

1974

STATUS OF WOMEN

SECOND REPORT

of the

VIRGINIA COMMISSION ON THE STATUS OF WOMEN

to the

GOVERNOR, THE GENERAL ASSEMBLY AND THE

CITIZENS OF VIRGINIA



House Document No. 4

COMMONWEALTH OF VIRGINIA
Department of Purchases and Supply
Richmond
1973

CONTENTS

	Page
1. Letter of Transmittal.....	v
2. Foreword.....	vii
3. Membership and Committees — 1973.....	ix
4. Comments on the 1971 report of the Commission.	1
5. 1972 Interim Reports of Commission Committees.....	6
6. Reports on the First and Second Congresses of Women's Organizations... 10	
7. Additional Recommendations of the 1973 Commission.....	32
8. Conclusion and Comments by the Chairman.....	34

COMMONWEALTH OF VIRGINIA



COMMISSION ON THE STATUS OF WOMEN
P. O. BOX 5721
RICHMOND 23220

LETTER OF TRANSMITTAL.

TO THE HON. LINWOOD HOLTON, GOVERNOR OF VIRGINIA
AND
TO THE GENERAL ASSEMBLY AND THE CITIZENS OF VIRGINIA:

With the appointment in July, 1973, of the new Commission (seven members retained, twelve new appointments) we feel that Virginia's Commission on the Status of Women is beginning to come of age. We are being increasingly called upon by the women of the Commonwealth and especially by the organized women's groups for consultation, advice, and information. Our sponsorship of two Congresses of Women's Organizations has created a desirable rapport between the Commission and such groups.

As the official agency to speak for Virginia's women, we pledge to continue to seek and enlarge our contacts with women's groups throughout the State.

The report which follows is a chairman's report with supplementary material from the 1971 report of the Commission with comments and new recommendations.

The Commission looks to the Governor and the Virginia legislature to continue to support and encourage efforts in behalf of Virginia's women.

Doris E. Kean

Doris E. Kean, Chairman.

FOREWORD

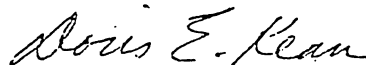
The current Virginia Commission on the Status of Women was appointed by Governor Holton in July, 1973. Since more than two thirds of the members are new to the Commission, it was voted at the first full meeting of the Commission held September 22nd, 1973, that the Commission's report to the Governor and to the Legislature would be a Chairman's report.

We feel that the Commission has moved forward in service to the women of the Commonwealth since its first full report made in December 1971, particularly through its sponsorship of two Congresses of Women's Organizations. The reports on these are included in the following pages.

The Commission has for the period of its existence been hampered by limited funds which have precluded carrying to completion many of the projects undertaken. We are hopeful that the Governor and the Legislature will look favorably on the current budget request of the Commission, which we consider an absolute minimum if the Commission is to function as an agency of Virginia's government. We are grateful to the Hon. Otis L. Brown, Secretary of Human Affairs, for his help and encouragement, and to the Department of Finance for patience and assistance.

The Chairman would like to thank all of those who gave dedicated assistance to the Commission as members or Consultants from 1970 to 1973, and to welcome those recently appointed by Governor Holton as Commissioners.

Your Commission hopes to play an increasingly active role in the affairs of the Commonwealth and your Chairman feels that she can pledge for each Commissioner, dedication to the tasks at hand.



Doris E. Kean, Chairman
Virginia Commission on the Status
of Women.

MEMBERSHIP AND COMMITTEES — 1973.

Membership of the Commission on the Status
of Women as of December 1, 1973.

VIRGINIA COMMISSION ON THE STATUS OF WOMEN

Appointed July 30, 1973

(Names marked* served on the former Commission)

For 3-year terms

Chairman: Mrs. Doris E. Kean*
3901 Kensington Ave.
Richmond, Va. 23221

Mrs. Juanitta S. Baldwin
8170 Tidal Road
Norfolk, Va. 23518

Mrs. Lou Cook
807 Crescent Drive
Alexandria, Va. 22302

Mrs. Phyllis Pendergraft*
1308 Crofton Ave.
Waynesboro, Va. 22980

Mrs. Gammiel Poindexter
Rt. 1, Box 239
Surry, Va. 23883

Mrs. Elsie Powell*
7358 Shenandoah Ave.
Annandale, Va. 22003

Mr. Allan G. Victor
Forest Ave.
Galax, Va. 23433

For 2-year terms

Miss Martha Daniel*
703 Westwood Ave.
Hampton, Va. 23361

Mrs. Frances V. Garland
1345 Lakewood Dr., S.W.
Roanoke, Va. 24015

Dr. James M. Helms, Jr.
412 Fourth Ave.
Farmville, Va. 23901

Dr. William Kelly
Mary Baldwin College
Staunton, Va. 22401

Mrs. Maxiene Porter
6436 Elmdale Rd.
Alexandria, Va. 22312

Mrs. Rosalie Whitehead
113 Beauregard Ave.
Highland Springs, Va. 23075

For 1-year terms

Hon. Eleanor P. Sheppard*
1601 Princeton Rd.
Richmond, Va. 23227

Mr. Robert James Grey
1407 Cummings Drive
Richmond, Va. 23220

Mrs. Thelma H. Hall
Rt. 2, Box 196
Charlotte Courthouse, Va. 23923

Mrs. Ruth Herrink
4028 Mt. Vernon
Richmond, Va. 23227

Hon. Nathan Miller
Rt. 2
Bridgewater, Va. 22812

Dr. Wm. P. Robinson*
958 Anna St.
Norfolk, Va. 23502

COMMITTEES AND SPECIAL ASSIGNMENTS AS OF Dec. 1, 1973.
VICE CHAIRMAN OF THE COMMISSION.

Hon. Eleanor A. Sheppard, Richmond.

COMMITTEE ON EDUCATION.

Chairman: Dr. William Kelly, Staunton
Mrs. Lou Cook, Alexandria
Mrs. Thelma Hall, Charlotte C.H.
Hon. Nathan Miller, Bridgewater

COMMITTEE ON EMPLOYMENT.

Chairman: Mrs. Juanitta S. Baldwin, Norfolk
Mrs. Ruth Herrink, Richmond
Hon. Wm. P. Robinson, Norfolk

COMMITTEE FOR OPPORTUNITY DEVELOPMENT.

Chairman: Robert James Grey, Richmond
Mrs. Maxiene Porter, Alexandria
Mrs. Elsie Powell, Annandale
Mrs. Rosalie Whitehead, Highland Springs

COMMITTEE ON SOCIAL SERVICES.

Chairman: Mrs. Phyllis Pendergraft, Waynesboro
Miss Martha Daniel, Hampton
Mrs. Frances Garland, Roanoke
Dr. James M. Helms, Farmville

Consultant Members of these Committees are to be announced.

SPECIAL ASSIGNMENTS.

FINANCE CHAIRMAN.

Mrs. Maxiene Porter, Alexandria

LEGISLATIVE LIAISON.

Hon. Eleanor P. Sheppard, Richmond
Mrs. Gammie Poindexter, Surry

PUBLIC RELATIONS AND EDITOR OF COMMISSION NEWSLETTER.

Allen G. Victor, Galax

1971 REPORT OF THE COMMISSION.

It is to be hoped that members of the General Assembly have retained their copies of this report, not only for the recommendations of the committees but for the fine supporting material which accompanies them. Certainly all recommendations which were not acted upon are still valid and a matter of concern to the present Commission. A review of these recommendations makes it clear that in only a few instances has positive action been taken.

Progress has been made in some areas but the Commission continues to be interested in implementation of the recommendations which have not been acted upon. We have been particularly gratified by the calling of a Governor's conference on day care needs in Virginia. . .partly in response to the recommendations of the Commission of the Status of Women and of the Congress of Women's Organizations. The current committee on Social Services is making a careful study of the recommendations of the Governor's conference and plans to work for their implementation.

1971 RECOMMENDATIONS OF THE EDUCATION COMMITTEE. (briefed)

Early Childhood Education

- (1) Seek legislation that would empower the State Department of Education to establish minimum standards for licensing private nursery schools and kindergartens.
- (2) Support legislation involving children that considers the needs of children as its primary purpose.

Public Schools.

In order to begin implementation of a career development program in the public schools, the Commission recommends

- (1) To the State Board of Education the inclusion in the certification requirements of teachers a study of the world of work from economic, sociological, political, and psychological viewpoints.
- (2) The employment in every elementary school of counselors qualified to guide youngsters in making career choices, with special funding provided by the General Assembly for this purpose.
- (3) To the State Board of Education revision of State certification requirements for guidance counselors to include (a) training in the area of occupational and education information as it relates to career development, and (b) training in the developing technologies (computers, retrieval systems, multimedia systems).
- (4) That the teacher-education institutions (with curriculum specialists in occupational education) offer workshops for elementary school teachers for the development of curriculum materials and instructional procedures for the career development program, and that State teacher scholarships be provided for these workshops.
- (5) That provision be made in the State Board of Education budget for funds to keep up to date career guidance materials in the schools.
- (6) Increased State funding for vocational education in the public schools to provide personnel for career exploration and preparation programs; to provide improved facilities, equipment, and curriculum materials for updating and expanding present vocational education programs; to institute needed programs not now being offered; and to establish

programs for new and emerging occupations with emphasis on programs of interest to girls and women.

- (7) Special State funding for developing three model career development programs in school divisions in three areas of the State.
- (8) That since a disproportionate amount of research has been done in vocational decision-making by boys, high schools and institutions of higher education be encouraged to make studies concerning the behavior of girls in this respect through provisions for research grants through the Vocational Education Act of 1968.
- (9) To the localities, elimination of discrimination in the employment of women for school administrative positions.
- (10) That localities concerned provide equal opportunities at the local school level for girls with boys in the areas of vocational education.
- (11) The State Board of Education provide equal opportunities for both boys and girls in athletics.
- (12) To the State Board of Education that a priority in its criteria for selection of textbooks be given to those books which portray the career horizons or life style of girls and women in both text and illustrations.

Adult and Continuing Education.

1. Funds should be provided and a program established to serve the needs of our senior citizens, directed toward providing adult education classes specifically designed to assist the aging in planning leisure time activities. In addition, and perhaps the most important classes should be offered in geriatrics hygiene, accident prevention, dietary requirements, consumer education, etc., that are specifically pertinent to the elderly. Classes for persons over 60 years of age are to be free.
2. With the advent of the Standards for Quality Education in Virginia and the fact that every school division will be required to offer an adult and continuing education program, additional funds will be needed to support this increasing need. At present, The State Department of Education, Adult Education Service is only able to fund 27% of the requests for funds submitted by the local school divisions. The areas of most concern will be the rural school divisions who do not have the broad tax base to draw on to support Adult and Continuing Education without financial assistance from the State.
3. The Community School Concept providing Adult and Continuing Education on a full-time basis, should become one of the major priorities in the development of comprehensive adult education program. It is the recommendation that such a full-time comprehensive adult and continuing education program utilizing the community school concept of adult education be established in every community of the State.
4. The present average hourly wage paid part-time adult teachers is approximately \$6.50 per hour, while reimbursement by the state for the same program is restricted to 60% of the teachers salary to a maximum of \$5.00. It is recommended that this reimbursement be raised to an amount based on the average hourly wage paid for adult teachers in the state.
5. It is recommended that programs be made available to the adult populations in drug abuse and family planning.

6. Emphasis should be given to the development of a promotional campaign that would encourage all adults to continue their educational endeavors.
7. It is also recommended that Adult and Continuing Education be established as one of the major priorities for action by the state of Virginia, in an effort to raise the state mean grade level completed for all adults from the present 9.9 years completed to a level more compatible with a high school education or to a mean grade level completed of 12.0 years.

Higher Education.

1. That the Governor and the General Assembly recommend to all appropriate agencies of the Commonwealth — primarily the State Board on Higher Education and the boards of visitors of state colleges and universities — that they make a positive commitment to a policy of unconditional equality in admission of qualified applicants to public institutions of higher learning without regard to sex. Such a policy would entail equal admission without regard to sex to those State colleges and universities now presently coed; it would also entail planning now for the eventual coed status of the State colleges which are now women's colleges.
2. That the Governor and the General Assembly recommend to all appropriate agencies of the Commonwealth — primarily the State Board on Higher Education and the boards of visitors of State colleges and universities — that they undertake an affirmative program for the hiring of women faculty and administrators in public institutions of higher learning.

1971 RECOMMENDATIONS OF THE EMPLOYMENT COMMITTEE.
(briefed)

Recommendation No. 1

We recommend that the Governor issue an executive directive to reaffirm his policy of "equal employment opportunity" and to include sex along with race, color and creed as non-merit factors to be excluded from consideration in employment.

Recommendation No. 2

We recommend that the Governor and the General Assembly, in their respective areas of cognizance and influence, initiate prompt action to revise any and all statutes, codes, regulations, policies and practices which deny equal rights and employment opportunities to women or any other citizens of the Commonwealth in contravention of the new constitution.

Recommendation No. 3

We recommend that the General Assembly and the members of this Commission working through appropriate members of the U. S. Congress promote the enactment of an amendment to Title VII Civil Rights Act of 1964 to:

- a. Provide the Equal Employment Opportunity Commission with enforcement powers under the Act, and
- b. Extend coverage of the Act to include local and State employees and teachers.

Recommendation No. 4

We recommend that the General Assembly act to establish a study

Commission to review the need for minimum wage legislation in the Commonwealth of Virginia.

Recommendation No. 5

We recommend that prompt action be taken by the General Assembly to provide meaning to their earlier action in creating the Division of Human Resources by authorizing the appropriation of necessary funds for its establishment and operation.

Recommendation No. 6

We recommend that the Governor move to appoint the Advisory Board authorized by the act and, as a matter of policy to include among its members the Chairman of the Virginia Commission on the Status of Women.

Recommendation No. 7

We further recommend that this Commission coordinate its efforts with those of the Division of Human Resources in attempting to eliminate discrimination as it affects women and all other citizens of this Commonwealth.

Recommendation No. 8

We recommend that the Commission and all State organizations expand and accelerate efforts to eliminate or at least reduce sex discrimination in newspaper and other help-wanted advertisements.

Recommendation No. 9

We recommend that an affirmative study be carried on and implemented in State government, preferably by the Division of Personnel, to achieve:

a. Equal promotion, reassignment, and salary reallocation opportunities for male and female employees of equal qualifications.

b. Equal amounts of state educational aid be given male and female employees on all levels.

We are grateful that action has been initiated on many of these recommendations.

1971 RECOMMENDATIONS OF THE OPPORTUNITY DEVELOPMENT COMMITTEE. (briefed)

1. That the legislature of Virginia provide an acceptable remedy for contribution from the father of a child born out of wedlock to its support, and provide in such legislation, that action be brought by any public agency which has assumed the burden of support for the child.
2. That this Commission, in co-operation with the Virginia State Bar, authorize a committee of the best available persons experienced in the practice of family law or in the study of law in this area, to generally review the structure of laws applicable to women and their family relationships; to evaluate any possible inequities in that structure; and to make specific recommendations to this Commission and thereby to the legislature of Virginia.
3. That the legislature of Virginia revise the sections of the Code of Virginia pertaining to divorce to bring them in line with the spirit of the Virginia Constitution.
4. That the legislature of Virginia enact a statute to prove that all

parties involved in any acts of prostitution or fornication should be subject to equal prosecution under the law.

5. That the legislature of Virginia eliminate the "holder-in-due-course" doctrine: (as related to retail sales) This committee strongly concurs with the report of the Committee on Employment relative to the funding and operation of the Division of Human Resources.

1971 RECOMMENDATIONS OF THE SOCIAL SERVICES COMMITTEE (briefed)

We recommend the Governor's Office take the initiative in strengthening Day Care Programs across the Commonwealth by bringing the local administration together for the purpose of education and exchange of ideas, through a Governor's Conference in 1972.

The Commission is gratified that this recommendation was carried out.

This committee did not make specific legislative proposals but submitted a thoughtful, well documented report including an in-depth study of day care needs in Virginia, prepared by Wm. J. Serow, Assistant Director of Bureau of Population and Economic Research, University of Virginia. Dr. Serow's report is worthy of your study. If it is not in your files, our Commission is prepared to furnish copies.

In 1972 the following interim reports of the major committee chairmen were submitted to Governor Linwood A. Holton.

Copies of the reports follow:

1. Report of the Committee on Education.
2. Report of the Committee on Employment.
3. Report of the Committee on Opportunity Development.
4. Report of the Committee on Social Services.

COMMONWEALTH OF VIRGINIA



CHAIRMAN

MRS. DORIS F. RYAN
RICHMOND

MEMBERS

MR. ERNEST L. BARNETT
RICHMOND

MRS. DOROTHY BURKHARDT
ALEXANDRIA

MRS. LOIS W. CARPENTER
WELLES

MRS. RUTH HARVEY CHARITY
DANVILLE

MISS SARAH JANE CHITLOH
RICHMOND

MISS MARGUERITE L. CRUMLEY
RICHMOND

HONORABLE JOHN DALTON
WAGNER

MISS MARTHA ANN DANIELS
HAMPTON

MR. ROBERT L. FODREY
VIRGINIA BEACH

MRS. NANCY HARPER
RICHMOND

MRS. PHYLLIS M. PENDERGRAFT
WAYNESBORO

MRS. THELMA T. PHIPPS
NORTON

MRS. ELSIE M. POWELL
NORFOLK

MRS. DORIS J. ROBINSON
RICHMOND

HONORABLE WILLIAM F. ROBINSON
NORFOLK

HONORABLE ELEANOR P. SHEPPARD
RICHMOND

MRS. AUDREY J. WALKER
HAMPTON

MISS NETTIE T. YOWELL
RICHMOND

COMMISSION ON THE STATUS OF WOMEN
P. O. BOX 5721
RICHMOND 23220

SUPPLEMENTAL REPORT OF THE COMMITTEE ON EDUCATION


Much progress has been made by the State Board of Education since the first report from the Education Committee of the Virginia Commission of the Status of Women regarding the recommendation for Public Education in Virginia.

In order that students of Virginia's public schools may make career plans consistent with their interests and capabilities, to choose appropriate educational routes to these career goals, and to develop attitudes consistent with the realities of the working world, the Commission would again emphasize the need for the State Board of Education to refocus the educational programs of Virginia Public Schools to include an emphasis on career education grades K through 12 with special emphasis on widening the career horizon for girls.

The Commission would again urge legislation which would empower the State Department of Education to establish minimum standards for licensing private nursery schools and kindergartens.

With the advent of the Standards for Quality Education in Virginia and the fact that every school division will be required to offer an adult and continuing education program, additional funds are needed to support this increasing need. At present, The State Department of Education Adult Education Service is only able to fund 27% of the requests for funds submitted by the local school divisions. It is recommended that additional funds be provided by the Legislature.

The Commission urges the Governor and the General Assembly to recommend to all appropriate agencies of the Commonwealth--primarily the State Board on Higher Education and the boards of visitors of State colleges and universities--that they undertake an affirmative program for the hiring of women faculty and administrators in public institutions of higher learning.


Ernest L. Barnett
Chairman, Education Committee

COMMONWEALTH OF VIRGINIA



AIRMAN:

S. DORIS E. KEAN
RICHMOND

MEMBERS:

MR. ERNEST L. BARNETT
RICHMOND

MRS. DOROTHY BURKHARDT
ALEXANDRIA

MRS. LOIS W. CARPENTER
NELSON

MRS. RUTH HARVEY CHARITY
DANVILLE

MS SARAH JANE CHITTON
RICHMOND

MS MARQUERITE L. CRUMLEY
RICHMOND

HONORABLE JOHN DALTON
RADFORD

MISS MARTHA ANN DANIELS
HAMPTON

MR. ROBERT L. FODREY
VIRGINIA BEACH

MRS. NANCY HARPER
RICHMOND

MRS. PHYLLIS M. FENDERGRAFT
WAYNESBORO

MRS. THELMA T. PHIPPS
NORTON

MRS. ELBIE M. POWELL
NORFOLK

MRS. DORIS J. ROBINSON
RICHMOND

HONORABLE WILLIAM F. ROBINSON
NORFOLK

HONORABLE ELEANOR F. SHEPPARD
RICHMOND

MRS. AUDREY J. WALKER
HAMPTON

MISS NETTIE T. YOWELL
RICHMOND

COMMISSION ON THE STATUS OF WOMEN
P. O. BOX 5721
RICHMOND 23220

SUPPLEMENTAL REPORT OF THE COMMITTEE ON EMPLOYMENT

In the first report on the status of women in Virginia we made the point that if women are to realize their full potential in the world of work leadership is required. We indicated that in Virginia this leadership must come from the Governor. To emphasize the importance attached to the need for leadership we listed the following as our first recommendation:

We recommend that the Governor issue an executive directive to reaffirm his policy of "equal employment opportunity" and to include sex along with race, color and creed as non-merit factors to be excluded from consideration in employment.

We believe it is absolutely essential that affirmative action be taken on this recommendation at the earliest practicable date. The future credibility and effectiveness of the Commission might very well depend on the response to this recommendation.

An urgent matter which should be acted upon by the General Assembly during its January 1973 session is the funding of the Division of Human Resources. This was covered by recommendations 5, 6, and 7 in our first report. The General Assembly failed to appropriate the necessary funds in the budget approved in 1972. It is imperative that necessary funding be provided now in a supplemental appropriation. We urge the Governor to include such funding in his submission to the General Assembly. We further urge the Assembly to enact a bill comparable to House Bill No. 243 (offered January 25, 1972).

Much progress is being made and we continue to work with Women's Organizations and all others who share the goal of providing women "equal opportunity, equal pay and equal responsibility in the world of work"


Robert L. Fodrey
Chairman, Employment Committee

SUPPLEMENTAL REPORT
of
THE COMMITTEE ON OPPORTUNITY DEVELOPMENT

In the first report on the status of women in Virginia we recommended that the legislature of Virginia eliminate the "holder-in-due-course" doctrine. Covered by recommendation No. 5 in our first report, we wish to emphasize that we consider this an urgent matter which should be acted upon by the General Assembly during its January 1973 session.

We believe that affirmative action should be taken on this recommendation at the earliest practicable date:

That the legislature of Virginia eliminate the "holder-in-due-course" doctrine, to provide for the protection of all of its citizens, but especially to bring relief from this unethical practice to the women, the poor and the unsophisticated upon whom this doctrine works a real hardship.

Dorothy J. Burkhardt
Chairman
Opportunity Development Committee

Supplemental Report of the Social Services Committee

In the first report of the Commission on the Status of Women in Virginia, the Social Services Committee presented studies of several areas; abortion, problems of the Aging and Day Care Services. A professional study was made of Day Care Centers by Mr. William Seraw, Assistant Director of Bureau of Population and Economic Research of the University of Virginia. This comprehensive study revealed the magnitude of the subject of Day Care Centers. The Committee recognized the priority of this area of concern and have chosen this year to place its emphasis on Day Care Services. In these words from the first report, we made the following recommendation:

“Reevaluation of existing Day Care Centers is necessary. In many cases there is a definite lack of knowledge regarding law interpretation. In many cases there is a definite lack of motivation — the investigation of new concepts and new educational trends. It is the responsibility of our present Day Care Directors to relate to their Community. Many do not know how, many do not care how. We seek to strengthen and encourage new growth.”

“For these reasons, we recommend the Governor’s Office take the initiative in strengthening these Day Care Programs across the Commonwealth by bringing the local administration together for the purpose of education and exchange of ideas, through a Governor’s Conference in 1973.”

At the first Congress of Women’s Organizations, there grew out of the Workshop On Day Care Services a resolution calling for a State Wide Conference On Day Care.

Plans are being made for such a conference under the supervision of Mr. Otis Brown and his office force. In as much as the initial study and recommendations of the Social Service Committee of the Commission on the Status of Women proposed the state wide conference, we are assuming that we shall have an important part in the planning and execution of the conference.

We recognize the lack of money available to improve and strengthen our Day Care Centers, but on the other hand; we are aware of the amounts of revenue sharing money available and strongly urge that some of this money be ear marked for Day Care Centers.

We further suggest that Mr. William Seraw, who has done a great deal of research in the area, as director of the professional study of Day Care Centers (report is published as “Appendix A to the first report of the Commission;) be one of the speakers and discussion leaders of the state wide conference.

Doris J. Robinson
Chairman, Social Services Committee

REPORTS OF THE CONGRESSES OF WOMEN'S ORGANIZATIONS.

First Congress of Women's Organization.

The first Congress of Women's Organizations, sponsored by the Virginia Commission on the Status of Women was held at the Hotel John Marshall in Richmond, October 1-2nd, 1972 with representatives from the following organizations in attendance.

Altrusa Club of Petersburg
American Association of University Women
Annandale Business and Prof. Womens Club
Business and Prof. Womens Club (Fairfax County)
Catholic Womans Club of Richmond
Church Women United in Virginia
Delver Womans Club
Dolly Peyton Shepperson Bus. and Prof. W. C.
Diocesan Council of Catholic Women
Fairfax County Commission on Women
Fairfax County Y.W.C.A.
Federated Womans Club of Petersburg
Front Royal Bus. and Prof. Womens Club
Interfaith Council of Richmond Area Churchwomen
International League for Peace and Freedom (Richmond)
International Toastmistress Clubs
Luncheon Business and Prof. Womens Club (Danville)
McLean Bus. and Prof. Womens Club
National Council of Jewish Women
National Secretaries (Old Dominion Chapter)
Navy Regional Office of Civilian Manpower Management
Northern Virginia N.O.W.
Pamunkey Junior Womens Club
Pilot Club of Danville
Pilot International (Richmond club)
Portsmouth Business and Prof. Womens Club
Princess Anne Bus. and Prof. Womens Club of Virginia Beach
Randolph Planning Study Board
Richmond Bus. and Prof. Womens Club
Richmond Club, State Fed. Colored Women
Richmond Legal Secretaries Association
Soroptimist Club of Richmond
Soroptimist International of Staunton Virginia
State of Virginia
Suffolk Bus. and Prof. Womens Club
Third District Virginia State Fed. of Colored Womens Clubs
Third District (Richmond) Womens Political Caucus
Tidewater Business and Prof. Womens Club of Norfolk
Tri Club (Richmond)
Virginia Capital Charter Chapter A. B.W.A.
Virginia Nurses Association
Virginia Press Women
V.C.U. Womans Club
V.C.U. Center for C E
Virginia Federation of Bus. and Prof. Womens Clubs
Virginia Federation of Womens Clubs
Virginia Home Economics Association
Virginia League of Women Voters
Virginia State Federation of Colored Womens Clubs

Virginia Womens Political Caucus
Volunteer Service Bureau
West End Bus. and Prof. Womens Club
Williamsburg Area Bus. and Prof. Womens Club
Womens Community Progressive Club
Young Womens Christian Association

For your information the minutes of this important first Congress follow.

FIRST CONGRESS OF WOMEN'S ORGANIZATIONS IN VIRGINIA

Hotel John Marshall — Richmond, Virginia
October 6-7, 1972

The First Congress of Women's Organizations in Virginia, sponsored by the Commission on the Status of Women, was held at the Hotel John Marshall, Richmond, Virginia, on October 6-7, 1972. The meeting convened at 10:00 A.M., on Friday, October 6, in the Roof Garden, with Mrs. Doris Kean, Chairman of the Commission, presiding. The invocation was given by the Rev. John S. Spong, Rector, St. Paul's Episcopal Church of Richmond.

A welcome was extended by the Hon. Aubrey H. Thompson, a member of City Council, bringing greetings to the Congress from the Mayor and the administrative staff.

Those members of the Commission on the Status of Women present for the opening session; the Finance Chairman, Mrs. Nancy Harper; Appointed Secretary, Miss Mavis Haywood; and guests at the head table were introduced by Mrs. Kean.

The Hon. Eleanor P. Sheppard presented the keynote speaker, the Hon. Cynthia Newman, Secretary of the Commonwealth, who gave the keynote address. She discussed the future of Virginia women from a political point of view. She urged those in attendance to develop qualities of effective leadership, and to get to know those who represent them in the legislative bodies of the state and nation. She challenged the attendees to become better lobbyists, who today are a part of our way of life. She emphasized that having more women in political offices will get women where they want to go quicker than any other way. She mentioned that if the women of the country wanted to join together to do so, they could pass or defeat any legislation presented.

Greetings were brought by the Hon. Linwood Holton, Governor of the Commonwealth of Virginia.

Aims and purposes of the Congress were discussed by the Chairman. She expressed the opinion that there was a lack of information about the Commission across the state, with some feeling that it is a part of the women's lib movement. She related that the Commission is now permanent and active, anxious to represent all women of the Commonwealth. She emphasized that this Congress is a first for Virginia, and much strength could be maintained through informed educated groups working together. She indicated it was her intention to propose a national congress similar to the one in session in Richmond. On resolutions or motions brought before the Congress, it was announced that each organization represented would be allowed two votes.

Mrs. Kean then individually recognized the representatives of 15 organizations who requested speaking time in order to inform the Congress of their programs, aims and goals.

Church Women United — Mrs. Ebbe Hoff

A national movement through which protestants, orthodox and catholic women unite for effective action.

Delver Woman's Club — Mrs. Rosa P. Wood

Club activities consist of 8 interest groups — art, drama, social welfare, music, civic affairs, international relations, youth conservation, and economics. Motto: Lifting as We Climb. Theme for 1972: "The Family — The Foundation of our Nation."

Richmond Diocesan Council of Catholic Women — Mrs. John B. Flannery
No report was given on the Council's activities, but a position statement was presented in the afternoon session on the Equal Rights Amendment.

Fairfax County Commission on the Status of Women — Glenda Surovell
A commission established to receive and process complaints from women in Fairfax County, and to study their problems. A talent bank is also in operation in the county, where names are recorded for public position openings.

Fairfax County YWCA — Ann Shaw, Branch Executive
The YWCA's goal is to revolutionize society's expectation of women, and to work with the State Commission to draw attention to the problems of women. It desires to see women work together to achieve common goals.

International Toastmistress Clubs — Mrs. Katherine F. Johnson
The aim of International Toastmistress is to love our language and to learn to use it with grace and facility. Why? Because this is the way to become the most effective women we can be. Toastmistress teaches its members not only to speak but to evaluate what others say and become a good listener.

National Council of Jewish Women — Debbie Hock, Vice Chairman
Their current legislative activities include: proper day care centers, open housing, welfare reform, civil rights and equal opportunity.

Northern Virginia National Organization for Women (NOW)
Goals: Ratification of the Equal Rights Amendment; to persuade legislators to remove from the Code of Virginia discrimination against women.

Pilot — Richmond Club
One of the women's service clubs in Richmond. Motto: Friendship and service.

Richmond Legal Secretaries Association — Ann Bohanan
Motto: "Professionalism + Education = Excellence." This association has a Professional Legal Secretaries (PLS) program designed to determine whether a legal secretary is qualified to perform any and all of the duties that may be required in any law office. Many programs and projects which emphasize legal education to keep abreast of our changing world are a part of their aims and goals.

Virginia Federation of Business and Professional Women's Clubs — Doris Young
This club is striving to elevate the standards of working women. BPW has supported ratification of the Equal Rights Amendment. It also supports women for elected and policy-making posts.

Virginia Home Economics Association — Susan Baker
An affiliate of American Home Economics Association. In 1971, an assembly of delegates from this association adopted a resolution on the status of women and it was presented to the Congress with endorsement from the Virginia Home Economics Association:

WHEREAS, Women and men should have equal opportunities to reach their full potential in every way, and

WHEREAS, Discrimination on the basis of sex and marital status exists in educational systems, in business and industry, and in government; therefore, be it

RESOLVED, That the American Home Economics Association support both governmental and private efforts to eliminate discrimination on the

basis of sex and marital status in education systems, industry, and government; and be it further

RESOLVED, To support the equal rights amendment now pending before Congress; and be it further

RESOLVED, That the individual state associations support the establishment and the continuation of commissions on the status of women at the state and national levels.

Virginia League of Women Voters — Elizabeth Scott

A non-partisan organization working to educate all voters to get registered to vote. Information on voting and candidates is made available.

Women's Political Caucus — Flora Crater

Goal: To put women in positions of political power, so that they may help change existing situations. This Caucus feels that women should have the right to control their own productive lives.

Virginia Commonwealth University Woman's Club — Ann Watts

A newly organized group consisting of professional faculty women and wives of faculty members. Club is interested in making additional opportunities available to educated women in the community.

The Congress reconvened at 12:30 for lunch, after which Ms. Betty Bey, Office of Consumer Affairs, Washington, D.C., presented a talk on state and federal relations. She emphasized that the buyer has the right to make a choice between two products and that consumers want to rebalance the scale between buyer and seller that has long been out of balance. Problems facing today's consumer are: unsafe items; meaningless warranties; poor service; unresponsive complaint departments; products that don't do what they should do. She called attention to the fact that some 1,600 selling messages cross the consumer's mind each day and the majority of advertising is limited to sex appeal and stimulation. Many ads make women look like they have a brain of a six-year old. The ten top consumer complaints were itemized and Ms. Bey challenged those present with the thought that each person's voice is important. Women should get their feet wet in the legislative field. Organizations they represent should get interested in legislation and individuals should become more concerned with consumer affairs. She further mentioned publications available to consumers to keep them better informed.

The afternoon session reconvened at 2:00 PM, with an involvement session on the Equal Rights Amendment. The session, led by Mrs. Joy Simonson, President, Interstate Association Commissions on the Status of Women, Washington, D.C., included comments by Mr. Franklin Hall, Attorney-at-Law, Richmond, Virginia, and Chairman Kean. The background on the Amendment was given. It was stressed that the Equal Rights Amendment is not a "way-out" amendment or one associated with women's lib movements. It asks only for legal rights and laws. It will not affect personal relations and courtesies, nor will it reach into the home and family life. Areas in which discrimination exists were discussed by the three session speakers. Mrs. Kean asked each organization represented to write its views to the members of the legislature. Mr. Hall expressed opinions that the legislation is not the answer — women must continue to work to help carry out the legislation after it is passed. Mrs. Glenda Surovell was asked to discuss local work done on the ERA and she expressed a feeling that there is a need for a loose coalition of women across the state. She requested names of women who would testify on the ERA if it comes up for a hearing.

Mrs. John B. Flannery asked for time to present a position statement on the Equal Rights Amendment from the Richmond Diocesan Council of Catholic Women. (Copy attached.)

The Hon. Eleanor Sheppard introduced the members of the panel who

discussed Legal and Political Action. She made a few brief comments and suggested that all organizations try to understand what other organizations are doing. She remarked that the success or failure of ERA will not delete our responsibilities to get other laws passed that will help us and other women in the nation.

Mrs. Glenda Surovell, Chairman, Fairfax County Commission on Status of Women, stressed that legislators had many demands for their time and consideration of issues. Presentations to them should be brief and to the point, always leaving behind information to be studied at their convenience. She urged women to educate themselves on how to read and understand legislation, and gave the Congress names of legislators in the House and Senate who should be contacted on the ERA.

RICHMOND DIOCESAN COUNCIL
OF CATHOLIC WOMEN

AN AFFILIATE OF NATIONAL COUNCIL OF CATHOLIC WOMEN

Position on Equal Rights Amendment

We support Equal Rights for Women and we support remedy for the discrimination that does now exist, which we feel can be accomplished by Statutory Law and Court Action. However we seek rejection by the Virginia General Assembly of the Proposed Equal Rights Amendment to the Constitution of the United States on the grounds that it is not needed and that it is potentially harmful. Any problems involving women can be handled by Court Action and individual laws. This Amendment might invalidate good laws that are now on the books and which protect women, the home, and the family.

A professor in the Law School at William and Mary said in a recent speech, "This Amendment is completely unnecessary."

A member of the Board of Directors of National Council of Catholic Women spoke against it 2 years ago in Congress.

This stand has been reiterated by the present National President of NCCW. This is her statement, quote "I, as President of the National Council of Catholic Women, and personally, am opposed to this Amendment because of its effect on Family Support Laws, Elimination of Protective Legislation, etc. In states where the Equal Rights Amendment had been ratified, and in all areas of endeavor, we must work for positive legislation which will benefit women in all areas of life.

We are in favor and definitely support equal pay for equal work, opportunities for higher education, equal employment opportunity, day care, and legislation recognizing the equal dignity of woman as a human person created by God." unquote.

So, I repeat, that we are for Equal Rights but we are not supporting this Amendment.

I did not bring Documentation at this time, but I can give you these references:

Congressional Record for Senate of March 22, 1972 p.S 4558

See Majority Report of Study Committee on Equal Rights in Senate of the United States

Mrs. John B. Flannery

Mrs. John B. Flannery

Legislation Chairman for Diocesan
Council of Catholic Women

Telephone 272 - 4110

Mrs. Helen Tyson, Legislative Chairman, Virginia Federation BPWC, outlined the goals of BPW which fall into three major categories: Personal involvement; exercising the privilege of voting; making equal rights for men and women a reality by the Equal Rights Amendment. She highlighted the legislative platform of BPW, which was available to those in attendance at the Congress.

In the absence of Mrs. Earl Meese, the Hon. Eleanor Sheppard joined the discussion again and urged women to approach a legislator when he or she is trying to get your vote — not when the individual is involved in the General Assembly with many demands for time and attention. She suggested that numbers be used when writing legislators about specific bills, where possible. When appearing at a committee hearing, don't belabor a point already discussed. Give your comments a new slant or approach the matter from a different angle to gain the attention of the committee. Always keep your "cool" when you talk with legislators and remember that they are away from home, living under much pressure, with a hectic schedule. They may not always be at their best.

At the conclusion of remarks by the Hon. Mrs. Sheppard, questions from the audience were entertained. How can you get women to stay and hear the discussion on the bills? Are most women willing to get involved or do they hide behind their jobs? What is the commitment for the ERA among the women in the Virginia legislature? The questions were discussed and points raised but no concrete answers ascertained.

As a matter of interest, there will be an office at St. Paul's Church during the General Assembly, staffed by the Virginia Council of Churches, to keep the public aware of the happenings during the session.

Displays of a few of the organizations represented at the First Congress were viewed prior to the Banquet which was held in the Virginia Room at 7:00 P.M. The evening speaker was Dr. William Watkins Kelly, president of Mary Baldwin College, who spoke on "Colleges and Women." He indicated that he felt seeking better opportunities for women is the responsibility of everyone. He quoted numerous statistics and percentages to show the trends in colleges of positions held, courses taken, and other information pertinent to women. He challenged those in attendance to work together for equal opportunity in this great land — it is a matter of simple justice and the time is now.

Saturday, October 7

The Saturday session of the First Congress of Women's Organizations in Virginia convened at 9:00 A.M., with a discussion of organizational leadership. Mrs. Thelma Canada, past president of Richmond BPW, stressed the many facets of leadership which are vital to the success of an organization. She asked the leaders to: collect and pass on information to other members; make decisions; evaluate decisions made by others; soothe ruffled feelings; work for harmonious relationships among the members. She cited specific reasons why members of organizations resist change and challenged leaders with thoughts on how to make change acceptable. She mentioned different kinds of members (chronic joiners, inactive dues payers, etc.) with which all organizations are plagued.

Mrs. Gayle Neal, past president of the MCV Faculty Woman's Club and the News Leader's "Clubwoman of the Year," discussed different types of approaches for effective programs. She highlighted program methods and procedures for properly introducing speakers. Two handouts were available to further illustrate the points covered in her oral presentation.

Mrs. Doris DeHart, past president of the Virginia Division, American Association of University Women, concluded the session with comments

concerning an organization's outreach to the community. She urged those in attendance to belong to at least two organizations with different aims and goals.

At 11:00 A.M., concurrent sessions were held on Career Education, Equal Employment and Day Care.

Luncheon was held in the Virginia Room at 1:00 P.M., and the Congress was privileged to hear an address by Mrs. Elizabeth D. Koontz, Director, Women's Bureau, U. S. Department of Labor, Washington, D.C. She expressed the thought that when men find out how they are being treated, they will join the women's movement for equal rights. She emphasized that the Equal Rights Amendment would only give women the same choices that men now have. In her opinion, the major thing that women can do is to support each other and overcome jealousy which is usually present when women are working together and trying to get equal rights.

During the afternoon general session, reports from the concurrent workshops were given by a spokesman for each.

Career Education — LED BY: Mr. S. D. Johnson, Asst. State Supt. of Public Inst.

Marguerite Crumley, Commission member, reported that the session was well attended. A film was shown (which has been recalled due to its discrimination against women and blacks) and discussed. Portions of the Standards of Quality and Objectives for Public Schools in Virginia, 1972-74 (enacted by the General Assembly of Virginia, 1972) were discussed. Two points were evident from the session: When someone is being discriminated against, they must express this to someone; they should get backing to correct the situation.

Equal Employment — LED BY: Mrs. Juanitta S. Baldwin, Personnel & Manpower Specialist, Norfolk

Mrs. Baldwin reported that from her session came three resolutions to be presented to the First Congress of Women's Organizations.

On motion duly made by the Equal Employment Workshop, it was

RESOLVED, That this Congress encourage all victims of sex discrimination in employment to take full advantage of the remedies now available, both for their own benefit and the benefit of all others; those who take such action deserve our full and active support.

On motion duly made by the Equal Employment Workshop, it was

RESOLVED, That this Congress of Women's Organizations urge the Governor to adopt a State affirmative action plan consistent with the Equal Employment Opportunity commission guidelines to require equal opportunity in state employment for all persons and prohibit discrimination in employment because of sex. This would apply to all state departments and agencies and be the responsibility of the Personnel Division.

It was requested that a copy of this resolution be sent to the Hon. Linwood Holton, Governor of the State of Virginia.

On motion duly made by the Equal Employment Workshop, it was

RESOLVED, That this Congress address the private industries of Virginia, expressing its awareness of problems of sex discrimination within the private sector of employment, and strongly recommending that all Virginia employers adopt and implement affirmative action programs to eliminate this tragic social injustice from the Commonwealth.

Day Care — LED BY: Miss Constance Clayton, Director, Day Care Unit, Pennsylvania Department of Education; Miss Rachel Hill, Pennsylvania Department of Education

On motion duly made by the Day Care Workshop, the following resolution was adopted with one dissenting vote:

WHEREAS, the First Annual Congress of Women's Organizations was held in Richmond, Virginia, on October 6-7, 1972, and

WHEREAS, at that Congress delegates representing 53 women's organizations in the Commonwealth were represented, and

WHEREAS, a priority of concern was established that a need exists in the Commonwealth of Virginia for more developmental comprehensive state-wide child care services,

THEREFORE BE IT RESOLVED, That this Congress respectfully request that the Governor of the Commonwealth, the Honorable Linwood Holton, call a state-wide conference on child care services to identify needs of children and develop a plan of action for implementing a state-wide coordinated developmental comprehensive child care service for the citizens of the Commonwealth, and

BE IT FURTHER RESOLVED, That this Congress request that this Conference be held in the spring of 1973.

The chair recognized Mrs. Helen Tyson, Legislative Chairman of the Virginia Federation of Business and Professional Women's Clubs, who presented the following motion:

I move that a committee of seven, to be chaired by the Chairman of the Virginia Commission on the Status of Women, be selected from names submitted by women's organizational groups throughout the State of Virginia who favor ratification of the Equal Rights Amendment to coordinate efforts on behalf of ratification of the Equal Rights Amendment by the General Assembly of Virginia.

The motion was seconded and carried by a majority vote (3 dissenting votes).

The chair again entertained a motion from the Virginia Federation of Business and Professional Women's Clubs:

I move that an annual Congress of Women's Organizations, sponsored by the Virginia Commission on the Status of Women, be held.

The motion was seconded and unanimously carried.

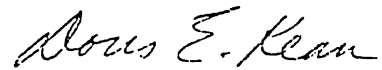
On motion duly made by the Virginia Women's Political Caucus and seconded, it was

RESOLVED, That this First Congress of Women's Organizations actively support the ratification of the Equal Rights Amendment by the Virginia General Assembly at its 1973 Session.

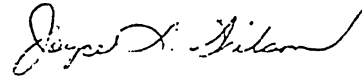
Vote on the motion was 28 for; 3 against (Tri-Club of Richmond, Richmond Diocesan Council of Catholic Women, and Virginia Federation of Women's Clubs).

Mr. Barnett, Commission member, thanked Chairman Kean for the splendid job she had done in planning and coordinating the Congress and she received a standing ovation from the attendees.

There being no further business, the chairman declared the meeting adjourned at 4:00 P.M.



(Mrs.) Doris E. Kean, Chairman
Commission on the Status of Women



(Mrs.) Joyce L. Wilson, CPS
Secretary Pro Tem

October 10, 1972

Second Congress of Women's Organizations, held June 1-2nd, 1973 John Marshall Hotel, Richmond.

Representatives of the following organizations were in attendance.

Alexandria Comm. S. O. W.
Altrusa Club of N. Virginia
American Society Women Accountants
American Women's Society of CPA
Arlington Comm. S. of W.
Capitol Hill BPW Club
Church Women United in Richmond
Delver Woman's Club
Dist. V. O. E. S.
Dist. V-Virginia Nurses Association
Fairfax Co. Comm. on Women
Farmville BPW Club
Inter-Faith Council-Richmond Area Church Women
League of Women Voters
Natl. Organization for Women(NOW), & Richmond
Northern Virginia Chapter NOW
Portsmouth BPW Club
Princess Anne BPW Club
Richmond Federation Woman's Clubs
Richmond Women on the Way
Soroptimist
U. S. Pub. Health Serv. Fed. Women's Coordinator
Virginia Beach N. O. W.
Virginia Div. American Association of University Women
Virginia ERA Central
Virginia Fed. BPW Clubs, Inc.
Virginia Fed. of Colored Women's Clubs
Virginia Home Economics Association
Virginia Women's Political Caucus
Waynesboro BPW Club
Williamsburg Area BPW Club
Women's Equity Action League
Va. Federation of Women's Clubs

The minutes of the Second Congress follow:

(Your particular attention is called to the resolutions adopted by this group. We feel that they point up the importance of these Congress meetings, and also the deep involvement of organized womens' groups in the political and legislative processes of the State and the Nation.)

SECOND CONGRESS OF WOMEN'S ORGANIZATIONS IN VIRGINIA
Hotel John Marshall — Richmond, Virginia
June 1-2, 1973

The Second Congress of Women's Organizations in Virginia, sponsored by the Commission on the Status of Women was held at the Hotel John Marshall, Richmond, Virginia on June 1-2, 1973. The meeting convened at 9:15 A. M. on Friday, June 1, in the Roof Garden with Mrs. Doris Kean, Chairman of the Commission, presiding. The invocation was given by Mrs. Doris Robinson, a member of the Virginia Commission and past President of Church Women United in Virginia, and new President of the Y. W. C. A. in Richmond.

A welcome was extended by the Hon. Otis L. Brown, Secretary of Human Affairs for the Commonwealth of Virginia, bringing greetings from the Commonwealth and discussing the roles of the organizations represented in relation to State Government and their impact upon State Government.

State Senator John Dalton of Radford presented the keynote speaker, the Hon. Dorothy McDiarmid, Delegate from Fairfax County, who gave the keynote address. Senator Dalton expressed the pleasure he and many others felt in having her serve as the first lady on the House Committee in the 1972 season. Dorothy McDiarmid discussed the role of women's organizations, stressing the fact that the role of women has changed with the advance of modern technology except for the concepts of the need of mothering, sympathy, understanding and counseling. Women now can expand their horizons and keep pace with the ever-changing world. She cited different ways women's groups have fulfilled their potential by helping solve problems around us such as: billboards on highways; parks and byways being set up in all sections of the State; beautifying homes, towns and cities; polluted air and water; battered children; correctional institutions; racism; and further development of pre-school children, some of which have not been solved as yet. She feels that women need to know all of the facts and communicate them in a meaningful way to persuade people to act — and this takes work. She mentioned that after the women get the facts, they should educate their friends in other clubs and then get into the politics of it, adding that this year is a great opportunity because it is an election year. She said to try to get a commitment from candidates before they elect one, and try to support those who will support the concepts in which you are interested. Now is the time to find out where people stand. When the General Assembly meets, be sure they have all the facts because points of view can be changed. She talked about the fact that if you have something to say be careful of the manner in which you say it or what you say will not be heard. She then cited an example of a woman who spoke out at a large conference recently and turned people off so that they did not hear what she had to say. She stressed that if you have a message, to bring it to people with friendliness and all the force of facts you can bring. Lastly, she stated we are all in this world together (men and women) and must share the obligations and assume the responsibilities for humankind.

The Chairman announced that the minutes of the business section of the Congress will be sent. The Chairman then introduced Mavis Haywood, appointed Secretary to the Commission and asked her to read a letter addressed to the Chairman from Governor Holton, in which he expressed his interest in our Congress and his regret for his inability to attend. Mrs. Kean then individually recognized the representatives of organizations present, some of whom informed the Congress of the aims and programs of their organizations. Audrey Walker, a Commission member, delivered a statement for the Virginia Federation of Colored Women's Clubs which one of the representatives was unable to deliver at the last Congress. In this, she told

about the 65-year-old organization and its establishment and support of schools, and also its early interest in registered voters. She further stated that their motto which they seek to carry on at local, State and National levels is — "Lifting as we climb". Mary Hamblin with the Association of Married Women listed several projects in which they were involved, one being mental health; and expressed concern over kidnapped children and abandonment of children. The Chairman apologized for not having had time to answer a letter received from this lady, before the Congress. A representative of Women on the Way spoke of their interest in helping women re-enter the job market.

The Chairman reminded the group that on a motion made last year by Helen Tyson, Virginia Federation of Business and Professional Women, a volunteer committee was formed for the purpose of coordinating efforts for the ratification of the Equal Rights Amendment. This committee has been active during the past year. However, it was felt that this Congress needs a broader legislative coordinating committee to consider all legislation of concern to women. Such a committee has been formed and met the evening previous to the Congress. Committee members are: Elise Heinz, Helen Tyson, Lillian Throckmorton, Pauline Evansha, Evelyn Bacon, Zelda Nordlinger, Doris Kean, and Delegate Dorothy McDiarmid. Dorothy McDiarmid is serving as legislative consultant. This committee formulated some resolutions to be presented on Saturday and they were read for information at this time by the Resolutions Chairman, Elsie Powell in order that they might be discussed within the groups before Saturday. The first five resolutions were courtesy ones, and copies of these along with the other resolutions, are included in these minutes.

The opening session recessed at 10:30 a.m., and was followed by involvement sessions on:

Know Your State Government
Governor's Conference on Day Care
Know Your Commission

These in turn were followed by a social hour and a banquet at which the featured speaker was The Hon. Carmen Maymi, Director-designate of the Women's Bureau, U. S. Department of Labor.

Saturday, June 2, 1973

The Saturday session of the Second Congress of Women's Organizations in Virginia opened with an involvement session:

Learning About Women — What Do Educators
Need to Know?

The general session reconvened at 11:15 A. M. The Chairman commented that the Congress is concerned with ratification of the Equal Rights Amendment, but not totally dedicated to that alone and that planning for the conference was done in those areas to bring to the body other concerns which are close to the hearts and legislative programs of many organizations represented here. Mrs. Kean added that she hoped all enjoyed the involvement sessions and that the majority of the Congress had attended each workshop and therefore, would receive reports only if action was proposed by the workshop.

Day Care — Reporting for the Day Care Session, Mr. Graden O. Pendergraft expressed confidence that the Governor's Conference recommendations would include making a high quality developmental child care available to all pre-school children — MOVED BY: Mrs. Doris Kean (Mr. Pendergraft being in the chair), it was

RESOLVED, that a copy of the Day Care Resolutions or report of the Governor's Conference on day care be sent to each organization in attendance at this conference and those, in turn, will study these recommendations and take appropriate action. The resolution was adopted.

The Chairman spoke of the voting process and asked if there were any objection to voting by roll call, unless common consent is indicated. It was asked if there would be one vote for each club represented or for the whole federation. Mrs. Kean replied that if you have someone representing the State and also someone representing the chapter, you will have two votes; therefore, with five chapters, you would have six votes. Federations that have numerous clubs, she further stated, and wish to be more heavily represented could do so by having their clubs at the Congress. There was no objection to this method.

The Chair called for one motion made by Josephine Turrentine, American Society of Women Accountants, at the Day Care Workshop, consideration of which had been postponed to this time. "That this Congress of Women's Organizations go on record as favoring Day Care Centers to be operated by the Public School Systems and financed by Federal Government and State funds." After discussion, it was moved and seconded that this motion be tabled. The motion to table was adopted with seven dissenting votes.

It was moved and seconded and after much discussion and change, the next resolution on day care was carried without a dissenting vote, as follows:

RESOLVED, that this Congress support high quality developmental child care available to all children.

Mr. Pendergraft spoke again and said after the roll call that this was the first opportunity he had had to know the magnitude of cross sections of women's organizations represented, and that if the women were organized they could have day care and not sit back and wait until they had government funding.

The Resolutions Chairman presented a number of courtesy resolutions, which were adopted as follows:

Courtesy Resolution #1

WHEREAS, Mrs. Carmen Maymi is the Director-designate of the Women's Bureau of the United States Department of Labor; and

WHEREAS, this assembly has been honoured by her presence at this meeting, not only as a speaker who has added new dimensions to our considerations of the world of women's lives, but also in too brief but most congenial personal moments of conversation;

BE IT THEREFORE RESOLVED, that this Second Congress of Women's Organizations in Virginia welcomes Mrs. Carmen Maymi as a new friend to the women of Virginia, and expresses its gratitude for her service to us; and

BE IT FURTHER RESOLVED, that a copy of this Act be sent to Mrs. Carmen Maymi by the secretary of this meeting.

Courtesy Resolution #2

BE IT RESOLVED, that the First and Second Congresses of Women's Organizations give our gracious appreciation to the Chairman of the Virginia Commission on the Status of Women, Doris E. Kean, who has made this Congress a reality.

BE IT FURTHER RESOLVED, that the Second Congress of Women's Organizations congratulates the outstanding work of the Virginia Commission on the Status of Women for their fruitful work in discharging the duties assigned to them during their terms.

Courtesy Resolution #3

WHEREAS, it appears to us from our experience of hearing Mrs. Carmen Maymi speak to us and with us that she is a capable, intelligent and warmly human individual with creative ideas for the advancement of women in our society.

THEREFORE BE IT RESOLVED, that this Congress recommends to the Senate of the United States that Mrs. Carmen Maymi be confirmed as Director of the Women's Bureau of the United States Department of Labor, and

BE IT FURTHER RESOLVED, that a suitable telegram expressing our support be sent to appropriate members of the United States Senate, forthwith.

Courtesy Resolution #4

WHEREAS, the meetings of this Congress have been honored by the presence of a special and charming guest in the person of Rosa Maymi, and

WHEREAS, Rosa Maymi is this day celebrating her tenth birthday,

BE IT THEREFORE RESOLVED, that this Congress conveys to our little sister Rosa Maymi our sincere best wishes on the day of her tenth birthday; and wishes for her all peace and joy for the future.

AND BE IT FURTHER RESOLVED, that a copy of this act be sent to Rosa Maymi by the secretary of this meeting.

Courtesy Resolution #5

WHEREAS, the Hon. Otis L. Brown is the Secretary of Human Affairs for the Commonwealth of Virginia; and

WHEREAS, this assembly has been honored by the presence of this official at our meetings; and

WHEREAS, we recognize that the Hon. Otis L. Brown has been a continuing and present source of information and cooperation to us as we strive for mutual goals for our Commonwealth;

THEREFORE BE IT RESOLVED, that this Second Congress of Women's Organizations in Virginia expresses its respect and gratitude to the Hon. Otis L. Brown, Secretary of Human Affairs of the Commonwealth of Virginia for his service to us; and

BE IT FURTHER RESOLVED, that a copy of this Act be sent to the Hon. Otis L. Brown by the secretary of this meeting.

WHEREAS, the Hon. Dorothy McDiarmid is a member of the House of Delegates of the Commonwealth of Virginia; and

WHEREAS, this assembly has taken great pleasure in her presence at this occasion, not only as a gracious and interesting keynote speaker, but also as one whose counsel and leadership has been of great value in our deliberations;

THEREFORE BE IT RESOLVED, that this Second Congress of Women's Organizations in Virginia expresses to Dorothy McDiarmid its continuing affection and gratitude for her part in our shared work, and

BE IT FURTHER RESOLVED, that a copy of this act be sent to the Hon. Dorothy McDiarmid by the secretary of this meeting.

Courtesy Resolution #7

BE IT RESOLVED, that this Congress acknowledges with gratitude the courtesy and diligence with which the members of the Richmond press have treated our deliberations and meetings, which have contributed to our sense of welcome in this city.

In addition, the following resolutions were adopted by the Congress:

Resolution #1

BE IT RESOLVED, that this Congress urges the women of Virginia and their organizations to participate in, and give their attention to the legislative process, for the betterment of our Commonwealth and the lives of its citizens.

Resolution #2

BE IT RESOLVED, that the Second Congress of Women's Organizations reaffirms the position of the First Congress of Women's Organizations in its support of the Equal Rights Amendment and urges all member organizations to work actively for its ratification by the Virginia legislature.

Resolution #3

WHEREAS, the Virginia Commission on the Status of Women has recommended that the holder in due course doctrine by statute be made inapplicable to consumer, retail, sales contract for the protection of the quality of the business life of the Commonwealth;

THEREFORE BE IT RESOLVED, that this Congress requests that the legislature seriously address itself to the consideration of the problems created by the holder in due course doctrine as applied to consumer retail sales contracts and further recommends that suitable legislation be enacted to abolish the application of this principle to these transactions.

Resolution #4

WHEREAS, Governor Linwood Holton and the Division of Personnel are to be commended for developing and executing Executive Order twenty-nine, and the Virginia Equal Opportunity Plan, effective January 1, 1973; and

WHEREAS, equal employment opportunity for all is fundamental to the basic principles of the Commonwealth as described in the State's Constitution; and

WHEREAS, the Virginia Equal Employment Opportunity Plan, while reflecting a good faith effort and representing a much needed document, lacks an analysis of the status of women and minorities in the State employment force; and

WHEREAS, the Virginia Equal Employment Opportunity Plan has no goals toward which the State will seek to upgrade opportunity for women and minorities; and

WHEREAS, the State's Equal Employment Opportunity Plan should serve as a model for all employers in the Commonwealth;

THEREFORE BE IT RESOLVED, that this Congress recommends that:

1. The division of Personnel amend the Equal Employment Opportunity Plan to include an analysis of the status of women and minorities in State Government, and
2. That the Division of Personnel amend the Equal Opportunity Plan to include reasonable, measureable, specific and attainable goals, thereby

firmly committing the Commonwealth to equality of opportunity for all,
and

3. That the Governor request the General Assembly in the next session to appropriate the necessary funds to conduct this analysis and to hire sufficient staff to fully implement the Virginia Equal Employment Plan,
and
4. That the Division of Personnel be requested to provide to this Congress and the Virginia Commission of the Status of Women such information as may be gathered by this or other means.

Resolution #5

WHEREAS, many qualified single, separated, divorced and widowed women are refused housing, rental and sale, because of their marital status; and

WHEREAS, many single, separated, divorced and widowed women are required to pay higher than normal security deposits when renting housing;
and

WHEREAS, many single, separated, divorced and widowed women are required to have a male co-signer when renting or buying housing and securing housing loans; and

WHEREAS, alimony and child support payments are not considered as income by many landlords when determining if an applicant is qualified; and

WHEREAS, the General Assembly is to be commended for amending the State's Fair Housing Law in 1973 to prohibit sex discrimination in the sale and renting of housing; but single, separated, divorced and widowed women remain unprotected; and

WHEREAS, efforts to amend the Virginia Fair Housing Law to include protections against discrimination on the basis of marital status failed in 1973 in the General Laws Committee of the House of Delegates; and

WHEREAS, the Federal Fair Housing Law does not prohibit discrimination because of marital status;

THEREFORE BE IT RESOLVED, that this Congress requests the 1974 General Assembly to amend Sections 36-87 through 36-92 of the Code of Virginia to prohibit discrimination because of marital status in the sale, renting, and associated credit transactions of housing in Virginia.

Resolution #6

WHEREAS, the women of the Commonwealth of Virginia have felt justifiably proud that our Commonwealth was one of the few states to have as a part of her Constitution a provision asserting equality for all without regard to sex;
and

WHEREAS, Senate Joint Resolution 134, adopted by both houses of the General Assembly in its 1973 Session, clearly shows that Article I, Section 11 of our Constitution was intended to assure "the highest degree of equality", going far beyond traditional interpretations of the Fourteenth Amendment of the United States Constitution as applied to discrimination by reason of sex;
and

WHEREAS, the Supreme Court of Virginia in the case of *Archer v. Mayes*, decided on March 5, 1973, has interpreted the equal rights provision of the Virginia Constitution as offering no more protection against sex discrimination than that of the present United States Constitution;

THEREFORE BE IT RESOLVED, that the Second Congress of Women's Organizations in Virginia expresses its dismay that the Supreme Court of Virginia has, rejecting the plain meaning of the Constitutional language, interpreted Article I, Section 11 of the Virginia Constitution to grant no more protection against discrimination on the basis of sex than present interpretations of the Fourteenth Amendment of the United States Constitution; and

BE IT FURTHER RESOLVED, that this Congress intends to inform its members of this curtailment of the rights granted them by action of the people of Virginia; and

BE IT FURTHER RESOLVED, that this Congress perceives the Supreme Court of Virginia's holding in *Archer v. Mayes* as yet another reason why we must actively work for the ratification of the Equal Rights Amendment to the United States Constitution.

Resolution #7

WHEREAS, this Congress of Women's Organizations has been held by the sponsorship of the Virginia Commission on the Status of Women; and

WHEREAS, the terms of the present membership of that Commission will, in July of 1973, expire;

BE IT THEREFORE RESOLVED, that this Second Congress of Women's Organizations recommends to the members of the Virginia Commission on the Status of Women to be newly appointed that they continue to sponsor these Congress assemblies, bringing together the varied facets of women's lives in Virginia.

Resolution #8

BE IT RESOLVED, that the Second Congress of Women's Organizations in Virginia endorses the concept of Continuing Education for Women, such as the University of Virginia "Breakthrough" program, for women who are returning to school on a part-time or full-time basis to pursue the full human and academic potential of their lives.

An unnumbered resolution by Bobbie Stockman, Delegate representing Northern Virginia Chapter of NOW for women returning to school part-time or full-time was presented. The Chair said this was not a controversial or action resolution but to say we are in favor of women continuing their education, and that we would go on record as favoring the concept and see that notice of the resolution gets to the proper people. Accepted by common consent and asked to be distributed to the colleges in the State by the Educational Committee.

Flora Crater, Virginia Women's Political Caucus, spoke as a Delegate and member of NOW and moved for the adoption of support for a State minimum wage (this did not come from the Committee). There was discussion and a vote was taken. The motion was lost. A resolution was then offered:

BE IT RESOLVED, that this Congress recognizes the issue of a minimum wage for the Commonwealth of Virginia as one of importance to our society, and declares its intent to address itself to research and discussion among its members of this topic. The resolution was adopted.

A motion was made that for the Third Congress of Women's Organizations, child care be provided in the vicinity of the meeting for those who have children and no one to keep them. The Chair stated that the Commission would take this under consideration.

There was a suggestion that as many women in the State were underpaid by educational institutions and industry and have received no pay for housework

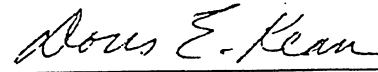
or support of husbands, and child care within the home, that the Congress in the coming year make a study of and explain means of providing monetary compensation for this work and that these findings be brought before the Third Congress of Women's Organizations of the State of Virginia. Mrs. Kean stated, as the proposee was leaving this to the discretion of the chair, that she thought the intent of the resolution was good but the Legislative Committee should study it as she felt it needed more clarification, and promised to send a copy to the Legislative Committee.

A resolution was moved and seconded that the Second Congress of Women's Organizations encourage appointment of women at the higher levels in State Government. It was accepted by common consent.

There being no further business, the Second Congress of Women's Organizations in Virginia was adjourned at 1:30 p.m.



Juanita Spencer
Secretary Pro-Tem



Doris E. Kean
Chairman

Report from Involvement Session: "Know Your State Government,"
Second Congress of Women's Organizations, Hotel John Marshall,
Richmond, Virginia, June 1, 1973, 10:30 a.m.

Moderator — Miss Nettie T. Yowell, Commission Member

Panelists — Honorable Otis L. Brown, Secretary of Human Affairs,
Commonwealth of Virginia

Honorable Maurice B. Rowe, Secretary of Commerce and
Resources, Commonwealth of Virginia

Honorable Robert Kirby, Assistant Secretary of Administration,
Commonwealth of Virginia

Honorable Otis L. Brown

Mr. Brown reviewed the purpose of the Governor's Cabinet and some of the prospects of State government with this extra level of administration and planning. He said that State government operation is sound, honest, and open. The Secretaries do not operate anything. Their positions are for supervision and planning. Each secretary supervises the operation of a number of agencies, boards, and commissions. At the present time, the Cabinet is determining what the role of the Cabinet is going to be. They are working out the proper relationships between the State and local government, between the Governor's cabinet and local government. The purpose is to give better coordination of delivery services to the people. He said that people in State government are listening to citizens better than ever before.

He reminded the group that this is an election year and there will be a whole new approach to appointments to boards and citizens' commissions. Virginia is a commission oriented state. Each organization should begin looking now to identify people who can best serve (not only on commissions but also for full-time positions, and regulatory boards). This should be done early enough to have an impact on the new administration. In his own agencies, there are a number of task forces, a Task Force on Child Abuse and a Task Force on Family Living which need key people who can give good input into these task forces.

Honorable Maurice B. Rowe

Mr. Rowe told the group that the women's organizations they represent are vitally important for input into State government and that they can provide the kind of guidance needed in the decision making process. He said, "I believe that through the Cabinet mechanism, we can give a more attentive ear to the desires of many groups across the State." He further stated that there are very few issues in State government that can be resolved without several agencies of government working together. "Almost any project you can think of over-arches other areas," he said. We cannot look objectively at a project without bringing together people from various agencies to give proper weight and balance to each area in the project and come up with a position for the State to follow that is best for the Commonwealth.

He went on to say that women's groups do make impact on State government and can make much more. As an example, he gave the proposals for the new organization for environmental agencies.

Through the creation of numerous task force groups, an opportunity is provided for people in the State agencies to rise to the surface and exercise

talents they have not had opportunities previously to use in this manner. The Public Executive Institutes will also contribute to the development of State leadership.

Mr. Rowe said, "I hope that you will feel free to call on us and the agencies we represent." And he added that the State had a vital need for communication with citizens, not only for complaints, but to answer questions as to which agency is capable of doing what. The office of consumer affairs is particularly encouraged to serve citizens in this way. The publication of the Office of Consumer Affairs, "Consumer Comments," will be sent to any who would leave their name and mailing address.

Robert H. Kirby

Mr. Kirby, Assistant Secretary for Administration, substituted for T. Edward Temple, Secretary.

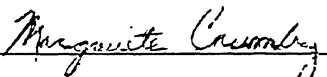
Mr. Kirby said that Mr. Temple's Secretaryship covered all the administrative agencies in state government and that Mr. Temple also served as Chairman of the Cabinet. He is concerned with agencies that have responsibility for the operation of the State government, budget, personnel, data processing, special programs, and the like.

Planning through planning districts is a basic state policy and State agencies will be working at the planning district level, Mr. Kirby said. In order to assist planning at the district level, by July 1 a million dollars will be distributed to the planning districts. District planning needs the best thinking of local and state officials, and citizens. "All planning districts commissions would be better if they had more women on them," he said. Goals and priorities for the State look to the future can be achieved with the cabinet structure. It is the responsibility of the cabinet to identify major areas of concern to develop mission and goals for state government. For example, the revenue question will become more serious in the years ahead and revenue sharing has received considerable attention with some promise of relief. Land is becoming in short supply and we need to develop priorities for land use in the State.

Mr. Kirby said that public employment was something to be proud of and young people should be encouraged to go into it. The quality of government is reflected in the type of people who are in it. Government addresses itself to the pressing problems of society today and we need to encourage young people to consider the various types of state employment available when making their life choices.

Mr. Kirby reminded the group that the legislature is the policy making body but there are also certain boards in State government that by statute can make policy decisions, such as the State Board of Education. Women's groups such as represented in this Congress can make input into policy making if they will. People in State government, Mr. Kirby said, are interested in what women think.

After a brief question and answer session, the meeting was adjourned.



Marguerite Crumley, Reporter

ADDITIONAL RECOMMENDATIONS OF THE 1973 COMMISSION.

At its initial meeting on September 22nd, 1973, the Commission members present voted without dissent to continue the Commission's support of the Equal Rights Amendment to the United States Constitution. It also expressed approval of the Commission's recommendation for the funding and operation of the Division of Human Resources, which was approved by act of the General Assembly (H 493) on April 5th, 1970.

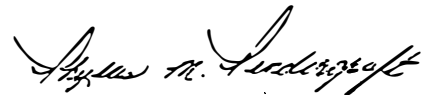
The following recommendation from the new Committee on Social Services has been submitted for inclusion in this report.

The Virginia Commission on the Status of Women is indeed pleased that an awareness of the need for quality day care has developed in our Commonwealth. This awareness was brought to focus during and as a result of the Governor's Conference on Day Care Needs in Virginia held May 2-3, 1973. Therefore, we would encourage all members of our General Assembly to study in depth the report issued by this Conference; and, give all due consideration to the recommendations of this conference as they are pertinent to the needs of our children. And, in concurrence with specific recommendations made during the Conference, our Committee strongly recommends the formation of a Division on Children's Services with the responsibilities as defined by the Conference as follows:

1. Analyzing present state services
2. Identifying strengths, weaknesses, gaps and duplication
3. Drawing up a plan for coordination for state services to children
4. Implementing the plan.

Administration of this Division can be assured by the appointment of an administrative and a professional director. Our committee feels that a Division of Children's Services is the only way that our state can and will successfully qualify to meet and fulfill the needs of our children. At the present time there is a definite lack of communication and the problems of our children are scattered throughout a number of our existing state agencies.

Because of the priority need of regular child care outside the home and as a result of the interest and concern expressed during the Governor's Conference, we would strongly recommend that another Governor's Conference be held in order to further explore the possibilities of improving and implementing quality day care throughout our Commonwealth.

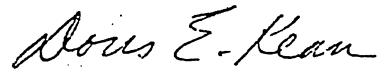


Phyllis M. Pendergraft, Chairman
Social Services

At the meeting of the Executive Committee held Nov. 10th, 1973, in Richmond, it was recommended that each committee aim to undertake and complete one major project in the coming year.

Plans are under way for an expanded Third Congress of Womens' Organizations to be held on the campus of Mary Baldwin College in the fall of 1974. Again, this Commission pleads for favorable consideration of its budget requests so that it may carry out the mandate of the General Assembly of Virginia "to make studies and conduct research into the status of women in this Commonwealth and nation, and suggest ways in which women may reach

their potential and make their full contribution as wage earners and citizens, to society and this Commonwealth.”



Doris E. Kean, Chairman
Virginia Commission on the Status
of Women.

CONCLUSION AND COMMENTS BY THE CHAIRMAN.

The members of the Virginia Commission on the Status of Women believe deeply in the importance of the existence of such a Commission in this Commonwealth and in the value of its research and work. Without exception, they have proved this by dedicated service without compensation.

Growing interest throughout our State in the work of the Commission has been proved by the emergence of area commissions in Arlington, Alexandria and Fairfax County.


Membership in the Interstate Association of the Commissions on the Status of Women assures the Virginia Commission of an invaluable exchange of ideas and information with the more than forty Commissions existing in the other States.

In the conclusion of the 1971 report, your Chairman stated:

Women's full participation in all aspects of citizenship as well as in the business world has moved forward rapidly in the past decade. However, much remains to be done, both in the matter of eliminating discrimination and equalizing compensation as well as in the continuing education of the attitudes of women themselves before women can take their place in all aspects of society as full partners.

To this full partnership, the Commission would dedicate itself.

Our dedication remains unchanged.



Doris E. Kean, Chairman
Virginia Commission on the
Status of Women.