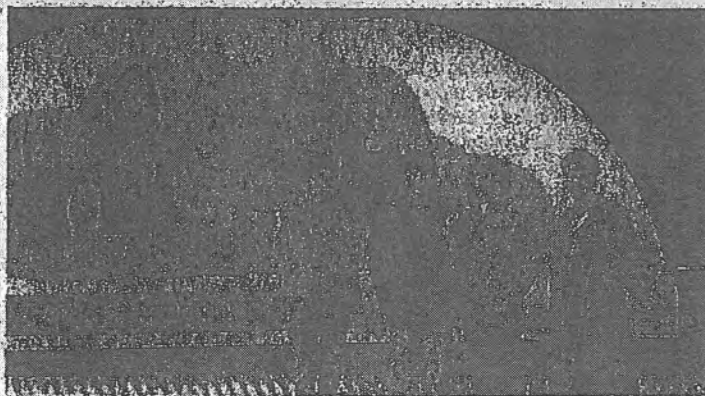
The Alaska Women's Commission has a future because the only trade that makes sense is for a future *with* a Commission.

### What's Inside:

1987: A Challenge for Us All  
Annual Report 1987

- Legislative Advocacy
- Focus: Forced into Wind-Down
- The Question of a Merger
- Commission Research in the Forefront
- Education: A Year in Review
- Commission Budget

Events And People  
Thanks



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

## 1987: A Challenge For Us All

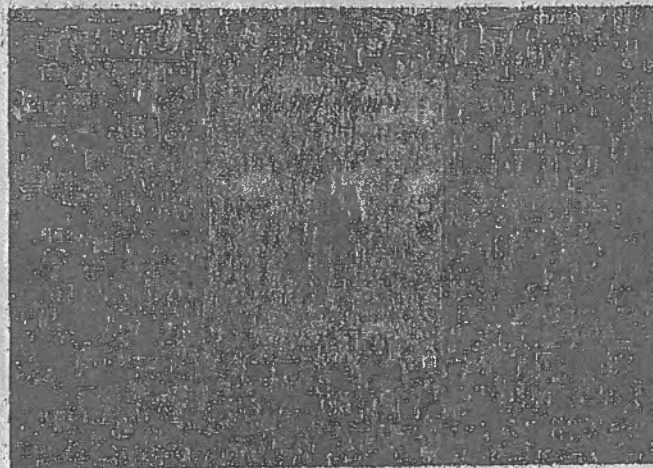
*Christine Callaban, Executive Director*

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

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

What is occurring on a large scale in our current economy has for too long been everyday reality for many of the women in our state. Based on research conducted by the Alaska Women's Commission we know that single parents have been struggling to make ends meet. We know that numerous women with inadequate or non-existent child support have faced monthly bills with well-founded fear and anxiety. We know the extent of women's unequal earning power. We know that, combined with the costs of such necessities as child care, these circumstances too often force women to seek public assistance and sacrifice their hard-won independence and self sufficiency.

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



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

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

Because of these problems in 1987 the Alaska Women's Commission stepped up its efforts to pass HB 189, a bill that would make significant improvements in the laws governing divorce. The Commission included several seminars on this issue in its comprehensive Legal Rights Conference for Women, sponsored in partnership with community, educational and legal resources in the spring of 1987.

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

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

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

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

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

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

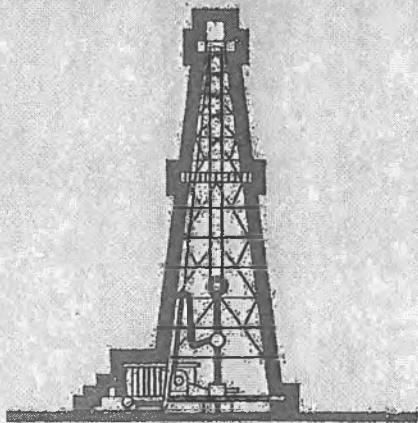
As of July 1, 1987, the Commission officially entered its "wind-down" year with a budget of \$196,800 — a 36 percent decrease from the previous fiscal year. With resources strapped and



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

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

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



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

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

## Education: A Year In Review

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

### Commission-Sponsored Panels and Seminars

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

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

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

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

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



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



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

### Women's Legal Rights

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

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

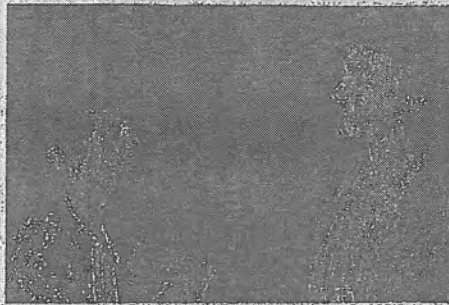
ment, juvenile law, welfare and other legal entitlement programs, property and custody issues, and equal employment opportunity.

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

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

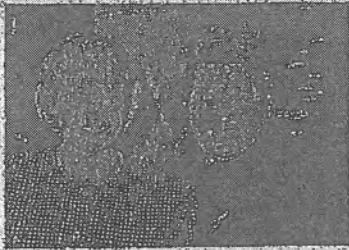
## National Association of Commissions for Women

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



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

## Women and the Constitution



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

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

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

## Transitions

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

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

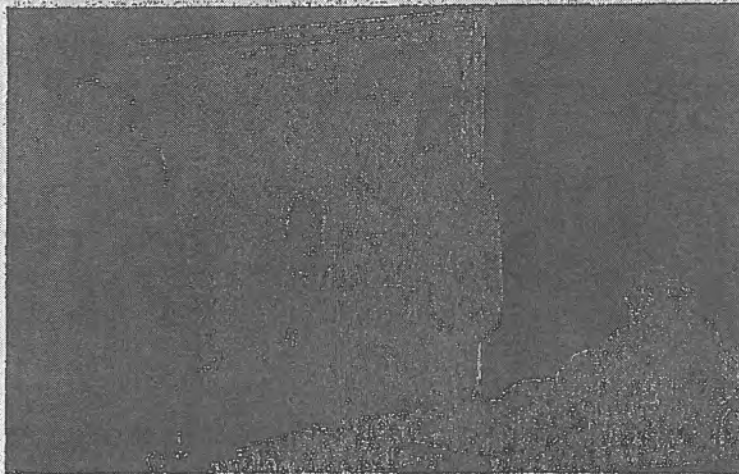
## The View from the Top of the World

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

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

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

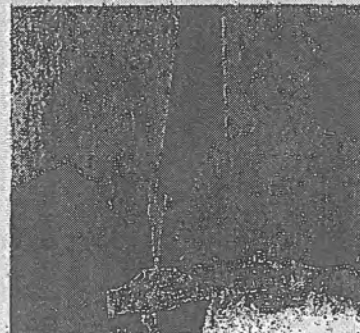
The conference participants elected Charlotte Brower and Elsie Itta to a steering committee to recruit applicants for the North Slope Borough Women's Commission. Jeanne Cross of the Abused Women in Crisis program will serve as an alternate on the recruitment committee.



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

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

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



## Publications

### 1987 Commission Publications

- Family Equity at Issue: A Study of the Economic Consequences of Divorce on Women and Children.** Results of research on economics of divorce in Alaska. (508 dist.)
- Family Equity at Issue: Research Summary.** (2,258 dist.)
- Directory of Women's Organizations.** Statewide directory of women's organizations. (175 dist.)
- Newsletter: Status Report.** Provides information on state and federal legislation, programs, services and issues that pertain to equity for women. It is provided free of charge to approximately 2500 individuals and organizations. (4,700 dist.)
- Highlights of the Alaska Women's Commission.** Historical summary of events, activities and actions of the Commission. (790 dist.)
- Position Paper: Status of HB4.** Updates the status and progress of the Commission reauthorization bill. (165 dist.)

### Additional Commission Publications

- Profiles in Change: Names, Notes and Quotes for Alaskan Women.** (1983) Profiles of 60 Alaskan women who have contributed to the State's economic, social, and political development. The publication includes journal pages for the reader to record reflections and impressions. (394 dist.)
- Report on the Economic Status of Alaska Native Women.** (1983) Findings from the study of the economic condition of Alaska Native Women, with actions recommended to improve their economic status. (46 dist.)
- Summary of the Report on the Economic Status of Alaska Native Women.** (1983) (61 dist.)

- Women in Labor Unions; Seminar Report.** (1984) Summary of the seminar that focused on the role of women in labor organizations, what problems women face, and how to make unions more responsive to women. Includes profiles of speakers, descriptions of workshops and a list of participants. (21 dist.)
- Women's Legal Rights in Alaska.** (1984) Outlines legal rights affecting women in Alaska in such areas as employment, credit, inheritance, adoption, marriage, divorce, criminal law and violence against women. (470 dist.)
- Alaska Women: A Databook.** (1984) Demographic profile of Alaska Women based upon the 1980 Census; includes statistical appendix. (59 dist.)
- A Review of the Alaska Statutes for Sex Discrimination.** (1985) Final report of the comprehensive review of Alaska Statutes. (77 dist.)
- A Sense of History: A Reference Guide to Alaska's Women 1896-1985.** (1985) An annotated bibliography of books, articles, audio-visual aids, and photo displays about Alaska women in history. (75 dist.)
- At the Edge of Opportunity: A Statewide Conference on Women, The Economy and Public Policy.** (1985) A summary of the workshops, activities, and recommendations from the March 1985 conference. (42 dist.)
- Commitment or Complacency?.** (1986) An assessment of sex equity in Alaska's educational institutions with recommendations for future action. (124 dist.)
- Making a Difference: A Primer for Women in Public Life.** (1986) A handbook for political involvement. Includes information on campaign planning, voter contact, and working with volunteers. (172 dist.)
- Regional Conferences 1986.** (1986) Activities and recommendations from the rural women's conferences funded by the Commission in 1986—Bethel, Huslia, Sitka, and Wasilla. (456 dist.)

- Women in Prison: Does the Justice System Do Them Justice?.** (1986) A report on the current status of female offenders in Alaska and the United States. (109 dist.)
- Annual Report 1986.** (1986) A review of the major accomplishments of the Women's Commission from January 1 to December 31, 1986. (886 dist.)

### Brochures and Fact Sheets:

- Alaska Women's Commission.** (1984) (269 dist.)
- Alaska Women: A Profile.** (1984) (272 dist.)
- Alaska Women in Politics.** (1984) (247 dist.)
- Alaska Women & Education.** (1985) (195 dist.)
- Alaska Women & Insurance.** (1985) (170 dist.)
- Alaska Women & Pensions.** (1985) (190 dist.)
- In Celebration of Alaskan Women.** (1986) (25 dist.)

### Posters:

- Legal Rights for Women Conference.** (1986) Announcements of conference on legal rights for women held in Anchorage. (4000 dist.)
- Families—A Shared Experience.** ((1983)) Multi-colored poster aimed at a young audience, emphasizing non-sexist choices in career and family living. (70 dist.)
- Be What You Want to Be.** (1984) Multi-colored poster aimed at a young audience, emphasizing non-sexist choices in career and family living. (85 dist.)
- Women: Alaska Women's Commission.** (1984) (37 dist.)
- Women in Alaska History.** (1986) (175 dist.)

Total Distributed

17,363

## Action Agenda Survey

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

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

## Issues

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

### FAMILY EQUITY

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

### CHILD CARE

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

### ECONOMIC

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

### EDUCATION

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

### JUSTICE

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

### HEALTH

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

## Commission Activities

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

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

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

What are your suggestions for future conferences?

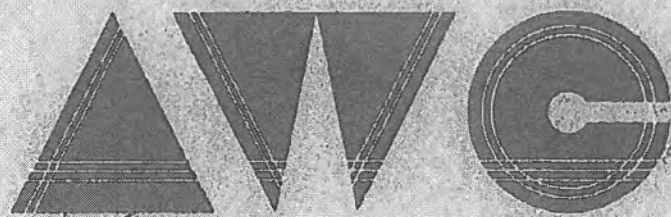
Indicate whether you received the following informational reports and materials published by the Commission and rate their value to you.

	Received		Value					
	Yes	Report/ Material	Low		High			
Status Report Newsletter	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5	N/A
Women's Legal Rights Handbook	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5	N/A
Making A Difference: A Primer for Women In Public Life, 1986	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5	N/A
Regional Conferences 1986	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5	N/A
Women In Prison: Does the Justice System Do Them Justice, 1986	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5	N/A
Directory of Women's Organizations	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5	N/A
Profiles in Change: Names, Notes and Quotes for Alaskan Women	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5	N/A
A Sense of History: A Reference Guide to Alaska's Women 1896-1985	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5	N/A
Fact Sheets: Women In Politics, Demographic Profile of Women, Education, Insurance, Pensions	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5	N/A
Posters	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5	N/A

# Thanks

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

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



**ALASKA  
WOMEN'S  
COMMISSION**

**Annual Report 1988**



## COMMITMENT TO THE WOMEN OF ALASKA

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

Women comprise 54% of the work force in Alaska, the second highest in the nation, but earn less than two thirds of what men earn. Most women have no access to parental leave after the birth of a child, a critical time for bonding to help ensure the child's future welfare. For many Alaskan families child care is either inadequate or too costly. An estimated 1/3 of Alaskan women are or have been victims of domestic violence, rape or child sexual abuse, often seriously affecting their job productivity, family and emotional well-being. The divorce rate in Alaska is 63% compared with a national average of 47%. Women's per capita income declines 33% after divorce while divorced men's increases 17%. In addition, the overall economic decline in Alaska is seriously impacting women, particularly single head of households. More than 20,000 women and children in Alaska receive Aid to Families with Dependent Children.

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

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

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

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

Ruth Lislar  
Executive Director

### Commission Staff 1989

Ruth Lislar,  
Executive Director  
Evelyn Tucker,  
Information Officer  
Martha MacIsaac,  
Secretary  
Dorothy Campbell,  
Title V Information  
Assistant (part time)

### Commission Staff 1988

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

### Purpose of the Commission

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

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

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

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

## THE COMMISSION CELEBRATES TEN YEARS

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

On October 18th, the Commission held a celebration in Anchorage which included a slide show of Alaskan Women, entertainment by the scene machine, food, balloons, and of course a birthday cake. Governor Cowper highlighted the commemorative event by announcing the creation of the Alaska Women's Hall of Fame.

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

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

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

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

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

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

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



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

## History of the Commission From 1978 to 1988 :

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

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

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

1978 - Commission conducts public hearings on violence against women, sex bias in education, welfare, and displaced homemakers.

- Conducts research on the status of homemakers in Alaska.

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

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

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

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

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

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

## THE COMMISSION DRAFTS LONG RANGE PLAN

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

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

— Georgianna Lincoln, Fairbanks —

## Commission History

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

## LONG RANGE PLAN, Continued

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

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

— Jewel Jones, Municipal Director of Social Services Anchorage —

## Health

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

## Commission History

- Workshop on "American Women: Three Decades of Change" is co-sponsored by the Commission with the U.S. Bureau of the Census and the state Department of Labor.
  - Conducts study on pension reform within the public employees retirement system and submit recommendations for legislative changes. Changes are adopted in 1988.
  - Commission convenes Native Women's Task Force to address employment issues within state government.
  - Testifies before legislative committee on improving women's economic conditions through expansion of business loans targeted at women owned businesses.
- 1984-86 - Commission serves on Sex Equity Advisory Committee of Anchorage School District.
- 1985 - Commission completes Review of the Alaska Statutes for Sex Discrimination which identifies over 80 discriminatory laws.
- As a result of the Alaska Women's Commission's efforts, former spouses and widows of State employees are able to purchase group health insurance at a comparable price at no expense to the State.
  - Commission works with the Department of Administration to increase recruitment and hiring of Native women.
  - Publishes A Sense of History, the first annotated bibliography of books, articles, audio-visual aids and photo displays about Alaska Women. Distributed to schools, libraries and all social studies teachers in the state.
  - Establishes third local women's council in Juneau.
  - Commission holds statewide women's conference in Anchorage on the economic status of women. "At the Edge of Opportunity" brought together more than 700 people from more than 30 communities.
  - Commission sponsors workshop in Anchorage on the United Nations Conference for Women.
  - Sponsors seminar in Wasilla on Equal Educational Opportunities for Girls.

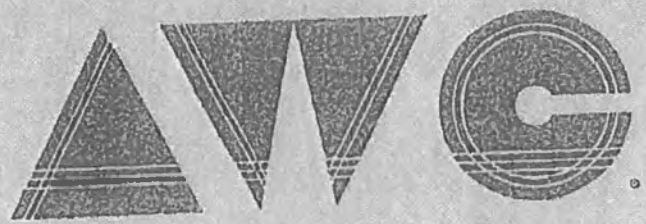
Number of Resources Requested	1989	1988	1987	1986	1985	1984	1983	1982	1981
1	1	1	1	1	1	1	1	1	1
2	2	2	2	2	2	2	2	2	2
3	3	3	3	3	3	3	3	3	3
4	4	4	4	4	4	4	4	4	4
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15	15	15	15	15	15	15	15	15	15
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**ALASKA WOMEN'S POLITICAL ACTION COMMITTEE**  
 3001 "C" STREET, SUITE 102  
 ANCHORAGE, AK 99503

Members of Commission:  
 President: Jennifer  
 Vice President: Jay Green-Armstrong  
 Secretary: Jennifer  
 Treasurer: Jennifer  
 Executive Director: Jennifer

State of Alaska  
 State Capitol, Governor  
 Stephen Jay Byrd, U. Governor

ADDRESS CORRECTION REQUESTED



*Signature*

# ALASKA WOMEN'S COMMISSION

Annual Report 1989 - JANUARY 1990

## LETTER FROM THE DIRECTOR

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

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

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

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

Sincerely,

Ruth Lister  
Executive Director

2

## COMMISSION STAFF

Ruth Lister,  
Executive Director

Evelyn Tucker,  
Information Officer

Lauren Bruce,  
Research Assistant

Billie Harvey,  
Title V Information Assistant

## PURPOSE OF THE COMMISSION

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

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

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

## WOMEN'S COMMISSION LIVES

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

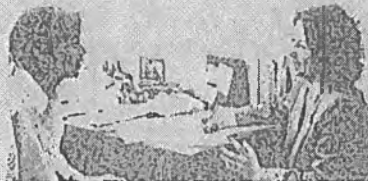
The original version of SB 8, as submitted by Senator Fahrenkamp, would have reinstated the Alaska Women's Commission under basically the same terms it had operated under prior to "sunsetting". The Legislature amended this bill (SB 8) in some significant ways. The amendments shorten the term Commissioners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

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

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



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



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

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

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

3

**LEGAL RIGHTS HANDBOOK  
REVISED AND UPDATED**

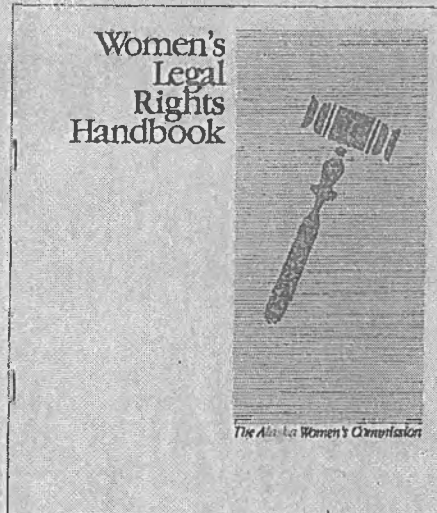
In September the Commission released a newly revised and updated Women's Legal Rights Handbook. Commission staff worked with attorneys and other reviewers to revise, update and in some cases rewrite sections of the text. They also added a new chapter entitled "Legal Representation" which advises women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

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

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

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

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



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**COMMISSION RECEIVES GRANT**

**PLANS SUBSTANCE ABUSE CONFERENCE FOR RURAL WOMEN**

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

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



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



Evelyn Tucker and Mary Stachelrodt discuss the substance abuse conference.

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

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

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

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### Media Contacts

TV News Interviews on:  
Divorce/Child Custody  
Parental Leave  
Welfare Reform

Press Releases on Women's Hal of Fame  
Women's History Profiles on TV (PBS)  
Press Releases and Reviews of the Women's Legal Rights Handbook

### Publications Requested

Annual Report: A review of the major accomplishments of the Women's Commission from January 1, 1988 to December 31, 1989.

1988 570

Commitment on Lawlessness: An assessment of sex equity in Alaska's educational institutions with recommendations for future action. Out of print.

1986 requested

Democracy of Women's Organizations: Statewide directory of women's organizations.

1989 1,070

Family Equity at Issue: A study of the economic consequences of Divorce on Women and Children. Results of research on economics of divorce in Alaska.

1987 60

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.

1986 15

Profiles in Change: Names, Notes, and Quotes for Alaskan Women. Stories about Alaskan Women who have contributed to the state's economic, social and political development. Out of print.

1983 requested

Report on the Economic Status of Alaska's Native Women. Results of the study on the economic status of Alaskan Native women.

1983 5

Status Report, Alaska Women's Commissioner's Newsletter.

1980 5,270

Women's Legal Rights Handbook. Outlines legal rights affecting women in Alaska.

1989 2,470

Posters

1989 Poster/Calendar

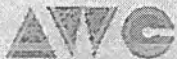
2,000

Women in Alaska: A Timeline of Famous Alaskan Women

75

### Referrals

The Alaska Women's Commission received over 800 calls from women seeking information or a referral. In 1988 approximately one third of the calls were regarding divorce. Approximately one third were from women who wanted to start their own business. Roughly 10% involved asserting legal rights. The remaining calls were from women seeking information in such areas as health care, counseling, assistance with welfare, information on the termination, employment, education, women's history, and legislation.



ANCHORAGE WOMEN'S COMMISSION  
3601 'C' STREET, SUITE 742  
ANCHORAGE, AK 99503

Members of Commission:

Paula Ziegler, chair  
Junpei

Joy Green-Armstrong, vice chair

Anchorage

Michelle Brown

Anchorage

Loreta Bullard, Nome

Florence Eernikisa, Ruby

Linda L. Freed, Kodiak

Rebecca Napoleon, Hooper Bay

Wendy Radman, Fairbanks

Lary Schaler, Huslia

Susan Smailey, Kenai

Executive Director

Ruth Usher

State of Alaska

Steve Cooper, Governor

Stephen McAlpine, Lt. Governor

ADDRESS CORRECTION REQUESTED

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Anchorage, AK

## LETTER FROM THE CHAIR

Walter J. Hickel  
GOVERNOR



STATE OF ALASKA  
OFFICE OF THE GOVERNOR  
ALASKA WOMEN'S COMMISSION  
3601 C STREET - SUITE 248  
ANCHORAGE, ALASKA 99503

PHONE  
(907) 586-4227

January 2, 1991

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

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

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

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

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

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

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

Sincerely,

Linda L. Freed  
Chair

### MEMBERS OF THE COMMISSION

Linda L. Freed, *Chair*  
Kodiak

Loretta Bullard, *Vice Chair*  
Nome

Elizabeth J. Barry  
Anchorage

Florence Bsmailka  
Ruby

Meg Gaydosik  
Fairbanks

Joy Green-Armstrong  
Anchorage

Kathleen M. Harrington  
Anchorage

Rebecca Napoleon  
Hooper Bay

Lucille Santos  
Juneau

Lary Schafer  
Huslia

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

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

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

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



Women at the Crossroads Conference was well attended.

■ 4

## ■ WELFARE REFORM

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

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

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



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

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

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

■ 5

## ■ COMMISSION PREPARES REPORT ON TEEN PREGNANCY

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

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

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

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



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

■ 8

## ■ LEGISLATURE PASSES DIVORCE/ DISSOLUTION BILL

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

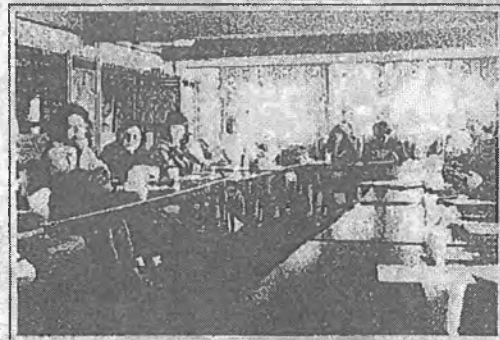
HB195 directs the court to fairly allocate the economic impact of divorce in the division of property and award of spousal maintenance. It provides women with better protection from coercive agreements and unsupported appeals for modifications. HB195 seeks to increase the ability of women, particularly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

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

## ■ COMMISSION ASSISTS DOMESTIC VIOLENCE CONFERENCES

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

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



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

■ 9



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

■ 12

## COMMISSION PRESENTATIONS

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

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



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

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

■ 13

## Celeste Hodge

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**From:** Shari Paul <shari\_paulak@hotmail.com>  
**Sent:** Tuesday, February 07, 2012 1:00 PM  
**To:** Sen. Bettye Davis  
**Cc:** Celeste Hodge  
**Subject:** Senate Bill 53

Thank you for introducing SB 53 - reinstating the Alaska Commission on the Status of Women by passing Senate Bill 53 during this legislative session.

Back in the late 1980's, I was honored to work for Representative Niilo Koponen who championed this legislation. Representative Koponen and I spent countless hours working with dedicated and brilliant women such as Ruth Lister and Carla Timpone. It was during this time, so much progress and public awareness was made in our state regarding domestic violence, sexual assault, inequality of women's pay etc.

When Commission's come and go, the momentum slows down, previous accomplishments dwindle in support and dedication, name recognition becomes irrelevant though the issues remain incredibly important. With Governor Parnell's commitment in reducing domestic violence and sexual assault, this would be the perfect time to reinstate this Commission and really make a difference in the lives and women and families in our great state.

Feel Free to add this email to Senate Bill 53's bill file.

Shari Paul

713 W 12th Street

Juneau, Alaska 99801

**Sen. Bettye Davis**

---

**From:** Rose Stokes [rlstokes@gci.net]  
**Date:** Wednesday, March 23, 2011 5:14 PM  
**To:** Sen. Bill Wielechowski; Sen. Bettye Davis  
**Cc:** Celeste Hodge  
**Subject:** Senate Bill 53

Dear Senators,

This message is in support of SB53 to reestablish the Alaska Women's Commission because of the needs delineated in this bill. I believe the Commission can offer support to women and children in many ways. In addition, women have many challenges maintaining small businesses in Alaska. We need resources that will focus on the many critical issues that negatively impact women entrepreneurs.

Please let me know if I can offer further assistance.

Sincerely,  
Rose Stokes

Unfortunately, I am one of the women who has faced every single one of the "issues" personally that are addressed in the statistics gathered on the status of women. From sexual assault / abuse when I was a child to wage and employment discrimination, domestic violence, alcohol and drug abuse, e, mental illness, financial exploitation prior to the fair credit act of 1981, etc. Some of these issues I am still battling through on a daily basis. Perhaps with the re-establishment of the Alaska Commission on the Status of Women, providing the valuable and useful information as it did in the past, it will assist policy makers and funding organizations that with just a few hundred million dollars invested in treatment rather than billions of dollars in building prisons, Alaska will be not just the Great Land, but the GREATEST Land.

Please, I strongly urge you to join me in supporting the reestablishment of the commission.

Yours Sincerely,

Ramona (Miss Mona) S. Duby

P.O. Box 93016

2009 Wildwood Lane

Anchorage, AK 99517

7-279-1380 (w)

907-952-1850

Sen. Bettye Davis

---

**Subject:**  
**Attachments:**

Celeste Hodge  
FW: SB 53  
SB 53 Commission on Women.rtf

---

**From:** Jana Varrati [<mailto:janav@nome.net>]  
**Sent:** Wednesday, March 23, 2011 7:12 PM  
**To:** Sen. Bill Wlelechowski  
**Cc:** Sen. Bettye Davis; Sen. Donny Olson; [nealwfoster@yahoo.com](mailto:nealwfoster@yahoo.com)  
**Subject:** SB 53

Please find attached a letter of support for SB 53 from the Arctic Business & Professional Women (Nome)

I am very ill with some kind of persistent pneumonia (7 weeks now!) but will crawl out of my sick bed to testify for this bill in the AM.

The impact of the reestablishment of the Commission will be immense not only for urban areas but especially for those of us in the rural areas. I live it!

Jana

Before its demise, the ACSW provided a central clearing house for those women. Without it, women are left to try to make sense of federal, state, local laws and ordinances to even file a complaint, let alone receive relief.

The Arctic Business & Professional Women has taken on this task as our First Issue - untangling bureaucratic red tape for the women in our Region. We are a clearing house for information, relying on our contacts, our backgrounds, on the Blue Book, advising on how things are supposed to work

I will respectfully remind you that there is NO Community without women and children! The sustainability of any community relies and is based on the health and well-being of its women and children. Without us, it's just a camp, not a community.

As economies suffer, so does the status of women in this state! If you truly believe that women are an integral part of the future and of the economic and social bases of the State of Alaska, you will reinstate the Commission on the Status of Women.

Sincerely,  
Jana Varrati  
President,  
Arctic Business & Professional Women  
(907) 443-3961

Doris Robbins

1281 Overhill Dr., Fairbanks, AK 99709-6753  
(907) 374-0597  
drobbins@gci.net

March 23, 2011

Senate State Affairs  
Chair: Senator Wielechowski  
Vice-Chair: Senator Paskvan  
Member: Senator Kookesh  
Member: Senator Meyer  
Member: Senator Giessel

Senators,

I Support SB 53: Reestablish the Alaska Commission on Women

I support Senate Bill 53 to Reestablish the Alaska Commission on Women. There should be no question about this as it should have never gone away!

There was the survey that was recently done that shows a majority of Alaska women have been abused or are being abused at some time.

We know that women earn about 67 cents on the dollar for the same work that men do. I think it may have actually gotten worse in recent years and had been at 70 cents one time.

I'm hearing again the excuse that men are the breadwinners so they are being hired over women more than ever after the recession. Many women are the breadwinners; and regardless of that they deserve equal pay for equal work. If a man is single, do you expect him to take a lesser salary?

I have seen recently that there are still practices of assuming the woman, in an issue such as divorce or financial disagreements, is the one that is the problem. She is too often assumed to be the one at fault. It isn't just the ditzy blond prejudice but that women are fickle or some other excuse.

In fact, my daughter who is the owner of her house that she signed the mortgage on and continues to pay off, being the only one who ever paid a dime on it and holds all the paperwork, had the experience when her husband moved out of being treated as if she had no say in that house.

When she went to have the power, phone, TV, put in her name alone she had to argue the point and actually take her ownership paper work to the aforesaid companies before she could eventually have the changes made so she would not be without necessary services. (He was no longer there and had demonstrated he could care less, other than continuing to find ways to charge things to her.)

You may think I am prejudiced, but if you talk to other women you will see that this is typical. We certainly do need a Commission to help see that women get fair treatment regardless of their status.

Often women fear abandonment and tolerate too much mistreatment. Others attempt to better things and find the mountain they have to climb is just too steep. Years later perhaps the police investigate abuse that had gone on and wondered why a woman would tolerate such.

SB53 RECEIVED

MAR 23 2011

**Sen. Bettye Davis**

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**From:** hattietaylor@ups.com  
**To:** Wednesday, March 23, 2011 11:32 AM  
**Subject:** Sen. Bill Wielechowski  
Sen. Bettye Davis  
I SUPPORT -- SB53 (Reestablish the Alaska Commission on the Status of Women)

Senator Wielechowski,

Please acknowledge this communication to reflect my support for SB53 (Reestablish the Alaska Commission on the Status of Women).

Kind Regards,

**Hattie Taylor**  
UPS Corporate  
*Global Sales Operations*  
[hattietaylor@ups.com](mailto:hattietaylor@ups.com)

RECEIVED

MAR 22 2011

Celeste Hodge

**From:** Ramona Duby [doobegone@gmail.com]  
**To:** Monday, March 21, 2011 8:13 PM  
**o:** Jana Varrati  
**Cc:** Celeste Hodge  
**Subject:** Re: SB53  
**Attachments:** SB0053A.PDF

Hi Jana:

You are just so awesome!!!! Attached is the bill.

It will be heard on Thursday the 24th at 9:30

Please send letters to committee chair and copy Bettye. You can call Celeste Hodge in Senator Davis office for information if you are unable to access the bill from basis.

Hugs to you and thanks for all you do!

Ramona (Miss Mona) Duby  
279-1380

On Mon, Mar 21, 2011 at 6:54 PM, Jana Varrati <[ianav@nome.net](mailto:ianav@nome.net)> wrote:

mona,  
es, it's me, Jana. I'm trying to help on this bill but can't get the info about it reestablishing the AWC. I have our BPW members here ready to write letters, etc to support but I can't give them the basic info on which to base those letters. I lobbied the creation of the AWC, worked with them on so many issues, and was a member of first Anch. Women's Commission.

Help me, Sister!

Jana

## Celeste Hodge

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**From:** yvonne@gci.blackberry.com  
**Sent:** Thursday, March 24, 2011 8:54 AM  
**Subject:** Senator\_Bill\_Wielchowski@legis.state.ak.us; Sen. Bettye Davis; Celeste Hodge  
SB53 REESTABLISHMENT OF THE ALASKA COMMISSION ON THE STATUS OF WOMEN  
**Importance:** High

Sent from my BlackBerry® smartphone

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**From:** "Gutierrez, Yvonne" <GutierrezYM@ci.anchorage.ak.us>  
**Date:** Thu, 24 Mar 2011 08:44:23 -0800  
**To:** 'yvonne@gci.blackberry.com' <yvonne@gci.blackberry.com>  
**Subject:** SB53 - REESTABLISHMENT OF THE ALASKA COMMISSION ON THE STATUS OF WOMEN

Dear Alaska Legislature:

I support the Reestablishment of the Alaska Commission on the Status of Women. There are many reasons that this commission should exist. Some of which include to:

- Monitor the status of sexual assaults against women.
- Monitor domestic violence against women.
- Monitor employment status and equal opportunity compliance i.e. through Affirmative Action, which in many companies and government agencies is no longer enforced or monitored.
- Monitor the status of sexual harassment in the workplace.
- Monitor access to health care for women.
- Monitor or serve as a clearing house of agencies that assist women to be successful in overcoming all of these challenges.

For these reasons, I support this legislation and ask all senators to unite and see that this commission is reestablished.

Sincerely,  
Yvonne Gutierrez  
3630 Chaffee Circle  
Anchorage, Alaska 99517  
(907) 854-4057

We are not tapping 50% of our potential resources to meet that need, our girls. Alaska has a chapter of Society of Women Engineers, but that is not enough. Their members, women engineers, are hard at work being successful in their fields, and cannot bear the burden of closing this gap alone. Neither can Girl Scouts.

For all these reasons, Girl Scouts, as we celebrate 100 years, have designated 2012 as the Year of the Girl to call attention to these issues and change the paradigm for the next generation. Girl Scouts of Alaska enthusiastically supports SB53 to restore the Alaska Commission on the Status of Women, an appropriate and effective move to improve our state during the Year of the Girl.



Marge Stoneking  
CEO  
Girl Scouts of Alaska  
907-248-2250  
1-800-478-7448

Inspiring Girls to Lead  
[www.girlscoutsalaska.org](http://www.girlscoutsalaska.org)

**Pick. Click. Give.**

*To give a little extra:*

1. Complete your PFD application online
2. Choose "Complete List Alphabetized"
3. Choose "Girl Scouts of Alaska"
4. Contribute

## Celeste Hodge

---

**From:** Smith, Sally (Begich) <Sally\_Smith@begich.senate.gov>  
**Sent:** Monday, January 23, 2012 10:02 AM  
**To:** Celeste Hodge  
**Subject:** RE: Alaska Senate Bill 53- Reestablish Alaska Women's Commission

Celeste, thanks so much for reaching out to me on this. My travel was a bit intense and there was no opportunity to call in. I'm hopeful the wisdom of re-establishing the commission was so obvious there was no need for me.

---

**From:** Celeste Hodge [mailto:[Celeste\\_Hodge@legis.state.ak.us](mailto:Celeste_Hodge@legis.state.ak.us)]  
**Sent:** Thursday, January 19, 2012 5:00 PM  
**To:** Smith, Sally (Begich)  
**Subject:** Alaska Senate Bill 53- Reestablish Alaska Women's Commission

Sally,  
I left a voicemail message at your office and also emailed Susanne about getting support from SMB's office for SB53 – Reestablishment of the Alaska Women's Commission. I understand you are out of the office until next week, but hope you can testify at the Senate Finance hearing tomorrow morning, 9 AM. If you're unable to testify in person, please call the teleconference number at 855-463-5009. Please let me know if you have questions. See email below and attached for information about the bill. Thanks.

**Celeste Graham-Hodge, Committee Aide**  
Senate Health & Social Services Committee  
Office of Senator Bettye Davis  
716 W. 4th Avenue #400  
Anchorage, Alaska 99501  
(907) 269-4049; (907) 269-0148 (Fax)

*(While in Session)*  
State Capitol  
Juneau, Alaska 99801  
(907) 465-4906; (907) 465-3756 (Fax)  
Toll Free: 1-800-770-3822  
[Celeste\\_Hodge@legis.state.ak.us](mailto:Celeste_Hodge@legis.state.ak.us)

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**From:** Katya Wassillie  
**Sent:** Thursday, January 19, 2012 1:52 PM  
**To:** Celeste Hodge  
**Subject:** Alaska Senate Bill 53- Reestablish Alaska Women's Commission

Hello,

My name is Katya Wassillie and I'm an intern with the office of Senator Bettye Davis at the Alaska State Legislature. I'm writing to inform you and request your support of a bill that our office is currently working to pass, Senate Bill 53. This bill, which you can find as an attachment to this email, along with the sponsor statement, will reestablish the Alaska Women's Commission. The Commission was originally created in 1978, then renewed and renamed the Alaska Women's

**Sen. Bettye Davis**

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**From:** Barbara Belknap [bjbelknap@gci.net]  
**nt:** Sunday, March 27, 2011 7:09 PM  
**:** Sen. Bettye Davis  
**Subject:** SB 53 - Alaska Commission on the Status of Women

RECEIVED

MAR 27 2011

Dear Senator Davis,

I was thrilled to hear that this bill had been introduced to reestablish an Alaska Commission on the Status of Women. We have been traveling and just got back to town. I went on BASIS and saw that it was heard but don't see any more hearings scheduled.

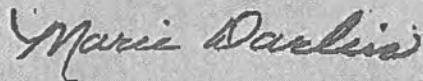
What can I do to help?

Barbara Belknap  
4481 Abby Way  
Juneau, AK 99801  
209-8602

Should you have any questions about our position, please feel free to contact me (586-3637) or Patrick Luby, AARP Advocacy Director (907-762-3314).

Thank you for your consideration.

Sincerely,



Marie Darlin, Coordinator  
AARP Capital City Task Force  
415 Willoughby Avenue, Apt. 506  
Juneau, AK 99801  
586-3637 (voice)  
463-3580 (fax)

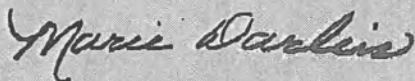
Health care access, displaced homemakers, widowhood, credit issues, economic vulnerability, out-of-pocket health costs, retirement system disparities, Social Security disparities, spousal pension rights...the list goes on and on...all good reasons to have an Alaska Commission on the Status of Women.

AARP recommends an "AYE" vote on SB 53.

Should you have any questions about our position, please feel free to contact me (586-3637) or Patrick Luby, AARP Advocacy Director (907-762-3314).

Thank you for your consideration.

Sincerely,



Marie Darlin, Coordinator  
AARP Capital City Task Force  
415 Willoughby Avenue, Apt. 506  
Juneau, AK 99801  
586-3637 (voice)  
463-3580 (fax)

CC: Senator Johnny Ellis  
Senator Dennis Egan  
Senator Donald Olson  
Senator Leslie McGulre  
Senator Joe Thomas  
Senator Bettye Davis

Should you have any questions about our position, please feel free to contact me (586-3637) or Patrick Luby, AARP Advocacy Director (907-762-3314).

Thank you for your consideration.

Sincerely,

*Marie Darlin*

Marie Darlin, Coordinator  
AARP Capital City Task Force  
415 Willoughby Avenue, Apt. 506  
Juneau, AK 99801  
586-3637 (voice)  
463-3580 (fax)

CC: Vice-Chair Joe Paskvan  
Senator Albert Kookesh  
Senator Kevin Meyer  
Senator Cathy Giessel  
Senator Bettye Davis

RECEIVED

MAR 24 2011

SB53

Sen. Bettye Davis

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**From:** Mary Shields [mshields@pdstech.com]  
**Content:** Thursday, March 24, 2011 9:17 AM  
Sen. Bill Wielechowski; Sen. Joe Paskvan; Sen. Cathy Giessel; Sen. Albert Kookesh; Sen. Kevin Meyer  
**Cc:** Sen. Bettye Davis  
**Subject:** Senate Bill 53  
**Attachments:** Alaska Commission on the Status of Women Letter of Testimony.doc

The Honorable Bill Wielechowski, Chair  
Senate State Affairs Committee

Honorable Members of the Committee

Please find attached my letter of support regarding Senate Bill 53. If it were possible for me to be in attendance for oral testimony regarding the reestablishment of the Commission on the Status of Women, I would certainly do so as written testimony can only go so far.

Thank you for accepting this letter of support.

Kind regards,

*Mary E. Shields*

Mary E. Shields  
3941 East 7<sup>th</sup> Avenue  
Anchorage, Alaska 99508

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*Sarah  
Merudin*

**Testimony on SB53 – Reestablishment of the Alaska Women’s Commission  
Senate Finance Committee, January 20, 2012**

I remember when the Alaska Women’s Commission shut its doors during Governor Hickel’s administration. Governor Hickel replaced it with the Alaska Family Commission. A few months later, in March 1996, there was a women’s conference in Centennial Hall and hundreds of women came from around the state.

On the last day, a group of women met in the center of the hall as the janitors cleaned up around us. Several women had been to the 5<sup>th</sup> United Nations Women’s Conference in Beijing, and were anxious to share what they had learned before they returned to their homes all over the state.

On that afternoon, we also talked about what we could do now that the Women’s Commission was gone. How would women communicate with each other across this vast state? How would we let women know what resources were available to them? We decided to establish a website, and we called it the Alaska Women’s Network. It still exists and is a great resource. I was one of the founding board members, and served as President until just a few years ago.

What we learned at the Alaska Women’s Network is that women need a central place to find information. AWN has a lot of information, but it is passive and does not generate new resources for the women of our state.

I have a historical reference here. This is the Women’s Legal Rights Handbook published by the Alaska Women’s Commission in 1990. Marie Darlin, a longtime community activist in Juneau, gave it to me years ago for safe keeping. Maybe she knew a day would come when the Commission would be resurrected.

Governor Parnell has made reducing violence against Alaskan women one of his top priorities with the Choose Respect campaign. This 31 year old booklet covers Criminal Law and Violence Against Women in plain English with a Glossary in the back. It also

Pay equity and prevention of violence against women are two of my passions, but an Alaska Women's Commission would provide information and education, conduct research to find out what women need, and make and implement recommendations for the women of this state on a wide range of issues.

Last night, a friend told me that women make up 67% of the University of Alaska Southeast student body. 67%.

Who's going to tell those women that if they become an engineer or an architect in Juneau, the man in the next cubicle will most likely be paid 96% more than they'll get. Their women friends who choose finance or insurance, however, will have male co-workers who make 213% more. Their best bet in Alaska is to take up fishing. There is just a 2% pay differential if they get a boat and a commercial fishing license.

Would you advise these bright young women to stay in Alaska and earn less than their potential, or move to another state where they have a fair shot at equal pay? Alaska ranks 41<sup>st</sup> in the country in the male to female earnings ratio. California ranks second. As these UAS women are walking to class in 12 degree weather, sunshine and fair pay might sound pretty good to them, to say nothing of the women at UAF and UAA.

Alaska has the dubious distinction of record high sexual and physical abuse of women. Choose Respect is a priority for our current Governor, but what if the next Governor's priorities lie elsewhere? Each Governor comes into the office with his or her own ideas of what Alaska needs.

While Senate Bill 53 doesn't address it, I would respectfully suggest that the Alaska Women's Commission be safeguarded in statute from the philosophical or personal world view of the powers that be. Leaders come and go, we women stay.

I ask you to support Senate Bill 53 to improve the status of the women of this great state in all aspects of our lives. No non-profit can do the caliber of work an official Women's Commission can do if it is fully funded and supported by the Governor and the Legislature.

1 PASSED AND APPROVED by the Anchorage Assembly this \_\_\_\_\_ day of  
2 \_\_\_\_\_, 2011.

4 \_\_\_\_\_  
Chair

5 ATTEST:  
6 \_\_\_\_\_  
7 Municipal Clerk