

1973

A THEN AND NOW REPORT ON THE STATUS OF WOMEN IN ARKANSAS. 

2013



Women's Foundation
OF ARKANSAS

1973/2013: A THEN AND NOW REPORT
ON THE STATUS OF WOMEN IN ARKANSAS

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Designed By:

EXIT

The printing of this publication was made possible by a generous gift from Anita Davis

THE SPIRIT OF HOPE FOR WOMEN IN ARKANSAS

In 2010, the Women's Foundation of Arkansas (WFA) took a hard look at its grant-making and made the decision to be more strategic in its funding than in years past. A search for data ensued on various issues related to Arkansas's women – education, employment, poverty, etc. To much dismay, the Foundation quickly found that data was sparse, hard to locate and, sometimes, simply non-existent. In fact, it was during this search for data that we learned that the last comprehensive report, *Status of Women In Arkansas 1973: Changing Rapidly – Improving Slowly* (herein referred to as "the 1973 Report"), was collected and published by the Governor's Commission on the Status of Women (the Commission) in 1973.

While various groups have compiled data fact sheets over the years, such as the Institute for Women's Policy Research in 2002 and 2004, a revisit of the 1973 Report has not been conducted since. The Women's Foundation of Arkansas reached out to the Clinton School of Public Service in 2011 with an invitation to collaborate on updating this decades old report to not only assist the Foundation in its grant-making and policy decisions, but to provide a resource document to the state's many non-profit service providers, community and religious leaders, and governmental agencies. This collaboration grew from a few students to include scholars and community leaders from around the state.

**"A FOUNDATION MUST
TRULY KNOW ITS COMMUNITY
TO BE EFFECTIVE AND SERVE
AS A RESOURCE."**

- LYNNETTE WATTS

The 1973 Report was an enormous step in bringing the disparities in women's employment to light, but was narrow in its scope, focusing mainly on women's employment statistics within the health, education, and political arenas. We realize that updating the 1973 Report is a first step in presenting an accurate picture of women in Arkansas today. With the 2010 census report still being sifted and studied, we know that more data will be forthcoming to inform this report. WFA will continue to watch for new information and share the research as it is released. The Women's Foundation of Arkansas is grateful for the many individuals who contributed to the completion of this update. We hope this will be a useful resource to help us all know our community a little better.



Executive Director,
Women's Foundation of Arkansas

Chairman, Mrs. Diane Kincaid
Vice-Chairman, Mrs. Sara Murphy
Exec. Secy., Mrs. Harryette Dorchester

STATE OF ARKANSAS



Room 08 State Capitol
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GOVERNOR'S COMMISSION ON THE STATUS OF WOMEN

June , 1973

Hon. Dale Bumpers
Governor of Arkansas
State Capitol
Little Rock, Ar. 72201

Dear Governor Bumpers:

On May 12, 1971, you re-created the Arkansas Governor's Commission on the Status of Women and charged us with the responsibility of examining the role of women in Arkansas and finding ways by which women might become fuller participants in our State's economic, political and social institutions.

Attached is a report on two years of Commission work - our research, activities and recommendations. To summarize this information in a single sentence: the status of women in Arkansas is changing very rapidly, and improving very slowly. Much remains to be done, and we hope we will have your continued support as we pursue our mandate.

I deeply appreciate the invaluable assistance that you personally, your office and your entire Administration have afforded the Commission; and I am especially grateful for the complete freedom you have given us to report and recommend without pressure or restraint.

Sincerely,

A handwritten signature in cursive script that reads "Diane D. Kincaid".

Diane D. Kincaid
Chairman

ABOUT THE COMMISSION - 1973

The Governor's Commission on the Status of Women consists of fifty Members, appointed by the Governor, representing a wide variety of ages, incomes, occupations, races and attitudes. Commission Members, listed at the end of this report, all of whom are very active women in their own right, have given very generously of their time and expertise in preparing this report.

The entire Commission has met only four times. Most of our work has been done through the various Task Forces and individual Members pursuing particular problems of concern. Our positions and recommendations were adopted by majority vote.

Superb staff assistance has been provided by Harryette Dorchester, Eleanor Crawford and Carolyn Auge.

Special thanks go to Irene Samuel and Archie Schaffer of the Governor's Office, and to Max Milam and Richard Heath, former and present Directors of the Department of Finance and Administration, from all of whom special assistance was frequently requested and never refused. The Employment Security Division has given us invaluable assistance in the reproduction of Commission materials. The Women's Bureau of the U.S. Department of labor has been a generous source of useful materials and advice.

DIANE BLAIR - CHAIR, 1973 COMMISSION ON THE STATUS OF ARKANSAS WOMEN

Publicly, Diane Kincaid, later Blair, expressed surprise and pleasure at her appointment as chair of the 1973 Commission on the Status of Arkansas Women. Behind the scenes, evidence indicates that she suggested reinstituting a commission in the state and made recommendations to Governor Dale Bumpers about appointments to the organization. Under her savvy leadership, the diverse membership focused its efforts on representing working women, whose earnings, then as now, were needed to assist Arkansas families, yet faced educational and economic challenges that affected their paychecks.

Diane Divers Kincaid Blair (1938-2000) occupied a unique position as a participant in and analyst of Arkansas politics and culture through much of the late 20th century. Raised primarily in the Washington D.C. area, the daughter of New Deal lawyers, Blair earned her undergraduate degree at Cornell University. She developed an interest in politics early on, working on policy for prominent Democrats and planning for graduate work in the field. Marriage brought her to Arkansas in the 1960s, a situation she later described as: a woman who was dragged kicking and screaming to Arkansas and found, much to her surprise, that she could not possibly have built a better life anywhere else.¹

In a sense, Blair found her subject in Arkansas. As with many women of the rapidly changing period, she balanced roles of wife, mother, community volunteer, and added [that of] professional. In Blair's case, that meant completing graduate work at the University of Arkansas and embarking on a 30-year career as a respected, popular teacher. Well-known during her lifetime for her mastery of state Democratic politics and her closeness to Arkansas figures such as Dale and Betty Bumpers, David and Barbara Pryor, and, most famously, Bill and Hillary Clinton who "went national," Blair was equally well-known to a generation of university colleagues and students for her political neutrality in the classroom and passionate commitment to small "d" democratic process. Rarely pictured without an exuberant smile, Blair once explained that she got involved in state politics because she was simply trying to find where the policy discussions – as opposed to those of kinfolks, crops, and Razorbacks – occurred.²

Diane Divers Blair died young, but left a lasting legacy to her adopted state. Her works of scholarship, *Hattie Speaks* (1979), an edited edition of Senator Hattie Caraway's journal, and *Arkansas Politics and Government: Do the People Rule* (1988; revised edition, co-author Jay Barth, 2005), the first college level text on state government, remain enduring resources. The research files and interviews she collected around the 1992 Clinton presidential campaign await analysis and interpretation when fully opened to researchers. Her work and that of dozens of other collaborators in the 1973 Commission on the Status of Women in Arkansas serve as touchstones in the field against which continuing efforts are measured and presented. Blair's other volunteer commitments with Arkansas Education Television Network (AETN) and later the Corporation for Public Broadcasting (CPB) strengthened public access to arts and educational programming in the state and later the nation.

Family and friends have created numerous memorials to honor Diane Blair's life and work in Arkansas. Diane Blair Fellowships for the Study of Southern Literature and Southern History support graduate study in those fields at the University of Arkansas. A separate endowment supports faculty positions at the Blair Center for the Study of Southern Politics and Society, also at the University. The center conducts inter-disciplinary, publicly accessible studies of everyday citizens' political behaviors and beliefs, in the tradition of the woman who wrote observantly of the gender gap and emerging regional realignments a generation ago. Opened in 2004, the Blair Library, main facility of the Fayetteville Public Library, embodies her commitments and those of other family members to literature, the arts, and public access. The voluminous Diane Divers Blair collection at the University of Arkansas awaits her biographer.

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EMPLOYMENT

The 1973 Report focused on the influx of women into the labor market in Arkansas and the fact that women were not receiving an equal share of economic rewards in the state.

In 1970, 38 percent of Arkansas workers were women and women working full-time and full-year earned 60 percent in comparison to wages earned by their male counterparts. In 2011, women comprised 47 percent of the labor force in Arkansas,³ and women working full-time and full-year earned 82 percent compared to men.⁴ This represents enormous progress in the area of wage equality within the state.

The 1973 Report also looked at upper and lower ends of the income scale for all workers and showed women predominated at the lower end of the income distribution, and men predominated at the higher end. Here, in place of looking at the income distribution for all workers, we focused on full-time, full-year employed men and women, yet a similar pattern emerged. In 2011, 80 percent of women earned less than \$50,000, in comparison to 65 percent of men. At the lower extremes of the distribution, 12 percent of women and 7 percent of men earned less than \$15,000. Thirty-five percent of men earned more than \$50,000, and 9 percent earned more than \$100,000.

In contrast, only 20 percent of women earned over \$50,000, with approximately 2 percent earning more than \$100,000.⁵ At the lower extremes of the distribution, 12 percent of women and 7 percent of men earned less than \$15,000.

The 1973 Report noted that “to a large extent, it is the type of work women do that accounts for their relatively low income.” This explanation remains timely. For instance, two of the four occupations in which women were most populous – Healthcare Support and Office and Administrative Support – are among those in which women’s median earnings are lowest.⁶ (Table A, see next page).

Yet there is still a pay gap within these occupations, suggesting that the wage gap is not simply a matter of women populating the lowest paid occupations. Indeed, we see this gap in every occupational category, regardless of the gender representation of the occupation. When we look at the low end of the median earnings by occupation, we see that in 2011, there were four occupational categories in which women’s estimated median annual earnings was less than \$20,000 (Table B, see next page). In only one of these – food preparation and serving related occupations – was men’s estimated earnings lower than \$20,000.⁷

IN 2011 WOMEN COMPRISED
47% OF THE LABOR
FORCE IN ARKANSAS

We can compare this to the four occupations in which men's median annual earnings exceeded \$60,000. (Table C, see next page). In none of these occupations did women's median earnings exceed \$60,000.

To be sure, some of the within-occupation gender gap can be attributed to job-level segregation. And to the extent that job-level segregation can explain the gender gap in wages, the words of 1973 bear repeating: "The employment and earnings status of women will

show dramatic improvement only when there is an overwhelming change in the direction of encouraging our schoolgirls to expand their career horizons, to think seriously about educating themselves for work they will enjoy, work they will be good at, and work through which they can support themselves, if necessary." (p. 1) Currently, the gender wage gap is smallest in the Computer and Mathematical occupations category, as is the fact that women comprise 28 percent of those employed in these occupations.

TABLE A Median Earnings for Women and Ratio of Women to Men's Earnings for Occupations with Highest Proportion of Women; Arkansas, 2011.

	Percent Women	Median Earnings for Women	Ratio of Women to Men's Median Earnings
Healthcare Support Occupations	87.1 %	\$20,466	.71
Health Technologists and Technicians	79.7 %	\$32,403	.79
Office and Administrative Support Occupations	76.2 %	\$27,345	.85
Education, Training, and Library Occupations	76.2 %	\$39,539	.77

Source: Occupation by Sex and Median Earnings in the Past 12 Months (in 2011 Inflation Adjusted Dollars) for Full-Time, Year-Round Civilian Employed Population 16 Years and Over, 2011 American Community Survey, 1-Year Estimates, Table S2402.

TABLE B Estimated Median Annual Earnings for Women and Men in Occupational Categories in which Median Annual Earnings for Women were \$20,000 or Less; Arkansas, 2011.

	Women	Men	Ratio
Food Prep/Serving Related	\$14,659	\$19,172	.76
Building and Grounds Cleaning and Maintenance	\$17,154	\$24,889	.69
Personal Care and Service	\$19,391	\$24,983	.78
Farming, Fishing, and Forestry	\$9,986	\$24,651	.41

Source: Occupation by Sex and Median Earnings in the Past 12 Months (in 2011 Inflation Adjusted Dollars) for Full-Time, Year-Round Civilian Employed Population 16 Years and Over, 2011, American Community Survey 1-Year Estimates, Table S2402.

**TABLE
C**

Estimated Median Annual Earnings for Women and Men in Occupational Categories in Which Median Annual Earnings for Men were \$60,000 or Greater; Arkansas, 2011.

	Women	Men	Ratio
Management	\$43,750	\$62,152	.70
Computer and Mathematical	\$56,846	\$61,801	.92
Legal	\$40,000	\$101,583	.39
Health Diagnosing and Treating Practitioners/ Other Technical	\$53,075	\$109,634	.48

Source: U.S. Census Bureau, Occupation by Sex and Median Earnings in the Past 12 Months (in 2011 Inflation Adjusted Dollars) for Full-Time, Year-Round Civilian Employed Population 16 Years and Over, 2011 American Community Survey, 1-Year Estimates, Table S2402.

The 1973 study also noted that there were “only two economic categories in which Arkansas women led men: in unemployment and in poverty.” (p. 1) In 2011 this was true for poverty, with 21.1 percent of women and 17.8 percent of men in poverty.⁸ For woman-headed households, the poverty rate was 38.9 percent. For such families with children under 18, the poverty rate was 48.2 percent. And for woman-headed households with children under 5, the poverty rate was 58.9 percent.⁹ But, in 2011, the unemployment rate for both men and women was 8.69.¹⁰

NOTABLE DEVELOPMENTS SINCE THE 1973 REPORT

– The federal minimum wage has been raised on several occasions as the Commission recommended. In 1973, the minimum wage was \$1.40. In 2012, the minimum wage in Arkansas was \$6.25.

– The 1972 Amendments to the Fair Labor Standards Act¹¹ specifically extended coverage to preschools regardless of whether they are public or private or operated for-profit or not-for-profit, and without regard to the annual dollar volume of the business.¹² This applies to all federally assisted education programs and prohibits discrimination on the basis of sex. This also applies to many organizations such as libraries and museums or groups that provide federally assisted training. It prohibits exclusion from participation, denial of benefits, and discrimination based on sex for any educational program activities that receive federal financial assistance.

– Also in accordance with the Commission’s recommendations, the Fair Labor Standards Act has been amended to extend coverage to :

- “Domestic workers” in 1974 (referred to as “household workers” in the 1973 Recommendations);
- Employees of childcare centers in 1972;
- Other state and local government employees in 1974; and
- Some low-level employees including administrative-support staff in 2004 (referred to in the 1973 Recommendations as “other” occupations not now covered).

– The Arkansas General Assembly has not enacted a State Labor Relations Act guaranteeing all employees not covered by Federal Labor Relationship Act the right to organize, form unions, and bargain collectively with their employers.

FLASHBACK - 1973

THE PERCENT OF ARKANSAS WORKERS WHO ARE WOMEN HAS GROWN AT AN ASTONISHING RATE FROM 17 PERCENT IN 1940, 22 PERCENT IN 1950, 30 PERCENT IN 1960, AND TO 38 PERCENT IN 1970.

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EDUCATION

The Commission's 1973 examination of the education profession, systems, and attainment levels which affect women continues to be tightly coupled with practices, attitudes, and activities today. The following is an update of women in education over the past four decades.

At the time of the 1973 Report, women dominated the education profession yet leadership roles and salaries lagged far behind those of their male counterparts. Especially evident was the decreasing number of women in leadership roles with each increasing level of education from secondary through post-secondary institutions. Thirty-four percent (154 of 435) of women held elementary principal positions, less than 1 percent (3 of 362) held superintendent positions, and the presidency or college head positions at higher education institutions was non-existent with the exception of one Dean of a College of Nursing.¹³

Today, 75 percent (426 of 571) of elementary school principals are women (436 of 571) as are 17 percent (42 of 254) of superintendents (42 of 254). For secondary education systems, less than half of leadership positions - including principal, assistant principal, dean of students, and superintendent - are held by women (by gender is 47 percent women and 53 percent men).¹⁴ Overall, women continue to dominate the secondary education teaching profession three to one, with 79 percent women and 21 percent men employed.

While secondary education systems have shown progress in placing a greater number of women in leadership roles, post-secondary systems have made slow advancements. From the State Board of Higher Education to Institutional Board of Trustees, few women hold positions. In the 1973 Report, one woman served on the State Board of Education, one on the State Board of Higher Education, and less than 1 percent held Board of Trustee positions. (Table D, see next page)

In 2012, three women (25 percent) held positions on the State Board of Higher Education and 5 Women (56 percent) serve on the State Board of Education. Women held 27 percent of Trustee positions at two-year institutions, and 24 percent at four-year institutions.¹⁵ The 1973 Report specifically highlighted three higher education institutions which had no women serve as Trustees. These university systems included the University of Arkansas, Arkansas State University, and Arkansas Tech. Today, one woman serves as Trustee at the University of Arkansas, one at Arkansas Tech. No women serve on the Board of Trustees at Arkansas State University.

Salaries for women on faculty in higher education continue to be less than their male counterparts, despite a growing number of women rising through faculty ranks.

TABLE
D

Number of Women Appointed to Arkansas Public University Board of Trustees

Arkansas Public University	1973	2012
University of Arkansas	0	1
Arkansas State University	0	0
Arkansas Tech University	0	1

Source: Research Center, Higher Education Coordinating Board and State Education Board, (2012)

For public two-year institutions, women hold a combined ranking of 58 percent of professor, associate professor, assistant professor, instructor, administrator, or researcher positions; yet women's median salaries within those ranks are lower than men's. Women holding the rank of associate professor at public two-year institutions earn a median salary of \$63,338 in contrast to making less than a male counterpart with a median salary of \$73,623.

At four-year institutions, men hold over 52 percent of the number of ranked positions, with a median salary higher at almost every rank.¹⁶ Men with the rank of professor at four-year institutions earn a median salary of \$96,386, while women of this rank earn a median of \$86,953.¹⁷ At the chancellor/president level, the average salary for women was \$147,570, while the average salary for men was \$198,695. Female chairs, on average, received \$134,316 to men's \$191,629.¹⁸

EDUCATION OF WOMEN – CURRENT STATUS

The 1973 Report stated that according to a Commission survey of Arkansas schoolgirls, the majority were expecting only the traditional roles of wife and mother. In 2012, an updated study of 492 graduating high school senior girls in 19 Arkansas schools showed a shift in majority interest to nursing and medical careers. Interest in career fields with typically higher paying wages such as science, technology, and engineering received an average of 5 percent of survey responses with math receiving the least interest at 2 percent.¹⁹ Academic attainment for women has increased with a majority of college degrees in Arkansas being conferred to women. In 2012, 70 percent of associate degrees and 59 percent of technical certificates were earned by women.

At four-year institutions, women earned 56.5 percent of the bachelor's degrees, 66.2 percent of master's degrees, and 57.1 percent of doctoral degrees.²⁰ Yet even with an increase in educational achievement, women continue to hold fewer positions of leadership, earn lower salaries, and hold fewer positions critical to policy and decision making.

Although Arkansas women earn the majority of bachelor's degrees conferred in the state, the actual number of degrees earned is well below the national average for degree completion. Over the next decade, more than 60 percent of all new jobs will require a college education. In 2011, only 26 percent of Arkansas young adults (ages 25-34) held a college degree, ranking Arkansas 49th in the nation. A report released by the Institute for Women's Policy Research in 2009 states that only 19 percent of all Arkansas women had a college education of four years or more, ranking the state 50th in the nation.

26%
OF ARKANSAS YOUNG
ADULTS (AGES 25-34)
HOLD A COLLEGE DEGREE

FLASHBACK - 1973

IN THE 12 PUBLIC COLLEGES AND UNIVERSITIES IN ARKANSAS, THERE IS NO WOMAN PRESIDENT OR VICE PRESIDENT, AND ONLY ONE DEAN OF A COLLEGE (NURSING). OF THESE SAME 12, IN FIVE THERE ARE NO WOMEN DEPARTMENT HEADS; THE MEAN NUMBER OF WOMEN DEPARTMENT HEADS IS LESS THAN THREE PER INSTITUTION; AND, TYPICALLY, THEY ARE CONCENTRATED IN NURSING, HOME ECONOMICS, SECRETARIAL STUDIES, AND ELEMENTARY EDUCATION, WITH NO WOMEN DEPARTMENT HEADS FOR CHEMISTRY, MATHEMATICS, SECONDARY EDUCATION, ACCOUNTING, ECONOMICS, PHYSICS, JOURNALISM, ETC.

NOTABLE DEVELOPMENTS SINCE THE 1973 REPORT

The Diane D. Blair Center of Southern Politics and Society at the University of Arkansas and the Clinton School of Public Service will launch a series of events celebrating 2013 as the “Year of the Woman.” The Clinton School will co-sponsor the 5th Blair Legacy Series conference focusing on women in American Politics. Also, the Blair Center-Clinton School poll will include extensive measures on contemporary attitudes towards women in general, as well as women politicians and key women’s policy issues.

Since the 1973 Report, the implementation of the Education Amendments of 1972 has made gender discriminatory practices of the designation of gender-stereotyped courses such as home economics for girls illegal in U.S. schools. The success of this legislation is evident particularly at the primary school level. In literacy and math, Arkansas elementary school girls score slightly higher than their counterparts. Likewise, female high school students in Arkansas graduate at a higher rate than male students.

Women continue to be underrepresented in STEM-related careers such as computer science, engineering, mathematics, and physical science. The U.S. Department of Education report, Title IX: 25 Years of Progress, states that women earn only 17 percent of the nation’s Ph.D.s in mathematics and physics, only 7 percent in engineering, and 14 percent in computer science. And, according to the U.S. Bureau of Labor Statistics, almost 99 percent of secretaries and 97 percent of receptionists were women in 1996.

RECOMMENDATION HIGHLIGHTS

One recommendation from the 1973 Report included that the State Textbook Approval Committee and the Arkansas Bookmen’s Association give special attention to the elimination of textbooks which present a distorted and/or limited view of the potential of women. Another report in 2012 includes recommendations for women’s history to be included in K-12 textbooks.

Recommendations also included that Congress enact the proposed Women’s Educational Equity Act. Title IX was enacted the year prior to the 1973 Report as part of the 1972 Education Amendments. The Women’s Educational Equity Act (WEEA) was passed by Congress in 1974, extended in 1978, amended in 1984, and reauthorized in 1988. Although the Equal Rights Amendment of 1972 was passed by the United States legislature, it did not pass ratification by the states. Arkansas is one of the states that never ratified the amendment.

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STATE GOVERNMENT, POLITICS

STATE GOVERNMENT - CURRENT STATUS

The Arkansas State Government remains the largest single employer in the state and, as such should set the example for the private sector to follow.²¹ Data shows that 63 percent of State Government employees are women.

NOTABLE DEVELOPMENTS SINCE THE 1973 REPORT:

The 1972 survey, *Women: Their Status in State Government* has not been repeated since the 1973 Report. Current information shows that in 2009, the Uniform Classification and Compensation act was amended through Act 688,²² doing away with Grades 3-26 and replacing them with the C101-C130 system for Career Service employees and N901-N922 for Professional and Executive employees. Today, in comparison to the 1973 Report, 69 percent of the bottom five grade level positions are held by women whereas 33 percent of the top six grade levels are held by women and 275 women (as compared to 441 men) occupy Professional and Executive positions (jobs classified as N901 and above; equivalent to Grade 19 and above). In positions possessing an unclassified grade (director level), there are 32 women and 73 men.²³

NOTABLE DEVELOPMENTS SINCE THE 1973 REPORT

No information could be located as to amending or repealing the Equal Employment Opportunity Action Program mentioned in the 1973 Report. Computer programming is to be purchased in 2013 that will allow researcher access to pre-1987 Acts and other historical data.

POLITICS - CURRENT STATUS

While women are still under-represented in the Arkansas political structure, there has been progress in some areas. As of October 2012, there were eight women in the 35 member State Senate (compared to one in 1973) and 22 women in the 100 seat State House of Representatives (compared to two in 1973). In 1976, Vada Sheid of Mountain Home became the first woman elected to both the Arkansas House and the Arkansas Senate in her own right. In contrast, there is still only one woman among the seven elected constitutional officers.

Presently, for the first time in the state's history, three women justices (Karen Baker, Courtney Goodson, and Josephine Hart) will serve together on the Arkansas Supreme Court (43 percent). In 1975, Elsijane Trimble Roy was appointed to the Arkansas Supreme Court becoming the first woman to serve.

63% OF STATE GOVERNMENT
EMPLOYEES ARE WOMEN.

In 1995, Andree Layton Roaf was appointed to the Court becoming the first African American woman to serve. In 1997, Annabelle Clinton Imber Tuck became the first woman elected to the Court and in 2004, Betty Dickey was appointed Chief Justice – the state’s first woman Chief Justice.

Little progress has been made in the 75 Arkansas counties. As of October 2012, there is only one woman serving as county judge and no women serving as county sheriff (Table E, below). In 1992, Judy Pridgen of Saline County was the first Arkansas woman to be elected as a sheriff. She served four terms until 2000.

In 1973, there were four women Republican county chairs (4 percent) and two women Democratic county chairs (3 percent). In October of 2012, women’s share of these positions had grown. There were 15 women Republican county chairs and 15 women Democratic county chairs (20 percent each). The most progress has been made in convention delegations. About 50 percent of the Arkansas delegates to the 2012 Democratic National Convention were women and over 40 percent of the Arkansas delegates to the 2012 Republican National Convention were women.

Compared to 10 percent in 1973, only three women (15 percent) hold appointed state department director positions in 2013. In addition, of Arkansas’s 500 Mayors in October of 2012, only 66 of them, or 13 percent, were women.

NOTABLE DEVELOPMENTS SINCE THE 1973 REPORT

— The 1973 Report recommended that women be appointed to all major state boards and commissions. As of October of 2012, 19 percent of the 312 active boards and commissions still did not have any women members.

– The Women’s Political Caucus does not exist in its 1973 format, however there are several new organizations that have formed to promote women candidates for public office and to monitor state and national legislation that impacts women. The Arkansas Federation of Republican Women and Women in the Halls encourage conservative and progressive women to run for office and meet regularly to discuss pending legislation.

FLASHBACK - 1973

WITH THE GOVERNOR’S SUPPORT AND WITH FUNDS FROM BOTH STATE AND FEDERAL SOURCES, AN EQUAL EMPLOYMENT OPPORTUNITY ACTION PROGRAM FOR WOMEN IN STATE AND LOCAL GOVERNMENT HAS NOW BEEN ESTABLISHED - THE FIRST OF ITS KIND IN THE NATION.

**TABLE
E**

Number of Women in Elected County Positions

Positions in Arkansas	1973	2012
County Judge	0	1
County Sheriff	0	0

Source: Arkansas Election Results, 2012

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LEGAL RIGHTS

Although hardly in the vanguard on the issue of gender equality, Arkansas now provides women with many more protections than it did in 1973.

The Commission pointed out in 1973 that “rights” like child support and alimony provided little protection because they are difficult to enforce. Today, however, court-ordered child support is strictly enforced in Arkansas.²⁴ The Institute for Women’s Policy Research noted that in 2000, Arkansas exceeded the national average in women-headed households receiving alimony or child support and child-support cases with orders for collection in which child support was actually collected. As an aside, this resource is comprehensive; unfortunately, however, it’s a little dated.

The Commission also identified Arkansas laws that treated women differently. One such law prohibiting women from working in mines was on the books until 2005.²⁵ Another example the Commission offered was the fact that “women, simply because they are women, can automatically be excluded from jury service.” It is not clear from what law the Commission drew this conclusion, but it was probably A.S.A. § 39-112, which states, “No woman shall be compelled to serve on any jury against her will.” Although the Commission’s findings overstated the discriminatory effect of the law, it does, in fact, discriminate on the basis of sex.

That law was repealed before the first publication of the Arkansas Code Annotated in 1987.

Another disparity in the law identified by the Commission was the treatment of those convicted of prostitution versus those patronizing a prostitute. According to the 1973 Report, the stiffer penalties for prostitutes put women at a legal disadvantage. By 1975, the General Assembly had eliminated the different penalties for committing prostitution²⁶ and patronizing a prostitute.²⁷

ONE SUCH LAW PROHIBITING
WOMEN FROM WORKING IN
MINES WAS ON THE BOOKS
UNTIL 2005.

Interestingly, the commentary for the section clarifies the legislature's intent in requiring equal punishment: "subjecting the customer to the same sanctions (class C misdemeanor) may indirectly facilitate the rehabilitation of the prostitute by demonstrating the lack of discrimination in the enforcement of the law."²⁸ The current codification of this law²⁹ imposes the same penalty for both offenses.

The standards for workplace safety, if they were in fact discriminatory, now apply equally to both men and women.

In 1993, the General Assembly enacted the Arkansas Civil Rights Act, which largely mirrors federal civil rights legislation and protects discrimination based upon gender. This is obviously significant and denotes a marked change in prevailing attitudes toward gender discrimination.

And finally, one interesting piece of semi-recent legislation is the "breastfeeding in public" statute.³⁰ The statute makes clear that "[a] woman may breastfeed a child in a public place or any other place where individuals are present."

NOTABLE DEVELOPMENTS SINCE THE 1973 REPORT

- Arkansas was one of 15 states to not ratify the Equal Rights Amendment and it failed to receive the required number of state ratifications (38) before the June 30, 1982 deadline. It was not adopted. Another attempt to ratify the Amendment in Arkansas failed in 2009.
- The Women's Equality Act was introduced on May 14, 1974 by Representative Bella Abzug (D-NY) and Edward Koch (D-NY). It did not pass.
- The 1974 Equal Credit Opportunity Act prohibited credit discrimination based on a variety of factors including sex and marital status. This law applies to real estate as well.
- The Center for Women in Transition was developed to serve women who are currently incarcerated and those who are transitioning back into their communities. The Center advocates for their target population by addressing stigma in the general public and addresses legislative policies.

FLASHBACK - 1973

ALTHOUGH THE LAW "PREFERS" WOMEN IN CERTAIN RESPECTS, IN OTHER RESPECTS WOMEN ARE DISADVANTAGED BY THE LAW IN SOME RESPECTS. HARSHER PENALTIES FOR FEMALE FELONS AT AGE 18 THAN FOR MALE FELONS AT AGE 21; HARSHER TREATMENT OF THE FEMALE PROSTITUTE THAN OF THE MALE CLIENT.

- Nationally, the Civil Rights Act of 1991 expanded the rights included in Title VII by adding the possibility of punitive damages and the right to a jury trial. The Act also extends the statute of limitations allowing grievances to be filed during discrimination and not only directly after the act occurs.
- The Lilly Ledbetter Fair Pay Act of 2009 amends the Civil Rights Act of 1964. The Act allows for the filing of unfair pay complaints to be "within 180 days of a discriminatory paycheck - and that 180 days resets after each paycheck is issued."

2013



HEALTH

Women in health professions and health issues unique to women have changed significantly since 1973. In 1972, women comprised 99 percent of all registered nurses and licensed practical nurses. According to the 2010-2011 Annual Report from the Arkansas State Board of Nursing,³¹ women continue to dominate in this profession with 91 percent of all nurses licensed and living in Arkansas being female. Additional specialties including advance practice nurses are now tracked as well (Table F, see next page).

Of health technologists and therapists, women dominate, comprising 82 percent of all professionals. With the exception of radiology technologists or assistants, they make up the majority of all fields, based on data collected from the Arkansas Department of Health's Health Professions Manpower Statistics for 2011 (Table G, see next page).³²

Though women have gained tremendously since 1973 when just 3.5 percent of physicians were women, they still make up only 23 percent of physicians in Arkansas. Of primary care physicians, 28 percent are women, but just 18 percent of subspecialists are female, according to the Manpower Statistics report and special data runs from ADH (Table H, see next page).

In other health professions, women remain in the minority for the most part, despite gains in dentistry (15 percent), pharmacy (48 percent), veterinary (37 percent), and chiropractors (23 percent) (Table I, see page 13).

It remains encouraging to examine current health profession graduation demographics. In 2012, the University of Arkansas for Medical Sciences graduated 620 females out of 872 total graduates (71 percent) across all programs (Table J, see page 13).³³

In medicine, 36 percent of 2012 graduates were women (47 of 132). Pharmacy was dominated by women, with 62 percent of graduates being female (Table K, see page 13).³⁴

Employment policies, insurance benefits, leave programs, and other issues relating to pregnancies and childbirth remain of great concern.

TABLE F Number of Women in Nursing Professions

	Licensed Practical Nurse	Registered Nurse	Registered Nurse Practitioner	Advanced Nurse Practitioner	Nurse Midwife	Nurse Anesthetist Clinical	Nurse Specialists	Total
Women	14,182	28,847	587	1,072	24	193	120	45,025
Men	1,055	3,027	38	82	0	279	6	4,487
Total	15,237	31,874	625	1,154	24	472	126	49,512
Percent Women	93.1%	90.5%	93.9%	92.9%	100.0%	40.9%	95.2%	90.9%

Source: Arkansas State Board of Nursing, Annual Report 2010-2011

TABLE G Number of Women in Therapy and Technology Professions

	Dental Hygienists	Respiratory Therapists	Occupational Therapy	Occupational Therapy Assistant	Physical Therapy	Physical Therapy Assistant	Physician Assistant	Radiology Technologist or Assistants	Speech Pathologists	Total
Women	1371	1151	894	215	1028	714	96	2	1927	7398
Men	5	517	171	22	548	205	81	4	71	1624
Total	1376	1668	1065	237	1576	919	177	6	1998	9022
Percent Women	99.6%	69.0%	83.9%	90.7%	65.2%	77.7%	54.2%	33.3%	96.4%	82.0%

Source: Arkansas Department of Health, Health Professions Manpower Statistics, 2011

TABLE H Number of Women Physicians

	Family Practice	General Practice	Internal Medicine	Obstetrics and Gynecology	Pediatrics	Total Primary Care	Physician Subspecialists	Total M.D. or D.O.
Women	295	15	207	94	248	859	498	1377
Men	1027	87	683	198	249	2244	2250	4525
Total	1322	102	890	292	497	3103	2748	5902
Percent Women	22.3%	14.7%	23.3%	32.2%	49.9%	27.7%	18.1%	23.3%

Source: Arkansas Department of Health, Health Professions Manpower Statistics, 2011

NOTABLE DEVELOPMENTS SINCE THE 1973 REPORT

– According to the Guttmacher Institute, “In the 1973 Roe v. Wade decision, the U.S. Supreme Court ruled that a woman, in consultation with her physician, has a constitutionally protected right to choose abortion in the early stages of pregnancy – that is, before viability. In 1992, the Court upheld the basic right to abortion in Planned Parenthood v. Casey. However, it also expanded the ability of the states to enact all but the most extreme restrictions on women’s access to abortion.”³⁵ Six abortion providers operate in Arkansas. According to the report, as of December 2012, Arkansas had the following restrictions on abortion.

– The parent of a minor must consent before an abortion is provided.

– A woman must receive state-directed counseling that includes information designed to discourage her from having an abortion and then wait until the next day before the procedure is provided.

– Public funding is available for abortion only in cases of life endangerment, rape, or incest.

– The abortion rate in Arkansas is considerably lower than in the nation, with 8.7 abortions per 1,000 women of reproductive age compared to 19.6 per 1,000 women nationally in 2008.

– The 1973 Report referenced the Woman’s Worry clinic. A related development is that substance abuse treatment services provided through Medicaid were expanded in 2009 to cover pregnant women and adolescents.³⁶

– Family Planning services provided by Title X of the Public Health Service Act have helped women meet their reproductive health goals since 1970. In Arkansas, Title X-funded health department clinics provided contraceptive care to 42 percent of women in need of publicly supported contraceptives (more than 75,000 women) in 2008.³⁷ Through a waiver that expands Medicaid, Family Planning services are available for women who earn up to 200 percent of the Federal Poverty Level.

– Family Planning services helped avoid 17,100 unintended pregnancies and more than 7,000 abortions in 2008, according to the Guttmacher Institute.³⁸

– Repeat births within 12 months dropped 84 percent between 2001 and 2005 among women enrolled in Arkansas’s Family Planning Medicaid program.³⁹

– Young Arkansas women delayed first pregnancies: the average age at first birth for women enrolled in Medicaid’s Family Planning program rose by 3.4 years between 1998 and 2005.⁴⁰

– Arkansas has no laws regarding reproductive health education for students. The state does not mandate sex education or HIV education, and it has no requirements for education to be medically accurate if it is provided. Each school district can set its own policies, although a framework is provided for sex education if schools choose to cover it through health curricula.⁴¹

– Arkansas does not guarantee paid sick leave through state law that can be used for a workers’ own illnesses, to care for an ill family member, or for personal or family medical visits.⁴²

TABLE I Number of Women in Other Health Professions

	Dentist	Pharmacist	Veterinarian	Chiropractor	Audiologist	Optometrist	Social Worker
Women	186	1535	244	112	118	103	1260
Men	1040	1627	416	375	34	300	169
Total	1226	3162	660	487	152	403	1429
Percent Women	15.2%	48.5%	37.0%	23.0%	77.6%	25.6%	88.2%

TABLE J Current UAMS Graduation Demographics

	Technical Certificate	Associate Degree	Baccalaureate Degree	Post-Baccalaureate Certificate	Master's Degree	Doctorate - Research and Scholarship	Doctorate - Professional Practice	Total
Women	4	48	288	17	128	18	117	620
Men	8	15	52	5	30	14	128	252
Total	12	63	340	22	158	32	245	872
Percent Women	33.3%	76.2%	84.7%	77.3%	81.0%	56.3%	47.8%	71.1%

Source: UAMS Office of Institutional Studies, 2012

TABLE K Current Health Profession Graduation Demographics

	Nursing - Baccalaureate	Nursing - Master's	Public Health - Master's	Medicine (MD)	Pharmacy
Women	162	63	21	47	70
Men	24	8	4	85	43
Total	186	71	25	132	113
Percent Women	87.1%	88.7%	84.0%	35.6%	61.9%

Source: UAMS Office of Institutional Studies, 2012

– Arkansas has no laws beyond the federal Family Medical Leave Act that guarantee job protection or leave for new or expecting parents who work in the private sector or for the state.

– All nursing mothers are entitled to reasonable break time and a place other than a toilet stall to express breast milk at work, for an unspecified time after childbirth.⁴³

– The Patient Protection and Affordable Care Act improves policies related to women's health insurance coverage.

– Today, health insurance plans in Arkansas charge women up to 81 percent more than men. Arkansas has not banned gender discrimination through state law, but the ACA prevents plans from charging women more through gender rating beginning January 2014.⁴⁴

– Today, Arkansas does not require health plans to cover maternity services. Beginning in 2014, all plans sold in health insurance exchanges or in the private market, and a newly expanded Medicaid program for adults, will be required to cover maternity services as part of meeting the requirements of a "benchmark plan" covering ten essential health benefits. Newborn care will also be covered.⁴⁵

– As is already in place, the ACA requires that plans cover preventive services and vaccines recommended by federally sponsored committees without co-payments or other cost sharing, increasing women's access to vital preventive care. In 2014, ACA will ensure that women cannot be denied coverage for pre-existing conditions.⁴⁶

2013

FAMILY AND CHILD CARE, PUBLIC IMAGE

FAMILY AND CHILD CARE – CURRENT STATUS

The need for child care has grown since 1970. In that year, 10.2 percent of Arkansas families were headed by women. In 2011, 28 percent of Arkansas households with children under 18 years of age were headed by women.⁴⁷ In 1970, 45 percent of mothers of children under 18 were in the labor force, in contrast to 72 percent in 2011⁴⁸ Finally, in 1970, 38 percent of mothers of children under six years of age were employed. In 2011, this percentage had risen to 57 percent.⁴⁹

The 1973 Report noted that “the biggest problem facing working mothers is the lack of high standard, affordable day care facilities for their children,” and that “one obvious answer is more and better...day care programs.” (p. 15)

The report also pointed to a special need for low-to-middle income earners, since they neither had the funds to purchase high quality child care, nor benefitted from subsidies available to low-income families. Moreover, the report noted a lack of child care services in rural locations.

Most research on child care accessibility, affordability, and quality, echo the summary of the 1973 Report. For example, a 2011 report by the Arkansas Department of Health Services demonstrated that guidelines for staff-child ratios and class-size for center-based care in Arkansas typically exceed those recommended for best practices.⁵⁰

A 2008 study by UALR’s Institute for Economic Advancement noted that at that time there were 171,739 child care spots available, but only 23 percent of those met accreditation standards. In terms of accessibility and quality, overall the study showed that “for children ages 0-13, there were 13.8 children for every available quality child care slot.”⁵¹ This report also noted the special need for care in rural areas, citing findings from the Casey Foundation showing mothers of children under six years of age living in rural areas have higher rates of employment than those living in urban areas.

IN 2011,
28% OF ARKANSAS
HOUSEHOLDS WITH CHILDREN
UNDER 18 YEARS OF AGE WERE
HEADED BY WOMEN.

NOTABLE DEVELOPMENTS SINCE THE 1973 REPORT

– The federally funded Head Start program helps low-income children become ready for school. Arkansas Head Start has “22 programs around the state, providing comprehensive early childhood services to over 10,000 Head Start, Early Head Start, and Migrant-Seasonal Head Start children and families in all 75 counties.” Between the Arkansas Better Chance Program and the Head Start program, “about 65 percent of the nearly 48,000 3- and 4-year-old children below 200 percent of the poverty line” in Arkansas are being served.

–The Uniform Child Custody Jurisdiction and Enforcement Act (UCCJEA) updated the Uniform Child Custody Act in 1997. Both acts include the requirement for custody to depend on the welfare of the child and significant evidence must be provided about the child’s care, protection, training, and personal relationships. The act was updated to be consistent with the Federal Parental Kidnapping Prevention Act of 1980 on the appropriate jurisdiction for child custody cases.

FLASHBACK - 1973

FEBRUARY 1, 1973: “WOMEN ARE PUT ON THIS EARTH
TO MINISTER TO THE NEEDS OF MISERABLE MEN.”
- STATE SENATOR GUY “MUTT” JONES

PUBLIC IMAGE – CURRENT STATUS

The 1973 report offered quotes by two public officials to demonstrate the gulf in attitudes about women. “Women are put on this earth to minister to the needs of miserable men,” was attributed to State Senator Gut “Mutt” Jones, and “When women are denied the opportunities to which their training and education and interests entitle them, we are permitting not only unjustifiable discrimination, but senseless waste,” to Gov. Dale Bumpers. Since this time public polling regarding all kinds of attitudes has proliferated. This section includes data from the 2011 Arkansas Poll, which reflects Arkansans’ perspectives about women in politics.

Over two-thirds of those polled disagreed with statements comparing women unfavorably to men (Table L, below). Three-quarters of respondents did not agree that men in politics handled political issues better, communicated better, or had greater foreign policy expertise than women politicians. Arkansans were a little more likely to say that they had some reservations about electing a woman to the presidency than they were to express the belief that women compared unfavorably to men in these other realms. While we don’t have comparable data about Arkansans’ beliefs from 1970, there is little doubt these figures would have looked dramatically different in those days. The fact that two-thirds or more Arkansans disagreed with statements about men’s superiority in politics suggests that residents of our state are more likely to affirm Gov. Bumper’s perspective on women’s status than Senator Jones’.

TABLE
L

Attitudes about Women in Politics

	Disagree
Male politicians are better at handling most political issues.	75%
I have some reservations about electing a woman to the presidency.	67%
Woman politicians don’t have the expertise to deal with foreign policy issues, like wars.	78%
Male politicians are generally better communicators through speeches and media.	72%

Source: Arkansas Poll, 2011

1973

EMPLOYMENT

According to the 1970 U.S. Census Report, between 1960-1970, slightly more than 80,000 Arkansas women joined the experienced civilian labor force, accounting for 88 percent of the overall increase in paid employment. The percent of Arkansas workers who are women has grown at an astonishing rate from 17 percent in 1940, 22 percent in 1950, 30 percent in 1960, and to 38 percent in 1970. As workers, women have made valuable contributions to economic growth in Arkansas, and to their own and their families' well-being.

The evidence is overwhelming, however, that women are not yet getting an equal share of the economic rewards.

Looking only at those who actually worked 50 – 52 weeks in 1970, the median earnings of all men in the experienced labor force were \$6,164; for women, the median earnings were 60 percent of that figure, or \$3,711.

Another way of comparing the male and woman earnings record is by looking at the upper and lower ends of the income scale for experienced workers in Arkansas. According to the 1970 census, about 70 percent of the women workers earned less than \$4,000; in fact, 50 percent earned less than \$3,000, and 35 percent earned less than \$2,000. At the upper end of the earnings scale, only 17 percent of Arkansas women earned \$5,000 a year or more – a classification that includes 53 percent of the men; and whereas 14 percent of the men earned \$10,000 a year or more, only 1 percent of all working women did.

This kind of income data is disheartening, but not really surprising, because despite some isolated and interesting breakthroughs (there were, for example, 208 women truck drivers in Arkansas in 1970 compared to none in 1960, and 259 heavy equipment and diesel mechanics), women for the most part are still holding down the traditionally woman jobs with the traditionally skimpy wages, as typists, sales clerks, food service workers, and the low-pay, low-skill jobs in manufacturing. Those who are in the professional-technical category are for the most part nurses and teachers, neither a profession noted for great financial gain.

So, to a large extent, it is the type of work women do that accounts for their relatively low income; the major reason why women earn so little is because it is the low-paying jobs which they are trained to perform, taught to aspire to, recruited and hired for, or into which they drift when they suddenly discover they have to work but aren't trained to do anything in particular. The employment-and-earnings status of women will show dramatic improvement only when there is an overwhelming change in the direction of encouraging our schoolgirls to expand their career horizons, to think seriously about educating themselves for work they will enjoy, work they will be good at, and work through which they can support themselves if necessary. (See additional Recommendations in Education.)

Having noted that to a large extent it is the type of work women do that accounts for their relatively low income, it should still be noted that even when wages are compared within the exact same job category, there are discrepancies.

We need to know why the median income of women accountants, women sales clerks, women food service workers and of most other workers is at least \$1,000 a year less than their precise male counterparts.

Judging by the number of complaints heard by the Commission, there is still wide-spread discrimination by employers in the hiring, promotion, on-the-job-training, and pay of women. Most sex-based job discrimination is illegal, but the Commission has learned that many women workers are either unaware of their rights, or afraid to demand them.

The 1970 census indicated only two economic categories in which Arkansas women led men: in unemployment and in poverty. In 1970 in Arkansas, women had a 6.9 percent unemployment rate, compared to a 4.9 percent unemployment rate for men. And over half of all persons living in woman-headed families in Arkansas were classified as living in poverty, a percentage which rises to a startling 72 percent for those living in double jeopardy, i.e., those heads of households who were not only a woman, but also black. Nine out of 10 adult welfare recipients were women.

Improving the economic status of women should be recognized as a high-priority social and economic problem.

FLASH FORWARD - 2013

THE FEDERAL MINIMUM WAGE HAS BEEN RAISED ON SEVERAL OCCASIONS AS THE COMMISSION RECOMMENDED. IN 1973, THE MINIMUM WAGE WAS \$1.40. IN 2012, THE MINIMUM WAGE IN ARKANSAS WAS \$6.25.

COMMISSION ACTIVITIES

Given the close connection between education and employment, the Commission directed major attention to potential women workers, i.e., Arkansas schoolgirls. (See Education). For those women already in the work force, the Commission:

- Co-sponsored with all segments of organized labor in Arkansas a Conference of Union Women, the first of its kind in the nation. Held on April 22, 1972, in Little Rock, attended by over 100 union women, addressed by state political leaders and prominent national union women, the conference was designed to encourage greater participation by women in union programs and activities, with special attention to the needs of women workers. Resolutions adopted at this conference were subsequently adopted by two international unions: the International Association of machinists and the American Federation of State, County and Municipal Employees.

- Conferred with union leaders on the possibility of opening additional places in apprenticeship training programs to women.

- Conferred with representatives of ACORN (Arkansas Community Organizations for Reform Now) on steps to improve the status of household workers.

- Answered many individual inquiries related to women and employment, and referred complaints of sex-based job discrimination to the appropriate state or federal agencies.

- Requested that the Equal Employment Opportunity Commission locate at least one full time employee in the State of Arkansas. (We are now serviced by the New Orleans District Office.)

OTHER DEVELOPMENTS

- The Arkansas Legislature increased the minimum wage, as of July 1, 1973, to \$1.40 an hour.

- On July 20, 1972, the Eighth Circuit Court of Appeals upheld the *Potlatch Forests, Inc. v. Hays*, 318 F. Supp 1368 (E.D. Ark. 1970) decision, which held that employers could be in compliance with Title VII and the Equal Pay Act and the Arkansas Statute 61-801 requiring daily overtime pay for women by paying their male employees daily overtime pay, thus extending the benefits of the law to both sexes rather than holding the statute invalid as discriminatory against men.

- The Arkansas State AFL-CIO in June of 1973 passed several resolutions affirming strong interest in the rights of women workers: a comprehensive resolution on “Organized Labor and Women Workers” (including commitments to inclusion of pregnancy leave, apprenticeship and training programs for women in contract negotiations); and a resolution on “Women’s Protective Laws” which requests the national AFL-CIO to re-examine its policy on women’s protective laws “particularly to distinguish between those that deny opportunity to women and those that truly benefit women.”
- Unemployment insurance will be extended to state employees as of July 1, 1973.
- Unemployment insurance will be extended to private household workers where a household employs four or more workers as of January 1, 1974.
- Workmen’s Compensation will be extended to all city and county employees as of July 1, 1974.
- The Commission strongly opposed, and the Arkansas Legislature did not enact, proposed legislation which would have exempted woman employees of all concerns in interstate commerce and covered by the Fair Labor Standards Act from the State overtime law.
- Arkansas Women’s Rights, Inc. of Little Rock has begun offering job counseling and assistance with sex discrimination suits.

COMMISSION RECOMMENDATIONS

- That the assistance of the State Labor Department be enlisted in securing and analyzing data on working women; surveys of selected occupations, numbers of women in Manpower Development Training Programs, apprenticeship programs, etc.
- That state and federal laws protecting women against discriminatory employment practices and the cost-free confidential methods of filing complaints be more widely publicized.
- Recognizing that women are usually the lowest paid employees, and that of workers not covered by the Fair Labor Standards Act, 40 percent are women, that the Fair Labor Standards Act be amended to increase the federal minimum wage and to extend coverage to household workers, to employees of child care centers, to state and local government employees, and to other occupations not now covered.
- That the Arkansas Legislature enact a State Labor Relations Act guaranteeing all employees not covered by the Federal Labor Relations Act the right to organize, form unions and bargain collectively with their employers.
- That the extent and legality of sex-segregated classified employment advertisements in Arkansas be thoroughly studied.
- That the State Labor Department be given authority to set minimum standards which private employment agencies must meet and maximum fees they may charge applicants to qualify for state licensing.

LOOKING ONLY AT THOSE WHO ACTUALLY
WORKED 50-52 WEEKS IN 1970,
FOR WOMEN, THE MEDIAN EARNINGS
WERE 60 PERCENT OF THAT
FIGURE, OR **\$3,711**

1973

EDUCATION

The Commission reviewed two different, but closely connected considerations here: the status of women in the education profession in Arkansas; and practices, activities, and attitudes throughout the educational system which affect female students.

For a profession in which women have always dominated numerically, it is disheartening to note, according to the 1971-72 statistics, that of 362 school superintendents in Arkansas, three are women; of 44 assistant superintendents, two are women; of 457 secondary principals, 15 are women; and of 435 elementary school principals, 154 are women. Although women outnumbered men classroom teachers 12,914 to 4,712, the men averaged \$315 more in salaries.

In the 12 public colleges and universities in Arkansas, there is no woman president or vice president, and only one dean of a college (Nursing). Of these same 12, in five there are no women department heads; the mean number of women department heads is less than three per institution; and, typically, they are concentrated in nursing, home economics, secretarial studies, and elementary education, with no women department heads for chemistry, mathematics, secondary education, accounting, economics, physics, journalism, etc.

In 1972, a Department of Health, Education and Welfare review criticized the University of Arkansas for deficiencies in the employment of women.

They noted that, except for the Dean of Women, no women held top level positions of administrative responsibility, and new appointments of women at academic ranks were only 6.8 percent of the total. Since that time, the University has made commendable changes regarding the nepotism rule and maternity leave policies, and has filed an Affirmative Action Plan. Four other public institutions have affirmative action plans in progress, but 68 percent of Arkansas colleges and universities have neither a Committee on the Status of Women nor an Affirmative Action Statement or Program, and 73 percent retain nepotism policies which have been declared discriminatory toward women.

Governor Bumpers has made breakthrough appointments of women to the state Board of Education and to the State Board of Higher Education, which are noted with appreciation; but this makes respectively one woman out of nine and one woman out of 10 on these Boards, and there is still no woman on the Board of Trustees of the University of Arkansas, Arkansas State University, or Arkansas Tech. There are 71 Memberships on the Boards of Trustees of public colleges and universities in Arkansas only six are women.

EDUCATION OF WOMEN

It is especially unfortunate that so few policy-making roles in the Arkansas educational system are held by women because nowhere are the opportunities for and necessity of change more obvious.

The Commission has observed and received complaints about countless practices that narrow rather than expand the ambitions and expectations of Arkansas schoolgirls, and which inadequately prepare them for the real world in which they will live longer, have fewer children, and be more likely to work than preceding generations. According to the U.S. Bureau of Labor Statistics, nine out of 10 girls now in school will spend part of their lives in the labor force, but a Commission survey of Arkansas schoolgirls revealed a majority were expecting only the traditional roles of wife and mother.

The Education Amendments Act of 1972 prohibits any form of sex discrimination in schools receiving federal funds, but discriminatory practices still abound in such specific areas as vocational training and curriculum (home economics for girls, shop for boys, and girls are still told they can't enroll in certain courses); vocational counseling (boys are channeled into dentistry and girls into dental hygiene); athletics (rarely are girls' sports given the attention or financial support of boys' sports); textbooks (readers portraying highly stereotyped males and women, history books which practically omit women's contributions); etc.

Over half of the higher educational institutions in Arkansas have regulations that do not apply equally to men and women students.

COMMISSION ACTIVITIES

- Administered an original questionnaire to students at 16 randomly selected high schools. Tabulated and analyzed the results, and presented a summary of findings and recommendations to all Arkansas school superintendents. This survey has been accepted for 1973 publication in *Research in Education*.
- Co-sponsored with the Arkansas Education Association, the Arkansas Department of Education and the University of Arkansas at Little Rock Commission on the Status of Women a conference on Sex-Role Stereotyping in Education in May of 1973. Nationally prominent educators addressed the 200 registrants (mostly Arkansas teachers) on the problems of sexism in the schools and on possible solutions.
- Prepared and distributed to all elementary and secondary guidance counselors a resource list of materials on expanding careers for women.

- Established a Speakers Bureau for career day programs, teachers' and counselors' meetings, etc., to expand the concepts of what it is possible to accomplish, to realistically identify obstacles and rewards. Volunteer speakers were provided with packets of relevant information, periodically updated and expanded.

- Distributed the women's Bureau Publication, "Help Improve Vocational Education for Women and Girls in Your Community" to all members of the State Advisory Council on Vocational Education.

OTHER DEVELOPMENTS

- Commissions on the Status of Women on both the Little Rock and Fayetteville campuses of the University of Arkansas became very outspoken advocates of changes necessary to provide full educational equality for women.
- Courses relating to women's studies were added to the curriculum at the University of Arkansas in Fayetteville, at Arkansas College, at Henderson State College and at Hendrix.
- Spring, 1973, Commencement Speakers at both the University of Arkansas in Fayetteville and at Arkansas State University in Jonesboro were women.
- On April 11, 1973, the Arkansas Council on Human Relations appealed to school boards throughout the state to increase their memberships to include blacks and women.

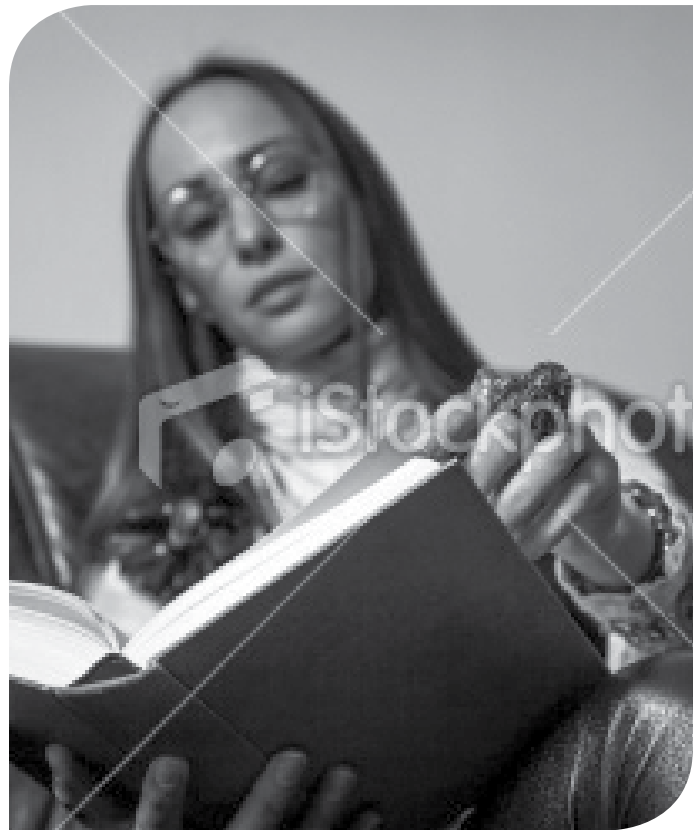
FLASH FORWARD - 2013

ALTHOUGH ARKANSAS WOMEN EARN THE MAJORITY OF BACHELOR'S DEGREES CONFERRED IN THE STATE, THE ACTUAL NUMBER OF DEGREES EARNED IS WELL BELOW THE NATIONAL AVERAGE FOR DEGREE COMPLETION.

COMMISSION RECOMMENDATIONS

- That the Governor and/or the State Education Director issue a directive committing the state to the elimination of sex-based practices in education, and calling attention to the illegality of discriminatory practices under the Education Amendments of 1972.
- That the State Textbook Approval Committee and the Arkansas Bookmen's Association give special attention to the elimination of textbooks which present a distorted and/or limited view of the potential of women.
- That as career education is added, an effort be made to present girls as well as boys with a wide variety of career options.
- That the Commission encourage and assist local groups to study practices in their local schools to determine the degree of sex discrimination, especially with respect to vocational training and counseling and courses of study restricted to one sex; the per capita expenditure of funds by sex for physical education and extra-curricular activities; textbooks, library books, and other curriculum aids; school activities such as safety patrols, room chores, etc; and promotion of teachers.
- That the proposed University of Arkansas Continuing Education for Women Program approved in 1972 by the State Board of Higher Education and the University Board of Trustees is immediately implemented and fully funded.
- That the Commission encourage and assist groups at all public colleges and universities to study and improve every aspect of the educational environment including recruitment, admission, financial aid, counseling, curriculum, placement, housing, health insurance and services, pay, and promotions.
- That Congress enacts the proposed Women's Education Equity Act.

9 OUT OF 10
GIRLS NOW IN SCHOOL WILL
SPEND PART OF THEIR LIVES
IN THE LABOR FORCE



1973

STATE GOVERNMENT AND POLITICS

Since the Arkansas State Government is the largest single employer of women in Arkansas and since the government should set an example for the private sector to follow, the status of women state employees is of crucial concern. It is gratifying to note that this area has been receiving special and beneficial attention.

COMMISSION ACTIVITIES

– In 1972, initiated a survey, “Women: Their Status in State Government.” The actual survey was done under the auspices of the Intergovernmental Personnel Act by Nan Snow, a personnel Management Specialist with the U.S. Civil Service Commission temporarily assigned to the Governor’s Office for this purpose. This report revealed among many other things, that of those employees under the Uniform Classification Act, 56 percent of the bottom five grade level positions were held by women, whereas only 3.6 percent of positions in the top six grade levels were held by women; that only 49 women (as compared to 576 men) occupied positions at grade 19 or above (those which pay a starting salary of \$10,000 a year or more); that in jobs classified as grade “99”, i.e., department or agency directors, there were two women and 41 men.

With the governor’s support and with funds from both state and federal sources, an Equal Employment Opportunity Action Program for Women in State and Local Government has now been established - the first of its kind in the nation.

Women’s representatives have been appointed within each department to coordinate activities connected with the program. A segment dealing with equal employment opportunity for women has been added to all supervisory training courses sponsored by the Personnel Division of the Department of Finance and Administration. A special effort is underway to determine why numbers of college educated women are holding non-professional positions. The program coordinator is visiting personally with the assembled women employees in each department to develop interest in and understanding of this program.

OTHER DEVELOPMENTS

– Additional affirmative action was taken when Governor Bumpers, on May 2, 1973, issued an executive order directing state agencies to take positive steps to end discrimination against women in hiring and promotions, and to cooperate fully in complying with the non-discrimination provisions of the national Equal Employment Opportunity Act.

COMMISSION RECOMMENDATIONS

– That the Equal Employment Opportunity Action Program be incorporated into the Personnel Division of the Department of Finance and Administration and expanded with emphasis on job qualification standards, on descriptions and classifications to determine if they are discriminatory.

POLITICS

THE STATUS IN 1973

Women are clearly under-represented in the Arkansas political structure. One of the seven elected constitutional officers is a woman. One of the 35 State Senators and two of 100 State Representatives are women. The situation is quite comparable at state and local levels. There are no women county judges in Arkansas and no woman has been elected county sheriff; there are only a handful of women mayors, city council, and city board members.

Although both the Republicans and Democrats in Arkansas, under a great deal of pressure, sent more women as delegates to the presidential nominating conventions in 1972 than ever before, in the on-going party structure, there are only four Republican County Chairmen who are women, and only two women Democratic County Chairmen.

FLASH FORWARD - 2013

ABOUT 50 PERCENT OF THE ARKANSAS DELEGATES TO THE 2012 DEMOCRATIC NATIONAL CONVENTION WERE WOMEN AND OVER 40 PERCENT OF THE ARKANSAS DELEGATES TO THE 2012 REPUBLICAN NATIONAL CONVENTION WERE WOMEN.

Turning from elective to appointive positions, women hold only 10 percent of all appointments to the state's boards and commissions, and those who have been appointed serve almost exclusively in such traditionally women's areas as nursing, cosmetology, and the arts. Governor Bumpers' appointments of women to the State Board of Education and the State Board of Higher Education were significant steps in the right direction, but women could serve capably and creatively in all areas of public policy-making.

Commission Activities

- Encouraged women, through press releases and public statements, to seek political office; and offered Commission assistance with information on the mechanics of filing and running.

- Reminded the governor, on many occasions, of the importance of considering qualified women for major appointments, and suggested names for his consideration.

- Compiled a Talent Bank of interested and capable women which is constantly being expanded, providing a ready pool of women who could serve with distinction in many public capacities.

OTHER DEVELOPMENTS

- The Arkansas Women's Political Caucus, formed in May of 1972, has made great gains in membership and visibility. Assistance was afforded women of both parties interested in selection as delegates to the presidential nominating conventions. (44 percent of the delegates to the Democratic convention were women, while 50 percent of the delegates to the Republican convention were women). Several Arkansas women have been elected to national positions in the Women's Political Caucus, and in February of 1973, Mrs. Betty Bumpers became the first governor's wife in the country to host a fund raising event for the Women's Political Caucus at the Governor's Mansion. Sissy Farenthold, National President of the WPC, was present.

In the Fall of 1972, 30 black women from all walks of life formed Black Woman Action, Inc. Esther Boswell was elected president of this group, which has as its priorities action in the areas of job discrimination, drug abuse, and sickle cell anemia.

COMMISSION RECOMMENDATIONS

- That women be appointed to all major boards and commissions in the state, and to policy-making positions within the state government.

- That close cooperation and support of the Women's Political Caucus in Arkansas continue, especially with respect to encouraging the candidacies of women for public office.

- That both political parties take strong affirmative action maintaining their commitment to equal opportunities and representation for women in party structure.

1973

LEGAL RIGHTS

During the Arkansas Senate's hearings on the proposed Equal Rights Amendment, one senator posed the question: "Isn't it true that many of our Arkansas laws now favor women?" To this the young woman testifying on behalf of the ERA replied: "That depends, sir, on what you mean by favor."

The Commission spent much time studying and discussing the many perplexities suggested by this interchange, i.e., if laws as presently written do in fact provide important privileges, protections, rights, and favors for women, should an official agency charged with improving the status of women recommend changes?

After careful study and research, it is the Commission's conclusion that:

- "Rights" which are difficult and/or impossible to enforce provide little real protection for women (e.g., child support and alimony).
- Other "rights" are in fact restrictive (e.g., Arkansas women are prohibited from working in mines).
- Other "rights" are inconsistent with the full responsibilities of citizenship (e.g., women, simply because they are women, can automatically be excluded from jury service).

FLASH FORWARD - 2013

ONE INTERESTING PIECE OF SEMI-RECENT LEGISLATION IS THE "BREASTFEEDING IN PUBLIC" STATUTE. THE STATUTE MAKES CLEAR THAT "[A] WOMAN MAY BREASTFEED A CHILD IN A PUBLIC PLACE OR ANY OTHER PLACE WHERE INDIVIDUALS ARE PRESENT."

- That "rights" based on sound considerations of health and safety (e.g., rest periods and seating) should be extended to men as well as women.
- Additionally, although the law "prefers" women in certain respects, in other respects women are disadvantaged by the law in some respects. Harsher penalties for female felons at age 18 than for male felons at age 21; harsher treatment of the female prostitute than of the male client.
- It is the position of the commission that laws which distinguish solely on the basis of sex reflect neither democratic ideals of equality nor contemporary circumstances, and are unfair to women and men alike.

COMMISSION ACTIVITIES

- Prepared, in collaboration with Arkansas Women's Rights, Inc., a memorandum outlining the ways in which Arkansas laws differentiate in treatment of men and women.
- Prepared and widely distributed Women and the Law, a series of questions and answers summarizing women's legal rights in Arkansas with respect to citizenship, property, marriage and divorce, employment, etc.
- Established liaison with the Arkansas Criminal Code Revision Committee in an effort to initiate reforms of obsolete and/or discriminatory provision.

OTHER DEVELOPMENTS

- In April, 1973, two women were added to the Criminal Code Revision Committee.



ONE SENATOR POSED THE QUESTION:

"ISN'T IT TRUE THAT MANY OF OUR ARKANSAS LAWS NOW FAVOR WOMEN?"

TO THIS THE YOUNG WOMAN TESTIFYING ON BEHALF OF THE ERA REPLIED:

"THAT DEPENDS, SIR, ON WHAT YOU MEAN BY FAVOR."

COMMISSION RECOMMENDATIONS

- That the Arkansas legislature ratifies the proposed Equal Rights Amendment which would guarantee that equality of rights under the law not be denied or abridged by the United States or any state on account of sex.
- That Congress enact the proposed Women's Equality Act, an omnibus women's rights bill prohibiting discrimination in all federally aided programs, in public accommodations, in the sale, rental, or financing of housing.
- That Congress enact legislation equalizing social security benefits and tax laws, and eliminating sex discrimination in obtaining credit, mortgage loans, and insurance.
- That the needs and rights of women offenders – their legal status, housing, treatment, rehabilitation, etc. – be given special attention by the Commission together with other interested groups.
- That Arkansas practices regarding extension of credit, mortgages, and insurance be studied for possible sex discrimination.

1973

HEALTH

Questions concerning women and health have a twofold aspect: the status of women in the health professions, and special health problems unique to women.

In 1972, in Arkansas, women dominated the nursing profession (99 percent of all registered nurses and licensed practical nurses), shared equally with men in laboratory and health technology positions, and were nearly absent from the ranks of physicians (3.5 percent of women), dentists (0 percent women), and pharmacists (5.4 percent women). It is encouraging to note that, while last year there were eight women admitted to the University of Arkansas School of Medicine, this year, out of the same number of persons admitted (121), 22 are women.

Because women are the child bearers, employment policies, insurance benefits, leave programs, etc. relating to pregnancies and childbirth are of great concern.

COMMISSION ACTIVITIES

– Repeatedly urged adoption of a uniform policy for state agencies concurrent with Equal Employment Opportunity Commission guidelines which state that disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery therefrom are, for all job-related purposes, temporary disabilities, and should be treated as such under any health or disability insurance or sick leave plan.

– Requested the State Education Department to survey local high school policies toward pregnant and/or married students.

This survey (indicating little uniformity and widespread discrimination against girls), together with constructive suggestions for reform, was presented to the State Board of Education which, on August 11, 1972, unanimously adopted a strongly worded statement urging local school boards to re-examine their policies, both because of the tenuous legal grounds for discrimination against married and/or pregnant students, and because of the adverse social consequences of such discrimination.

FLASH FORWARD - 2013

OF HEALTH TECHNOLOGISTS AND THERAPISTS, WOMEN DOMINATE, COMPRISING 82 PERCENT OF ALL PROFESSIONALS. WITH THE EXCEPTION OF RADIOLOGY TECHNOLOGISTS OR ASSISTANTS, WOMEN MAKE UP THE MAJORITY OF ALL FIELDS

99% OF ALL REGISTERED NURSES AND LICENSED PRACTICAL NURSES ARE WOMEN

OTHER DEVELOPMENTS.

– On January 22, 1973, the U.S. Supreme Court made two decisions which apparently invalidate those portions of the 1969 Arkansas abortion law which require four months residence prior to an abortion, and which require the certification of three physicians to the need for an abortion.

– In April 1973, a Woman's Worry clinic was held in Little Rock, sponsored by the state Mental Health Association, the state Nursing League and the Greater Little Rock Comprehensive Community Health Center.

– The Arkansas legislature enacted the Arkansas Family Planning Act, which was sponsored by the Arkansas Family Planning Council and which becomes effective July 23, 1973. The act permits physicians to release birth control information and devices to anyone, regardless of age, sex, race, income, number of children, marital status, citizenship, or motive, and provides for voluntary sterilization of anyone over 18 and those under 18 who are legally married.

– The 1973 Arkansas legislature adopted a resolution requesting the State Board of Education to establish a program of adequate and comprehensive health education in the public schools, to consist of at least one semester at the junior high level and one semester at the senior high level.

– The 1973 amendments to the Employment Security Law removed discrimination clauses relating to disqualifications for pregnancy and leaving the labor force to move with a husband.

COMMISSION RECOMMENDATIONS

– That all state agencies immediately bring their policies into compliance with the Equal Employment Opportunity Commission guidelines relating to pregnancy, childbirth, and maternity leave, and that private employers be encouraged to follow suit.

– That the Arkansas legislature enact enabling legislation to set up a state occupational safety and health program under the Federal Occupational Safety and Health Act of 1970.

– That Congress extend Title X of the Public Health Service Act which provides most of the funds currently available to support family planning projects.

– That the Commission review policies of Arkansas school districts toward pregnant teachers to insure compliance with federal court orders.

– That the State Employees Health Insurance Advisory Committee review state health insurance policies to insure compliance with Equal Employment Opportunity Commission guidelines.

– That the Commission, together with other interested groups (doctors, hospital authorities, women's organizations, etc.), work toward clarification of the effect of the U.S. Supreme Court rulings on Arkansas' abortion laws.

1973

FAMILY AND CHILD CARE, PUBLIC IMAGE

FAMILY AND CHILD CARE

In 1970, in Arkansas, 10.2 percent of all families were headed by women, 45 percent of all mothers of children under 18 years of age were in the labor force; and 47,000 mothers of children under six years (or 38 percent of those in the population) were workers.

The biggest problem facing working mothers is the lack of high standard, affordable day care facilities for their children. Ways must be found of insuring the rights and needs of children while realizing the needs and rights of adults.

One obvious answer is more and better local, family-oriented, developmental day care programs. There is apparently in Arkansas a special scarcity of such programs in non-urban areas, and for low and middle income families who have no access to the programs available to the well-to-do and the poor.

COMMISSION ACTIVITIES

– Met in small groups at several locations around the state to view the kinds of day care now available, and met as a whole Commission at the Center for Early Childhood Development in Little Rock to deepen our understanding of the potential in early childhood education.

– Worked for passage of national comprehensive Child Development Legislation. Commission Member Dr. Bettye Caldwell presented expert testimony to the U.S. Senate Labor and Public Welfare Committee and personally discussed alternative legislative approaches with Members of the Arkansas Congressional Delegation; Commission Member Dr. Joycelyn Elders represented the Commission at national meeting in Washington, D.C., subsequent to President Nixon's veto of the child Development Act.

PUBLIC IMAGE THE STATUS IN 1973

February 1, 1973: "Women are put on this earth to minister to the needs of miserable men."

– State Senator Guy "Mutt" Jones

September 30, 1971: "When women are denied the opportunities to which their training and education and interests entitle them, we are permitting not only unjustifiable discrimination, but senseless waste."

– Governor Dale Bumpers

Reflected in these two statements is the gap between what has been and what should be. Also reflected here is the fact that virtually all status of women problems are, to varying degrees, problems of attitude and ideas, culture and customs.

COMMISSION ACTIVITIES

– In an effort to arouse more widespread interest in changing roles for women, the Commission held a series of five conferences throughout the state in the Spring of 1972. Funded in part by a grant under Title I of the Higher Education Act of 1965, co-sponsored by the Commission and the Division of Continuing Education of the University of Arkansas, workshops were held at Southern State College in Magnolia, Hendrix College in Conway, Arkansas State University at Jonesboro, the University of Arkansas in Fayetteville, and the University of Arkansas at Pine Bluff. Over one thousand women attended these meetings and heard some of America's most prominent women, including Congresswoman Martha Griffiths, Honorable Frankie Freeman (U.S. Civil Rights commission), Virginia Allan (Chairman of the President's Task Force on Women's Rights and Responsibilities), Osta Underwood (President of the National Federation of Business and Professional Women), and many others. Additional thousands of women were reached through excellent and extensive media coverage of these events.

– Many Commission Members devoted countless hours to addressing groups on all aspects of women's potential and women's problems. Among the many and varied groups addressed were high school and college students, the Arkansas Home Economics Association, the State Council of Machinists, Arkansas Public Health Nurses, the State League of Women Voters, the State Federation of Women's clubs, Rotary, Lions and Kiwanis Clubs, church groups, and Parent and Teacher Associations.

– A general bibliography, Focus on Women, was distributed to all public libraries with suggestions for special displays.

– Prepared a checklist, Possibilities for Action - suggestions for local groups interested in assessing and improving community attitudes toward women.

OTHER DEVELOPMENTS

– Two newspapers with statewide circulation, The Arkansas Gazette and the Arkansas Democrat, many local newspapers and the Arkansas Union Labor Bulletin carried countless stories on women achievers in public service and private occupations, and on the growth of and issues involved in the women's movement.

– Over 200 women attended the third annual Women's Symposium in Fayetteville in April 1973, which included such speakers as Wilma Scott Heide, President of the National Organization for Women, and Dr. Lorene Rogers, Vice President of the University of Texas.

– Plans are underway for a 1973 symposium in Pine Bluff on "The Creative Woman."

– The spring, 1972 issue of New South published an excellent article by Commission Vice Chairman Sara Murphy on "Women's Lib in the South."

– In Fayetteville, in February 1973, a Women's Center opened composed of community and university women interested in furthering women's rights and providing needed services to women.

– Dr. Pauli Murray, Professor of American Studies at Brandeis University, presented a memorable lecture on the parallels between racism and sexism as part of the Distinguished Lecture Services at the University of Arkansas at Fayetteville in March 1972.

COMMISSION RECOMMENDATIONS

– That the Commission place special priority on an expanded, widely advertised Speakers Bureau, available to all civic, church, academic, and social groups, to explore changing lives, needs, and attitudes of Arkansas women.

– That the commission hold public hearings throughout the state where women may present information on local problems and developments.

FEBRUARY 1, 1973:

"WOMEN ARE PUT ON THIS EARTH TO MINISTER TO THE NEEDS OF MISERABLE MEN."

-STATE SENATOR GUY "MUTT" JONES

1973 MEMBERS: GOVERNOR'S COMMISSION ON THE STATUS OF WOMEN

Ms. Mary Adams	Blytheville
Senator Dorathy Allen	Brinkley
Ms. Frances Allen	Little Rock; Talent Bank Chairman
Ms. Adelle Bearden	Little Rock
Ms. Mary Rose Beavers	Hot Springs
Ms. Evalena Berry	Little Rock
Dr. Bettye Caldwell	Little Rock, Child Care Co-Chairman
Ms. Luella Casson	Little Rock
Ms. Betty Crays	Little Rock
Ms. Martha Ann Curtis	Russellville, Public Information Chairman
Ms. Harryette Dorchester	Little Rock, Executive Secretary
Ms. Rose Douglas	Little Rock
Dr. Joycelyn Elders	Little Rock, Child Care Co-Chairman
Ms. June Ellis	Fort Smith
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Ms. Dorothea Funk	North Little Rock, Health-Manpower Chairman
Dr. Phyllis Garnett	Arkadelphia
Ms. Bette Gordon	El Dorado
Ms. Ann Henry	Fayetteville
Ms. Mary House	Batesville
Ms. Dessie Kennedy	Helena
Ms. Diane Kincaid	Fayetteville, Chairman
Honorable Bernice L. Kizer	Fort Smith
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Ms. Jeane Lambie	Little Rock, Labor Standards Chairman
Ms. Cornelia Lindsey	Camden
Ms. Thelma Lorenzo	Little Rock
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Ms. Deborah Mathis	Little Rock
Ms. Freda Lou Wilson Mobley	Little Rock
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Ms. Sara Murphy	Little Rock, Vice Chairman
Ms. Frances Neal	Little Rock
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Ms. Peggy Patrick	Little Rock, Education Chairman
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Ms. Nan Snow	Little Rock
Dr. Mary Louise Spencer	Russellville
Ms. Sylvia Spencer	Health-Social Problems Chairman
Ms. Doris M. Street	Magnolia
Ms. Virginia Tackett	Little Rock
Ms. Ernestine Towns	Little Rock
Ms. Jo Wheeler	Jonesboro
Ms. Rosemarie Word	Pine Bluff

1973 TASK FORCE MEMBERS: GOVERNOR'S COMMISSION ON THE STATUS OF WOMEN

Ms. Patricia Cromwell	Little Rock
Ms. Cora Evans	Little Rock
Ms. Juanita Glenn	Little Rock
Ms. Cora McHenry	Little Rock
Mr. Paul Meeks	Little Rock
Ms. Frances Nix	Conway
Mr. J. Bill Becker	Little Rock
Ms. Adalene Patterson	Little Rock
Ms. Nancy Potter	North Little Rock
Ms. Delma Turner	Little Rock
Ms. Jacquelyn S. Walter	Little Rock
Ms. Virginia Williams	Little Rock

1973 ADVISORY COMMITTEE: GOVERNOR'S COMMISSION ON THE STATUS OF WOMEN

Ms. Irene Samuel	Administrative Assistant to the Governor
Mr. Richard R. Heath	Director, Department of Finance and Administration
Dr. Roger Bost	Director, Department of Social and Rehabilitative Services
Mr. Dale Cline	Labor Commissioner
Mr. J. Merle Lemley	Administrator, Employment Security Division

CURRENT RESOURCES FOR DATA ON WOMEN - 2013

Women's Foundation of Arkansas: Examining the Future Plans of Arkansas High School Girls; 2012 (Hilary Trudell)

Arkansas Legislature: Social and Economic Status of Women in Arkansas (Rep. Kathy Webb)

Women's Foundation of Arkansas: www.womensfoundationarkansas.org

American Association of University Women: www.aauw.org

Institute for Women's Policy Research: www.iwpr.org

National Women's Law Center: www.nwlc.org

COMMISSION PUBLICATIONS - 1973

AVAILABLE ON REQUEST

- "Focus on Women" - A bibliography of suggested readings and additional sources
- "Possibilities for Action" - a checklist for local groups interested in improving the status of women in their communities.
- "The Status of Women in Arkansas" - Address by Diane Kincaid to the Arkansas League of Women Voters, May 7, 1973
- "A Survey of Senior Students from Fourteen Public Secondary Schools in Arkansas"
- Talent Bank Forms
- "Women and the Law" - A series of questions and answers summarizing the legal rights of Arkansas women.

PUBLICATIONS AVAILABLE TO INSTITUTIONS ON SPECIAL REQUEST

- "Women: Their Status in State Government" - a study prepared by Little Rock Area Office, U.S. Civil Service Commission
- "Women: Rights, Roles, Reason" - Final report on Conference Series, 1972.

If interested in these publications please contact the Arkansas State Library

CONTRIBUTORS - 2013

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