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ON THE STATUS OF WOMEN:

A REPORT OF FINDINGS & RECOMMENDATIONS

GOVERNOR'S ADVISORY COUNCIL ON THE STATUS OF WOMEN

AUGUSTA, MAINE

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INTRODUCTION

Women comprise 52% of the population in Maine. Despite the advances we have made towards equal rights and responsibilities, there continues to be discrimination on the basis of sex. Barriers exist.

Part of the problem is lack of awareness of discrimination among both men and women. Discriminatory policies, practices, and attitudes often continue unnoticed.

Members of the Governor's Advisory Council on the Status of Women (see Appendix A for listing of members) realize that it will be a long process to increase awareness and effect change. We see the first step to be a continuing dialogue with Maine citizens -- to share as much information as we can gather that will enhance the status of women, to emphasize the achievements of Maine women, and to highlight policies, programs and laws that affect women.

The Council is issuing this report for two reasons: to make people aware of the patterns of discrimination which exist in Maine today; and to propose action programs to assist women throughout the State in becoming more aware of their rights and possibilities, so that they may define their goals on the basis of ability and ambition rather than on narrow interpretations of what they think will be allowed them.

While laws and attitudes are changing to ensure equal rights for women, progress is slow. Even in Maine.

WHAT IS THE GOVERNOR'S ADVISORY COUNCIL ON THE STATUS OF WOMEN

HISTORY

The first Governor's Advisory Council on the Status of Women was appointed by former Governor John H. Reed in 1964. The Council has been reestablished every two years by the Maine legislature with the mandate to act in a consultative capacity to the Governor and to "promote and coordinate activities designed to meet the problems of women on the State and community levels."*

COMPOSITION

The Council is comprised of seventeen persons chosen primarily for their proven leadership in promoting the status of women throughout the State. Current members of the Council, appointed in October, 1973, differ greatly in age, occupation and geographic range. Six of the members are between 30 and 40 years of age, nine are between 40 and 60, and one is over 60. Two of the members live in Androscoggin County, three in Aroostook, three in Cumberland, one in Hancock, three in Kennebec, one in Knox, one in Penobscot, and two in York. Occupations vary: a law professor, homemakers, journalist, land use consultant, weaver, sociology professor, nurse, legislator, retired textile worker, town selectman, teacher, insurance agent, Indian worker, secretary and government employee. Volunteer and professional identifications include the President of the Maine Teachers Association, past president of the Maine State Nurses Association, past state president of the Federation of Business and Professional Women, Chairwoman of the Coalition for the Equal Rights Amendment, member of the National Board of the American Civil Liberties Union, and similiar endeavors.

FUNDING

The Council has received a legislative appropriation each biennium to meet operating expenses. The appropriation for fiscal year 1973-74 was \$2,210, and for fiscal year 1974-75, \$2,610. A supplemental appropriation of

*Chapter 129, Private and Special Laws of 1973, Part B, Section 2.

\$1,500 was approved in 1974 by the Governor and the Executive Council for the Talent Bank Project.*

This funding should be compared with that enjoyed nationwide by other Commissions on the Status of Women. There are Commissions on the Status of Women in 49 states (plus numerous local Commissions), and the average appropriation per state in 1974 was \$25,526. (Women's Bureau, U.S. Department of Labor, June, 1974).

STAFF

Although the voluntary efforts of Council members have been extraordinary throughout the past decade, accomplishments have been necessarily limited. The need for full-time staff was paramount. In October of 1974, the Council was awarded a CETA** grant from the Department of Manpower Affairs for a director and secretary. Since January we have had an office and staff. We feel strongly that our effectiveness in identifying problems affecting women in Maine and in working towards resolutions has increased vastly. And we know through the number of women and organizations joining us in cooperative efforts, writing to us, and dropping by our office, that the Council is looked to now more than ever for leadership in advancing women's positions.***

In large part, this report was undertaken and completed only because of this resource.

*The Talent Bank was initiated in 1974 by the Council in response to its mandate to provide a means for attracting more women to appointive positions in State Government.

**In 1973 Congress passed the Comprehensive Employment and Training Act (CETA) which provides funds for employment and training programs at the state and local levels.

***As of mid-May there were over 7000 requests for Talent Bank brochures.

WOMEN IN THE LABOR MARKET

WORKING WOMEN - A NATIONAL OVERVIEW

More women are working today than ever before. In 1920, women comprised 20% of the workforce; in 1974, that figure had grown to 43%, or two out of five workers. In 1920, the average working woman was 28, single and employed in a factory or as a clerk. Today, the average working woman is 38 years old, married and employed in varied occupations (Women's Bureau, 1974).

Women are working for the same reasons men do -- because they have to. Rapidly rising inflation, an increasingly service-oriented economy, decreasing family size, and legislation forbidding discrimination have opened the doors for more women.

Following are excerpts from the Women's Bureau, U.S. Department of Labor, on "why women work" (1974).

Millions of the women who were in the labor force in March 1973 worked to support themselves or others. This was true of most of the 7.7 million single women workers. Nearly all of the 6.3 million women workers who were widowed, divorced, or separated from their husbands--particularly the women who were also raising children--were working for compelling economic reasons. In addition, the 3.7 million married women workers whose husbands had incomes below \$5,000 in 1972 almost certainly worked because of economic need. Finally, about 3 million women would be added if we take into account those women whose husbands had incomes between \$5,000 and \$7,000.

Women heads of families--Of the 54.4 million families in March 1973, 6.6 million were headed by women. About 3.5 million, or 53%, of the women family heads were in the labor force, and nearly two-thirds of these women workers were the only earners in their families. About 1 out of 10 women workers was head of the family.

Nearly 1 out of 3 families headed by a woman had an income below the poverty level in 1972. For those families headed by women who worked during 1972, however, only 1 out of 5 had an income below the poverty level. Among families headed by women who worked the year round at full time jobs, less than 1 out of 10 was poor in 1972.

Mothers with husbands present--Of the 19.8 million married women (husbands present) who were in the labor force in March 1973, 10.7 million had children under 18 years of age. About 2.8 million of these mothers were helping to support their children. Included were

640,000 mothers whose husbands had 1972 incomes below \$3,000; 819,000 whose husbands had incomes between \$3,000 and \$5,000; and 1.4 million whose husbands had incomes between \$5,000 and \$7,000.

Wives whose husbands are unemployed or unable to work--In the 46.3 million husband-wife families, there were 1.1 million husbands who were unemployed in March 1973, although they were in the labor force and actively looking for work; 7.0 million husbands were not in the labor force. Some 509,000 wives of unemployed husbands and 1.6 million wives whose husbands were not in the labor force were working or seeking work. Many of these women were the sole support of their families.

Women whose husbands are employed in low-income occupations--In March 1973 there were 600,000 married working women whose husbands were farm workers; another 822,000 had husbands who were nonfarm laborers; and 1.1 million had husbands employed in service occupations. The median wage or salary income of men in these occupations was low in 1972--\$2,418 for farm laborers and supervisors; \$2,479 for farmers and farm managers; \$4,833 for nonfarm laborers; and \$5,332 for service workers (except private household).

THE WORKING WOMAN IN MAINE

Between 1960 and 1970, 31, 074 women joined the work force in Maine accounting for a 39% increase in paid employment. The percent of Maine workers who are women has grown from 26.2% in 1940 to 33.9% in 1960 to 38.5% in 1973. (U.S. Census, 1970 & Dept. of Manpower Affairs, 1974).

Of those who worked full time (50-52 weeks) in 1969 (the last year detailed statistics are available), the median earnings of all men in the labor force were \$6,841; for women, the median earnings were 41.8% of that figure, or \$3,979. Further, while male college graduates had median earnings of \$9,176, female college graduates had median income earnings of \$4,511, or 50.8% of that of males. (U.S. Census, 1970).

Let us compare male and female earnings in Maine another way. According to the 1970 Census, 14.1% of the men earned \$10,000 a year or more, while only 1.2% of all working women earned \$10,000 or more. Whereas of the men earned \$5,000 or more annually, 13.9% of the women earned the same. Looking at the lower end of the income scale in this State, 86.1% of the women earned less than \$5,000 annually compared to of the men.

Despite the fact that in Maine women have completed an average of 12.2 years of schooling compared with 12.1 years for men (U.S. Census), a woman's mean income is considerably less than a man's. Women are concentrated in the lower level job classifications as can be seen on the Chart in Appendix B. To a large extent it is the type of work women do that accounts for their relatively low income. Women for the most part are still holding down the traditionally female jobs with the traditionally skimpy wages. Those who are in the Professional/Technical category are for the most part nurses and teachers, neither a profession noted for great financial gain.

But, even more alarming, it is not just the type of work women do that accounts for their relatively low income. Even when wages are compared within the exact same job category, there are vast discrepancies. Equal pay for equal work? The Chart in Appendix B contains a detailed breakdown of occupations by sex and average earnings for males and females. There is not a single occupational category where women are even nearly equal to men in earnings.

We need to know why the average earnings of women accountants and women sales clerks and women clerical workers and of most other women workers is at least 40% a year less than their precise male counterparts, and on an average, over 50% less per year.

In a national study of the situation, the President's Council of Economic Advisers estimates an earnings differential of 20% attributable to sex discrimination alone, after adjusting for differences in education, work experience and level of employment (1974).

Throughout hearings held this past year by the Council on the Status of Women, the Council heard many complaints from women about such earnings differentials. Although most sex based job discrimination is illegal, (See Appendix C for listing of laws which pertain to discrimination), there is still wide-spread discrimination by employers in the hiring, promoting, on-the-job-training, and pay of women.

There are only two economic categories in which Maine women lead men: unemployment and poverty. From January 1971 to August 1973 the unemployment rate for women in Maine ranged from 7-1/2% to 12.0%; for men it ranged from 4-1/2% to 7-1/2%. That trend has not changed in this time of generally high unemployment. In February 1974 the unemployment rate for women was 8.4% compared to 7.0% for males; and in February 1975 the female unemployment rate reached 12.9%, while the general unemployment rate averaged 11.7% in Maine (Maine Department of Manpower Affairs, Employment Security Division, Manpower Research Division, April 22, 1975).

Thirty-one percent of all persons living in female-headed families were classified as poor, while only 8.1% of the male headed families were below the poverty level, according to the 1970 census. In addition, 93% of families on AFDC in Maine were headed by a mother, representing 24,000 of Maine's families (or 81,000 people, or 8% of the State's population -- Maine Conference on Human Services, 1975).*

WHAT IS BEING DONE

Federal laws and the Maine Human Rights Act prohibit discrimination in employment on the basis of sex. Since October 1973, the Maine Human Rights Commission has had jurisdiction to investigate, and, when evidence warrants and negotiations fail, to file suit in sex discrimination cases. Since October 1973, the case load handled by the Human Rights Commission has risen 220%. The cases are nearly evenly split between those in private industry and those in public or quasi-public units.

As of July 1, 1976, all state financed agencies, political subdivisions, quasi-independent agencies, school districts, and instrumentalities of

*The effect of poverty on women and their families was the subject of an exhaustive two-year study by the Council on the Status of Women in 1971. (Maine Women, Governor's Advisory Council on the Status of Women, 1971).

Maine State Government will be required to implement the newly-enacted law to establish the Code of Fair Practices and Affirmative Action as the Equal Opportunity Standard for State Financed Agencies. This law will require that all such agencies assess existing employment structures and implement "procedures designed to increase the number of women and minorities at all levels and in all segments of the work force where imbalances exist." (L.D. 516).

Women seem to be doing more to enhance their own positions in the labor force. They are urging potential employers to view the skills they have gained during years of voluntary service and work in the home as credentials to be taken seriously. They are asking for training programs. They are seeking more non-traditional jobs. Members of the Maine Teachers Association have formed a Women's Caucus, and nurses in a major Maine hospital are pondering unionization.

WOMEN IN MAINE GOVERNMENT

EMPLOYMENT IN STATE GOVERNMENT

According to data prepared by Patricia Schroeder, State Affirmative Action Officer, as of June 1974 there were 11,536 full time workers employed in Maine State Government. 34.4%, or 3,995 of those were women. This is slightly less than the ratio of women employed throughout the State in the workforce, but perhaps more significantly, the number of women employed in State service has declined by nearly 2% since January 1974, while the number of males employed during that period has increased by that percentage.

Women are concentrated for the most part in low paying occupational categories. The Maine State Advisory Committee to the U.S. Civil Rights Commission made this finding: "While women make up 93% of those persons in clerical and sales jobs, and 40% of those in service occupations, they account for only 17.6% of those in professional/technical/managerial positions, and 3.0% of those in structural work." (1974). More alarming than this concentration in traditionally low paying jobs is the data that shows that consistently, women who are performing within the exact same job classification as men are receiving less money than their precise male counterparts. In the highest classification of Officials/Administrators, men account for 93.3% of the workforce in that classification earning \$13,000-\$25,000+, while women account for 70.8% of the workforce in that classification earning less than \$8,000 per year. Further, in the Para-Professional classification, men comprise 97% of that classification earning between \$10,000-\$24,000 per year, while women comprise 62.2% of that classification earning under \$8,000 per year. Even in the Office/Clerical classification, where women greatly outnumber men, while women comprise 53.0% of the workforce earning \$8,000-\$15,000 per year, they also account for 82.3% of the workforce in the classification earning under \$8,000 per year. (Schroeder, EEO-4 Analysis, 1974).

According to Schroeder, "If some of the classifications in Part I (of the EEO-4 Report Analysis) appeared to be at least acceptable, a look at the salaries for men and women certainly tarnishes that first look. In categories where women were utilized to some degree they are at the bottom of the pay scales reflected in that report....why this is the case has not been determined at the present time from the technical point of view. However, the philosophical reasons for the existence of such a situation are present." (EEO-4 Report Analysis, 1974)

WOMEN IN PUBLIC OFFICE

STATE LEVEL

A record 52 women entered the Legislative primary in 1974. Forty-one continued into the general election, with 24 winning seats. Maine has the third highest percentage of women serving in the state legislature (See Appendix D). Yet women are under-represented in the Maine political structure. One of 33 Senators is a woman, 23 of 151 House members are women, and no woman sits on the Executive Council or in a Constitutional Office.

Nancy Paige Smith of Weeks Mills has done an analysis of women candidates in the last election. We would like to call attention to her statistics here.

Women candidates, especially among the incumbents, were quite successful when compared to men candidates. There were 18 women in the 106th House, and 12 of them ran for re-election. Another 2 women incumbents from the House ran in Senate primaries. All 12 of these women won their party's nomination and 11 of them won re-election. This outcome is especially significant when compared to the total success rate of men incumbents who sought re-election.

THE EFFECT OF SEX ON NOMINATION AND
RE-ELECTION SUCCESS FOR INCUMBENTS
IN THE 107TH HOUSE

	PRIMARY CANDIDATES	PRIMARY WINNERS	ELECTED
WOMEN	12	12	11
MEN	95	86'	65
TOTAL	107	98	76

The figures in the table above show that 91.6% of the women incumbents who were nominated were re-elected while only 75.5% of the men incumbents who won their party's nomination won re-election.

When we look at all women candidates, we see that a total of 48 women (independents included) ran in House races. Twenty of the 48 ran in the Republican primaries and 26 in the Democratic primaries. The following table demonstrates again that women candidates were more successful proportionate to their numbers than men in winning election.

NOMINATION AND RE-ELECTION SUCCESS
BY SEX IN THE 107TH HOUSE*

	PRIMARY CANDIDATES	PRIMARY WINNERS	ELECTED
WOMEN	48	36	23
MEN	346	230	128
TOTAL	394	266	151

*Independents included

This table shows the same pattern when we look at percentages for men and women who were successful in winning nomination and election. For women 63.8% who won nomination were elected. In the case of men who won nomination, only 55.6% were elected.

The last significant pattern we see with regard to women candidates' election success emerges from the following table.

THE EFFECT OF PARTY ON NOMINATION AND
RE-ELECTION SUCCESS FOR WOMEN CANDID-
ATES IN THE 107TH HOUSE

	PRIMARY CANDIDATES	PRIMARY WINNERS	ELECTED
REPUBLICAN	22	16	10
DEMOCRAT	26	19	13
TOTAL	48	35	23

Of those Republican women candidates winning nomination, 62.5% were elected. For the Democrats, 63.1% of women nominees were elected. Therefore, election success rates for women in both parties were almost identical. It would seem, therefore, that supporters of the two parties were equally willing to support women candidates for legislative office. (Nancy Paige Smith, "Transitional Party Politics in Maine." forthcoming Ph.D. dissertation in politics and education, Teachers College, Columbia University, New York, N.Y.)

MUNICIPAL LEVEL

Women are vastly under-represented in municipal government in Maine. According to research compiled by Molly R. McBreairty for the Cooperative Extension Service at the University of Maine, Orono, the participation of women in municipal government in 1973 (the last year statistics are available) indicated that "women hold administrative positions while men are overwhelmingly involved in policy making." Ms. McBreairty's statistics show that from a total of 1,789 city councilmen and aldermen, town selectment and councilmen, and plantation assessors, only 5%, or 94 of the positions were held by women. Further, in only 7 of 496 municipalities did women hold a majority vote in these policy making positions. Thirteen out of 166 city and town managers were women, or 7.8%. Women comprise 10% of the total membership on Planning Boards in Maine, and only hold the majority vote in 2 out of 496 municipalities.

In the traditional jobs held by women in city and town government, the percentage of women, as to be expected, is greater -- 55% of the tax

collectors in Maine are women; 60% of the municipal treasurers are women; and 75% of the municipal clerks are women.

According to McBreairty "even though one of woman's traditional roles has been in education of children, she still only constitutes one-fourth of the school policy-making committees." Twenty-five percent, or 372 out of a total of 1,452 members of the School Committees of SAD Directors are women, and those women only hold the majority vote in 89 out of 496 communities. Ms. McBreairty's complete statistics are shown in Appendix E.

STATE APPOINTIVE POSITIONS

As of March 1975, women comprised 19.7% of the membership on State advisory and regulatory boards and commissions. (From data available in the Office of the Secretary of State). From a total of 989 persons, 195 are women. While participation of women is increasing on boards and commissions, less than 1% of those boards and commissions are chaired by women. Out of a total of 132 boards and commissions, 6 are chaired by women.

No women are represented on 64 out of the 132 boards and commissions, while no men are currently serving on 2 commissions. (NOTE: complete data available from the Council). Also to be noted is that no woman serves in a cabinet-level position in Maine government.

Clearly, the number of women participating in appointed positions in Maine State Government should be increased, and more importantly, the number of women serving as commissioners and chairpersons should be increased.

WHAT IS BEING DONE

STATE EMPLOYMENT:

A number of steps are being taken to improve the position of women employed by the State of Maine. Early in his administration, Governor James B. Longley reissued an Executive Order (Executive Order #24 [1974] replaced by Executive Order #1 [1975]) mandating affirmative action plans and policies in all agencies within State Government. Attention was focused upon the Executive Order through cabinet meetings and public statements. The Governor also appointed Patricia Schroeder to serve as the State's Affirmative Action Officer.

Under the Governor's direction, several other groups are investigating state personnel policies vis a vis sex discrimination. These include the Positive Action Committee, chaired by Shirley Knowles and the Management Improvement Advisory Committee, chaired by Commissioner Roger Mallar. The intent of both these groups is to explore the barriers that exist within State employment, recommend changes, and plans for implementation.

In addition, the Committee on State Government of the 106th Legislature conducted a study on the state personnel system, and some bills from that study have been acted upon in the 107th Legislature.

PUBLIC OFFICE:

The Council on the Status of Women has cited one barrier preventing women from seeking elective office as simple lack of knowledge about conducting a campaign. Prior to the primary elections in 1974, the Council organized the first bi-partisan campaign workshop for women legislative candidates. The workshop included sessions on campaign financing, publicity and the news media, organization and strategies, issue development, and election laws. Top specialists throughout the State participated. We see a great need to continue these instructional

programs not only for women seeking seats in the State Legislature, but also for women candidates for county and municipal posts. The Council will continue to promote this effort, although the Maine Women's Political Caucus may be a more appropriate organization to assume the project ultimately.

APPOINTIVE POSITIONS:

Placing more women in appointive positions in state government is a two-part process. Women must step forward to indicate their interests, and pertinent biographical data must be readily available to the Governor and other appointing agents whenever vacancies occur. The Council on the Status of Women is facilitating that process through its Talent Bank. A Talent Bank form has been mailed to over 750 individuals and organizations throughout the State (See Appendix F). By mid-May there had been requests for over 7,000 additional brochures. The Council does not endorse specific candidates, but rather acts to recruit all potential nominees. Names of qualified women candidates are forwarded to the Office of the Governor as appointments are being considered.

MAINE WOMEN IN EDUCATION

WHERE WOMEN ARE IN THE FIELD OF EDUCATION

Teaching has long been a respected and honored profession for many women. However, one must look closely at the field of education to see the relative position of women within the profession. On the following pages are presented some statistical data prepared by the Department of Education and Cultural Services and the Women's Caucus of the Maine Teachers Association. From these tables one can see the ratio in Maine between men and women classroom teachers, principals, superintendents (Tables I-III) and post-secondary level students (Table V). Salaries appear to differ less between the sexes than status and levels of responsibility (Table IV).

Perhaps the most significant information provided in the following tables is the ratio of male to female students enrolled in various disciplines at the University of Maine (Tables VI-VII). The patterns of dominance that exist in Maine professions today are likely to continue unless more students enroll in disciplines currently considered "non-traditional" for their respective sex.

TABLE I
PUBLIC SCHOOL FULL TIME TEACHERS 1974-74

	<u>Elementary</u>	<u>Secondary</u>	<u>Total</u>	<u>Average Annual Salary</u>
Women	4983	1076	6912	\$ 9,597
Men	1783	2017	4904	\$10,102

TABLE II
PUBLIC SCHOOL PRINCIPALS 1974

	<u>Elementary</u>	<u>Secondary</u>	<u>Total</u>
Women	28	1	33
Men	216	85	404

*discrepancy caused by some people not reporting, some part time.

TABLE III
PUBLIC SCHOOL SUPERINTENDENTS

Women	1
Men	128

The following table shows all principals (including teaching principals) and the comparative responsibility levels of women and men principals.

Table IV

School districts under individual supervision

number of men principals	150
number of teachers working with men principals	4,743
ratio of men principals to teachers	1-31.6
number of women principals	31
number of teachers working with women principals	357
ratio of women principals to teachers	1-11.5

School Administrative Districts

number of men principals	251
number of teachers working with men principals	5,233
ratio of men principals to teachers	1-20.8
number of women principals	55
number of teachers working with women principals	444
ratio of women principals to teachers	1-8.1

Unions

number of men principals	139
number of teachers working with men principals	2,300
ratio of men principals to teachers	1-16.5
number of women principals	23
number of teachers working with women principals	158
ratio of women principals to teachers	1-6.9

Community School Districts

number of men principals	30
number of teachers working with men principals	372
ratio of men principals to teachers	1-12.4
number of women principals	13
number of teachers working with women principals	80
ratio of women principals to teachers	1-6.2

Totals

number of men principals	570
number of teachers working with men principals	12,648
ratio of men principals to teachers	1-22.1
number of women principals	122
number of teachers working with women principals	1,039
ratio of women principals to teachers	1-8.5

TABLE V
UNDERGRADUATE ENROLLMENT 1974

	<u>Women</u>	<u>Men</u>	<u>Total</u>
Maine Maritime Academy	3	533	536
Vocational-Technical Institutes	499	2120	2619
University of Maine System	7046	8135	15,181
Public Total	7,548	10,788	18,336
Private Total	3,745	5,081	8,796

TABLE VI
DEGREES CONFERRED
(University of Maine System)

	<u>July 1973-June 1974</u>				<u>July 1972-June 1973</u>			
	Male	Female	Total	%F	Male	Female	Total	%F
LAW	49	8	57	14%	53	5	58	9%
BUSINESS & MANAGEMENT								
Bachelors	156	15	171	9%	190	11	201	5%
Masters	33	2	35	6%	37	2	39	5%
Doctorates	---	--	---	-	---	--	---	-
TOTAL	189	17	206	8%	227	13	240	5%
LIBRARY SCIENCE								
Bachelors	11	34	45	76%				
Masters					9	28	37	76%
Doctorates	--	--	--	-	-	--	--	--
TOTAL	11	34	45	76%	9	28	37	76%
PSYCHOLOGY								
Bachelors	50	57	107	53%	43	36	79	46%
Masters	3	3	6	50%	1	1	2	50%
Doctorates	8	--	8	0%	3	1	4	25%
TOTAL	61	60	121	50%	47	38	85	45%
PUBLIC AFFAIRS & SERVICES								
Bachelors	27	33	60	55%	11	5	16	31%
Masters	12	4	16	25%	4	-	4	0%
TOTAL	39	37	76	49%	15	5	20	25%

NOTE: There have been no doctoral degrees in Education conferred upon women through the University of Maine System from July 1971-June 1974.

Fifty-six men, three women, had a Discipline Specialty of Educational Administration in a Masters program, University of Maine System

TABLE VII
DISCIPLINE SPECIALITY
(University of Maine System)

	1973-1974					
	Bachelor's Degrees		Master's Degrees		Doctor's Degrees	
	Men	Women	Men	Women	Men	Women
Accounting	10	4	--	--	--	--
Business Management & Admin.	46	1	33	2	--	--
Journalism	11	15	--	--	--	--
Educational Admin.	--	--	56	3	--	--
Curriculum & Instruction	--	--	1	--	--	--
Business, Commerce & Dist.Ed.	15	13	2	2	--	--
Industrial ARTs, Voc & Tech.	66	2	13	--	--	--
Library Science	--	--	11	34	--	--

	1972-1973					
	Bachelor's Degrees		Master's Degrees		Doctor's Degrees	
	Men	Women	Men	Women	Men	Women
Accounting	--	--	--	--	--	--
Business Management & Admin.	72	5	37	2	--	--
Journalism	10	6	--	--	--	--
Educational Admin.	--	--	27	2	3	--
Curriculum & Instruction	--	--	1	1	--	--
Business, Commerce & Dist.	9	9	1	2	--	--
Industrial Arts, Voc & Tech.	42	1	--	--	--	--
Library Science	--	--	9	28	--	--

WHAT IS BEING DONE

Among the many women who have submitted resumes for the Talent Bank, more are interested in the field of education than in any other area. Many appear to have this interest because they are professionals in the field of education, and others are interested because they have school-age children. Whatever the reason, these women are dedicated to providing

quality education in Maine, and for many that means raising the status of women in the education profession and increasing the enrollment of women in non-traditional disciplines.

The Council has worked cooperatively with the Department of Educational and Cultural Services by making available mailing lists of women's organizations throughout the State. In addition, the Council has assisted in identifying candidates for job openings in the Department. The Council plans to use its Talent Bank again to help identify candidates for a committee currently being developed by the Department and the Maine Human Rights Commission to study sexism in textbooks. This project is working parallel to a similar joint effort by the Department, the Human Rights Commission, and the Maine Teachers Association to train twenty classroom teachers to conduct workshops for their fellow professionals on recognizing and responding to sexism in curriculum materials.

Perhaps the most significant action recently taken on the state level to advance the status of women in Maine education has been the passage of legislation which will require affirmative action plans in all public schools by July 1, 1976.* School systems will have to look at their own patterns of recruiting, hiring, promoting, and paying their employees, and they will have to make good faith efforts to rid sex discrimination where it exists.

*L.D. 516. Code of Fair Practices and Affirmative Action as the Equal Opportunity Standard for State Financed Agencies.

LEGAL RIGHTS
FOR MAINE WOMEN

THE PROBLEM:

"There is and can be but one safe principle of government -- equal rights to all. Discrimination against any class on account of color, race, nativity, sex, property, culture, can but embitter and disaffect that class, and thereby endanger the safety of the whole people. Clearly, then, the national government not only must define the rights of citizens, but must stretch out its powerful hand and protect them in every State in this Union."

Susan B. Anthony
Constitutional Argument in Defense of Her Rights To Vote
1873

Historically, women have had to "earn" rights accorded to male citizens in the United States. Women only gained the right to vote in 1920. Today, in some states, women are not allowed to serve on juries, own property in their own name, be elected to Constitutional office, gain mortgages, and operate businesses on their own without their husbands' consent. In Maine, women must provide more information when applying for a license to be an insurance agent or broker than must men; real estate conveyed to a wife by her husband cannot be conveyed by her without the joinder of her husband; and unequal retirement benefits are now awarded to widows and widowers of certain state employees. These laws, among others, discriminate on the basis of sex.

The rocky effort to obtain passage of the Equal Rights Amendment, the Constitutional guarantee of equal rights under the law regardless of sex, is symbolic of women's continuing struggle for simple justice. In January 1974, Maine became the 31st state to ratify the E.R.A.*

*The Equal Rights Amendment states: "Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex." Thirty-four states have ratified the ERA to date, and four more must do so before March 1979..

WHAT IS BEING DONE

The Governor's Advisory Council on the Status of Women made ratification of the Equal Rights Amendment by the Maine Legislature a top priority and worked actively for its passage in 1973 and 1974. The Council continues to participate with the Maine Coalition for the E.R.A., as it did recently in speaking against efforts to rescind and jeopardize Maine's ratification of the E.R.A.

The Council is also focusing on Maine statutes that currently allow discrimination on the basis of sex. Judy Potter, Professor of law at the University of Maine Law School and a member of the Council, conducted an extensive review of Maine laws to determine those not in compliance with the Fourteenth Amendment to the United States Constitution, Title VII of the Civil Rights Act of 1964, as amended, and the Maine Human Rights Act. Professor Potter has drafted legislation* to bring Maine statutes into compliance and it is currently under study by the Committee on Judiciary. Early in his administration, Governor Longley called for passage of this legislation in his Message to the Legislature.

In the fall of 1974, the Council on the Status of Women held public hearings in three Maine communities to take testimony from persons concerned about issues affecting women. From this testimony and from the original mandate given to the Council in 1973, a legislative package was developed. Several bills were drafted by the Council, but the major effort has been made in response to bills generated by individual legislators, human service organizations, state agencies, and other groups on issues pertaining to women. The Council has submitted testimony at a number of public hearings, worked with groups to support or oppose specific legislation and generally conveyed the concerns of the Council to individual Legislators. In addition, the Council is maintaining a record of action on pertinent bills that will be available to interested individuals and organization at the

*The full study is available from the Council on the Status of Women.

end of the legislative session. This record includes original bills, amendments, Council testimony, floor debate, and roll call votes.

The legislative interests of the Council during the 107th Legislature have included not only existing discriminatory laws and the Equal Rights Amendment, but also affirmative action in state-financed agencies and the public schools, maintenance of day care programs throughout the State, increasing A.F.D.C. payments, family planning, revisions in the Department of Personnel to increase womens' access to state employment, protection of benefits for pregnant women, assistance to rape victims, and bills affecting the Maine Human Rights Commission, among others.

CONCLUSION

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ACTION PROPOSED TO ENHANCE WOMEN'S POSITIONS IN EMPLOYMENT

<u>GOAL</u>	<u>ACTIVITY</u>	<u>RESOURCES, CO-PARTICIPANTS</u>
Promote access for women to higher-paid jobs and higher-positioned jobs in state government.	Help review and alter the State Personnel System through administrative changes and legislation.	Positive Action Committee Management Improvement Advisory Committee Legislature, Governor, Personnel Department Human Rights Commission, Maine State Employees Association, Council 74.
Improve status of women in private employment	Assist Human Rights Commisison, when appropriate, with sex discrimination cases -- research, public information.	Human Rights Commission.
Help women find jobs.	Establish job bank/information network for private business in Maine -- using media and mailings.	Maine State Employment Security Commission, Women's groups, Career Counselors, Public Service Media Announcements.
Same as above.	Conduct workshops for women on where and how to look for work, and where to seek resources for new/renewed skills.	Positive Action Committee, Governor.
Open state employment to more women.	Establish day care for the children of state employees.	Department of Health and Welfare, Department of Personnel, MSEA, Council 74, Day Care Providers.
Same as above.	Create part-time job sharing positions.	Positive Action Committee, Management Improvement Advisory Committee, Department of Personnel.

ACTION PROPOSED TO ENHANCE WOMEN'S POSITIONS IN STATE GOVERNMENT

<u>GOAL</u>	<u>ACTIVITY</u>	<u>RESOURCES, CO-PARTICIPANTS</u>
Promote appointments of women in state government.	Continue and expand Talent Bank.	Governor, other appointing agents.
Same as above.	Publicize vacancies, the necessary qualifications, the level of responsibility, etc.	Media, speaking engagements, newsletter, etc.
Greater participation of women in political activity.	Encourage women to seek political office and offer Council assistance with information on campaign mechanics.	Media, speaking engagements, Maine Women's Political Caucus, political parties.
Same as above.	Encourage more women to participate in the legislative process through keeping them informed of legislation relating to women's issues, and working with coalitions supporting or opposing specific legislation affecting women.	Newsletter and staff contacts.

ACTION PROPOSED TO ENHANCE WOMEN'S POSITIONS IN EDUCATION

<u>GOAL</u>	<u>ACTIVITY</u>	<u>RESOURCES, CO-PARTICIPANTS</u>
Expose and seek to ameliorate sex-role stereotyping in schools.	Conduct a survey among students to identify the career choices for which female students are preparing.	Maine Teachers Association, Department of Educational and Cultural Services, State Principals Association, School Management Association, Maine Human Rights Commission.
Same as above.	Prepare and distribute to all elementary and secondary guidance counselors a list of resource materials on expanding careers for women, or obtain copies of similar material that already has been prepared.	Same as above.
Protect the position of married and/or pregnant students in public schools.	Request the Department of Educational and Cultural Services to survey local high school policies toward pregnant and/or married students. Propose adoption of new policies where necessary.	Same as above.
Same as above.	Encourage the provision of day care near or within the schools for children of students.	Department of Educational and Cultural Services, Department of Health and Welfare, Day Care Providers.
Improve the quality and the variety of women's studies within the University and the private colleges.	Sponsor a workshop on women's studies in Maine -- what is available, how it is working, where it is going.	University and private college professors, administrators, and students. Department of Educational and Cultural Services, Representatives of women's groups.

ACTION PROPOSED TO ENHANCE WOMEN'S LEGAL RIGHTS

GOAL

ACTIVITY

RESOURCES, CO-PARTICIPANTS

Improve the position
of women under the law.

Propose revision of all Maine
statutes not in compliance with
the intent of the Equal Rights
Amendment.

Professor Judy Potter and the Women's
Law Association of the University of
Maine School of Law

Same as above.

Continue activity to maintain
Maine's support of the E.R.A.
and to enhance E.R.A. ratif-
ication nationally.

Maine Coalition for the E.R.A.

Same as above.

Compile booklet of provisions of
Maine law which affect women in
matters that touch their daily
lives, e.g., property rights,
divorce, mortgages, etc.

University of Maine Women's Law Association,
Pine Tree Legal, Combat, Spruce Run,
Maine Human Rights Commission.

ACTION PROPOSED TO ENHANCE WOMEN'S HEALTH

<u>GOALS</u>	<u>ACTIVITY</u>	<u>RESOURCES, CO-PARTICIPANTS</u>
Increase awareness of available health care facilities and programs.	Dissemination of information in comprehensible form to women concerning available care and facilities, particularly those related to the special health care needs of women.	Family Planning Association, Maine Municipal Association, Maine State Nurses Association, Women's Self-Help Project, Regional Medical Program, Comprehensive Health Planning, Media.
Improve health care delivery and protection for state employees.	Promote programs and practices to meet the health care needs for women state employees (insurance, maternity leave policies, mental health needs, etc.)	Department of Personnel, MSEA, Council 74.
Same as above.	Urge adoption of uniform policy for state agencies consistent with EEOC guidelines which state that disabilities caused or contributed by pregnancy, miscarriage, abortion, childbirth, and recovery therefrom are, for all job-related purposes, temporary disabilities, and should be treated as such under any health or disability insurance or sick leave plan.	Same as above.

ACTION PROPOSED TO ENHANCE WOMEN'S POSITIONS IN THE FAMILY

GOALS

ACTIVITY

RESOURCES, CO-PARTICIPANTS

Strengthen home life by directing attention to critical problems confronting women as wives, mothers, homemakers, breadwinners.

Research plus public information campaign on divorce, child neglect or abuse, and mental illness among Maine women.

Women's groups and experts on mental illness and child abuse in Maine.

Expand and improve day care facilities in Maine.

Research into current situation versus need, input into Health and Welfare policy guidelines; promote legislation for adequate funding.

Maine Child Development Council, Association of Day Care Directors, consumers of both public and private day care.

Improve access to safe and effective family planning.

Support Family Planning Association through research, legislation and public information.

Family Planning Association, Maine Council on Human Services.

ACTION PROPOSED TO ENHANCE WOMEN'S POSITIONS THROUGH PUBLIC INFORMATION AND EDUCATION

GOAL

Further increase the awareness of women and their rights and responsibilities; increase receptivity by the general public to these same rights and responsibilities on behalf of all women.

ACTIVITY

Promote International Women's Year, 1975.

Act as clearinghouse for information on governmental and non-governmental programs and policies affecting women.

Prepare general bibliography focusing on women's issues, problems, personalities to distribute to libraries--also suggestions for school displays.

Prepare checklist of things to be done, issues to be researched, etc. by local groups interested in assessing and improving community attitudes toward women, and stimulate such activity.

Cooperate with other groups and guard against duplication by sharing resources.

Secure appropriate recognition of women's accomplishments and contributions to the State--through a meaningful Bicentennial program as well as through other projects.

Encourage creation of citizen task forces on issues affecting women such as the special needs of older women; the image of women in public media, etc.

Establish a speakers bureau of persons able to address such issues as job discrimination, women in state government, personal and family financial affairs, etc.

Prepare a Maine Women's Resource Directory for dissemination to the public.

Publish a newsletter to inform women of activities, resources, opportunities, status, etc.

APPENDICES

THE GOVERNOR'S ADVISORY COUNCIL ON THE STATUS OF WOMEN

PHYLLIS C. AUSTIN
Fortunes Rocks, Maine

HELEN BURNEY
Augusta, Maine

HELEN CIGANIK
Caribou, Maine

NANCY RANDALL CLARK**
Freeport, Maine

MARGE COOK
Tenants Harbor, Maine

JEANNE DEVOE
Eagle Lake, Maine

NANCY CUSHMAN DIBNER
Portland, Maine

SHIRLEY ELIAS EZZY
Augusta, Maine

PAULINE M. FAHEY
Yarmouth, Maine

MADELEINE GIGUERE
Lewiston, Maine

ROSE GUILMAN
Lewiston, Maine

PENELOPE FREEMAN JERABEK
Sullivan, Maine

JANE KILROY***
Portland, Maine

VALARIE MOSKOWITZ
Presque Isle, Maine

MAE D. PLOURDE
Orono, Maine

JUDY POTTER
Saco, Maine

PATRICIA E. RYAN*
South Gardiner, Maine

*Chairwoman

**Vice-Chairwoman

*** Deceased, 1974

Anne C. Pomroy
Executive Director
Hancock, Maine

OCCUPATIONAL CATEGORIES AND AVERAGE EARNINGS BY SEX

OCCUPATION CATEGORY	NO. MALES	AVERAGE EARNINGS	NO. FEMALES	AVERAGE EARNINGS	% OF MALE EARNINGS	ACTUAL AVG. DIFFERENTIAL PER YEAR
PROFESSIONAL- TECHNICAL	23,826	\$8,766	21,110	\$5,369	61.2%	-\$3,397
MANAGERS & ADMINISTRATORS	26,945	\$8,957	5,289	\$4,642	51.8%	-\$3,668
SALES WORKERS	12,454	\$7,120	8,551	\$2,203	30.9%	-\$4,917
CLERICAL	13,491	\$6,671	37,131	\$3,554	53.2%	-\$3,117
CRAFTS	52,307	\$6,728	2,841	\$3,852	57.2%	-\$2,876
OPERATIVES	36,637	\$5,617	33,352	\$3,345	59.2%	-\$2,272
TRANSPORT EQUIPMENT	14,658	\$5,875	427	\$2,870	48.8%	-\$3,005
LABORERS, EXCEPT FARM	20,144	\$4,218	2,066	\$2,733	64.7%	-\$1,485
FARM MANAGERS	4,500	\$4,542	287	\$1,677	36.9%	-\$2,865
FARM WORKERS	4,489	\$2,922	828	\$1,408	48.1%	-\$1,514
SERVICE WORKERS	17,019	\$4,662	22,859	\$1,937	41.5%	-\$2,725
PRIVATE HOUSEHOLD WORKERS	175	\$1,707	5,464	\$ 801	46.9%	-\$ 906

SOURCE: 1970 CENSUS and Advisory Council on the Status of Women for percentage and differential interpretations.

FEDERAL & STATE LAWS AND REGULATIONS
CONCERNING SEX DISCRIMINATION

	EXECUTIVE ORDER 11246 AS AMENDED BY 11375	TITLE VII OF THE CIVIL RIGHTS ACT OF 1964 AS AMENDED BY THE EQUAL EMPLOYMENT OPPORTUNITY ACT OF 1972	EQUAL PAY ACT OF 1963 AS AMENDED BY THE EDUCATION AMENDMENTS OF 1972 (HIGHER EDUCATION ACT)	TITLE IX OF THE EDUCATION AMENDMENTS OF 1972 (HIGHER EDUCATION ACT)	HUMAN RIGHTS ACT OF 1971, AS AMENDED, 1973
EFFECTIVE DATE	October 13, 1968	March 24, 1972 (July 1965 for non-profes- sional workers.) (Institutions with 15-24 employees cov- ered March 24, 1973)	July 1, 1972 (June 1964 for non- professional workers)	July 1, 1972 (Admissions pro- visions effective July 1, 1973)	October 3, 1973
WHICH INSTITUTIONS ARE COVERED?	All institutions with federal contracts of over \$10,000.	All institutions with 15 or more employees.	All institutions.	All institutions rec- eiving federal monies by way of a grant, loan, or contract (other than a contract of insurance or guaranty).	All institutions
WHAT IS PROHIBITED?	Discrimination in employment (including hiring, upgrading, sal- aries, fringe benefits, training & other conditions of employment) on the basis of race, color, religion, national origin or <u>sex</u> .	Discrimination in employment (including hiring, upgrading, salaries, fringe bene- fits, training & other conditions of employ- ment) on the basis of race, color, religion, national origin or <u>sex</u> .	Discrimination in salaries (including almost all fringe benefits) on the basis of <u>sex</u> .	Discrimination ag- ainst students or others on the basis of <u>sex</u> .	Discrimination in employment, housing, & acc- ess to public accomodations on account of race, color, <u>sex</u> , religion, ancestry or national origin & in employment on account of age.

	EXECUTIVE ORDER 11246 AS AMENDED BY 11375	TITLE VII OF THE CIVIL RIGHTS ACT OF 1964 AS AMENDED BY THE EQUAL EMPLOYMENT OPPORTUNITY ACT OF 1972	EQUAL PAY ACT OF 1963 AS AMENDED BY THE EDUCATION AMENDMENTS OF 1972 (HIGHER EDUCATION ACT)	TITLE IX OF THE EDUCATION AMENDMENTS OF 1972 (HIGHER EDUCATION ACT)	HUMAN RIGHTS ACT OF 1971, AS AMENDED, 1973
EXEMPTIONS FROM COVERAGE	NONE.	Religions institutions are exempt with respect to the employment of individuals of a particular religion or religious order(including those limited to one sex) to perform work for that institution. (Such institutions are not exempt from the prohibition of discrimination based on <u>sex</u> , color and national origin.	NONE	Religions institutions are exempt if the application of the anti-discrimination provisions are not consistent with the religious tenets of such organizations. Military schools are exempt if their primary purpose is to train individuals for the military services of the U.S. or the merchant marine. Discrimination in admissions is prohibited only in vocational institutions, graduate & professional institutions, & public undergraduate coeducational institutions.	Religions institutions are exempt with respect to the employment of individuals of a particular religion or religious order (including those limited to one sex) to perform work for that institution.(Such institutions are not exempt from the prohibition of discrimination based on <u>sex</u> , color & national origin.
WHO ENFORCES THE PROVISIONS?	Office of Federal Contract Compliance (OFCC) of the Dept. of Labor has policy responsibility & oversees federal agency enforcement programs. HEW is compliance agency; Office of Civil Rights conducts reviews & investigations.	Equal Employment Opportunity Commission.	Wage and Hour Division of the Employment Standards Administration of the Dept. of Labor.	Federal departments & agencies which are empowered to extend financial aid to educational programs & activities. HEW's Office of Civil Rights has primary enforcement powers to conduct reviews & investigations.	Human Rights Commission.

	EXECUTIVE ORDER 11246 AS AMENDED BY 11375	TITLE VII OF THE CIVIL RIGHTS ACT OF 1964 AS AMENDED BY THE EQUAL EMPLOYMENT OPPORTUNITY ACT OF 1972	EQUAL PAY ACT OF 1963 AS AMENDED BY THE EDUCATION AMENDMENTS OF 1972 (HIGHER EDUCATION ACT)	TITLE IX OF THE EDUCATION AMENDMENTS OF 1972 (HIGHER EDUCATION ACT)	HUMAN RIGHTS ACT OF 1971, AS AMENDED, 1973
HOW IS A COMPLAINT MADE?	By letter to OFCC or Secretary of HEW.	By a sworn complaint form, obtainable from EEOC.	By letter, telephone call, or in person to the nearest Wage & Hour Division Office.	By letter to Secretary of HEW.	By letter, telephone call, or in person to obtain sworn complaint form from Human Rights Commission.
CAN COMPLAINTS OF A PATTERN OF DIS- CRIMINATION BE MADE AS WELL AS INDIVIDUAL COMPLAINTS?	Yes. However, individual com- plaints are referred to EEOC.	Yes.	Yes.	Yes.	Yes.
WHO CAN MAKE A COMPLAINT?	Individuals and/ or organizations on own behalf or on behalf of ag- grieved employee(s) or applicant(s)	Individuals and/or organizations on own behalf or on behalf of aggrieved employee(s) or applicant(s). Mem- bers of the Commission may also file charges.	Individuals and/or organizations on own behalf or on behalf aggrieved employee(s).	Individuals and/or organizations on own behalf or on behalf of aggrieved party.	Individuals on behalf or legal rep- resentative for individual.

STATE LEGISLATIVE ANALYSIS

	SIZE OF LEGISLATURE	NO.OF 1974 WOMEN MEMBERS	%	NO.OF 1975 WOMEN MEMBERS	%
ALABAMA	142	1	.7%	1	.7%
ALASKA	60	6	10	9	15
ARIZONA	90	13	14	18	20
ARKANSAS	135	3	.2	3	.2
CALIFORNIA	120	2	.2	2	.2
COLORADO	100	10	10	16	16
CONNECTICUT	187	21	11	26	14
DELAWARE	62	8	13	7	11
FLORIDA	160	7	4	13	8
GEORGIA	236	2	.8	9	4
HAWAII	76	4	5	10	13
IDAHO	105	6	6	8	8
ILLINOIS	236	11	5	14	6
INDIANA	150	9	2	9	2
IOWA	150	10	7	11	7
KANSAS	165	5	3	8	5
KENTUCKY	127	7*	6	7	6
LOUISIANA	144	2*	1	2	1
MAINE	184	19	10	23	18
MARYLAND	185	11	6	19	10
MASSACHUSETTS	280	10	4	15	5
MICHIGAN	148	6	4	9	6
MINNESOTA	201	6	3	6	3
MISSISSIPPI	174	6*	3	6	3
MISSOURI	197	12	6	12	6
MONTANA	150	9	6	14	9
NEBRASKA	49	1	2	0	0
NEVADA	60	5	8	7	12
NEW HAMPSHIRE	424	89	21	104	25
NEW JERSEY	120	9*	2	9	12
NEW MEXICO	112	2	2	5	4
NEW YORK	210	7	3	9	4
NORTH CAROLINA	170	9	.5	15	9
NORTH DAKOTA	153	14	9	14	9
OHIO	132	7	5	8	6
OKLAHOMA	149	4	3	6	4
OREGON	90	11	12	11	12
PENNSYLVANIA	253	7	3	8	3
RHODE ISLAND	150	4	3	9	5
SOUTH CAROLINA	198	5	3	7	4
SOUTH DAKOTA	105	6	6	10	10
TENNESSEE	132	5	4	6	5
TEXAS	181	6	3	8	4
UTAH	104	6	6	8	8
VERMONT	180	20	11	22	12
VIRGINIA	140	6*	4	6	4
WASHINGTON	147	14	10	17	12
WEST VIRGINIA	134	10	7	10	7
WISCONSIN	132	7	5	10	8
WYOMING	92	5	5	7	8
TOTALS	7,581	465		593	

*no 1974 elections

source: Women's Education Fund and National Women's Political Caucus

WOMEN'S PARTICIPATION IN LOCAL GOVERNMENT

	MEN	WOMEN	TOTAL	% WOMEN
COUNCILMEN, SELECTMEN, ASSESSORS, ALDERMEN	1,695	94	1,789	5
PLANNING BOARD MEMBERS	1,456	165	1,621	10
MANAGERS	153	13	166	8
SCHOOL COMM. MEMBERS, SAD DIRECTORS	1,080	372	1,452	26
TAX COLLECTORS	224	272	496	55
TREASURERS	200	296	496	60
CLERKS	122	374	496	75
VOTING AGE POPULATION (1970)	307,603	340,598	648,201	53

SOURCE: M.R.McBREAIRTY
 COOPERATIVE EXTENSION SERVICE
 UNIVERSITY OF MAINE, ORONO
 1974

**STATE OF MAINE GOVERNOR'S ADVISORY COUNCIL ON THE STATUS OF WOMEN
TALENT BANK FORM**

1. Name (please use legal name) _____
2. Mailing address _____
 City _____ State _____ Zip Code _____
 Home phone _____ Business phone _____
3. I am interested in serving on Boards or Commissions dealing with (circle only those for which you will commit time):
- | | | | |
|------------------------|----------------|--------------|---------------------------|
| 1. Arts and Humanities | 5. Environment | 9. Welfare | 13. Trades |
| 2. Personnel | 6. Recreation | 10. Industry | 14. Administration |
| 3. Manpower | 7. Housing | 11. Finance | 15. Civil Rights |
| 4. Education | 8. Health | 12. Legal | 16. Other (specify) _____ |
4. Further description of the field in which you would like to participate (name specific Board or Commission, if any):

5. Education or special training:
- | <u>Certificate/degree and subject area</u> | <u>School or Institution</u> |
|--|------------------------------|
| _____ | _____ |
| _____ | _____ |
| _____ | _____ |
6. Work experience:
- | YEARS | POSITION |
|----------------|----------|
| present _____ | _____ |
| previous _____ | _____ |
| previous _____ | _____ |
7. Date of birth _____ Sex _____ Place of birth _____
8. Political affiliation (optional): Democrat _____ Republican _____ Other _____
9. Civic activities or special interests and skills:
1. _____
 2. _____
 3. _____

Please attach a resume, including names of references.

Signature _____ Date _____

WHAT IS THE GOVERNOR'S ADVISORY COUNCIL ON THE STATUS OF WOMEN?

In the early 1960's President John F. Kennedy recognized that too few American women were participating actively in federal and state government. He encouraged states to form advisory commissions on the status of women, and in 1964 the State of Maine became the first northeastern state to do so.

The Governor's Advisory Council on the Status of Women in Maine is comprised of seventeen persons chosen primarily for their demonstrated leadership in promoting equality for women on state and local levels. The Council serves in a consultative capacity to the Governor, and promotes and coordinates activities designed to meet some of the problems facing Maine women today.

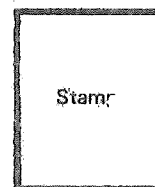
If you have questions about the Talent Bank or any other project sponsored by the Council, please telephone 289-3418 or write to the Governor's Advisory Council on the Status of Women, State House, Augusta, Maine 04333.

WHAT IS THE TALENT BANK?

Getting more Maine women actively participating in state government is a two-step process. Women must step forward to indicate their interests, and pertinent biographical data must be readily available to the Governor or any other appointing agent whenever an appointment is open.

The Governor's Advisory Council on the Status of Women hopes to facilitate that process. If you wish to be considered for appointment to a state advisory or regulatory board, please fill out the form on the reverse side and return it promptly. The information is for use only by the Governor of Maine or another appointing agent as vacancies on various boards occur. It may be stored on computer.

Information about specific boards and commissions, such as membership qualifications, responsibilities, and the provision of salaries or expenses, may be obtained from the Maine State Government Reference Manual.



To:

Governor's Advisory Council on the Status of Women
State House
Augusta, Maine 04333