

VENTURA COUNTY COMMISSION FOR WOMEN

3161 Loma Vista Road  
Ventura, California

MINUTES OF MARCH 17, 1984

The meeting was held at California Federal Savings & Loan, 739 W. Channel Islands Blvd., Port Hueneme, and was called to order at 9:20 a.m. by Co-chair Jo Anne Moore.

COMMISSIONERS PRESENT:

Mary Baird  
Alicia Ramirez-Brewer  
Ginny Connell  
Tila Estrada  
Louise Grethel  
Brook Hubbell  
Jo Anne Moore  
Erin Sheffield

COMMISSIONERS EXCUSED:

Lauren Anderson  
Raymond Clayton  
Dot Engel  
Mary Jane Johns  
Sandy Ryder  
Lupe Gonsalves

COMMISSIONERS ABSENT:

Ida Richardson

- I. Roll was called with the results shown above. Guests were welcomed. Guests were: Lee Anderson, Mary Bach, Pat Mason, Dawn Hodson, Bonnie Warrington.
- II. Review of Minutes of February 25, 1984. Erin Sheffield asked that information regarding excused/unexcused absences be added to the minutes of Feb. 25 and also be reflected in today's minutes.

At the meeting on Feb. 25, 1984, Commissioners present were:

Mary Baird  
Alicia Ramirez-Brewer  
Ginny Connell  
Dot Engel  
Louise Grethel  
Brook Hubbell  
Mary Jane Johns  
Sandra Smith Ryder  
Erin Sheffield

Commissioners excused on Feb. 25, 1984 were:

Lauren Anderson  
Raymond Clayton  
Tila Estrada  
Lupe Gonsalves  
Jo Anne Moore

Commissioners absent were:

Ida Richardson

### III. Executive Secretary's Report

#### A. Incoming Correspondence

- . a letter from Nancy Cole, Coordinator of Adult Services, for Library Services Agency, to Ginny Connell regarding their plans for NWHW
- . from Jo Ellen Heil regarding her experiences as a Community Resource Woman for NWHW
- . from NACW to the Commission regarding the annual convention in Washington, D.C., June 12-16.
- . from Los Angeles County Commission for Women inviting participation at a meeting on March 31st to discuss composition of NACW Board.
- . from Virginia Aquirre, City of San Buenaventura Personnel Dept. regarding her presentation at the meeting in January.

#### B. Outgoing Correspondence

- . a letter to Renee Magid, Beaver College, Glenside, Pennsylvania, requesting a copy of her report: "Child Care Initiatives for Working Parents: Why Employers Get Involved."
- . letters of thanks to those who have sent \$25 contributions to sponsor the newsletter:
  - Supervisor Maggie Erickson
  - Dr. Priscilla Partridge-Rankin
  - National Council of Jewish Women, Camarillo
  - Soroptimist International of the Conejo
- . a letter to Marin County Commission on the Status of Women requesting information on their recent needs assessment project.

### IV. Financial Report

Ginny Connell reported that 69% of the fiscal year has elapsed with 54% of the budget expended.

The budget for FY84-85 has been submitted. The Increment I request is \$10,700. \$500 is expected in contributions to the Commission leaving a net cost of \$10,200. The Increment II request will include a request to change the classification of the staff position from extra help to permanent part-time.

Commissioners are requested to document all out-of-pocket expenses such as mileage, phone bills, etc., for a report on in-kind support the Commission receives.

### V. Committee Reports

#### A. Child Care Committee

Brook Hubbell reported that she, Dot Engel and Carol Keochekian had attended the Grand Opening Celebration for the new on-site day care center at Great Pacific Iron Works in Ventura. GPIW, makers of backpacking and

hiking equipment, is the first manufacturing firm in Ventura County to open an on-site child care center for employees' children.

The owners of GPIW attribute much of their successful preparations for the child care center to having attended the Employers' Symposium on Child Care sponsored by the Commission for Women. The child care center is licensed for a maximum of 44 children. In addition, an infant room is provided for parents who work in the same building as the child care center. There is a full-day pre-school program. An afterschool program serves children in the elementary grades. A company van picks up the children at their neighborhood schools and brings them to the center. Open from 7:30 a.m. - 5:30 p.m., the center will provide quality child care under the direction of Delight Smith.

Dr. Kathleen Ralph served as expert consultant in the planning and licensing process for the center.

#### B. Communications

Ginny Connell reported that the newsletter was at the printer and would be received back from them and mailed in a few days. She asked that commissioners please submit information for the next issue to her.

#### C. National Women's History Week Task Force

Several proclamations for National Women's History Week were on display.

Proclamations have been received from state Senator Gary Hart, Assemblypersons Jack O'Connell and Tom McClintock, the Ventura County Board of Supervisors, Community College District Board of Trustees and from the following cities:

Camarillo, Moorpark, Oxnard, Thousand Oaks and Ventura.

The Library Services Agency compiled a bibliography of recent books on women for distribution at community libraries. The monthly book review program at the Wright Library in Ventura featured reviews of two books about women who chose unconventional lifestyles. Two libraries planned to show the film, How We Got The Vote. Nancy Cole, Coordinator of Adult Services, informed Ginny Connell that How We Got The Vote has been heavily booked from February through April. Branch libraries were encouraged to have book bin displays of women's books during NWHW.

Press coverage of presentations by several resource women was shown and letters from women who had participated as resource women were shared.

D. Domestic Violence Services

Louise Grethel reported that she and Mary Jane Johns would be working with Nancy Steinhelper, PSSA Program Services Manager and would be meeting with her soon.

E. Needs Assessment Steering Committee

Alicia Ramirez-Brewer reported that at a meeting on March 1st. the committee developed an announcement requesting a technical assistant. That announcement will be included with these minutes.

The next meeting of the steering committee will take place on April 5th at 7:30 p.m. at the office of the Commission on Human Concerns, 255 S. Laurel in Ventura. There will be a presentation by Joanne Cohn, Dept. of Education Consultant, on needs assessment tools and on the process of change in individuals and communities.

F. Friends of the Commission

Erin Sheffield reported that she is receiving reservations for the luncheon which will take place on Tuesday, April 10th, at noon, Mercury Savings & Loan, 2797 Agoura Road, Westlake Village.

Guest speaker for the luncheon will be Margarita Corral, counselor at Oxnard College. Her topic will be "Women as Friends."

Lee Anderson reported that Ray Clayton is proceeding with the work on incorporation of the Friends.

The Directors of the Friends of the Commission will be: Lee Anderson, President; Bonnie Warrington, Vice-President; Judy Capko, Public Relations/Publicity; Carol Haverty, Treasurer; Carol Keochekian, Secretary.

Lee Anderson requested some information from the Commission regarding expectations for the Awards Banquet so that the Friends could begin evaluating their role. She asked also that the Commission provide the Friends every six months or so with information on suggested projects.

#### G. Legislative Analysis

.Ginny Connell reported that she had received a memo from the state Commission on the Status of Women regarding a proposal to cut the funding for that Commission which would eliminate the funding for 1½ positions for work on the Comparable Worth Project, a project which was mandated by the legislature.

Tila Estrada moved, Alicia Ramirez-Brewer seconded and the motion passed to send a letter to the appropriate persons in the legislature supporting full funding for the Commission on the Status of Women, with copies to our own legislators.

The Chief Administrative Officer and Personnel Director of Ventura County have recommended to the Board of Supervisors that, based on the guidelines issued by the Equal Employment Opportunity Commission and the California Fair Employment and Housing Commission, the following policy regarding sexual harassment should be adopted by the Board:

1. It is illegal and against the policies of the County of Ventura for any employee to sexually harass another, male or female. Prevention is the best approach to eliminate sexual harassment. Department managers and supervisors will take all reasonable steps necessary to prevent such harassment from occurring and develop methods to sensitize employees on this issue.
2. Department managers and supervisors, male or female, shall not use their authority to solicit sexual favors.
3. Any employee who believes he or she has been the subject of sexual harassment should report the alleged act immediately. Any supervisor, agent, or employee who has been found by the County, after appropriate investigation, to have violated this policy will be subject to appropriate disciplinary action up to and including dismissal.

. The CAO also recommended the following policy to the Board of Supervisors: The County of Ventura does not discriminate on the basis of handicapped status. All handicapped individuals will be afforded equal access to all of the County's employment services, activities, etc., regardless of functional limitations. Adherence to this policy and its standards are conditions of employment for all employees and shall be fully implemented. Any employee who violates this policy is subject to disciplinary action including reprimand, suspension and/or dismissal.

(Legislative, cont'd)

.Ginny discussed several bills regarding sexual harassment. Senate Bill 2012 would expand the definition of "employer" to those employing one or more (rather than the current five or more) employees and would classify what sexual harassment is and would make changes in the state Civil Service Act to allow the State Personnel Board to take disciplinary action against an employee who engages in discrimination, harassment or retaliation.

SB1922 would add an explicit statement to the Sex Equity in Education Act which specifies that harassment and other discrimination on the basis of sex is prohibited in state educational institutions.

AB3883 would require that an individual be deemed to have left his or her employment with good cause if he or she left for reasons of "sexual harassment." This would amend the Unemployment Insurance Code.

AB3484 re: discrimination in State employment would require the State Personnel Board to apply the provisions of the California Fair Employment and Housing Act in all administrative proceedings.

. AB3485 would authorize the Fair Employment and Housing Commission, if it finds that a respondent has engaged in discrimination in employment, to order the respondent to pay the costs of the department for investigation, conciliation endeavors, and presenting the case before the commission.

Louise Grethel moved, Mary Baird seconded and the motion passed to support the above mentioned legislation by writing a letter of support to the bills' authors, legislators on the appropriate committees, our own legislators, the Board of Supervisors and to Mary Lebrato, Manager of the Sexual Harassment in Employment (S.H.E.) Project.

.AB 1527, authored by Art Agnos, attempts to set minimum standards for courts to use in setting minimum child support payments. Erin Sheffield moved, Louise Grethel seconded and the motion passed to send a letter of support for AB1527 to its author, to Ventura County legislators and Board of Supervisors.

Several bills are part of a group of bills known as the "Latchkey Project" which deal with child care:

SB1718 - Sen. Gary Hart, author; would establish a program within the Office of Child Development to deal with the after-school child care needs of school-age children ages 5-13.

(Legislative, cont'd)

SB1717 (Roberti) would appropriate the funding for the above bill.

SB1620 (Torres) would require the state Dept. of Social Services to promulgate regulations specifically for school-age care.

SB1754 (Torres) would establish a child care licensing division within the Dept. of Social Services.

SB 1674 (Rosenthal) would appropriate funding to support general child care programs administered by the Office of Child Development.

SB 2006 (Watson) would support cooperative efforts to provide child care for staff of state agencies with 300 or more employees.

Brook Hubbell moved, Mary Baird seconded and the motion passed to send letters of support to the authors of the above bills with copies to Ventura County legislators and the Board of Supervisors.

#### VI. Unfinished Business

The discussion on community presentations was postponed until the April 28th meeting.

#### VII. New Business

- A. Dues for membership for 1983-84 in the National Association of Commissions for Women need to be paid. Staff was directed to see that the proper forms were submitted to the appropriate person.

Ginny Connell moved, Mary Baird seconded that the Commission for Women draft a resolution to be submitted to NACW for approval at the national convention supporting the concept of employer assisted child care. Passed.

- B. Ginny Connell moved, Louise Grethel seconded and the motion passed to send a letter of support and congratulations to Ventura County Rape Crisis Center in recognition of their 10 year anniversary. Executive Secretary Lauren Anderson will write the letter. Ginny Connell will represent the Commission for Women at their 10 year anniversary dinner at the Golden Dolphin Restaurant on March 29th.

- C. The Commission on Human Concerns has applied to the state Office of Economic Opportunity for permission to reprogram block grant funds remaining from 1983 to be used for increased staffing and program development and has asked to Commission for Women to support that application. Mary Baird moved, Ginny Connell seconded and the motion passed to send a letter of support to OEO.

VIII. The meeting was adjourned at 11:55 a.m. The next meeting will be on Saturday, April 28th, at Simi Valley City Hall, 3200 Cochran, Simi Valley, at 9:00 a.m. The meeting is open to all interested persons.

IX. Announcements

The Women's Vote Project will have an organizing meeting on Monday, March 26th at 7:30 p.m. This will be at the regularly scheduled meeting of the Ventura County Women's Equity Coalition. Santa Barbara Savings & Loan, Arneill Rd. & Pickwick Drive, Camarillo. The meeting will include press coverage as a publicity kick-off for the Women's Vote Project Voter Registration Drive in Ventura County.

Co-chair Jo Anne Moore announced that she had spoken on behalf of the Commission for Women at a meeting of the Ventura County Affirmative Action Committee and before the state Commission on Fair Employment and Housing regarding the need for affordable housing in Ventura County.

Submitted by Martha Baskerville

*Martha Baskerville*