

CAWA

The California Women's Agenda
A Platform for Action for the Women and Girls of California
(Based on the Beijing Platform for Action, September 1995)
Drafted by Representatives of California Organizations
at an Assembly at San Francisco State University
June 28-30, 1996

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CAWA
California Women's Agenda Platform for Action

TABLE OF CONTENTS

	PAGE
Letter from the Chair	i
History	1
Special Acknowledgements	2
Task Force Reports:	
1. Poverty	3
2. Education	8
3. Health	13
4. Violence Against Women	20
5. Peace	27
6. Economic Justice	31
7. Power Sharing	36
8. Insitutional Mechanisms	39
9. Human Rights	44
10. Media	49
11. Environment	56
12. Girl Child	60
In Appreciation	68
• Donors	74
• Volunteers	74
• Task Force Members	72
• Participating Organizations	70

Dear Activist:

Task Force convenors, recorders and editors have been hard at work since our Assembly in June 1996 reviewing, revising and polishing this document - **the California Women's Agenda!** While we are pleased with the results and thankful for the dedication of all who participated, we are under no illusion that this is a **final** product. The nature of the "revolution" we have embarked upon is that our agenda will always be fluid. It will change as circumstances change and as new recruits to the cause add their wisdom and creativity to our plan.

One miracle has been accomplished through the patience and persistence of an incredible group of volunteers - the production of this action plan for improving the lives of the women and girls of California. However, more "miracles" must follow in short order or this will become another of the endless reports that languish on shelves around the world.

We are not pleased with recent decisions by our public officials which have painted our state as a gathering place for Neanderthals - determined to jettison affirmative action, scapegoat non-citizens and plunge thousands of people (mostly women and children) deeper into poverty. We can change that image and make California a model of opportunity, equity - and civic energy!

More than 200 organizations in California have been identified as supporters of CAWA - organizations with **at least** a half million members. The task ahead is to mobilize, educate and empower this force to become agents for change - in the home, the family, neighborhoods, cities, counties, the state, the nation and the world! If each one reaches just one more person, we would have a **million** advocates for **our** California vision!

Take the initiative! Use the plan as a guide to **action!** Create coalitions in your community! Network with other groups! Share resources! Document your successes! Recruit others! Get on-line and let CAWA know what you're doing! We hope to generate activity in all 58 counties - and turn California, with its rich diversity, into the **Opportunity State!**

Enthusiasm is contagious, and as Susan B. Anthony reminded us, **FAILURE IS IMPOSSIBLE!**

---**Aileen C. Hernandez**
CAWA Chair

MAKING HISTORY

In September 1995, 40,000 women and some men joined together in Beijing and Huairou, China for the Fourth World Conference on Women and agreed on a *Platform for Action* for the world's women - a powerful and progressive statement about the empowerment of women and the imperative to advance our status. It asked us to bring this Platform back to our grassroots. We have done that in California.

On June 28-30, 1996, 400 women representing 175 major women's associations in California met at San Francisco State University to draft **CAWA** - The CALifornia Women's Agenda - our own *Platform for Action*. The grassroots organizing that created **CAWA**, in response to the Beijing Conference, has become an active web of over 200 organizations, 10 Regional Coordinators and thousands of girls and women - all mobilized not only to educate about the 12 critical concerns of the international *Platform for Action*, but also to develop and support programs which elevate the status of women world-wide.

This publication, **CAWA - the CALifornia Women's Agenda**, is our *Platform for Action* for the women and girls of California. Throughout its nine months gestation, many have drafted, critiqued and edited it both on paper and on line. This Agenda is not written in stone. Rather, it is a dynamic document and a collection of needs, frustrations, actions, successes and challenges. It will change as we accomplish some of the goals and legislation, and as we meet new attempts to reverse our advances. **CAWA is a work in progress.**

The twelve critical issues reported on in the *Agenda* are cross-cutting with each other and with issues of racism, immigration, religion, gay and Lesbian rights, disabled women, indigenous women and globalization. But they often vary in nature and therefore are sometimes presented in slightly different format in this document. We have incorporated the diverse perspectives and needs of women and girls throughout our state. We include the work that has been going on by many grassroots organizations as well as demands based on new threats, such as the Personal Responsibility and Work Opportunity Reconciliation Act of August 1996 (the so-called national "welfare reform" legislation) and California's Proposition 209, the initiative measure passed by the voters which prohibits affirmative action programs by state agencies.

To the best of our ability, we have listed all the volunteers for the June Assembly and the sister donors, corporate and foundation underwriters, task force members and the many who gave special services. We apologize for any misspelled or misplaced names of individuals or organizations. We remain an all volunteer force.

We welcome as partners all associations working toward equality and justice for women and girls. Included is the list of participating organizations. In addition there are organizations identified as resources within some of the Task Force Reports. As we obtain funding, we will be able to create a database that will be available to supporters. Please join with us and the 200 plus organizations as we take our *Agenda* forward to California state policy makers, business, philanthropic, academic, media and community leaders. We all share the responsibility to ensure women's and girls' rights to health, education, safety and to the end of the burden of poverty

Let's Keep on Movin' Forward!
Marilyn Fowler, CAWA Coordinator

" The greatest challenge of the day is: how to bring about a revolution of the heart, a revolution which has to start with each one of us."
...Dorothy Day, Catholic activist and writer

We want to give special thanks to:

- **First Lady Hillary Rodham Clinton**, for her videotaped greeting to our June Assembly
- **The President's Interagency Council on Women**, for their support and encouragement
- **The Hon. Bella Abzug**, for her inspiring Keynote Address to the June Assembly motivating us to "keep on movin' forward"
- **Aileen C. Hernandez**, for her indomitable leadership in building CAWA, the Assembly and in the on-going process to draft and implement this Plan of Action
- **Marilyn Fowler**, for her untiring leadership in coordinating the organization and development of CAWA, managing the editing and publication of this Platform of Action, and having the vision to believe that all of this was possible.
- **Lili Li Luo Lim**, who served as Special Advisor to our leadership throughout the process
- **Linda Israel**, the American Women's Roundtable (AWR); **Cynthia Gehrie and Tria Kendall**, Video Documentation Fund; and **Rosemary Rawcliffe** for capturing the energy and excitement of CAWA on film.
- The many who continued to contribute as volunteers by reading, commenting on and editing drafts of this document

And for making this publication possible, our special thanks to:

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CAWA also owes a deep debt of gratitude to:

WIN, The Women's Intercultural Network, for assuming the responsibility and burden for the funding, expenses and administration of CAWA. WIN is a non-profit association based in San Francisco, California that links women and girls across cultures, globally and in U.S. communities. WIN's mission is to create settings for women and girls to come together to build and strengthen skills in political, professional and economic leadership. The organizing premise of CAWA has been "inclusiveness" and as a result CAWA **IS** women and girls from California's full spectrum of cultures, ages, classes, religions, lifestyles and abilities.

POVERTY TASK FORCE REPORT

I'm not committed to welfare measures. I don't think they get at the root of the problem. I'm committed to the eradication of all poverty, to its being wiped out. We've got to change the system and make it impossible to be poor.

...Rosemary Brown, Jamaican/Canadian politician

CALIFORNIA VISION STATEMENT

"We challenge our government to change its attitude towards women. We seek to empower, educate, and organize the populace to advocate for the eradication of poverty, to expand economic opportunities for its victims, and to demand equal access to economic resources."

The CAWA Poverty Task Force, under the leadership of the Women's Economic Agenda Project, is dedicated to implementing the "Platform of Action" that was accepted by the United States at the Fourth World Conference on Women, Beijing, China, September 1995. We are entering a new phase in world history - the high-technology/computerized/robotized "Information Highway" Revolution, which is changing the way we live and work and redefining opportunities and responsibilities for millions of people. That trend is particularly strong in California, a major center of the technology industry. Only through assuring equal access to this new technology for all, can the "feminization of poverty" be halted and reversed.

The economy of the state is a vital part of the national economy. California is the 7th largest economy in the world; has 12% of the U.S. population; represents 11% of the national payroll and 13% of the nation's personal income. California produces 15% of the nation's exports and the state's ports handle 20% of the goods imported into the country and 17% of exports.

The Poverty Task Force of the California Women's Agenda will mobilize women and girls - especially poor women and their families - to assume political leadership and decision-making roles in the battle for economic justice and the eradication of poverty in our state and nation. The goal is to change economic, societal and political policies that criminalize poverty and relegate women to the bottom of the economic ladder. We seek a society in which **all** human needs are met and true democracy and peace prevail in an environmentally sustainable world.

The Task Force is committed to overhauling the system of social services to assure that agencies of government work responsibly **with**, not **against**, recipients in reducing or eliminating their dependency on welfare. Strong support will be given to relevant education and training programs that provide career opportunities and lifelong access to learning, to the expansion of child care, and to creative ways to make loans and other financial resources available to poor women.

The Task Force includes, as an integral part of its work, support for women with disabilities to have an equal opportunity to contribute to our nation's productivity through work that is meaningful and compensated at a decent wage; to marry and take an active and responsible role in family life; to remain in their homes and neighborhoods, not in institutions or other segregated environments; to have full access to public facilities; to live in safety, free from the fear of violence; and to develop and exercise political power. The Task Force will work to change government policies that jeopardize the benefits of disabled people who marry each other.

The Task Force strongly supports the rights of indigenous women and will work to ensure their leadership roles, with full respect for their cultural diversity, in strengthening programs and policies that give them control of their land and resources and choice in the development process that will result in the eradication of the poverty that afflicts their communities.

The Task Force also recognizes the continuing discrimination against gays and Lesbians and strongly supports their full entitlement to the same economic security as heterosexuals, an end to gay bashing, and special attention to remove the double discrimination faced by Lesbians of color.

ISSUES OF CONCERN

Loss of Jobs: More than 9% of our people are jobless; over 600,000 jobs have been permanently lost since May 1990 - through downsizing and replacement by high-technology and robotization. In the last six years, thousands of jobs have been lost through military base closures and the mergers of mega-corporations. With the passing of NAFTA and GATT, vital manufacturing jobs have gone "offshore" to Mexico and Southeast Asia where a low wage workforce can be exploited. By the year 2020, according to economist Jeremy Rifkin and others, only 5% of the population will be employable because we are looking at the "end of work".

Reduction in Social Services: Under the current state administration, California has gone from 1st in the nation in the provision of services to the needy to 14th. Cuts were imposed in the Aid to Families with Dependent Children (AFDC) program (3/4 of the recipients in the program were children and 90% of the adults were women). Federal legislation passed in 1996 converts AFDC into the Temporary Assistance to Needy Families (TANF) block grant program and imposes a limit on how long payments can be made to recipients. One fourth (1/4) of the state's children are hungry and living in poverty and 39% of these are in families with two wage earners. The federal law makes cuts in the food stamp program and the Supplemental Security Income (SSI) program for low income elderly and disabled persons, as well as in assistance to legal immigrants.

California has the third highest rents in the nation. In Alameda County alone, homelessness increased 125% after the last welfare cut, with women and children becoming the fastest growing section of the homeless population.

Much needed health care has had Medical/Medicaid reductions and the quality of health services has been compromised by the policies of many of the "managed care" programs. Community hospitals are closing down emergency wards and cutting back on services, especially to the uninsured. (Millions of low wage employees, underemployed and the elderly have no health care at all.)

Underfunding Education: From elementary schools to the colleges, education dollars have been cut and tuition raised. Federal block grants, instead of categorical programs, threaten public school breakfast and lunch programs, Head Start, WIC, and special education programs for at-risk students. Education is a right, not a privilege and must be available to all people.

Growth in Prisons: Cuts to health, education, and welfare have not been replicated in the state's correctional system; jail building has become a growth industry in California. State funding for prisons has increased dramatically since 1980, when \$300 million was allocated as compared to \$4 billion in 1994. By 1994, the prison system's share of the state budget had risen to 9% (from 4% in 1983) while schools dropped to only 8% (from 14% in 1983). California has led the nation with "get tough on crime" hysteria (such as the "three strikes" law) and now imprisons more individuals than any other **country** in the world, with 60% of all incarcerated individuals jailed for non-violent offenses. The largest women's jail in the world is housed at Chowchilla. A new women's prison in Merced is already full and two more mass complexes will soon be completed.

Since 1974, the number of women inmates has increased by over 200%, with the majority of convictions for drug addiction, domestic violence and welfare fraud.

TARGETED SECTORS

The Task Force has identified groups, organizations and institutions which will be targeted to mobilize support for our goal of eradicating poverty in California and the nation.

Women/Girls: especially low-income women (welfare mothers, disabled women, etc.) women in the workforce, businesses, labor unions, professions and educational institutions, girls and retired women

Youth: All ages - elementary through college

Unions: SEIU, Locals 616, 535, 1877, etc. CSEA, AFT, etc.

NGOs & CBOs: Non-profit and non-governmental organizations (NGOs) - including churches - which focus on related issues: i.e. decent affordable housing, job training, quality education, empowerment, health care, rehabilitation advocacy, homelessness, voter rights, development and support of political candidates, etc.

Community Based Organizations (CBOs): Community Development Corporations, Job Corps, Private Industry Councils (PICs), nurses' organizations, anti-domestic violence organizations, etc.

Media: TV, radio, print media, information industry agencies like WWW, AOL, etc.

Educational Institutions: Elected school board members, education and teacher unions, think-tanks, PTAs, students - elementary to college, women's studies centers, vocational schools, schools of business, economists, etc.

County Government Organizations: County social services providers, county health providers, etc.

Criminal Justice System: Public defenders, private attorneys, district attorneys, court services, probation services, prisoner advocate groups, prisoners, the judiciary, legal referral services, etc.

State Governments: Politicians, legislative committees dealing with poverty and poverty related issues, lobbyists, commissions, etc.

City Governments: Elected city officials, boards of supervisors, ad hoc committees dealing with poverty and poverty related issues, commissions, etc.

Private Sector: High technology companies, small businesses, small business owners, corporate women, etc.

Scientific Sector: Research labs (such as Berkeley Livermore Lab) which build the latest technology and do research involving the future of jobs, health care, education, etc.

Ethnic Communities

Gay, Lesbian and Bisexual Communities

ACTION PLAN/SOLUTIONS

1. Actions to be taken by Legislative Bodies, Regulatory Agencies and other Government Organizations:

1.1 "Living Wage" Legislation

1.1.1 Pass and implement federal legislation H.R. 1050, "Living Wage, Jobs for All Act," whose purpose is "To establish a living wage, jobs for all policy in the United States in order to reduce poverty, inequality, and the undue concentration of wealth and power in the United States..."

1.1.2 Pass the State Senate resolution introduced by Senator Barbara Lee which supports H.R. 1050.

- 1.1.3 Pass the State Assembly resolution introduced by Assemblywoman Dion Arner which supports H.R. 1050.
- 1.1.4. Support all legislation that improves the lives of working people and closes the gap between the wealthy and poor.
- 1.1.5 Defeat all legislation that continues to allow tax breaks and subsidies for wealthy individuals and corporations.
- 1.1.6 Support legislation at the federal, state, county and city level which requires job vacancy surveys to identify job opportunities, job seekers, skills and training needs.
- 2.1 **Lobbying:** Action by all CAWA organizations to support the introduction of HR 1050 and other comprehensive legislation to eradicate poverty.
- 3.1 **Continued opposition to Prop. 209 and other legislation that denies civil rights and equal access to jobs and education.**
- 4.1 **Hold corporations accountable:** Monitor the practices of corporations and their compliance with labor, environmental, equal opportunity and similar laws in the United States and globally; require corporations to make public a list of their holdings.

2. Actions to be taken by NGOs and the Community

- 2.1 **Grassroots organizing:** Teach how to organize from the bottom up for results. For example, form action committees for "Eradication of Poverty by Year 2000."
- 2.2 **Speakers Bureau Training:** Frame poverty issues offensively, dispelling myths, lies, stereotypes & scapegoating; develop a "Plan of Action" to educate the community on the economic, social and political issues related to poverty.
- 2.3 **Direct Action Speakouts:** Break the isolation on poverty issues, building a new women's movement which includes women in poverty in leadership; develop letter writing campaigns; form defense committees for victims of poverty; organize demonstrations and marches - locally, statewide and nationally; target state and local governments, policy makers, big businesses, etc.
- 2.4 **Leadership Development Training:** Train victims of poverty in leadership; run poor women for office; seek support and funding from traditional advocates for women in politics and from women's organizations.
- 2.5 **Media Training:** Challenge the negative image of poor women and their families through the media and public officials. Use press releases, train talk show guests; produce and distribute information flyers to communities, NGOs, educational facilities, plan regular bulk mailings to keep the public and constituents informed. Frame the housing, education, and poverty issues offensively, instead of going on the defensive about "negligent mothers" and drug use.
- 2.6 **Participation of low-income women at conferences, seminars and panels:** Write position papers to be distributed to educational institutions, elected officials, and policy makers; encourage scholarships to allow poor women to speak for themselves.
- 2.7 **Form advocacy groups and collaborations** for decent affordable housing, child care, high technology training and decent paying jobs, quality/affordable health care, reform of campaign financing laws, and to stop the criminalization of poverty - "organizing in the courts, the streets, and the legislature."
- 2.8 **Form statewide and national "Up and Out of Poverty" Networks** to link-up with existing nationwide groups fighting for women and poor people's rights. Form a "Break the Isolation on Poverty" campaign.
- 2.9 **Educate towards a new social contract** which demands access to information industries and accountability from those in power to commit to reform at this time of crisis.
- 2.10 **Enlist religious institutions** in a commitment to eradicating poverty.
- 2.11 **Walk the neighborhoods:** Organize community outreach door to door.

- 2.12 **Visiting schools:** Hold teachers and school administrators accountable.
- 2.13 **Hold "Mothers for Mayor" campaigns.**
- 2.14 **Organize a statewide campaign** to restore the safety net for child care, drug rehabilitation and mental institutions.
- 2.15 **Pressure for private/public sector collaboration to create "living wage jobs for all."**
- 2.16 **Identify and mobilize to end corporate welfare.**
- 2.17 **Fund and build more colleges** to serve the diverse population of California as it grows and changes. To build a better society and strengthen community, education should be available and affordable for everyone. Train and produce future leaders in every skill area.
- 2.18 **Campaign for a moratorium on prison building in California.**
- 2.19 **Create incentives for people to give back to the community:** for example,
 - moms in the schools
 - allowing student loans to be paid off through teaching or working in community organizations
- 2.20 **Include representation from poverty and minority communities** in policy making positions and on boards and commissions. All citizens should have the opportunity to participate in developing the government's budget at state and local levels.
- 2.21 **Health initiatives should be supported.** Initiate legislation to require insurance companies and HMOs to provide coverage for pre-existing conditions.
- 2.22 **Put the Beijing "Platform for Action" and CAWA in every woman's hand.** Make the UN documents known statewide and nationwide. Let them know what governments voted on and hold them accountable.
- 2.23 **Network** with women across this nation to build a nationwide anti-poverty campaign.
- 2.24 **Election reform:** Reform campaign financing laws and campaign spending limits to democratize access to political office.

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RESOURCE ORGANIZATIONS (Partial List)

Women's Economic Agenda Project Campaign to Abolish Poverty Black Women Organized for Political Action Black Women's Resource Center Alameda County Social Services Department San Francisco and Contra Costa Public Defenders Family Rights and Dignity Legal Aid National Organization for Women Partner Program Network Alameda County Board of Supervisors Inter-Agency Children's Council California Coalition for Women Prisoners Prisoners with Children National Council of Negro Women	Berkeley Community Law Center Aspira Asha House NWRU Western Center on Law & Poverty Children's Defense Fund Campaign to End Childhood Hunger Political parties Asian Immigrant Women Advocates Californians for Justice Project Rebound Grandparents with Children Rebound Center for Independent Living World Institute on Disability
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EDUCATION TASK FORCE REPORT

"Educate women to rebel" ...Susan B. Anthony

CALIFORNIA VISION STATEMENT

We will work to transform the educational system into a learning environment that is rooted in caring and respect to ensure that all women fulfill their potential as human beings. Every girl and woman will have access to the resources she needs to achieve her spiritual, intellectual, physical, and emotional potential throughout her lifetime, regardless of her disability, culture, ethnicity, religion, linguistic heritage, socioeconomic status or gender identity.

ISSUES OF CONCERN

Organizations and individuals working on the formation of CAWA (The California Women's Agenda) rely on the spirit of the Beijing Platform for Action to develop goals and strategies relevant to the education of girls and women in the state of California. Founded on the principles cited in the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Platform for Action acknowledges that women share common concerns that can be addressed only by working together and in partnership with men towards the common goal of gender equity around the world (Chapter I, Par. 3). Education is a human right and an essential tool for achieving the goals of equality, development and peace.

The following framework of concerns, which are relevant to the needs of California women and girls of all races, classes, ethnic backgrounds, religious, cultural and linguistic communities, includes an overview of the features of the Platform for Action. Our first priority is to find commonalities across organizations, commonalities which will form the basis for continued, sustained action and implementation of our goals by the year 2000.

The Platform states that:

- Educational resources which promote non-stereotyped images of women and men would be effective in eliminating the causes of discrimination against women and the inequalities between women and men.
- Women should be enabled to benefit from the ongoing acquisition of knowledge and skills beyond those acquired during youth, both in formal and informal settings.
- Curricula and teaching materials must be sensitive to the specific needs of girls and women, including issues of self-esteem, sexual and reproductive health education and domestic responsibilities.
- Implementation and development of science curricula, education in mathematics, and technical training must include the active role of women.
- Mass media, government support and community members should promote an active and visible policy of integrating a gender perspective into all public programs.

California Action Objectives

1. Provide the resources and mandate for a lifelong, safe, accessible and relevant learning environment that empowers all students.
2. Transform the structure of education, thereby enabling each girl and woman to reach her full potential for full and equal participation in society.

ACTION PLAN/SOLUTIONS

1. Ensure equal access to education by:

- 1.1 allowing all women to have access to all resources available within the system
- 1.2 assuring equity in funding
- 1.3 providing equal access regardless of citizenship
- 1.4 encouraging, promoting and supporting participation in all fields of endeavor
- 1.5 educating for independence and self sufficiency
- 1.6 promoting equal quality of education
- 1.7 developing gender-sensitive teaching methods which incorporates all learning styles
- 1.8 establishing a learning environment that honors and reflects diversity of student populations
- 1.9 improving affirmative action programs
- 1.10 ensuring that schools be more responsive to community and individual needs
- 1.11 encouraging community building through schools
- 1.12 supporting women running for office who are committed to educational issues
- 1.13 educating school communities on gender-sensitive issues
- 1.14 using media, local cable TV, public access TV effectively to educate the public on gender sensitive issues
- 1.15 equalizing funding for resources for all schools (beyond local tax base)
- 1.16 focusing more publicity on opportunities and training for women
- 1.17 ensuring equal access to secondary education

2. Eradicate illiteracy among women by

- 2.1 increasing funding for literacy programs
- 2.2 understanding the connection between poverty and literacy
- 2.3 providing literacy programs to households and using all media and delivery systems as educational
- 2.4 broadening the definition of literacy to fit the needs of women for participating in twentieth century California society
- 2.5 addressing the needs of non-native speakers and targeting special populations such as immigrants and teen mothers
- 2.6 promoting critical thinking skills for media literacy particularly among young girls and women
- 2.7 promoting holistic approaches to address the needs of women who are illiterate
- 2.8 recognizing and supporting alternative and traditional community resources for eradicating illiteracy
- 2.9 developing intergenerational programs in schools
- 2.10 increasing computer literacy, including ongoing training for teachers and mentoring for girls
- 2.11 setting up literacy programs for migrant and immigrant women, using peer teaching
- 2.12 establishing institutional mechanisms for volunteer organizations to improve literacy (e.g. garden club or cooking classes)
- 2.13 establishing mentoring programs helping women in need to earn GED's
- 2.14 moving literacy programs out of schools and into the community (e.g. Project Read)

3. Improve women's access to vocational training, science and technology, and continuing education by :

- 3.1 funding research on how girls learn
- 3.2 training teachers and teacher trainers to address girls' learning, particularly science teachers
- 3.3 creating technological and computer standards that should be met by all schools
- 3.4 integrating business and the educational community to develop curriculum for the future
- 3.5 teaching scientific thinking, critical thinking and analysis

- 3.6 making science and technology relevant to their lives - motivation
- 3.7 encouraging women to mentor girls in science, math, engineering, computers, the Internet
- 3.8 developing computer literacy for all girls in schools (computer for each child)
- 3.9 funding the infrastructure to get all K-12 schools connected to Internet

4. Develop non-discriminatory education and training by:

- 4.1 developing programs for conflict management and peace training in schools, with a state curriculum and certification standards
- 4.2 encouraging involvement of more women in educational policy making
- 4.3 educating mothers/caretakers of children with disabilities regarding the child's and family's needs
- 4.4 evaluating curriculum (texts, syllabi, and so on) systematically for classism, sexism and racism
- 4.5 providing transportation and other support infrastructure to help support access
- 4.6 teaching children and teachers how to be culturally sensitive and knowledgeable via textbooks and other resources (including community role models)
- 4.7 encouraging writing teachers at all levels to use topics that address inequality of women and the achievements of women
- 4.8 encouraging women to affirm images, training and theology in religious settings and in religious media, including positive stories of women in religious texts and religious 'foremothers'
- 4.9 encourage religious sensitivity (e.g. alternate Sat/Sun school fairs, fund-raisers, and so on)
- 4.10 teaching teachers non-sexism
- 4.11 providing information to families to encourage well-informed choices of vocational opportunities and college training

5. Allocate sufficient resources for and monitor the implementation of educational reforms as:

- 5.1 integrating schools throughout the country, e.g. using technology forums to bring together the best approach
- 5.2 establishing standards for teaching and technology
- 5.3 maintaining schools as community centers which meet community needs
- 5.4 further defining "reforms" - transformations should include our ideal/philosophy of education
- 5.5 encouraging the development of ad hoc committees to check on progress in any reform in this platform
- 5.6 disseminating strategies that demonstrate successful programs and curriculum
- 5.7 providing training and resources to improve Math/Science in K-12 so that more girls/young women become eligible for college admission and are equipped to pursue non traditional courses of study

6. Promote lifelong education and training for girls and women by:

- 6.1 providing institutional mechanisms for collaboration of non-profits to address needs of the whole person
- 6.2 making certain high schools are open to pregnant teens, including child care resources and other supports, and providing support for re-entry students (California Advocates for Re-entry Education)
- 6.3 providing childcare and job training for mothers with children
- 6.4 providing increased access to early childhood education
- 6.5 supporting/encouraging the concept that "learning never ends"
- 6.7 supporting programs for elders to teach the youth
- 6.8 using telecommunication technology to bring education and training to worksites
- 6.9 developing reentry programs for older women returning to school
- 6.10 establishing community proactive outreach for women/children

- 6.11 informing the business community on the importance and need for their support of continuing education
- 6.12 using elementary, middle, high schools for parent /mother education
- 6.13 educating for peace and justice
- 6.14 developing programs in leadership, creativity and self confidence

Addenda: Notes of actions reflecting Bay Area priorities and projects

Actions to be taken by National Legislative bodies

- CEDAW... continue to encourage Congress to ratify
- HR 1617: The Consolidated and Reformed Education, Employment and Rehabilitation Systems Act (Vocational Education)
- Title V reauthorization (Higher Education Act) funding for continued education (professional development for educators); will help with data collection
- HR4086: Youth Development Block Grant renewal
- Chapter 1 Assistance from DOE for children of migrant workers
- Support General Accounting Office's assertion that more emphasis be placed on helping teen mothers to be self-sufficient (Job Opportunities and Basic Skills program) - they make up 40% of all single women on AFDC and are the poorest welfare recipients

Actions to be taken by State Legislative bodies

- Provide appropriate funding for, and careful selection of, District Coordinators to ensure compliance with Title IX
- Continue Innovative Institute - summer training for teachers (e.g. Monterey)
- Encourage DOE to integrate CAWA into teacher certification process

Actions to be taken by Local Legislative bodies and the community

- MOYCF (Mayor's Office of Children, Youth and their Families) - seek and support proposals designed to address CAWA priorities, ensure effective oversight of grant recipients, fund inservice training in gender equity
- recognize and encourage support provided by private foundations funding community initiatives, for example, AAUW Educational Foundation, ATT (high school child care centers), Ms. Foundation "Take Our Daughters to Work Day", Women's Foundation, etc.
- build bridges to public and private schools and universities to see that they develop bias-free and inclusive curricula
- establish ad hoc Study Circles designed to highlight and support current effective programs, encourage effective communication and collaboration between groups, and identify areas for additional activity
- work in concert with local media to recognize productive collaborations and partnerships between communities, schools and businesses, Nemko, among others, to call attention to problems or exemplary programs
- help selection of public school textbooks which reflect gender fair practices
- influence positively the hiring practices of local school boards to ensure teachers' commitment to equitable treatment in classrooms (Flinders/Petaluma)
- support positive recognition of women's achievements - such as the San Francisco Chronicle's People in Business/Board Moves listings.
- promote interest and purchase advertising in women-owned and operated publications such as *On Your Mark* and *Sports News*
- encourage controlled study of efficacy of single-sex classrooms for math and science

Convenors: Deirdre Araujo, AAUW (deirdre@exploratorium.edu) and Greta Vollmer

Facilitator: Dr. Deborah A. Karres

Recorder: Barbara Roseman

RESOURCE ORGANIZATIONS (Partial List)

Girls Incorporated, San Leandro

(Operation SMART: Science, Math and Relevant Technologies), School-Age Mothers,
ENABL - Education Now And Babies Later, EUREKA: summer camp in sports, science
and math at Mills, FUTURE: Teen Leadership Summit, etc.)

EYH - Expanding Your Horizons, Sonoma

MESA - Bay Area

SportsBridge, SF

Girls After School Academy, Visitacion Valley SF

Sisters Assisting Sisters, Alemany Housing Projects, SF

Girls Scouts, Girls Clubs, 4H, Big Sisters

YWCA

Tech Time, Southern Peninsula

TRIAD, UCSF science partnership

ReModel Your Role Model

AAUW - The Equity Experience training manual, community action grants

WICS - Women in Community Service

Peer Resource Center, SF

EQUALS and SEQUALS - Lawrence Hall of Science (equity training for math and
science educators)

Marina Middle School - pilot project single-sex science courses

HEALTH TASK FORCE REPORT

*"Health is more than the absence of disease, it is the well-being of a person."
...This basic right is founded on the definitions of health established by the
World Health Organization (WHO)*

CALIFORNIA VISION STATEMENT

Establish Health Care as a right in California for all women and girls, including all of diverse socio-economic and legal status, physical and emotional condition, age, sexuality or where they live in California.

Context in Which the Health Priorities Were Established

The Health Workshop of the California Women's Assembly assessed that the most critical recommendation the women and girls of California needed to focus on in the coming decade was a paradigm shift in our view of health care to make current and available services optimal, accessible and equal for all women and girls.

The Health priority of the Fourth World Women's Conference, Plan for Action, did not include health care as a right for all women and girls in the world. This was a significant and qualitative omission which leads to ill health, costly fragmentation and long lists of effective local projects that are rarely incorporated in seamless services and data collection. This has been true for all on a national and regional basis throughout the world, including California and the USA.

Health Care as a right establishes a new standard of care and new standards of equal access and public accountability for where and how public and private health resources are expended. It provides a more comprehensive approach to meet the special and complex needs of any given Californian population of women and girls: for example, gender related reproductive care or needed services for older women as compared to girl children in infancy. As long as we have a privileged health care system, not a system based on health care as a right, and as long as we do not make it a priority to build a consensus for some formally structured universal health care system of program and services including data collection and research, health services will continue to be fragmented and unequal, redundant and inefficient no matter how committed, competent any one person or group of providers, activists or policy makers are.

In CALIFORNIA women's and girls health needs can only be achieved by establishing health care as a right..

As women and girls, we would be establishing health care as a right for all people in California. For California this means a paradigm shift from the current two-tiered, privilege-based health care system. Two-tiered means that the poor and the non poor receive health from two different sets of standards and from two different relationships to the market and the state budget. This two-tiered system is inappropriately costly for all and does not provide health care to the fullest of our capacity. A two-tiered system negatively impacts the quality and quantity of services, data collection and research, and accessibility.

Additionally, the current approach of the health care system does not avail or support most holistic and environmental approaches to health and healing. The current efforts to reorient the health system toward primary care and prevention begins to address some positive elements, but given that it is totally based on a market driven Managed Care Model, it is not based on equal access. It is not comprehensive and does not address special needs such as the needs of women/girls with disabilities, rural women and girls and immigrant women and girls.

It is woefully inadequate in regards to medical/ health care training and data collection related to women and girls. The dysfunction and malfunction of the two-tiered system is exemplified in 1994 statistics which document that over 6 million Californians are not insured by either the private or public (MediCal and Medicare) sectors.

1.0 GOAL: Establish strategies by which California women and girls can dialogue and devise plans and programs demonstrating the improvement of health care under a "health care as a right" agenda.

Recommended Actions

1.1 Develop and support strategies and programs which promote health care as a right. To date this is expressed in concepts of universal health care. Work with local communities, activists, legislators, and policy makers who seek to establish projects and programs based on universal health care priorities.

1.2. Organize a working committee of women and girls who would develop a health care "package" of basic primary care services and funding mechanism for all women and girls.

2.0 GOAL: Provide opportunities and a rationale for dialogue among women and girls illustrating health in a rights-based health care system versus the current privilege-based system.

Recommended Actions

2.1 Invite and provide a forum for reproductive rights policy makers and activists to examine what reproductive health and services would look like in a health care rights California versus what reproductive rights looks like in a health care system that is based on the current privileged system with Managed Care, Medical, Medicare, Special Population funding, and so on. Illustrate how it would be different to provide universal health care in California? Would it cost more than we spend now? Where would we spend less or more or differently? The same approach and illustration could be accomplished by examining disability, violence prevention, environmental health, and a basic primary care "package" for all residents.

2.2 Investigate, establish and collaborate with associations and organizations which have explored and made the paradigm shift to a health care as right perspective and organize a cooperative mechanism for dialoguing and disseminating each other's recommendations, and so on. (For example, the Santa Cruz and San Diego areas have already established many of these links and associations; a disabled issues agenda and other documents need to be integrated into the overall rights framework as developed for the CAWA Assembly)

3.0 GOAL: Examine current health care priority programs by using the standard: health care is a human right for all California. Examine (1) impact on structure i.e., policies, state budget and infrastructure, mechanisms of delivery of services that provide access and availability of health care for all Californians; (2) identify special needs of diverse populations and assure that they are integrated in a seamless delivery of care system. This would include availability and delivery of health care in rural, suburban and cities.

Recommended Actions

3.1 Investigate and work with people who are currently knowledgeable on health care priorities who want to transform our current and needed programs into a health care as a rights agenda. This would include people who have developed special needs programs for special populations such as Pacific Islander women and girls reproductive health to collecting statistics on morbidity and mortality of undocumented pregnant women.

- 3.2 Work with the women and girls who are focused on Healthy People 2000 in California to establish how in a health care rights paradigm we could achieve the three major goals of Healthy People (women and girls) 2000. These three major goals which incorporate the World Health Organization definition of Health are: (1) Increase the span of a healthy life for Californians; (2) Reduce health disparities among Californians; (3) Achieve access to prevention services.
- 3.3. Assure that the issues and target populations left out of the Plan for Action from the Fourth World Women's Conference are part of the CAWA health agenda. As identified by the CAWA Assembly, June 1996, the health priority #3 in the Beijing Platform For Action did not
- include that Health Care needs to be established as a right for all women and girls no matter their socio-economic and cultural status of their nation and local community;
 - focus on needs of disabled women and girls;
 - have a component on financing health care needs, services and research;
 - identify the special condition and thus health-related needs of indigenous women and girls;
 - focus on research and training issues related to quality health care planning and the development of services such as training in holistic health;
 - develop the role and importance of media in health care;
 - identify how racism distorts and creates unequal health care and recommend best practices to provide equal health care status;
 - identify transportation as a critical factor in providing quality health care;
 - integrate the need for childcare in a comprehensive health care system;
 - include a priority to provide services and care for all women and girls no matter what their immigrant or refugee status.
 - offer the value and positive effect of holistic health and medicine as an integral part of any quality health care system.

The following are the MAIN Programmatic Recommendations from work groups who gathered previous to the CAWA Assembly to incorporate a comprehensive and holistic health rights agenda (as of June 1996):

4.0 Recommendations from the San Diego Coalition:

- 4.1 Pass legislation related to female genital mutilation that asks for research and prevention education;
- 4.2 Pass legislation to provide prenatal medical care to all women regardless of legal status;
- 4.3 Investigate the ratio of research dollars allocated to women's and girls' health;
- 4.4 Provide minimum level of health care coverage for all including small business employees and for part-time employees;
- 4.5 Provide school-based pregnancy prevention programs;
- 4.6 Implement statutory rape laws throughout the state;
- 4.7 Establish state laws requiring implementation of family life programs;
- 4.8 Implement 100% state coverage for women (and girls) who do not have health insurance;
- 4.9 Implement a program that mandates mental health facilities and drug and alcohol services—including childcare support for women who are pregnant. Conduct research to evaluate the efficacy of gender and culturally specific programs;
- 4.10 Establish mandatory programs in the schools that address health consequences of eating disorders for young girls;
- 4.11 Support funding for breast cancer research;
- 4.12 Expand Mandates that provide education and outreach on HIV disease to 7-12th grades to include 5th and 6th grades;
- 4.13 Provide health and human services referrals for students in all public schools;
- 4.14 Ensure that state employers and advocacy programs encourage breast feeding to build strong immune systems for children;

- 4.15 Reduce by 50% the number of girls who become teen mothers; current statistics show that a total of 10.8 of all live births in San Diego are born to girls between the ages of 12 and 19 (Latina girls account for almost 54% of all teen mothers in 1992);
- 4.16 Reduce the infant mortality rate from 6.7 per 1,000 live births to 6 per 1,000; reduce the rate among African Americans from 16.4 to 9.0 per 1,000. Increase from 73% to 90 % the number of San Diego's immunized children.

5.0 Recommendations from Women with Disability Groups:

- 5.1 Address disability as an “environmental” challenge rather than a medical disability and support the elimination of all barriers so that new technology and constructions in our physical environment can be implemented which will enable those with disabilities greater accessibility.
- 5.2 Disabled women and girls in a health rights program must have—
 - freedom of choice in relationships;
 - freedom of choice in sexuality and reproduction;
 - physical access to health care sites;
 - access to information regarding health care issues;
 - information about health care issues available in alternative formats such as large print, braille and cassette) in all health care settings.
- 5.3 Health Care personnel must be trained to encourage and support women and girls who are disabled to embody healthy images of self; receive disability awareness and training relevant to physical, cognitive and mental disabilities as related to health and medical services.
- 5.4 Research methodologies and treatment protocols—especially diagnostic—are needed to account for women and girls with disabilities. For example, disabled women at risk for breast cancer may not be receiving adequate monitoring due to an inability to access the mammography equipment.
- 5.5 Reproductive issues are a major concern for women and girls with disabilities and they must, for instance, have the right to adopt and for those who are infertile have the right to current technology including invitro-fertilization.

Recommendations from the Santa Cruz Coaliton:

They determined that Health Priorities include violence, poverty and environment and women in decision-making positions.

6.0 Goal: ACCESS

- 6.1 Universal Health Care must be accessible regardless of age, economic status, cultural background, sexual orientation, legal status—immigrant or incarcerate—and with improved accessibility for those who speak English as a second language.
- 6.2 Reproductive Rights and health care must be fully accessible and it must be affordable, safe, reliable, respectful of cultural differences, sexual orientation, privacy and confidentiality. Family rights and abortion must be secure and low-cost, accurate methods of earliest pregnancy detection provided. Special early and confidential abortion services are needed for field workers and women at risk of violence.
- 6.3 Health Education must be offered in schools which are comprehensive with a reality based sex education component. Curriculum needs to incorporate and be supported by school boards, parents, teachers and administrations.
- 6.4 Alternative Health Care practices need to become a legitimate part of regular health care services—including midwifery, Chinese/ayurvedic medicine, herbal remedies, acupuncture, chiropractic, homeopathic and osteopathic medicine.
- 6.5 Provide Women-Centered and Women-Owned Health Clinics on a community level which are sensitive to diverse languages, cultural frameworks and sexual orientations.
- 6.6 Pass Legislation which removes laws that limit and adversely affect women and girls' access to privacy and confidentiality; which provides childcare at medical and dental offices and services and which gives legitimate domestic partners and same sex marriages access to insurance and other family benefits.

- 6.7 Reduce the cost discrepancies between male and female contraceptives.
- 6.8 Depoliticize the media coverage on women's health, desensationalize these messages and provide balanced and accurate journalism which examines environmental, as well as the genetic factors, regarding the status of women and girls health.

Recommended Actions To Be Taken Regarding Access

- establish cultural appropriate street outreach and community education;
- provide childcare in medical clinics;
- immunize all women;
- provide free pregnancy tests;
- educate women and girls about their health rights;
- assure that candidates forums are held for school boards addressing the decisions related to health and sex education curriculum;
- educate parents and school personnel on the reality of teen pregnancy and HIV/AIDS by involving young women in the educational process;
- provide condom machines in school bathrooms;
- provide opportunities for medical schools to increase their numbers of women physicians; provide training on abortion; ensure empowerment of midwives, nurses and physician assistants
- establish programs for gender and culturally sensitive science curriculum for girls, such as "Expanding Your Horizons" Conferences and AWIS;
- support health networks and establish new coalitions to pressure legislators at all levels;
- elect more women to public office especially feminist women;
- establish uniform procedures for medical access from county to county;
- provide funding for responsible journalism; and
- provide sex education for both heterosexual and homosexual women and girls.

7.0 Goal: PREVENTIVE HEALTH

- 7.1 Education must include comprehensive health education including reality based sex education, prenatal education and substance abuse education which is sensitive to diverse cultural backgrounds and sexual education. Curriculum is needed that supports leadership skill building, peer support, conflict resolution and role diversity. Outreach to farm workers, self esteem for girls and girls sports must be part of the program for public health education.
- 7.2 Reproductive Health is critical for women and girls and must be fully accessible, affordable, safe, reliable, respectful of cultural differences, sexual orientation and ensure privacy and confidentiality.
- 7.3 Regarding the Environment, outreach and education in the areas of the harmful effects of pesticides (particularly among farm workers and their children), dissemination on ion absorption and the transfer of chemical toxins between partners. Further research and education is needed regarding the links between human created toxins such as dioxin and the link to breast cancer, reproductive abnormalities and contaminated breast milk.
- 7.4 Promote organic farming methods. Abolish tobacco subsidies.
- 7.5 Child Care must be affordable and accessible for the well-being of mothers and children.
- 7.6 Food and Nutrition education is needed for women and girls: connecting what is eaten to its effect on the body and one's overall health.

Recommended Actions To Taken Regarding Preventive Health

- renew public health campaigns;
- encourage information dissemination concerning basic hygiene;
- renew basic nutrition campaigns;
- reinstitute school nurses;
- provide greater funding and support for school based health clinics;
- increase collective childcare centers;

- extend hours for clinics;
- invest more research funding into the causes and preventive strategies related to reproductive health and the environment especially toxicity, pollution, pesticides and multi-factor impact;
- provide insurance which is nondiscriminatory regarding pre-existing conditions;
- educate health care providers on the specific needs and concerns of lesbians.

8.0 Goal: HIV/AIDS AND STDs

- 8.1 Education must be culturally appropriate and include street outreach. Sex education needs to include safe sex, including issues related to homosexuality and bisexuality, self esteem, communication, multi and cross-cultural education. Information on the toxicity of condoms and other contraceptives is important in curriculum development.
- 8.2 Universal Health Care must include reproductive and prenatal health care. More women providers, more women researchers and women and girls participation in health care need to be a part of the new system of universal health care.
- 8.3 Reproductive Health Care requires public education on the high incidence of HIV/AIDS among women of child bearing age; requires services which are affordable, safe, reliable, respectful of cultural differences, sexual orientation, privacy and confidentiality; requires access to family planning and abortion in the second trimester; lift restrictions on tubal-ligation services at Catholic hospitals.
- 8.4. Increase Funding and Outreach for street outreach and research with a gender perspective.
- 8.5. Needle Exchange Program must be legalized and public education is needed to show the cultural and economic factors influencing sharing needles for medications and tattoos.
- 8.6 Non-sensational Media Coverage is critical in promoting the well-being of women and girls.

9.0 Goal: RESEARCH AND INFORMATION DISSEMINATION

- 9.1. Education is critical to improving the gender perspective and a broader cultural base. Physician education and training needs to include women who are from diverse cultural backgrounds and sexual orientations.
- 9.2. Increased Funding is needed for women-centered research which is multicultural and age appropriate. Funding must be non-judgmental and non-coercive especially in the area of reproductive health. Some of the significant areas of research needed include menopause, osteoporosis, breast, ovarian and cervical cancers, linkages between humanly produced toxins to infertility and abnormalities, stress-related diseases such as heart failure and immunodeficiency such as chronic disease syndrome.
- 9.3. Legitimize and fund alternative medical research that challenges the scientific/medical methodology for health and examine bureaucratic and corporate control of research and funding. Promote research related to traditional healing practices, homeopathic, herbal remedies, Chinese medicine, ayurvedic, osteopathic and other healing practices.
- 9.4. Clinical trials need to broaden the cultural base of participants and include more women.
- 9.5. Increase the number of women scientists in research, physicians, legislators and other positions so that they will promote the quality and kinds of services available to women and girls through health care.

10.0 Goal: INCREASED RESOURCES AND FOLLOW-UP

- 10.1 Implement the Platform for Action and CAWA Agenda.
- 10.2 Shift the US Budget Priorities by spending less on corporate welfare, which includes such subsidies as tobacco and agribusiness, and spend more on the health and well-being of people.
- 10.3 Build grassroots networks at all levels that hold legislators and public officials accountable for their actions.
- 10.4 Conduct Voter Education with an emphasis on political empowerment of youth and elect public officials who will promote a positive agenda for women and girls health.
- 10.5 Increase Public and Private Funding on women and girls' health with guarantees that it will not be subject to political whim.

The Vision, Goals and Objectives of the Health Priority Report were derived from CAWA Assembly and three additional reports were included from groups who contributed to the specific objectives—San Diego, Santa Cruz, Disability.

Convenors: Roma Guy (Romaguy@sfsu.edu) and Sono Aibe

Facilitator: Charlie Toledo

Recorders: Christina Castro and Catherine Ronds

RESOURCE ORGANIZATIONS (Partial list)

San Francisco Neighbor to Neighbor	(415) 824-1936
Women's and Cancer Walk	(415) 244-8336
U.S. Public Health Service, Office of Women's Health, San Francisco	(415) 437-8080
Berkeley Gray Panthers	
Health Care for All - California	(415) 663-1740
Vote Health - Alameda County	(510) 835-5803
California Indian Health Board, Sacramento	
United Indian Health Service, Trinidad, CA	(707) 677-3693
Older Women's League	(415) 984-4422

VIOLENCE AGAINST WOMEN TASK FORCE REPORT

"Violent solutions to social problems have been incorporated into the mainstream culture of the United States...certain situations exist in which it is expected and almost inevitably occurs. ...Del Martin (Battered Wives, 1976)

CALIFORNIA VISION STATEMENT

We are longing for a world committed to the fulfillment of peace, dignity, freedom, respect, prosperity, health and joy for all people, where the unity and wholeness of the self empowers the global community to speak out against all violence and our voices can be heard without retribution. We are working toward the day when we can celebrate a non-violent planet.

We want to create a safe environment where women and men work together with mutual respect to eliminate violence in all its forms, and women and girls are encouraged to develop their full potential.

To fulfill our vision, we must clearly define violence against women and children, create mechanisms at both the grassroots and institutional levels to disseminate that definition, and we must provide powerful advocacy to support and empower victims of violence. We must achieve a culture of zero tolerance for violence against women.

We pursue justice and freedom to create a world where you and I and we will have the power to fulfill our hopes for peace, safety, dignity and joy. With support and community, we're going to get there.

ISSUES OF CONCERN

BACKGROUND: The *Platform For Action* was endorsed by 189 countries at the Fourth United Nations Conference on Women in Beijing, China in September 1995. Defining violence against women, the Platform states:

Violence against women is an obstacle to the achievement of the objectives of equality, development and peace. Violence against women both violates and impairs or nullifies the enjoyment by women of their human rights and fundamental freedoms. In all societies, to a greater or lesser degree, women and girls are subjected to physical, sexual and psychological abuse that cuts across lines of income, class and culture. The low social and economic status of women can be both a cause and a consequence of violence against women.

The term, 'violence against women' means any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life. Accordingly, violence against women encompasses but is not limited to the following:

1. physical, sexual and psychological violence occurring in the family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation;

2. physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced prostitution;
3. physical, sexual and psychological violence perpetrated or condoned by the State, wherever it occurs.

THE BEIJING PLATFORM FOR ACTION CALLS ON GOVERNMENTS TO:

1. Adopt and implement legislation to end violence against women;
2. Work actively to ratify and implement all international agreements related to violence against women, including the UN Convention on the Elimination of all forms of Discrimination Against Women (CEDAW);
3. Adopt new laws and enforce existing ones to punish members of security forces and police or any other state agents for acts of violence against women;
4. Set up shelters, provide legal aid and other services for girls and women at risk, and provide counseling and rehabilitation for perpetrators of violence against women;
5. Step up national and international cooperation to dismantle networks engaged in trafficking in women.

The Beijing Platform for Action includes the following recommendations, among others, to:

- Condemn violence against women and invoke no custom, tradition or religious consideration to avoid obligations with respect to its elimination;
- Establish services that are linguistically and culturally accessible to migrant women and girls;
- Develop programs and procedures to eliminate sexual harassment and other forms of violence against women in all educational institutions, workplaces and elsewhere;
- Study the causes and consequences of violence against women and effectiveness of preventive measures;
- Support initiatives of women's organizations and NGO's all over the world, to raise awareness on the issue of violence against women and to contribute to its elimination;
- Punish acts of violence against women;
- Reinforce penal, civil, labor and administrative sanctions;
- Eliminate trafficking in women for sexual exploitation and forced labor;
- Assist victims of violence due to prostitution and trafficking;
- Work actively to ratify and/or implement international human rights instruments as they relate to violence against women;
- Create or strengthen institutional mechanisms so that women and girls can report acts of violence against them in a safe and confidential environment, free from the fear of penalties or retaliation, and file charges;
- Ensure that women with disabilities have access to information and services in the field of violence against women;
- Allocate adequate resources within the government budget and mobilize community resources for activities related to the elimination of violence against women, including resources for the implementation of plans of action at all appropriate levels.

Cross-Cutting issues to be integrated in work within all these areas are: Racism, immigration, indigenous women, women with disabilities, gay and lesbian rights, religion and globalization.

CONDITIONS IN THE UNITED STATES ARE:

- One in 4 girls and 1 in 7 boys will be molested by age 18 (National Action Against Rape).
- Eighty-three percent of women with disabilities will be sexually assaulted in their lifetime (Stimpson and Best, 1991). One out of three women in the overall population will be raped in her lifetime (U.S. Bureau of Justice Statistics).
- Nine out of 10 rapes are never reported (U.S. Bureau of Justice Statistics).
- Nearly 2 in 3 female victims of violence were related to or knew their attacker; almost 6 times as many women victimized by intimates (18%) as those victimized by strangers (3%) did not report their violent victimization to police because they feared reprisal from the offender; police were more likely to respond within 5 minutes if the offender was a stranger than if an offender was known to the female victim (Ronet Bachman, U.S. Department of Justice Bureau of Justice Statistics, Violence Against Women: A National Crime Victimization Survey Report, January 1994).
- Ninety percent of all family violence defendants are never prosecuted, and 1/3 of the cases that would be considered felonies if committed by strangers are filed as misdemeanors (News from U.S. Senator Barbara Boxer, September 2, 1993).
- Seventy-five percent of survivors in the general population and 84% of college students knew their attacker (National Victim Center and Crime Victims Research and Treatment Center; Mary P. Koss, Ms. Project on Campus Sexual Assault).
- Ninety-three percent of all rapes are between people of the same race (U.S. Bureau of Justice Statistics).
- Violence is the reason stated for divorce in 22% of middle class marriages (EAP Digest November/December 1991).
- Lesbians and gay men experience domestic violence at about the same rate as heterosexuals (Renzetti, 1992; Letellier, 1994).
- If all occurring domestic violence were reported to the police by women, one third of the incidents would be classified as felony rapes, robberies, or aggravated assaults and the remaining two-thirds would be classified as simple assaults (National Institute of Justice, U.S. Department of Justice, 1990).
- Two-thirds of women murdered in San Francisco were killed by their spouse or partner (SFPD, 1990); nationally, 28% of murdered women were killed by their husband or boyfriend (FBI, 1991).
- Between 15 and 25% of pregnant women are battered (NCADV, 1993).
- Fifty percent of all homeless women and children in the U.S.A. are fleeing domestic violence (Sheehan, 1993).
- It is estimated that 25% of workplace problems such as absenteeism, lower productivity, turnover and excessive use of medical benefits are due to family violence (Employee Assistance Providers/MN).
- A survey of private sector workers found 53.1% reported being fired, not promoted, not given raises because they had refused to comply with requests for sexual relationships (Gutek, 1985); 56% in another study reported physical harassment (Farley, 1978).
- Thirty percent of undergraduate women are sexually harassed by an instructor during their college careers (Dziech and Weiner, 1984); 15.9% of graduate women reported being directly assaulted (Bailey and Richards, 1985).
- Seventy-five percent of faculty were subjected to sexual jokes during their graduate training; 57.8% of the women experienced sexist remarks about their clothing, body, or sexual activities; 12.2% had experienced behavior amounting to rape "unwanted intercourse," fondling or molestation (Bond, 1988).

U.S. GOVERNMENT COMMITMENTS:

The U.S. Government (Violence Against Women Act) made commitments to:

- launch a 6 year, \$1.6 billion initiative to fight violence against women, including domestic violence and sexual assault,
- establish the Office of Violence Against Women at the Justice Department, headed by Bonnie Campbell (202) 616-8894,
- publicize the problem of domestic violence, declaring October to be Domestic Violence Awareness Month. President Clinton signed an Executive Memorandum which directs all federal agencies to train employees about domestic violence and direct them to resources,
- make progress in law enforcement, victim assistance, prosecutions, and crime prevention through tougher new federal laws and assistance from states and localities,
- create programs for dispelling myths about domestic violence,
- hold and implement nationwide meetings in this area,
- establish specialized police and prosecution units for sexual and domestic violence and enhance training of police, prosecutors and judges,
- adopt criminal justice reforms and new regulations in cases of sexual or domestic violence, including victim restitution, victim confidentiality, registration of offenders, and development of offender databases nationwide,
- enforce access to health care clinic entrances,
- remain committed to obtaining ratification of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

All members of the U.N. have signed the Declaration on the Elimination of Violence Against Women and endorsed the establishment of a Special Rapporteur on Violence Against Women reporting to the Commission on Human Rights.

ACTION PLAN/SOLUTIONS

First steps: Violence Against Women, CAWA Task Force Post Beijing

- educate ourselves and our constituencies about the Platform for Action,
- bring global awareness of women's human rights to local organizing,
- envision a Platform for Action that we want to see implemented statewide and locally,
- make specific recommendations for implementation in civil, political, social and cultural arenas.

Principles to guide our organizing, post-Beijing

- begin to think of the work that we do as peace work,
- view women's human rights as a new paradigm for achieving social change,
- use Beijing Platform language in all we do in our work for social change,
- integrate cross-cutting issues into all areas of our work.

Guiding Question: What Are The Conditions Necessary For The Women And Girls Of California To Be Free From Violence, Coercion, And Sexual Harassment?

RECOMMENDATIONS FOR ACTION:

- **Adopt CEDAW (Convention on the Elimination of All forms of Discrimination Against Women) "...the full and complete development of a**

country, the welfare of the world and the cause of peace require the maximum participation of women on equal terms with men in all fields...."

- States and municipalities shall adopt all appropriate measures of legislative, administrative, financial, educational, social or other appropriate means to implement Platform recommendations.
- Individuals, organizations and governments shall consider civil, political, social and cultural rights in work toward implementing Platform recommendations.

SPECIFIC AREAS OF ACTION

1. Criminal Justice

All criminal justice initiatives should be evaluated in terms of their gender implications: How do they affect women and girls, men and boys?

- 1.1 Improve enforcement of existing laws (including stalking laws, incest and child abuse, statutory and spousal rape statutes).
- 1.2 Establish SART teams and Domestic Violence units.
- 1.3 Finance education not prison construction.
- 1.4 Youth and gang crime prevention/intervention programs should include education on violence against women and equally fund and staff programs for girls at risk.
- 1.5 Advocacy programs should be adequately funded and staffed.
- 1.6 Conduct more effective prosecution of sex crimes and battering.
- 1.7 Increase accountability of criminal justice system to communities of color.
- 1.8 Provide access of communities of color and women of all colors to decision-making.
- 1.9 Improve and increase alternatives to incarceration.
- 1.10 Focus on rehabilitation not revenge inside.
- 1.11 Provide adequate jury education on violence against women.
- 1.12 Decriminalize prostitution (see legislation).
- 1.13 Improve and increase community policing.
- 1.14 Adequately train police, district attorneys, judges, jail and prison employees.

2. Public Health

Conservatively speaking, one in three girls or women is a survivor of sexual violence. Prevention education and services need to be available, accessible and culturally appropriate to all.

- 2.1 Recognize that violence against women is epidemic.
- 2.2 Recognize that disabilities are increasingly caused by violence against women.
- 2.3 Public health education campaigns against rape and battering are needed.
- 2.4 Recognize that rape and battering affect women's reproductive health, emotional health, immune system, access to health care and addiction to alcohol and other drugs.
- 2.5 Recognize violence against women precipitates homelessness.
- 2.6 Provide adequate, culturally and linguistically accessible shelter space for battered women, including lesbians and women with disabilities.
- 2.7 Train medical providers on short and long-term health consequences of sexual violence and appropriate interventions.
- 2.8 Fund research on the health effects and costs of violence against women.
- 2.9 Implement public health education campaigns addressing violence against women.
- 2.10 Oppose legislation which would limit women's access to health care (e.g., CCRI).
- 2.11 Provide more prevention and treatment of child victims of abuse (adult offenders report a high incidence of untreated child abuse).
- 2.12 Provide access to confidential health services (including mental health) by minors.

- 2.13 Recognize workplace violence against women as domestic violence when it is; design and implement appropriate interventions.
- 2.14 Violence against women affects women's health and productivity in the workplace; design and implement appropriate interventions.

3. Education

Public education can provide leadership for building community consensus and practice of opposing violence and building peace. Education for violence prevention can save lives and money.

- 3.1 Educate children about alternatives to violence beginning in preschool.
- 3.2 Begin teaching violence-intervention and peacemaking skills in elementary school.
- 3.3 Provide age-appropriate sex education beginning in elementary school.
- 3.4 Provide self defense classes beginning in elementary school.
- 3.5 Provide child abuse prevention programs beginning in elementary school.
- 3.6 Remove gender bias from curriculum, for example history lessons should include instances of women being strong and effective and men opposing the use of violence to win a conflict.
- 3.7 Educate students, staff and faculty on rights to be free from abuse and sexual violence.
- 3.8 Teach about the legal system and how it works beginning in elementary school.
- 3.9 Teach all levels about homophobia, sexism, racism, disability and xenophobia.
- 3.10 All school and university staff, faculty and administrators should receive education about sexual harassment policies and procedures on a regular basis.
- 3.11 Widely publicize sexual harassment policies and procedures at all levels.
- 3.12 All education against sexual violence should focus on what boys and men can do to stop violence against women; not merely on what girls and women can do to protect themselves.

4. Recommended Legislation

- 4.1 Legalize marriage for lesbians and gay men.
- 4.2 Oppose legislation to make divorce more difficult to obtain.
- 4.3 Oppose implementation of Proposition 187.
- 4.4 Establish and enforce laws against female genital mutilation .
- 4.5 Decriminalize prostitution.
- 4.6 Oppose English-Only legislation.
- 4.7 Oppose criminalization of affirmative action hiring and continue to oppose Prop. 209.
- 4.8 Enforce sexual harassment policies; publicize policies and procedures in all schools, universities and workplaces.
- 4.9 Oppose "Protection of Marriage Act" and all national legislation designed to promote male control of women in public and private arenas.
- 4.10 Support reform of national asylum laws to promote asylum for women on the basis of discrimination and violence against women.

Convener: Nina Jo Smith (chaya@sfsu.edu)

Facilitator: Lucina Ramberg

Recorder: Caroline Alcantara

RESOURCE ORGANIZATIONS

Asian Women's Shelter, 3543 18th Street, Box 19, San Francisco, CA 94110
 Bay Area Women Against Rape
 CAADV (State and Local)
 Cal-CASA (State and Local)
 California Coalition for Battered Women in Prison

California Faculty Association
 California State Superintendent of Schools
 California State University Rape Prevention Education Programs and Women's Resource Centers
 CASARC, 995 Potrero Ave. Rm. 239, Bldg. 80, San Francisco, CA 94110
 CA-WILD (Women's International Linkage on Disability)
 Coalition of Women from Asia and the Middle East, 1093 Braxton Ave. #603, Los Angeles, CA 90024
 Coalition for Immigrant and Refugee Rights and Services, 3543 18th St., San Francisco, CA 94110
 Commission on the Status of Women, 25 Van Ness Avenue, Room 130, San Francisco, CA 94102
 Community United Against Violence, San Francisco
 Equal Rights Advocates, 1663 Mission St., Fifth Floor, San Francisco, CA 94103
 Family Violence Prevention Fund, 383 Rhode Island, San Francisco, CA
 Family Violence Project, 850 Bryant St., Bldg. 1, Ste. 200, San Francisco, CA
 Girls Against Gang Violence, San Francisco
 Healing Woman, P.O. Box 3038, Moss Beach, CA 94038
 Intergroup Clearinghouse, 995 Market Street, Suite #1219, San Francisco, CA 94103
 International Committee of Lawyers for Tibet, 2288 Fulton Street, Ste. 312, Berkeley, CA 94103
 Jewish Family and Children's Services, (SF)
 LACAAW
 La Casa de las Madres, 965 Mission St., Ste. 300, San Francisco, CA 94103
 Manalive (San Francisco)
 Men Overcoming Violence (MOVE)
 Mid-Peninsula Support Network, 200 Blossom Way, 3rd Floor, Mountain View, CA 94041
 Mujeres Unidas y Activas, 3543 18th Street, San Francisco, CA 94110
 National Gay Rights Advocates, 540 Castro St., San Francisco, CA 94114
 National Latina Health Organization, (Oakland, CA)
 National Organization for Women
 Oakland Men's Project
 Old Lesbians Organizing for Change
 Pacific Association of Women Martial Artists, 4134 Vale Ave., Oakland, CA 94619
 Project Survive, CCSF, 50 Phelan Ave, Box S55, Office S24, San Francisco, CA 94112
 PROMISE, 1095 Market Street, Ste. 417, San Francisco, CA 94103
 Queen's Bench, 333 Market Street, Ste. 3200, San Francisco, CA 94105
 Rape Prevention Education Program, University of California, Woods Building, Ground Level, 100 Medical Center
 Way, San Francisco, CA 94143-0909
 Rape Treatment Center, San Francisco General Hospital, 995 Potrero Ave., San Francisco, CA 94110
 Rape Treatment Center, Santa Monica Hospital Medical Center, 1250 16th St., Santa Monica, CA 90404
 Rosalie House (SF)
 Runriot
 San Francisco Neighborhood Legal Assistance Foundation
 San Francisco Network for Battered Lesbians and Bisexual Women (415) 281-0276
 San Francisco Women Against Rape, 3543 Eighteenth Street, #7 San Francisco, CA 94110
 Santa Cruz County Women's Commission, PO Box 367 Boulder Creek, CA 95006
 Sexual Assault Prevention & Resource Center, Stanford University
 The S.A.F.E. Place, 190 Denslowe Drive, San Francisco, CA 94132
 Third Wave
 UC Berkeley Rape Prevention Education Program
 Unitarian Universalist Service Committee
 University of California RPEP's and Women's Resource Centers
 WILD for Women's Human Rights (Women's International Leadership Development)
 W.O.M.A.N., Inc., 333 Valencia St., Ste. 251, San Francisco, CA 94103
 Woman Power Self Defense, 74A 14th Street, Box 428, San Francisco, CA 94114
 Women of Color Against Domestic Violence
 Women Lawyers of Sacramento, 1331 Twenty-first Street, Sacramento, CA 95814
 YWCA

PEACE TASK FORCE REPORT

*"...militarism...is one of the chief balwarks of capitalism, and the day that militarism is undermined, capitalism will fail."
...Helen Keller, writer (1880-1968)*

CALIFORNIA VISION STATEMENT

We stand for total and complete disarmament under international control. The savings by disarmament should be used to provide sustainable development for all people. We concur with the Platform for Action statement from the Beijing Conference, but we wish to expand upon it. The Beijing document dealt with women in time of armed conflict, the violence used against them and their treatment in areas of conflict. We want to go further here ... to deal with militarism itself, its affect upon the lives of all of us, and particularly upon the lives of women and children, in countries abroad, in the United States and in California.

ACTIONS FOR CALIFORNIA

- We demand an immediate end to the violation of human and civil rights of ethnic groups and undocumented people in California.
- We demand that the President of the United States and the Governor of California hold all law enforcement officers fully accountable for following human and civil rights laws when dealing with persons who appear to be undocumented due to physical appearance, color, language, or dress.
- We demand that people crossing the US/Mexico border be treated with respect and without violence.
- We demand that no wall, artillery, law enforcement or search lights be placed at the border to create fear and suspicion which promotes a cold war between the US and Mexico.
- We demand of our elected officials: the Governor of California, the President of the United States, and the Congress should institute a moratorium on the mining of strategic metals at the Gasquet Mountain Mines, as a gesture of peace to the world

ISSUES OF CONCERN

Massive expenditures for weapons deprives us here and abroad of funds desperately needed for development programs.

- Our own communities have no money for child care, job-training, adequate education and health services, while billions of dollars are available for the manufacture of weapons.
- In poorer countries the purchase of weapons, often a condition of foreign aid, takes money from desperately needed development projects. Where there are weapons, a use is found for them.
- California has heavy defense and aerospace industries which are justified as "good for the economy" and "the creation of jobs."
- State legislators vote to perpetuate this permanent war-economy, producing weapons we do not need. Workers are taught to ignore the ends for which they work. If the end products are ever used we will all be dead.

Do defense workers know what a missile does? Have they ever seen the victim of a land mine?

- Women recognize this as a no-win, truly dead-end situation.
- It is time that men recognized the need for serious and thorough planning for conversion from war work to meaningful and constructive jobs: a win-win situation.

Beyond the economic problems of a war economy, the role of militarism in our society is reflected in the violence afflicting our communities.

- The so-called "arms bazaars" which extol the virtues of new weapons and encourage their sale, glorifies force as a solution to all conflicts.
- Manliness is equated with owning a gun. Rejoicing at the massacre of the Gulf War, the celebration of the "body count" during the Vietnam War exalts force and violence as a solution to all problems.

WHERE THERE IS ORGANIZED VIOLENCE AT THE TOP, THERE WILL BE ORGANIZED VIOLENCE AT THE BOTTOM.

- While propaganda advertises "the good life" at overseas bases, the devastating effects upon women in the Philippines, in Okinawa and elsewhere have been well documented.
- Not only does our military-dominated life adversely affect us as individuals, but it also destroys our environment.
- When a military base is closed, the toxic waste remains until expensive clean-up procedures can take place.
- The military hierarchy employs public relations teams to perpetuate itself, it advocates military training in our schools, and spends millions upon recruitment.

In the development of nuclear weapons, we have mined on Native American lands.

- We have ruined the health of uranium workers
- We continue to test weapons on Shoshone land. Areas of Hanford and Rocky Flats are permanently polluted.

Campaign financing by which elected officials and legislation are bought makes legislation for disarmament and economic conversion difficult.

- Defense industries finance a political campaign, the elected official votes for more defense spending and so it goes.

We must change this!

- We have not held our elected officials accountable and we have failed in keeping after them, arranging delegations to visit them regularly, phoning, writing on issues.

The media is also a major problem.

- It shapes the public perception on issues of war and peace.
- The growing mergers and increasing monopoly are a major obstacle to free dissemination of information.
- Deregulation has limited public access to television, both in program content and availability of Public Service Announcements.
- Congress does not fund programs of community concern, nor does it require the FCC to rule for programs that are genuinely in the public interest.

Peace Education is rarely taught in the schools.

- When it is taught, it is frequently inadequate.

ACTIONS/SOLUTIONS

It is our conviction that we are not powerless, even in the face of this mighty military machine. **All the following recommendations assume the promotion of women as equal partners in all decision-making and negotiations in matters of war and peace.**

We propose the following actions:

1. Actions to be taken by Legislative Bodies, Regulatory Agencies and other government organizations

- 1.1 Peace and Disarmament must be achieved through the United Nations.
 - 1.1.1 Expand education about and support for the United Nations, and work to democratize it.
 - 1.1.2 Require of our government full payment of dues owed to the United Nations, as a first step.
 - 1.1.3 Strengthen Non-Governmental Organization (NGO) participation at all levels of the UN.
- 1.2 Abolish nuclear weapons.
 - 1.2.1 Urge President Clinton to make a serious commitment to and establish a time-line for abolishing nuclear weapons.
 - 1.2.2 End nuclear weapons production.
 - 1.2.3 Employ nuclear engineers to find a means to dispose of nuclear waste safely.
 - 1.2.4 Establish community-based local, non-partisan, objective commissions to address the problems of nuclear and hazardous waste. Such a commission must be given respect and authority.
 - 1.2.5 Demand a global "NO FIRST USE" treaty.
- 1.3 Ban land mines, arms production and nuclear testing
 - 1.3.1 Demand a COMPLETE ban on land mines, production, sale and use. (President Clinton reneged on this, allowing use of certain types of weapons at the Pentagon's request that "we not be denied the use of this weapon for humanitarian reasons.")
 - 1.3.2 Stop arms production and arms sales, nationally, internationally and intra-state.
 - 1.3.3 Prevent the National Ignition Facility from being built at Livermore which would permit "controlled " nuclear testing and provide research capabilities for leaner, meaner nuclear weapons.
- 1.4 Aid conversion of a military to a non-military economy.
 - 1.4.1 Institute conferences and commissions state-wide to attack the problems of converting from military to civilian jobs.
 - 1.4.2 meetings should be immediate, but well-planned with the best minds we can get, with equal representation of women
- 1.5 Enact strict gun control measures.

2. Actions to be taken by NGOS

- 2.1 Include peace studies in the curricula of educational institutions and in libraries. Peace studies should be on par with war studies.
- 2.2 Promote conflict resolution in our communities, schools and throughout government - city, county, state, national.
- 2.3 Promote gender equality.
 - 2.3.1 Use educational programs as a means of reducing violence against women.
 - 2.3.2 In all work, promote gender equality, develop inter-racial infrastructures.
- 2.4 Develop lobby groups.
 - 2.4.1 Contact and encourage three hundred women in each congressional district to write, phone and organize delegations to visit legislators to influence disarmament issues.

- 2.5 Create community-based, non-partisan, objective commissions to address the problem of nuclear and hazardous waste. Work to ensure the commissions are respected and granted authority to affect change.
- 2.6 Keep ROTC and NAVAL ROTC out of our schools.
- 2.7 Encourage our State government to support the Arias Peace Pledge.
- 2.8 Support Ward Valley Actions.
- 2.9 Initiate in-house programs centered on conflict resolution at conferences on issues of racism, ageism, and disability.

Convenor: Madeline Duckles (mduckles@aol.com)
Facilitators: Edith Laub and Dana Del Norte

SUCCESSFUL PROGRAMS

Town Hall
 Delegations of coalitions meeting with legislators
 Conflict resolution, where it has been implemented
 Racism workshops
 Role playing, street theater, skits
 Education programs in schools
 Vigils at weapons labs, at weapons shipment ports, at University of California, SFSU
 Special Events such as The Great Day Peace Train -- "It will be a great Day when the schools have all the money they need and the Air Force has to have a bake sale to buy a bomber."
 Lobbying in person, by phone, fax, letter, E-mail
 The Clothesline project (violence against women)
 Coalitions
 Media, when we can get it

RESOURCE ORGANIZATIONS

Tri-Valley Cares - Marylea Kelley
 Livermore Conversion Project - Marylea Kelley
 Western States Legal Foundation - Jackie Cabasso
 Center for Economic Conversion - Lenny Segal, Michael Claussen
 War Resisters League - Chris, Steve Ladd
 Plowshares - Jack Holmgren
 Catholic Workers
 Silicon Valley Toxics Coalition - Ted Smith
 AFSC - Wilson Riles, Jr.
 WILPF - Madeline Duckless
 UFW - Dolores Huerta
 Nuclear Age Peace Foundation - Santa Barbara, David Krieger
 Global Exchange - Medea Benjamin
 SCCOSH - Mandy Hawes
 PRS - Dr. Bernard Lown, Helen Caldicott
 Club of Budapest - Irvin Laszlo
 Center for Defense Information
 Greenpeace
 Ward Valley - Ernie Goitein
 Bahai - San Francisco Center
 Goleta, CA - Nabil Maghzi
 Friends National Committee on Legislation
 Friends California Committee on Legislation
 Common Agenda - Edith Laub
 San Jose Peace Center - Sheila Moriarty (408) 297-8330

PEACE FOR ALL PEOPLE

ECONOMIC JUSTICE TASK FORCE REPORT

*"No man can call himself liberal, or radical, or even a conservative advocate of fair play, if his work depends in any way on the unpaid or underpaid labor of women at home or in the office."
...Gloria Steinem, writer/feminist*

CALIFORNIA VISION STATEMENT

All work performed by women is important - paid and non-paid. Women should be empowered to have a share of the wealth of this country. This includes equal pay for equal work: the equitable opportunity to earn an income, whether they work inside or outside the home. We must develop laws to address inequalities that have existed in our society regarding specific marginalized groups such as low-income, women of color, older women, women with disabilities, Lesbians, and so on. In this spirit, we offer strategies for action to enable women to create their own economic justice.

We call on governments to support and uphold Affirmative Action in order to ensure adequate representation of women and all other minorities within the workplace, in higher education, in all other institutions, and to enforce the Americans with Disabilities Act. We ask that affirmative action be reinstated in the areas that no longer uphold it within their institutions.

ISSUES OF CONCERN

In 1994, the US Department of Labor Women's Bureau conducted the "Working Women's Count" survey. This survey found that while most women enjoy working outside of their home, a high number gave priority to paid leave to care for children and elderly relatives. It was also found that women see a number of barriers on their path towards equal opportunity in the job market. Additionally, the U.S. Department of Commerce Economics and Statistics Bureau of the Census reports that women outnumber men and have almost achieved parity in educational attainment but not earning equality.

In 1960, 35.5% of women were in the U.S. Labor force, while in 1993 it had grown to 54.1%. However, the survey found that 97% of senior managers of Fortune 1000 and Fortune 500 companies are white; 95% to 97% are male. In Fortune 2000 industrial companies, 5% of senior managers are women and of that 5%, virtually all are white. 61% of women say they have little or no ability to advance. This increases to 69% for blue collar workers and 70% for technical workers. 14% of white women and 26% of women of color report losing a job or promotion on the basis of their gender or race.

The surge in women's business ownership is an irreversible force. While this trend creates greater economic freedom for women, there continue to be obstacles which women entrepreneurs must face. Despite the evidence that women-owned businesses are secure and solid investments, access to capital, especially for start-ups, remains difficult. Areas targeted for growth include: continuing development of planning and management skills, access to capital, and creation of helpful government regulations.

ACTION PLAN/SOLUTIONS

1. Actions to be taken by Legislative Bodies, Regulatory Agencies and other Government Organizations

1.1 Government, employers and other appropriate institutions (labor unions, schools) should:

- 1.1.1 Create and expand employment counseling for career self-reliance and "on job training" opportunities (especially in non-traditional fields) for women of all ages and girls. This may include hiring from temporary employment agencies, internships, and so on, as they represent employment experience opportunities for women.
- 1.1.2 Provide tax incentives for gender and family-friendly businesses.
- 1.2. Foundations and governments should fund programs that:
 - 1.2.1 promote gender equality
 - 1.2.2 provide loans to older women
 - 1.2.3 offer women and girls economic independence.
- 1.3. Government should enforce existing laws and promote legislation that insures economic equity for women, including laws that provide:
 - 1.3.1 access to employment and promotions
 - 1.3.2 a living wage
 - 1.3.3 access to health care
 - 1.3.4 equal pay for work of comparable worth
 - 1.3.5 nondiscrimination on the basis of sex and sexual orientation.
- 1.4 Governments should provide a safety net which includes universal health care, Medicare, and MediCal for all people. Funds for these specific items could come from reduction of 25% of military expenditures.
- 1.5 Governments should measure and value the unwaged work of women in satellite accounts of the GDP, including work done simultaneously, specifically paragraphs 206(g)(ii), 206(g)(i), 209, 178(n), 263 of the Beijing Platform for Action.

In light of the commitment of governments at the UN Fourth World Conference on Women to measure and value unwaged work in national statistics, we include this historic decision in the California Women's Agenda, as well as its vital and varied uses in strengthening other issues in the Platform for Action and outside. This commitment by governments to recognize the economic and social contribution of women's unwaged work, and how much of women's lives are spent on it in every country - South and North; and every community - urban and rural, was won for the Housework Campaign and later the International Women Count Network which the Campaign coordinates, with the backing of more than 1200 NGOs representing millions of women and men worldwide. Valuing all women's unwaged work - caring for children, people who are ill or frail, volunteer work in the community, on family farms or businesses, and much more, in the face of sexism, racism and other discrimination - will establish how dependent the California economy is on the waged and unwaged work of women. It will also reveal just how much unwaged work women actually do in the waged workplace.

- 1.6 Governments should adopt laws that provide:
 - 1.6.1 tax breaks for volunteer work
 - 1.6.2 extension of the age of IRA withdrawal, now compulsory at at 70 1/2
 - 1.6.3 retraining of military people to function as productive citizens with the purpose of diminishing violence and poverty from this sector, in order to convert to a peace time economy.
- 1.7 California state and local governments should immediately take steps to publicize the text of the following:

- 1.7.1 the Beijing Declaration and Platform for Action
- 1.7.2 the human rights commitment in the U.N. Charter (articles 55 &56)
- 1.7.3 the International Labor Organization relevant conventions
- 1.7.4 three treaties recently ratified by the U.S.:
 - International Covenant on Civil and Political Rights
 - Convention on the Elimination of all Form of Racial Discrimination
 - Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment
- 1.8 The State of California should prepare reports on enforcement and violations of these treaties in California in order to help insure and enforce the rights and duties of women and men under these laws, and to monitor their progress.
- 1.9 The California Senate should take leadership in obtaining ratification of CEDAW which include many rights not now included under California law.

2. Actions to be taken by NGOs and the Local Community

- 2.1 To effect change in the workforce:
 - 2.1.1 Employers and other appropriate organizations should be strongly encouraged to develop "women positive and family friendly" work environments by increasing education and guidelines to enforce laws such as for Sexual Harassment and other forms of discrimination in employment.
 - 2.1.2 They should explore and implement child care and family leave programs to provide women with flextime programs.
- 2.2 NGO's should urge employers to:
 - 2.2.1 decrease the wage gap
 - 2.3.1 address the widening gap between rich and poor
 - 2.4.1 make non-exploitative global wage agreements (implemented through International Labor organizations and international regulation)
 - 2.5.1 address the problem of occupational segregation
 - 2.6.1 guarantee paid maternity/ family/ parental leave
 - 2.7.1 recognize the importance of upholding anti-sex discrimination laws and affirmative action policies
 - 2.8.1 implement part-time work possibilities with benefits
 - 2.9.1 provide access to health and family planning care
- 2.3 NGOs should work to effect change in the schools by:
 - 2.3.1 Encouraging schools and adult education programs to develop curricula reflecting programs that teach financial issues and business related skills to women and girls, insuring women's long term economic independence.
 - 2.3.2 Educate older women regarding options to withdrawals of IRAs and other savings accounts.
 - 2.3.4 While understanding different levels of need, curriculum and community outreach programs should include subjects such as business as an option, potential failures, valuing life experience as education, self-esteem, money management, the role of technology, access to capital, working with banks, insurance, bonding, cooperatives, labor unions, and so on.
 - 2.3.5 To avoid an intergenerational conflict young women should be educated regarding the Social Security System, how it will affect them and how it can be preserved.
 - 2.3.6 Oppose enforcement of Proposition 187 and discrimination against some children because there is no such thing as an "undocumented child."

- 2.3.7 Encourage such groups as Youth Corps and Americorp, so post high school women/youth can work for community college, college credit, or technical school tuition, expanding their self-esteem.
- 2.4 To insure that women's voices are heard, NGOs should encourage the governments to preserve governmental agencies and programs addressing women's concerns.
 - 2.4.1 These include the Women's Bureau, Children's Bureau, Small Business Administration, the Advocate's office, National Labor Relations Board, Wages and Hours Division, Civil Rights Commission, Equal Employment Opportunity Commission, Civil Rights Division of Attorney General Offices, Legal Services Corporation, and so on.
 - 2.4.2 The U. S. Government should insure implementation of recommendations such as those from the White House Conference on Small Business recommendations affecting women-owned businesses.
- 2.5 NGOs should work for women's access to government decision-making bodies.
 - 2.5.1 Government and other appointing bodies should insure that women are represented on all decision making bodies, including legislative and university boards and commissions, labor union councils, private and corporate foundation boards, business associations, and corporate boards.
 - 2.5.2 Government should insure the appointment of more women to decision-making bodies of influence, especially to organizations with influence over economic opportunities for women and girls.
 - 2.5.3 Women's organizations should develop talent banks to promote the appointment of women to decision-making bodies.
- 2.6 Non-Governmental Organizations (NGOs) should effect change in the media by:
 - 2.6.1 exposing disinformation by the media regarding social security insolvency
 - 2.6.2 boycotting products which demean the wages of older women and women of color
 - 2.6.3 promoting the use of older women as role models

3. Actions to be Taken by Business/ Industry and Unions

- 3.1 Empower women in the workforce by:
 - 3.1.1 encouraging women to join organizations for lobbying
 - 3.1.2 encouraging advocacy and new businesses to affiliate with organizations
 - 3.1.3 encouraging umbrella business certification (mandatory for license fee), to provide resources, listings, loan opportunities.
- 3.2 Encourage ties between California labor unions and international labor unions.
- 3.3 Support unions fighting the privatizing of essential government functions.
- 3.4 Bring women with disabilities into the workforce as contributing members of society
 - 3.4.1 Raise awareness to recognize that women with disabilities are often in positions of poverty, and abuse and have specific issues that must be addressed to even get them to the "playing field".
 - 3.4.2 Reemphasize that women with disabilities have a right to the same opportunities as other women, and are not a drain but an asset to society. With access, they can be contributing members of society.

4. Actions to be taken by NGOs and Business/Industry

- 4.1 Conduct public awareness campaigns focused on women and girls learning about money, investing, and entrepreneurship.
- 4.2 Prepare PSA's on how/who to contact for information and resources, and access to technology.
- 4.3 Encourage booklets and pink pages --listings of women business owners -- on a state and national level.
- 4.4 Encourage curriculum for public schools on money, economic independence, banking, finance, and so on.
- 4.5 Disseminate information on how to establish sustainable business practices that are socially responsible -- recycling, reducing consumption, using proper disposal, and following socially-responsible hiring and community practices.
- 4.6 Propose continuation of contracting opportunities for women through affirmative action and easy, efficient ways to participate in government contracting through streamlining regulations and paperwork.

5. Actions to be taken by Government and Industry

- 5.1 Consider the impact of U.S. international economic policies and the impact of U.S. multinationals on workers both in the U.S. and throughout the world.
 - 5.1.1 Violators of U.S. laws and international agreements should have their charters lifted.
 - 5.1.2 The U.S. should change its policies regarding the International Monetary Fund and the World Bank and their negative impact on women.
- 5.2 Collective bargaining should be recognized as a right and as an important mechanism for eliminating wage inequality for women and to improve working conditions.
 - 5.2.1 The election of women trade union officials should be promoted.
 - 5.2.2 Trade union officials should be elected to ensure that women are given job protection and physical security in connection with the discharge of their functions, whether in sweatshops, in the field or in the corporate office.
 - 5.2.3 Recognize that the right of workers to withhold their labor is a human right and the right to strike is fundamental.
- 5.3. Governments, banks and other lending institutions should:
 - 5.3.1 Create women's directed capital and develop programs to address the inequalities suffered by women, especially those in start-up businesses, as well as in on-going "proven" businesses.
 - 5.3.2 Set aside funds for women-owned businesses and for development of partnerships with banks to support such businesses.
 - 5.3.3 Support the development of investment portfolios to finance women's business enterprises, including micro-enterprise loans similar to the Grammin Bank, Accion, and so on.
 - 5.3.4 Include loans and grants for re-entry women, including domestic partners.
 - 5.3.5 Provide access to capital through community partnerships/programs featuring private sector capital investments by corporations, non-profits, service organizations, and unions.
 - 5.3.6 Provide pensions and retirement benefits by researching and changing legislation to provide access to pensions for women, disseminating information on spousal partners, educating and providing information on planning retirement for women business owners.

Convenors: Sonia Melara (Sonia_Melara@sf.ca.us) and Renee Williams

POWER SHARING TASK FORCE REPORT

*"In my heart I believe that women will change the nature of power rather than power changing the nature of women"
... Bella Abzug, CAWA Assembly, June 1996*

CALIFORNIA VISION STATEMENT

We acknowledge the fundamental right and responsibility of women to participate at all levels of decision making at all levels and spheres of society. We will work to improve women's social, economic, and political status by seeking equal power in all areas of our lives. We will take action within our families, our communities, and our government against attitudinal and structural barriers that limit women's participation in decision making. We will demonstrate power-sharing ideals by empowering those that are under represented and by working in partnership, rather than through domination. We recognize that women's leadership in using consensus-based, inclusive decision-making processes is essential for the development of a peaceful and sustainable future.

ISSUES OF CONCERN

The Power and Decision Making Task Force of CAWA is committed to the issues identified in the Platform for Action accepted at the Fourth World Conference on Women in Beijing, China. Two strategic objectives were identified:

Strategic Objective G.1. Take measures to ensure women's equal access to and full participation in power structures and decision making.

Strategic Objective G.2. Increase women's capacity to participate in decision-making and leadership.

Three areas are targeted for achieving these objectives in California. These are family, community and government.

- **Family:** Recognizing that attitudes toward women and girls are likely to be formed at a young age, within the home, attention must be paid to the family environment as a locus of power and decision-making issues. Additionally, the likelihood that women be primarily responsible for homemaking and childrearing requires that their voice be heard on related issues.
- **Community:** While we recognize that a new model for power sharing within our communities is embryonic, we are committed to building communities that enact the values of partnership. Central to this is the formation of coalitions within and between communities that will serve as bases for future growth.
- **Government:** The local, state, and national government and its agencies has particular responsibilities for promoting democratic processes that provide for all citizens. Likewise we have, as citizens, the responsibility to make use of and challenge the political processes available to us.

ACTION PLAN/SOLUTIONS

1. FAMILY PLATFORM FOR ACTION

1.1 Actions to be taken by family members:

- 1.1.1 There must be an equal voice for all members of the household and a respect for all differing opinions.
- 1.1.2 All women, children, and men must have the right to physical safety and economic security. Children must not be treated as property.
- 1.1.3 Each member of the family must participate in budgetary issues, regardless of their individual income.
- 1.1.4 Adults must learn to make and uphold decisions made by consensus.
- 1.1.5 Contributions made to the family by each member must be honored and valued.

1.2 Actions to be taken by the community and NGOs:

- 1.2.1 Families must receive support that is not strictly crisis-driven.
- 1.2.2 Social support within the community must be available for parents.
- 1.2.3 Day care services must accommodate various schedules and offer sliding-scale payment options.
- 1.2.4 Information regarding family issues must be made locally available.
- 1.2.5 Financial support within the community must be made available.

1.3 Actions to be taken by government and regulatory agencies:

- 1.3.1 Families must receive support that is not strictly crisis-driven.
- 1.3.2 Economic necessities, including a minimum income, must be guaranteed.
- 1.3.3 Availability of affordable housing and preventative health care must be guaranteed.
- 1.3.4 Minimum wages and training for day care workers must be guaranteed.
- 1.3.5 Opportunities for job training/education must be available.
- 1.3.6 Tax credits and federal subsidies must be available.

2. COMMUNITY PLATFORM FOR ACTION

- 2.1 Replace the metaphors of war with metaphors of life.
- 2.2 Build coalitions and women's circles as bases of power.
- 2.3 Educate professionals and all others in the areas of mediation and negotiation in order that contentious litigation be minimized.
- 2.4 Communities should invite and expect every institution to enter into proactive dialogue and develop power-sharing mechanisms.
- 2.5 Implement gender equality in planning and policies in all community organizations.

3. GOVERNMENT PLATFORM FOR ACTION

- 3.1 Recruit progressive women to run for political office and/or seek appointments.
- 3.2 Develop new political processes to establish and maintain political campaigns.
- 3.3 Provide training programs for elected offices.
- 3.4 Provide educational opportunities and speakers bureaus to educate women and girls about career opportunities.
- 3.5 Continue campaign to defeat CCRI - The California Civil Rights Initiative.
- 3.6 GET OUT THE VOTE: register women to vote.
- 3.7 Develop linkages between state and federal government legislators to produce legislation that responds directly to the needs of the people.
- 3.8 Create a legislative watch that identifies bills related to women.
- 3.9 Identify mentors and role models for girls and women of all ages.
- 3.10 Elect people who will adopt our platform.

INSTITUTIONAL MECHANISMS TASK FORCE REPORT

*"Women must participate more in the legislative process...the single greatest contribution that women could bring to American politics would be a spirit of moral fervor, which is sorely needed in our nation today.
...Shirley Chisholm, first African American woman elected to Congress. 1967*

CALIFORNIA VISION STATEMENT

Institutional Mechanisms, the 8th Critical Area of Concern in the Beijing Platform for Action, calls for action to: 1) ensure that responsibility for the advancement of women is vested at the highest level of government; 2) integrate gender perspectives in all legislation, public policies programs and projects; and 3) collect, analyze and disseminate data which show the gender impact of public policies and programs, including the societal value of unremunerated work.

CAWA calls for actions to make California a model of equity and a catalyst to encourage all states to eliminate barriers to the full participation of women in the society. Included in California's vision are actions, at the public and private levels, to:

- influence and change the institutions of society which affect the lives of women and girls
- achieve gender and ethnic parity in political, judicial, social and economic participation
- strengthen the authority and resources of organizations at federal, state, county and local levels which work to enhance the status of women (such as Commissions on the Status of Women, the Women's Bureau and the President's Interagency Council on Women)
- protect and strengthen legislation supporting civil rights, affirmative action, reproductive rights, universal suffrage and all other similar policies and programs
- support the restructuring of economic policies and programs to recognize and measure the value to the society of unwaged, as well as waged, work and to implement, at a minimum, a "living wage" concept for all jobs
- encourage California legislators to exercise leadership in assuring that the United States lives up to international agreements for peace, justice and economic security for all people

ISSUES OF CONCERN

- low level of participation in elections by youth, working poor and women
- high level of disillusion with societal institutions
- lack of real public dialogue on social, political and economic issues
- control of the media by a select few
- the disproportionately small number of women in elected and appointed positions of **government** - at local, state and national levels
- the disproportionately small number of women in decision-making positions in the **private sector**:, e.g.in financial institutions, locally, nationally and internationally
- small number of **socially responsible** elected and appointed officials (men and women) at all levels of government and in quasi-public positions
- lack of mechanisms to assure accountability of governmental and private sector leaders for achieving social justice
- a "careerism" mentality that corrupts basic values of social justice and destroys the accountability of leadership to the grass roots

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RESOURCES (Partial List)

American Association of Retired Persons
American Association of University Women
Business and Professional Women
California Bar Association
Commissions on the Status of Women
Emily's List
League of Women Voters
Mexican American National Women's Association
National Organization for Women
National Women's Political Caucus
The Women's Foundation
Older Women's League
WISH
Women's Campaign Fund

- inaccurate measures of the value of women's work (waged and unwaged) to the economy and to society
- failure to acknowledge that all issues are women's issues, i.e. all issues impact women
- lack of communication/coordination among public and private agencies which impedes the achievement of women's equality
- lack of accessibility by the general public to governmental and private agencies which purport to serve women and children
- lack of trust that institutions represent and are responsive to the constituents they are mandated to serve

IMPACTING AND REFORMING INSTITUTIONAL MECHANISMS

1. Issue: Ensure that All Eligible Voters Vote

Recommended Actions:

- 1.1 Implement/enforce "motor voter" legislation
- 1.2 Hold registration and get out the vote drives
- 1.3 Assist eligible non-citizens to become citizens
- 1.4 Acknowledge and prevent harassment of voters
- 1.5 Assure placement of accessible polling places in low-income neighborhoods
- 1.6 Encourage/organize multi-lingual forums in local communities to assess/review ballot measures
- 1.7 Restore civics education in public schools
- 1.8 Cooperate and form coalitions with other organizations to increase voter participation
(e.g. National Women's Political Caucus, League of United Latin American Citizens (LULAC) Mexican American Political Association (MAPA), Black American Political Action Congress (BAPAC), League of Women Voters, Asian Pacific American political and civic groups, gay and lesbian political and civic organizations, Native American/indigenous groups, disability rights advocacy groups, etc.)

2. Issue: Work to Achieve Parity for Women in Elected and Appointed Positions at All Levels of Government

Recommended Actions:

- 2.1 Promote and support groups whose primary mission is to recruit, elect and obtain appointments to public office for women
- 2.2 Work for legislation that would reform campaign financing and assure access to air time for candidates during election periods
- 2.3 Pressure political parties to nominate and support more women candidates
- 2.4 Encourage collection and dissemination of data by public agencies to document progress towards the achievement of parity

Resources:

The Feminist Majority
8105 West Third St., Suite 1
Los Angeles, CA 90048
(213) 651-0495, Fax (213) 653-2689
www.feminist.org

National Women's Political Caucus of California
3879 Palo Alto Drive
Lafayette, CA 94549
800-235-0009, Fax 510-283-1799

3. Issue: Support and Expand Existing Efforts to Document and Value Unwaged Work and Implement a Policy of Living Wage Jobs

Recommended Actions:

- 3.1 Develop resolutions for adoption by local agencies and legislators
- 3.2 Organize a media campaign to educate the public: op ed pieces, talk shows, news releases, etc.
- 3.3 Query all candidates in public forums
- 3.4 Pressure state and national legislators to adopt a "living wage jobs" policy and to strengthen enforcement of "equal pay for equal work" laws
- 3.5 Network with existing organizations to build support:
 - Wages for Housework Campaign
P.O. Box 14512,
San Francisco, CA 94114
(415) 626-4114
 - Region IX, Women's Bureau
(Working Women Count)
71 Stevenson Street, Suite 927
San Francisco, CA 94105
(415) 975-4750 Fax: (415) 975-4753
 - Full Employment Coalition
220 Golden Gate Avenue, 4th Floor
San Francisco, CA 94102
(415) 928-1205 Fax: (415) 928-7252
- 3.6 Build coalitions (with other NGOs in the areas of welfare, health, domestic violence, the environment, etc.) to advocate for these concepts

4. Issue: Make NGOs and Institutions at All Levels of Government Responsive to the Goals of CAWA

Recommended Actions:

- 4.1 Organize study and lobbying groups to impact proposed legislation that affects the status of women and girls (e.g. full employment and living wage policies, welfare reform, medical access, etc.)
- 4.2 Monitor and publicize the implementation of existing legislation designed to improve the status of women and girls (fair employment and fair housing laws, gender equity standards for teaching, curriculum revision, etc.)
- 4.3 Join efforts to overturn initiatives and laws which negatively impact women and girls (e.g., Proposition 209, Proposition 187, restrictive overtime and compensatory time laws, draconian welfare reform measures, etc.) and support creative legislation to improve the status of women and girls
- 4.4 Lobby, at national, state and local levels, for resources to strengthen the effectiveness of Commissions on the Status of Women, the Women's Bureau, the President's Interagency Council on Women, etc.)
- 4.5 Collaborate with other CAWA participating organizations to lobby the United States Senate to adopt the Convention for the Elimination of Discrimination Against Women (CEDAW)

Resource:

Women's Environment and Development Organization (WEDO)
355 Lexington Avenue, 3rd Floor
New York, NY 10017-6603
(202) 973-0325 Fax: (202) 973-0335

- 4.6 Network with other organizations to promote the passage of the Equal Rights Amendment to the U.S. Constitution
Resource:
National Organization for Women (NOW)
1000 Sixteenth Street: NW, #700
Washington, DC 20036
(202) 331-0066 Fax: (202) 785-8576
- 4.7 Collaborate with other organizations to educate legislators (especially women legislators) on the CAWA program
Resource:
Contract with Women of the USA
c/o Center for Women Policy Studies
1211 Connecticut Avenue: NW, #312
Washington, DC 20036
(202) 872-1770 Fax: (202) 296-8962
- 4.7 Encourage and support legitimate scholarly research on the status of women and girls in California and the nation
- 4.8 Inventory, assess and seek modification (as needed) of local ordinances and state laws which negatively affect women and girls

5. Issue: Expand the Role of Women in Formulating Governmental Policy

Recommended Actions:

- 5.1 Educate and inform women about budget issues in public policy
- 5.2 Emphasize and monitor affirmative action hiring and promotion policies in public agencies to give women access to budgeting and public policy skills
- 5.3 Organize coalitions to lobby for reductions in the military budget and transfer of the savings realized to social programs
- 5.4 Lobby for a constitutional amendment that would require a public referendum for the United States to wage a war

6. Issue: Create Communication Linkages Among Women Locally, Nationally and Globally

Recommended Actions:

- 6.1 Educate women and girls in the use of the internet
- 6.2 Maintain a website for CAWA
- 6.3 Organize and/or participate in forums, teleconferences and satellite conferences on a regional and national basis
- 6.4 Plan for a 5th World Conference on Women in the year 2001
- 6.5 Strengthen the role and the resources of the President's Interagency Council on Women to implement the Beijing Platform for Action
- 6.6 Encourage CAWA organizations to interact in their local communities to develop consensus and concrete plans for implementing CAWA recommended actions
- 6.7 Expand the network by recruiting new organizations, sharing information and making a financial contribution to the ongoing work of CAWA

CONCLUSION

The actions recommended by the Task Force are designed to make **fundamental** changes in the institutions that control the lives of women and girls. They require high level commitment on the part of elected and appointed government officials, strong consensus among non-governmental organizations (NGOs), and persistence on the part of individuals. CAWA can make a difference for women and girls locally, nationally and globally by structuring a comprehensive plan of action and building a strong, inclusive coalition to bring the plan to fruition.

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HUMAN RIGHTS TASK FORCE REPORT

*"Women's rights are human rights"
...Hillary Rodham Clinton, Huairou, China, September, 1995*

CALIFORNIA VISION STATEMENT

We are women of vision, unified across our diversity, and committed in partnership to the celebration, evolution of, promotion, respect for and enforcement of our human rights. We are all working, as our keynote speaker Bella Abzug so aptly phrased it, "...for a just and humane order in which all people can live together in harmony."

ISSUES OF CONCERN

A statement presented to the Fourth World Conference on Women in 1995 in Beijing on behalf of representatives of more than 70 non-governmental organizations (NGOs) remarked that *"...in fact, this entire Conference is a conference about the human rights of women. Whether addressing poverty, sexist educational systems, inadequate health care, gender-based violence, or male bias in the definition of what constitutes peace, all the issues of the Platform for Action are about the inequality of human rights in the economic, political and cultural spheres and women's lack of equal access to the fundamental conditions that make the exercise of political and civil rights viable. The issue of insufficient mechanisms at all levels to promote the advancement of women and the girl child is the question of justice and justice is at the heart of human rights."*

We are faced with these same issues of concern here in California. Violence against women and girls both violates and impairs/nullifies the enjoyment of their human rights and fundamental freedoms. Here in California, as in many other areas, many women face additional barriers to the enjoyment of their human rights because of such factors as race, language, ethnicity, culture, sexual orientation, religion, disability or socio-economic class, or because they are indigenous people, migrants, including migrant workers, displaced women or refugees. These cross-cutting issues, and others that define the discussions and action plans of the Human Rights Task Force include globalization, ageism, patriarchal/male political and economic dominant power, and militarism.

While women are using the legal system increasingly to exercise their rights, lack of awareness of these rights is an obstacle that prevents them from fully enjoying their human rights and attaining equality.

Thus, we believe that Human Rights in California is a cross-cutting issue that affects all of the critical areas of concern as defined in the Beijing Platform for Action. We believe that all of the work of CAWA is about the human rights of women and girl children. All of the ideas and action plans under the 12 Critical Areas of Concern that form CAWA's work - including human rights - provide the foundation and framework for a broad policy agenda which if implemented, would improve the human rights of women and the girl child, and society as a whole.

At the Beijing Conference, three strategic objectives for action concerning human rights were identified:

Strategic Objective I.1. Promote and protect the human rights of women, through the full implementation of all human rights instruments, especially the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)

Strategic Objective I.2. Ensure equality and non-discrimination under the law and in practice;

Strategic Objective I.3. Achieve legal literacy.

U.S. Government Commitments Made at the Beijing Conference: The United States made 7 commitments toward implementing the Platform for Action at the Beijing Conference. It added an 8th commitment after the Conference. In principle, all of the 8 commitments are relevant to the implementation of the human rights of women and the girl child. More specifically, in Commitment 4, the Clinton Administration considers the ratification of CEDAW to be its top priority among the human rights treaties now awaiting the advice and consent of the U.S. Senate.

Mindful of these 8 commitments, the following actions are proposed for California:

- Promote equality and non-discrimination under the law and in practice.
- Promote and protect the human rights of women and girl children, through the ratification and full implementation of international human rights treaties. Implement the provisions of those treaties which have already been ratified by the U.S., such as the International Covenant on Civil and Political Rights (ICCPR), the International Convention on the Elimination of All Forms of Racial Discrimination (CERD), the Torture Convention, and the Genocide Convention.
- Achieve legal literacy - promote human rights education, especially among women and girl children.

ACTION PLAN/SOLUTIONS

Based on the work begun in Beijing last year, which culminated in the adoption by consensus of the Beijing Platform for Action, California grassroots organizations and community leaders will pursue actions such as the following:

1. Actions to be taken by Legislative Bodies - City, County, State, Federal - and other Governmental Bodies and Organizations

- 1.1 Promote and protect the human rights of all women and girls, and eliminate discrimination on the basis of race, language, religion, opinions, color, disability, age, ethnicity, sexual orientation, national origin, property or other status.
- 1.2 Provide constitutional guarantees and/or enact appropriate legislation to prohibit discrimination on the basis of sex for all women and girls of all ages and assure women of all ages equal rights and their full enjoyment.
- 1.3 Eliminate violence against women, which is a human rights violation.
- 1.4 Ensure full respect for the human rights of indigenous women, women and girls with disabilities, refugee and displaced women, migrant women and women migrant workers, who must be made aware of their rights and of recourse mechanisms available to them.
- 1.5 Work actively to ratify and implement international and regional human rights treaties, including CEDAW and the Convention on the Rights of the Child (CRC), ICCPR, CERD, and so on.
- 1.6 Develop comprehensive human rights education programs, and undertake public education campaigns to raise awareness among women and girls of their human rights and among

- others of the human rights of women and girls, especially the rights of women and girls under relevant human rights treaties.
- 1.7 Promote education about human rights in schools, adult education programs, and particularly within groups such as the military, the police and other law enforcement personnel, the judiciary, legal and health professionals.
 - 1.8 Provide gender-sensitive human rights education and training for public officials.
 - 1.9 Establish mechanisms to investigate violations of the human rights of women perpetrated by public officials, and take the necessary punitive legal measures in accordance with the law.
 - 1.10 Review and amend criminal laws and procedures to protect women against discrimination, and against crimes that affect women disproportionately. Prosecute crimes against women regardless of the relationship between the perpetrator and the victim, and ensure that women defendants, victims and/or witnesses are not revictimized or discriminated against in the investigation and prosecution of such crimes.
 - 1.11 Strengthen existing or establish readily available and free or affordable alternative administrative mechanisms and legal aid programmes to assist disadvantaged women seeking redress for violations of their rights.
 - 1.12 Eliminate trafficking in women for sexual exploitation, pornography, prostitution, or sex tourism.
 - 1.13 Translate laws into local languages, indigenous languages, and formats accessible to people with disabilities, publicize, and disseminate laws and information relating to the equal status and human rights of all women
-

2. ACTIONS TO BE TAKEN BY NGOS:

- 2.1 Advocate on all governmental levels for the U.S. ratification of international human rights treaties such as CEDAW and CRC and the American Convention on Human Rights.
- 2.2 Promote the enforcement on all governmental levels, of the provisions of human rights treaties which the U.S. has already ratified.
- 2.3 Cooperate/advocate with legislators to create and sponsor bills and ordinances, and monitor the implementation of such legislation to protect women's human rights, such as the rights of women migrants, immigrants, refugees and other underrepresented groups (i.e. indigenous women, the disabled, or older women.)
- 2.4 Advocate for programs specifically designed to improve the situation of women and minorities, such as affirmative action laws and policies, and against those which would prohibit gender and ethnic preferences in education and government contracting.
- 2.5 Advocate for a living wage, not just for an increased minimum wage, and support labor unions such as in the garment industry, among migrant workers, and other unions fighting for increased wages, and improved working conditions.
- 2.6 Advocate for Women Prisoners' Rights, such as prison conditions, health issues, child custody issues, sexual harassment and physical abuse, location of prisons, and so on.
- 2.7 Advocate for changes in the criminal codes which adversely affect women in the criminal justice system.
- 2.8 Educate and train the public to promote awareness among women and girls of their human rights, especially their rights under relevant human rights treaties - those already ratified by the U.S., and those yet to be ratified. This should be done especially in communities identified as needing such information in order to facilitate the organization and mobilization at the grassroots level of women and girls to overcome victimization and to become agents for change.
- 2.9 More specifically, promote public education about human rights in schools on all levels, within professional organizations and associations, such as legal, health care, trade unions, judiciary, including creating brochures about human rights issues in appropriate languages.
- 2.10 Research, investigate and report about situations where human rights violations are occurring.

- 2.11 Conduct voter education campaigns and legislative workshops especially among women with a view toward participation of youth in the election process. Hold politicians accountable to policies and programs to improve the status of women and girls as identified in, for example, the Contract with Women of the USA.

CONCLUSION

These ideas and plans for action serve as a beginning for work to be done to improve the human rights of women and girl children in the State of California.

Task Force members expressed the need to continue the work of the President's Interagency Council on Women.

Human Rights Task Force members are convinced of the need to continue the work of CAWA, and to form linkages and networks with others on the West Coast. There is an increasing need to develop a West Coast presence on the national scene dealing with women's rights, and to collaborate more with other networks such as the Working Group on the Human Rights of Women - a coalition of organizations based on the East Coast.

In addition, West Coast organizations must join and contribute to the evolving work of the Working Group on a National Women's Organizing Body - a coalition of 30 NGOs in the areas of women's development, politics, research and public policy advocacy, which is working to fill the need for an independent national mechanism to interact with the U.S. government on a regular basis. Such a mechanism should not be subject to shifting political winds or leadership changes. It would represent the broad diversity of American women and work in consultative status with the U.S. government - to form a partnership between civil society and government. The goal would be to reinforce a new commitment to implement policies such as those forged based on the Beijing Platform for Action.

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Recorders: Lisa Corman and Somava Saha Stout

RESOURCE ORGANIZATIONS (Partial List)

American Civil Liberties Union (ACLU) Amnesty International - USA,
West Coast Region Baha'is of the US (throughout the State of California)
Beijing Conference Action and Resource Network
California Coalition for Women Prisoners
California Council of Churches
California Federation of Centers for Independent Living
Catholic Charities of the East Bay
HIV/AIDS in Prison Project
Citizens for Retirement Protection
Coalition of Marin Women Common
Threads Project
Disability Rights Education and Defense Fund
Disabled Workers Alliance
Freedom Summer '96
Human Rights Advocates
Human Rights Campaign Fund
Interfaith Peacemakers of San Diego
International Gay and Lesbian Human Rights Commission

Interreligious Council of San Diego
Lambda Lawyers' Committee for Civil Rights of the San Francisco Bay Area
League of Women Voters
Legal Services for Prisoners with Children
Marin County Women Lawyers
Marin Women's Service Coalition
Meiklejohn Civil Liberties Institute
Mobility International, USA
National Center for Lesbian Rights
National Committee of UN/CEDAW
National Gay and Lesbian Task Force
National Women's Political Caucus of California
Network of Black Women for Justice
No on CCRI Campaign
Northern California Coalition for Immigrant Rights
Old Lesbians Organizing for Change
Pacific Research Training Alliance
San Diego Volunteer Lawyers
Soroptomist International
Southern California Women's Coalition to Implement the Beijing Commitments
Suscol Council - Intertribal NGO
UNA-USA
East Bay Chapter UNA-USA
San Diego Chapter Unitarian Universalist Service Committee
United Farm Workers
The Women's Convention Working Group Women's Economic Agenda Project
Women's Institute for Leadership Development for Women's Human Rights
Women's International League for Peace and Freedom
Women's International Linkage on Disability World Federalist Association

MEDIA TASK FORCE REPORT

"Women are the foot soldiers and everything but the generals, even though we are more than qualified sometimes, more than committed and, God knows, more than capable to manage and run massive publications read by both men and women."

...Bessie Tugwana, Journalist (South Africa)

CALIFORNIA VISION STATEMENT

We will work to create a media industry in California which promotes equal representation of all women and presents a diversity of images that more accurately reflect the whole community. We will prompt the media industry in our communities to take measurable steps towards providing full access to women and girls in training/internships, hiring, production, technical training and decision making levels. We will create an environment that empowers women and girls to enhance their communication and critical viewing/thinking skills, while supporting their greater access to information technology.

ISSUES OF CONCERN

Women and the Mass Media in California is a cross-cutting issue that affects all of the critical areas of concern as defined in the Platform for Action accepted at the Fourth World Conference on Women in Beijing, China: from poverty, economic disparity, power sharing, violence, armed conflicts and human rights to institutions, education, health, environment and the girlchild. The other cross-cutting issues that defined the CAWA Media Task Force's focus included racism, disabled women, immigration, gays & lesbians, religion, globalization, indigenous women, militarism, ageism, domestic violence, and patriarchal/male political and male economic dominance. The mass media issue has two sides, as stated in the Platform For Action: "stereotyping of women" and the "inequality in women's access to and participation in all communication systems, especially in the media." Two strategic objectives were proposed as a result:

- Strategic Objective J.1.** Increase the participation and access of women to expression and decision-making in and through the media and new technologies of communication;
- Strategic Objective J.2.** Promote a balanced and non-stereotyped portrayal of women in the media.

In California, many women are involved in careers in the communications sector, but too few have attained positions at decision-making levels or serve on governing boards and bodies that influence media policy. The lack of gender sensitivity in the media is also evidenced by the failure to eliminate the gender-based stereotyping that can be found in public and private local, national and international media organizations. In regard to programming and media content, the continued projection of negative and degrading images of women in media communications--electronic, print, visual and audio--must be challenged and changed. Print and electronic media do not provide a balanced picture of women's diverse lives and contributions to society in a changing world, more often women are marginalized or made invisible.

In addition, violent and pornographic media products also negatively affect women and degrade their participation in society. Programming that unconditionally reinforces what is perceived as women's traditional role can be equally limiting. Therefore, as representatives from all over

California examined the mass media critical areas of concern - the inequality of women's professional access and leadership in the media industry and communications technology, coupled with the debilitating stereotyping of women - the following objectives were proposed for California:

Action Objectives

- Increase participation of women in the media at industry decision-making levels both locally and statewide;
- Increase access of individual women to multi-media information technology and media training;
- Promote balanced and non-stereotypical portrayals of women in the media through media-watch advocacy.

ACTION PLAN/SOLUTIONS

The Media can exert an exceptional influence on public opinion and support social change by providing the public with viewpoints and visions that are currently ignored by mainstream, commercial media. With this knowledge and galvanized by the principles and goals set forth by the women of the world in Beijing, California grassroots organizations and community leaders will pursue the following actions:

1. Actions to be taken by Legislative Bodies, Regulatory Agencies and other Government Organizations

- 1.1 Renew federal regulations supporting women and minority access, ownership and licensing of media resources and stations.
- 1.2 Diversify the FCC board (racial, gender, sexual-orientation, disabled, under-represented groups).
- 1.3 Strengthen the mandate of the EEOC to include women in the hiring of women in all aspects of media and continue to support the tenets of affirmative action.
- 1.4 Increase public corporations (CPB) funding/support and empower women's groups to produce these programs.

2. Actions to be taken by the Media Industry

2.1 To Achieve Access and Women's Participation in Decision-making

- 2.1.1 Encourage governmental bodies, grassroots organizations and the media, at the corporate as well as professional level, to actively support women's professional groups, acknowledging their ability to influence media coverage of women's issues. Some of these groups are:

American Women in Radio and Television, Golden Gate Chapter, 415-985-7135
California Press Women, San Francisco, 415-584-0272
International Women's Media Foundation, 202-496-1992
Association for Women In Communications, San Francisco/Bay Area Chapter, 510-253-1784

- 2.1.2 Develop and support training programs for women entering the media industry.
- 2.1.3 Create opportunities for women to achieve technical skills as media creators.
- 2.1.4 Increase opportunities for women to advance and participate in decision-making through reform within the media itself.
- 2.1.5 Work to bring about hiring and promotion policies that put more women on editorial boards and as columnists on the Opinion and Sunday Business pages.
- 2.1.6 Promote alternative Media (Women's Radio and TV, Magazines, Newspapers, Internet Servers) and encourage financial support for it from public and private sectors.

2.2 To Effect Change in Programming and Media Coverage

- 2.2.1 Shift definition of “News” away from conflict, divisiveness and controversy towards growth, substance, cooperation, collaboration with a global view.
- 2.2.2 Identify negative stereotypes of women and girls in all aspects of the media, including advertising, sports, news coverage, special features and the position of women’s and girls’ issues within newspapers, magazines, telecasts and radio broadcasts.
- 2.2.3 Recognize the negative effect of this stereotyping and change the position/ranking of women’s and girls’ issues within newspapers, magazines, telecasts and radio broadcasts.
- 2.2.4 Create mentoring programming, a positive portrayal of role models.
- 2.2.5 Provide equitable time for public service broadcasts that will include all under-represented people.
- 2.2.6 Utilize alternate formats in the media, such as close captioned, Braille, Large Print, cassette for non-print users, and electronic formats of materials available, whenever possible)
- 2.2.7 Use non-stereotypical language regarding people with disabilities, people of color, immigrants, gays & lesbians.
- 2.2.8 Provide accurate portrayals of women with disabilities, seen in full range of daily activity.
- 2.2.9 Promote cultural and gender training and texts to help directors, producers and creators of programs create a broader, non-stereotypical media view.
- 2.2.10 Bring together women from all phases of the media industry for a “Pull the Plug” day, a day of blackout with no women participating in media jobs, in protest against the media glorification of excessive violence.

2.3 To Better Interact with the Community

- 2.3.1 Be part of /convene a community forum, teach-in or workshop on sexism in the media.
- 2.3.2 Engage Managers of local news outlets in meetings with community organizations to establish guidelines, expectations, sources/resources for community news and coverage.

3. Actions To Be Taken by NGOs

3.1 Actions Relating to Government

- 3.1.1 Title 807d... study new & effective use of media with this title becoming the forum for many recommendations
- 3.1.2 Examine the Republican Convention rules of assembly (such as the free speech issues of para-military protection and the limitation of the number of protest groups to 65) and the Democratic Convention with its limitation of representation and determine public response for future conventions.

3.2 Actions Relating to Media

- 3.2.1 Pressure the media industry to increase opportunities for advancement and participation of women in decision-making through reform within the media.
- 3.2.2 Engage in two-way communication with media, identifying problems or misrepresentation. For example, because of community training provided to a reporter: the Palo Alto Times newspaper no longer identifies the addresses of where domestic violence occurred because it pinpointed and harassed the victim.
- 3.2.3 Show positive response to positive media portrayals. Let media know when they do well, for example, through letters to the editor or speaking out on radio talk shows.
- 3.2.4 Encourage more peace, violence and human rights reporting and support a media willing to report about the abuses ignored or perpetuated by governments nationally and internationally (such as the rape of immigrants and the hypocrisy found in economics, employment, politics and unions).
- 3.2.5 Identify negative stereotypes of women and girls in all aspects of the media for the media, including advertising, sports, news coverage, special features and pressure the media to change.

- 3.2.6 Recognize the negative effect of the present position/ranking of women's and girls' issues within newspapers, magazines, telecasts and radio broadcasts and press for positive change.
- 3.2.7 Strengthen and develop women's electronic/video/print media caucuses to provide news resources as they monitor the media for women issues.
- 3.2.8 Boycott advertisers endorsing negative, stereotypical programs; combine this action with a high visibility public action statement/press conference focusing on the boycott
- 3.2.9 Encourage grassroots organizations to join together to target MTV, Nickelodeon, Lifetime Cable Station, San Diego Tribune, San Francisco Chronicle, LA Times for their sexist gender portrayals and "failure to include ADEQUATE NUMBERS of women" as sources, resources and role models.
- 3.2.10 Encourage and train organizations to produce their own local cable shows (infomercials, panels) as a viable, proactive method of raising awareness and providing education.
- 3.2.11 Pressure the media to create mentoring programming, the positive portrayal of role models.
- 3.2.12 Utilize public service announcements (PSA) radio, TV, newspaper, video, Internet to promote positive, gender sensitive messages.
- 3.2.13 Gain equitable time for public service broadcasts that will include all under-represented people.
- 3.2.14 Encourage the media to use alternate formats (close captioned, Braille, Large Print, cassette for non-print users, electronic formats of materials available whenever possible).
- 3.2.15 Demand the media use non-stereotypical language regarding people with disabilities, people of color, immigrants, and gay/lesbians.
- 3.2.16 Encourage, support and remind Media of the power of information/programming content to influence, focusing on the following areas:
 - people working and raising families from a gender perspective, rather than only portraying women as solely responsible for raising children;
 - society featured in all its diversity--all ages, every race, all economic levels, both genders;
 - women with disabilities living within the full range of human activity and endeavor, as opposed to the stereotyped exaggerations of hapless victim or heroic overachiever; language that focuses on the person, not the disability: appropriate language includes such phrases as "a person with" or "has cerebral palsy"; wheelchair user or wheelchair rider;
 - empowerment of youth & elderly by positive portrayal to combat ageism and the unrealistic and denigrating images of women and beauty; and
 - education about pre-patriarchal "herstory" for promoting peace (Gimbutas, Eisler, Merlin Stone), since patriarchy is not always the way it was and is.

3.3 Actions Relating to Education and Media Literacy

- 3.3.1 Develop media literacy curriculum for classroom and for teacher training to promote critical thinking and viewing skills in the classroom.
- 3.3.2 Provide media survival skills training for women in organizations/ leadership roles to better showcase their message and create impact.
- 3.3.3 Create 10-15 minute videos for classrooms, organizations and media to integrate lessons about diversity.
- 3.3.4 Promote gender-inclusive text books, such as history texts that incorporate the histories of women and diverse racial and cultural groups in a global context.
- 3.3.5 Promote public school curricula that incorporates awareness of women, stereotypes and related media issues and that leads to the strengthening of self esteem in girls in middle and high schools.
- 3.3.6 Encourage academic studies/research on gender and the media and develop ways to make these studies known and available to all groups (for example promote their availability on websites).
- 3.3.7 Promote networking of women's organizations to support mass media education and

- 3.3.8 Work with professional organizations to mentor women and provide critical viewing skills (such as the American Association of University Women, Professional Business Women and many more, see addendum).

3.4 Media Advocacy Action Plans for NGOs

- 3.4.1 Form local media watch groups (tying into efforts of FAIR, Women and Men in the Media, "Women Are Good News," The Center for Media Literacy, to name a few).
- 3.4.2 Publicize the results of media-watch findings.
- 3.4.3 Determine what efforts have already been made by media and local government and academics to bring a gender perspective into all levels of media...organize grassroots organizations to give feedback to media on content and format: not for just negative feedback but also to provide *positive* reinforcement and feedback to media.
- 3.4.4 Explore the need for a California Media Watch and Action Commission to measure the gender balance/imbalance in news and feature coverage; news writers and editors; news and feature pictures; news and feature sources; and to analyze media coverage of crucial issues from a gendered perspective.
- 3.4.5 Create proactive news--grassroots organizations **must persist** in getting the "news out."
- 3.4.6 Encourage members to pressure and network via e-mail/fax/phone (ABIGAILS-L; \Feminist Faxnet, FemAlert)

CONCLUSION

Over the past few years, California women have made positive advances in relation to the media: more women are editors and a few have broken into decision making levels. Some media organizations have audited themselves and taken steps to correct imbalances in gender coverage. Feedback from women on media treatment in news articles, features has become increasingly welcomed and heeded. Women are creating their own alternative publications, radio stations and Internet servers and networks. But this progress is still very minimal and not widely recognized. It is imperative that more women and organizations collectively step forward and speak out, become visible and thereby act as role models for girls. This plan is a road map for making substantive progress.

RESOURCES (Ongoing Partial List)

"Do Not Go Quietly Into That New Century" (Visions, San Diego, Dee Aker)

"Young Blood Revitalizing NOW" (Carol Morello)

"When The Bottom Line In The News Is The Bottom Line" (Molly Ivins)

"Career Women Aren't A Novelty" (Karen Schwartz)

"Marginalizing Women: Front Page News Coverage Of Females Decline In 1996" by M.Junior Bridge, Unabridged Communications, 703-671-5883; or copies from Freedom Forum Media Studies Center, 212-678-6600; and Women, Men and Media, 301-445-3231)

Women's Times: "Who Will Tell 'My' Story Mama?" (Dee Aker)

Media Position Paper from the Stanford Media Caucus

ARISE (post-Beijing issue Working In solidarity of Gender)

DreamWorld, a video critique of MTV's view of women

Contract With Women of the USA (Center for Women Policy Studies & Women's Environment and Development Organization)

"Empowering Women in the Media--A Call to Action" written by Shelly Cryer for International Women's Media Foundation, July 1996. Available from 1001 Connecticut Ave, NW, Suite 1201, Washington, DC 20036

Censored: The News that Didn't Make the News--and Why: the 1995 Project Censored Yearbook by Carl Jensen & Project Censored, 1995, Four Walls Eight Windows, New York; e-mail: project.censored@sonoma.edu

Toxic Sludge Is Good for You: Lies, Damn Lies & the Public Relations Industry by John

Addenda (Supporting Information)

Problems examined and analyzed

- exclusion of women from coverage as source/resource
- lack of education regarding women's issues in the media
- stereotypes--women as victims, sex objects, objects
- exclusion of women from media industry decision-making
- pornography
- lack of visibility of marginalized groups, invisibility the greatest obstacle
- Disabled women in the media unrepresented, misunderstood
- distortion of history
- trivialization of women's issues
- showing only “dirty laundry” and not women's achievements
- lookism/ageism "beauty quotient" --ideal women
- the need to portray more human values (caregiving by both genders)
- influence all these factors on girls and boys

Anecdotal Statements reflecting these problems:

- Differences in men's and women's orientation and focus cause women's issues and concerns to be trivialized and compartmentalized by male media membership.
- Competitive male agenda which makes women invisible has limited women's opportunities for recognition and interaction. The linkage between economic success and participation is part of this lack of accessibility to media focus that is experienced by women and people of color. There is increasing concern that news is mainly a corporate undertaking with corporate control of political debate and news reporting determining and limiting content.
- Using white, mainstream media definitions of power and wealth means that any community which does not define political, entrepreneurial and community leadership in the same way gets bypassed by routine reporting.
- *“News as defined by the people who write, edit, publish and broadcast it, is about the unusual, the aberrant--about triumphs and tragedies, underachievers and overachievers; it's about the extremes of life, not 'normal, everyday' life.”* David Shaw, Los Angeles Times, “Minorities and the Press”
- *“Part of the mold that needs to be broken is the illusion that journalism is a quasi-science. It isn't. Journalism is a subjective, value-driven exercise. There is neither one truth nor one way to frame reality...”* Dorothy Gilliam, Columnist for Washington Post. Viewers/watchers need to know that they are being presented a point of view rather than unbiased facts. Better critical viewing skills needed by women and girls.
- Disability rights activist Anne Finger summed up best the situation of empowerment of women with disabilities: *“The history of disabled women is made invisible by our being seen either as disabled or as women of accomplishment, but not as both.”* Finger's comment was made in the context of recognizing such notable disabled women as Frida Kahlo, Dorothea Lange and Harriet Tubman--women whose lives have not been told in the context of their disability, but rather whose accomplishments have been noted as if disability was not a factor in their lives at all.
- In entertainment TV, aside from deaf actor Marlee Matlin, there are virtually no other programs that portray disabled women as strong, empowered, in control of their lives and admirable role modes. On the contrary, we often see unsavory women characters who develop

- disabilities as a kind of punishment or retribution for their bad behavior (Melrose Place).
- *“Invisibility is our greatest obstacle, for if people do not see women with disabilities, they cannot be made aware that we are women of accomplishment with a right to full participation in all aspects of society.”* Betsy Bayha, Cal-WILD
- More women are involved in communications sector, but few have attained positions at decision making level or serve on governing boards and policy agencies that influence media policy.

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MEDIA COALITIONS/ RESOURCE ORGANIZATIONS (Partial List)

- California American Association of University Women, 909 12th Street, #114, Sacramento, CA 95814; 916-448-7795; FAX 916-448-1729
- Center for Media & Democracy (Publication PR Watch), 3318 Gregory Street, Madison, WI 53711; 608-233-3346
- The Center for Media Literacy (Publication CONNECT), 1962 South Shenandoah Street, Los Angeles, CA 90034; 310-559-2944; FAX 310-559-9396
- FAIR (Fairness & Accuracy in Reporting) (Publication EXTRA), 130 W. 25th Street, New York, NY 1001; 212-633-6700; FAX 212-727-7668; e-mail: info@fair.org and <http://www.fair.org/fair/>
- Feminist Internet lists/web sites: ABIGAILS-L, BEIJING95-L, IGC Womensnet, Women's Wire on CompuServe, AOL Women's Board, BMUG MacWomen, <http://www.wowwomen.com>
- GLAAD (Gay & Lesbian Alliance Against Defamation); Media Watch/SFBA, 1360 Mission St., Suite 200, San Francisco, CA 94103; 415-861-2244; FAX 415-861-4893; e-mail: glaad_sfba@aol.com
- International Women's Media Foundation (IWMF), 1001 Conn. Avenue, NW, Suite 1201, Washington, D.C. 20036; 202-496-1992; FAX 202-496-1977
- International Women's Tribune Centre, 777 United Nations Plaza, New York, NY 10017; 212-687-8633 and 212-661-2704; e-mail: iwtc@igc.apc.org <http://www.iwtc.org/http://www.womenink.org/>
- MAG (Media Advocacy Group), 1 Nizamuddin East, New Delhi 110013. India Phone (91 11)46325461; FAX 46111381; Internet: wfs@unv.ernet.in
- Media Watch, P.O. Box 618, Santa Cruz, CA 95061-0618
- National Alliance for Media Education, 655 13th Street, #210, Oakland, CA 94612; 510-451-2717
- National Lesbian & Gay Journalist Association, Unity Circle/Media Diversity Circle, Betsy Bayha, Northern California Chapter, 510-251-4355
- National Radio Project, Peggy Law, Exec. Dir, 830 Los Trancos Road, Portola Valley, CA 94028 (source for outstanding topical programming relating to women's issues locally and globally)
- Strategies for Media Literacy, 1095 Market Street, Suite 617, San Francisco, CA 94103
- Society of Professional Journalists (Grace Howard)
- Women's Environmental & Development Organization "News and Views" c/o WEDO, 355 Lexington Ave, 3rd Floor, New York, NY 10017-6603. 212-973-0325; FAX 212-973-0335; e-mail: wedo@igc.apc.org WWW: <http://www.wedo.org>
- Women In Communications, San Francisco Bay Area Chapter, 120 Village Square, Suite 143, Orinda, CA 94563; 510-253-1784; FAX 510-253-9259
- Women in Media- A Division of Global Vision T.V. & Radio Productions, Azarra Lanteri, 1017 S. Van Ness, San Francisco, CA 94110. 415-647-6374 (Offers programming featuring multi-cultural and global issues)
- Successful training sites/sources: Media Literacy Center, KPFA Radio, Hispanic press, IGC/womensnet; NOW local chapters, Commissions on the Status of Women, 19th Amendment Celebration, Latino Police Officers (Lou Nunez), Migrant Education South County

ENVIRONMENT TASK FORCE REPORT

*"All the people of a country have a direct interest in conservation...wildlife, water, forest, grasslands - all are part of man's essential environment; the conservation and effective use of one is impossible except as the others are also conserved.
...Rachel Carson, author, The Silent Spring*

CALIFORNIA VISION STATEMENT

California's women join the women of the world as stewards of the earth. We accept responsibility for pursuing the repair and healing of the earth. We will work to improve our environment and to increase public awareness of environmental issues and to demand responsible, timely disclosure of environmental dangers and hazards.

We will demand responsible actions from governments, corporations and civil society organizations. We will assume responsibility for creating change in our communities. We will educate the public - especially other women - that women are disproportionately impacted by adverse environmental effects. We will work to empower and encourage our sisters to become agents of change at all levels through education and training.

Women of California must recognize our serious responsibilities as primary consumers for our families - we have tremendous power in this regard. We will work together to create and implement alternatives to the globalization of the world's economies. Representing 10% of the population of the United States, the women of California have a special and unique role in challenging the materialism and consumerism of our lives, and in organizing for social change and progressive public policy. California's women can set things in motion for the entire nation.

As women, we recognize the integrity of all living things. We know that the life systems of our air, water and soil are all interconnected. We recognize that we have power in each choice we make to affect the quality, harmony, and beauty of ourselves and the ecological systems we are a part of. This ecological interconnection is both our vision and our commitment to action.

ISSUES OF CONCERN

- Failure to recognize that the earth's resources are limited
- Toxic expansion: radioactivity, nuclear, chemical industries
- Environmental racism: deliberate endangerment of women/people of color due to disproportionate toxic exposure from dumpsites, factories and on the job exposures.
- Loss of farm land/fertile soil
- Proliferation of petro-chemicals
- Synergistic effect of multiple exposures
- Smog and air pollution
- Impact of consumerism/materialism on our societies values and on the earth itself
- Interference of campaign funds from polluters in the political process - corporate donors manipulating the politicians away from citizen's/grassroots concerns
- Loss of sense of connection to the land and water. Women's and all peoples' actions becoming disconnected from their ecological consequences

- High rates of breast cancer, contaminated breast milk, reproductive abnormalities
- Population growth (and overpopulation), lack of awareness of the effects of human impact on environment
- Lack of media coverage on the environmental degradation of daily life
- Containerization/packaging at every level (failure to address source reduction)
- Lack of respect for ecologically sound business
- Lack of environmental-specific education for women entering policy making decisions
- Landfills and oil spills
- Lack of gender-specific research on the negative impacts on health of environmental hazards
- Deregulation of utilities that creates an easier market for fossil fuels and a tougher market for renewable energy sources
- Corporate deception: greenwashing and lack of acknowledgement of responsibility regarding health and environmental impacts of their production methods and products
- Dangerous effects of pesticides on women farm workers
- Trivialization of the effects of environmental degradation on women's health
- Lack of education and regional facilities for easy access to recycling
- Global climate change: • unstable weather patterns • floods, droughts and fires • more insects, fewer animals, fish and birds
- Economic inequity and imbalances
- Waste incineration
- Political ineptitude
- The danger of the "Car Culture" of California - Poor urban planning and design for less car use and more mass transit and pedestrian and bicycle zones
- Inadequacy of present economic accounting to include environmental costs
- Degradation of inner cities and the increase of violence in the cities and suburbs.
- The Military industry's contribution to toxicity in environment
- Lack of equal representation of women in environmental decision making
- Perception of environmental issues as elitist
- Media control by polluters
- Structural barriers to equality and equal access
- The Corporate diet we are given daily: corporations dictating a way of life to women and others through advertising and lack of consumer choice
- Biotechnology:
 - Control and manipulation of genetic materials
 - Corporations "selling" the concept of ownership of intellectual property by attempting the patenting of human, animal and plant genetic materials
- The Human Genome Diversity Project (attempting to patent the human genetic material of indigenous peoples without their full understanding and consent combined with the economic piracy of their traditional knowledge base).

1. Goals and Objectives for the Women and Girls of California

- 1.1 Uphold and apply the "Precautionary Principle" (if there is "good enough" reason to believe that something is toxic or detrimental, we stop using it while we study to determine its actual toxicity).
- 1.2 Work for source reduction and pollution prevention.
- 1.3 Achieve a balance between people and the ecosystems they belong to.
- 1.4 Empower women to voluntarily determine their family size through education and economic opportunities.
- 1.5 Provide access for all to food, soil, air and water free of toxic chemicals.
- 1.6 Foster unity in community and organizations working on environmental issues.
- 1.7 Pursue sustainable living to include safe and renewable energy and energy efficiency and a radical decrease of the collective consumption in the developed and industrialized nations.

- 1.8 Stop production of any material that cannot be safely disposed of.
- 1.9 Uphold health and safety laws.
- 1.10 Provide mass transit, human-powered transportation and cleaner cars.
- 1.11 Pursue total public awareness and action on the seriousness of the environmental crisis we face.
- 1.12 Endorse, uphold and implement the principles of environmental justice.
- 1.13 Promote women's equitable involvement in decision making and implementing at all levels.
- 1.14 Promote global recognition that all life is sacred and cannot or should not be commodified.
- 1.16 Recognize and support the sovereign rights of native peoples.
- 1.17 Explore ways of resolving the conflict and increasing understanding between those who feel consumption in the industrialized world is our greatest threat to survival and those who believe population growth is the greatest threat.

2. Action to be taken by Governments

- 2.1 Involve women in environmental decision making.
- 2.2 Integrate gender concerns.
- 2.3 Strengthen or establish mechanisms to support women's equality.
- 2.4 Facilitate women's access to information for participation in environmental decision making.
- 2.5 Encourage effective protection and knowledge of indigenous women and technologies.
- 2.6 Reduce risks to women from identified environmental hazards --implement the Precautionary Principle (from Agenda 21 of the Earth Summit) at all levels
- 2.7 Promote/ensure equitable participation of women in UN and other International Bodies.
- 2.8 Create access for women agriculture, fishers and pastoralists into policy making.
- 2.9 Ensure that clean water is available to all by the year 2000, involve women in watershed protection and restoration.
- 2.10 Support women's access to sustainable energy systems - solar, wind, and so on.
- 2.11 Promote women's unique role as consumers to reduce environmental-degradation.
- 2.12 Promote knowledge and sponsor research on women, especially rural and indigenous women in all aspects of forward research and development.

NOTE: There were no commitments from the US government to the PLATFORM OF ACTION FROM BEIJING on Environment (WOMEN AND THE ENVIRONMENT - CHAPTER K)

3. Actions to be taken by Industry and NGO's

- 3.1 Use German Green Dot mandatory recycling and composting program as a model in California to reduce landfill volume and spur source reduction at individual, corporate and government levels. Use economic incentives to enforce. Producers of packaging should not be allowed to distribute products in areas where they can't be recycled.
- 3.2 Follow model of Waste Away (Monterey Bay Area): waste audits for corporate recycling/waste reduction efforts.
- 3.3 Promote environmental labelling of products, describing effect on worker's health and impact on natural resources; Question UN and International bodies.
- 3.4 Provide access for women agriculture, fishers and pastoralists.
- 3.5 Ensure that clean water is available to all by year 2000
- 3.6 Support women's access to sustainable energy-solar, wind, and so on.
- 3.7 Promote women's unique role as consumers to reduce environmental-degradation
- 3.8 Promote knowledge and sponsor research on women, especially rural and indigenous women in all aspects of forward research and development.

This list and proposed actions represents the brainstorming of the task force meeting at the CAWA Assembly in June, 1996. It reflects the concerns of the women and organizations who were able to participate that day. It was not intended to be comprehensive, but a beginning for a better tomorrow.

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Recorder: Amethyst Uchida

RESOURCE ORGANIZATIONS (Partial List)

Ecology Action, Santa Cruz
Soroptomists International
Women's Matters
Beyond Beijing, Santa Cruz
Mexican American National Women's Organization
Planet Drum
Fossil Fuels Policy Action Institute
American Indian Disability Legislation Panel
Greenpeace
Sierra Club
Zero Tolerance Toxics Campaign
Women's Cancer Resource Center
Toxic Links Coalition
Women's Environmental Network
Plutonium Free Future Women's Network (Rainbow Serpent)
California League of Conservation Voters
Clean Water Action
Earth Action
Pesticide Watch
Pesticide Action Network
Nuclear Guardianship Project
BAN Waste
Breast Cancer Action
Communities for a Better Environment
Union of Concerned Scientists
Women's Action for New Directions
Women Legislators' Lobby
Indigenous Women's Network
Indigenous Environmental Network
United Farm Workers
Women's Environment and Development Organization
YWCA - Energy and Environment Program
International Women's Tribune Center
US Citizens Network
Nuclear Information and Resource Center
Americans for a Safe Future
Save Ward Valley

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THE GIRL CHILD TASK FORCE REPORT

(GIRLS AND YOUNG WOMEN OF CALIFORNIA)

"We are determined that our daughters and granddaughters will live as free human beings, secure in their personhood, and dedicated to making this nation and the world a humane place in which to live."
...Aileen Clarke Hernandez, NOW Conference, 1971

CALIFORNIA VISION STATEMENT

Following the United Nations 4th World Conference on Women Platform for Action, the CAWA Task Force on the Girl Child (Girls and Young Women of California) agrees that discrimination against women begins at the earliest stages of life, and must therefore be addressed from then onwards. The girl child of today is the woman of tomorrow. Her skills, ideas and energy are vital to the full attainment of goals of equality, sustainable development and peace. For girls to develop their full potential, they need to be nurtured in an environment where their needs are met, and their equal rights safeguarded.

PREFACE

The realization of the goals of the UN Fourth World Conference on Women (UN4WCW) of equality, sustainable development, and peace requires the full participation of everyone, including women. For this to happen, girl children as well as boy children must be valued by their families and by society. Not only must girls receive nutrition, health care, and education, they must be nurtured in safe and loving environments and given every opportunity to develop their full potential. Girls not only serve as mothers and first educators of the next generation, but as women they will make special contributions to their families, their communities, and to the creation of a just world order. (1)

HISTORICAL BACKGROUND

It was in the 1980's that UNICEF India recognized the deprivation of girls as a gender concern. The issue was seen as having global relevance, and "The Girl Child" was incorporated into the UNICEF presentation at the Nairobi Conference on Women and Development in 1985. The 1990 South Asian Association for Regional Cooperation (SAARC) Summit declared 1990 to be the Year of the Girl Child, and later the 1990's was declared the Decade of the Girl Child. Support for the issue has continued to acquire momentum.

WHY THE GIRL CHILD?

Our girls are the mothers of the future, yet, in spite of the fact the virtual images of their young bodies seem ubiquitous in popular culture, they are disenfranchised and their voices are inaudible. As in all countries, the Girl Child in California is particularly vulnerable to exploitation and abuse, shortchanged by the culture in educational institutions, in politics, policy, health care, the law, and the media. (2)

When Dr. Tamsen Stevenson began researching facts and figures for the CAWA Task Force on the Girl Child (Girls and Young Women of California), on the INTERNET she found 2000 sites of pornography and escort services for every site such as Girls, Inc., or Children Now that had information she was seeking on girls in California.

According to Theresa Loar of the President's Interagency Council on Women, a girl graduating from high school today can expect to work 25 years full time; and expect to make less than \$20,000 a year in today's wages. Our girls are not being prepared for this economic reality, nor are they being prepared for their roles as wives and mothers, nor for leadership roles in their communities.

At the CAWA Assembly at San Francisco State University on June 29, 1996, the participants in the Task Force on the Girl Child voiced their opposition to the name. It seemed demeaning to them. When the herstory of the concept was explained, including the fact that there is no term for "girl" in many languages -- which means a child is generically male and girls and/or girlhood doesn't count -- the Task Force agreed unanimously to retain the designation "Girl Child" as it is in the Platform, but to parenthetically add "Girls and Young Women of California."

THE UN 4th WORLD CONFERENCE ON WOMEN *PLATFORM FOR ACTION* CALLED UPON COUNTRIES TO:

- Eliminate all forms of discrimination against the girl child.
- Eliminate negative cultural attitudes and practices against girls.
- Promote and protect the rights of the girl child and increase awareness of her needs and potential.
- Eliminate discrimination against girls in education, skills development and training.
- Eliminate discrimination against girls in health and nutrition.
- Eliminate the economic exploitation of child labor and protect young girls at work.
- Eradicate violence against the girl child.
- Promote the girl child's awareness of and participation in social, economic, and political life.
- Strengthen the role of the family in improving the status of the girl child.

The Platform respects and ensures the rights of each child, irrespective of his or her parents' or legal guardians' race, color, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or status.

ACTION PLAN/SOLUTIONS

- Ratification and enforcement of CEDAW (The Convention on the Elimination of All Forms of Discrimination against Women) and/or its endorsement by local entities, as was done in Iowa City.
- Ratification and enforcement of the Convention on the Rights of the Child.
- Defeat of The California Civil Rights Initiative (CCRI).
- Disaggregation of demographic and epidemiological data by sex, age, and disability status. Enactment of the Children's Accountability Act, and mandatory Children's Impact Statement (CIS) for all state and federal legislation with an impact on children.

CRITICAL CONCERNS

1. POVERTY

Demographics reveal a total population for the State of California of 31 million in 1995; with 13% or 4.2 million girls. Breakdown by ethnic identity reveals: Non Hispanic White 48.3%;

Hispanic 34.1%; Black 8.4%; Asian and Other 9.2%. (Center for the Continuing Study of the California Economy.)

A record number of California children (2.7 million) are living in poverty. The percentage of children living in poverty (less than \$15,150 pa for a family of four) is the highest recorded since the state began tracking this measure in 1976. The number of children living at or below the poverty level is expected to increase dramatically as welfare reform is implemented.

- More than one in four (28.6%) of California children live in poverty.
- In 1992, over 70,000 babies were born to teenage girls in California.
- Teen parenthood increases the likelihood that both the mother and child will struggle with long-term poverty.
- Effective child support enforcement can end poverty for many children. Yet, in California, only 37% of the more than 480,000 cases due payment in September 1994 actually received even partial payment.

Strategic Objectives and Actions:

- 1.1 Create programs for teenage mothers to promote their economic security.
- 1.2 Educate everyone for economic self sufficiency.
- 1.3 Encourage male participation and accountability in the family.

2. EDUCATION

California's investment in public education remains well below the national average and satisfactory achievement levels are not being met.

- California has the most crowded classrooms in the nation and spends about \$1,000 less per student than the national average.
- California, home to Silicon Valley, has fewer computers in its classrooms than schools in any other state.
- California ranks below the U.S. average in national achievement tests.
- Girls are disproportionately at a disadvantage in the system

Strategic Objectives and Actions:

- 2.1 Improve education in California generally.
- 2.2 Eliminate discrimination against girls in education, skills development and training.
- 2.3 Recognize the value of non-traditional forms of education and knowledge.
- 2.4 Educate for parenting, specifically educate girls as agents of transformation through the role of motherhood.
- 2.5 Educate for self-esteem.
- 2.6 Provide forums for mentorship for the recycling of knowledge through the generations.
- 2.7 Promote gender-friendly educational environments.
- 2.8 Enforce Title IX.
- 2.9 Promote curricula that reflect the CAWA platform.
- 2.10 Increase the number of girls preparing for higher education.
- 2.11 Educate for leadership.
- 2.12 Reform must be inclusive of all people, including boys.

3. HEALTH

The World Health Organization (WHO) defines health as : "A state of complete physical, mental and social well-being and not merely the absence of disease or infirmity." The CAWA Task force on Health amended this definition to include spiritual well-being. Health is assessed by indices such as life expectancy and infant mortality, and by standards of quality, affordability, and accessibility of care. The U.S. is the only industrialized country in the world that does not have a program of universal primary health care for its citizens. This is a cause of immediate concern for our children, and through them for generations hence.

- California ranks 7th among the states in infant mortality, and reduced the rate of infant deaths by 14% from 1990 to 1993.
- Nearly 2 million children in California lack health insurance. Children without insurance are less likely to receive adequate health care and are at higher risk of medical complications due to lack of treatment.
- More than 8 in 10 uninsured are working people and their families.

Strategic Objectives and Actions:

- 3.1 Assure quality, affordable, and accessible health care services for all girls and young women of California.
- 3.2 Eliminate discrimination against girls and women in health care, including nutrition, medical research, and mental health.
- 3.3 Recognize and address the epidemic of Sexually Transmitted Diseases's, including HIV in young women.

4. VIOLENCE

Reports of child abuse and neglect continue to rise as do foster care placements:

- The number of California children reported abused and neglected has doubled since 1985, reaching over 660,000 in 1993.
- The rise in reports of child abuse and neglect has led to increasing numbers of children in foster care. Between 1992 and 1995 foster care placements rose over 14%; In 1995, 94,000 children in California were in foster care.
- Comprehensive research by the National Institute of Justice found that childhood abuse increased the odds of future delinquency and adult criminality by 40%.

Increasing numbers of children are victims of homicide.

- In 1993, 857 children and youth, the equivalent of more than 25 classrooms, were victims of homicide. The rate of homicides perpetrated against children in California is 59% higher than in the rest of the nation.
- Over 75% of young homicide victims are killed with firearms. The number of California children murdered every year by firearms more than doubled between 1988 and 1993.

Strategic Objectives and Actions:

- 4.1 Eradicate violence against the girl child.
- 4.2 Provide safety for children at risk, with special attention to the needs of girls with disabilities.
- 4.3 Educate for non-violent conflict resolution.
- 4.4 Empower girls and young women to assure their safety.
- 4.5 Recognize and address the relationship between systemic violence in the world, and violence against girls and young women in our communities and homes.

5. INSTITUTIONAL MECHANISMS

Strategic Objectives and Actions:

- 5.1 Promote the girl child's awareness of and participation in social, economic, and political life.
- 5.2 Ratify and implement the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
- 5.3 Ratify and implement the Convention on the Rights of the Child.
- 5.4 Protect and enforce Title IX.

6. HUMAN RIGHTS

Strategic Objectives and Actions:

- 6.1 Eliminate all forms of discrimination against the girl child.
- 6.2 Promote and protect the rights of the girl child and increase awareness of her needs and potential.

7. THE MEDIA

Strategic Objectives and Actions:

- 7.1 Eliminate negative cultural attitudes and practices against girls.
- 7.2 Empower girls in technology.
- 7.3 Promote the open communication between youth through technology.
- 7.4 Support girls to pursue careers in communications technologies and the arts.

Endnotes

1. *The Greatness Which Might Be Theirs: Reflections on the Agenda and Platform for Action for the United Nations Fourth World Conference on Women: Equality, Development and Peace.* Baha'i International Community Office for the Advancement of Women; 1995; pp. 77-8
2. (c.f. *Shortchanging Girls, Shortchanging America* ; Greenberg-Lake Analysis Group; AAUW; 1991.)

Conveners: Charleen Maghzi (CMaghzi@aol.com) and
Tamsen Stevenson (drtam@aol.com)

Facilitators: Pasha Bueno Hansen and Anna Maria Guevara

Recorder: Martine Helwig

RESOURCE ORGANIZATIONS (Partial List)

Among the many exemplary organizations and projects identified by members of the Task Force on the Girl Child (Girls and Young Women) at the California Women's Agenda (CAWA) Assembly in June in San Francisco are the following:

AAUW

1111 16th Street, N.W.
Washington, DC 20036-4873
1-800-326-AAUW
<http://www.aauw.org>

The American Association of University Women (AAUW) is an NGO with more than 1600 branches nationwide, that lobbies and advocates for education and equity. The AAUW Educational Foundation funds research on girls and

education, supports community action projects, such as Choices, a program addressing self esteem issues for adolescent girls. AAUW also offers grants and fellowships.

Baha'i Communities in California

Baha'i Faith - San Francisco Center
170 Valencia
San Francisco, CA
(415) 431-9990

Bosch Baha'i School
500 Comstock Lane
Santa Cruz, CA 95060
(408) 423-3387

Baha'i Youth Workshops use spiritually oriented discussions and dramatizations of principles of the equality of men and women, and the oneness of humankind and the elimination of extremes of wealth and poverty, and share these in public performances.

Children Now
925 J Street, Suite 1400
Sacramento, CA 95814
1-800-CHILD-44
children@dnai.com
also
727 Third Street, S.W.
Washington D.C. 20024

Children Now offers and supports a wide range of research and advocacy projects, as well as programs addressing children and health, education, welfare, violence, and public policy. Their proposal for a Children's Accountability Act and Children's Impact Statement was unanimously endorsed by the CAWA Task Force on the Girl Child.

Children's Advocacy Forum
2635 Stanford Street
Union City, CA 94587-4329
(510) 489-6952 (T&F)
lschwabe@ifolane.com

CAF is a grassroots organization affiliated with the Unitarian Universalist Congregation. CAF is concerned with community education, public policy, and advocacy on behalf of children, and is a member of the Promise the Children Network.

Feminist Majority Foundation
8105 W. 3rd Street, Suite 1
Los Angeles, CA 90048
(213) 651-0495 (T)
(213) 653-2689 (F)
femmaj@feminist.org
<http://www.feminist.org>

The Feminist Majority Foundation sponsored Freedom Summer '96, where students organized, conducted voter registration drives, and participated in voter education projects about the California Civil Rights Initiative (CCRI).

Girls Incorporated
National Resource Center
441 West Michigan Street
Indianapolis, IN 46202
(317) 634-7546

Girls Incorporated
National Headquarters
30 Ears 33rd Street
NYC, NY 10016
(212) 689-3700

Girls Incorporated offers an organized program of supervised activity in various educational and recreational fields. Programs promote and foster girls' health, as well as their social, cultural, vocational and character development. Activities help build girls' capacity for responsible, confident adulthood, economic independence and personal fulfillment, while also aiming to help girls overcome the effects of discrimination.

Girls Incorporated of Alameda County (Pat Loomis, Director)
13666 East 14 Street
San Leandro, CA 94578
(510) 357-5515

Girls Incorporated of Alameda County sponsors and supports a wide range of projects for girls and young women in many areas of the country. In the Bay Area, Girls Incorporated of Alameda County director, Pat Loomis explains, "Girls Inc. is the only organization in the area meeting the specific needs of girls and young women here. More than 5000 youth and their families are served."

Among the services are:

- Counseling for child victims of sexual abuse/child abuse
- Special accredited high school with on-site day care for pregnant/parenting teens
- Science, Math, And Relevant Technology exploration program (SMART)
- The EUREKA Teen Achievement Program in conjunction with Mills College, offering 55 financially disadvantaged girls a chance to participate and excel in math, science and sports, with follow-up.
- Health awareness programs
- Teen leadership development projects, such as Meet the FUTURE (Females Unifying Teens Undertaking Responsible Education) and including programs directed at empowering minority youth, e.g. Latinas y Que.

Hermanas Intimas
Sponsored by the Riverside County Drug Abuse Program
Riverside, CA (909) 275-2100; and Indio, CA (619) 347-0754
Hilary Bendon, coordinator (619) 347-0754/ 770-7897 ; Hilary 724@aol.com

Hermanas Intimas provides adult mentors for pregnant teens in an effort to:

- increase the number of teens delivering healthy infants
- decrease the incidence of future (second and third) unintended pregnancies
- help the teen develop her own potential

Ms. Foundation
120 Wall Street, 33rd floor
NYC, NY 10005
(212) 742-2300 (T)
(212) 742-1653 (F)
msfdn@interport.net

Founded in 1972, the Ms. Foundation for Women is the country's only national, public, multi-use women's fund, and directs resources to support women and girls in their efforts to govern their own lives and influence the world around them. The Ms Foundation sponsors *Take Your Daughter to Work Day* (1-800-676-7780).

New Moon Publishing
P.O. Box 3587
Duluth, MN 55803-3587
(218) 728-0314
<http://newmoon.duluth.mn.us/~newmoon>

New Moon publishes a magazine for and about girls, and a guide for parents and others.

San Diego Youth and Community Service and Playwrights' Project
Debra Dorn/ Susan Bower (619) 221-2600
Playwrights' Project Director: Deborah Salzer

"Home is Where the Art Is " teaches play writing to children and youth.

Simba, Inc.
Alyce Ford-Gilbert, Director
P.O.Box 27548
Oakland, CA 94602
(510) 839-4303 (T)
(510) 839-6567 (F)

Simba is a not-for-profit organization created to break destructive multigenerational issues destroying generations of African-American children. Under the Life Choices Workshops and Seminars, Simba offers programs for personal growth and development to African and non-African Americans alike.

Soroptimist International
Del Laine, Programme Liaison
P.O.Box 18628
South Lake Tahoe, CA 96151
(916) 544-6249

Soroptimist International is an NGO committed to ensuring the elimination of all forms of discrimination against women through implementation of the PFA, including enabling the girl child to reach her full potential.

Women of Color Resource Center
Linda Burnham, Director
2288 Fulton, Suite #103
Berkeley, CA 94707
(510) 524-4239
chisme@igc.apc.org

IN APPRECIATION.....

CAWA, the CALifornia Women's Agenda, is a project organized by **VOLUNTEERS** deeply committed to **BUILDING** a California-focused agenda to implement the Beijing *Platform for Action*. Many have given generously of their talent and time to make this document possible - their names appear in other sections of this Program. In addition, some have provided critical financial resources and in-kind services and we wish to thank them for their support in bringing the women and girls of California together to create this statewide Agenda. Their support is not an endorsement of the contents of the *CAWA Platform for Action*, but rather a belief in the process.

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Global Fund for Women	International Services Assistance Fund
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CAWA would not have been possible without the commitment, hard work, encouragement, friendship, and energy of the many volunteers who have worked to make it a success.

Thank you - one and all!

(On-going through CAWA publication in *Italics*)

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We welcome volunteers and interns as we take the CAWA Plan of Action forward!

THE CALIFORNIA WOMEN'S AGENDA

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(Partial List at time of printing)

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email: MFowlerWIN@aol.com

"Cautious, careful people always casting about to preserve their reputation or social standards never can bring about a reform. Those who are really in earnest must be willing to be anything or nothing in the world's estimation and publicly and privately, in season and out, avow their sympathies with despised ideas and their advocates, and bear the consequences."

...Susan B. Anthony

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Media: Dee Aker and Helen Tao, Convenors • Betsy Bayha • Marisa Beck • Mickie Calkins • Alison Campbell • Elida Chavez • Antonietta Carmody • Kathleen Cha • Caycee Cullen • Ruth Davidow • Sanam Erfani • Doris Ernschaw • Robin Erbacher • Doris Freeman • Jennifer Gagliardi • Sylvia Gibson • Debbie Grenn-Scott • Babette Illing • Azarra Lanteri • Shalah Maghzi • Sheila Moriarty • Ashley Phillips • Lydia C. Pomposo • Cora Rose • Maria Saltrese • Karen Sarlo • Penny Schoner • Ann Turner • Joy Wiczorek • Helen Young

Environment: Claire Greensfelder, Convenor • Angela Beck • Juliette Beck • Laura Casperson • Carol A. Churchill, Esq. • Keresha J. Durham • Karen Flaherty • Jean Gobi • Barbara George • Judy Kavalaske • Nancy Kubik • Jane McCarty • Karryn Olson-Ramanujan • Erin Ramsden • Amethyst Uchida •

Girl Child: Charleen Maghzi and Tamsen Stevenson, Convenors • Murie Barrett Warthan • Hilary Bendon • Neva Bright • Jennifer Luna Bregante • Linda Burnham • Jennifer Chin • Kathleen Croghan • Libba Cooperman • Blanca Estrada • Tim Flinders • Ana Maria Guevara • Gail E. Garland • Benima F. Gould • Maxine Hall • Martine Helwig • Stephanie Hiller • Claudia T. Jones • Jerre Kaufman • Jessica Kubik • Carolyn Laub • Roberta Madison • Sidney Murray • Lisa Pamphilon • Dianne Patterson • Claire Phillips • Pippa Pizor • Olivia Puentes-Reynolds • Sirirat Pusurinkham • Robin Standish • Kathleen Richards • Megan Ryan • Carrie Saetermoe • Beth Smith • Valerie Stewart • Flora Sullivan • Innan Talavera • Melissa Thomas • Marie Wolbach

Participants not listed with a Task Force or Committee: Murie Barrett Warthan • Gabriella Bueno • Pascha Bueno Hansen • Sandra D. Daniels • Kristina Seher • Sarah Harper-Lansburgh • Lorraine M. Pavlovich • Mary J. Pramik • Danika Pramik • Madeline Pramik • Marilyn Nyborg • Maya Olds • Skya Olds • Shirley Powers • Lois Salo • Rosemary Straley • Pamela Thomas • Emily Tynes • Mary Beth Welch-Orozco • Laura X