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WOMEN

SEC 1: Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex.

SEC 2: The Congress shall have the power to enforce, by appropriate legislation, the provisions of this article.

SEC 3: This amendment shall take effect two years after the date of ratification.

—The Equal Rights Amendment

“ . . . Women have somehow managed to place themselves in the very center of attention. The rest of us talk about them, we argue about them, we are puzzled by them, and women have had laws passed about them. The printing presses of this country have been delivering books and articles about women, urging them to deny the traditional role that has been theirs since the beginning of time. It is said that our social structure confines them and they should invade male territory . . . I disagree. . . . Male and female were created as complementary opposites . . . you have to approach your role with the right attitude! . . . It is in your feminine role that you take part in the progress that is our culture and our humanity.”

**—Surgeon General C. Everett Koop
Shipley School Graduation
June, 1979**

The Reagan Administration is hostile to the rights and security of women and the polls show that women know it. Candidate Reagan proclaimed that he was for the “E” and the “R” but not the “A” and supported equal rights. But as President he has failed to keep even this truncated commitment. Instead, the economic policies, the regulatory policies, the legislative policies, and even the rhetoric of this Administration have wiped out many of the gains that women have made in recent years. The single exception was the appointment of Supreme Court Justice Sandra Day O'Connor. But as Kathy Wilson, Chair of the National Women's Political Caucus and a Republican, said at the time:

“Reagan must understand that feminists will not be bought off with one seat on the Supreme Court!”

Women of America have a vested interest in strongly supporting Democratic candidates who are committed to working for equity, a fair share of the economic pie for everyone, a country with jobs and opportunity, where one doesn't have to fear growing old.

Women are on the lowest rungs of the economic ladder. Only 1% earn more than \$25,000 per year. Women are living longer and longer, yet the majority have little to look forward to in their "golden" years but increased poverty. One study done in 1980 by the National Advisory Council on Economic Opportunities predicted that by the year 2,000, nearly 100 percent of the poor of America will be women heads of families and their children. That is why *all* Democratic issues are potential women's issues — not just child care, ERA or reproductive freedom.

Unemployment is a women's problem and a women's issue. In this current recession, women and minorities — the last hired and first fired — are being hit harder by lay-offs and business shutdowns than are men.

Social Security is a women's problem and a women's issue. Ninety percent of those receiving the Social Security minimum benefit of \$122 monthly are women.

Access to decisionmaking and involvement in the determination of national policy is a women's problem and a women's issue. The Reagan appointments to the Cabinet, high-level offices, and the judiciary have re-established white male wealthy bastions of power, not reflections of a diverse population. Eleanor Roosevelt delineated the difference this makes in the establishment of public policy in a speech before the United Nations in 1952:

"I believe we will have better government when men and women discuss public issues together and make their decisions on the basis of their differing areas of experience and their common concern for the welfare of their families and their world — too often the great decisions are originated and given form in bodies made up wholly of men, or so completely dominated by them that whatever of special value women have to offer is shunted aside without expression. . ."

Equality of rights under the law is a critical women's issue. To many women, ratification of the Equal Rights Amendment and full rights for women under the Constitution are the barometers of true party feeling.

The Republican Administration has narrowed the rights of women by taking the teeth out of affirmative action for federal contractors to

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hire women and minorities under the Office of Federal Contract Compliance Program. And it is narrowing the coverage of Title IX of the 1972 Education Amendments — the only federal statute that specifically prohibits sex discrimination in education.

President Reagan left the Equal Employment Opportunities Commission without leadership for more than a year. During the Democratic Administration, the EEOC cleared a 100,000-case backlog and at last made the equal employment laws in this country meaningful to women and minorities. But its current head, Clarence Thomas, has indicated that he does not believe in affirmative action as a remedy for job discrimination.

This Republican Administration has proudly proclaimed the appointment of Rex Lee as U.S. Solicitor General. Lee, who does not favor the inclusion of the ERA in our Constitution, is now in one of the most powerful legal positions of authority to shape or frustrate the drive for women's rights.

The record of the most recent Democratic Administration provides a clear contrast — the campaign promise to include women in top jobs in the last Administration was fulfilled with the appointment of over 400 women, including ambassadors, federal judges, and commission directors. President Carter worked actively for ratification of the Equal Rights Amendment and created or supported federal programs aimed at helping women achieve equity in business, in the home, in the workplace, and in schools. It is a legacy in which Democrats can take pride.

Democrats have led and will continue to lead the fight for equality of opportunity for women. Facing the likelihood that the extension for ERA ratification to June 30, 1982 may pass with the amendment still short of the necessary 38 states' approval, Democrats are pledged to keep the campaign alive. Even though it means starting again from the beginning. Reps. Pat Schroeder of Colorado and Don Edwards of California plan to reintroduce the Equal Rights Amendment in the House in July. Other Democrats responding to the backing ERA received in 35 state legislatures, intend to take the same step in the Senate.

I. THE PROBLEM

"If people decide not to have children they should be forced to sign a piece of paper saying that they will forfeit Social Security benefits. Even if they have worked all their lives if they're not willing to have children to add to the work force of the next genera-

tion then they shouldn't be entitled to Social Security."

—Phyllis Schlafly
Chair, Eagle Forum and prominent
Reagan backer
Philadelphia Evening News,
Aug. 2, 1981

"The only dependable route from poverty is always work, family and faith . . . Adjusting for discrimination against women and child care responsibilities, the Wisconsin Study (Earnings Capacity Utilization Rates) indicates that married men work between two and one-third and four times harder than married women and more than twice as hard as female family heads."

—George Gilder
Wealth and Poverty
(The "bible" of the Reagan
Administration)

"Male earnings cannot be considered without regard to female earnings. Most men make the sacrifices necessary to reach the higher reaches of the American economy chiefly to support their wives and families. When the wives earn more, men feel a decline of urgency in their work and a loss of male nerve and drive. When wives earn less the men tend to work more and are far more likely to reach the pinnacles of achievement." (discussing minority families)

—George Gilder
Wealth and Poverty

Mr. Reagan's Budget Director, David Stockman, calls George Gilder's book "Promethean in its intellectual power and insight" — distressing adulation for an author who singles out women as scapegoats for unemployment, decreased productivity, and "loss of male nerve and drive," and claims "there's no such thing as a reasonably intelligent feminist." (The Washington Post, Feb. 18, 1981)

A. American women are American workers

The majority of women today are in the labor force and more than half of all children have working mothers. According to the February, 1982 *Monthly Labor Review*, 14.8 million children, one-half of all black

children and one-half of all dependent on the mother are employed, or

(1) Working mothers at the educational level

• The median income in 1980 was \$11,200 for the household without a

• Median family income for those with a diploma were \$18,200; women with a diploma of \$11,000 in 1980 and one-half of those with one and one-half degrees.

• The number of women in the labor force large and growing faster than \$10,000 a year and less than \$7,000

• In the vast majority of cases, women's earnings are comparable to the support of dependent

• There are more women in the labor force than ever before. The number of women-headed households is growing.

• Even when women are the primary breadwinners, the poverty line. Increased income for women from 25% to 40% of the total income. 14.8% were poor when she was in the labor force and had husbands

• Minority women. Women in the labor force earned by women only about

children and one-fifth of all white children, live in families totally dependent on the mother's income since the father is absent, unemployed, or out of the labor force.

(1) **Working women make less than men in every job at every educational level** (Women's Bureau Statistics).

- The median wage for all permanent, full-time women workers in 1980 was \$11,220; for men it was \$18,006; for women heading a household without a husband \$10,000.

- Median full and part-time earnings for women with a high school diploma were \$5,903 in 1980; men with the same diploma earned \$16,200; women with college and graduate degrees had median wages of \$11,000 in 1980. Men high school graduates have median incomes one and one-half times higher than women with college and graduate degrees.

- The number of working women who are poor or "near poor" is large and growing. Most working women (three out of five) earn less than \$10,000 a year. One out of three full-time working women earns less than \$7,000.

- In the vast majority of both traditional and non-traditional jobs, women's earnings are lower. At the same time, women need salaries comparable to those of men because increasingly they are the sole support of dependent children.

- There are now 8.2 million female-headed families, and the number is growing ten times as fast as male-headed families. Female headed households represent 15% of all families, but half of all poor families.

- Even when there is another earner in the household, working wives are the major reason why many families can stay above the poverty line. Increasing numbers of married women are contributing from 25% to 40% of their family's income. In husband-wife families in 1979, 14.8% were poor when the wife did not work outside the home; 3.8% when she was in the labor force. In 1979, nearly two thirds of all women in the labor force were single, widowed, divorced, or separated, or had husbands whose earnings were less than \$10,000.

- Minority women face the double burden of race and sex discrimination. Women in general earn approximately 59 cents for every dollar earned by white men. Full-time black women workers, however, earn only about 54 cents, while Hispanic women earn only 49 cents.

- Statistics for married couples also show a significant disparity between whites and minorities. In 1981, the median weekly earnings of white married couple families were \$474 compared to \$401 for black married couple families, and \$396 for Hispanic married couples.

- One out of four black women workers maintained a family in 1979. Most significantly, three out of four black families were maintained by women.

Clearly the majority of women in the labor force, whether employed or looking for work, are not "comfortable." Most are struggling to keep their heads above water and to provide the basic needs (food, clothing, and shelter) to their families.

Many of these women — known as the "working poor" — are confronting a difficult decision. If they stay in the workforce and continue to strive toward self-sufficiency, under Reagan regulations they will soon be unable to qualify for benefits which protect their families from illness, malnutrition, etc. The only real option for many is to leave the workforce and become totally dependent on public financial assistance, Medicaid, and food stamps.

One such mother — Jessie Mae Hurst of the Bronx, in New York City — described this dilemma in a *New York Times* interview on Saturday, April 10:

"It makes you want to say, the hell with them: I'll quit my job and stay home and get welfare and food stamps. The only thing I won't get that way is respect, because people think that if you're a welfare recipient, you're the lowest form of dirt. I want to work, but I keep thinking maybe I'd be doing better if I didn't. It's a bad feeling."

The chart below dramatizes the bind felt not only by Mrs. Hurst, but by increasing numbers of the female "working poor."

One Family Monthly Budget: Working Versus Welfare

WORKING		ON WELFARE	
<i>Income:</i>		<i>Income:</i>	
Net wages	\$566	Welfare Payment* ..	\$424
Food stamps	64	Food stamps	125
Total	\$630	Total	\$549

* Aid to Families with Dependent Children

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Expenses:		Expenses:	
Rent	\$217	Rent**	194
Telephone	25	Telephone	25
Loan payment	50	Loan payment	50
Transportation to work	60		
Lunch at work	30		
	<u>\$382</u>		<u>\$269</u>
What's left:		What's left:	
Cash	\$184	Cash	\$155
Food stamps	64	Food stamps	125
Total	<u>\$248</u>	Total	<u>\$280</u>

- Women are underrepresented in unions (33% of blue collar workers, 18% of white collar workers, and 12% of service workers). According to the Bureau of Labor Statistics, in a 1977 survey unionized women workers had an average salary \$2,500 higher than non-union women in the same jobs.

- 35% of women workers are found in only 25 of 440 job categories. They work in sex-segregated occupational lines at rates of pay which do not equate comparable wages to comparable work. Women make up 99% of all secretaries, 89% of all health workers, and 6% of all craft workers.

- The defense build-up program hurts women's opportunities since military spending increases vs. social program decreases results in a loss of jobs. In a recent analysis of the impact on jobs of increased military spending, Employment Research Associates of Lansing, Michigan, concluded that the negative impact on women's jobs was particularly acute. They found that, because of military budget expenditures, there were nearly 1.9 million fewer jobs for women in manufacturing service industries and in state and local governments.

- The jobs that are created by increased military spending do not benefit women. Only one-half of one percent of the entire female workforce works in any job related to military spending. The Employment Research study concluded: "Every time the Pentagon budget goes up \$1 billion, 9,500 jobs are lost for American women."

(2) Women who have dedicated their lives exclusively to home and family are vulnerable in an age of divorce, stress and mobility.

** Adjusted to public assistance income

- Between 12 and 15 million women over the age of 35 are displaced homemakers; they are either divorced, widowed, or have been abandoned by their husbands.

- In 1980 15% of all American families were headed by women — up 50% since 1970 — and one-half of all poor families have female heads.

- Women who live alone with children and have no male provider have in the past depended on subsistence benefits to keep their families afloat until training and job opportunities enabled them to become self-sufficient. In 1980, one-third of all the female headed families in the U.S. received public assistance in the form of Aid to Families with Dependent Children.

- In spite of the stereotype of the welfare mother with her large "brood," 86% of the AFDC families included only one to three children.

- Giving lie to the image of the "lazy" welfare mother is the fact that over the course of a year 62% of those receiving AFDC also had some earned income.

- The "welfare family for life" is another false image; over 75% of AFDC families received assistance for no more than five years continuously.

- Millions of middle-aged and elderly women who are separated, divorced, or widowed have dedicated most of their lives to the role of homemaker. They have skills which are valuable but rarely seen as marketable. They have responsibility for themselves and often for dependent children. With a low percentage receiving alimony, pensions, survivor's benefits or inherited wealth, they have few choices. Age discrimination in the marketplace then compounds the problems experienced by these displaced homemakers.

- Eliminating Social Security dependents' benefits for college students hurts both widowed mothers and their children. Reduced vocational and adult education programs limit their retraining possibilities, and the disappearance of targeted programs for displaced homemakers pushes them to the end of the line for limited funds at the state and local level.

(3) Education limited.

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(3) Educational opportunities for girls and young women are being limited.

The 1982 study of state and national progress in education conducted by the Project on Equal Education Rights of the NOW Legal Defense Fund shows examples.

- Most female vocational education students still take courses that lead to low paying, dead-end jobs. Only 14% of the students in the higher-paying, traditionally male vocational programs (agriculture, trades, and industry and technical) are girls.

- Although nearly 70% of teachers are women, only 18% of principals and assistant principals are women.

Within the last two decades, women have gained entrance to more colleges and universities in the United States than ever before. At present, women students outnumber men students in colleges and universities nationwide, and constitute 51% of all undergraduates aged 20 to 24. Men, however, are the majority of full-time students.

Women have long been excluded from many opportunities for financial aid through institutional practices such as:

- giving preference to men in awarding scholarships, fellowships, and loans;
- withholding financial aid from women who are married or pregnant, or have children, or restricting it to full-time students;
- failing to allow for child care expenses;
- tracking women into low paying work-study jobs.

Youth unemployment is a critical national problem with a rate of 20% for 16 to 19 year olds in December, 1981. The unemployment rate for 16 to 19 year old minority females was 42%.

(4) Older women all too frequently live their "golden" years in poverty.

- Nearly three-fourths of the over-65 who are below the poverty level are women. In addition, more women than men over 65 have incomes very near the official poverty level, with average incomes under \$5,000. Their poverty rate of 19% exceeded all other age groups in 1980.

- Older minority women are on the average the poorest of the elderly. While the poverty rate for all women over 65 is nearly double that of men, the rate for black and Hispanic women is more than dou-

ble that of white women. In 1980, for example, elderly black women had a median annual income of \$3,558, with two-thirds "officially poor" and 82% living "below or near poverty."

- Women comprise 60% of all the elderly in the U.S. — a total of nearly 15 million.

- Sixty percent of all unmarried women over the age of 65 depend solely on Social Security for their livelihood; their average annual income is \$2,500. Elderly unmarried men average \$3,400 on Social Security.

(5) Women are unequal before the law — at the federal and state level.

- The critical areas of social security, tax law, and the treatment of divorced military and diplomatic spouses are glaring examples of discrimination in current federal law.

- As clearly demonstrated by the actions of the Reagan Administration, gains in equality are transitory and can be changed by legislative or executive action. No constitutional standard of equality between men and women has been recognized consistently by the Supreme Court.

- Only ten states have Constitutional protection under the law for women. Inheritance tax, tax law, and the property rights of husbands and wives are important areas of discrimination under state laws.

(6) Women are underrepresented where decisions are made and policy is set.

- Although women make up 51.3% of the population, they hold approximately 10% of all public offices.

- There are 19 women in the House of Representatives and two in the Senate. The election of Nancy Kassebaum of Kansas in 1978 marked the first woman Senator elected in her own right. Paula Hawkins of Florida has since become the second.

- In State government, 770 women are serving in state legislatures — 10% of the total.

The problem for women is clear. Women are not equal before the law, in the workplace, or in their government. American life has changed and 90% of women 18 and over can expect to be in the labor force. The policies of government make a critical difference in the movement for equality. That equality would be the single best method of moving Americans out of poverty.

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II. THE REAGAN REPUBLICAN RECORD

Whether by philosophical design or human insensitivity, the policies of the Reagan Administration and the Republican Party are destructive to women. Under this Administration there is no progress to report in the move for equality for women except for the appointment of one woman to the Supreme Court.

A. The Reagan budget cuts are harmful to women.

Whether they are old or young, single or married or widowed, working at home or working for pay, the effect is cumulative, as shown in the document "Inequality of Sacrifice: the Impact of the Reagan Budget on Women." The impact is devastating to those in our society who are the most vulnerable, the women and children.

Not only the funds for training have been decreased, child care support has been withdrawn; grants and loans for independent students have been cut; food programs for women, infants and school children have been slashed. Each action diminishes opportunities for women and threatens the stability and health of the American family. This callous budget calls for unequal sacrifice, demanding that women, especially the poorest, carry the load that results from shifting 35-40 billion dollars from domestic to defense programs.

- The Reagan budget means greater instability for families. For women who head their families — half of all families in poverty — it will mean a faster decline into deeper poverty; it will mean less child care, less nutritional assistance, fewer health services. For women who are separated, divorced or widowed, or abandoned by their husbands, it will mean less job training, less support for their children's education, and greater difficulty in getting legal services.

- The Reagan budget will hurt women in the workforce who currently earn an average 59% of what men earn. Reductions in support for child care programs will make the daily lives of working women more difficult. The working poor, in particular, increasingly will be forced to choose welfare over a minimum wage job in order to meet their minimum needs for food, housing and health care. For those seeking jobs, fewer employment and training programs will be available. Federal staff cuts that reflect a decreased commitment to equal employment and affirmative action will have a negative impact on working women throughout the country.

- The Reagan budget will decrease the opportunities of girls and young women for education, jobs and a decent future. Proposed bud-

get cuts threaten the progress that has been made toward educational equity; they also mean less vocational education, less job training and less access to family planning.

- The Reagan budget will impose a harsh reality on older women, especially older minority women, the poorest of the poor in American society. Cutbacks in Medicaid, Medicare, and food stamps will present older women with an increasingly ugly prospect for their "golden years." Add to these the slashes anticipated in housing, legal services, elderly nutrition programs and energy assistance, and those golden years for older women quickly become the most frightening years of their lives.

B. Programs developed to assist women in moving ahead have been specially targeted for extinction by the Administration.

The Women's Educational Equity Act—an extremely modest program to develop model programs for sex equity—was targeted for zero funding in the first Administration budget, rescued at a lesser funding level by Congress, and again marked for extinction by the Administration in the second budget.

The Director, Dr. Leslie Wolfe, a career public servant, was moved from her program by Secretary Bell and given an assignment unrelated to her duties. Displaced homemaker programs, battered wives' shelters, and women small business owner programs were effectively disintegrated by ending developmental agency programs.

C. The guise of deregulation has been used to destroy protections for women.

The Education Department has proposed limiting Title IX coverage to cover only specific programs or courses which are federally funded rather than institutions which receive federal funds. Sex discrimination would not be prohibited in the following areas:

- athletic programs: a school could abolish or diminish its women's programs;
- classes: unless a class were directly funded by the federal government, it could be restricted to one sex or preference could be given to men.
- housing: schools could provide more and better housing for male students.

D. The President's economic pro

"Part of the recession is going into the pockets of anyone who is working hard."

American women's organizations are antithetical to the recognition that men and women are equal. Women are a greater extent than point margin over working women.

During the campaign won 55% of the disapproval of the men and the gap

In a March 29, "Women Shiftin pollster Pat Cade men has develop

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D. The President of the United States is scapegoating women for the economic problems of America.

"Part of the unemployment is not so much the recession as it is the great increase in the people going into the job market, and ladies, I'm not picking on anyone, but because of the increase in women who are working today and two-worker families and so forth."

—President Ronald Reagan
New York Times, April 18, 1982

III. PUBLIC REACTION

American women recognize that the policies of the Reagan Administration are antithetical to the movement for equality. The polls show they recognized this before the last election, and the difference between men and women voters in opposition to President Reagan continues to widen. Women are disillusioned with the Reagan Administration to a greater extent than men — and women favor the Democrats by an 11 point margin over men. The trends are even more pronounced among working women.

During the campaign period and since the election, when Reagan won 55% of the male vote and 47% of the female vote, women have disapproved of the President's program in much higher numbers than men and the gap between the sexes is growing.

In a March 29, 1982 article by Bill Peterson in *The Washington Post*, "Women Shifting Sharply Away From Reagan, Republican Party," pollster Pat Caddell notes that a significant gap between women and men has developed over the past 15 years.

"What we've seen is a dramatic breaking-away of women. They don't tend to follow their husbands or men in general anymore. That's a revolution of enormous political consequences."

The trend is similar for opinion leaders. *The U.S. News and World Report Survey*, "Who Runs America," May 10, 1982, notes that 48% of male respondents rated Reagan "disappointing" or "poor" (up from 16% last year) but 70% of women gave him subpar grades.

The Lou Harris poll of August 3, 1981, notes in the title, "Reagan's Support Among Women Weak." His analysis of the gap:

"There are several reasons for these anti-Reagan tendencies among women: 1) the fear of war — women tend to be much more anti-war

than men, and attitudes toward Reagan are highly associated with the belief that the Reagan foreign policies are more risky and more likely to get the U.S. into war; 2) negative reaction among women to the budget cuts in the health, nutrition, education and elderly areas and to the anti-environmental positions of the Administration. A CBS/NYT poll in September found that 70% of women want to "maintain present environmental laws even at cost in economic growth," but only 49% of women trust Reagan to make the right decisions about the environment; 3) the perceived anti-equality stand of the Administration — support for the ERA is at an all-time high (Gallup found 64% in support in July) — and opposition to the ERA is clearly hurting the Reagan Administration among women; 4) pessimism about economic recovery: A September LA Times poll found that 42% of women (compared to 27% of men) were pessimistic about economic recovery in the next year."

A brief look at a March, 1982 poll taken by the Washington Post and ABC News, shows:

- Women disapproved of the way Reagan handles his job by 50 to 43%, while men approved of the President's job, 53 to 41%;
- On foreign policy, 49% of women polled disapproved of the President's handling, only 36% approved;
- Women continue to grow in their skepticism of Reagan's economic overhaul. And by a margin of 2 to 1 they would call on the President to change his economic program;
- Nearly half of the women polled considered themselves Democrats, only 17% Republicans. Fifty-five percent of women said they would vote Democratic in the '82 elections, only 29% for a Republican.

IV. ATTITUDES ON OTHER ISSUES

The cutbacks in social programs — welfare, health, food, legal programs — are all women's concerns and women's issues.

- 93% of all welfare recipients are women and their children; 80% of all families receiving AFDC are headed by women.
- Nearly two-thirds of all Medicaid recipients are women; 60% of all Medicare enrollees are women — ten million of them over the age of 75.
- Nearly 70% of all Food Stamp recipients are women. Eleven million children also benefit from the program.

- Sixty-six percent occupied by elderly

- Two-thirds of

The Democratic women voters reflect "access," "protection" are central Democratic

The DNC poll requires identification with and reducing crime

On the issues of Democratic position (11, 1982) notes, forment to ban legalizall would vote again higher 18 percent

V.

The Democratic Administration are needed to improve

Some highlights

- The appointments in all agencies women and minorities appointed to the C

- The active community Educational Equity Bureau was increased ships and non-trad in small business. women-owned business women and their families battered wife shelter

- The support of civil rights laws.

- Direct involvement to extend the amendment.

• Sixty-six percent of all federally subsidized housing units are occupied by elderly women living alone.

• Two-thirds of all legal services clients are poor women.

The Democratic National Committee fall poll report on attitudes of women voters reflects their concern with the key concepts of "equity," "access," "protecting," "providing," "caring" and "balancing." These are central Democratic concepts.

The DNC poll report on attitudes of women voters noted even stronger identification with the issues of nuclear arms, keeping world peace, and reducing crime.

On the issues of ERA and reproductive freedom the polls show the Democratic position is the one that gains votes. A Harris survey (March 11, 1982) notes, for example, that most Americans oppose an amendment to ban legalized abortion (by 61-33 percent); only 11 percent overall would vote against a candidate who opposed a ban; and a much higher 18 percent would vote against a candidate who favored a ban.

V. THE DEMOCRATIC PROGRAM

The Democratic Platform and the record of the last Democratic Administration are a blueprint of the type of comprehensive approach needed to improve the lives of women today.

Some highlights of that record include:

• The appointment of women and minorities to policy making positions in all agencies of the executive branch and the appointment of women and minorities to the Federal Judiciary. Over 400 women were appointed to the Cabinet, White House positions and the bench.

• The active commitment to assist in achieving sex equity. Women's Educational Equity Act funding was doubled. The staff of the Women's Bureau was increased with new programs for women in apprenticeships and non-traditional jobs. Programs were developed for women in small business, including goals for government contracts for women-owned businesses. Support was given to new concepts to help women and their families, such as displaced homemaker centers and battered wife shelters.

• The support of affirmative action and vigorous enforcement of civil rights laws.

• Direct involvement by the President and the entire Administration to extend the deadline for ERA and in the effort to ratify the amendment.

- The opening of job opportunities in the military service and the federal government to women in non-traditional areas provided a model to the private sector of the talents and abilities of women.

- Changes in the federal tax structure to lessen the marriage tax penalty and remove the federal estate tax discrimination against farm widows.

The Democratic Platform of 1980 reaffirmed the Party's commitment to women's rights by unequivocally supporting the Equal Rights Amendment, supporting the 1973 Supreme Court decision on abortion as the law of the land and opposing any constitutional amendment to restrict or overturn that decision; pledging to work for programs to improve health and safety in pregnancy and childbirth, including adequate prenatal care, family planning, counseling, and services, with special attention to the needs of the poor, the isolated, the rural and the young.

The central difference between the two parties is in the involvement of women. From the platform at the convention to appointments in the White House, women were involved in the decisions of the country under a Democratic Administration. The involvement of women **resulted** from the party's commitment to equality but their involvement also **heightened** the party's commitment to equality.

There is, by contrast, no such involvement in the Republican Party, where policy is made by the white male power structure.

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CHAPTER V

WOMEN'S INTEREST GROUPS

AMERICAN ASSOCIATION OF UNIVERSITY WOMEN (AAUW)

The American Association of University Women (AAUW) is the largest and oldest national organization working for women. Founded in 1882, AAUW now has 190,000 members located in every state, the District of Columbia, Puerto Rico, Guam and the Virgin Islands. For nearly 100 years, AAUW has worked for the advancement of women, their recognition as first class citizens, equal opportunity and the right to choose from many alternative concerns and life styles. The primary legislative goal for the AAUW is the achievement of equity for women through passage of the Equal Rights Amendment. In addition to ratification of the ERA, AAUW's Legislative Program for 1979-81 addresses a wide range of social and economic issues of concern to college-educated women nationwide. These include: reform of discriminatory pension, Social Security and insurance laws, women in development, enforcement of Title IX, vocational education, and WEEA, the prevention of domestic violence against women, the right to individual choice in the determination of one's reproductive life, and elimination of the marriage tax. Through AAUW's membership in the International Federation of University Women, AAUW has nongovernmental organizations status in the United Nations. For information, contact:

Johanna Mendelson, Director
Public Policy
American Association of University Women
2401 Virginia Avenue, NW
Washington, DC 20037
(202)785-7720

Additional contacts:

Tricia Smith, Public Policy Associate
Amy Berger, Public Policy Assistant

AMERICAN COUNCIL OF EDUCATION, OFFICE OF WOMAN IN HIGHER EDUCATION (ACE)

The primary objective of the American Council of Education, Office of Higher Education is to increase the number of women prominent in higher education administration. The Office of Women in Higher Education provides guidance to colleges and universities on methods of promoting equality of opportunity for women and minorities. The National Identification Program for the Advancement of Women in Higher Education Administration serves as a personalized system for identifying and recommending the advancement of women administrators. For information, contact:

Donna Shavlik, Director
American Council of Education,
Office of Women in Higher Education
1 Dupont Circle, NW
Washington, DC 20036
(202)833-4692

AFL-CIO WOMEN'S PROJECT, DEPARTMENT FOR PROFESSIONAL EMPLOYEES

The Women's Project of the AFL-CIO examines employment issues affecting women in professional, technical and other salaried occupations. The Project works with the unions to help address employment needs in areas including sexual harassment, pay equity, and advancement opportunities. The Project develops programs to upgrade trade union women into professional union staff positions. For information, contact:

Gloria Johnson, Coordinator
Women's Project
Department for Professional Employees
AFL-CIO
815 16th Street, NW
Washington, DC 20006
(202)638-4024

AMERICAN PSYCHOLOGICAL ASSOCIATION, WOMEN'S PROGRAMS OFFICE

The Women's Program Office of the American Psychological Association has a dual mission of (1) monitoring the status of women in psychology, and (2) monitoring governmental actions and organizing information from psychologists on public policy issues affecting the lives of women. Areas of concern include science, health (including mental health), education, and public interest issues as they affect women. For information, contact:

Nancy Felipe Russo, Administrative
Officer for Women's Programs
American Psychological Association
1200 17th Street, NW
Washington, DC 20036
(202)833-4908

ASSOCIATION OF AMERICAN COLLEGES, PROJECT ON THE STATUS AND
EDUCATION OF WOMEN

The purpose of the Association of American Colleges' Project on the Status and Education of Women is to provide information and materials concerning women in education and to work with institutions, government agencies, and other associations and programs affecting women in higher education. The Project publishes a free newsletter and distributes free quarterly materials concerning Title IX and other federal policies. The Project also analyzes current campus policies, legal decisions and other developments related to educational equity in conformance with federal policy. For information, contact:

Bernice Sandler, Director
Project on the Status and Education
of Women
Association of American Colleges
1818 R Street, NW
Washington, DC 20009
(202)387-1300

ASSOCIATION OF INTERCOLLEGIATE ATHLETICS FOR WOMEN (AIAW)

AIAW is primarily concerned with Title IX
Margot Polivy
1201 16th Street, NW
Washington, DC 20036
(202)265-1807

CENTER FOR LAW AND SOCIAL POLICY, WOMEN'S RIGHTS PROJECT

Title IX, Executive Order# 11375
Marcia Greenberger/Margy Kohn
1751 N Street, NW
Washington, DC 20036
(202)872-0670

CENTER FOR WOMEN POLICY STUDIES

2000 P Street, N.W.
Suite 508
Washington, D.C. 20036
Contact: Jane R. Chapman (202) 872-1770
Research on legal, mental health and social welfare issues

CITIZEN'S COMMISSION ON PENSION POLICY

Citizen's Commission on Pension Policy is a volunteer group of workers, homemakers and retirees that was independently established in 1978 to educate the public about the nation's retirement income programs and build a grassroots campaign for pension reform. For information, contact:

Hillel Gray/Joanne Kelly
2000 P Street, NW, Suite 615
Washington, DC 20036
(202)785-3523

COALITION OF 100 BLACK WOMEN OF DC
Helene Colvin-Wallace
c/o 419 Cannon House Office Building
Washington, DC 20025
(202)225-3816

DISPLACED HOMEMAKERS NETWORK

The Displaced Homemakers Network is a national grassroots organization of displaced homemakers, persons working at more than 400 displaced homemaker programs throughout the US, and other supporters. Through a national office in Washington and ten regional affiliates, the Network serves as an information clearinghouse, provides technical assistance to programs, and is a displaced homemaker advocate in the public and private sectors. For information, contact:

Elena Knox
Displaced Homemakers Network Inc.
1531 Pennsylvania Ave. S.E.
Washington, D.C. 20003
(202) 547-6606

EAGLE FORUM

Eagle Forum is a national organization of women dedicated to the preservation of traditional American values. The group supports the family as the basic unit of society, and hold that a responsible society should have laws and taxes that encourage mothers to care for their children rather than laws that impose disincentives on the role of motherhood. There are adamantly against ERA, abortion, and the discontinuation of dependent wives and widows benefits from social security. They support a strong national defense, strong community law enforcement, and the traditional family unit. For further information on the Eagle Forum contact:

Tottie Ellis, First Vice President
Eagle Forum
316 Pennsylvania Ave. S.E. Suite 203
Washington, D.C. 20003
(202) 544-0353

EQUITY POLICY CENTER

1525 18th Street, N.W.

Washington, D.C. 20036

Contact: Irene Tinker (202) 232-3465

Research, consultation and training on development and change issues as they impact on women in the U.S. and abroad

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ESPIDA CENTER FOR EDUCATIONAL EQUITY

1625 I Street, N.W.

Suite 324A

Washington, D.C. 20006

Contact: Meriam Santos (202) 223-6230

Title IX, Minority Women, Affirmative action

FEDERALLY EMPLOYED WOMEN (FEW)

Federally Employed Women is a private, non-profit organization founded in 1968 to enhance opportunity and equality for women in the Federal government. A national, membership organization with 240 chapters in 44 states, FEW serves as an advocate for the rights and needs of women employed in the Federal service. FEW enhances the potential of women in government through its national and regional training programs and through its involvement with management to improve the merit system and assist agencies in achieving equal opportunity employment. FEW maintains strong compliance, cultural awareness and legislative programs. For information, contact:

FEDERATION OF ORGANIZATIONS FOR PROFESSIONAL WOMEN

The Federation of Organizations for Professional Women is a national association of affiliated non-profit organizations committed to attaining equal opportunity for women in education and employment. Founded in 1972, the Federation provides a mechanism for increasing women's professional status and for using the expertise of professional women to improve the impact of public policy on all women. Federation activities are designed to bring together organizations and individuals which share these common purposes. Through its annual meeting, participation in Washington-based coalitions such as the National Coalition for Women and Girls in Education and the Coalition for Women's Appointments, sponsorship of national and international conferences, the publication of newsletters, and through policy action projects such as the Women and Health Roundtable, the Federation encourages the development of women's information networks. In 1981, the priority areas for the Federation include science, health, education, and employment issues. For information, contact:

Geraldine Cox
Federation of Organizations for
Professional Women
2000 P Street, NW, #403
Washington, DC 20036
(202)466-3544

GIRLS CLUBS OF AMERICA

Girls Clubs of America (GCA) is a national advocacy and direct service organization of 250 professionally staffed neighborhood centers serving girls and young women ages 6-18. Girls Clubs across the country provide an environment where girls and young women are taken seriously and where they can learn decision-making skills that help them develop into self-reliant women. GCA's capacity to provide information relating to girls and young women is increasing: we will open a national resource center in June 1981. For further information on young women's needs and programs to meet those needs in areas of employment/education, health/sexuality, juvenile justice, sports/fitness, contact:

Mildred Kiefer Wurf
Girls Clubs of America
1725 K Street, NW #408
Washington, DC 20006
(202)659-0516

GIRL SCOUTS OF THE USA

1625 I Street, N.W.

Suite 612

Washington, D.C. 20006

Contact: Mary Frances Peters (Washington Rep.) (202) 659-3780

Issues affecting children and youth, Training for youth,
Women, Recreation, Volunteers

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INTERNATIONAL CENTER FOR RESEARCH ON WOMEN

1010 16th Street, N.W.

Washington, D.C. 20036

Contact: Mayra Buvinic (202) 293-3154

Research on the socio-economic and family behavior of women in
the Third World and Technical assistance

INTERNATIONAL UNION OF ELECTRICAL, RADIO AND MACHINE WORKERS (IUE) OF THE AFL-CIO, WOMEN'S AND EDUCATION DEPARTMENT

The International Union of Electrical, Radio and Machine Workers (IUE), Women's and Educational Department develops materials on issues of concern to IUE women. The Women's and Educational Department helps develop women's committees throughout the IUE and participates in local and district union women's programs. Some of the issues the Women's and Education Department is concerned with include comparable worth, pregnancy disability, ERA, child care, sexual harassment and domestic violence. For information, contact:

Gloria T. Johnson, Director
Education and Women's Activities
International Union of Electrical, Radio
and Machine Workers
1126 16th Street, NW
Washington, DC 20036
(202)296-1200

THE HERITAGE FOUNDATION

The Heritage Foundation is a Washington based, tax exempt, non partisan public policy research institution dedicated to the principles of free competitive enterprise, limited government, individual liberty and a strong national defense. The Heritage Foundation resource band is a clearinghouse of information. For more information contact:

Catherine England
The Heritage Foundation
513 C St. N.E.
Washington, D.C. 20002
(202) 546-4400

NATIONAL COUNCIL OF JEWISH WOMEN

1346 Connecticut Avenue, N.W.
Washington, D.C. 20036

Contact: Deborah Wiener (202) 296-2588

Title IX, Vocational education, Employment, Child care,
Dependent care, Displaced Homemakers, Pay equity, Health care,
Insurance, Pensions, Social Security, Reproductive rights

NATIONAL ABORTION RIGHTS ACTION LEAGUE

The National Abortion Rights Action League is the oldest and largest membership abortion rights organization in the country. NARAL was founded in 1969 to lead the struggle for repeal of the restrictive state abortion laws. NARAL now has 100,000 national members and affiliates in 40 states with their own membership. NARAL is working to alert the pro-choice voting majority to the threat to abortion rights and is organizing them for pro-choice political activity. For information, contact:

Doris Thompson
National Abortion Rights Action League
825 15th Street, NW
Washington, DC 20005
(202)347-7774

NATIONAL ADVISORY COUNCIL ON WOMEN'S EDUCATIONAL PROGRAMS

Established by Congress in the Women's Educational Equity Act of 1974, the Council consists of 17 persons appointed by the President and confirmed by the Senate for three-year terms and three ex officio members. It makes policy recommendations to the legislative and executive branches to help achieve educational equity for women and girls. In addition to special responsibilities for the WEEA Program, which awards grants and contracts to overcome inequities in the educational system, the Advisory Council is concerned with sex bias and stereotyping in all Federal education policies and programs. It has always given special attention to the problems of minority women. The Council publishes special reports on a variety of subjects, such as educational needs of rural, minority, and working women, sexual harassment of students, women's studies and vocational education. It testifies on legislation on request, comments on regulations and policies, and advises the Secretary of Education and other officials. Meetings and public hearings as well as close cooperation with women's and education organizations enable the Council to communicate a wide diversity of women's views and needs to the Federal agencies. For information, contact:

Joy R. Simonson, Executive Director
National Advisory Council on Women's
Educational Programs
1832 M Street, NW, Suite 821
Washington, DC 20036
(202)653-5846

NATIONAL COALITION AGAINST DOMESTIC VIOLENCE

The National Coalition Against Domestic Violence is an organization of independent, community-based, feminist programs serving battered women and their families. Membership is comprised of both service organizations and individuals interested in the area of domestic violence. The Coalition has 400 members in the fifty states, Puerto Rico and the District of Columbia. For information, contact:

Geraldine Cox
National Coalition Against
Domestic Violence

1728 N Street, NW
Washington, DC 20006
(202)347-7015

NATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN'S CLUBS, INC.

The National Federation of Business and Professional Women's Clubs Inc. (BPW) is the oldest and largest organization of working women in the nation. Since its founding in 1919, the Federation has been dedicated to improving the status of all women and advancing the interests of working women. BPW has supported the passage of an Equal Rights Amendment for over 40 years and this commitment to full equality under the law for all Americans continues to be the number one priority of the Federation. In addition to ratification of the Equal Rights Amendment, BPW's 1980-81 National Legislative Platform focuses on the economic and social issues of concern to working women. These include: equal treatment for women in all areas of employment; reform of laws governing social security and pension programs to achieve equity and adequacy for women; equal treatment of women and men, regardless of marital status in all phases of economic life, and the prevention of all types of family violence and violence against women. The Federation is composed of 165,000 members nationwide, with at least one BPW club in every congressional district in the United States. For information, contact:

Judy H. Schub, Legislation Director
National Federation of Business and
Professional Women's Clubs, Inc.
2012 Massachusetts Avenue, NW
Washington, DC 20036
(202)293-1100

NATIONAL ORGANIZATION FOR WOMEN (NOW)

NOW is a feminist organization whose purpose is to take action to bring women into full participation in American society. With membership in every state, local and regional NOW groups organize in support of the ERA, NOW's top legislative priority. NOW's national committees implement its resolutions on issues including education discrimination, mental health and women, violence against women, reproductive rights, employment discrimination, pension/social security discrimination and displaced homemakers. NOW is also committed to opposing the addition of a human life amendment to the Constitution. For information, contact:

Mary Jean Collins
National Organization for Women
425 13th Street, NW, Suite 723
Washington, DC 20004
(202)347-2279

LEAGUE OF WOMEN VOTERS OF THE UNITED STATES

The League of Women Voters of the United States is a volunteer political action organization with 1400 Leagues in 50 states, the District of Columbia, Puerto Rico, and the Virgin Islands. The League takes political action on a wide variety of concerns including equal opportunity in housing, employment and education, full voting rights for all citizens, ratification of the DC Voting Rights Amendment and the Equal Rights Amendment and legislation to begin implementation of the ERA at the national level. In addition, the League acts to promote the effective and open operation of government, the fiscal well being of cities, the wise management of natural resources in the public interest, and international peace through cooperation with other nations and the strengthening of international organizations. The League speaks out on issues of concern at all levels of government through letter-writing to legislators. The lobbying efforts of local Leagues are supplemented in Washington by the Legislative Action Department, which serves as the lobbying arm of the League, national board members and a group of Washington, DC area volunteers who function as a lobby corps. The League also works in coalitions to plan lobbying strategies and support for League's action goals. For information, contact:

Sally Laird, Director
Legislative Action Department
The League of Women Voters of the US
1730 M Street, NW
Washington, DC 20036
(202)296-1770

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MEXICAN AMERICAN WOMEN'S NATIONAL ASSOCIATION (MANA)

The Mexican American Women's National Association (MANA), is the only national organization of Mexican American women based in Washington, DC. MANA is dedicated to the advancement of Mexican American women by fostering and promoting leadership among its women; improving nationwide communications among Chicanas; striving for parity between Chicanas and Chicanos as they continue their joint struggle for equality; supporting the activities of those organizations which are responsive to MANA's goals; and creating a national awareness of the presence and concerns of Chicanas. It accomplishes this mission through its individual members located in twenty-three states and local chapters, as well as its national structure. MANA members have been involved in the discussion or resolution of issues on employment, vocational and academic education, health, housing, welfare reform, media, collection of data on their number, characteristics and participation rates in federal programs. They develop strategies for strengthening their families and for securing equal rights. For information, contact:

Wilma Espinoza
Mexican American Women's
National Association
L'Enfant Plaza Station, SW
PO Box 23656
Washington, DC 20024
(202)628-5663

NATIONAL COALITION FOR WOMEN AND GIRLS IN EDUCATION

The National Coalition for Women and Girls in Education is a federation of more than fifty non-governmental organizations working to strengthen federal policies and practices affecting sex equity in education. Formed in 1975, the Coalition does not have a formal and fixed membership. Rather the precise composition of the Coalition varies from issue to issue. Specific positions or actions taken in the name of the Coalition identify those organizations which sponsor or support them. Coalition activities over the past five years include: monitoring the implementation and enforcement of Title IX of the Education Amendments of 1972; testifying on behalf of the Women's Educational Equity Act Program; working for inclusion of sex equity provisions in the Vocational Amendments of 1976 and in the Career Incentive Act of 1977, and pressing for vigorous enforcement of equal opportunity laws and for defeat of anti-affirmative action legislation. Coalition participants continue to be concerned about protecting the advances made thus far by, and expanding opportunities for, women and girls at all levels of education. For information, contact:

Janet Wells, Chair of the Executive Committee
Federal Education Project
Lawyers' Committee for Civil Rights Under Law
National Coalition for Women and Girls in
Education
733 15th Street, NW
Washington, DC 20005
(202)628-6700

Additional contacts:

Margy Kohn, Chair of Enforcement Task Force
Women Rights Project
Center for Law and Social Policy
202/872-0670

Marge Rosensweig, Chair of Legislative
Task Force, WEAL Fund
(202)638-1961

Renee Sherman, Chair of Vocational Education
Reauthorization Task Force, League of Women
Voters
(202)296-1770

NATIONAL COUNCIL OF JEWISH WOMEN

The National Council of Jewish Women is a national membership organization of over 100,000 members and 200 sections. Its goals include the advancement of human welfare and the democratic way of life through a coordinated program of education, services and social action. For information, contact:

Mickey Salkind
National Council of Jewish Women
1346 Connecticut Avenue, NW, Suite 924
Washington, DC 20036
(202)296-2588

NATIONAL WOMEN'S HEALTH NETWORK

National consumer advocacy for women's health services.
Belitta Cowan, Executive Director
224 Seventh Street, SE
Washington, DC 20003
(202)543-9222

NATIONAL WOMEN'S POLITICAL CAUCUS (NWPC)

The National Women's Political Caucus (NWPC) is a multi-partisan organization dedicated to the education and full participation of women in all aspects of the political process. Founded in 1971, NWPC now represents 45,000 members in 300 states and local caucuses across the country. With its credibility well established in political circles, its basis of support continually expanding, and its programs and activities increasing to meet the needs of women everywhere, the NWPC is indeed the political arm of the women's movement. NWPC's legislative agenda includes: reproductive rights, women and the federal budget, employment and educational equal opportunity and child care. For information, contact:

Laurie Westley
National Women's Political Caucus
1411 K Street, NW, Suite 1100
Washington, DC 20005
(202)347-4456

OLDER WOMEN'S LEAGUE

1325 G Street, N.W. Lower Level B
Washington, D.C. 20005
Contact: Shirley Sandage (202) 783-6686

Focuses exclusively on the needs of midlife and older women, to reduce the inequities faced by older women. Special issues: Social Security, Pension, Access to health insurance, Respite care for caregivers, Age and sex discrimination in employment, impact of budget cuts on older women

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OVERSEAS EDUCATION FUND

2101 L Street, N.W.
Suite 916
Washington, D.C. 20037

Contact: Mary Robinson (202) 466-3430

Promoting participation of Third World women in socio-economic development of their societies. Training in: small enterprise development, development of cooperativism and vocational training

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PROJECT ON EQUAL EDUCATION RIGHT (PEER)

1413 K Street N.W. 9th Floor
Washington, D.C. 20005

Contact: Holly Knox (202) 332-7337

Title IX, Vocational education, WEEA, Math/Science high tech. education issues

PROJECT ON EQUAL EDUCATION RIGHTS (PEER)

Title IX; Vocational Education, WEEA, Math and Science high tech.; Educational Issues.

Holly Knox

1112 13th Street, NW

Washington, D.C. 20005

(202) 332-7337

RELIGIOUS COALITION FOR ABORTION RIGHTS (RCAR)

The Religious Coalition for Abortion Rights is an organization of 25 national religious bodies which, on the basis of faith and moral convictions and in the light of constitutional guarantees of privacy and religious freedom, seeks to encourage and coordinate support for safeguarding the right of individuals to make decisions concerning abortion in accordance with their consciences and responsible medical practices; and for opposing efforts to deny these rights through constitutional amendment, or federal and state legislation. The Religious Coalition for Abortion Rights currently has affiliates in 25 states. For information, contact:

Religious Coalition for Abortion Rights
100 Maryland Avenue, NE
Washington, DC 20002
(202) 543-7032

WIDER OPPORTUNITIES FOR WOMEN (WOW)

Wider Opportunities for Women, is a national women's employment resource organization which provides information, strategies and supports to promote equal opportunity for women. Three divisions of WOW carry out model employment and advocacy programs: Career Development Services focuses on special programming for target populations of women including displaced homemakers and handicapped women; Non-traditional Work Programs provides skills training and technical assistance to low-income women entering nontraditional occupational fields (e.g., electronics, engine mechanics and the construction trades); Women's Work Force is the policy and advocacy arm of WOW which works through a network of women's employment programs in over 25 states. WWF monitors legislation and federal agencies which affect women's employment opportunities. WWF provides advocacy, technical assistance and resource exchange in the following areas: CETA, enforcement of federal affirmative action, employment for women offenders, apprenticeships, nontraditional training and employment opportunities and management of women's nonprofit organizations. For information, contact:

Vikki L. Gregory, Deputy Director
Women's Work Force
Wider Opportunities for Women
1511 K Street, NW, Suite 345
Washington, DC 20005
(202) 638-3143

WOMAN AND HEALTH ROUNDTABLE

Educational and advocacy for women's policy issues.

Elayne Clift

2000 P Street, NW

Washington, DC 20056

(202) 466-3544

WOMEN'S EQUITY ACTION LEAGUE (WEAL)

Women's Equity Action League (WEAL) is a thirteen year old national membership organization that lobbies Congress and state legislatures for women's rights. WEAL's target issues for the next decade are social security and pension reform, pay equity and tax and insurance reform. WEAL also monitors enforcement of existing anti-sex discrimination laws especially Title IX. WEAL publishes a bi-month legislative update and analysis, the WEAL Washington Report. For information, contact:

Pat Reuss, Legislative Director
Women's Equity Action League (WEAL)
805 15th Street, NW, #822
Washington, DC 20005
(202) 638-1961

SECRETARIAT FOR WOMEN IN DEVELOPMENT, NEW TRANSCENTURY FOUNDATION
1789 Columbia Road, N.W.
Washington, D.C. 20009

Contact: Marilyn Richards (202) 328-4400

Expanded international dialogue and resource exchange network,
Publications, Translations, Participant exchange, Program
implementation support services

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URBAN INSTITUTE, PROGRAM OF POLICY RESEARCH ON WOMEN AND FAMILIES
2100 M Street, N.W. Suite 403
Washington, D.C. 20037

Contact: June A. O'Neill (202) 223-1950

Policy-oriented empirical research on women and families,
relative to women's employment and earnings, and family
related issues

WOMEN AND HEALTH ROUNDTABLE

2000 P Street, N.W.
Suite 822

Washington, D.C. 20036

Contact: Elayne Clift (202) 466-3544

Education and advocacy forum for women's health policy issues

WOMEN'S LEGAL DEFENSE FUND

The Women's Legal Defense Fund, founded in 1971 as a pro-bono group of feminist attorneys, is dedicated to the eradication of sex discrimination in the law and in society as a whole. The Fund's membership and staff strive to provide free legal services to women in the Washington metropolitan area, present a feminist voice in national policy before courts, Congress and federal administrative agencies based on legal expertise and on work with women's groups and women clients, and educate both the general public and government and legal workers on the problems of and possible solutions to sex discrimination in the US.

Fund volunteers and staff have worked to redress inequality through litigation, counseling, community education, monitoring of agencies that enforce laws prohibiting sex discrimination, lobbying, and promoting appointments of women to public office. Major issues addressed by the Fund in these areas are: employment discrimination (including pay equity, pregnancy discrimination, and sexual harassment in the workplace), credit, pension and insurance rights, and domestic relations (including women abuse). For information, contact:

Judith Lichtman, Executive Director
Women's Legal Defense Fund
2000 P Street, NW, Suite 400
Washington, DC 20036
(202) 887-0364

WOMEN'S RESEARCH AND EDUCATION INSTITUTE

204 4th Street, S.E.

Washington, D.C. 20003

Contact: Betty Dooley (202) 546-1010

Coordinate research on issues of significance to women, to provide data on the impact of pending legislation, to monitor the administration of existing laws, and to examine a broad range of issues affecting women

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WOMEN'S STUDIES PROGRAM AND POLICY CENTER OF GEORGE WASHINGTON UNIVERSITY

2025 I Street, N.W.

Room 212

Washington, D.C. 20052

Contact: Phyliss Oalmer (202) 676-6942

Research on a variety of topics, including economic status of older women, general roles and socialization, feminist theory, the international status of women, and occupational segregation in the labor market. GWU offers a master's degree in women's studies and coordinated congressional fellowships on women and public policy with WREI

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WORKING WOMEN, NATIONAL ASSOCIATION OF OFFICE WORKERS

Working Women, National Association of Office Workers, has 10,000 members in all fifty states and local affiliates in thirteen cities. Its aim is to upgrade the status and working conditions of the nation's 20 million women office workers. Low pay (the average is just over \$9,000 a year), dead-end jobs (office jobs are still segregated by sex and race), discrimination on the basis of sex, race, and age, and the issue of respect on the job head the list of Working Women's concerns. WORKING WOMEN publishes studies of age discrimination and the older woman worker, banking employment, pay equity, the standard of living for working families, health and safety for women office workers, automation, and other subjects, based on research and surveys of office workers. Headquarters is in Cleveland. For information, contact:

Ellen Cassedy, Program Director
Working Women, National Association
of Office Workers
2000 Florida Avenue, NW
Washington, DC 20009
(202) 797-1384