



# Concerned Women for America

"Protecting the rights of the family"

CERTIFIED

P04

RETURN  
RECEIPT

MAIL

Beverly LaHaye  
National Director  
P.O. Box 82957  
San Diego, CA 92138

Dear Candidate:

I am writing to ask for your careful consideration of issues of major importance facing our nation. I have enclosed a Questionnaire for you, the results of which will be distributed to our membership of over 120,000, other related organizations, and the news media.

I, along with the members of Concerned Women for America, am concerned that the past very visible efforts of pro-ERA groups may have led you to believe that support for this proposed amendment, and other intervention by our government into family affairs, is simply a matter of course.

I assure you that it is not.

Many, many women across the nation, have voiced their concern that they are against the ERA and other forms of government intervention into our families. In the past they have not been heard above the din created by activists who make a career of shouting slogans and making speeches before television cameras.

We are not professionals at political action; however, we are quickly learning the ground rules. Anyone who questions our solidarity or our resolve to fight need look no further than our recent growth. In just 14 months, women have thronged together to form Concerned Women for America into a coalition of over 120,000 members and their families, making CWA the largest women's organization in America. And CWA is averaging over 11,000 new members each month.

CWA is a new organization, but we have strong ties with the majority of women who are very quickly becoming politically active out of concern for the future of their families.

This October, we will be publishing the results of CWA's "Candidate Questionnaire" and distributing it to our members and the media (including your local news media).

I ask you to complete the Questionnaire enclosed and return it within 10 days so we can meet our publication schedule. I have

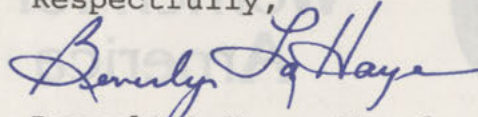
Over...

IMPORTANT!



provided a postage paid reply envelope for your convenience.

Respectfully,



Beverly LaHaye, Founder  
Concerned Women for America

P.S. You may be asking yourself why so many women have become so concerned in the past year over something as simple as the Equal Rights Amendment.

At first glance, a person is in favor of the Equal Rights Amendment (any fair minded individual is for equal rights). But once they learn of the potential effects of the ERA on their own individual lives--women especially reject it. They recognize the loss of their own freedom to choose.

There are numerous reasons why people are rejecting ERA. However, there are three very prominent reasons why most people no longer support ERA:

First - people are unwilling to pay for more Big Government. They are tired of our bludgeoning bureaucracy. They won't pay any more taxes and they don't want to pay for it through inflation either. People are becoming more and more concerned about the additional bureaucracy ERA would create.

Second - the majority of married women don't want anything to do with the equal financial responsibility ERA would require in regard to their family's support (Yale Law Journal, Volume 80, Number 5, April 1971, p. 944, 945), (Picht v. Henry, 252 Iowa 559, 107 N.W. 2d 441 (1961)). ERA fails to recognize the time, the love, and the support that so many women give as homemakers.

Third - the draft is the biggest Achilles' heel of the ERA. Take any poll of women. They just don't want to be drafted. This past year's talk from the President about registering for the draft has women concerned. They are learning fast that the only way to keep from facing the draft is to see to it that ERA remains defeated.

Another growing concern of our membership, is our government's seeming obsession to intervene into our family life as demonstrated by the numerous "White House Conferences on Families" held across our nation.

**IMPORTANT**  
P.P.S. Please return the Questionnaire immediately as this is the only notification you will receive. Unreturned Questionnaires will be reported to our membership and the news media as "Refused to Answer".



**CONCERNED WOMEN FOR AMERICA  
CANDIDATE QUESTIONNAIRE**

Name: Senator Bob Dole (R-Kansas)  
 Mailing Address: 2213 Dirksen Senate Office Building  
 City: Washington, D. C. State: 20510 Zip: 20510  
 Telephone Number: (202) 224-6521  
 Occupation: U. S. Senator  
 Position Sought: Reelection to the U. S. Senate  
 Legislative District: State of Kansas

- |  | YES                                   | NO            |
|--|---------------------------------------|---------------|
| 1. Do you favor more government programs to "assist families (i.e. domestic violence appropriations, government funded child care centers)?"               | <u>      </u>                         | <u>✓</u>      |
| 2. Do you favor a tax reduction for parents who choose to send their children to private schools?  | <u>✓</u>                              | <u>      </u> |
| 3. Do you favor the public funding of abortions when the life of the mother is not in danger?  | <u>      </u>                         | <u>✓</u>      |
| 4. Do you believe that a woman has the right to terminate her pregnancy for any reason?  | <u>      </u>                         | <u>✓</u>      |
| 5. Would you aggressively work for the passage of a Right-to-Life Amendment to the Constitution?   | <u>Depends on nature of amendment</u> |               |
| 6. Do you agree that an unmarried girl under the age of eighteen should be allowed to receive an abortion without parental consent?                        | <u>      </u>                         | <u>✓</u>      |
| 7. Should parental consent be required before a child can receive sex education instruction in a public school?  | <u>✓</u>                              | <u>      </u> |
| 8. Do you favor the amendment to the Constitution known as the Equal Rights Amendment (ERA)? <i>(but voted against extension of ratification deadline)</i> | <u>✓</u>                              | <u>      </u> |
| 9. Do you consider the extension of time for ratification of the ERA by a simple majority of Congress unconstitutional?                                    | <u>      </u>                         | <u>✓</u>      |
| 10. Would you consider carrying (introducing) legislation or resolutions rescinding previous passage of the Equal Rights Amendment?                        | <u>      </u>                         | <u>✓</u>      |
| 11. If asked, would you oppose the Equal Rights Amendment by taking a leadership role?   | <u>      </u>                         | <u>✓</u>      |
| 12. Would you favor a law or ordinance that prohibits discrimination on the basis of one's sexual preference (i.e. homosexuality)?                         | <u>✗</u>                              | <u>✓</u>      |
| 13. In cases of child abuse or domestic violence, do you favor federal government involvement?   | <u>      </u>                         | <u>✓</u>      |
| 14. Do you favor government commissions to deal with family matters?   | <u>      </u>                         | <u>✓</u>      |
| 15. Do you believe local communities should have the right to establish obscenity standards without First Amendment interference by federal courts?        | <u>✓</u>                              | <u>      </u> |

The above responses to this questionnaire reflect my views in representing my constituency if elected.

SIGNED Bob Dole DATE 9/26/80

The results of this questionnaire will be sent to our membership and released to the news media. Unanswered questions will be published as "Refused to Respond."

MAIL TO: **CONCERNED WOMEN FOR AMERICA NATIONAL OFFICE**, P.O. BOX 82957, SAN DIEGO, CA. 92138

A LEGISLATIVE SUMMARY

REPRODUCTIVE  
AND HEALTH  
RIGHTS

ANTI-ABORTION LEGISLATION AND AMENDMENTS:

1. Amending the U.S. Code to apply "person" from time of conception (Helms, R-SC; Hyde, R-IL)

The 14th. Amendment would stipulate that the term "person" apply from the moment of conception; also prohibit federal courts from ruling in any court cases pertaining to state or local laws which restrict abortion rights.

Senate: Judiciary (Thurmond, R-SC)

House: Judiciary (Rodino, D-NJ)

2. Extending states rights authority over abortion decisions (Bauman-type amendments)

This type of amendment, whenever it is introduced on appropriations bills, would allow states to be more restrictive in funding of medically necessary abortions than the federal government even in life endangerment cases.

Senate: Appropriations (Hatfield, R-OR)

House: Appropriations (Whitten, D-Miss)

3. Limiting Court Jurisdiction Over Abortion Cases (Crane, R-IL; Ashbrook, R-OH)

It would allow restrictive anti-abortion laws to be approved by legislative bodies without letting courts rule against such laws.

Senate: Judiciary (Thurmond, R-SC)

House: Judiciary (Rodino, D-NJ)

4. Limiting Federal Funding for Abortions (Hyde-type amendments)

Amendments will continuously be attached to appropriations bills to limit: Medicaid funding, money for abortions in military health programs, federal employees health insurance, etc., in the budgets of HHS, Defense, Treasury, Legal Services, D.C., etc.

Senate: Appropriations (Hatfield, R-OR)

House: Appropriations, (Whitten, D-Miss)

FAMILY PLANNING:

Authorization and funding for Title X which provides public funds for family planning services through project grants

Senate: Budget (Domenici, R-NM) Appropriations (Hatfield, R-OR) House: Budget (Jones, D-OK) Approp. (Whitten, D-Miss)



HOME HEALTH CARE

Legislation is tentative at the moment

HUMAN LIFE AMENDMENTS (HLAs)

(Helms, R-NC; Garn, R-UT; Zorinsky, D-NE)

(Hyde, R-IL; Dornan, R-CA, Oberstar, D-MN)

Amendments to the U.S. Constitution to make abortions illegal. Some say no abortions under ALL circumstances; Some would permit abortions only in cases of life endangerment. All forms of this amendment would require enforcement procedures that would intrude in the privacy of individuals and most threaten the usage of any form of birth control. Even spontaneous abortions would be suspect.

Senate: Judiciary (Thurmond, R-SC)

House: Judiciary (Rodino, D-NJ)

MEDICARE COVERAGE EXTENDED TO:

1. Dental Services

(Collins, D-IL)

To provide payment for dental services under part B of Medicare

2. Emergency Response System Amendment

(Heckler, R-MA)

To provide payment under Medicare for use of a community-based emergency hotline. Older women are the greatest users of this service and are disproportionately affected by lack of coverage in this area.

3. PAP Tests

(Collins, D-IL)

To provide payment for routine PAP tests for the diagnosis of uterine cancer

Senate: Finance (Dole, R-KS)

House: Ways & Means (Rostenkowski, D-IL)

Energy & Natural Resources (McClure, R-ID)

Energy & Commerce (Dingell, D-MICH)

SUBSTANCE ABUSE

(Waxman, D-CA)

Drug abuse programs and Alcoholism programs. Reauthorization of existing programs.

Senate: Labor & Human Resources (Hatch, R-UT)

House: Energy & Commerce (Dingell, D-MICH)

ECONOMIC

EDUCATION:

AND

ANTI-AFFIRMATIVE ACTION & TITLE IX AMENDMENTS:

(Walker - Ashbrook type amendments)

EQUAL

RIGHTS

1. Riders introduced to the appropriations legislation of the Department of Education. Limits the department's ability to issue, implement and/or enforce rules, regulations, standards, guidelines or orders which include a "ratio, quota or other numerical requirement related to race, creed, color, national origin or sex." Also prohibits further enforcement of Title IX until Supreme Court rules on whether Title IX applies to employment. Other amendments would exclude federal student loans from being considered federal funds when looking at a school's compliance record.

2. Equal Protection Constitutional Amendment

(Hatch, R-UT)

This amendment would prohibit federal and state governments from "making or enforcing any laws which make distinctions on the account of race, color, or national origin." This would prohibit voluntary as well as mandatory programs.

Senate: Appropriations (Hatfield, R-OR)

House: Appropriations (Whitten, D-MISS)

REAUTHORIZATION AND/OR FUNDING FOR:

1. Health Professions Education

(Collins, D-IL)

Aid to medical, nursing and other health professional schools and to students in the form of scholarships and loans

2. Vocational Education Act

(Perkins, D-KY)

Vocation programs have a definite impact upon women's educational and future employment opportunities

3. Women's Educational Equity Act (WEEA)

(Needs funding only)

Discretionary grants program that provides funds for development of non-biased educational materials for all levels of education. Any funding over 15M will provide for direct services to the schools and institutions.

Senate: Budget (Domenici, R-NM) Approp. (Hatfield, R-OR)

House: Budget (Jones, D-OK) Approp. Whitten, D-MISS)

WOMEN'S HISTORY WEEK

(Hatch, R-UT, Mikulski, D-MD)

A resolution that designates the week of March 8, 1981, as Women's History Week. 218 House co-sponsors needed. This week would recognize at a national level the contributions of women in our nation's history. This resolution goes directly to the floors of both Houses when the needed number of sponsors is reached.



## EMPLOYMENT:

### 1. Armed Services

(Durenberger, R-MN; Byron, D-MD)

Would eliminate differentiations between male and female commissioned officers in terms of appointments, promotions, separation and retirement.

Senate: Finance (Dole, R-KS)

House: Ways & Means (Rostenkowski, D-IL)

### 2. CETA Reauthorization and funding

This federal employment program needs to target Displaced Homemakers. Essential employment opportunity for women

Senate: Labor & Human Resources (Hatch, R-UT)

House: Education & Labor (Perkins, D-KY)

### 3. Displaced Homemakers Tax Credit

(Packwood, R-OR; Ferraro, D-NY)

Employers will receive credit for employing displaced homemakers as defined by CETA

Senate: Finance (Dole, R-KS)

House: Ways & Means (Rostenkowski, D-IL)

### 4. Fair Employment Practices Act (Resolution in the Senate)

(Hatfield, R-OR; Schroeder, D-CO et al)

Eliminates job discrimination in Congress by creating a procedure for hearing employment cases.

Senate: Rules (Mathias, R-MD)

House: Rules (Bolling, D-MO)

### 5. Fair Labor Standards Act Amendments

(Ferraro, D-NY)

Narrows the circumstances under which an employer may have wage differentials based on sex of employees

Senate: Labor & Human Resources (Hatch, R-UT)

House: Education & Labor (Perkins, D-KY)

### 6. Marriage Penalty Tax Reform

(Mathias, R-MD; Fenwick, R-NJ)

Allows two-earner married couples the option of filing as two separate individuals.

Senate: Finance (Dole, R-KS)

House: Ways & Means (Rostenkowski, D-IL)

### 7. Short-Time Compensation Act

(Schroeder, D-CO)

Provides technical and monetary assistance to states that amend their state unemployment compensation laws to provide unemployment benefits for partial unemployment. This encourages job-sharing.

Senate: Labor & Human Resources (Hatch, R-UT)

House: Ways & Means: Rostenkowski (D-IL)

8. Working Mother's Day

(Collins, D-IL)

Designates the Sunday before Labor Day as Working Mother's Day

Senate: Judiciary (Thurmond, R-NC) or Floor

House: Post Office & Civil Service (Ford, D-MICH)

EQUITY

Heads of Households

(Packwood, R-OR)

Would permit heads of households to use the \$3,400 zero bracket amount available to married persons in figuring federal income taxes.

Senate: Finance (Dole, R-KS)

House: Ways & Means (Rostenkowski (D-IL)

Non-Discrimination in Insurance

(Hatfield, R-OR; Dingell, D-MICH)

By prohibiting discrimination in insurance on the basis of sex, this bill addresses the economic inequities which stereotype and unfairly penalize women policy holders, especially in the area of disability insurance.

Senate: Finance (Dole)

House: W&M (Rostenkowski)

Review of U.S. Code to eliminate sex-discrimination

(Durenberger, R-MN; Heckler, R-MASS)

The head of each federal administrative agency shall conduct a review of the regulations to ensure they are sex neutral.

Senate: Judiciary (Thurmond, R-SC)

House: Judiciary (Rodino, D-NJ)

Volunteer Mileage Deduction Act

(Mikulski, D-MD)

Raises the IRS deduction rate for use of a car by volunteers to the same rate currently allowable for business.

Senate: Finance (Dole, R-KS)

House: Ways & Means (Rostenkowski, D-IL)



HUMAN AND FAMILY NEEDS:

Child Health Assurance Program (CHAP)

(Waxman, D-CA, et al)

Increases the number of children eligible for health services through Medicaid

Senate: Finance (Dole, R-KS)

House: Energy & Commerce (Dingell, D-MICH)

Child and Dependent Care Tax Credits

(Packwood, R-OR; Conable, R-NY)

Increase tax credits for caring for children and dependents, especially at home

Senate: Finance (Dole, R-KS)

House: Ways & Means (Rostenkowski, D-IL)

Child Support/Alimony Enforcement Study

(Packwood, R-OR; Mikulski, D-MD)

Mandates the Attorney General to conduct a study on enforcement of alimony and childcare payments and gives special attention to problems arising with enforcement across state lines.

Senate: Finance (Dole, R-KS)

House: Ways & Means (Rostenkowski, D-IL)

Domestic Violence Prevention and Services Act

(Mikulski, D-MD; Boggs, D-LA)

Establishes a grant program to provide for federal support of local activities to prevent domestic violence and assist victims; includes study of elderly abuse.

Senate: Labor & Human Resources (Hatch, R-UT)

House: Education & Labor (Perkins, D-KY)

Penalties Against Elderly Abuse

(Collins, D-IL)

Amends Title 18 of the U.S. Code to provide penalties for the assaults against the elderly that result in medical expenses paid by the U.S.

Senate: Judiciary (Thurmond, R-SC)

House: Judiciary (Rodino, D-NJ)

Family Protection Act

(Symms, R-ID; Hansen, R-ID)

Censors textbooks and school courses; prohibits the Legal Service Corp from being used in school desegregation cases; denies funds to states not allowing school prayers; drastically reduced federally-funded programs

Senate: Labor & Human Resources, Finance, Judiciary

House: Agriculture, Armed Services, Education & Labor  
Judiciary, Ways & Means

## Food and Nutrition Programs

### 1. Reauthorization and funding for Food Stamps

Senate: Agriculture (Helms, R-NC)

House: Agriculture (de la Garza, D-TX)

### 2. Funding for WIC (Womens, Infants & Child Supplemental Feeding Programs)

Senate: Agriculture (Helms, R-NC)

House: Education & Labor (Perkins, D-KY)

## Title XX

Funding for block grants to state programs providing social services for individuals & families, including domestic violence, daycare and children's programs.

Senate: Appropriations (Hatfield, R-OR)

House: Appropriations (Whitten, D-MISS)

## Welfare

### 1. SSI and Social Security amendments to increase funding to poverty level (Pepper, D-FL)

### 2. Cutbacks and revisions in services that adversely affect women (see fact sheet)

Senate: Finance (Dole, R-KS)

House: Ways & Means (Rostenkowski, D-IL)

## Widowed Person's Additional Tax Exemption

(Collins, D-IL)

Amends the IRC to provide an additional personal exemption for elderly individuals whose spouses have died

Senate: Finance (Dole, R-KS)

House: Ways & Means (Rostenkowski, D-IL)

## RETIREMENT:

### Agricultural Estate Tax Reform: Survivorship Rights for Widows

(Durenberger, R-MN)

For an untitled widowed spouse, the provision will alter the pay schedule for inheritance taxes, easing the financial burden on widows.

Senate: Finance (Dole, R-KS)

House: Ways & Means (Rostenkowski, D-IL)



Individual Retirement Accounts for Homemakers (IRAs)

(Packwood, R-OR; Ferraro, D-NY)

Allows married individuals with low or no income to use spouse's higher earnings to calculate IRA qualifications.  
Permits alimony to be included in computation.

Senate: Finance (Dole, R-KS)

House: Ways & Means (Rostenkowski, D-IL)

Private Pension Reform:

1. Retirement Savings, Reform & Incentive Equity Act

(Pepper, D-FL)

Would lower vesting requirements under ERISA (Employment Retirement Income Security Act) from 10 to 5 years.  
Significantly reduces the effects of pension integration and expands IRAs, particularly for low-income workers.

Senate: Finance (Dole); Labor & Human Resources (Hatch)

House: Ways & Means (Rostenkowski); Ed & Labor (Perkins)

2. ERISA amendments

(Packwood, R-OR; Ferraro, D-NY)

Lowers vesting AGE from 25 to 21; mandatory survivor's benefits for spouse of participant who dies before pensioner's earliest retirement age; automatic joint and survivor's options; eliminates 2-year waiting period; pro-rated retirement & survivor's benefits to divorced spouses; eliminates break-in-service rules for parents if they return to same company.

Senate: Finance (Dole); Labor & Human Resources (Hatch)

House: Ways & Means (Rostenkowski, D-IL)

Public Pension Reform:

1. Civil Service Retirement

(Hatfield, R-OR; Schroeder, D-CO)

Entitles former spouses to a pro-rata share of employee's retirement benefits and survivor's benefits during the time of marriage, subject to court review.

2. Military Service Retirement

Same as Civil Service Bill

Senate: Armed Services (Tower, R-TX)

House: Post Office & Civil Service (Ford, D-MICH)

3. Railroad Retirement Equity Package

(Oberstar, D-MN)

To bring Railroad Retirement Act into agreement with other annuity programs particularly with reference to remarried widows and divorced spouses.

Senate: Commerce (Packwood, R-OR)

House: Energy & Commerce (Dingell, D-MICH)

Social Security

1. Disability Benefits for Widows

(Oberstar, D-MN)

Provides full benefits for disabled widows regardless of age.

Senate: Finance (Dole, R-KS)

House: Ways & Means (Rostenkowski, D-IL)

2. Social Security Reform

(Oaker, D-OH)

a. Mandatory Earnings Sharing

Combines earnings of couple and divides them equally to compute benefits

b. Inheritance of Earnings Credits

Permits surviving spouse to combine individual wage credits with those of deceased spouse

c. Credits-Splitting at Divorce

Permits credits-splitting between divorced persons whose marriage lasts for less than 10 years

d. Transition Benefit

Permits widows at least 50-years-old at the time of wage earner's death to receive immediate benefits for 3 months

e. Disabled Widows & Widowers

Ensures that disabled widows/ers are eligible for benefits at any age with no reduction

Senate: Finance (Dole, R-KS)

House: Ways & Means (Rostenkowski, D-IL)



## WOMEN'S RIGHTS LOBBY DAY

February 4, 1981

To the Members of the 97th Congress:

The Equal Rights Amendment will grant constitutional equality to women, and thus provide a fundamental right to over half the population. Such equality is a basic bread and butter issue leading directly to economic independence for women.

ERA is needed now more than ever. With inflation and unemployment at high levels, economic inequities are an ever more serious and growing problem for women. Elderly women, for example, must often now choose between hunger or warmth.

The road of one law at a time is too slow and totally inadequate to bring equality. The equal rights laws which are on the books have too many loopholes, are not properly enforced, and can easily be repealed by legislatures.

Court decisions, without an Equal Rights Amendment, have not been the answer, for in spite of those who argue that females are covered by the 14th Amendment, the courts have held that sex discrimination is not a suspect class under the Equal Protection Clause. As stated by Justice Lewis Powell in delivering the opinion in the Bakke case:

"The Court has never viewed such classification as inherently suspect or as comparable to racial or ethnic classifications for the purpose of equal-protection analysis."

EQUAL PAY AND EQUAL EMPLOYMENT OPPORTUNITY DO NOT EXIST Over the past twenty-five years the wage gap between full-time men and women workers has widened. In 1955 women earned 64¢ to every \$1.00 men earned; by 1979 it was down to 59¢.

Low pay is for women, high pay for men. In 1978 of all full-time workers paid under \$100 per week, 71% were women. Of all paid over \$500 per week, 94% were men.

All males, except those with less than eight years of education earn more than women with a college degree. In 1979 women college graduates on the average earned \$13,430 per yr. for full-time work, while male high school dropouts earned \$15,205.

Women workers traditionally have been and continue to be concentrated in the lowest paying jobs. Women comprise 98% of all secretaries, 71% of kindergarten, elementary and secondary school teachers, but only 11% of doctors, 13% of lawyers and judges, and 32% of college and university teachers. In the Federal Government women are lumped together in the lower paying job classes with 77.6% of all women at or below GS-8, while only 26.9% of men are at or below that level.

Within occupations women are compensated at the low end of the pay scale. Women elementary school teachers earn 80% of male elementary school teachers, while women clerical workers' earnings are only 60% that of men clerical workers. Nurses, a traditionally female occupation, are paid less than tree trimmers and tire servicers - male occupations - even though far more education and training are required of nurses.

THE FEMINIZATION OF POVERTY, A FRIGHTENING PATTERN The National Advisory Council on Economic Opportunity, in its 1980 report to the President, pointed out that

"The feminization of poverty has become one of the most compelling social facts of the decade. Almost one female-headed family in three is poor; about one in 18 families headed by a man is poor." The Council theorizes that at the present rate the poverty population by the year 2000 will be "composed solely of women and their children."

Government programs to give welfare recipients training and skills necessary to obtain employment discriminate against women. In the Work Incentive Program, where 75% of the registrants are women, the law requires that placement of men be given priority. If women are placed in jobs through WIN, their positions and wages mirror society at large. Thus, in 1978 women who obtained employment through WIN received an average starting pay of \$2.97 an hour compared to \$4.01 for men.



### THE PROBLEM FOR OLDER WOMEN

Because of sex discrimination in jobs and pay, and because women are penalized for motherhood and homemaking since retirement systems assign no economic worth to such roles, most women who reach the age of sixty-five are forced to live at a lower economic level than men of sixty-five or older. Unmarried and once married women comprise almost three-fourths of our nation's elderly who are living in poverty.

Men have a median pension income nearly twice that for women. Full-time homemakers, of course, have no employer pension plans and if they become divorced are usually deprived of any portion of pension benefits. This is true in both private and federal government plans.

Under Social Security a homemaker is entitled to no benefits for her contributions to the household, but only to benefits as a dependent of her husband. If she becomes divorced she is entitled to nothing unless she remains married at least ten years, and then she may not collect until her ex-husband retires. A woman employed in the paid labor force has the dilemma of choosing whether to take benefits based on her work history or forfeit her own contributions in favor of receiving benefits as a dependent of her husband. Because women are in lower paying jobs and take time out for child-rearing, dependent benefits are often higher than their own.

Working women receive when they retire, on the average, Social Security benefits of \$215 a month compared to \$325 for men. Disabled widows receive \$166 a month and dependent widows \$225.

### THERE ARE NO EQUAL RIGHTS WITHOUT THE AMENDMENT

The American Bar Association has clearly stated the need for the Equal Rights Amendment: "No ordinary statute can provide the bedrock protection assured by a Constitutional Amendment. No court decision can provide that protection, for the courts may interpret, but they may not amend the Constitution." Only the Equal Rights Amendment will provide a durable guarantee to women and men of equal status and dignity under the law.

The undersigned organizations are united in their commitment to the ratification of the Equal Rights Amendment as the only permanent safeguard for women's rights.

National Organization for Women

League of Women Voters of the United States

American Association of University Women

National Education Association

Women's Equity Action League

ERAmerica

National Women's Political Caucus

Note: Statistics used come from government sources and are available upon request.



LEGISLATION TO BE INTRODUCED IN 97th CONGRESS.

During the 96th Congress Senator Durenberger introduced legislation aimed at women's issues that was presented as a comprehensive bill that covered a wide range of issues. The bill had a lot of generally accepted ideas, however, the nature of the bill (the numbers of items included) made action impossible.

Staff members for Senators Hatfield, Packwood and Durenberger are planning a different strategy for similar legislation to be introduced in the 97th Congress. They are planning to introduce a number of individual bills that, together, would comprise a package of bills that are aimed at correcting inequities that effect women, mainly in an economic context. The various bills would be sponsored by many different Senators. The bills would all be introduced on one day, preferably within the first two weeks of the session.

NATURE OF THE LEGISLATION

While there is still a lot of room for additions to the suggestions for legislation, a few of them are already in the final stages of preparation. These include a measure by Senator Hatfield that would be similar to the Fair Employment Resolution for Federal Employees he introduced in the 96th. Packwood plans to introduce several measure that deal with tax incentives. Some of those are:

- Changing the deduction for Head of Household
- Marriage Penalty legislation
- Extending employer tax credit to include displaced homemakers
- Increase day care credit on tax returns
- Tax incentive for flex-time jobs
- Lowering the age for participation in pension plans
- Individual Retirement accts. for housewives
- S.S. disability coverage for housewives

Senator Durenberger plans to introduce legislation based on The Civil Rights Act of 1964, probably a new title, and to eliminate sex discrimination from the tax codes and certain military codes. These would be introduced as separate bills.

As is evident from most of these issues, the main thrust of this plan is to concentrate on economic issues and try to avoid the term "feminist" when referring to this legislation. One approach might be to play up the fact that women want to play a part in the revitalization of the economy.

It is inevitable that not every Sponsoring Senator will agree with each of the provisions that comprise the package -- this is thought to be an advantage of this type of approach. A Senator is free to chose which bills he can sponsor, co-sponsor or even merely support, and also those he does not agree with.

#### SUPPORTING GROUPS

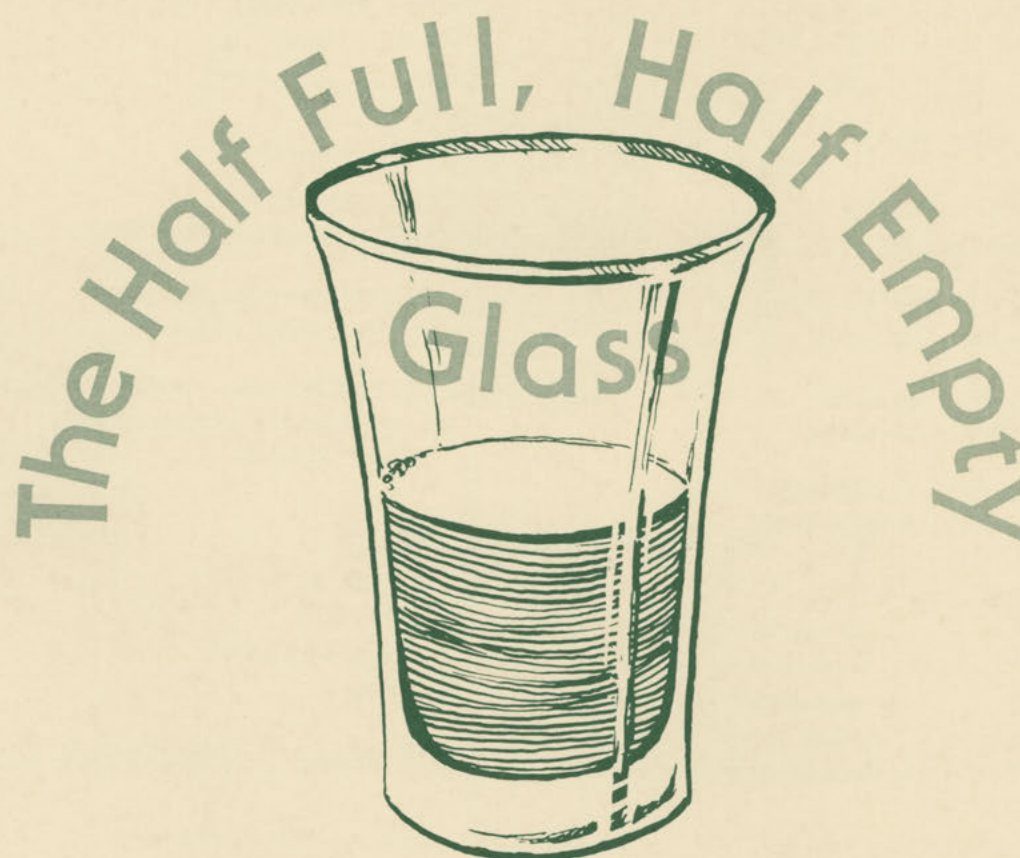
The following groups are serving as a coalition to help draft the specific bills that will comprise the package. They will also support this effort.

Business and Professional Women (BPW)  
League of Women Voters  
National Professional Women's Caucus (NPWC)  
National Education Association (NEA)  
American Assoc. of University Women (AAUW)  
National Organization of Women (NOW)  
National Council of Jewish Women  
Women's Legal Defense Fund



## Fall 1981

## Title IX:



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## PREFACE

In 1974 Congress declared that "educational programs in the United States... are frequently inequitable as such programs relate to women and frequently limit the full participation of all individuals in American society."

The enactment of the Women's Educational Equity Act authorized the Department of Education to support state and local agencies, non-profit organizations, and individuals in their activities "to provide educational opportunities for women."

The National Advisory Council on Women's Educational Programs was established under the original act. It consists of 20 members of the Council, including the Secretary of Education, and ex-officio members, including the President of the United States.

The Council's mandate is to advise the Secretary of Education on the progress toward equality in education. The Council's mandate is to advise the Secretary of Education on the progress toward equality in education.

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# Title IX: The Half Full, Half Empty Glass

## Fall 1981

## National Advisory Council on Women's Educational Programs

Established by the Women's Educational Equity Act, 1974. -- U.S. Department of Education

*S. Duane*

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National Advisory Council on  
Women's Educational Programs

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**TO THE WOMEN and MEN,  
older, younger, and yet unborn,  
whose lives will be enriched by continued progress  
toward equality of opportunity in education,  
the National Advisory Council on  
Women's Educational Programs  
dedicates this report.**

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**National Advisory Council on Women's Educational Programs**

Established by the Women's Educational Equity Act, 1974. — U.S. Department of Education

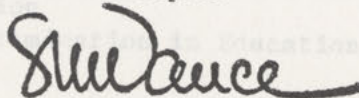


## PREFACE

In 1974 Congress declared that "educational programs in the United States... are frequently inequitable as such programs relate to women and frequently limit the full participation of all individuals in American society." Through the enactment of the Women's Educational Equity Act of 1974, Congress authorized the Department of Education to support state and local agencies, non-profit organizations, and individuals to conduct activities "to provide educational equity for women." The National Advisory Council on Women's Educational Programs was also established under the original Women's Educational Equity Act. The 20 members of the Council, 17 appointed by the President and three ex-officio members, make policy recommendations to Federal officials regarding the improvement of educational equity for women.

The Council's mandate includes not only the Women's Educational Equity Act (WEEA) program, but all Federal policies and programs affecting women's educational equity at all levels. From its inception, the Council has focused major attention on Title IX of the 1972 Education Amendments which prohibits sex discrimination in Federally assisted education programs and activities.

The past nine years have seen much progress toward the goal of Title IX, far more than is generally recognized. But many problems still remain. The position of women and girls in education today resembles the glass which is half full or half empty, depending on one's outlook. The Advisory Council believes that the American public--parents, students, educators--need to know more about the changes in the educational system resulting from this important law. We hope that this publication will contribute to understanding of and support for Title IX, which has been appropriately dubbed "A Law for All People."



Susan Margaret Vance, Chair  
National Advisory Council on  
Women's Educational Programs

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## INTRODUCTION

### Why Title IX?

During the 1970's, sex bias and discrimination in American schools emerged as a major public policy issue. Women, returning to the labor force in record numbers, began to reexamine their educational preparation and career prospects. In the face of a wide and persistent earnings gap between men and women, citizens and educators began to study more closely the inequities in schools and colleges. Also during this time, many advocacy groups, including the Women's Equity Action League (WEAL), filed class action charges against hundreds of colleges which had contracts with the Federal government, charging them with sex discrimination in employment. Furthermore, the President's Task Force on Women's Rights and Responsibilities issued its report in 1971 documenting the existence of sex bias in American society and recommending numerous legislative changes to ban sex discrimination in education and other areas.

In this climate, Congress passed a bill in 1972 that included the now famous Title IX, which prohibits sex discrimination in schools receiving Federal financial assistance. On July 1, the Education Amendments of 1972, including Title IX, became law.

Because of an unusually thorough process of citizen involvement across the country, the final regulation to implement Title IX was not issued by the Department of Health, Education, and Welfare and signed by President Ford until July 1975. The Department's Office for Civil Rights was assigned enforcement responsibility for Title IX.



## What Does Title IX Say?

The key section of Title IX of the Education Amendments of 1972 states:

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

This brief language of the law is interpreted through a detailed regulation, which spells out the criteria for identifying and eliminating sex discrimination in education programs and activities. Because public attention has focused mainly on inequities in collegiate athletics, many people mistakenly believe that Title IX relates solely to athletics. In fact, the broad scope of the regulation provides that females and males must be offered equal opportunity in:

- admissions to most education institutions<sup>\*</sup>;
- access to, and treatment in, curricular and extracurricular programs and activities sponsored by education agencies and institutions at all levels;
- treatment under regulations and policies governing student benefits, services, and conduct;
- access to employment as well as terms, conditions, and benefits of such employment in education agencies and institutions.<sup>\*\*</sup>

\* Private undergraduate institutions and public single sex institutions are exempt from this provision.

\*\* A pending Supreme Court decision may alter coverage of employment. Legislative and regulatory changes in this coverage are also under consideration.

Title IX does not require educational institutions to provide any particular programs, facilities, or services; it simply requires that any which are offered be provided on a non-discriminatory basis to women and men alike.

Virtually all school districts and most colleges and universities receive Federal financial assistance through grants, contracts, or loans under programs ranging from school lunch subsidies to college housing construction, from grants for vocational education to graduate fellowships and other student aid. Therefore, the impact of Title IX has been felt throughout the nation at every level of education. Although implementation and enforcement have been plagued by a number of problems, such as insufficient resources for the Office for Civil Rights, ambiguous guidance on policy questions, and inadequate public understanding of the purpose and requirements of the law, Title IX is contributing to major improvements in American education.

This overview of the effects of Title IX highlights the compelling economic arguments for broader educational opportunities for women and girls. Next it looks at several major aspects of education affected by this law: enrollments in various programs, student services and activities, admissions and degrees in higher education institutions, employment of women and men in the education system, and athletics. The report combines statistics which give evidence of problems and progress with personal experiences to illustrate the human significance of Title IX.