

SB

53

<TARGET><BILL>SB 53</BILL><SUBJECT>SB
53</SUBJECT><COMM>SFIN27</COMM></TARGET>

SENATE FINANCE COMMITTEE REPORT

DATE: 3/30/11

FURTHER:

DATE TURNED
IN TO OFFICE: _____

Finance Committee considered SENATE BILL NO. 53

SB 53-COMMISSION ON THE STATUS OF WOMEN

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

and recommends:



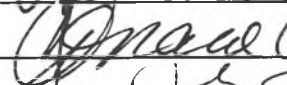
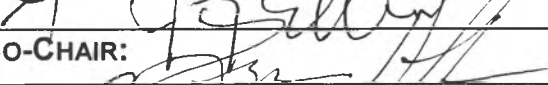

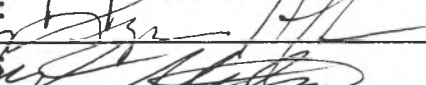
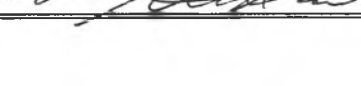
- be replaced with CS SB 53 (FIN) Same Title [] New Title
- [] adopt previous CS _____ (_____) [] Same Title [] New Title
- [] attached amendment(s)
- [] adopt _____ Letter of Intent
- [] further referral to _____ Committee

Dept Abbr.	
ADM	LEG
CED	LAW
COR	LWF
CRT	MVA
EED	DNR
DEC	DPS
DFG	REV
GOV	DOT
DHS	UA

NEW FISCAL NOTE(S)				
Dept.	Fiscal	Indet.	Zero	FN #
Gov	✓			

PREVIOUS FISCAL NOTE(S)				
Dept.	Fiscal	Indet.	Zero	FN #

[] APPROPRIATION - no fiscal note

SIGNATURES AND RECOMMENDATIONS:	PRINTED LAST NAME	Do PASS	Do NOT PASS	No REC	AMEND
	Thomas	✓			
	Egan	→			
	McGuire	✓			
	Olson			✓	
	Ellis	✓			
CO-CHAIR: 	Hoffman	✓			
CO-CHAIR: 	Stedman			✓	

CS FOR SENATE BILL NO. 53(FIN)

IN THE LEGISLATURE OF THE STATE OF ALASKA

TWENTY-SEVENTH LEGISLATURE - SECOND SESSION

BY THE SENATE FINANCE COMMITTEE

Offered:

Referred:

Sponsor(s): SENATORS DAVIS, Ellis, McGuire

A BILL

FOR AN ACT ENTITLED

1 **"An Act reestablishing the Alaska Commission on the Status of Women; and relating to**
2 **the purpose and powers of the Alaska Human Relations Commission."**

3 **BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:**

4 *** Section 1.** AS 44.19 is amended by adding new sections to read:

5 **Article 6. Alaska Commission on the Status of Women.**

6 **Sec. 44.19.628. Creation and membership of commission.** (a) The Alaska
7 Commission on the Status of Women is established in the Office of the Governor.

8 (b) The commission consists of two members of the executive branch and
9 seven public members, appointed by the governor, who serve at the pleasure of the
10 governor. All members shall be residents of the state. At least one public member shall
11 be a person who manages a household that includes the person's spouse and at least
12 one child and who is not otherwise employed, and at least one public member shall be
13 a single mother who is the head of a household that includes at least one child.

14 (c) The governor shall appoint members on a nonpartisan and

1 nondiscriminatory basis. In making the appointments, the governor shall consider

2 (1) recommendations made by civic organizations, women's
3 organizations, educational and vocational groups, employer groups, labor unions,
4 church groups, homemakers' clubs and organizations, and other groups having an
5 interest in the welfare and status of women;

6 (2) the statewide geographical representation of the commission;

7 (3) minority and low-income representation;

8 (4) the representation of senior citizens, persons with disabilities, and
9 persons from a variety of occupational categories; and

10 (5) the representation of persons with different marital statuses and
11 persons with various numbers of children.

12 (d) The commission shall elect one of its members as chair. The chair may
13 appoint other officers as necessary.

14 **Sec. 44.19.629. Terms of office; compensation.** (a) The term of office of a
15 member of the commission is three years. Terms shall be staggered. A member may
16 not serve more than six consecutive years.

17 (b) A vacancy shall be filled in the same manner as the original appointment.
18 A person appointed to a vacancy serves for the unexpired portion of a term.

19 (c) Public members of the commission do not receive compensation for their
20 services but are entitled to per diem and travel allowances authorized by law for other
21 boards and commissions.

22 **Sec. 44.19.630. Meetings.** (a) A majority of the members constitutes a quorum
23 for conducting business and exercising the powers of the commission. The
24 commission shall meet at the call of the chair, at the request of the majority of the
25 members, or at a regularly scheduled time as determined by a majority of the
26 members.

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

1 **Sec. 44.19.631. Powers and duties of the commission.** (a) The purpose of the
2 commission is to improve the status of women in the state by conducting research, by
3 serving as a referral service for information and education to help women avail
4 themselves of existing resources to meet their needs, and by making and implementing
5 recommendations on the opportunities, needs, problems, and contributions of women
6 in the state, including

- 7 (1) education;
- 8 (2) homemaking;
- 9 (3) civil and legal rights; and
- 10 (4) labor and employment.

11 (b) To accomplish this purpose, the commission may

- 12 (1) act as a clearinghouse and coordinating body for governmental and
13 nongovernmental information relating to the status of women;
- 14 (2) cooperate with public and private agencies in joint efforts to study
15 and resolve problems relating to the status of women in the state;
- 16 (3) accumulate and compile information concerning discrimination
17 against women;
- 18 (4) disseminate the results of research and compilation of data acquired
19 under (3) of this subsection by publication and other methods, such as public hearings,
20 conferences, and seminars;
- 21 (5) study and analyze all facts relating to Alaska laws, regulations, and
22 guidelines with respect to equal protection for women under the state constitution;
- 23 (6) recommend legislative and administrative action on equal treatment
24 and opportunities for women;
- 25 (7) encourage women to use their capabilities and to assume leadership
26 roles;
- 27 (8) encourage the development of regional and municipal women's
28 councils or commissions; and
- 29 (9) accept, on behalf of the state, contributions of services, materials,
30 or money to assist in meeting the cost of carrying out AS 44.19.628 - 44.19.631.

31 (c) When conducting research, acting as a referral service, serving as a forum

1 for ideas, or developing recommendations related to the welfare of women, the
2 commission shall solicit and consider information and views from a variety of
3 constituencies to represent the broad spectrum of diversity that exists with respect to
4 possible approaches for meeting the needs of women in the state.

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6 cooperate with the commission in the performance of its duties under this section. The
7 commission may use legal, technical, secretarial, and administrative services as may
8 be provided by the governor.

9 (e) The commission shall prepare and publish an annual report on the status of
10 women in the state, the commission's proceedings for the previous calendar year, and
11 its recommendations and proposals for change. The commission shall provide the
12 governor and legislature with copies of the report by the 15th day of each regular
13 legislative session.

14 * **Sec. 2.** AS 44.19.608 is repealed.

15 * **Sec. 3.** The uncodified law of the State of Alaska is amended by adding a new section to
16 read:

17 MEMBERS OF THE ALASKA COMMISSION ON THE STATUS OF WOMEN;
18 STAGGERED TERMS. Notwithstanding AS 44.19.629, added by sec. 1 of this Act, the
19 terms of the initially appointed members of the Alaska Commission on the Status of Women,
20 established under AS 44.19.628, enacted by sec. 1 of this Act, shall be set in the manner
21 provided by AS 39.05.055(7).

FISCAL NOTE

STATE OF ALASKA cost # codes
2012 LEGISLATIVE SESSION

Bill Version SB 53
Fiscal Note Number _____
Publish Date _____

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					
			FY13	FY14	FY15	FY16	FY17	FY18
OPERATING EXPENDITURES								
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								
TOTAL OPERATING	515.4	0.0	472.0	481.3	490.9	500.8	508.5	

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)							
TOTAL		515.4	0.0	472.0	481.3	490.9	500.8	508.5

POSITIONS

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

CHANGE IN REVENUES

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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

STATE OF ALASKA
2012 LEGISLATIVE SESSION

BILL NO. SB 53

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: $\$2,451 \times 2 = \$4,902$
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.

*Adopted
2/2/12*

27-LS0107\M
Martin
1/31/12

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Good morning, Chairman Hoffman and Members of the Senate Finance Subcommittee;

Thank you for hearing SB53 in Finance Committee this morning. I was on the line to testify on behalf of the 7,500 girls and adult volunteers of Girl Scouts of Alaska this morning, but my line was not unmuted so I'm sending written testimony instead.

The reestablishment of the Alaska Commission on the Status of Women is of great interest and benefit to the next generation of women, Alaska's girls. Perhaps it should even be Alaska Commission on the Status of Women and Girls.

As you heard, the wage gap between men and women in Alaska is of grave concern. I'd like to offer some other vital issues this Commission could make a difference for.

Leadership. Women are 50% of the population and more than 50% of college graduates, yet women in decision making leadership positions do not reflect those numbers. In fact, nationally, women represent only 17% of elected leadership positions, and even less corporate board seats or CEO offices. The courageous women we have in leadership positions here in Alaska are valuable, but they are not enough. This country, this state deserves more leadership, we deserve gender balanced leadership.

Girl Scouts own research reflects that girls and boys think of leadership differently, and real life experiences show that when leadership is gender balanced, we all do better. A recent study of the Fortune 500 shows that American corporations whose boards are at least one-quarter women outperform other companies by 53% on return on equity, 42% on return on sales, and 66% on return on invested capital (Catalyst/Chubb Corporation 2007). And in fact the country of Norway in 2003 enacted legislation requiring that women hold at least 40% of board seats in publicly traded Norwegian companies. In 2010, *Newsweek* named Norway as "the only Western industrialized state to escape the global economic meltdown relatively unscathed. It bears a healthy banking sector, record-low unemployment, and one of the hottest sovereign wealth funds around." All this to say that things work best when we engage all of our potential instead of only half of it for leadership, when we have gender balanced leadership.

And yet, 61% of girls are either deeply ambivalent about leadership or say that it's not important to them. Negative influences abound, including peer pressure to not stand out, unhealthy images in the media about beauty, a lack of mentors, little support for girls with an interest in science, technology, engineering and math (STEM), and bullying. This cycle of discouragement that begins in grade school goes on to have far-reaching impact on our society.

We can do better for our girls. Alaska Commission on the Status of Women could assist in balancing leadership in our state, and thus improving our economy and state overall for the next generation.

A similar story exists in science, technology, engineering, and math (STEM) careers regarding women's representation. A new study by Girl Scouts Research Institute tells us that 73% of teen girls ARE interested in STEM subjects, but do not take the final step of making STEM career choices. This is especially concerning because STEM jobs have a higher pay scale than many others, and women are not benefitting from that. Engineering, for example, a critical field of study and career choice for a state as rich in natural resources as ours is, and yet only 3% of all

girls are currently interested in being engineers, and only 32% of girls who identify themselves as interested in STEM. Here in Alaska you can get a degree in any kind of engineering there is, and yet our companies often have to look Outside for engineering candidates. 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

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

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 5th 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 covers adoption, name changes, and other legal matters that might come up for a woman in Alaska. At one time, I had another Alaska Women’s Commission report. It was a study of why girls dropped out of school.

In addition to updating old studies, an Alaska Women’s Commission could take a hard look at the wage gap for women in this state. It is against federal law to pay a woman less than a man for the same job, but no matter how you cut it, women all over Alaska make less money than men in the same jobs. I hope that military service is the exception, but I don’t know that for a fact. The Juneau Economic

Development Council's 2011 report on Juneau and Southeast Economic Indicators laid out the wage disparity in every civilian field and at every education level.

The report says that nationally men earned 29% more than their female counterparts in 2009. In Alaska, men earned 37% more for full time year round employment. In Juneau, which is seen as a government town where one would expect wage parity for women, men earned 42% more than their female counterparts.

While many women, including myself, reacted with surprise and indignation at these figures when they came out in the Juneau Empire in April, where could we go with that? Who could dig into those numbers and find out if federal wage laws were being broken or, to be kind, were not understood by employers. I began to study pay equity and I have reams of material, but no authority to enforce the law.

By the way, Representative Munoz told me that her grandmother, Thelma Engstrom, introduced legislation in the Alaska Territorial Legislature in 1946 for pay equity between men and women. That was 66 years ago

It is a fact that far too many women earn less than men for the same jobs in this state. That is illegal, it is not fair, and it impacts our economy. It is a fact that Alaska leads the country in violence by men against women. It is a fact that the cost of living in Alaska is high, and low income women can get stuck in dangerous relationships because they cannot afford to take care of themselves and their children. So they stay.

Pay equity and prevention of violence again 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 41st 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.

Thank you.

Barbara Belknap
4481 Abby Way
Juneau, Alaska
780-8602

Women's Legal Rights Handbook



The Alaska Women

ALASKA WOMEN'S COMMISSION

3601 "C" STREET, SUITE 742
ANCHORAGE, ALASKA 99503
(907) 561-4227

Commissioners:

Joy Green-Armstrong, Chair, Anchorage
Loretta Bullard, Vice Chair, Nome
Elizabeth J. Barry, Anchorage
Florence Esmailka, Ruby
Linda L. Freed, Kodiak
Kathleen Harrington, Anchorage
Rebecca Napoleon, Hooper Bay
Wendy Redman, Fairbanks
Paula Sampson, Juneau
Lary Schafer, Huslia

Executive Director

Ruth Lister

State of Alaska

Steve Cowper, Governor
Stephen McAlpine, Lt. Governor

Occupation Analysis

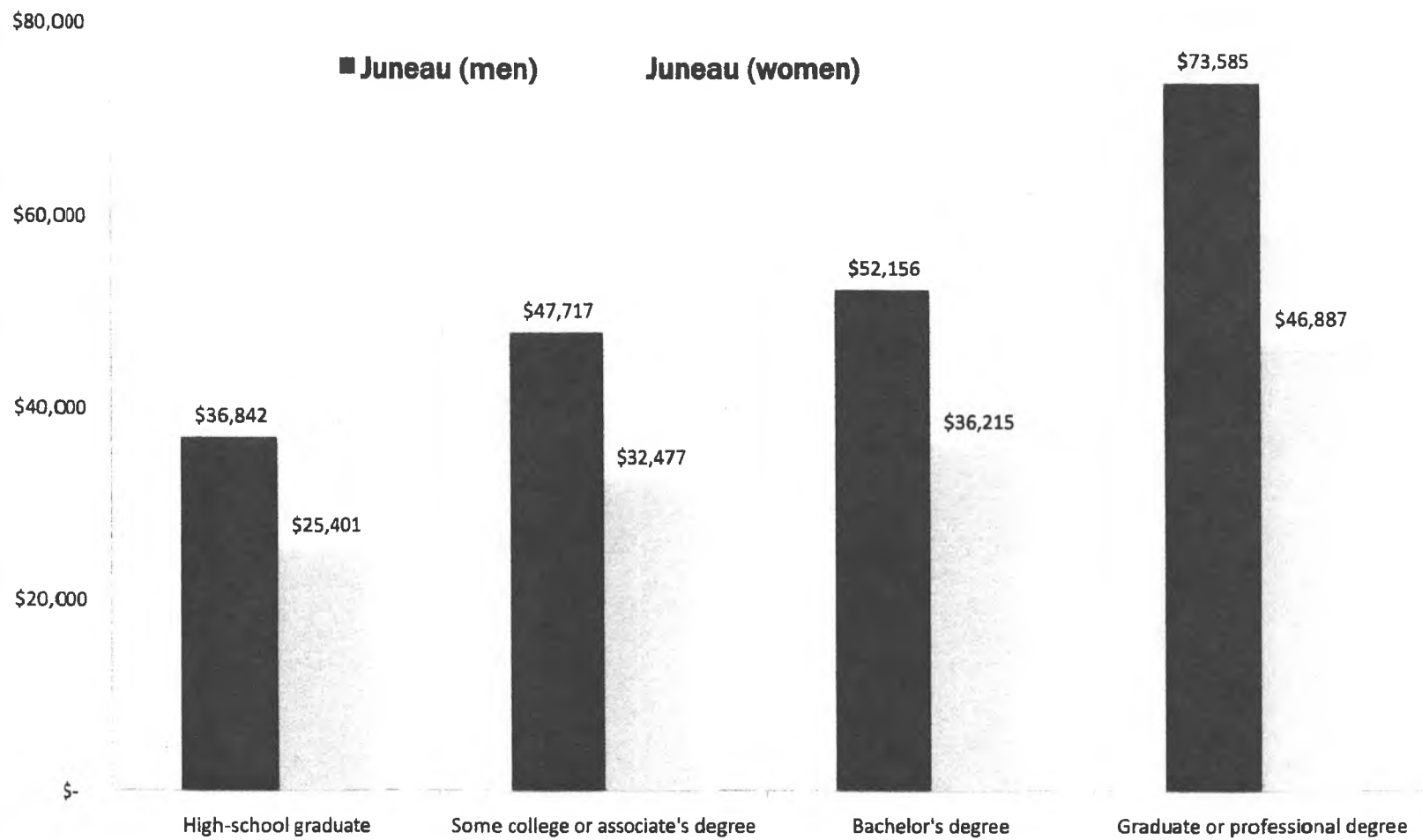
JEDC also looked at differences in wages in selected occupations. Finance and Insurance occupations had the greatest difference. Men in that industry earned 213 percent more than women in 2009 for full time work. Healthcare practitioner and technical occupations also had a difference of more than 200 percent. Private education and mining had the greatest wage equity, with wage differences between zero and two percent.

Percent Higher Wages Earned by Men in Juneau, over Women for Full Time Year Round Employment, by Occupation 2009

Occupation or Industry	Percent Higher Earnings
Finance and insurance	213%
Healthcare practitioner and technical occupations	204%
Architecture and engineering occupations	96%
Food preparation and serving related occupations	77%
Health care and social assistance	68%
Sales and related occupations	58%
Office and administrative support occupations	55%
Management occupations	51%
Professional, scientific, and technical services	50%
Legal occupations	43%
All Occupations	42%
Computer and mathematical occupations	34%
Public administration	32%
Construction	30%
Protective service occupations	25%
Community and social services occupations	23%
Building and grounds cleaning and maintenance occupations	19%
Life, physical, and social science occupations	17%
Personal care and service occupations	15%
Agriculture, forestry, fishing and hunting, and mining	2%
Private Educational Services	0%



Difference in Pay by Education and Gender in Juneau, 2007-2009

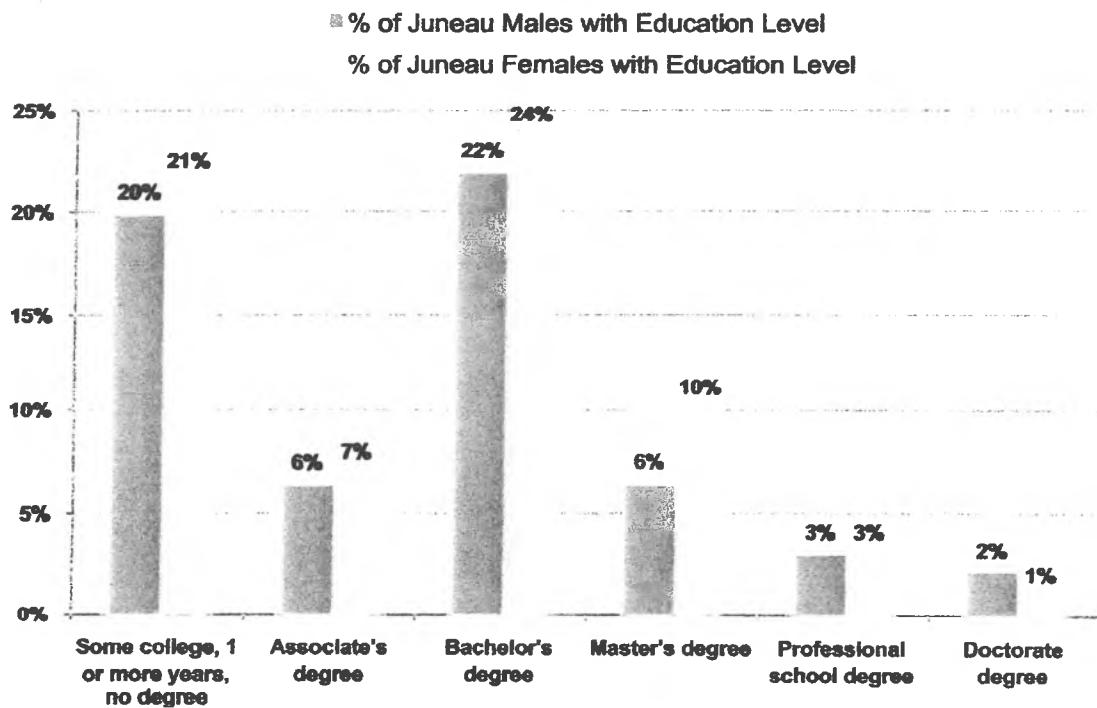


Education Analysis

JEDC ran an education analysis of Juneau males and females. Women in Juneau are slightly better educated than their male counterparts in nearly every education category. Juneau women hold more Associate's degrees, Bachelor's degrees, and Master's degrees. Men have one percent more PhD's than Juneau women (over the age of 25).

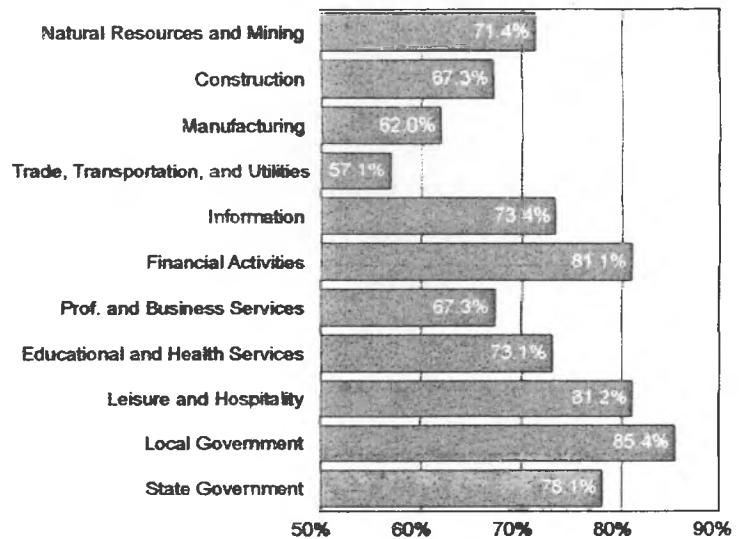
Level of Education	Count of Degrees		Percentage of those Holding Degrees	
	Juneau Males	Juneau Females	Juneau Males	Juneau Females
High School Degree or higher	9,807	10,089	97%	96%
Bachelors or higher	3,395	3,925	34%	37%
Graduate Degree or higher	1,201	1,443	12%	14%

Level of Education of Juneau Males and Females Over the Age of 25, 2009



rower gap in pay. Women made \$31,102 in 2010, 85 percent of men's average earnings of \$36,439. There were 28,470 women working in local government in 2010, making up 58 percent of workers in the industry.

Ratio of Women's to Men's Earnings **6** By industry, Alaska, 2010



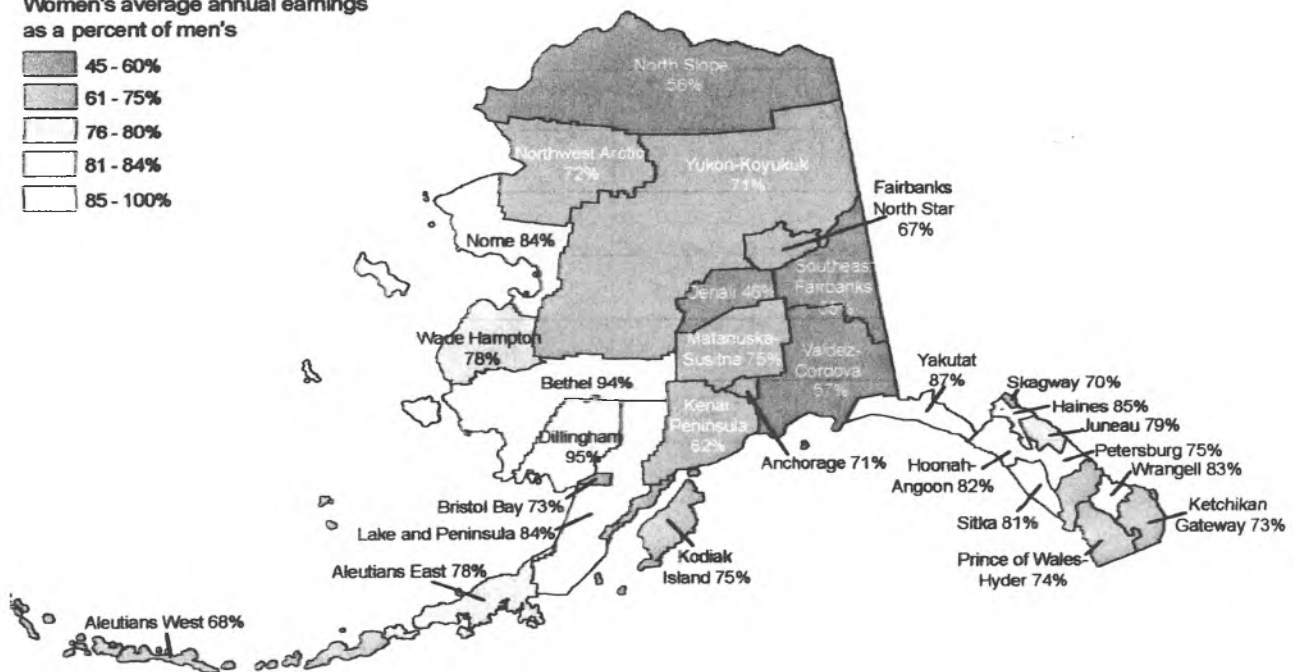
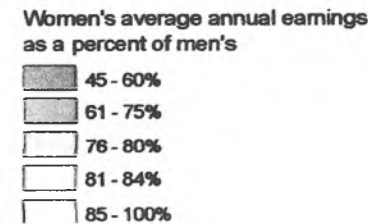
Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

Men outearn throughout state

Women earned less than men in every borough and census area in Alaska in 2010, as shown in Exhibit 7. The ratio of women's earnings to men's in each borough or census area often depended on the region's dominant industries.

For example, in Bethel and Dillingham, where local government is the largest employer, women made over 90 percent of what men made, on average. At the other end of the spectrum, women in boroughs and census areas where natural resources and mining were major employers made significantly less on average than men.

Earnings Gap is Wider in Some Parts of the State **7** Alaska, 2010



Note: For area-level aggregations, if workers held multiple jobs during the year, their employment and earnings were assigned to the area, employer, and industry where they earned the majority of their wages in 2010.
Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section

Table 1: Median Earnings for Full-Time, Year-Round Workers by Sex and State²⁴

	FEMALE	MALE	FEMALE/MALE EARNINGS RATIO
District of Columbia	\$50,519	\$57,393	88%
California	40,521	47,758	84.9
Arizona	34,556	41,524	83.2
Maryland	44,188	53,189	83
New York	40,490	48,882	82.8
Vermont	34,424	41,778	82.4
Georgia	34,513	42,391	81.4
Hawaii	36,709	45,577	80.5
Florida	32,506	40,672	79.9
Maine	32,613	40,908	79.7
North Carolina	32,397	40,875	79.3
New Jersey	44,343	55,980	79.2
Delaware	37,049	46,898	79
Oregon	33,959	43,226	78.6
Texas	32,530	41,539	78.3
Massachusetts	43,452	55,555	78.2
Colorado	36,618	47,270	77.5
Montana	29,634	38,440	77.1
Nevada	34,724	45,178	76.9
Tennessee	31,091	40,458	76.8
Minnesota	37,281	48,637	76.7
Iowa	31,903	41,677	76.5
Connecticut	44,625	58,838	75.9
Kentucky	31,089	40,977	75.9
New Mexico	30,623	40,359	75.9
Pennsylvania	35,265	46,455	75.9
South Carolina	31,063	40,998	75.8
South Dakota	28,431	37,493	75.8
Missouri	31,820	42,106	75.6
Nebraska	30,885	40,860	75.6
Oklahoma	30,123	39,860	75.6
Virginia	37,859	50,203	75.4
Arkansas	27,487	36,839	74.6
Ohio	33,628	45,214	74.4
Wisconsin	33,640	45,266	74.3
Rhode Island	36,536	49,265	74.2
Alabama	30,681	41,411	74.1
Kansas	32,066	43,346	74
Mississippi	27,697	37,436	74
Washington	37,932	51,272	74
Illinois	36,968	50,022	73.9
Alaska	37,861	51,500	73.5
Michigan	35,260	48,720	72.4
Idaho	29,730	41,461	71.7
North Dakota	29,589	41,249	71.7
New Hampshire	36,946	51,655	71.5
Indiana	31,935	44,906	71.1
Utah	31,183	45,028	69.3
Louisiana	29,147	43,326	67.3
West Virginia	27,472	40,941	67.1
Wyoming	31,204	48,555	64.3

state. In 2008, Washington, D.C. had the nation's smallest wage gap, at 88%, well ahead of California, where women earned 84.9% of what men earned. The median of 75.9% is shared by the states of Connecticut, Kentucky, New Mexico, and Pennsylvania. Women fared worst relative to men in Wyoming, where women's earnings represented only 64.3% of men's earnings, the widest gap of any state.

Women and their families cannot sustain a wage gap that persists this deep in this economy. There is no doubt that more is necessary both to strengthen equal pay laws, which have been weakened over time by courts, and to require the federal government to be more proactive in preventing and battling wage discrimination. In particular, the Paycheck Fairness Act, which has already passed the House of Representatives, would serve these goals

IV. The Paycheck Fairness Act Would Fight Pay Discrimination Based on Gender

Introduced in both the House (H.R. 12) and the Senate (S. 182) and passed by the House last year, the Paycheck Fairness Act would address discriminatory pay practices, an important source of the wage gap. The Act builds upon the Equal Pay Act of 1963, which made it illegal for employers to pay unequal wages to men and women who perform substantially equal work. Among other things:

- ▶ The Paycheck Fairness Act allows victims of wage discrimination based on gender to receive full compensatory and punitive damages, as opposed to only liquidated damages and back pay awards, putting gender-based wage discrimination on equal footing with discrimination based on race and ethnicity.
- ▶ The Act would make it easier for parties that have been discriminated against to work together through a class action suit by automatically considering members part of the class unless they choose to opt out, in keeping with the Federal Rules of Civil Procedure.
- ▶ The Act would close loopholes in how discrimination is counted by clarifying that a gender differential in pay within a company need not be within the same facility to count as discrimination, and by tightening the rules concerning defense of a gendered pay differential that employers claim is not due to sex.

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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_Betty_Davis@legis.state.ak.us
<http://www.aksenate.org/>

Senator Betty 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 – a nine member body devoted to improving the status of women. The Alaska Commission on the Status of Women was originally created in 1978; renewed and renamed to the Alaska Women's Commission in 1983; then combined with the Alaska Human Relations Commission in 1993. While the Alaska Human Relations Commission continues to exist in statute, it has never been funded and was declared inactive in 1996.

Staggering statistics for women in Alaska show the extreme need to reestablish the Commission to exclusively focus on major issues facing women. Alaska has the highest rates of sexual assault and domestic violence in the nation and historically, women are more likely to be poor 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.

Reestablishing the Alaska Commission on the Status of Women will help Alaskans focus on these critical areas that have negatively impacted women and children for decades. Throughout the Commission's existence, 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 which described in detail the accomplishments of the commission in those years. We need innovative, forward thinking and a commission that exclusively concentrates on ensuring equality for women.

Session: (January – April)

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Interim: (April – December)

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STEVE COWPER
GOVERNOR



PHONE
(907) 561-4227

STATE OF ALASKA
OFFICE OF THE GOVERNOR

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

January 25, 1990

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

First among them was the re-establishment of the Commission for another four years. With the firm mandate we received from the Governor and the legislature, we were able to spend two meetings in extensive long-range planning to insure that those four years are full of productive activity aimed at the betterment of the economic, political, social and educational condition of Alaska women and their families.

Revision of the Women's Legal Rights Handbook was successfully completed, and its distribution accomplished as effectively as possible within a limited budget.

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

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

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

Sincerely,

Paula Sampson
Chair

Members of the Commission.

Paula Sampson, chair, Juneau

Joy Green-Armstrong, vice chair,
Anchorage

Michelle Brown, Anchorage

Loretta Bullard, Nome

Florence Esmailka, Ruby

Linda L. Freed, Kodiak

Rebecca Napoleon, Hooper Bay

Wendy Redman, Fairbanks

Lary Schafer, Huslia

Susan Smalley, Kenai

LETTER FROM THE DIRECTOR

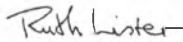
The Alaska Women's Commission has undergone some important changes in 1989. The passage of legislation to continue the Commission was difficult. Concerns raised by women who testified or women who talked to staff have impacted the direction of our work. In particular it is clear that there are many women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

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

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

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

Sincerely,



Ruth Lister
Executive Director

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COMMISSION STAFF

Ruth Lister,
Executive Director

Evelyn Tucker,
Information Officer

Lauren Bruce
Research Assistant

Billie Harvey
Title V Information Assistant

PURPOSE OF THE COMMISSION

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

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

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

WOMEN'S COMMISSION LIVES

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

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

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

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



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



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

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

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

3

LONG TERM PLAN

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

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

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

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



Rebecca Napoleon, Susan Smalley, Linda Freed.

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

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

4

WELFARE REFORM: ANNUAL REPORT

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

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

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

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



THE CALENDAR AND DIRECTORY

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

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

5

LEGAL RIGHTS HANDBOOK REVISED AND UPDATED

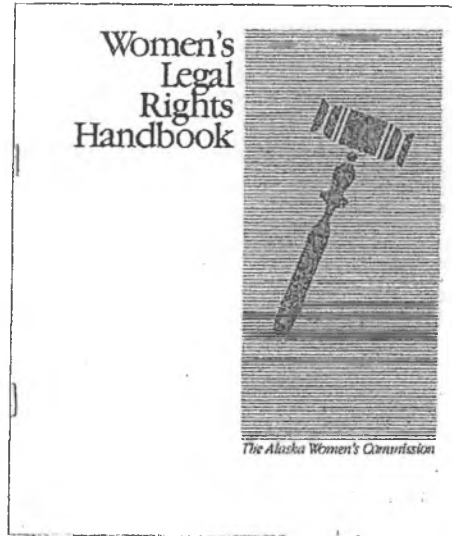
In September the Commission released a newly revised and updated **Women's Legal Rights Handbook**. Commission staff worked with attorneys and other reviewers to revise, update and in some cases rewrite sections of the text. They also added a new chapter entitled "Legal Representation" which advises 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.



6

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

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 sessions for the conference. One "outside expert", Phyllis Chelsea from Alkali Lake, has been invited to be the main presenter. Otherwise the Commission's intention is to identify and nurture its own substance abuse experts in rural Alaska.

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



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



Evelyn Tucker and Mary Stachelrodt discuss the substance abuse conference.

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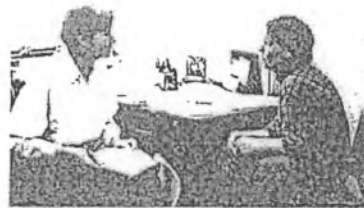
YOUNG WOMEN OF ALASKA SPEAK OUT

The Commission Completes Research on Why Teens Drop Out

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

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

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



Ruth Lister and Lauren Bruce review the Drop Out report.



Elizabeth Peratrovich

ELIZABETH PERATROVICH CHOSEN FOR WOMEN'S HALL OF FAME

The Alaska Women's Commission selected Elizabeth Peratrovich (1911-1958) as the 1989 inductee to the Alaska Women's Hall of Fame. She was selected for her work to insure passage of anti-discrimination legislation in the Alaska Territorial Legislature. In the 1940s Elizabeth Peratrovich and her husband Roy led a determined fight for passage of a bill that extended civil rights to all Alaskan citizens. They were successful in 1945 when the Alaska Territorial Legislature passed a law that provided for "full and equal accommodations, facilities, and privileges to all citizens in places of public accommodation within the jurisdiction of the Territory of Alaska."

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

COMMISSION PRESENTATIONS

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

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



Photo by Jerry Peverell

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

Media Contacts

TV News interviews on:
Divorce/Childsation
Parent/Lesbe
Welfare Reform

Press Releases on Women's Hall of Fame
Women's History Profiles on TV (PSAs)
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, 1988.	1988	570
Commitment or Complacency: An assessment of sex equity in Alaska's educational institutions with recommendations for future action. Out of print.	1986	requested
Directory 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	68
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
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Report on the Economic Status of Alaskan Native Women. Results of the study on the economic status of Alaskan Native women.	1989	5
Status Report. Alaska Women's Commission's Newsletter.	1989	5,220
Women's Legal Rights Handbook. Outlines legal rights affecting women in Alaska.	1989	2,478
Posters		
1988 Poster/Calendar		2,000
Women in Alaska: A Timeline of Famous Alaskan Women		78

Referrals

The Alaska Women's Commission received over 800 calls from women seeking information or a referral. In 1989 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 commission, employment, education, women in history, and legislation.



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

Members of Commission:

Paula Ziegler, chair
Junasu
Joy Green-Armstrong, vice chair
Anchorage
Michelle Brown
Anchorage
Loretta Bullard, Nome
Florence Esmailla, Ruby
Linda L. Fried, Kodiak
Rebecca Napoleon, Hooper Bay
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January 17, 2012

To:

The Honorable Bert Stedman
Co-Chair Senate Finance Committee
Alaska State Legislature
State Capital, Room 516
Juneau, AK 99801-1182

The Honorable Lyman Hoffman
Co-Chair Senate Finance Committee
Alaska State Legislature
State Capital, Room 518
Juneau, AK 99801-1182

I am concerned about SB 53 COMMISSION ON THE STATUS OF WOMEN. While it is true that single women with children are more at risk of poverty, we do not need this Commission to discern this. The UN Commission on the Status of Women (CSW) has become a magnet for radical policies that hinder and exploit women.

In 2010, the theme of the United Nations Commission on the Status of Women was Sexual Rights. Last year, the theme was Youth Revolutions. Reporting at this conference, were legal organizations that target Christian denominations in litigation.

Radical sex education exploits women and children and throws them into risky sexual situations. CSW is aware that education is the key to changing the next generation. Diane Schneider, representing the National Education Association (NEA) on a CSW panel said that "oral sex, masturbation, and orgasms need to be taught in education." She also said students should not be able to "opt out" of such classes, meaning parents would not be able to object having their child in the class. Her comments also targeted traditional marriage, heterosexuals, and mothers that want to "stay at home" as outdated.

Every year, the University of Kansas Commission on the Status of Women puts on a production of *The Vagina Monologues* which even feminists consider anti-men and anti-traditional male/female relationships.

The UN CSW includes Iran as one of its 45 members. Iran has blamed women for earthquakes and approves of jailing them for having a suntan. Should

we take seriously, a commission that includes those who consistently violate human rights. Two weeks after Iran was elected to the UN CSW, the UN CSW passed a resolution condemning Israel's treatment of Palestinian women. This was the only country addressed by the UN CSW even though women suffer greatly in Arabic countries.

I think it would be unfortunate to let one commission speak for all women. Many of its view are contrary to many people's beliefs. We need to invigorate our economy and provide opportunities for women and men so their families are provided for. The CSW often provides misinformation.

Sincerely,

Jennifer Grimwood
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