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Women's groups urge economic opportunity

By Mike Yuen
Star-Bulletin

In Hawaii, 20.9 percent of its women have four years or more of college, nearly 10 percent less than the District of Columbia, which has the highest percentage.

In Hawaii, 38.7 percent of the women own businesses. The highest percentage again is in D.C., with 43.5 percent.

These statistics, compiled by the Center for Policy Alternatives, a think tank in Washington, D.C., point out the need for policies that will help women realize their full potential, women leaders in Hawaii said today.

They, in conjunction with women leaders across the nation, challenged their state legislators to recognize and invest in the economic potential of women.

"We must ensure that women are full decision makers in every arena of our society," said Leslie Wilkins, chairwoman of the Hawaii State Commission on the Status of Women.

Wilkins said for every $1 a man in Hawaii earns, an isle woman earns only 76 cents.

State Rep. Hermina Morita (D, Hanalei) said women legislators must become the conscience of the House and Senate in "calling for a more balanced, humane approach in addressing issues concerning families and communities.

"Yes, we want to work toward a strong, vibrant economy, but not at the expense of our families and communities. Nor do we want these issues to be left out of the discussion during difficult economic times."

> "*We must ensure that women are full decision makers in every arena of our society.*"
>
> **Leslie Wilkins**
> *Chairwoman, Hawaii State Commission on the Status of Women*

Morita and other members of the Women's Legislative Caucus, the Hawaii State Commission on the Status of Women and the Women's Coalition today urged policy makers to:

- Back an agenda that helps women attain economic self-sufficiency, including pay equity, and also entrepreneurial opportunities and health and security.
- Increase credit and financing options available to women in both small and large ventures.
- Recognize and treat domestic violence as not only a public health issue, but also an economic issue.
- Expand the dependent care tax credit to include elder care.

LOUIE BALUKOFF/The Associated Press

Diversity today: *State Reps. Phyllis Kenney, D-Seattle, left, and Helen Sommers, D-Seattle, stand next to a portrait of the all-male 1899 Washington House on Thursday in Olympia. They joined in a challenge by women legislators to secure America's economic future. The bipartisan challenge coincides with events in Washington, D.C., and 20 state capitals.*

Women offer agenda for families

By DAVID AMMONS
Associated Press writer

OLYMPIA — Washington's women legislators, reveling in the state's No. 1 ranking for its percentage of female lawmakers, outlined a "women-led economic agenda" they'll pursue as they work to translate their numbers into results.

LEGISLATURE 1999

The proposals range from issues women have championed for years, such as child care and insurance coverage for contraceptives, to newer matters, such as telecommunications and drug courts.

A dozen women lawmakers, from both parties and both houses, held a joint news conference Thursday to present the package.

It was part of a 20-state event, "A Challenge to Secure America's Economic Future," sponsored by the Center for Policy Alternatives, a non-profit group in Washington, D.C.

Washington state has the country's highest percentage of women legislators at 41 percent — nearly double the national average. Speakers at the Olympia news conference said women hope to use their new clout to pass legislation that helps raise the standard of living here, especially for women and children.

"Economic self-sufficiency is still just a dream for many women and families," said Rep. Phyllis Kenney, D-Seattle.

Women hold chairmanships in a majority of legislative committees, including two of the three appropriations panels, and make up two-thirds of the Senate's majority Democratic caucus.

No legislation will pass this year unless it passes women's test of inclusiveness and bipartisan cooperation, said Rep. Mary Lou Dickerson, D-Seattle.

Among the issues women will champion this session:

■ Child care. Sen. Jeanne Kohl-Welles, D-Seattle, said many families are having trouble finding good child care and some can't afford it. Child-care workers are paid an average of $6.78 an hour, pay so low it may qualify them for food stamps and leads to heavy turnover, she said. She's looking for more state funding for child-care subsidies, creation of a toll-free hotline for parents who want to ask about child-care licenses and to report problems, tax incentives for businesses to provide on-site day care, and a new requirement for liability coverage.

■ Affordable housing. Rep. Velma Veloria, D-Seattle, is working with lawmakers in both parties and both houses on this issue.

■ Contraceptives. Rep. Eileen Cody, D-Seattle, and others want insurance companies that cover prescriptions to cover contraceptives, including birth-control pills.

■ Family leave. Dickerson is proposing expansion of unpaid family leave.

■ Education. Kenney said women are paid 68 cents for every dollar that a man earns, on average, and that higher education and training are the key to narrowing that gap.

AMERICA'S ECONOMIC AGENDA
WOMEN'S VOICES FOR SOLUTIONS

Wednesday, February 24, 1999

Snapshot of State Legislative Action on Equal Pay

On Wednesday, February 24, 1999, the AFL-CIO is releasing new state-by-state data on the gap between the wages of women and men. Below is a snapshot of some of the policies and proposals that state leaders have introduced in the 1999 legislative session to address this critical issue.

New York

Several bills have been introduced in New York to address the issue of equal pay and comparable worth. Assemblywoman Joan Christensen has introduced two bills: Assembly bill 818 proposes an amendment to Article 1 of the state constitution making it a constitutional right that all persons shall receive equal pay for work of comparable skill, effort and responsibility that is performed under similar working conditions. Her second bill, Assembly bill 1881, would allow for unlawful discrimination practices, including equal pay violations, to be filed as class action suits under the Division of Human Rights. Assemblyman Stringer has introduced Assembly bill 1337, which amends civil service law and makes it a discriminatory practice for public employers to compensate differently on the basis of sex for jobs of comparable worth.
Contact: Assemblywoman Joan K. Christensen, 518/455-5383

Michigan

Representative Lynne Martinez will introduce two equal pay bills this session, one that amends the Elliot-Larsen Civil Rights Act and one that amends the Persons with Disabilities Civil Rights Act. Both bills would prohibit employers from discriminating against employees by refusing to offer equal compensation (including wages and benefits) to women and persons with disabilities for comparable work. The bill amending the Elliot-Larsen civil rights act would also establish a Pay Equity Commission within the MI Department of Civil Rights to develop recommendations for determining comparable worth.
Contact: Representative Lynne Martinez, 517/373-0826

Hawaii

Representative Hermina Morita sponsored House Bill 624, which prohibits wage discrimination due to sex, race, and national origin. The proposed bill establishes exemptions, defines terms, establishes employer record keeping requirements, and grants rule-making authority to the director of labor and industrial relations.
Contact: Representative Hermina Morita, 808/586-8435

Missouri

Representative Joan Bray sponsored House Bill 769 to enact the Missouri Equal Pay Act, which would make it illegal for employers to discriminate between employees on the basis of sex or race in the payment of wages. This bill also requires employers to maintain records on their wage rate calculations and to disclose them to the Department of Labor and Industrial Relations, and lists remedies available to employees for violations of this act.
Contact: Representative Joan Bray, 573/751-2514

Oklahoma

House Joint Resolution 1003, sponsored by Representative Joe Hutchison, is to ratify a proposed amendment to the Constitution of the United States relative to equal rights for women and men; and directing distribution of the bill update.
Contact: Laura Boyd, 405/366-1123

CENTER FOR POLICY ALTERNATIVES 1875 Connecticut Avenue, NW ▷ Suite 710 ▶ Washington, DC 20009-5728 ▶ 202-387-6030 ▷ fax: 202-986 2539
▷ email: info@cfpa.org ▶ website: http://www.cfpa.org

AMERICA'S ECONOMIC AGENDA
WOMEN'S VOICES FOR SOLUTIONS

HIGHLIGHTS OF STATE ACTIVITIES

A CHALLENGE TO SECURE AMERICA'S ECONOMIC FUTURE

On Thursday, January 14, women leaders across the country gathered in their state capitals to issue **"A CHALLENGE TO SECURE AMERICA'S ECONOMIC FUTURE"** as part of an emerging state-based movement to advance a women-led economic agenda for America. As Washington neglects the national priorities of our country, a bi-partisan team of diverse women leaders continues to collaborate across the states – from Maine to Texas to Hawaii -- to pose solutions to problems confronting our economic prosperity, community health and family security.

AMERICA'S ECONOMIC AGENDA reflects a fundamental shift from a "women's economic agenda" to a "women-led economic agenda" for our country. This is a powerful difference for women and men. Building on the tremendous energy and commitment of the January kick-off, we will work with state leaders – Republicans and Democrats, women and men, old and young – to implement America's Economic Agenda. With a strong economy and more than $2.2 billion in state budget surpluses, we must invest for our future.

Watch for Results! In July, the Center for Policy Alternatives will review each state to monitor what has passed and what has failed in state capitols across the country. Listed below you will find a snapshot of state activity. We will continue to keep you posted on this powerful new agenda and network of unlikely allies!

Austin, Texas

Women legislators and grassroots leaders issued the Challenge at a press conference at the state capitol and announced a comprehensive Economic Agenda on January 14th with legislative strategies to ensure economic self-sufficiency, opportunities for entrepreneurship, and a balance between family and work for women and men in Texas. Representative Vilma Luna, Representative Dora Olivo, and Dianne Stewart from the Center for Public Policy Priorities are among the women leaders who outlined the agenda that includes specific legislation addressing economic development strategies to increase small business loans in low-income communities, increasing the amount of state procurement dollars that go to women and minority-owned businesses, and providing tax credits to businesses that support child care for their employees.

Contact: Representative Vilma Luna, Texas House of Representatives, Capital phone (512) 463-0484
Dianne Stewart, Center for Public Policy Priorities (512) 320-0222

Snapshot of Women in Texas

17.4% are college educated
24.4% have no health insurance
35.2% of businesses are owned by women
58.7% is the ratio of average hourly wage of child care workers compared to average wage of all workers

Updated 2/20/99

Boston, Massachusetts

Women legislators, led by Representative Alice Wolf, partnered with the Massachusetts Legislative Caucus, the Massachusetts Statewide Legislative Network, the Women's Educational and Industrial Union and other grassroots organizations to issue the Challenge and host a policy briefing highlighting possible strategies for ensuring family economic security. The briefing focused on the following key issues: paid family leave, pay equity, Community Entrepreneurs Program and economic self-sufficiency. Massachusetts has two bills proposing options for paid family and medical leave. The U.S. is one of only three industrialized countries *without* a paid maternity leave law. Eleven states have introduced proposals regarding paid family and medical leave, but none have been enacted.

Contact: Suleyken Walker, Massachusetts Legislative Women's Caucus (617) 722-2800, ext. 8433;
Representative Alice Wolf, Massachusetts State House of Representatives (617) 722-2070;
Linda Johnson, Massachusetts Statewide Legislative Network (617) 426-1878.

Snapshot of Women in Massachusetts

24.1% are college educated
12.2% have no health insurance
34.5% of businesses are owned by women
68.3% is the ratio of average hourly wage of child care workers compared to average wage of all workers

Augusta, Maine

To challenge legislators in Maine to secure their state's economic future, the Women's Legislative Agenda Coalition hosted a breakfast with an open invitation to all legislators to discuss their policy solutions. At the breakfast, a bi-partisan group of women and men legislators outlined their proposals for the 1999 legislative session to enable women and men to gain economic self-sufficiency; have opportunities for entrepreneurship; promote health and security; and balance family and work. Senate Majority Leader Chellie Pingree put forth several proposals, including increasing the minimum wage and expanding health care coverage to working parents. Senate Minority Leader Jane Amero proposed investing in education for the future of Maine's economic growth, with a particular emphasis on job training for women in nontraditional fields such as computers and science. Other initiatives ranged from a child care proposal by Representative Eliza Townsend; to a health care proposal by Representative Jean Garvin; to a call to increase the number of women in elected office by Representative David Shiah.

Contact: Senate Majority Leader Chellie Pingree, Maine State Senate, Capitol phone (404) 656-0049
Senator Jane Amero, Maine State Senate, Capitol phone (207) 287-1505
Laura Fortman, Executive Director, Maine Women's Lobby (207) 622-0851

Snapshot of Women in Maine

17.2% are college educated
12.1% have no health insurance
35.1% of businesses are owned by women
70.4% is the ratio of average hourly wage of child care workers compared to average wage of all workers

Atlanta, Georgia

Senator Connie Stokes, Representative Nan Grogan Orrock, and Senator Donzella James were joined by Governor Roy Barnes, Lt. Governor Mark Taylor, 19 other women legislators, as well as business, community and labor leaders in issuing this Challenge and putting forth a four-point economic agenda that addressed economic security, entrepreneurial opportunity, health and security, and a balance between family and work. Specific proposals included establishing a living wage that would support a family, increasing access to post-secondary training and education under welfare reform, establishing funding for a women's business center that would be matched by federal funds, establishing Individual Development Accounts requiring contraceptive coverage in health care plans, and increasing the number of child care slots through the block grant.

Contact: Senator Donzella James, Georgia State Senate, Capitol phone (404) 656-0049
Representative Nan Orrock, Georgia House of Representatives, Capitol phone (404) 651-7737
Senator Connie Stokes, Georgia State Senate, Capitol phone (404) 656-5114
Kathy Keeley, Southern Institute for Women in Policy (770) 939-2443

Snapshot of Women in Georgia

16.8% are college educated
17.5% have no health insurance
35.9% of businesses are owned by women
57.5% is the ratio of average hourly wage of child care workers compared to average wage of all workers

Olympia, Washington

A bi-partisan group of legislators, along with a coalition of grassroots activists, issued the Challenge at a press conference on January 14th and announced their state economic agenda. This agenda includes family leave, education, contraception equity and a minimum wage law. Washington has the highest number of women in their state legislature – 40% -- and as a result of the Challenge, was recently featured in a front-page *New York Times* article highlighting the impact of women's political leadership.

Contact: Lisa Stone, Northwest Women's Law Center (206) 682-9552 ext. 106
Representative Mary Lou Dickerson, Washington State House of Representatives (360) 786-7860

Snapshot of Women in Washington

19.7% are college educated
13.1% have no health insurance
39.2% of businesses are owned by women
60.4% is the ratio of average hourly wage of child care workers compared to average wage of all workers

Lansing, Michigan

Representative Lynne Martinez spearheaded the Challenge effort in her state, putting forth a proactive economic agenda to address economic self-sufficiency, entrepreneurship, health and security, and family and work. Specific legislative proposals will address equal pay and increasing microenterprise opportunity.

Contact: Representative Lynne Martinez, Michigan House of Representatives, Capitol phone (517) 373-0826.

Snapshot of Women in Michigan

15.1% are college educated
11.1% have no health insurance
37.2% of businesses are owned by women
59.6% is the ratio of average hourly wage of child care workers compared to average wage of all workers

Phoenix, Arizona

Women legislators issued the Challenge highlighting the shift from a women's agenda to a women-led agenda that recognizes women's priorities -- from child care to health care to education -- as core to the state's economic security. Arizona is a prime example of a state where women leaders are shaping public policy as the top five policy makers in the state are women: the Governor, the Secretary of State, the Attorney General, the Treasurer and the Superintendent of Public Instruction.
Contact: Senator Ruth Solomon, Arizona State Senate (602) 542-5993.

Snapshot of Women in Arizona

17.2% are college educated
20.3% have no health insurance
40.7% of businesses are owned by women
59.4% is the ratio of average hourly wage of child care workers compared to average wage of all workers

Boise, Idaho

House Minority Leader Wendy Jaquet was joined by a bi-partisan group of men and women legislators and the Idaho Women's Network for issuing the Challenge in her state. Key issues included family economic security and health, with a strong emphasis on the need for insurance companies who offer prescriptive coverage to include contraceptives for women. Women in their childbearing years spend 68% more in out-of-pocket health expenses than their male counterparts.
Contact: Representative Wendy Jaquet, Idaho House of Representatives (208) 332-1000; Jen Ray, Idaho Women's Network (208) 344-5738.

Snapshot of Women in Idaho

14.6% are college educated
13.7% have no health insurance
37.8% of businesses are owned by women
65.4% is the ratio of average hourly wage of child care workers compared to average wage of all workers

Oklahoma City, Oklahoma

Oklahoma women highlighted entrepreneurship as one successful strategy for meeting the Challenge as they celebrated the January 14th graduation of a new class of women entrepreneurs from the nationally recognized Oklahoma Women's Business Development Center in Oklahoma City. Former Representative and Gubernatorial Nominee Laura Boyd spoke to these future economic leaders about the impact of the women-led economic agenda on Oklahoma's economic future and on the status of women in the state. She also wrote an op-ed issuing the Challenge to state leaders.
Contact: Laura Boyd (405) 366-1123.

Snapshot of Women in Oklahoma

15.0% are college educated
18.0% have no health insurance
37.0% of businesses are owned by women
62.4% is the ratio of average hourly wage of child care workers compared to average wage of all workers

Jefferson City, Missouri

Representative Vicky Riback-Wilson teamed up with the Missouri Women's Network at a press conference on January 14 to highlight their key issues for the 1999 legislative session. Shirley Breeze, Chair of the Missouri Women's Network, unveiled their economic agenda in conjunction with Representative Riback-Wilson, Representative Patrick Dougherty and Representative Joan Bray, and other key members of the Missouri House of Representatives. Specific initiatives highlighted at the press conference included an Earned Income Tax Credit for working families, creating affordable health care options for small businesses, and eliminating discrimination in access to insurance for victims of domestic violence.

Contact: Rachel Newman, Office of Representative Vicky Riback Wilson, Missouri State House of Representatives, Capitol Phone (573) 751-1169; District Phone (573) 882-5859;
Shirley Breeze, Missouri Women's Network (314) 831-5359.

Snapshot of Women in Missouri

15.2% are college educated
14.7% have no health insurance
36.1% of businesses are owned by women
58.8% is the ratio of average hourly wage of child care workers compared to average wage of all workers

Charleston, West Virginia

A coalition of eleven state legislators and leading organizations in West Virginia, including the West Virginia Commission for Women, the West Virginia Domestic Violence Coalition, the Small Business Administration, and the Center for Economic Options issued the Challenge and outlined key policy strategies in the areas of economic self-sufficiency, health and security, and entrepreneurship. Several bills are pending this session that address domestic violence, including a proposal to increase legal aid to domestic violence victims. West Virginia will also be dealing with implementation of Delegate Barbara Fleischauer's bill that passed last session to implement a study on equal pay.

Contact: Lisa Diehl, Center for Economic Options (304) 345-1298.

Snapshot of Women in West Virginia

10.9% are college educated
17.3% have no health insurance
34.2% of businesses are owned by women
61.4% is the ratio of average hourly wage of child care workers compared to average wage of all workers

Richmond, Virginia

The Virginia Women's Network partnered with a group of bi-partisan legislators, community activists and women business owners to highlight key economic issues affecting women. They convened a press conference at the state capitol in Richmond on January 14, to spotlight their legislative priorities for the 1999 session.

Contact: Gail Johnson, Virginia Women's Network (703) 753-0204.

Snapshot of Women in Virginia

21.3% are college educated
14.2% have no health insurance
37.2% of businesses are owned by women
58.3% is the ratio of average hourly wage of child care workers compared to average wage of all workers

Columbia, South Carolina

Representative Bessie Moody Lawrence spotlighted women business-owners as an unrecognized powerful engine driving the South Carolina economy. She worked with a local TV station on a special entrepreneurship segment based on interviews with women business owners around the area, which aired on January 14th. She also led the Black Caucus in holding a press conference at the capitol to issue the Challenge on the 14th. Specific initiatives will highlight investing in women and minority-owned firms, also highlighting the work Winthrop University is doing through their model entrepreneurship program. Other proposals address equal pay and require insurance companies to cover contraception as part of their prescription coverage. As part of her response to the Challenge, Representative Moody Lawrence is also hosting a Women's Forum on March 9th to engage young women leaders in state policy action.

Contact: Representative Bessie Moody Lawrence, South Carolina House of Representatives (803) 734-3029

Snapshot of Women in South Carolina

14.7% are college educated	35.0% of businesses are owned by women
14.7% have no health insurance	58.0% is the ratio of average hourly wage of child care workers compared to average wage of all workers

Honolulu, Hawaii

Representative Hermina Morita, author of an important equal pay bill, led the Challenge with other women legislators including Representative Marilyn Lee, Representative Bertha Kawakami and several others focusing on strategies for bolstering Hawaii's troubled economy at a time when nearly every state is reporting a surplus. Initiatives highlighted include establishing a livable wage, equal pay and welfare reform. As women comprise 49% of the state's labor force, women leaders will emphasize that enabling women to attain economic self-sufficiency is key to securing a healthier, stronger economy for Hawaii. The January 14th press event was a lead-in to a conference held by the Women's Caucus and Women's Coalition the following week.

Contact: Representative Hermina Morita, Hawaii State House of Representatives (808) 586-8435.

Snapshot of Women in Hawaii

20.9% are college educated	38.7% of businesses are owned by women
7.2% have no health insurance	67.8% is the ratio of average hourly wage of child care workers compared to average wage of all workers

Albany, New York

The Center for Women in Government in Albany hosted an in-depth policy forum with women leaders from government, education, business and advocacy to highlight multi-sector strategies to respond to the challenge of moving the women-led economic agenda. With women comprising nearly half the state's workforce (46%) and owning 36% of New York businesses, the success of women is critical to the state's economic future. Among the proposals highlighted were equal pay, investing in woman and minority-owned businesses, improving the quality of health coverage for women and making Temporary Disability Insurance (TDI) available to employees taking unpaid family or medical leave.

Contact: Margery Saunders, Center for Women in Government (518) 442-3875.

Snapshot of Women in New York

20.7% are college educated	36.1% of businesses are owned by women
17.5% have no health insurance	57.6% is the ratio of average hourly wage of child care workers compared to average wage of all workers

Denver, Colorado

The Colorado Women's Agenda issued the Challenge with media briefings that highlighted a call to arms for the state to secure its economic future by enacting a women-led economic agenda. They reaffirmed the commitment of grassroots leaders as well as legislators to moving policies that advance a women-led economic agenda for the state and kick-off a long-term campaign. The media briefings were followed up by a panel discussion featuring some of the top state voices on women and economic development, including former head of the Colorado Small Business Development Center Cec Ortiz. This call to arms was featured widely in print and broadcast media throughout the state as Colorado women leaders were part of a national movement calling for a new economic agenda.
Contact: Karen Amidon, Colorado Women's Agenda (303) 863-7336.

Snapshot of Women in Colorado

23.5% are college educated	39.7% of businesses are owned by women
12.8% have no health insurance	(data on child care workers' wages not available)

Las Vegas, Nevada

The Nevada Women's Lobby contacted media across the state to issue the Challenge and put forth the legislative package that was endorsed by a bi-partisan group of more than two-thirds of the women legislators. The story received widespread coverage in both print and broadcast media, including the ABC affiliate. In Las Vegas, the Challenge was issued by the Nevada Women's Lobby at their Bi-Annual Reception for Legislators. They announced that 17 of the 23 women legislators in Nevada have stated their support for an agenda that recognizes and encourages women's contributions to the economy. In addition to state elected leaders, the reception included women business owners, representatives from state and local agencies and community activists.
Contact: Bobbie Gang, Nevada Women's Lobby (702) 831-8318.

Snapshot of Women in Nevada

12.8% are college educated	39.3% of businesses are owned by women
14.5% have no health insurance	56.5% is the ratio of average hourly wage of child care workers compared to average wage of all workers

Hartford, Connecticut

On January 20th, the Connecticut Permanent Commission on the Status of Women (PCSW) and Connecticut Women's Agenda held their fifth annual "Making Women Visible Day" to highlight the economic contributions and priorities of women. Women and men throughout the state wore red as part of the campaign to literally make women visible. The PCSW and the Women's Agenda released new data on the status of women in Connecticut at a press conference at the capitol and announced the legislative agendas for the PCSW -- which includes legislation to address economic security, health care, and poverty. Specific policy solutions they will highlight throughout the legislative session include initiatives to address the inequities faced by women workers, who have less income security when they reach retirement age; provide affordable strategies to make health care available to uninsured adults; and create and fund opportunities for under-employed or at-risk workers to gain additional skills while working in order to become self-sufficient.
Contact: Barbara Potopowitz, Connecticut Permanent Commission on the Status of Women (860) 240-8300.

Snapshot of Women in Connecticut

23.8% are college educated	35.2% of businesses are owned by women
9.2% have no health insurance	(data on child care workers' wages not available)

Annapolis, Maryland

Led by Women's Caucus Chair Senator Delores Kelley, the Women's Caucus and Legislative Agenda for Maryland Women issued the Challenge as part of their ongoing efforts to implement the Platform Action from the Fourth World Conference on Women in Beijing. They issued a scorecard of legislation passed in the state since 1996 to implement the Platform and outlined their legislative priorities for 1999. Specific initiatives would provide health coverage for chlamydia screening, increase protection for people in abusive dating relationships, and require confiscation of firearms in certain domestic violence situations.
Contact: Joanne Saltzberg, Legislative Agenda for Maryland Women (410) 767-7137.

Snapshot of Women in Maryland

23.1% are college educated
14.0% have no health insurance
38.8% of businesses are owned by women
56.9% is the ratio of average hourly wage of child care workers compared to average wage of all workers

Raleigh, North Carolina

NC Equity, along with a consortium of 21 state and local organizations, hosted Women's Advocacy Day in Raleigh on February 2nd to lay out their collective agenda for promoting the priorities of women in North Carolina. They highlighted specific legislation related to aging, child care, economic development, gender equity on boards and commissions, health care access, violence against women and welfare reform. They also called on the U.S. Congress to pass the Convention on the Elimination of Discrimination Against Women (CEDAW). The event was held in the evening, after an afternoon of participants meeting with their legislators. The NC Equity Agenda was released along with a report on gender equity on boards and commissions developed by the Women's Forum of North Carolina.
Contact: Brenda Summer, NC Equity (919) 783-8088.

Snapshot of Women in North Carolina

15.7% are college educated
12.9% have no health insurance
34.5% of businesses are owned by women
61.9% is the ratio of average hourly wage of child care workers compared to average wage of all workers

For up-to-date information on these and other state activities, contact Nora O'Connell at the Center for Policy Alternatives via phone at (202) 956-5126, email at noconnell@cfpa.org or check our web site at www.cfpa.org/programs/index.html

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final

FIRST LADY HILLARY RODHAM CLINTON

REMARKS AT EQUAL PAY EVENT

450 OEOB, THE WHITE HOUSE

WASHINGTON, D.C.

APRIL 7, 1999

I want to welcome all of you to the White House -- and thank you for being here to commemorate Equal Pay Day, which is tomorrow. Now, as glad as I am to see so many old friends and new faces this afternoon, I can't help but look forward to the time when we no longer mark this day...because equal pay will not be a goal -- but a given.

We know that women who walk into the grocery store aren't asked to pay 25 percent less for milk. They're not asked by their landlords to pay 25 percent less for rent. And they should no longer be asked to make ends meet with 25 percent less in their paychecks.

When that goal is realized, it will be because of the people who have been on the frontlines of the continuing struggle for equal pay -- from the legislatures to the workplaces. Many of them are here today.

I want to thank our extraordinary Secretary of Labor, Alexis Herman; Senator Harkin; Congresswoman Eleanor Holmes Norton; EEOC Chairwoman Ida Castro; Lewiston Mayor Kaleigh [Call-ee] Tara; Georgia Representative Sharon Beasley.

I want to thank our four panelists, whose victories and challenges mirror those of women and families all over the country -- Professor Nancy Hopkins, Sanya Tyler, Carolyn Gantt, and Patricia Higgins.

We are also fortunate to be joined today by two leaders who were present the day President Kennedy signed the Equal Pay Act in 1963 and have done so much to help us fulfill its promise -- Dorothy Height and Evi [Ev-vee] Dubrow.

And I want to thank Linda Chavez Thompson and the AFL-CIO; Gail Shaffer and Business and Professional Women; and Susan Bianci Sand and the National Committee on Pay Equity. Together these groups have helped lead the fight for pay equity -- and they will be organizing hundreds of grassroots events around the country tomorrow.

Recently, I ran across a cartoon that really captures why we're here. It shows six people sitting around a conference room table. They're all in suits. They're all wearing glasses. And, yes, they're all men. One of them announces, "Gentleman, we must cut our expenses in half. So, I'm replacing each of you with a woman."

Now clearly things have improved. As the recent Council of Economic Advisors report makes clear, the gap between women's and men's wages has narrowed since 1963. But, women still bring home only about 75 cents for every man's dollar.

And, despite this longtime inequity, there are still those who say this is a made-up problem -- that any wage gap between men and women can be explained away by the choices women make to pursue, for personal reasons, professions with limited advancement and low pay. But studies that look at the entire picture -- and at women of all ages make it clear that: Even when you adjust for differences in education, experience and occupation, there is still a sizable ~~difference~~ gap between men's and women's salaries that can ~~only~~ best be explained by one phenomenon -- discrimination.

In fact, recently there was an important report issued by the Massachusetts Institute of Technology -- which we'll hear more about during our discussion. It looked at pay equity among its tenured faculty and found that women at the School of Science were discriminated against in diverse areas including hiring, awards, promotions, committee assignments and the allocation of resources such as lab space and research dollars. They showed that even women who supposedly break through the glass ceiling and reach the highest echelons of their professions still bump up against a wall of gender discrimination.

As a whole, these studies tell us we have a long way to go to correct these inequities. Because we are not just talking about a wage gap -- but rather a gap in our nation's principles and promises.

When women don't earn equal pay for equal work, it hurts their struggle for full equality. And it threatens the security of their children and families. When women don't earn equal pay for equal work, it affects single mothers and couples, old and young, men and women alike. It disproportionately hurts people of color. And it undermines our economy -- and our nation's foundation of equity and fairness.

In this country, we have said that people who work hard should never get less or be treated worse because of the color of their skin or place of worship, because of where they live or whether they were born boys or girls.

And no one has done more to make that possible than this President. Day after day, hour after hour, I have seen him work tirelessly on behalf of those Americans too often left behind or altogether forgotten.

It is my great honor to introduce my husband and our President, Bill Clinton.

Questions And Answers on Equal Pay
April 7, 1999

Q: What did the President announce today?

A: The President announced a new provision to collect pay data that will be added to the Paycheck Fairness Act, sponsored by Senator Daschle and Congresswoman DeLauro, that will direct the Equal Employment Opportunity Commission (EEOC) to determine what additional data is needed to enforce effectively and efficiently the federal wage discrimination laws, and to issue a regulation to provide for collecting this data. The President and First Lady also held a roundtable discussion with working women to highlight the need to ensure that every working American receives equal pay and equal opportunities. The President urged prompt passage of the Paycheck Fairness Act, which would strengthen wage discrimination laws; provide for additional training and public education efforts on this important subject; and ensure that pay data is collected. Finally, the President urged Congress to provide $14 million in funds for the Equal Pay Initiative in his Fiscal Year 2000 budget.

Q: What will the new provision on data collection do?

A: This provision would require the EEOC to complete a survey of data currently available for use in enforcing federal wage discrimination laws and to identify additional data collections that would enhance enforcement of these laws. In addition, the provision would call upon the EEOC to issue a regulation, within eighteen months, to provide for the collection of pay information data from employers described by the race, sex, and national origin of employees.

Q: Why is collection of data related to wages needed?

A: Currently, the federal government does not collect wage data that can be used to monitor and enforce employer compliance with laws that prohibit wage discrimination, with the exception of higher education. This data collection provision will provide an important source of data that will help to end the gender pay gap.

Q: How large is the wage gap?

A: According to the Department of the Labor, in 1998, the average woman who worked full-time earned about 75 cents for each dollar earned by the average man. For women of color, the gap was even wider. Based on weekly wages in 1998, the median earnings of a black woman who worked full-time were only 65 cents, and the median earnings of an Hispanic woman were only 55 cents for each dollar earned by the median white man. Some wage differences exist due to differing levels of experience, education, and skill. However, a recent Council of Economic Advisors (CEA) study shows that even accounting for differences in education, experience, and occupation, there is still a significant wage differential between women and men.

Q: What about recent reports that there is no longer a wage gap?

A: While these studies are correct that women's wages and educational attainment have been rising in recent years, there is still a sizeable gender wage gap that cannot be explained by observable characteristics. According to the Council of Economic Advisors, in 1997, the gender pay ratio was about 75 percent, leaving a gap between men's and women's wages of approximately 25 percent. The most recent detailed longitudinal study found that in the late 1980s about one-third of the gender pay gap was explained by differences in the full-time experience that women bring to the labor market and about 28 percent was due to differences in industry, occupation, and union status among men and women. Accounting for these differences raised the female/male pay ratio in the late 1980s from about 72 percent to about 88 percent, leaving around 12 percent as an "unexplained" difference. Applied to 1998 data, that leaves a gap of about 10 percent still unexplained. The 98 percent figure cited by these other studies is based on data narrowly limited to women and men aged 27 to 33 who have never had children.

A recently released report by the Massachusetts Institute of Technology (M.I.T.), "A Study on the Status of Women Faculty in Science at MIT" also refutes the notion that there is no longer gender discrimination or a wage gap. The report documents a pattern in the M.I.T. School of Science of sometimes subtle -- but substantive and demoralizing -- gender discrimination. Examination of data revealed that many tenured women faculty feel marginalized and that this marginalization is often accompanied by differences in salary, space, awards, resources, and response to outside offers between men and women faculty with women receiving less despite professional accomplishments equal to those of their male colleagues. The M.I.T. report also found that the percentage of the School of Science faculty who are women, 8 percent, remained virtually unchanged for at least 10 and probably 20 years. In another recent report, the American Association of University Professors found that although women grew from 23 percent in 1975 to 34 percent of faculty nationwide currently, the gap between salaries of male and female professors actually widened in that period. The federal government currently collects some wage data at post-secondary institutions, and the EEOC will look at this data in the course of its survey of data for use in the enforcement of federal laws prohibiting pay discrimination.

Q: What does the Paycheck Fairness Act do?

A: The legislation, sponsored by Senator Daschle, seeks to improve the enforcement of wage discrimination laws and to strengthen the remedy provisions in the Equal Pay Act by permitting victims of wage discrimination to seek compensatory and punitive damages. Currently, women who are the victims of wage discrimination receive only backpay and liquidated damages, which may not fully compensate them for their loss. This change will mean that the penalties for sex-based wage discrimination will be the same as those for race-based wage discrimination. In addition, the legislation contains a non-retaliation provision that prohibits employers from penalizing employees for sharing information about their salaries with co-workers. The bill also provides for training for EEOC employees on matters involving the discrimination of wages, research on discrimination in the payment of wages, and the establishment of an award to recognize and promote the achievements of employers that have made strides to eliminate pay disparities. Finally, the new data collection provision will call upon EEOC to issue a regulation to provide for collecting pay information to enhance efficiently and effectively the enforcement of the federal laws prohibiting pay discrimination.

Q: What's wrong with the current scheme for collecting damages under the Equal Pay Act?

A: Currently, the Equal Pay Act allows only for liquidated damages and backpay awards. Liquidated damages usually are awarded in an amount equal to backpay. Such awards may not fully compensate a woman for real losses, such as damages for pain and suffering. In addition, employees bringing a claim under the Equal Pay Act cannot receive punitive damages for wage discrimination, no matter how intentional and egregious the employer's conduct. The legislation the Administration is endorsing will ensure that women are fully compensated and will be able to receive punitive damages if an employer's conduct is particularly egregious.

Q: Why isn't the Administration supporting comparable worth?

A: The Daschle-DeLauro bill is a significant step forward in solving the problem of unequal pay. The Administration believes there is no excuse for not taking these obvious steps towards providing better training and fuller remedies to help ensure women receive equal pay, while building a consensus on other ways to make sure all people receive the pay they deserve. The Administration is focusing on legislation that can be passed during this congressional session.

Questions on the Federal Work Force

Q: What are some of the specific accomplishments of the Clinton Administration with respect to women appointees?

A: Here are some specific accomplishments:

•**Appointed More Women than Any Other President** --40 percent of Administration appointees are women.

•**Women Hold 29 Percent of the Top Positions** --29 percent of the positions requiring

Senate confirmation (PAS) are held by women. Additionally,

- 35 percent of Presidential appointments, including boards and commissions, are held by women.

40 percent of non-career Senior Executive Service positions are held by women.
56 percent of Schedule C positions are held by women.

•Appointed the First Women Ever to Serve as Attorney General, Janet Reno, and Secretary of State, Madeleine Albright. Including the Attorney General and Secretary of State, women make up 32 percent of the Clinton Cabinet: Alexis Herman, Secretary of Labor; Donna Shalala, Secretary of Health and Human Services; Carol Browner, Administrator of the Environmental Protection Agency; Janet Yellen, Chair of the Council of Economic Advisors; and Charlene Barshefsky, United States Trade Representative all serve in the President's Cabinet.

•30 Percent of All of the President's Judicial Nominees Are Women.

•Nominated the Second Woman to Serve on the Supreme Court. During his first year in office, President Clinton nominated Ruth Bader Ginsburg to the United States Supreme Court. Justice Ginsburg is only the second woman to serve on the nation's highest court.

1/99

Q: What is the representation of women in the federal work force?

A: Women represented 42.9 percent of the Federal permanent workforce in 1998 compared to 46.3 percent of the Civilian Labor Force, a difference of a -3.4 percentage points.

Q: What is the average salary of female political employees versus that of male appointees? How does that average compare to comparable figures in the previous Administration?

A: In 1992, under President Bush, women made up 40 percent of the political ranks, and the average female political appointee's salary was 75 percent of the average male appointee's salary. In 1998, in the Clinton Administration, the percentage of women appointees increased to 44 percent, and the average woman's salary increased to 86 percent of the average man's.

Number and Average Salary of Political Appointments (by Gender): 1992 (Pres. Bush) Compared to 1998 (Pres. Clinton)				
Gender	1992 (Bush) Appts	1998 (Clinton) Appts	1992 (Bush) Avg. Pay ($)	1998 (Clinton) Avg. Pay ($)
Women	1,361	1,292	$61,554	$72,329*
Men	2,055	1,629	$82,490	$84,023*

TOTAL	3,416	2,921	NOTE: Total Political Appointments exclude Ambassadors but include Noncareer SES, Schedule C and Other.
Pct. Women	39.8%	44.2%	

* Rendered in constant (FY 1992) dollars
Source: Office of Personnel Management

Newsweek

March 29, 1999, U.S. Edition

SECTION: THE LAST WORD; Pg. 8

LENGTH: 1578 words

HEADLINE: LIES, DAMNED LIES AND

BYLINE: BY GEORGE F. WILL

HIGHLIGHT:
Statistics, such as the '74 cents' factoid used to prove pervasive sex discrimination

BODY:
WITH THE DOW AVERAGE NEARING A FIFTH DIGIT, Americans are cheerful. However, soon the women's division of the Great American Grievance Industry will weigh in, saying women remain trapped beneath the "glass ceiling" and in the "pink ghetto." Brace yourself for a blizzard of statistics purporting to prove that women are suffering a "wage gap" primarily caused by discrimination that requires government actions like affirmative action, quotas and set-asides.

But a counterblizzard has blown in from Diana Furchtgott-Roth and Christine Stolba, authors of "Women's Figures: An Illustrated Guide to the Economic Progress of Women in America." Furchtgott-Roth is a fellow at The American Enterprise Institute and Stolba is a historian living in Washington, and both had better mind their manners. Feminists are not famous for their sense of humor and may frown at the authors' dedication of their book to their husbands "who have always appreciated our figures."

The National Committee On Pay Equity and other participants in the theatrics of Equal Pay Day will not appreciate the figures Furchtgott-Roth and Stolba marshal. The premise of Equal Pay Day is that women work from Jan. 1 until early April essentially for no pay because women earn only 74 cents for every dollar men earn. That uninformative number is the basis for the allegation that the average woman loses approximately $ 420,000 in wages and benefits during her working life. The 74 cents factoid is prima facie proof of "the demeaning practice of wage discrimination," according to President Clinton, who opposes everything demeaning to women.

Furchtgott-Roth and Stolba argue that the 74 cents statistic is the product of faulty methodology that serves the political agenda of portraying women as victims needing yet more government intervention in the workplace. The authors demonstrate that income disparities between men and women have been closing rapidly and that sex discrimination, which has been illegal for 30 years, is a negligible cause of those that remain, which are largely the result of rational personal choices by women.

Between 1960 and 1994 women's wages grew 10 times faster than men's, and today, among people 27 to 33, women who have never had a child earn about 98 cents for every dollar men earn. Children change the earnings equations. They are the main reason that meaningful earnings contrasts must compare men and women who have similar experience and life situations. Earnings differentials often reflect different professional paths that are cheerfully chosen because of different preferences, motivations and expectations.

The "adjusted wage gap," adjusted for age, occupation, experience, education and time in the work force, is primarily the product of personal choices women make outside the work environment. Eighty percent of women bear children and 25 percent of working women work part-time, often to accommodate child rearing. Many women who expect to have children choose occupations where job flexibility compensates for somewhat lower pay, and occupations (e.g., teaching) in which job skills deteriorate slower than in others (e.g., engineering). And it is not sex discrimination that accounts for largely male employment in some relatively high-paying occupations (e.g., construction, oil drilling and many others) which place a premium on physical strength. (Workers in some such occupations pay a price: the 54 percent of all workers who are male account for 92 percent of all job-related deaths.)

Still, between 1974 and 1993 women's wages have been rising relative to men's in all age groups, and most dramatically among the youngest workers. The rise would be more dramatic if many women did not make understandable decisions to favor family over higher pay and more rapid job advancement purchased by 60-hour weeks on the fast track.

Some victimization theorists say the fast track is pointless for women because they are held down by the "glass ceiling" that limits their rise in business hierarchies. In 1995 the government's Glass Ceiling Commission (the propagandistic title prejudged the subject) saw proof of sex discrimination in the fact that women were only 5 percent of senior managers at Fortune 1000 industrial and Fortune 500 service companies. But Furchtgott-Roth and Stolba note that typical qualifications for such positions include an M.B.A. and 25 years' work experience. The pool of women with those qualifications is small, not because of current discrimination but because of women's expectations in the 1950s and 1960s. In 1970 women received only 4 percent of all M.B.A. degrees, 5 percent of law degrees.

Which lends support to the optimistic "pipeline" theory: women are rising in economic life as fast as they pour from the educational pipeline -- which is faster than men. Since 1984 women have outnumbered men in undergraduate and graduate schools. Women are receiving a majority of two-year postsecondary degrees, bachelor's and master's degrees, almost 40 percent of M.B.A. degrees, 40 percent of doctorates, more than 40 percent of law and medical degrees. Education improves economic opportunities -- and opportunities encourage education, which has higher rewards for women than for men because men without college degrees or even high-school diplomas can get those high-paying, physically demanding -- and dangerous -- jobs.

The supposed "pink ghetto" is where women are, in the Glass Ceiling Commission's words, "locked into" low-wage, low-prestige, dead-end jobs. Such overheated rhetoric ignores many women's rational sacrifices of pay and prestige for job flexibility in occupations in which skills survive years taken off for raising children. Women already predominate in the two economic sectors expected to grow fastest in the near future, service/trade/retail and finance/insurance/real estate.

The 74 cents statistic and related propaganda masquerading as social science are arrows in the quivers of those waging the American left's unending struggle to change the American premise, which stresses equality of opportunity, not equality of outcomes. Furchtgott-Roth and Stolba have better figures.

Rebuttal to George Will's article in *Newsweek*, March 29, 1999 p. 84.
Prepared by the Council on Economic Advisors

While it would be going too far to say that the entire gender pay gap is due to employer discrimination, George Will surely goes too far in the other direction when he dismisses discrimination as a "negligible cause" of the income disparities between men and women, which he says are "largely the result of rational personal choices by women." According to Will, "Earnings differentials often reflect different professional paths that are cheerfully chosen because of different preferences, motivations, and expectations."

Will is correct that women's wages and educational attainment have been rising in recent years, but there is still a sizeable gender wage gap that cannot be explained by observable characteristics. Among all full-time wage and salary workers age 16 or older in 1998, the median woman earned $456 per week, 76.3% as much as the median man. In 1979 she had earned only 62.5% as much as he had. The best analysis we have of the gender gap in pay (based on 1988 data, unfortunately) controls for differences in actual years of work experience as well as in education, occupation, industry, and unionization. These variables already incorporate many of a woman's "preferences, motivations, and expectations"; yet they accounted for only 61% of the gender pay gap in 1988. Applied to 1998 data, that leaves a gap of 9.3% still unexplained.

We do not know how much of this remaining gender gap is due to unobserved characteristics that are legitimately related to pay, such as specialty within an occupational category (e.g., social work vs engineering within the professions), and how much is due to discrimination. But even within *narrow* occupations, women of the same experience and education earn less than men.

Will argues that women happily choose to take low-paid jobs because they prefer to devote themselves to child rearing. If this is the general case, why are women acquiring "almost 40% of the MBAs, ...[and] more than 40% of law and medical degrees"? Will ignores an alternative explanation that is more consistent with these facts -- that after getting their degrees and starting their careers, women experience gender-based barriers to acquiring the training, mentoring, connections, and other resources that they need to rise in their chosen occupations. They may also encounter discrimination (often the result of unconscious bias) in promotions. In the face of these barriers, they find the expected return on an investment in "60-hour weeks on the fast track" too low and uncertain to be worthwhile. For married couples, it may then make sense for the husband to remain on the "fast track" and the wife to shift to the "mommy track." But this is not their original preference; rather, it is the result of "rational choice" in the face of gender discrimination.

Moreover, the impacts of family and children on women's careers and earnings are not unalterable consequences of biology, as Will seems to believe. Rather, they are due to current social arrangements and workplace practices that make it difficult to combine career and family, but that could be changed -- and indeed, are changing. Fathers spending more time in household and child-rearing tasks, employers providing family leave, and government efforts to increase the availability of affordable, convenient, and flexible child care are steps in the right direction.

MIT has just issued "A Study on the Status of Women Faculty in Science at MIT" that reveals some ways gender bias can operate in the professional workplace. The report documents a pattern in the MIT School of Science of "sometimes subtle -- but substantive and demoralizing -- [gender] discrimination in areas from hiring, awards, promotions and inclusion on important committees to allocation of valuable resources like laboratory space and research money." The report defines discrimination as consisting of "a pattern of powerful but unrecognized assumptions and attitudes that work systematically against women faculty even in the light of obvious good will." According to the dean of the School of Science, "I believe that in no case was this discrimination conscious or deliberate. Indeed, it was usually totally unconscious and unknowing. Nevertheless, the effects were real."

Particularly revealing is the MIT report's finding that "junior female faculty tended to feel well taken care of and untouched by discrimination; it was only as they became senior faculty that they felt themselves increasingly marginalized and overlooked by male-dominated networks." Such subtleties are overlooked by Will when he uses the near-equality of earnings of men and childless women at ages 27 to 33 as evidence that gender discrimination is not a problem in the labor market.

The Nation

April 14, 1997

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LENGTH: 1060 words

HEADLINE: Women's Figures; book reviews

BYLINE: Pollitt, Katha

BODY:

Why is it that some women are always trying to persuade other women that their troubles are grossly exaggerated? A few years ago we were told that date rape was really "bad sex" and domestic violence a much-overblown-and genderless--problem. More recently, the word was that the barriers to equal participation in electoral politics are down--it's women's lack of confidence and interest that keeps Congress 90 percent male. Now comes the Independent Women's Forum (who else?) under the aevis of the American Enterprise Institute (who else?) to argue that job discrimination against women is a thing of the past, and that statistics and studies indicating otherwise are an attempt to promote "victim status for women."

"Women's Figures" (note the cutesy pun) by Diana Furchtgott-Roth and Christine Stolba is an elegant little booklet--thick, creamy paper, brightly colored graphs, lots of airy white space between the lines, a three-page bibliography and many quotations from I.W.F.'s own Elizabeth Fox-Genovese. It comes with a shiny blue bookmark listing all the A.E.I. phone numbers and home-page address, and it fits right into your purse. Unfortunately it's full of half-truths, non sequiturs, advocacy numbers, unproven assumptions and buried premises--but then, how could it not be, given that what it argues is insane?

According to Furchtgott-Roth, depressing statistics about sticky floors, glass ceilings and women's earnings vis-a-vis those of men--71 cents on the male dollar, up from 59.4 cents in 1970--give a false picture of women's current prospects: Only in recent years have women had the access, education, consistent participation in the work force and, she suggests, desire to equal men in the job market. To assess the effect of economic discrimination today we need to look at young women, and if we do we find that "National Longitudinal Study of Youth data show that among people ages 27 to 33 who have never had a child, women's earnings approach 98 percent of men's earnings." Thus, with a wave of a statistical wand, a 29-cent wage gap shrinks to a 2-cent wage gap. Do you think Furchtgott-Roth could come over and do my taxes?

What's wrong with this statistic? Well, in the first place, young men and women have always had earnings more comparable than those of their elders: Starting salaries are generally low, and do not accurately reflect the advantages that accrue, or fail to accrue, over time as men advance and women stay in place, or as women in mostly female kinds of jobs reach the end of characteristically short career paths. In the second place, the figure applies only to the childless, but by age 33, 76 percent of women are mothers. And, as Heidi Hartmann of the Institute for Women's Policy Research explained to me, childless women and childless men are different: Since children negatively affect women's careers, but have either no effect or a positive effect on men's, young women without children tend to be those most dedicated to their professional advancement, whereas young men without children are more likely to be (I'm just quoting here) misfits. Furchtgott-Roth's simple little statistic turns out to be a veritable gift basket of apples and oranges. For Furchtgott-Roth, what looks like discrimination is really the result of women's personal choices. Women choose to have children, and make work choices that fit in with domesticity: jobs with fewer demands, flexible hours and that require skills that don't deteriorate over time. (This points to one of those contradictions in right-wing ideology I love so much: Motherhood is simultaneously the very definition of women's existence--rejection of which has caused the country to go to not--and a free. individual choice, like buying a motorcycle, whose costs the individual must bear alone. I guess if women decided not to bear those costs humanity would just die out.) One might ask why only mothers bear the costs of children, and why Furchtgott-Roth doesn't include money as one of the things working mothers want out of their work. One might also note that some of the biggest mostly female job categories are famously inflexible (nursing) and require constantly updated skills (anything involving computers), and that the 29-cent wage gap concerns full-time workers, not part-timers on the "mommy track." Besides, childless women also earn less than men as time goes on. But beyond that, why isn't the resistance of the job market and the workplace to working mothers' needs an aspect of economic discrimination against women?

"Women's Figures" makes much of the progress women have made in closing the wage gap, but it does not mention that most of that gain is a statistical artifact produced by stagnant or declining male wages. If men's annual earnings had remained at their 1979 levels, women in 1995 would have earned only 63 cents on the male dollar. Not a lot of progress for sixteen years. Similarly, "Women's Figures" trumpets the growth and success of women's businesses, while failing to mention that one of the reasons women start their own businesses is that they get fed up with being discriminated against in the corporate world, and that most women-owned businesses are small and precarious ventures. And what about the poor, who are disproportionately female? Furchtgott-Roth reprints the Cato Institute's discredited table claiming that welfare benefits add up to a pretty good salary: from a lavish $ 36,400 in Hawaii to a modest but tidy $ 11,500 in Mississippi. I wonder how Fox-Genovese, who only a few years ago was lambasting the women's movement for abandoning poor and minority women, likes them apples.

As economics, "Women's Figures" is claptrap. However you slice and dice the numbers--by age, education levels, across job categories or within them, women earn less than men, except in a few rare instances (acting in porn movies, for instance). But as ideology it's kind of interesting. Here we see the usefulness of anti-feminism to right-wing free-marketeers like the folks at the A.E.I.: Since remedying gender discrimination would require government and other sorts of intervention and regulation, wouldn't it be helpful if gender discrimination could be found not to exist? I choose, you choose, the corporations choose, the right-wing think tanks choose, we all choose together!

<u>Sequence and Suggested Questions for Panel Discussion</u>

- The Secretary of Labor will begin by calling on panelists to briefly introduce themselves.
- You will lead the discussion by asking any of the below questions, starting with Professor Nancy Hopkins.
- You will close the panel discussion.

Questions for POTUS/FLOTUS

<u>Nancy Hopkins</u>, Professor of Molecular Biology, Massachusetts Institute of Technology.

- How did you become involved with the status of women professors at M.I.T.?
- What did the recent study at M.I.T. find regarding the status of women professors, and what did it recommend? How are you working with M.I.T. to followup?

<u>Carolyn Gantt, Clerk, Retired Senior Volunteer Program (a senior program), Washington, D.C.</u>

- When you were working, did you ever experience a situation where men with less education and experience received better jobs and were paid differently?
- While you were working full-time, was it difficult to support your family and save for your retirement?
- When you left full-time employment, were you able to quit working and live on your retirement benefits?

<u>Patricia Higgins, Nurse, MetroHealth Medical Center, Cleveland, Ohio.</u>

- As a nurse, would it be difficult, on your salary alone, to support your family and provide for college education for your children?
- How do think the services that nurses provide relate to the pay and the respect that they receive?

<u>Sanya Tyler</u>, Head Women's Basketball Coach, Howard University.

- What were your experiences at Howard University that led you to file suit under the Equal Pay Act and Title IX?
- How has your work experience been since your case was resolved?
- Do you think the problem of wage discrimination has been solved?

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DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. schedule	FLOTUS, Wednesday, April 7, 1999 (partial) (1 page)	04/07/1999	P6/b(6)

COLLECTION:

Clinton Presidential Records
First Lady's Office
Domestic Policy Council (Nicole Rabner)
OA/Box Number: 15420

FOLDER TITLE:

Equal Pay [2]

2012-1035-S
kc1083

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

P1 National Security Classified Information [(a)(1) of the PRA]
P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
P3 Release would violate a Federal statute [(a)(3) of the PRA]
P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [a)(5) of the PRA]
P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

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b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

SCHEDULE FOR HILLARY RODHAM CLINTON
WEDNESDAY, APRIL 7, 1999
FINAL*

WASHINGTON, D.C.

SCHEDULER:	**MOLLY BUFORD**	
	202/456-5315	**PHONE**
	202/456-5340	**FAX**
	P6/(b)(6)	**HOME**
	WHCA PAGER	**#4452**

PREV RON Washington, D.C.

11:45 am

12:00 pm

P6/(b)(6)

1:25 pm **PROCEED** to Presidential Hall, Old Executive Office Building

GREETERS:
Professor Nancy Hopkins, panelist
Sanya Tyler, panelist
Patricia Higgins, panelist
Carolyn Gnatt, panelist

1:30 pm-
2:30 pm **EQUAL PAY EVENT** [w/POTUS]
Presidential Hall
OPEN PRESS/WH PHOTO

FORMAT:

- Off-stage announcement of the President and the First Lady, accompanied by Secretary Alexis Herman.

- The First Lady makes brief remarks and introduces the President.

- The President makes remarks and takes his seat at the table.

- Secretary Herman introduces the panelists and begins the discussion.

- Upon conclusion of the discussion, the President and the First Lady depart.

PARTICIPANTS: Approx. 160 guests to attend.

2:40 pm-
3:00 pm

VIDEOS
Room 459, Old Executive Office Building
CLOSED PRESS/NO WH PHOTO

VIDEOS:
-Pell Awards for Excellence in the Arts
-Women's Conference of the Americas Plenary Meeting
-"Beat the Odds" Event, Children's Defense Fund
-Second Annual Mary Higgins Clark Gala
-Ninth National Conference on Children and the Law
-Birthday Greeting for Seamus Heaney's 60th Birthday

CONTACT: Noa Meyer 202/456-2787

3:15 pm-
3:25 pm

STAFF PHOTO FOR ENTERTAINMENT BOOK
Grand Foyer
CLOSED PRESS/WH PHOTO

PARTICIPANTS:
The First Lady
Approx. 70 staff members

3:30 pm-
4:15 pm

PARADE PHOTO SHOOT
Sculpture Garden
CLOSED PRESS/WH PHOTO

PARTICIPANTS:
The First Lady
Approx. 12 Hillaryland Children

CONTACT: Marsha Berry 202/456-2960

4:20 pm-
4:50 pm

ENTERTAINMENT BOOK COVER PHOTO
Second Floor Dining Room
CLOSED PRESS/WH PHOTO

PARTICIPANTS:
The First Lady

CONTACT: Shirley Sagawa 202/456-6266

4:55 pm- 5:15 pm	**CLOTHES CHANGE**
5:20 pm- 5:50 pm	**BUDDY AND SOCKS PHOTO SHOOT** South Lawn **CLOSED PRESS/WH PHOTO**

PARTICIPANTS:
The First Lady
Buddy
Socks

CONTACT: Shirley Sagawa 202/456-6266

RON Washington, D.C.

WEATHER FORECAST FOR WASHINGTON, D.C.:
Partly cloudy by mid-morning, becoming mostly sunny by late morning. Winds west to southwest at 10 to 15 knots. Low 49F. High 69F.

WASHINGTON, D.C. EVENTS
THE KENNEDY CENTER
The Gin Game
Shear Madness

FORD'S THEATER
Eleanor: An American Love Story

ARENA STAGE
Animal Cracker

Women	1,361	1,292	$61,554	$72,329*
Men	2,055	1,629	$82,490	$84,023*
TOTAL	3,416	2,921	NOTE: Total Political Appointments exclude Ambassadors but include Noncareer SES, Schedule C and Other.	
Pct. Women	39.8%	44.2%		

* Rendered in constant (FY 1992) dollars
Source: Office of Personnel Management

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Fax

To: Patty Solis-Doyle, Pam Cicetti From: Amanda Wasson

Fax: 202-456-9412 65340 Pages: 3

Phone: Date: 4/5/99

Re: April 19 lecture by the First Lady

☐ Urgent ☐ For Review ☐ Please Comment ☐ Please Reply ☐ Please Recycle

● Comments:

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MEMO

To: Jill Iscol

From: Amanda Wasson, Peter Cookson

cc: Patty Solis-Doyle, Pam Cicetti

Re: April 19, 1999 Iscol Lecture Series Preparations

Date: April 5, 1999

White House Communications

We are waiting to hear from either Patty Solis-Doyle or Pam Cicetti. We need to discuss security, protocol, public relations, special requests from the First Lady, etc.

Invitations

- List compiled.
- Reviewed by Peter Cookson, Scott Fahey and President Arthur Levine 4/1/99.
- Invitations, envelopes and reply cards printed 4/1, stuffed and mailed 4/2 .

TC Community Announcement

Posters, and signs have been created/printed. These, along with an e-mail message from Arthur to the TC community, will be used to announce the lecture to the entire TC community on Monday, April 5th.

Tickets to Horace Mann or the overflow room will be distributed through a lottery drawing. All students, faculty and staff are eligible.

AV/Technology/Satellite Broadcast

- Campus Audiovisual: Audiovisual Support within the main auditorium and, via telecommunications, in Milbank Chapel, will be provided by the Audio Visual Services Center of the Columbia Center for Biomedical Communications. This center has previously videotaped Mrs. Clinton and contracts with clients on an international basis. They have conducted a site survey and are confident that they can effectively manage all lighting and sound for this event.

- Satellite Broadcast: The same center will provide camera, lighting and sound support for the satellite broadcast of Mrs. Clinton's lecture as well as other broadcast-related activities, including the provision of uplink vans outside the College, pre-production work and pre-event testing. The satellite broadcast will be marketed to colleges, universities, school districts, regional educational support centers, foundations and government agencies and leaders at a broad array of private and public institutions. Marketing to these targets is being conducted using a combination of faxing, direct mail, telephone, email, listservs and Website postings. We would like to gain White House permission for downlink sites to videotape this event for noncommercial use.

- Webcast: We are currently making arrangements for the Webcasting of Mrs. Clinton's lecture, including, if feasible, both video and audio streaming over the World Wide Web. We expect to shortly enter into an agreement with an outside company to provide computing and technical support. The target audience and the marketing strategies will be similar to those for the satellite broadcast. However, the Webcasting audience requires only local access to the Internet, while the satellite broadcast audience requires access to a satellite downlink site.

Seating
All lottery entries and invitation RSVPs are due Friday, April 9. We will spend the weekend (April 10-11) sorting through RSVPs and drawing names for the lottery. Tickets will be distributed for either Horace Mann or the Overflow. Of the 630 seats that are available in Horace Mann, our goal is to have at least 200 seats filled by students, faculty and staff of the College. The overflow room will seat another 200 from TC.

Facilties
General cleaning and painting has begun in Horace Mann auditorium and surrounding hallways. The stage floor is being stripped, repaired and refinished. Preparations are being made for other repairs and for staff/security overtime.

Public Relations
External Affairs has provided the White House with background information about Teachers College. EA is preparing a press release for the event. Other promotional projects are on hold until more specifics are given from the White House.

THE PRESIDENT ANNOUNCES EQUAL PAY INITIATIVE AND URGES PASSAGE OF PAYCHECK FAIRNESS ACT

In his weekly radio address, the President will announce a new $14 million Equal Pay Initiative in his Fiscal Year 2000 budget and urge prompt passage of the Paycheck Fairness Act. The Initiative includes $10 million for the Equal Employment Opportunity Commission (EEOC) to increase compliance with equal pay laws by providing training to EEOC employees to identify and respond to wage discrimination, increasing technical assistance to businesses on how to meet legal requirements, and launching an equal pay public service announcement campaign to inform employers and employees alike of their rights and responsibilities. The Initiative also includes $4 million for the Department of Labor, primarily for a program to assist contractors in recruiting and retaining qualified women in non-traditional occupations. The President also will call on Congress again to pass the Paycheck Fairness Act, which would strengthen wage discrimination laws and provide for additional research, training, and public education efforts on this important subject.

Equal Pay Initiative

The President's FY2000 budget includes funding for a $14 million equal pay initiative for the EEOC and the DOL's Office of Federal Contractor Compliance (OFCCP):

<u>Equal Employment Opportunity Commission</u>
The President's FY2000 budget includes $10 million for the EEOC to:

- triple the number of EEOC enforcement staff who receive training in identifying and responding to wage discrimination;
- provide, for the first time ever, training and technical assistance to employers (about 3,000 in total) on how to comply with equal pay requirements; and
- develop public service announcements to educate employees and employers on their rights and responsibilities under equal pay laws.

<u>The Department of Labor</u>
The President's FY 2000 budget includes $4 million for the Labor Department's OFCCP to:

- help women obtain and retain employment in non-traditional jobs by identifying and disseminating model employer practices and assisting contractors to finding qualified women employees, including through the new nationwide network of One-Stop Career Centers established by last year's Workforce Investment Act; and
- increase outreach, education, and technical assistance to federal contractors on equal pay issues, by providing legal guidelines and industry best practices.

Paycheck Fairness Act

The President again will urge Congress to pass legislation called the "The Paycheck Fairness Act," introduced by Senator Daschle and Congressman DeLauro, to strengthen laws prohibiting wage discrimination. The highlights of this legislation include:

- Increased Penalties for the Equal Pay Act (EPA). The legislation would provide full compensatory and punitive damages as remedies for equal pay violations, in addition to the liquidated damages and back pay awards currently available under the EPA. This proposal would put gender-based wage discrimination on equal footing with wage discrimination based on race or ethnicity, for which uncapped compensatory and punitive damages are already available.

- Non-retaliation provision. The bill would prohibit employers from punishing employees for sharing salary information with their co-workers. Many employers are currently free to take action against employees who share wage information. Without the ability to learn about wage disparities, it is difficult for employees to evaluate whether there is wage discrimination.

- Training, Research, and Pay Equity Award. The bill would provide for increased training for Equal Employment Opportunity Commission employees to identify and respond to wage discrimination claims; research on discrimination in the payment of wages; and the establishment of an award to recognize and promote the achievements of employers in eliminating pay disparities.

Questions And Answers on Equal Pay
January 29, 1999

Q: What did the President announce today?

A: In his weekly radio address, the President will announce a new $14 million Equal Pay Initiative in his Fiscal Year 2000 budget and urge prompt passage of the Paycheck Fairness Act. The Initiative includes $10 million for the Equal Employment Opportunity Commission (EEOC) to increase compliance with equal pay laws by providing training to EEOC employees to identify and respond to wage discrimination, increasing technical assistance to businesses on how to meet legal requirements, and launching an equal pay public service announcement campaign to inform employers and employees alike of their rights and responsibilities. The Initiative also includes $4 million for the Department of Labor, primarily for a program to assist contractors in recruiting and retaining qualified women in non-traditional occupations. The President also will call on Congress again to pass the Paycheck Fairness Act, which would strengthen wage discrimination laws and provide for additional research, training, and public education efforts on this important subject.

Q: How large is the wage gap?

A: According to the Department of the Labor, in 1997 the average woman who worked full-time earned just 74 cents for each dollar that men earned based on annual earnings. For women of color, the gap was even wider. On average, black women earned only 60 cents, and Hispanic women earned only 52 cents for each dollar earned by non-Hispanic white men. Some wage differences exist due to differing levels of experience, education, and skill. However, studies show that even accounting for differences in education, experience, and occupation, there is still a significant wage differential for women.

Q: What will the EEOC and Department of Labor do with the new funding the President announced today?

A: The EEOC will (1) triple the number of EEOC enforcement staff who receive training in identifying and responding to wage discrimination; (2) provide, for the first time ever, training and technical assistance to employers (about 3,000 in total) on how to comply with equal pay requirements; and (3) develop public service announcements to educate employees and employers on their rights and responsibilities under equal pay laws. The Department of Labor will (1) help women obtain and retain employment in non-traditional jobs by identifying and disseminating model employer practices and assisting contractors to finding qualified women employees, including through the new nationwide network of One-Stop Career Centers established by last year's Workforce Investment

Act; and (2) increase outreach, education, and technical assistance to federal contractors on equal pay issues, by providing legal guidelines and industry best practices.

Q: What roles do OFCCP and EEOC play in the enforcement of wage discrimination laws?

A: OFCCP enforces the anti-discrimination and affirmative action executive order that requires employers doing business with the government to apply their compensation practices in a non-discriminatory manner. The EEOC investigates equal pay claims in the private sector and brings charges against those found to violate the Equal Pay Act.

Q: What does the Paycheck Fairness Act do?

A: The legislation, sponsored by Senator Daschle, seeks to improve the enforcement of wage discrimination laws and to strengthen the remedy provisions in the Equal Pay Act by permitting victims of wage discrimination to seek compensatory and punitive damages. Currently, women who are the victims of wage discrimination receive only backpay and liquidated damages, which may not fully compensate them for their loss. This change will mean that the penalties for sex-based wage discrimination will be the same as those for race-based wage discrimination. In addition, the legislation contains a non-retaliation provision that prohibits employers from penalizing employees for sharing information about their salaries with co-workers. Finally, the bill provides for training for EEOC employees on matters involving the discrimination of wages, research on discrimination in the payment of wages, and the establishment of an award to recognize and promote the achievements of employers that have made strides to eliminate pay disparities.

Q: What's wrong with the current scheme for collecting damages under the Equal Pay Act?

A: Currently, the Equal Pay Act allows only for liquidated damages and backpay awards. Liquidated damages usually are awarded in an amount equal to backpay. Such awards may not fully compensate a woman for real losses, such as damages for pain and suffering. In addition, employees bringing a claim under the Equal Pay Act cannot receive punitive damages for wage discrimination, no matter how intentional and egregious the employer's conduct. The legislation the Administration is endorsing will ensure that women are fully compensated when an employer discriminates against them in setting wages.

SMALL BUSINESS ADMINISTRATION
WOMEN'S BUSINESS CENTERS

- The FY 2000 Budget requests $9.0 million for the Women's Business Centers program, a $1 million increase over the FY 1999 enacted level. This will allow SBA to continue to fund all Centers in existence at the end of 1998, provide continuing grants for up to 30 new Centers expected to be established in FY 1999, and continue operating the Online Women's Business Center.

- The Women's Business Centers program provides training, technical assistance, mentoring programs, and business development resources targeted to women. Each center tailors its style and offerings to the particular needs of its community. For instance, some sites target Native American, African-American, Hispanic, or Asian-American populations; others address issues specific to displaced corporate workers or rural home-based entrepreneurs.

- Each Center receiving a grant from SBA also must receive matching funds or services-in-kind from private-sector partners. Centers are awarded funding on a competitive basis; those that are chosen receive 5-year funding commitments from SBA.

- At the end of FY 1998, SBA had commitments to fund 34 Centers nationwide. An additional 35 Centers had "graduated" from SBA funding, i.e., their 5-year funding commitments had expired.

- In addition to the Centers, in January 1998, SBA announced the creation of the Online Women's Business Center, allowing prospective women business owners to obtain information even if no Women's Business Center is located in their area.

Shirley \ Nicole

To

AMERICA'S ECONOMIC AGENDA

WOMEN'S VOICES FOR SOLUTIONS

MEMORANDUM

TO: Melanne Verveer, Chief of Staff to the First Lady of the United States
FR: Anne Mosle, Center for Policy Alternatives
DT: March 2, 1999
RE: Legislative Action on Equal Pay

I just to keep you updated on the roll out of the women-led economic agenda. Enclosed are materials from the coordinated legislative and press events we organized with AFL-CIO to highlight equal pay. These also might be helpful for the First Lady's talk at the Women's Equality Summit on Capitol Hill.

CENTER FOR POLICY ALTERNATIVES 1875 Connecticut Avenue, NW ▷ Suite 710 ▶ Washington, DC 20009-5728 ▶ 202-387-6030 ▷ fax: 202-986 2539
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FOR FURTHER INFORMATION
Nora O'Connell (202) 956-5126

Women Earn Seventy-Four Cents for Every Dollar Men Earn
States Take Action to Close the Pay Gap

WASHINGTON – A new report released today commissioned by the AFL-CIO showing that women still earn 74 cents to every $1 earned by a man demonstrates the urgency of a new economic agenda for America that recognizes and realizes the economic power and potential of American women. "Closing the pay gap and offering equal benefits and pensions to women workers is vital to our nation's future economic health," said Linda Tarr-Whelan, President and CEO of the Center for Policy Alternatives, authors of ***AMERICA'S ECONOMIC AGENDA: WOMEN'S VOICES FOR SOLUTIONS.***

"Each year, women and their families lose a total of $200 billion due to unequal wages. We cannot afford to go into a new century with women continuing to trail in wages, pensions, and benefits and still hope to sustain the economic strength, growth, and opportunity we enjoy today. It will not happen," said Tarr-Whelan, who also serves as U.S. Ambassador to the U.N. Commission on the Status of Women.

Many state leaders recognize the impact that this loss is having on their state economies and they are taking action to address it. Legislative proposals put forth to address this issue range from a New York bill, sponsored by Assemblywoman Joan Christensen, that would amend the state constitution to make it a constitutional right to receive equal pay for comparable work; to a pair of bills introduced by Representative Lynne Martinez in Michigan that would make it illegal to discriminate based on gender or disability; to a Missouri bill sponsored by Representative Joan Bray that not only outlaws wage discrimination, but also requires data collection and reporting, and provides remedies for employees who are victims of wage discrimination.

"Equal pay is an issue that impacts families -- 63% of women with children under age six are in the labor force, in full or part-time jobs, and 78% of women with children 6-17 are in the labor force," stated Tarr-Whelan.

Equal pay is the first recommendation in the Center for Policy Alternatives' report, ***AMERICA'S ECONOMIC AGENDA: WOMEN'S VOICES FOR SOLUTIONS***, which puts forth a

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- more -

women-led economic agenda for America. (For a copy of the report, go to CPA's web site at www.cfpa.org/programs/index.html.) The comprehensive agenda offers state policy recommendations to secure women's economic self-sufficiency; opportunity for entrepreneurship, health and security, and a balance between family and work. In addition to equal pay, specific recommendations include providing pro-rated benefits for part-time workers, ensuring a living wage, and promoting retirement security and economic literacy for girls.

Sparked by the Center for Policy Alternatives, bi-partisan coalitions of women legislators, business and community leaders in 20 states held coordinated press conferences on January 14th to issue a new challenge to secure America's economic future by investing in the power and potential of women. Equal pay was at the core of the agenda for several states.

"It's taken thirty years at a minuscule half cent a year to close the gap between women's and men's wages from 59 cents on the dollar to 74 cents in 1999," said Tarr-Whelan. "Worse, the current pay gap is the same as it was in 1997. We've hit a wall and we've got to find a new way to break through." April 3rd will mark Equal Pay Day, the day symbolizing the point into the new year that a woman must work to earn the wages paid to a man in the previous calendar year.

From the factory floor to the executive offices, in the professions, in construction, and in education, women earn less than men doing the same jobs. The average pay for all working women is twenty-six cents less on the dollar than for men. For African American and Hispanic women – who earn 63 cents and 56 cents on the dollar, respectively – the pay gap is even greater.

The equal pay report was commissioned by the AFL-CIO and carried out by the Institute for Women's Policy Research. For more information on the study or a copy of the findings, please contact Karen Nussbaum, Director of the Working Women's Department at the AFL-CIO at 202/637-5064 or Heidi Hartmann at the Institute for Women's Policy Research at 202/785-5100. The Center for Policy Alternatives will continue to monitor progress on this critical issue in the fifty states and to support the National Committee on Pay Equity in their leadership to raise awareness on April 3rd, Equal Pay Day.

The Center for Policy Alternatives is the nation's leading nonpartisan public policy and leadership development institute that focuses on progressive change in the fifty states.

# # #

No hidden agenda

Representative urges women to speak up beyond the workplace

By Janet Kidd Stewart
SPECIAL TO THE TRIBUNE

She quit college to start a family and was later thrust into the work force after a divorce. Her father was killed in a robbery in 1967, leaving his family to deal with the financial consequences—in addition to the emotional ones—of an unexpected death. She chose a political career, in part, for the connections it would give her two sons.

Few people are more keenly and personally aware of the often precarious state of women's economic security than state Rep. Rosemary Mulligan (R-Des Plaines), who lamented recently that many of the worst problems working women face, such as pay disparity, are still unresolved decades after the problems were identified.

"It's still the same issues," the former paralegal for a law firm said. "Employers still think women will work cheaper or that they have a husband who will pick up the slack in their paychecks."

Perhaps even worse, the issues are no longer a siren call to arms, but a weakened voice drowning in a sea of women's other responsibilities, Mulligan worries. For those wearied by countless failed attempts to legislate more gender equality into the workplace, Mulligan has some advice. Register to vote. Vote. Call your elected officials and tell them which legislative proposals—such as pension and health-care plan portability and equal pay—you want passed. Know when to compromise, and learn how to negotiate without the rule book. In short: Speak up.

A lot of lip service is given to issues such as child and elder care and health care portability, Mulligan said. "But it's when women actually stand up and say, 'We need this' that we get it."

Not shy about speaking up herself, Mulligan was asked recently to act as one of the spokespeople for a nationwide effort, led by the Center for Policy Alternatives, aimed at promoting women's issues in state governments. The effort by the center, a non-profit group in Washington, D.C., that researches and writes public policy proposals, highlights legislative proposals aimed at equal pay and benefits, better access to

State Rep. Rosemary Mulligan is pressing for portable pensions.

financing for entrepreneurs, health care reform and flexible work options.

In Georgia, for example, legislators announced proposals for a so-called "living wage" that exceeds the government minimum wage; funding for a women's business center and new programs in education and health care. In Massachusetts, legislators focused attention on paid family and medical leave bills. Maryland politicians announced four pieces of legislation, including measures to improve student grades and raise the minimum wage.

What's different about the initiative, organizers said, is that it downplays the notion of a "women's agenda" and focuses on women taking leadership roles on economic issues important to whole communities.

"There is a fundamental shift in how we're releasing this information," said Anne Mosle, vice president for the policy organization. "This is not a women's agenda, but a women-led agenda." The group is highlighting women politicians, who frame the discussion as economic development issues that should be a concern to all. Higher pay for women, for example, is cast as helping families stay afloat.

For her part in Illinois, Mulligan said she's pressing for portable pensions and health care. This helps working women in particular because many of them take time off during their careers to care for a family, and the disruptions today often cause workers to cash in pensions before they should. With portable health insurance, workers wouldn't feel trapped in current jobs because they fear a sick family member would lose coverage.

"Women have made great strides in some areas, but health care and pensions are still a problem," Mulligan said.

These are also areas that have some renewed impetus for change, and Mulligan readily admits to looking for battles she can win. Her pro-choice stance regularly puts her at odds with many members of her party, so compromise is a daily occurrence.

Maybe a blanket equal-pay law isn't in the cards for now, but a little victory here and there is worth pursuing, Mulligan said.

"We are at a crossroads," she said, nodding to the healthy economy but also taking into account the recent departure of several high-powered women in the state legislature. "While we are doing well financially, now is a good time to get this done. We're not setting good public policy for women yet."

e-mail: kiddstew@msn.com

Does family care rank behind defense?

By Marilyn Gardner
Staff columnist of The Christian Science Monitor

IT WILL NOT be business as usual in state capitols around the United States tomorrow when women leaders gather to kick off an unusual campaign. In breakfast forums, press conferences, and discussions, they will outline an economic agenda to improve key issues affecting women and families.

The state-based movement, called "A Challenge to Secure America's Economic Future," will offer ideas for improving health care, elder care, child care, retirement security, and entrepreneurship. Progress would come through innovative public policy and private-sector action.

Already two of these issues - elder care and child care - gained visibility last week in separate proposals by President Clinton. His $5.5 billion long-term care plan would give a $1,000 tax credit to disabled individuals or the families with whom they live. It would not help the 40 percent of older people who are too poor to owe taxes. States would also receive $625 million over five years to give support and respite care to family caregivers.

Connections

The president also wants to triple funding for after-school and summer-school programs, from $200 million to $600 million. Expanded programs would serve 1.1 million students. But by White House estimates, at least 5 million children are home alone after school.

Anne Mosle, vice president of women's policy at the nonpartisan Center for Policy Alternatives in Washington, which developed the economic agenda, sees these proposals, however imperfect, as emblematic of changes the group hopes will occur.

Calling Mr. Clinton's long-term care initiative "a critical start to begin a much-needed national conversation about elder care and long-term care," she adds, "This sort of public dialogue is urgently needed as we see demographics shift in our country. While it doesn't come close to appropriate or adequate compensation, it is a start, and you need to start somewhere. What it does say is that this work matters."

Similarly, Ms. Mosle says, "The after-school care could not be more critical. By 2000, women will be nearly half the work force. The issue of balancing work and family is no longer a women's issue. All parents need help."

Yet at both ends of the care-giving spectrum - child care and elder care - it is still women who bear the heaviest load. Three-quarters of caregivers are women. For nearly 20 percent of working caregivers, the demands are so intense that they must give up work entirely or take a leave, according to the National Alliance for Caregiving in Washington.

Just days before Clinton unveiled these social initiatives, he promised a $100-billion increase in defense spending over six years. It is the largest hike in the Pentagon's budget since the cold-war buildup of the mid-1980s.

When he delivers his State of the Union address next week, rhetoric and promises will be easy. But when budget time comes, accommodating the needs of generals and caregivers alike might be hard. It is one more reason for women to gather at state capitols and make their voices heard.

The Charlotte Observer January 15, 1999

Women lobbying states to address pocketbook issues

By FOON RHEE
Staff Writer

If 1992 was the year of the woman in politics, 1999 should be a key year for women in economics, advocates in the Carolinas and 18 other states said Thursday.

They launched campaigns urging state legislatures to help women start businesses, to improve child care and to expand family leave, among other pocketbook priorities.

"Certainly, there's a link between political advancement and economic empowerment," said Anne Mosle, vice president for women's policy at the Center for Policy Alternatives in Washington, which is coordinating the effort. "Women can provide leadership across party lines to support an economic agenda that works for families and communities."

Women own about one-third of businesses and get paid an average of three-fourths of what men get paid for comparable work. Such issues carry lots of weight in the Carolinas, where a higher proportion of women work than in the nation as a whole.

In North Carolina, women's groups plan to rally Feb. 2 at the Legislative Building in Raleigh on their agenda. It includes pushing for more women on powerful state boards that control purse-strings and for more money for domestic violence centers, said Brenda Summers, executive director of N.C. Equity, a Raleigh-based advocacy group for women.

The agenda, put together after two dozen meetings across the state, also covers areas such as child care, health care, welfare reform and economic development. N.C. Equity sponsors the assemblies every two years.

Summers said specific proposals will be given to legislators at the rally, expected to draw at least 200 women.

In South Carolina, groups will push lawmakers to find ways to encourage more women to start businesses and to clear away obstacles challenging existing entrepreneurs, Mosle said.

The effort is being led by state Rep. Bessie Moody-Lawrence, D-York, of Rock Hill. She couldn't be reached Thursday evening.

Elsewhere Thursday, women lawmakers in Georgia pushed for day-care subsidies and loans for businesses owned by women. Texas legislators called for more job training. And Idaho lawmakers vowed to force insurance companies to pay the prescription cost of birth control pills.

In some states, groups will be seeking part of budget surpluses that have been building up.

After the elections in 1992 — labeled the Year of the Woman — the number of women in the U.S. Senate rose from three to six and in the House from 29 to 47. And after the 1992 races, a record 20 percent of state legislators nationwide were women, including an all-time high of 31 in North Carolina. South Carolina bucked the trend. The number of women in the legislature stayed at 23.

"Women can provide leadership across party lines to support an economic agenda that works for families and communities."

ANNE MOSLE
VICE PRESIDENT AT THE CENTER FOR POLICY ALTERNATIVES IN WASHINGTON

The Buffalo News

January 16, 1999

Tackling some economic issues affecting women

Women are flexing their economic muscle.

This week, the Washington, D.C.-based Center for Policy Alternatives launched a nationwide campaign to help women become "full players in the economic future of the country."

At the same time a coalition of child care advocates proposed that New York State allocate $277 million to improve the availability and quality of child care.

Next week Western New York businesswomen will learn how they can play a bigger role in the economy.

The Washington center collaborated with legislative, academic and private organizations in 20 states to stage events focusing on job training, access to capital, child care, family and medical leave, health care insurance, education benefits for welfare workers, minimum wage, pay equity and even "contraceptive equity."

PAT SWIFT

In New York, a group met in Albany under the auspices of the Center for Women in Government to coordinate public and private initiatives.

Among issues that New York faces are the 17.5 percent of women who have no health insurance, and the wage disparity for child care workers, who earn less than 60 percent of the average pay of all other workers. The percentage of women-owned businesses in New York also lags behind many of its neighbors in the Northeast and Midwest.

Despite the phenomenal advances women have made both in business and in the work force — they are 46 percent of workers in this state — the business climate and the workplace create obstacles that activists believe need to be addressed.

Next Saturday's conference in Buffalo, which blends public and private institutions, is based on the premise that promoting women-owned businesses and creating "an infrastructure that will encourage their continued growth and development" is essential to the economic health of Western New York.

Mary Bogan, president of the Philippian Group, a human capital investment company in Seattle, will give the keynote address at the conference being hosted by the Buffalo branch of the Federal Reserve Bank of New York.

Free of charge, this may be a businesswoman's best bargain this year.

The daylong program for current and aspiring women entrepreneurs will be held at 160 Delaware Ave. and will dispense information on financial resources, mentoring services, training and technical assistance and how to access capital. A directory of resources will be distributed.

The Small Business Administration, National Association of Women Business Owners and Women's Access to Capital Buffalo and Rochester steering committees are teaming with a dozen other organizations to provide a pool of experts on such topics as marketing, hiring, networking, financing, personnel and using the Internet.

It begins at 8 a.m. and reservations are required.

Despite advances made by women in business and in the work force, there are obstacles that activists believe need to be addressed.

Where women are concerned, child care and economic opportunities are synonymous. The Children's Defense Fund of New York and the Citizens Committee for Children of New York held a town meeting in Albany this week to fuel their Child Care That Works campaign, which is seeking millions in state funding for more and better child care.

There are an estimated 250,000 children on a waiting list for subsidized care, and the campaign is asking for $178 million this fiscal year to take care of 42,000 of them. In addition to expanding services to the welfare-to-work families, advocates would increase eligibility to include the working poor and moderate-income families, most of whom spend a disproportionate amount of their income on child care.

Another proposal calls for the state to allocate $45 million to supplement salaries and train child care workers. Finally, the campaign asks for $35 million to construct and renovate facilities. Advocates say this would leverage more than $100 million in private investment.

The campaign identifies the Temporary Assistance to Needy Families surplus funds, tobacco settlement money, state Education Department funds for early childhood education, private investments and parents' sliding-scale fees as funding sources for the program.

Bolstering the campaign was the release this week of a W.K. Kellogg Foundation survey showing support among New Yorkers for taxpayer-funded child care and health insurance for the poor.

The survey found 90 percent of state residents favor child care assistance to all low-income families and 86 percent favored government funding for health insurance coverage for children.

Women seek equality through legislation

■ They're hoping for paid medical and maternity leave. Georgia lawmakers seek to stop insurance companies from dropping policies of domestic violence victims or curtailing their benefits.

By SHARON L. LYNCH
Associated Press

BOSTON — For all the gains women have made in recent years, female lawmakers and activists are still looking for economic equality — and not just in the paycheck.

At statehouses from Boston to Olympia, Wash., women from 20 states planned to call today for paid medical and maternity leave, expanded job training programs, better pay and more money for women who want to start their own businesses.

The statehouse challenge goes beyond endorsing an agenda for women's economic sufficiency. It aims to get ideas off the drawing boards through legislative policy initiatives in 1999.

Gaining political power seemed paramount in 1992's Year of the Woman, but a poll taken four years later by the Washington-based Center for Policy Alternatives — sponsor of today's statehouse events — shows that women want economic power.

Their wish list includes affordable health care, access to financial markets and freedom from having to choose between keeping their jobs and caring for their families.

With states enjoying budget surpluses, it is the perfect time to push for change, said Linda Tarr-Whelan, chairwoman of the nonprofit Center for Policy Alternatives and U.S. ambassador to the United Nations Commission on the Status of Women.

Quality childcare remains a top priority — and an elusive one, partly because of meager pay. The nation's childcare workers earn between 55 and 70 percent of what other hourly workers make. In Massachusetts, the ratio is 68 percent.

"I watch my daughter still dealing with problems of child care that are the same as they were for me 30 years ago when she was a tiny baby," Tarr-Whelan said.

In Massachusetts, women's groups seek paid family and medical leave to recover from illness or take care of family members who need them.

In Texas, legislators in Austin are calling for increased job training, a potential boon for the 82.6 percent of Texas women without college educations.

And in Atlanta, 18 lawmakers planned to introduce legislation that would prohibit insurance companies from dropping policies of domestic violence victims or curtailing their benefits.

Among other states that planned to launch initiatives were Maine, Washington, Michigan, Arizona, Idaho, Oklahoma, Missouri, West Virginia, Virginia, North Carolina, South Carolina, Hawaii, New York, Colorado, Nevada, Connecticut and Maryland.

Women's groups urge economic opportunity

By Mike Yuen
Star-Bulletin

In Hawaii, 20.9 percent of its women have four years or more of college, nearly 10 percent less than the District of Columbia, which has the highest percentage.

In Hawaii, 38.7 percent of the women own businesses. The highest percentage again is in D.C., with 43.5 percent.

These statistics, compiled by the Center for Policy Alternatives, a think tank in Washington, D.C., point out the need for policies that will help women realize their full potential, women leaders in Hawaii said today.

They, in conjunction with women leaders across the nation, challenged their state legislators to recognize and invest in the economic potential of women.

"We must ensure that women are full decision makers in every arena of our society," said Leslie Wilkins, chairwoman of the Hawaii State Commission on the Status of Women.

Wilkins said for every $1 a man in Hawaii earns, an isle woman earns only 76 cents.

State Rep. Hermina Morita (D, Hanalei) said women legislators must become the conscience of the House and Senate in "calling for a more balanced, humane approach in addressing issues concerning families and communities.

"Yes, we want to work toward a strong, vibrant economy, but not at the expense of our families and communities. Nor do we want these issues to be left out of the discussion during difficult economic times."

Morita and other members of the Women's Legislative Caucus, the Hawaii State Commission on the Status of Women and the Women's Coalition today urged policy makers to:

- Back an agenda that helps women attain economic self-sufficiency, including pay equity, and also entrepreneurial opportunities and health and security.
- Increase credit and financing options available to women in both small and large ventures.
- Recognize and treat domestic violence as not only a public health issue, but also an economic issue.
- Expand the dependent care tax credit to include elder care.

"*We must ensure that women are full decision makers in every arena of our society.*"

Leslie Wilkins
Chairwoman, Hawaii State Commission on the Status of Women

LOUIE BALUKOFF/The Associated Press

Diversity today: *State Reps. Phyllis Kenney, D-Seattle, left, and Helen Sommers, D-Seattle, stand next to a portrait of the all-male 1899 Washington House on Thursday in Olympia. They joined in a challenge by women legislators to secure America's economic future. The bipartisan challenge coincides with events in Washington, D.C., and 20 state capitals.*

Women offer agenda for families

By DAVID AMMONS
Associated Press writer

OLYMPIA — Washington's women legislators, reveling in the state's No. 1 ranking for its percentage of female lawmakers, outlined a "women-led economic agenda" they'll pursue as they work to translate their numbers into results.

LEGISLATURE 1999

The proposals range from issues women have championed for years, such as child care and insurance coverage for contraceptives, to newer matters, such as telecommunications and drug courts.

A dozen women lawmakers, from both parties and both houses, held a joint news conference Thursday to present the package.

It was part of a 20-state event, "A Challenge to Secure America's Economic Future," sponsored by the Center for Policy Alternatives, a non-profit group in Washington, D.C.

Washington state has the country's highest percentage of women legislators at 41 percent — nearly double the national average. Speakers at the Olympia news conference said women hope to use their new clout to pass legislation that helps raise the standard of living here, especially for women and children.

"Economic self-sufficiency is still just a dream for many women and families," said Rep. Phyllis Kenney, D-Seattle.

Women hold chairmanships in a majority of legislative committees, including two of the three appropriations panels, and make up two-thirds of the Senate's majority Democratic caucus.

No legislation will pass this year unless it passes women's test of inclusiveness and bipartisan cooperation, said Rep. Mary Lou Dickerson, D-Seattle.

Among the issues women will champion this session:

■ Child care. Sen. Jeanne Kohl-Welles, D-Seattle, said many families are having trouble finding good child care and some can't afford it. Child-care workers are paid an average of $6.78 an hour, pay so low it may qualify them for food stamps and leads to heavy turnover, she said. She's looking for more state funding for child-care subsidies, creation of a toll-free hotline for parents who want to ask about child-care licenses and to report problems, tax incentives for businesses to provide on-site day care, and a new requirement for liability coverage.

■ Affordable housing. Rep. Velma Veloria, D-Seattle, is working with lawmakers in both parties and both houses on this issue.

■ Contraceptives. Rep. Eileen Cody, D-Seattle, and others want insurance companies that cover prescriptions to cover contraceptives, including birth-control pills.

■ Family leave. Dickerson is proposing expansion of unpaid family leave.

■ Education. Kenney said women are paid 68 cents for every dollar that a man earns, on average, and that higher education and training are the key to narrowing that gap.

AMERICA'S ECONOMIC AGENDA
WOMEN'S VOICES FOR SOLUTIONS

Wednesday, February 24, 1999

Snapshot of State Legislative Action on Equal Pay

On Wednesday, February 24, 1999, the AFL-CIO is releasing new state-by-state data on the gap between the wages of women and men. Below is a snapshot of some of the policies and proposals that state leaders have introduced in the 1999 legislative session to address this critical issue.

New York

Several bills have been introduced in New York to address the issue of equal pay and comparable worth. Assemblywoman Joan Christensen has introduced two bills: Assembly bill 818 proposes an amendment to Article 1 of the state constitution making it a constitutional right that all persons shall receive equal pay for work of comparable skill, effort and responsibility that is performed under similar working conditions. Her second bill, Assembly bill 1881, would allow for unlawful discrimination practices, including equal pay violations, to be filed as class action suits under the Division of Human Rights. Assemblyman Stringer has introduced Assembly bill 1337, which amends civil service law and makes it a discriminatory practice for public employers to compensate differently on the basis of sex for jobs of comparable worth.

Contact: Assemblywoman Joan K. Christensen, 518/455-5383

Michigan

Representative Lynne Martinez will introduce two equal pay bills this session, one that amends the Elliot-Larsen Civil Rights Act and one that amends the Persons with Disabilities Civil Rights Act. Both bills would prohibit employers from discriminating against employees by refusing to offer equal compensation (including wages and benefits) to women and persons with disabilities for comparable work. The bill amending the Elliot-Larsen civil rights act would also establish a Pay Equity Commission within the MI Department of Civil Rights to develop recommendations for determining comparable worth.

Contact: Representative Lynne Martinez, 517/373-0826

Hawaii

Representative Hermina Morita sponsored House Bill 624, which prohibits wage discrimination due to sex, race, and national origin. The proposed bill establishes exemptions, defines terms, establishes employer record keeping requirements, and grants rule-making authority to the director of labor and industrial relations.

Contact: Representative Hermina Morita, 808/586-8435

Missouri

Representative Joan Bray sponsored House Bill 769 to enact the Missouri Equal Pay Act, which would make it illegal for employers to discriminate between employees on the basis of sex or race in the payment of wages. This bill also requires employers to maintain records on their wage rate calculations and to disclose them to the Department of Labor and Industrial Relations, and lists remedies available to employees for violations of this act.

Contact: Representative Joan Bray, 573/751-2514

Oklahoma

House Joint Resolution 1003, sponsored by Representative Joe Hutchison, is to ratify a proposed amendment to the Constitution of the United States relative to equal rights for women and men; and directing distribution of the bill update.

Contact: Laura Boyd, 405/366-1123

AMERICA'S ECONOMIC AGENDA
WOMEN'S VOICES FOR SOLUTIONS

HIGHLIGHTS OF STATE ACTIVITIES

A CHALLENGE TO SECURE AMERICA'S ECONOMIC FUTURE

On Thursday, January 14, women leaders across the country gathered in their state capitals to issue "**A CHALLENGE TO SECURE AMERICA'S ECONOMIC FUTURE**" as part of an emerging state-based movement to advance a women-led economic agenda for America. As Washington neglects the national priorities of our country, a bi-partisan team of diverse women leaders continues to collaborate across the states – from Maine to Texas to Hawaii -- to pose solutions to problems confronting our economic prosperity, community health and family security.

AMERICA'S ECONOMIC AGENDA reflects a fundamental shift from a "women's economic agenda" to a "women-led economic agenda" for our country. This is a powerful difference for women and men. Building on the tremendous energy and commitment of the January kick-off, we will work with state leaders – Republicans and Democrats, women and men, old and young – to implement America's Economic Agenda. With a strong economy and more than $2.2 billion in state budget surpluses, we must invest for our future.

Watch for Results! In July, the Center for Policy Alternatives will review each state to monitor what has passed and what has failed in state capitols across the country. Listed below you will find a snapshot of state activity. We will continue to keep you posted on this powerful new agenda and network of unlikely allies!

Austin, Texas

Women legislators and grassroots leaders issued the Challenge at a press conference at the state capitol and announced a comprehensive Economic Agenda on January 14th with legislative strategies to ensure economic self-sufficiency, opportunities for entrepreneurship, and a balance between family and work for women and men in Texas. Representative Vilma Luna, Representative Dora Olivo, and Dianne Stewart from the Center for Public Policy Priorities are among the women leaders who outlined the agenda that includes specific legislation addressing economic development strategies to increase small business loans in low-income communities, increasing the amount of state procurement dollars that go to women and minority-owned businesses, and providing tax credits to businesses that support child care for their employees.

Contact: Representative Vilma Luna, Texas House of Representatives, Capital phone (512) 463-0484
Dianne Stewart, Center for Public Policy Priorities (512) 320-0222

Snapshot of Women in Texas

17.4% are college educated
24.4% have no health insurance
35.2% of businesses are owned by women
58.7% is the ratio of average hourly wage of child care workers compared to average wage of all workers

Updated 2/20/99

Boston, Massachusetts

Women legislators, led by Representative Alice Wolf, partnered with the Massachusetts Legislative Caucus, the Massachusetts Statewide Legislative Network, the Women's Educational and Industrial Union and other grassroots organizations to issue the Challenge and host a policy briefing highlighting possible strategies for ensuring family economic security. The briefing focused on the following key issues: paid family leave, pay equity, Community Entrepreneurs Program and economic self-sufficiency. Massachusetts has two bills proposing options for paid family and medical leave. The U.S. is one of only three industrialized countries *without* a paid maternity leave law. Eleven states have introduced proposals regarding paid family and medical leave, but none have been enacted.

Contact: Suleyken Walker, Massachusetts Legislative Women's Caucus (617) 722-2800, ext. 8433;
Representative Alice Wolf, Massachusetts State House of Representatives (617) 722-2070;
Linda Johnson, Massachusetts Statewide Legislative Network (617) 426-1878.

Snapshot of Women in Massachusetts

24.1% are college educated
12.2% have no health insurance
34.5% of businesses are owned by women
68.3% is the ratio of average hourly wage of child care workers compared to average wage of all workers

Augusta, Maine

To challenge legislators in Maine to secure their state's economic future, the Women's Legislative Agenda Coalition hosted a breakfast with an open invitation to all legislators to discuss their policy solutions. At the breakfast, a bi-partisan group of women and men legislators outlined their proposals for the 1999 legislative session to enable women and men to gain economic self-sufficiency; have opportunities for entrepreneurship; promote health and security; and balance family and work. Senate Majority Leader Chellie Pingree put forth several proposals, including increasing the minimum wage and expanding health care coverage to working parents. Senate Minority Leader Jane Amero proposed investing in education for the future of Maine's economic growth, with a particular emphasis on job training for women in nontraditional fields such as computers and science. Other initiatives ranged from a child care proposal by Representative Eliza Townsend; to a health care proposal by Representative Jean Garvin; to a call to increase the number of women in elected office by Representative David Shiah.

Contact: Senate Majority Leader Chellie Pingree, Maine State Senate, Capitol phone (404) 656-0049
Senator Jane Amero, Maine State Senate, Capitol phone (207) 287-1505
Laura Fortman, Executive Director, Maine Women's Lobby (207) 622-0851

Snapshot of Women in Maine

17.2% are college educated
12.1% have no health insurance
35.1% of businesses are owned by women
70.4% is the ratio of average hourly wage of child care workers compared to average wage of all workers

Atlanta, Georgia

Senator Connie Stokes, Representative Nan Grogan Orrock, and Senator Donzella James were joined by Governor Roy Barnes, Lt. Governor Mark Taylor, 19 other women legislators, as well as business, community and labor leaders in issuing this Challenge and putting forth a four-point economic agenda that addressed economic security, entrepreneurial opportunity, health and security, and a balance between family and work. Specific proposals included establishing a living wage that would support a family, increasing access to post-secondary training and education under welfare reform, establishing funding for a women's business center that would be matched by federal funds, establishing Individual Development Accounts requiring contraceptive coverage in health care plans, and increasing the number of child care slots through the block grant.

Contact: Senator Donzella James, Georgia State Senate, Capitol phone (404) 656-0049
Representative Nan Orrock, Georgia House of Representatives, Capitol phone (404) 651-7737
Senator Connie Stokes, Georgia State Senate, Capitol phone (404) 656-5114
Kathy Keeley, Southern Institute for Women in Policy (770) 939-2443

Snapshot of Women in Georgia

16.8% are college educated
17.5% have no health insurance

35.9% of businesses are owned by women
57.5% is the ratio of average hourly wage of child care workers compared to average wage of all workers

Olympia, Washington

A bi-partisan group of legislators, along with a coalition of grassroots activists, issued the Challenge at a press conference on January 14th and announced their state economic agenda. This agenda includes family leave, education, contraception equity and a minimum wage law. Washington has the highest number of women in their state legislature – 40% -- and as a result of the Challenge, was recently featured in a front-page *New York Times* article highlighting the impact of women's political leadership.

Contact: Lisa Stone, Northwest Women's Law Center (206) 682-9552 ext. 106
Representative Mary Lou Dickerson, Washington State House of Representatives (360) 786-7860

Snapshot of Women in Washington

19.7% are college educated
13.1% have no health insurance

39.2% of businesses are owned by women
60.4% is the ratio of average hourly wage of child care workers compared to average wage of all workers

Lansing, Michigan

Representative Lynne Martinez spearheaded the Challenge effort in her state, putting forth a proactive economic agenda to address economic self-sufficiency, entrepreneurship, health and security, and family and work. Specific legislative proposals will address equal pay and increasing microenterprise opportunity.

Contact: Representative Lynne Martinez, Michigan House of Representatives, Capitol phone (517) 373-0826.

Snapshot of Women in Michigan

15.1% are college educated
11.1% have no health insurance

37.2% of businesses are owned by women
59.6% is the ratio of average hourly wage of child care workers compared to average wage of all workers

Phoenix, Arizona

Women legislators issued the Challenge highlighting the shift from a women's agenda to a women-led agenda that recognizes women's priorities -- from child care to health care to education -- as core to the state's economic security. Arizona is a prime example of a state where women leaders are shaping public policy as the top five policy makers in the state are women: the Governor, the Secretary of State, the Attorney General, the Treasurer and the Superintendent of Public Instruction.
Contact: Senator Ruth Solomon, Arizona State Senate (602) 542-5993.

Snapshot of Women in Arizona

17.2% are college educated
20.3% have no health insurance
40.7% of businesses are owned by women
59.4% is the ratio of average hourly wage of child care workers compared to average wage of all workers

Boise, Idaho

House Minority Leader Wendy Jaquet was joined by a bi-partisan group of men and women legislators and the Idaho Women's Network for issuing the Challenge in her state. Key issues included family economic security and health, with a strong emphasis on the need for insurance companies who offer prescriptive coverage to include contraceptives for women. Women in their childbearing years spend 68% more in out-of-pocket health expenses than their male counterparts.
Contact: Representative Wendy Jaquet, Idaho House of Representatives (208) 332-1000;
Jen Ray, Idaho Women's Network (208) 344-5738.

Snapshot of Women in Idaho

14.6% are college educated
13.7% have no health insurance
37.8% of businesses are owned by women
65.4% is the ratio of average hourly wage of child care workers compared to average wage of all workers

Oklahoma City, Oklahoma

Oklahoma women highlighted entrepreneurship as one successful strategy for meeting the Challenge as they celebrated the January 14th graduation of a new class of women entrepreneurs from the nationally recognized Oklahoma Women's Business Development Center in Oklahoma City. Former Representative and Gubernatorial Nominee Laura Boyd spoke to these future economic leaders about the impact of the women-led economic agenda on Oklahoma's economic future and on the status of women in the state. She also wrote an op-ed issuing the Challenge to state leaders.
Contact: Laura Boyd (405) 366-1123.

Snapshot of Women in Oklahoma

15.0% are college educated
18.0% have no health insurance
37.0% of businesses are owned by women
62.4% is the ratio of average hourly wage of child care workers compared to average wage of all workers

Jefferson City, Missouri

Representative Vicky Riback-Wilson teamed up with the Missouri Women's Network at a press conference on January 14 to highlight their key issues for the 1999 legislative session. Shirley Breeze, Chair of the Missouri Women's Network, unveiled their economic agenda in conjunction with Representative Riback-Wilson, Representative Patrick Dougherty and Representative Joan Bray, and other key members of the Missouri House of Representatives. Specific initiatives highlighted at the press conference included an Earned Income Tax Credit for working families, creating affordable health care options for small businesses, and eliminating discrimination in access to insurance for victims of domestic violence.

Contact: Rachel Newman, Office of Representative Vicky Riback Wilson, Missouri State House of Representatives, Capitol Phone (573) 751-1169; District Phone (573) 882-5859;
Shirley Breeze, Missouri Women's Network (314) 831-5359.

Snapshot of Women in Missouri

15.2% are college educated
14.7% have no health insurance
36.1% of businesses are owned by women
58.8% is the ratio of average hourly wage of child care workers compared to average wage of all workers

Charleston, West Virginia

A coalition of eleven state legislators and leading organizations in West Virginia, including the West Virginia Commission for Women, the West Virginia Domestic Violence Coalition, the Small Business Administration, and the Center for Economic Options issued the Challenge and outlined key policy strategies in the areas of economic self-sufficiency, health and security, and entrepreneurship. Several bills are pending this session that address domestic violence, including a proposal to increase legal aid to domestic violence victims. West Virginia will also be dealing with implementation of Delegate Barbara Fleischauer's bill that passed last session to implement a study on equal pay.

Contact: Lisa Diehl, Center for Economic Options (304) 345-1298.

Snapshot of Women in West Virginia

10.9% are college educated
17.3% have no health insurance
34.2% of businesses are owned by women
61.4% is the ratio of average hourly wage of child care workers compared to average wage of all workers

Richmond, Virginia

The Virginia Women's Network partnered with a group of bi-partisan legislators, community activists and women business owners to highlight key economic issues affecting women. They convened a press conference at the state capitol in Richmond on January 14, to spotlight their legislative priorities for the 1999 session.

Contact: Gail Johnson, Virginia Women's Network (703) 753-0204.

Snapshot of Women in Virginia

21.3% are college educated
14.2% have no health insurance
37.2% of businesses are owned by women
58.3% is the ratio of average hourly wage of child care workers compared to average wage of all workers

Columbia, South Carolina

Representative Bessie Moody Lawrence spotlighted women business-owners as an unrecognized powerful engine driving the South Carolina economy. She worked with a local TV station on a special entrepreneurship segment based on interviews with women business owners around the area, which aired on January 14th. She also led the Black Caucus in holding a press conference at the capitol to issue the Challenge on the 14th. Specific initiatives will highlight investing in women and minority-owned firms, also highlighting the work Winthrop University is doing through their model entrepreneurship program. Other proposals address equal pay and require insurance companies to cover contraception as part of their prescription coverage. As part of her response to the Challenge, Representative Moody Lawrence is also hosting a Women's Forum on March 9th to engage young women leaders in state policy action.

<u>Contact</u>: Representative Bessie Moody Lawrence, South Carolina House of Representatives (803) 734-3029

Snapshot of Women in South Carolina

14.7% are college educated
14.7% have no health insurance
35.0% of businesses are owned by women
58.0% is the ratio of average hourly wage of child care workers compared to average wage of all workers

Honolulu, Hawaii

Representative Hermina Morita, author of an important equal pay bill, led the Challenge with other women legislators including Representative Marilyn Lee, Representative Bertha Kawakami and several others focusing on strategies for bolstering Hawaii's troubled economy at a time when nearly every state is reporting a surplus. Initiatives highlighted include establishing a livable wage, equal pay and welfare reform. As women comprise 49% of the state's labor force, women leaders will emphasize that enabling women to attain economic self-sufficiency is key to securing a healthier, stronger economy for Hawaii. The January 14th press event was a lead-in to a conference held by the Women's Caucus and Women's Coalition the following week.

<u>Contact</u>: Representative Hermina Morita, Hawaii State House of Representatives (808) 586-8435.

Snapshot of Women in Hawaii

20.9% are college educated
7.2% have no health insurance
38.7% of businesses are owned by women
67.8% is the ratio of average hourly wage of child care workers compared to average wage of all workers

Albany, New York

The Center for Women in Government in Albany hosted an in-depth policy forum with women leaders from government, education, business and advocacy to highlight multi-sector strategies to respond to the challenge of moving the women-led economic agenda. With women comprising nearly half the state's workforce (46%) and owning 36% of New York businesses, the success of women is critical to the state's economic future. Among the proposals highlighted were equal pay, investing in woman and minority-owned businesses, improving the quality of health coverage for women and making Temporary Disability Insurance (TDI) available to employees taking unpaid family or medical leave.

<u>Contact</u>: Margery Saunders, Center for Women in Government (518) 442-3875.

Snapshot of Women in New York

20.7% are college educated
17.5% have no health insurance
36.1% of businesses are owned by women
57.6% is the ratio of average hourly wage of child care workers compared to average wage of all workers

Denver, Colorado

The Colorado Women's Agenda issued the Challenge with media briefings that highlighted a call to arms for the state to secure its economic future by enacting a women-led economic agenda. They reaffirmed the commitment of grassroots leaders as well as legislators to moving policies that advance a women-led economic agenda for the state and kick-off a long-term campaign. The media briefings were followed up by a panel discussion featuring some of the top state voices on women and economic development, including former head of the Colorado Small Business Development Center Cec Ortiz. This call to arms was featured widely in print and broadcast media throughout the state as Colorado women leaders were part of a national movement calling for a new economic agenda.
Contact: Karen Amidon, Colorado Women's Agenda (303) 863-7336.

Snapshot of Women in Colorado

23.5% are college educated
12.8% have no health insurance
39.7% of businesses are owned by women
(data on child care workers' wages not available)

Las Vegas, Nevada

The Nevada Women's Lobby contacted media across the state to issue the Challenge and put forth the legislative package that was endorsed by a bi-partisan group of more than two-thirds of the women legislators. The story received widespread coverage in both print and broadcast media, including the ABC affiliate. In Las Vegas, the Challenge was issued by the Nevada Women's Lobby at their Bi-Annual Reception for Legislators. They announced that 17 of the 23 women legislators in Nevada have stated their support for an agenda that recognizes and encourages women's contributions to the economy. In addition to state elected leaders, the reception included women business owners, representatives from state and local agencies and community activists.
Contact: Bobbie Gang, Nevada Women's Lobby (702) 831-8318.

Snapshot of Women in Nevada

12.8% are college educated
14.5% have no health insurance
39.3% of businesses are owned by women
56.5% is the ratio of average hourly wage of child care workers compared to average wage of all workers

Hartford, Connecticut

On January 20th, the Connecticut Permanent Commission on the Status of Women (PCSW) and Connecticut Women's Agenda held their fifth annual "Making Women Visible Day" to highlight the economic contributions and priorities of women. Women and men throughout the state wore red as part of the campaign to literally make women visible. The PCSW and the Women's Agenda released new data on the status of women in Connecticut at a press conference at the capitol and announced the legislative agendas for the PCSW -- which includes legislation to address economic security, health care, and poverty. Specific policy solutions they will highlight throughout the legislative session include initiatives to address the inequities faced by women workers, who have less income security when they reach retirement age; provide affordable strategies to make health care available to uninsured adults; and create and fund opportunities for under-employed or at-risk workers to gain additional skills while working in order to become self-sufficient.
Contact: Barbara Potopowitz, Connecticut Permanent Commission on the Status of Women (860) 240-8300.

Snapshot of Women in Connecticut

23.8% are college educated
9.2% have no health insurance
35.2% of businesses are owned by women
(data on child care workers' wages not available)

Annapolis, Maryland

Led by Women's Caucus Chair Senator Delores Kelley, the Women's Caucus and Legislative Agenda for Maryland Women issued the Challenge as part of their ongoing efforts to implement the Platform Action from the Fourth World Conference on Women in Beijing. They issued a scorecard of legislation passed in the state since 1996 to implement the Platform and outlined their legislative priorities for 1999. Specific initiatives would provide health coverage for chlamydia screening, increase protection for people in abusive dating relationships, and require confiscation of firearms in certain domestic violence situations.

Contact: Joanne Saltzberg, Legislative Agenda for Maryland Women (410) 767-7137.

Snapshot of Women in Maryland

23.1% are college educated

14.0% have no health insurance

38.8% of businesses are owned by women

56.9% is the ratio of average hourly wage of child care workers compared to average wage of all workers

Raleigh, North Carolina

NC Equity, along with a consortium of 21 state and local organizations, hosted Women's Advocacy Day in Raleigh on February 2nd to lay out their collective agenda for promoting the priorities of women in North Carolina. They highlighted specific legislation related to aging, child care, economic development, gender equity on boards and commissions, health care access, violence against women and welfare reform. They also called on the U.S. Congress to pass the Convention on the Elimination of Discrimination Against Women (CEDAW). The event was held in the evening, after an afternoon of participants meeting with their legislators. The NC Equity Agenda was released along with a report on gender equity on boards and commissions developed by the Women's Forum of North Carolina.

Contact: Brenda Summer, NC Equity (919) 783-8088.

Snapshot of Women in North Carolina

15.7% are college educated

12.9% have no health insurance

34.5% of businesses are owned by women

61.9% is the ratio of average hourly wage of child care workers compared to average wage of all workers

For up-to-date information on these and other state activities, contact Nora O'Connell at the Center for Policy Alternatives via phone at (202) 956-5126, email at noconnell@cfpa.org or check our web site at www.cfpa.org/programs/index.html

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