

13699-82 Women New York Bi-Monthly News from the Women's Division B1 F17
of the State of New York Volume 2. Number 1 Issue and Volume 3.

Part 1 of 3

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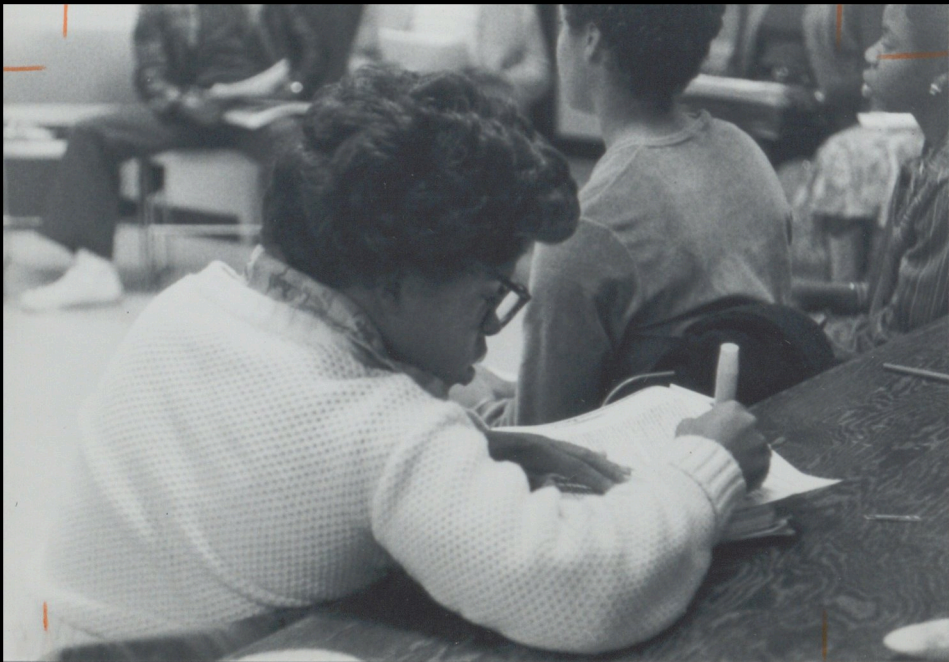


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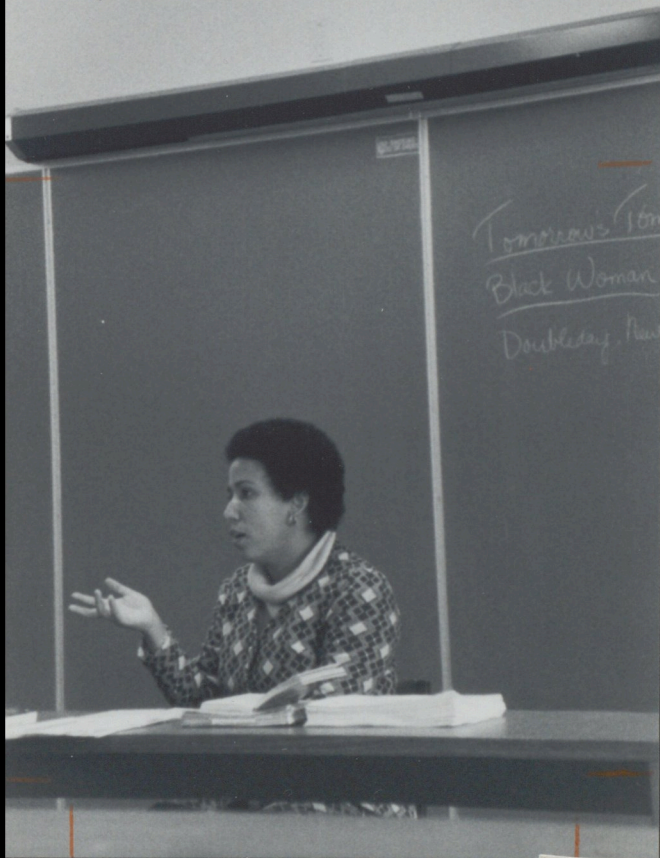


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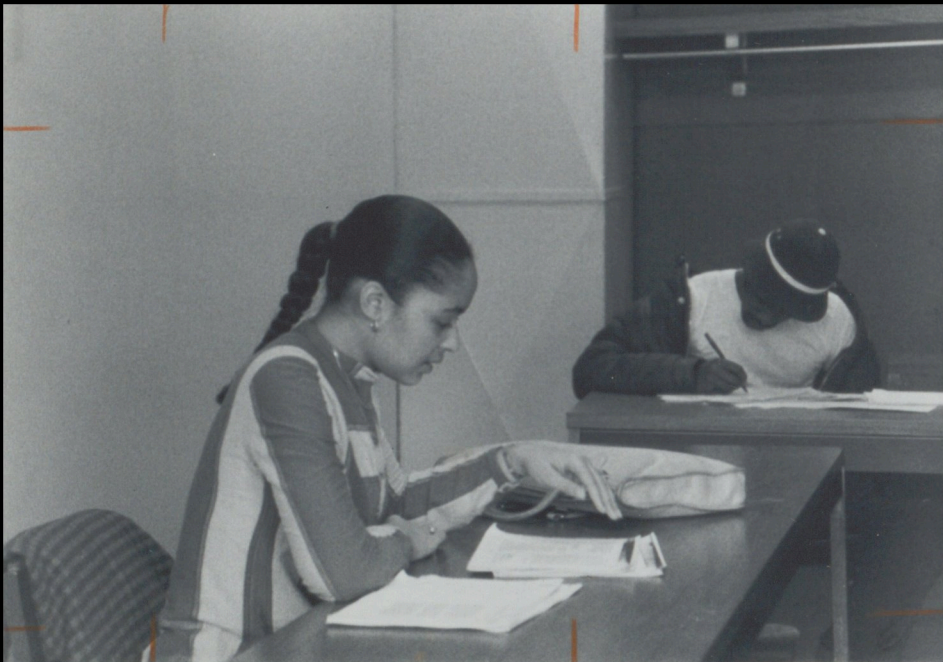
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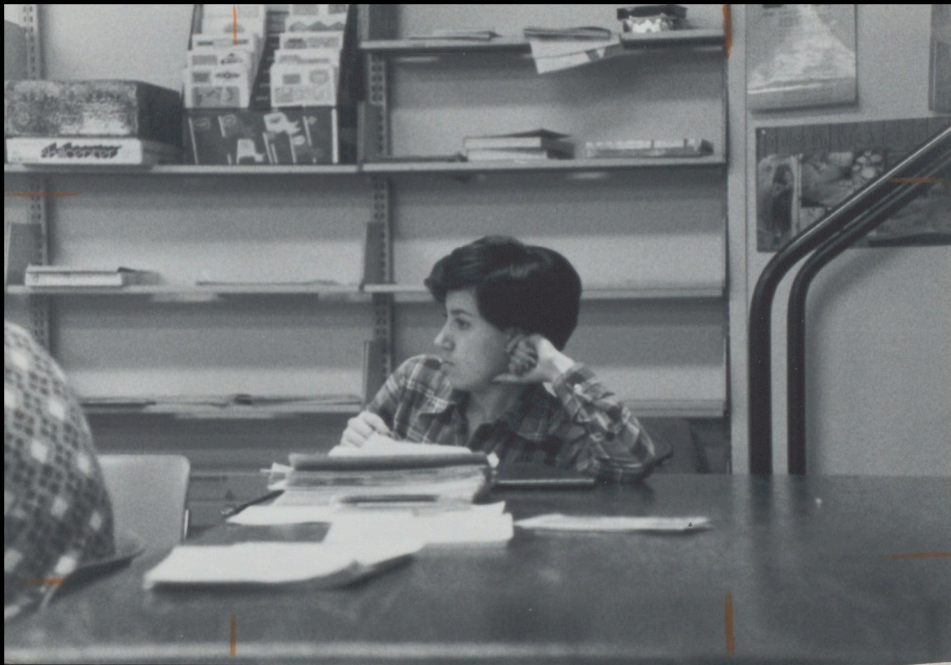


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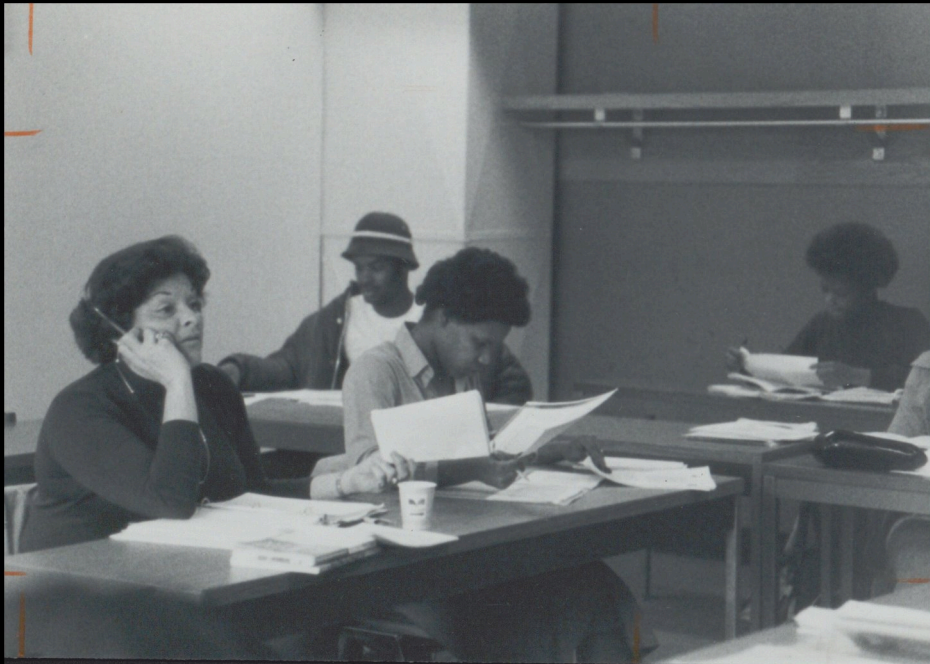
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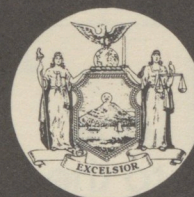
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WOMEN NEW YORK



BI-MONTHLY NEWS FROM THE WOMEN'S DIVISION OF THE STATE OF NEW YORK

Volume 3, Number 1

March/April 1978



New York Women Find the Ties That Bind

Fifteen thousand women came to Albany the week-end of July 9, 1977. There were women in jeans and T-shirts and women in evening dresses...women on welfare and women of wealth...women on scholarships and women on expense accounts...women on unemployment, women who had never worked outside the home and women holding high-level positions...the leaders of the women's movement and women who had never attended a conference or a women's meeting...great grandmothers and babes in arms...every religion...every skin color...every ethnic group...every condition and kind of woman. It was the largest meeting of women in the history of New York State and probably one of the most representative of the diversity of our country ever held anywhere.

The New York State Women's Meeting convened at the Empire State Plaza was one of 56 such meetings held in each of the states and territories. It was authorized by Act of Congress, sponsored by the President's National Commission on the Observance of International Women's Year, coordinated by a committee of 88 New York women appointed by the National Commission and chaired by Mary Burke Nicholas.

The Meeting succeeded because of the energy and enthusiasm of hundreds of women in each of New York's 62 counties, who publicized the Meeting stressing that it was open to all female and male registrants of New York State at \$1.00 registration; who arranged for bus transportation and car pools; who raised money to defray expenses; and held local meetings to discuss issues which are important to women. Public service announcements were shown on television stations and aired on radio stations throughout the State.

The program at the Albany Meeting offered 102 workshops on issues such as employment, consumerism, the family, health, international women's decade, public life, the arts, the media, the legal system, self-assertion and self-defense. Over 400 New York women served as panelists in these workshops. Resolutions which emerged from the workshops and were adopted in plenary session include support for ratification of the Equal Rights Amendment, guarantee of reproductive freedom, elimination of discrimination on the basis of sexual and affectional preference, vigorous enforcement of Federal and State equal employment opportunity and equal credit laws and regulations to improve legal status and

(Please turn to page 3 for continuation)

Look to the Future



As we move into 1978, we take stock of our lives and look to the future.

In New York in November there will be an election in every Congressional District. Each seat of the state legislature will also be decided.

The statewide offices of Governor, Lt. Governor, Attorney General and Comptroller will be decided.

Women are 51.3% of the population and can be a determining factor. We must register, make sure everyone we know is and exercise our privilege of voting. As we have seen in the past, some contests are decided by as few as fifty votes. If you have moved, be sure you re-register.

Those who may be out of town on election day should apply ahead of time to their local Board of Elections for absentee ballots.

This year we women of New York have another opportunity to make our voices heard and to decide many of these contests. Register and Vote!

Mary Burke Nicholas

Women New York is the bi-monthly newsletter of the WOMEN'S DIVISION, Executive Chamber, State of New York, Director, Mary Burke Nicholas; Deputy Director, Angela Cabrera, This issue is Vol. 3 No. 1. Produced by the Women's Division: Associate Director for Public Information and Editor, Annette Samuels; Associate Editors: Ida F.S. Schmertz, Associate Director for Special Projects; Melinda Aikins Bass, Special Assistant for Legislation; with special thanks to Eileen Locascio, Secretary to the Director; and Olga Feliciano, Secretary to the Deputy Director.

Appointments 1977

During the three years of Governor Carey's term in office, he has steadily held fast to his commitment to increase the number of women and minorities in New York State policy-making positions.

By October, 1977 the number of women appointees had increased from 11% in 1975, when the Governor took office to 25%, and minority appointees had increased from below 11% to 13%.

The majority of the women have been placed in positions formerly held by men in almost every state agency — many in positions of high trust.

Listed below are some examples:

Muriel Siebert, Banking, *Superintendent*
Barbara Blum, Social Services, *Commissioner*
Ann Mikoll, Justice of the Appellate Division of the Supreme Court
Delores Denman, Justice of the Appellate Division of the Supreme Court
Betty Friedlander, Justice of County Court Tompkins County
Joyce P. Adolfsen, *Assistant Counsel to the Governor*
Ann Thacher Anderson, Human Rights, *General Counsel*
Carol Ash-Friedman, Energy Office, *Director, Bureau of Program Development*
State Senator Karen Burstein, *nominated Commissioner to the Public Service Commission*
Cheryl L. Clark, *Com. of Correction, Project Coord. of Network Program*
Janice K. Corr, *Assistant Counsel to the Governor*
Lenore M. Daly, Environmental Cons., *Spec. Counsel, Air Resources*
Berthlynn Jeannette Davis, Tax & Finance, *Sec. to State Tax. Commission*
Janet Deixler, Public Service Commission, *Assistant Counsel*
Florence Dreizen, Labor, *Dep. Comm. — Legal Affairs*
Marilyn Friedman, Municipal Assistance Corporation, (MAC) *Counsel Commissioner*
Josephine Gambino, *State Civil Service Commissioner*
Marilyn J. Holifield, Div. for Youth, *Counsel to the Division*
Shirley A. Harvey, Social Services, *Dir. Bureau of Medical Assistance Operations*
Ann Kheel, *member, State Parks and Recreation Commission, City of New York*
Lucy Kostelanetz, Council on the Arts, *Dep. Dir. of Visual Arts*
Linda Lamel, Dept. of Insurance, *Dep. Superintendent*
Dorothy Loeb-Gumper, Social Services, *Assistant Counsel*
Sandra Mitchell Caron, Transportation, *Asst. Com. for Legal Affairs*
Kathleen T. O'Connell, Council on the Arts, *Dep. Dir. for Administration*
Annette Samuels, Women's Division, *Assoc. Dir. for Public Information*
Herta Lande Seidman, Commerce, *Dep. Commissioner*
Linda Tarr-Whalen, Labor, *Dir. of Administration*
Emily Young, Social Services, *Spec. Asst. to the Comm.*

NYS Women's Conference continued from page 1

economic security for homemakers.

On opening night, "Celebrating Women" a theatrical presentation written and produced by women especially for the occasion, played to a standing room only crowd. Presenting the history of women in New York from Seneca Falls to contemporary assertiveness training, it starred such luminaries as Helen Hayes, Kim Hunter, Ruby Dee, Diane Keaton, Celeste Holm, Vinnie Burrows and Kitty Carlisle Hart. Female music and dance groups and soloists performed for capacity crowds throughout the weekend. Everywhere there were exhibits. *Images of New York Women*, a seven-screen slide presentation of photographs of New York women, accompanied by prerecorded music... *Women's Films*, a program of 37 films by and about women... *Women in Art: Working Papers*, a show of 100 works of art on paper by women selected by regional curators from all over the State... *Dr. Mary Edwards Walker (1832-1919)*, memorabilia of this Civil War surgeon displayed in commemoration of the restoration of her Congressional Medal of Honor... *Alice Austen (1866-1952)*, selection of prints of this early Staten Island photographer... *By Women*, a mixed media art show... *Television By and For Women 1977*, eight hours of video-taped segments of recent television programs by and for women... *Women Photographers of New York State*, a slide presentation of 71 contemporary women photographers... *Arts and Crafts Women on the Concourse*, displays by 40 individual artists and craftswomen... *Informational Exhibits*, 90 booths with literature and information about services offered by various women's organizations and state agencies.

The mandated purpose of the New York State Women's Meeting was to:

- Highlight the achievements of women;
- Assess the status of women in our social, political and economic institutions;
- Identify any barriers to full and equal participation and recommend positive action to eliminate those barriers;
- Elect 88 delegates and five alternates to represent New York at the National Women's Conference in Houston.

All of these purposes were accomplished. Something else was accomplished also. Women in New York State found each other. New energies were generated. Women discovered the ties that bind us over and above the issues that divide us. The press took notice. The legislature took notice. As Governor Carey said when he addressed the Meeting in plenary session, "Now that you've been to Albany, you know how to get back here". It is up to us, the women of the State to follow up what we have begun.



What We Do

Women in New York State, are you aware that you have an advocate inside State Government? The Women's Division in the Executive Chamber works with appointed officials and civil servants in State agencies to ensure that the interests, needs and rights of women are met whenever and wherever possible; we consult with legislators and their staffs both in Albany and Washington as a voice on behalf of women. These activities derive from our mandate to promote equal opportunity and status for women, as set forth in Governor Carey's Executive Order No. 8, issued on April 11, 1975. This Executive Order gives the Women's Division cabinet status — a decision-making voice in State Government. (Please write us if you would like to receive a copy.)

Preview

Battered wives are trapped, frightened women. So are their families.

In the next issue of **WOMEN NEW YORK** we will take a closer look at domestic violence. We will also look at recently passed legislation that specifically deals with the concerns of the women who are victims of domestic violence.

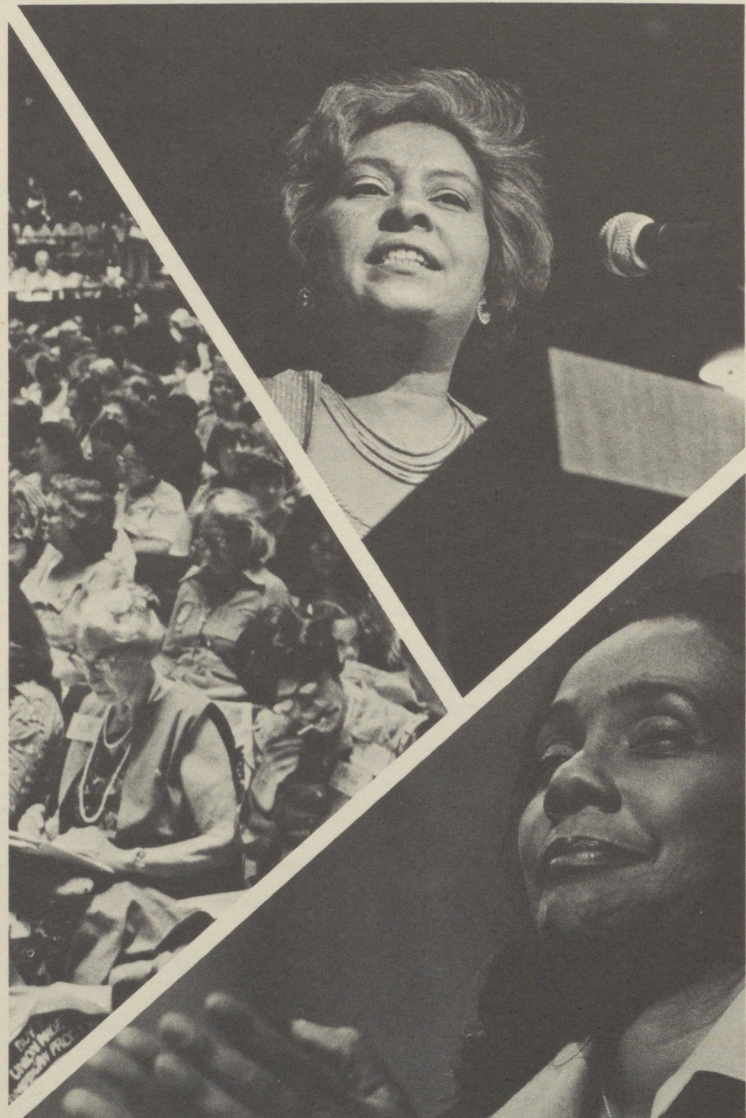
... A Thousand Words

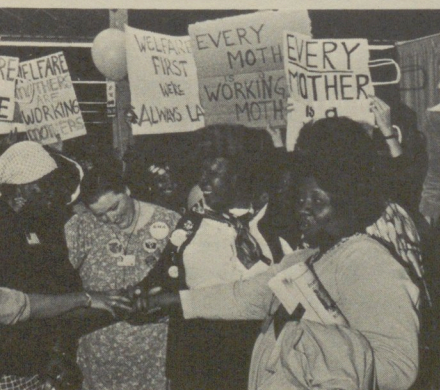
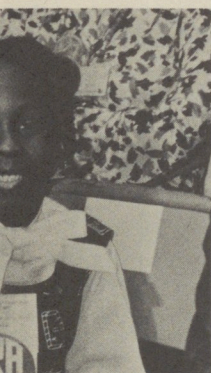
New York State Delegates

A slate of 88 delegates and five alternates was elected by the women to represent their interests at the International Women's Year Conference in Houston, Texas, November 18-21, 1977.

Listed below is the full slate of delegates and alternates.

Cecile Ackmed, N.Y.C. • Cheryl Adams, Ph.D., N.Y.C. • Francine Adelman, Merrick, N.Y. • Kathy Allgood, Rochester, N.Y. • Virginia Apuzzo, Brooklyn, N.Y. • Sandra Bachety, Deer Park, N.Y. • Eleanor G. Bailey, Bx., N.Y. • Patricia Bailey, Elmira, N.Y. • Martha Baker, Flushing, N.Y. • Carol Bellamy, Bklyn., N.Y. • Theresa D. Bergen, Bklyn., N.Y. • Catherine Bertini, Skaneateles, N.Y. • Karen S. Burstein, Woodmere, N.Y. • Constance Cabell, St. Albans, N.Y. • Angela Cabrera, Bklyn., N.Y. • Mable Charles, Freeport, N.Y. • Goldie Chu, N.Y.C. • Josephine M. Clark, Lockport, N.Y. • Susan Cohen, Geneva, N.Y. • Noreen Connell, N.Y.C. • Constance Cook, Ithaca, N.Y. • Eleanor Cooper, N.Y.C. • Adrienne Critchlow, Bklyn., N.Y. • Evelyn Cunningham, N.Y.C. • Diane Daniels, Rego Park, N.Y. • Karen DeCrow, Syracuse, N.Y. • Rita DiMartino, S.I., N.Y. • Kathy Doyle, Lockport, N.Y. • Nancy Dubner, Rochester, N.Y. • Marcia B. Dugan, Penn Yan, N.Y. • Ruth Dunne, Bx., N.Y. • Sally Martino Fisher, Bklyn., N.Y. • Phyllis G. Flug, Jamaica, N.Y. • Jo Freeman, Purchase, N.Y. • Meryl C. Friedman, Bklyn., N.Y. • Mary Goodhue, Mount Kisco, N.Y. • Shirley G. Gordon, Loudonville, N.Y. • Andrea Gruen, N.Y.C. • Ronni Haggarty, Bklyn., N.Y. • Pauline Haynes, N.Y.C. • Katherine Heaviside, Huntington, N.Y. • Elaine Horowitz, Merrick, N.Y. • Dianne Jackson, Bklyn., N.Y. • Shirley G. Jenkins, Rosedale, N.Y. • Arlyne Katz, Potsdam, N.Y. • Sandra Katz, Hollis, N.Y. • Esther G. Kee, N.Y.C. • Lolita Lacson, N.Y.C. • Shawn Leach, White Plains, N.Y. • Georgia McMurray, N.Y.C. • Rowena Chaiton Malamud, DeWittville, N.Y. • Bonnie Mandina, Beechhurst, N.Y. • Annie B. Martin, N.Y.C. • Joyce E. Massey, Laurelton, N.Y. • Nettie Mayersohn, Flushing, N.Y. • Olga Mendez, N.Y.C. • Frances Nathan, N.Y.C. • Mary Burke Nicholas, N.Y.C. • Christine Noschese, N.Y.C. • Dorothy Orr, No. White Pl., N.Y. • Ursula C. Pinero, Spencerport, N.Y. • Loretta M. Piscatella, Ronkonkoma, N.Y. • Clarice Pollock, Bronxville, N.Y. • Betty J. Powell, Bklyn., N.Y. • Alice Quinn, N.Y.C. • Ruth Ram, Great Neck, N.Y. • Carolyn Reed, N.Y.C. • Cleo Reid, Buffalo, N.Y. • Letha Richardson, Corona, N.Y. • Katherine Robinson, Buffalo, N.Y. • Helen Rodriguez, N.Y.C. • Lisa Rosillo, Bklyn., N.Y. • Dannie Rowell, N.Y.C. • Beulah Sanders, N.Y.C. • Susan Schwalb, N.Y.C. • Joan E. Short, Monsey, N.Y. • Claire Shulman, Bayside, N.Y. • Barbara M. Sims, Buffalo, N.Y. • Lynda





Spielman, *Flushing, N.Y.* • Ferne Steckler, *Woodsburgh, N.Y.* • Annette Stoller, *Suffern, N.Y.* • Anna Thompson, *Hollis, N.Y.* • Opal Townson, *Rochester, N.Y.* • Doris Turner, *N.Y.C.* • Mary Lou Welz, *Rochester, N.Y.* • Ellen Willis, *N.Y.C.* • Dora Young, *St. Albans, N.Y.* • Lorraine Zimniewicz, *Otego, N.Y.*

ALTERNATES: Anne Troy Brown, *Ballston Lake, N.Y.* • Nina Bryce, *St. Albans, N.Y.* • Lynn Bugay, *Buffalo, N.Y.* • Margaret Prescod-Roberts, *Bklyn., N.Y.* • Eleanor Watrous, *Schenectady, N.Y.*

New York State Delegates-at-large

To assure an equitable representation of women from each state at the National Conference in Houston, Texas, IWY was authorized to choose 400 delegates-at-large in addition to those elected by women at their state conferences.

Listed below are the women the Commission selected from the State of New York.

Margaret Adams, *N.Y.C.* • Delores Alexander, *N.Y.C.* • Roberta Anschuetz, *N.Y.C.* • Pamela Antisdel, *Nichols, N.Y.* • Evelina Antonetty, *Bx., N.Y.* • Ann M. Attar, *Bklyn., N.Y.* • Ruth Begun, *N.Y.C.* • Brenda Brimmer, *N.Y.C.* • Raquel Creitoff, *N.Y.C.* • Alberta E. Crowe, *Liverpool, N.Y.* • Joan Dunlop, *N.Y.C.* • Frances T. Farenthold, *Aurora, N.Y.* • Brenda Fasteau, *N.Y.C.* • Eunice Fiorito, *N.Y.C.* • Erika Padan Freeman, *N.Y.C.* • Betty Friedan, *N.Y.C.* • Barbara Fultz, *N.Y.C.* • Ruth Bader Ginsburg, *N.Y.C.* • Martha S. Greenawalt, *Hartsdale, N.Y.* • Elinor Guggenheimer, *N.Y.C.* • Lelia Hall, *N.Y.C.* • Joanne Hayes, *Poughkeepsie, N.Y.* • Dorothy Height, *N.Y.C.* • Alice Heyman, *N.Y.C.* • Ruth Hinerfeld, *Larchmont, N.Y.* • Cathy Howell, *Ithaca, N.Y.* • Shirley Joseph, *Williamsville, N.Y.* • Audrey Kelly, *Scarsdale, N.Y.* • Janice G. Kissner, *White Plains, N.Y.* • Esther R. Landa, *N.Y.C.* • Linda J. Lee, *N.Y.C.* • Madeline Lee, *N.Y.C.* • Mildred Robbins Leet, *N.Y.C.* • Dolores Klaich, *N.Y.C.* • Ruth Perlman Klebaner, *N.Y.C.* • Carol Leimas, *N.Y.C.* • Rhonda Lerman, *Cazenoba, N.Y.* • Judy Lerner, *Harrison, N.Y.* • Anna M. Lewis, *Saratoga Springs, N.Y.* • Barbara Love, *N.Y.C. 10003* • Frances Lucas, *N.Y.C.* • Elaine Lytel, *Dewitt, N.Y.* • Gloria Mattera, *Geneseo, N.Y.* • Frances McGillicuddy, *N.Y.C.* • Daphne Meadows, *Yonkers, N.Y.* • Ruth Meyers, *N.Y.C.* • Joyce D. Miller, *N.Y.C.* • Cynthia Navaretta, *N.Y.C.* • Sue Panetta, *Ithaca, N.Y.* • Letty Cottin Pogrebin, *N.Y.C.* • Yolanda Quitman, *Hewlett, N.Y.* • Gladys E. Rivera, *Queens Village, N.Y.* • Camille Robinson, *N.Y.C.* • Enid Roth, *N.Y.C.* • Laura P. Scanlon, *Bklyn., N.Y.* • Ronni B. Smith, *N.Y.C.* • Blanche W. Shukow, *N.Y.C.* • Charlotte Stein, *N.Y.C.* • Amy Swerdlow, *N.Y.C.* • Frances Wapnick, *Valley Stream, N.Y.* • Aviva Cantor Zuckoff, *N.Y.C.*

Women's Rights and the 1977 Legislative Session

In the 1977 session of the New York State Legislature, we realized the achievement of two major bills long sought by advocates of women's rights.

For several years bills were defeated which would have repealed the specific provision in the Workmen's Compensation Law that excluded pregnancy and pregnancy-related disabilities from coverage under New York's mandatory disability benefits program.

In December 1976, the State Division of Human Rights achieved a major victory in the New York Court of Appeals in the case of *Brooklyn Union Gas Company v. New York State Division of Human Rights*, 41 N.Y. 2d 84 (1976). The Court ruled that the failure of an employer to provide benefits for pregnancy-related disabilities on

the same basis as benefits for other disabilities constitutes sex discrimination in the "terms, conditions or privileges of employment" (Exec. Law, §296 [1] [a]).

This court decision was the major impetus behind the passage, during the 1977 session, of an amendment to the Disability Benefits Law. On August 3, 1977, Governor Carey signed a bill requiring private employers in New York to provide disability benefits for employees disabled as a result of pregnancy.

Such employees are entitled to receive up to eight weeks of disability benefits in connection with a normal pregnancy and childbirth and up to twenty-six weeks of benefits if there are complications relating to the pregnancy. The law applies to disabili-

Houston Meeting: Diverse But Not Divisive

On January 14, 1975 the ninety-fourth Congress of the United States passed an act at its first session directing the National Commission on the Observance of International Women's Year, 1975 to organize and convene a National Women's Conference.

The legislation mandated that the women "Identify the barriers that prevent women from participating fully and equally in all aspects of national life, and develop recommendations for means by which such barriers can be removed."

Less than two years later on November 18, 1977, two thousand women, elected and appointed delegates from every state in the Union, territories and protectorates, mandate in hand, met in Houston, Texas.

There were also several hundred women invited by the State Department to observe the Conference. In addition, more than 18,000 women, observers and visitors, attended the Conference.

A National Plan of Action, developed from resolutions passed at state meetings, provided the

basis for debate and final ratification by the delegates.

The Plan covered the following areas: arts and humanities, battered women, business, child abuse, child care, credit, disabled women, education, elective and appointive office, employment, the equal rights amendment, health, homemakers, insurance, international affairs, media, minority women, offenders, older women, rape, reproductive freedom, rural women, sexual preference, statistics, welfare, and the creation of a Cabinet-level Women's Department.

Introduced as a total package, it was hoped by the convenors of the Conference that the Plan would be accepted without amendment.

But early in the Conference, disabled women squashed that hope.

A disabled delegate, speaking from a wheelchair, took the group to task for not recognizing the disabled women were feminist and yet the Disabled Women's plank as written, she said, "makes us sound like vocational rehabilitation things, not people." When she

ties arising before or after childbirth or termination of pregnancy.

The Disability Benefits Law is administered by the Workmen's Compensation Board, 2 World Trade Center, New York, New York, (212) 488-4599.

Another major legislative victory was the passage of the Displaced Homemakers Act. The legislation states that "homemakers are an unrecognized and unpaid part of the national work force who make an invaluable contribution to the welfare and economic stability of the Nation but who receive no health, retirement, or unemployment benefits as a result of their labor; an increasing number of homemakers are displaced in their middle years from their normal family role and left without any

source of financial security through divorce, the death of their spouse, or the loss of family income; displaced homemakers often are subject to discrimination in employment because of age, sex, and lack of any recent paid work experience; and displaced homemakers often are without any source of income because: they are ineligible for social security benefits because they are too young, or because they are divorced from the family wage earner; they are ineligible for federal welfare assistance if they are not physically disabled and their children are past a certain age; they are ineligible for unemployment insurance because they have been engaged in unpaid labor in the home."

On August 5, 1977, Governor Carey signed legislation providing for the establishment of multi-purpose service centers for displaced homemakers. These centers are to provide services such as job counseling, training and placement, health education and information, financial management services and educational services.

Legislation dealing with the problem of battered women will be discussed in the next issue of *Women New York*.

finished most of the room was in tears.

A rewritten resolution on disabled women was later adopted by the Conference.

The highlight of the Conference though, came with the introduction of the completely rewritten Minority Women's Resolution.

Formulated by agreement of the four major groups — Black, Hispanic, American Indian/Alaskan Natives, and Asian American/Pacific — the umbrella statement, on behalf of all women who suffer the double discrimination of race and sex, was presented by California Assemblywoman Maxine Waters.

Then in turn a spokeswoman from each caucus: Mariki Tse for the Asian American/Pacific group, Billie Nave Masters for the American Indian/Alaskan Native delegates, Sandy Sewell for Hispanic women, and Coretta Scott King for the Black Caucus, read the section related to their individual needs.

With the words, "Madam Chair, I move the question", came the most spontaneous, emotional response at the Conference.

The vote was unanimous. The Utah delegation, previously reti-

cent, voted for it. And even three Mississippians — including one man — voted for it bringing tears to the eyes of a Black woman in the New York delegation which was seated in front of the Mississippians.

Without prompting, arms were entwined and as everyone slowly began to sway the refrains of "We Shall Overcome" engulfed the massive hall.

Things moved swiftly from that point, and by the Conference's end 25 of the 26 resolutions had been accepted by the delegates.

The 26th resolution, which proposed the establishment of a Federal Cabinet-level Women's Department, was not adopted.

Overwhelmingly, the women and, most of the men, felt that the Conference had not only fulfilled its mandate, but it had provided a bonus that few of the women had anticipated.

No longer would the nation wonder whether women could hold a National Conference of such magnitude with a deep sense of purpose, commitment and seriousness. They had.

If there was a question of

minority women's participation in the women's movement, that question was squashed with the introduction and overwhelming acceptance of the Minority Women's Resolution by the Conference.

If there was a question of how diverse were the women who were concerned about women's issues, the answer was in Houston, Texas.

There were welfare mothers, society lawyers, farm wives, white, Black, brown, Indian, Asian and Latin women. Women from sugar plantations in Louisiana and women in wheelchairs. Older women demanding that mandatory retirement be phased out and New York women who explained to Colorado women how they tackled the problem of battered wives and their children.

Probably summing it up best was Glacys E. Rivera of Queens Village, a New York delegate representing the National Conference of Puerto Rican Women, who said, "To me as a Puerto Rican minority woman, the thing I will remember most was to see what I didn't believe would happen — the backing of ALL our sisters."

For Your Information:

Resolutions from the NYS Women's Meeting

All the resolutions adopted by the New York State Women's Meeting in Plenary Session on July 10th, 1977 (28pp.), as well as other resolutions submitted by caucuses, special groups and individuals (20pp.), were transmitted to the National Commission for International Women's Year in Washington, D.C.

These resolutions are a prime tool for follow-up action in local communities and with the state legislature. They have been deposited with thirty-five library systems throughout the state so they will be available to the interested public.

For specific information as to the responsible person in each library system to whom the resolutions have been sent, contact:

Olga Feliciano
Women's Division
Executive Chamber
State of New York
1350 Avenue of the Americas
New York, N.Y. 10019
(212) 977-5740

TV Special on NYS Women's Conference

Educational television station WMHT/TV, channel 17, Schenectady produced an hour special, "A More Perfect Union", which was shown in that area last September 1, 1977.

This significant and outstanding show is available for local showing in your community. To arrange for its scheduling, write your local educational television station and request that they air the program.



The Women's Division is updating its directory of Women's Organizations. If you wish your group included, please send the name of the organization, address and contact person to the address below.

WOMEN NEW YORK is published to increase the awareness of the residents of New York State—on the status of women, women's rights, and what the Women's Division is doing to ensure those rights. The Women's Division hopes that *WOMEN NEW YORK* will aid and stimulate those who can affect changes that will improve the status of women in New York State. We need your comments and suggestions.

Why We Are

Send the names and addresses of friends, colleagues or organizations who should receive the newsletter to: Women's Division, State of New York, 1350 Avenue of the Americas, New York, N.Y. 10019.

WOMEN NEW YORK

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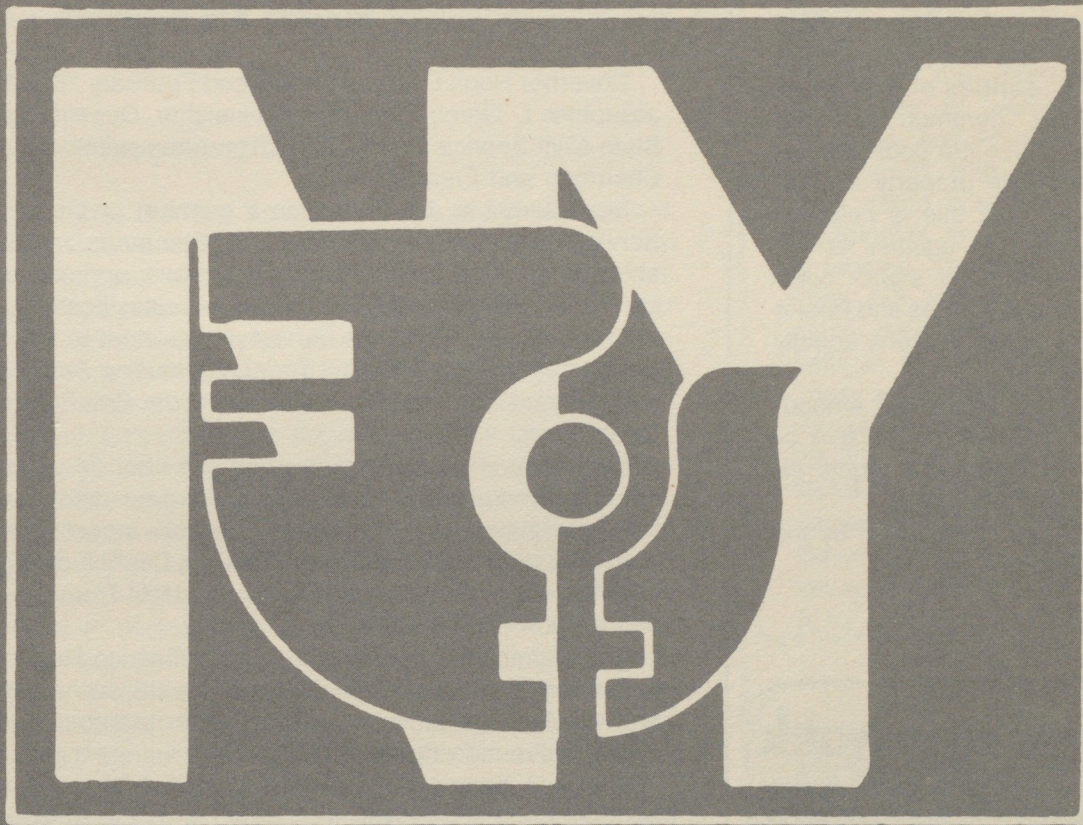


BI-MONTHLY NEWS FROM THE WOMEN'S DIVISION OF THE STATE OF NEW YORK

Volume 2, Number 1

March/April 1977

New York State



Women's Meeting

Join us in Albany, July 8, 9 and 10 and other New York State women of all ages, backgrounds and viewpoints. Speak out on the problems that concern you, share your experiences in the home, on the job, in the professions and in society. Suggest new solutions, new laws, new priorities.



LOOK TO THE FUTURE

The Women's Division believes that the most urgent legislative need for women in New York is extending divorce reform to include reform of the marital property law. Today, New York is one of only 11 states that gives no recognition to the fact that marriage is an economic partnership. Thirty - eight states have laws that recognize the economic realities of marriage. The 30 other "common law property" states give the court discretion to distribute property regardless of how legal title is held depending upon the equities of the individual case. The eight "community property" states and Puerto Rico divide up the property equally upon divorce.

We support the concept embodied in A.11555-A, S.9076-A of equitable as opposed to equal division of marital property.

We urge favorable action by the State Legislature this year.

Mary Burke Nicholas

WOMEN NEW YORK

Women New York is the bi-monthly newsletter of the **WOMEN'S DIVISION, Executive Chamber, State of New York, Director, Mary Burke Nicholas; Deputy Director, Angela Cabrera.** This issue is Vol. 2 No. 1. Produced by the **Women's Division: Associate Director for Public Information and Editor, Jewell Jackson McCabe; Associate Editors: Ida F.S. Schmertz, Associate Director for Special Projects; Melinda Aikins Bass, Special Assistant for Legislation; Robert Friel, Confidential Assistant; Christine Rosianski, Assistant Editor; with special thanks to Eileen Locascio, Secretary to the Director; and Olga Feliciano, Secretary to the Deputy Director.**

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Women Are News

Governor Hugh L. Carey announced February 16th the appointment of Josephine L. Gambino of Jackson Heights, Queens, as a member of the State Civil Service Commission. The other members are Victor Bahou, Chairman and Ersu Poston.

Mrs. Gambino, 54, has been a member of the New York City Civil Service Commission for three years. She hears appeals from decisions about job eligibility and disciplinary actions, approves scheduling of civil service examinations, and rules on job classification and job titles.

From 1970 to 1973, she served as assistant to the chairman and assistant secretary of the New York City Housing Authority and from 1966 to 1970 as the Bronx Director of New York City Rent and Rehabilitation Department.

Mrs. Gambino entered public service after 24 years as a production manager and stylist in dress and sportswear manufacturing.

She is the recipient of several awards, including the Woman of the Year Award in 1975 from the Ministerial Council on Race Relations and the Woman of Achievement Award in 1974 from the American Italian Association (AMITA).

Mrs. Gambino is the former president of the North Queens Civic Improvement Association, president of the Italian-American Businessmen and Women's Association, and a former member of the Tremont Narcotics Prevention Board.

She was named for a term ending February 1, 1983, to succeed Michael N. Scelsi of New York City, whose term expired.

Governor Hugh L. Carey announced April 1st the appointment of Mrs. Roberta Karmel as a member of the 11-member board of the Metropolitan Transportation Authority (MTA). She succeeds Mr. Harold L. Fisher as a board member. Mr. Fisher has been appointed chairperson of the MTA.

Mrs. Karmel, 39, a rail commuter, is a senior partner in the law firm of Rogers and Wells in Manhattan. A specialist in securities, she is a former assistant regional administrator for the Securities and Exchange Commission and the author of a number of articles about securities regulations and laws.

Among her professional activities are membership in the Committee on Securities Regulation for the American Bar Association, the Committee on Professional Responsibility for the Association of the Bar of the City of New York, New York Women's Bar Association, American Arbitration Association, and the American Judicature Society. She is a graduate of Radcliffe College and New York University School of Law. Her

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husband, Paul, is a Professor in the School of Engineering at the City College of New York.

Pregnancy Disability

On December 20, 1976, the New York State Court of Appeals upheld orders of the State Division of Human Rights directing employers to pay salary benefits to employees with pregnancy-related disabilities. Under the Court's ruling, employers who are subject to the New York State Human Rights Law (those who employ four or more people) and who provide salary benefits for non-occupational illness or injury, must include pregnancy-related disabilities in their coverage. These employers must pay for those disabilities the same benefits they pay for non-occupational illnesses or injuries. The payment period is the time the employee's physician certifies that she is medically unfit to do her job. This may include time before as well as after the birth of the child; but does not include time taken, after recovery from disability, for child-rearing.

The New York State Division of Human Rights has for several years ruled that the exclusion of coverage of pregnancy-related disabilities under employers' non-occupational disability plans is sex discrimination, and violates the New York State Human Rights Law. The Division interprets the statute to require employers to equalize treatment of employees sustaining pregnancy-related disabilities by including them in benefits coverage.

Since the decision was handed down, the Division has been flooded with phone inquiries. As a result, the Division has drawn up a Fact-Form Kit that is now available to the public. The Kit includes instructions to the employee on how to go about collecting her benefits; instructions to the employer on how to comply with the Human Rights Law and provide payments; a medical form for the woman's physician to complete, certifying her term of disability; and a Fact Sheet which answers such questions as: can a woman collect benefits while on maternity leave; is this ruling retroactive; are city and state employees covered, etc.

The Fact-Form Kit also contains instructions for women to follow if their employers are unwilling to provide them with the salary benefits they feel they are entitled to.

If an employer or an employee has a question concerning pregnancy disability benefits, please send for the free Pregnancy-Disability Fact-Form Kit: Pregnancy Task Force, State Division of Human Rights, 2 World Trade Center, New York, New York 10047.

The volume of phone calls makes it impossible for the Division to do more than take the caller's name and address.

(Please turn to page 8 for continuation.)

What We Do

Women in New York State, are you aware that you have an advocate inside State Government? The Women's Division in the Executive Chamber works with appointed officials and civil servants in State agencies to ensure that the interests, needs and rights of women are met whenever and wherever possible; we consult with legislators and their staffs both in Albany and Washington as a voice on behalf of women. These activities derive from our mandate to promote equal opportunity and status for women, as set forth in Governor Carey's Executive Order No. 8, issued on April 11, 1975. This Executive Order gives the Women's Division cabinet status — a decision-making voice in State Government. (Please write us if you would like to receive a copy.)

PREVIEW

Crimes against women are outrageous and unforgivable. In the upcoming issue of Women New York, we will focus on the tragedy of "Battered Wives".

YWCA Salute to Women in Business

Conditions change, needs vary and new methods develop, but the purpose of the YWCA for fulfillment and liberation of women in mind, spirit and body remains unchanged . . . an organization grows into maturity in the same way that a person does, developing the promise of earlier years in responding to life's demand — this is the philosophy that has placed the YWCA in the vanguard of the movement on behalf of women.

The YWCA of the City of New York continues to expand its services to all women of our vital community.

During its 106 years of existence, the YWCA's objective has been to help women, *especially working women*, achieve their personal, vocational and avocational goals through upgrading of career, business and management skills. The YWCA is an international organization active in 83 countries and is the world's largest membership organization of women. The New York City YWCA is one of 470 YWCA associations in the United States.

In recognition of women's accomplishments in business, the YWCA of New York City has established the "Annual Salute to Women in Business" Award.

In its third annual "Salute to Women in Business" for 1976, the YWCA honored 63 women of achievement from companies and organizations in the New York business world at a luncheon in the Grand Ballroom of the Waldorf-Astoria Hotel. "The first woman who . . ." is a phrase that showed up repeatedly in the biographies of those honored.

The honorees' occupations ranged

from the vice president in charge of municipal finance for an investment house to a telephone repair woman; from an option inspection representative for a stock exchange to the merchandise manager for a major retail chain, to the operations services supervisor of a major metropolitan airport.

Keynote speaker at the Salute, and recipient of a special Salute award, was Betty Furness, Director, Action 4, WNBC-TV News. The honorees at this year's luncheon were introduced by Rose Ann Scamardella of WABC-TV, Carol Martin of WCBS-TV and Marife Hernandez, Director of Community Relations for WPIX-TV.

Grace J. Fippinger, Vice President, Secretary and Treasurer of New York Telephone, was General Chairperson of the 1976 Salute to Women in Business, assisted by a committee of New York business women. Honorary Chairpersons were Mrs. Albert H. Gordon, President of the YWCA of the City of New York, and Madeline H. McWhinney, Chairperson of last year's Salute. Horace C. Jones, a Director and Chairperson of the Executive-Finance Committee of Burlington Industries, Inc., was Chairperson of this year's Sponsors' Panel.

In commenting on the growth of the Salute to Women in Business in its three-year existence, Mrs. Gordon, YWCA President, said, "The corporations and individuals supporting this luncheon are leaders in the pursuit of equal opportunity for all. We appreciate the dedicated efforts of all who have contributed so much to the success of the businesswomen of our great city."

PROFILE OF "AN" HONOREE

The woman chosen to be honored at the 1976 YWCA "Salute to Women in Business" was typically about 40

Grace Fippinger, Vice President, Secretary and Treasurer of New York Telephone, and General Chairperson of the 1976 Salute; and Polly Gordon, President of the YWCA, New York City.



years old and earned an annual salary in the neighborhood of \$40,000. Early results indicated the typical honoree held a staff position, and supervised the work of 20 people. She attributed her success to a combination of good education and on-the-job experience.

A look at the responses to eight key questions posed in a questionnaire to the honorees:

- Seventeen of the 40 respondents are in "line" positions, with a direct impact on company revenues, while 23 are "staff" workers.
- Fourteen women said they work primarily on their own, while 26 supervise others, with numbers ranging from three to 400-plus.
- Almost half of the women submitting questionnaires picked more than one term to describe her job category. The most popular combinations were creative/managerial and creative/financial. Of the eight choices, the one most often checked was managerial (23), followed closely by financial (14) and creative (13).
- Most respondents attributed their success to on-the-job learning (28 votes) or schooling (19 votes). Not surprisingly, many checked both.
- Fifteen of the 40 women returning a questionnaire said they had finished some kind of professional graduate school (such as law, business, etc.), compared to seven who did graduate work in an academic subject. Additionally, nine did college-level studies, while three took technical training. Six respondents checked "High School or less."
- Most honorees were in the middle of life's spectrum. None were under 25. Thirteen were between 36 and 45, and twelve were aged 46 to 55. Eight were slightly younger, between 25 and 35, and seven were over 55.
- Exactly half of the 40 respondents said they currently earn between

\$31,000 and \$50,000. Eleven fall in the \$16-to-\$30,000 range; nine earn between \$51,000 and \$75,000 a year; and three report earnings over \$75,000.

- All of the 40 had improved their compensation since 1971; twenty-one of them were earning 21-to-60% more than they did five years ago. Two had increases of 20% or less, while 17 had grown by 61% or more. The highest increase cited for the five-year period was 300%.

This year's Salute raised over \$30,000 for the NYC/YWCA. Among the women who were chosen as honorees were:

Marion S. Adams, V.P. Municipal Finance, Blyth Eastman Dillon & Co., Inc. • Rena R. Bartos, Sen. V.P. - Dir. of Communications Development, J. Walter Thompson Co. • Caroline Beebe, Dir. of Employee Benefits and Branch Personnel Relations, Bloomingdale's • Meg Bianco, Branch Manager, Xerox Corp. • Barbara C. Blake, Second V.P., Chase Manhattan Bank, N.A. • Mari Ann Blatch, V.P.-Consumer Affairs, Reader's Digest Assoc., Inc. • Roberta Paula Books, V.P., Morstan Development, Inc., Morgan Stanley & Co., Inc. • Joan-Ann Bostic, Personnel Manager, Pfizer, Inc. • Frankie Cadwell, Pres., Cadwell-Compton, Compton Advertising, Inc. • Eleanor E. Campbell, V.P., Johnson & Higgins • Emilie Caravasios, Inspection Rep., American Stock Exchange • Frimet Celnik, Repairman, New York Telephone • Paula Cholomondeley, Manager, International Financial Analysis, International Paper Co. • Jeanne R. Corbett, Asst. V.P. Actuarial Dept., Metropolitan Life Insurance Co. • Zoe Coulson, Dir.-The Good Housekeeping Institute, Hearst Magazines • Gloria B. Deragon, Group Manager, Marketing Research Dept, Lever Brothers • Margaret B. Devlin, Asst. Corp. Secretary, General Motors Corp. • Edith Drucker, Merchandise Manager, B. Altman & Co. • Virginia A. Dwyer, Asst. Treasurer, American Telephone and Telegraph Co. • Rhoda Erickson, Supervisor-Stenographic Training and Services, Sullivan & Cromwell • Josephine Foxworth, Pres., Jo Foxworth, Inc. • Dorothy L. Furness, Merchandise Manager, J.C. Penney Co., Inc. • Elaine Garzarelli, V.P., Becker Securities Corp. • Dr. Dorothy Gregg, Corp. V.P.-Communications, Celanese Corp. • Ruth Haase, Asst. V.P., Blue Cross & Blue Shield of Greater New York • Marjorie L. Hart, Sen. Planning Advisor,

Exxon Corp. • Louise S. Hazeltine, Assoc. Dean, Cornell University-New York Hosp. School of Nursing • Peggy Healy, V.P., National Finance, Dir.-Y & R Australia, Young & Rubicam International, Inc. • Eleanor G. Hirsch, Exec. Editor-Language Arts, Holt, Rinehart and Winston, CBS Educational Publishing, A Division of CBS, Inc. • Charlotte Schiff Jones, Exec. V.P., Manhattan Cable Television, Inc. • Dr. Johanna Kaiser, Psychologist, YMCA of Greater New York • Jean D. Keaveny, Asst. Secretary, International Telephone and Telegraph Corp. • Maryann N. Keller, Asst. V.P., Sen. Analyst, Kidder, Peabody & Co., Inc. • Marion S. Kellogg, V.P. General Electric Co. • Moira Kelly, Manager of Planning and Development, W.R. Grace & Co. • Joan W. Konner, Documentary Producer, NBC News, National Broadcasting Co., Inc. • Dagnija D. Lacis, Industry Marketing Manager, Scientific/Transportation/Communications/Utilities, Burroughs Corp. • Natalie S. Lang, V.P., Corp. Social Policy, Booz, Allen & Hamilton, Inc. • Joy Levien, Asst. Secretary, The Singer Co. • Anna Maria Malachi, Operations Services Supervisor, Newark International Airport, The Port Authority of NY & NJ • Theresa A. Marmo, Asst. Corp. Secretary & Assoc. Counsel, Bulova Watch Co., Inc. • Kay B. Maunsbach, Second V.P. & Dir.-Corp. Relations, Manhattan Life Insurance Co. • M. Jacqueline McCurdy, Asst. General Counsel, Joseph E. Seagram & Sons, Inc. • Sallie C. Melvin, V.P., Chemical Bank • Heidi Merrill, Advertising Dir., Working Woman Magazine • Anne M. Meschino, V.P., Citibank, N.A. • Birgit E. Morris, Managing Patent Attorney, RCA Corp. • Dolores J. Morrissey, V.P., The Bowery Savings Bank • Sophie A. Fiatarone, Asst. V.P., The First Boston Corp. • Patricia Neighbors, V.P., Avon Products, Inc. • Catherine A. Rein, Secretary and Sen. Attorney, The Continental Group, Inc. • Ann Robb, Manager-Sales Contracts, Commissions & Policies, The Sperry and Hutchinson Co. • Marlene Sanders, V.P., Dir. of Documentaries, American Broadcasting Co., Inc. • Eleanor J. Shehane, Manager of the Benefit Committee, AT&T Long Lines Dept. • Judith G. Shepard, V.P., Goldman, Sachs & Co. • Doris H. Skutch Exec. Fashion Dir., Burlington Industries, Inc. • Gail A. Wallace, Government Relations Specialist, Kennecott Copper Corp. • Dorothy Wayner, Manager, Client Services, Byrde Richard & Pound • Corrine Williams, Manager-Jewelry and Silver Repair Dept., Tiffany & Co. • Marjorie Worme, Asst. to Pres./Rental Manager, Member Board of Managers for Condominium Section, Parkchester Management Corp. • Kristina Wrba, Dir. of Marketing, Helena Rubenstein, Inc. • Mary Anne Wrenn, V.P., Merrill Lynch Pierce Fenner & Smith, Inc. • Dr. Ruth Ziff, Sen. V.P., Doyle Dane Bernbach, Inc. •

A Call to Women: New York State Women's Meeting — IWY

(Continued from page 1)

Housewives, working and unemployed women, students, mothers, and women of all ages, backgrounds and viewpoints, from cities, towns and farms have been called to assemble in Albany July 8 to 10 for what is expected to be the largest gathering of women ever held in New York State.

The "Call to Women" was issued at a press conference in New York City on March 22, 1977 in the YWCA Auditorium, 610 Lexington Avenue, by Bella Abzug, Lieutenant Governor Mary Anne Krupsak, Mary Burke Nicholas, Director and Angela Cabrera, Deputy Director, Women's Division of the Governor's Office; as they announced plans for the first Federally-funded New York State Women's Meeting.

The Albany meeting will be one of 56 Federally-funded state conclaves of women. They will be followed by the first National Women's Conference in Houston, Texas, November 18 to 21.

The "Call" was read in segments by women ranging in age from 17 to 77, representing a cross-section of individuals and broad groupings of women the meeting planners hope to attract.

"We have an opportunity to reach out and touch each other and say this is what I am," said former Representative Bella Abzug, who sponsored the legislation providing five million dollars for the nationwide women's meetings.

"We're aiming for from 3,000 to 5,000 women from all parts of the State," Lieutenant Governor Krupsak said, adding that auto-caravans and special buses will be used to transport women to Albany.

Mary Burke Nicholas, Director of the Women's Division, and newly elected Chairperson of the New York State Women's Meeting, said key among the issues examined would be health, public life and consumerism. "We are going to have a truly historic meeting in Albany," she said.

The State meeting will be a celebration

of women and their contributions to American life and progress, as well as a series of workshops and discussions on women's issues. Clara DeMiha, 77, a "founding mother" of the feminist movement who worked for the downtrodden along with Jane Addams in Chicago in the 1920's said that she hoped the meeting would result in the "consciousness raising of American women," adding that it could lead to "improving the lot of both women and men."

Recommendations of steps that can be taken to eliminate discrimination against women will be developed in plenary sessions. Participants will also elect 88 delegates from New York to the National Conference.

The three-day meeting will be held in the Convention Center at the Empire State Plaza. Overnight accommodations will be available at modest cost at the SUNY campus in Albany, and child care will be provided.

The coordinators are stressing that this be an "open meeting" for all women, regardless of their politics, income or past participation in women's organizations. Funds will be available to subsidize women with little money who want to attend the meeting and day-care facilities will be provided.

Asked whether men can attend, Ms. Abzug, who is Chairperson of the National IWY Commission, said, "They are welcome."

Your suggestions are welcomed and we urge you to start now to consider your role in helping to plan the meeting and/or participating in the meeting. The mailing address for the Albany event is State Women's Meeting, 12th Floor, 9 West 57th Street, New York City 10019. Ten regional committees are presently being set up.

The following 88-member coordinating committee includes representatives of women's organizations, both traditional and feminist, from all areas of the State, selected by the President's National Commission for the Observance of International Women's Year:



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Hortense S. Cochrane, *Saratoga Springs*
 Noreen Connell, *New York City*
 Constance Cook, *Ithaca*
 Lucille Coulihan, *Brooklyn*
 Raquel Creitoff, *New York City*
 Adrienne Critchlow, *New York City*
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 Natacha P. Dyckman, *Rochester*
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 Ronnie Feit, *New York City*
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 Marife Hernandez, *New York City*
 Katherine Humphrey, *Websters Crossing*
 Rena Hyland, *Brooklyn*
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 Charlotte Klein, *New York City*
 Midge Kovacs, *New York City*
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 Olga Lagano Carlin, *Selden*
 Dorothy Lasday, *Poughkeepsie*
 Anna Lewis, *Albany*
 Barbara Lockhart, *Ulster Park*
 Gloria Mattera, *Geneseo*
 Georgia McMurray, *New York City*
 Joyce Miller, *New York City*
 Betty C. Noble, *Liverpool*
 Aida O'Connor, *New York City*
 Dorothy Orr, *New York City*
 Eleanor Peck, *Rochester*
 Harriet Pilpel, *New York City*
 Letty Cottin Pogrebin, *New York City*
 Inez Smith Reed, *Albany*
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 Barbara Shock, *New York City*
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 Marcia L. Storch, M.D., *New York City*
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 Eleanor Tilson, *New York City*
 Mary E. Tobin, *New York City*
 Doris Turner, *New York City*
 Betsey Wade, *New York City*
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 Mim Kelber, *Brooklyn, Communications/Public Relations Chair*
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 Goldie Chu, *New York City*
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 Ruth Cowan, *New York City*
 Velma Murphy Hill, *New York City*
 Esther Kee, *New York City*
 Ann Lewis, *Albany*
 Olga Mendez, *New York City*
 Bonnie Pederson, *West Point*
 Jan Peterson, *Brooklyn*
 Carolyn Reed, *New York City*
 Barbara M. Sims, *Buffalo*

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 Marilyn Jemison Anderson, *Lawtons*
 Zelle Andrews, *White Plains*
 Samuel Babbitt, *Clinton*
 Martha Baker, *Queens*
 Jewel Bellush, *New York City*
 Lydia Bragger, *New York City*
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 Ersa Poston
 Claire Randall
 Gloria Steinem

EXECUTIVE COMMITTEE

Honorary Co-Chairs:
 Hon. Bella S. Abzug
 Lt. Gov. Mary Anne Krupsak

(Continued from page 3)

Women Are News

Governor Hugh L. Carey announced April 6, 1977 the appointment of Linda Lamel of Schenectady, program secretary to Lt. Gov. Mary Anne Krupsak, as Deputy Superintendent of Insurance.

"Ms. Lamel is the first woman to be appointed to such a high administrative post in the Insurance Department," Governor Carey said. "Her experience in management and administration will be valuable in the department."

Ms. Lamel, 33, has been program secretary since Lt. Gov. Krupsak assumed office in January 1975. She developed programs for the Lieutenant Governor, supervised and coordinated staff work on the pro-

grams, worked with the Governor's staff and state agencies, and advised on policy.

Ms. Lamel taught social studies at Farmingdale High School and helped select curriculum materials about career opportunities for women for the Yonkers Board of Education. For the last six years, she has worked with the National Organization for Women and other organizations to expand job opportunities for women and other minorities, and further career education in state government.

Ms. Lamel is a magna cum laude graduate of Queens College. She earned a master of arts degree from New York University and law degree from Brooklyn Law School.

WOMEN NEW YORK is published to increase the awareness of the residents of New York State—on the status of women, women's rights, and what the Women's Division is doing to ensure those rights. The Women's Division hopes that **WOMEN NEW YORK** will aid and stimulate those who can affect changes that will improve the status of women in New York State. We need your comments and suggestions.

WHY WE ARE

Send the names and addresses of friends, colleagues or organizations who should receive the newsletter to: Women's Division, State of New York, 1350 Avenue of the Americas, New York, N.Y. 10019.

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Bernice
INTER-OFFICE MEMORANDUM

TO Ms. Angela Cabrera

DATE 1/27/82

FROM Bernice White

These two photographs are
of a class at the YWCA's Displaced
Homemaker Center, 610 Lexington Ave.

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