

MARYLAND WOMEN'S CONFERENCE
RECOMMENDATIONS QUESTIONNAIRE

The following recommendations are a summary of the major recommendations appearing in "To Form A More Perfect Union," the report of the National Commission on the Observance of International Women's Year. The National Commission wishes to arrive at a nationwide sense of women's concerns on these and other topics.

Please read these recommendations and think about your feelings on each recommendation. You may wish to read the appropriate portions of "To Form A More Perfect Union" for more background on specific recommendations. The page numbers following the headings refer to pages in that report.

Please complete the response sheet at the end of the recommendations. Return the response sheet at the Conference in the designated locked box in the Lobby of Shriver Hall. All responses must be received during the conference and will be forwarded by the Chair of the Maryland IWY Coordinating Committee to the National Commission for the Observance of International Women's Year.

1. Arts and Humanities (139, 140, 142)

The President should take steps to require that women 1) have equal opportunities for appointment to managerial and upper level posts in Federally-funded cultural institutions, such as libraries, museums, universities and public radio and TV; 2) are more equitably represented in the staffing of grant-awarding agencies; 3) benefit more fairly from government grants, whether as individual grant applicants or as members of cultural institutions receiving Federal or State funding.

Judging agencies and review boards should use blind judging for musicians, singers, articles, and papers being considered for publication or delivery, exhibits, and grant applications, wherever possible.

2. Child Care (148, 151, 154; also see page 84 and following)

The Federal government should assume a major role in providing universal voluntary child development programs with ability-to-pay fee schedules and with direct parental involvement in operation. Employers and labor unions should be encouraged by tax policies of Federal and State governments to establish nonprofit child care programs.

Education for parenthood programs should be improved and expanded by local and State school boards with technical assistance and experimental programs provided by the Federal government.

3. Credit (172; also see page 55 and following)

The Federal Equal Credit Opportunity Act should be vigorously, efficiently, and expeditiously enforced by all the Federal agencies with enforcement responsibility.

4. Education (162, 165, 169, 170, 297, 317; also see page 48 and following)

The President should direct the vigorous and expeditious enforcement of all laws prohibiting discrimination in education, including sports, and oppose any amendments that would weaken the protections.

Federal surveys of elementary and secondary schools should gather data needed to indicate compliance with Federal anti-discrimination laws, and these data should be collected by sex and race or ethnicity. The Civil Rights Commission should conduct a study to evaluate the enforcement of laws prohibiting sex discrimination in physical education and athletics.

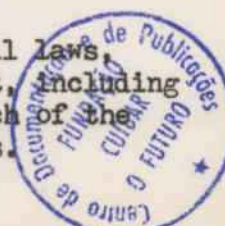
Leadership programs for working women in post secondary schools should be upgraded and expanded, and private foundations are urged to give special attention to research on women in unions.

Bilingual vocational training and education programs should be extended and significantly expanded.

5. Employment (161, 176, 182, 184, 192, 197, 202, 211, 295, 296, 303, 304, 306, 307; also see page 45, 61, 65, 71, and following)

The President should direct the vigorous and expeditious enforcement of all laws, executive orders, and regulations prohibiting discrimination in employment, including discrimination in apprenticeship and in construction. The Executive Branch of the Federal government should abide by the same standards as private employers.

(more)



Employment (continued)

Protections and privileges afforded minority business owners should be extended to women business owners.

All enforcement agencies should follow the guidelines of the Equal Employment Opportunity Commission, which should be expanded to cover discrimination in job evaluation systems.

Unions should review the impact on women of all their practices and correct injustices to women.

The President should take into account in appointments to the National Labor Relations Board and in seeking amendments to it the obstacles confronting women who seek to organize in traditionally nonunionized employment sectors.

Extra attention should be given the employment needs of minority women, especially blacks, Hispanics, Asian-Americans, and Native Americans.

Enforcement of the Fair Labor Standards Act and the Social Security Act as they apply to household workers should be improved.

All statistics collected by the Federal government should be gathered and analyzed so that information concerning the impact of Federal programs on women and the participation of women in the administration of Federal programs can be assessed.

6. Equal Rights Amendment (219; also see pages 26 and 373 and following)

The Equal Rights Amendment should be ratified.

7. Female Offenders (156, 292; also see page 70)

Federal and State governments should cooperate in providing more humane, sensible, and economic treatment of young women who are subject to court jurisdiction because they have run away from home, have family or school problems, or commit sexual offenses ("status offenders"). Disparities in the treatment of male and female juvenile offenders should be eliminated.

States should review their sentencing laws and their practices relating to women in penal facilities with a view to eliminating discrimination and reforming treatment.

8. Health (288)

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The President should direct a review of whether women and their mental and physical health needs are being treated equitably in the health related functions of the Federal government, including the representation of women in policy, administration, research design, research populations, and the availability of services to women.

9. Legal Status of Homemakers (224; also see page 13 and following)

Federal and State laws relating to marital property, inheritance, and domestic relations should be based on the principle that marriage is a partnership, in which the contribution of each spouse is of equal importance and value. Homemakers should be covered under social security.

Alimony, child support, and property arrangements at divorce should be such that minor children's needs are first to be met and spouses share the economic dislocation of divorce. As a minimum the economic provisions of the Uniform Marriage and Divorce Act should be enacted in every State. More effective methods for collection of support should be adopted. The Census Bureau should collect data on the economic arrangements at divorce and their enforcement.

Homemakers displaced by widowhood or divorce should be helped to become self-sufficient members of society through programs providing job counseling, training, and placement; advice on financial management; and legal advice.

10. International Interdependence (236, 238, 240, 241; also see page 97 and following)

The President and the foreign affairs agencies of the Federal government should see to it that many more women participate in the formulation and execution of U.S. foreign policy, including greater consultation with women in citizen voluntary organizations which are concerned with international affairs. More women should be appointed to U.S. delegations at international conferences and to governing bodies of international organizations.

The U.N. Commission of the Status of Women should be continued and should meet annually.

11. Mass Media (143, 145, 250, 253, 259, 260; also see page 18 and following)

The mass media should employ women in all job categories and especially in policy-making positions. Affirmative efforts should be made by the media to expand the portrayal of women to include a variety of roles and to represent accurately the number of women in society.

Mass Media (continued)

Appropriate Federal agencies, such as the Equal Employment Opportunity Commission, the Federal Communications Commission and the Department of HEW, among others, should vigorously enforce those laws which prohibit employment discrimination against women working in the media. In addition, Federal agencies should continue studying the impact of the mass media on sex discrimination and sex-role stereotyping in the American society. Special consideration should be given to media which are publicly funded or established through acts of Congress.

(The IWY Media Guidelines on page 250 are also available in leaflet form for distribution to the media.)

12. Older Women (283, 286)

Public and private women's organizations should work together to give publicity to the positive roles of women over 50 and to provide the services that will enable elderly women to function comfortably in their own homes instead of moving to institutions. Medicare coverage should be liberalized and the use of generic drugs of certified equivalent quality should be allowed and encouraged, to reduce the cost of medicines.

13. Rape (261)

State and local governments should revise rape laws to provide for graduated degrees of the crime, to apply to assault by or upon both sexes; to include all types of sexual assault against adults; and to otherwise redefine the crime so that victims are under no greater legal handicaps than victims of other crimes. Local task forces to review and reform law and practices of police, prosecutors, and medical personnel should be established where they do not now exist.

14. Strategies for Change

Strategies for change listed in the original appendix is not a workshop where recommendations would be made but a workshop where means of implementing recommendations would be considered.

15. Teenage Pregnancy (267, 270, 278, 300; also see page 78 and following)

The IWY Committee believes that the moral decisions relating to reproduction are rightfully the responsibility of individual women and that every woman, regardless of her economic circumstances, education, race or ethnic origin, age, rural or metropolitan residence, is entitled as a basic human right to have readily available the means of controlling reproduction. The IWY Commission:

- Supports the series of Supreme Court decisions guaranteeing reproductive freedom to women; = abation
- Urges all branches of Federal, State, and local governments to give the highest priority to complying with these Supreme Court decisions and to making available all methods of family planning to women unable to take advantage of private facilities;
- Condemns any interference, open or subtle, with a woman's right to control her reproduction; and
- Urges organizations concerned with improving the status of women to monitor how government complies with these principles.

Particular attention should be paid at all levels of government to providing family planning services for teenagers, education in responsible sexuality, and reform of laws discriminating against illegitimate children and their parents.

16. Women in Elective and Appointive Office (183, 311; also see page 40)

The President, Governors, political parties, women's organizations, and foundations should join in an effort to increase the number of women in elective and appointive office, including especially judgeships.