



VENTURA COUNTY COMMISSION FOR WOMEN

ANNUAL REPORT

1988-1989

Presented By

Karen Flock
Co-Chair

Lauren Anderson
Co-Chair

September 1989

VENTURA COUNTY COMMISSION FOR WOMEN

DISTRICT 1 - SUSAN LACEY, SUPERVISOR
Lauren Anderson, Ventura
Karen Flock, Ventura
Katie Reeder, Ventura

DISTRICT 2 - MADGE SCHAEFER, SUPERVISOR
Diane Doria, Newbury Park
Anita Garaway, Thousand Oaks
Susan Witting, Thousand Oaks

DISTRICT 3 - MAGGIE ERICKSON, SUPERVISOR
Laura Espinosa, Santa Paula
Naomi Kohl, Camarillo
Kathy Long, Camarillo

DISTRICT 4 - JIM DOUGHERTY, SUPERVISOR
Teresa Cortes, Moorpark
Teresa Godinez, Moorpark
Dorothy J. Engel, Thousand Oaks

DISTRICT 5 - JOHN FLYNN, SUPERVISOR
Jean Harris, Oxnard
Helen Lopez, Oxnard *
Eliza Thomas, Oxnard

* 1989-1990 Appointed

VENTURA COUNTY COMMISSION FOR WOMEN

Other members of the Commission who have served during the past year are:

DISTRICT 1

Teresa Simonson, Oak View

DISTRICT 2

Miriam Albert, Thousand Oaks
Zora Kirby, Thousand Oaks

DISTRICT 3

Lillian Goldman, Camarillo
Sandra Smith Ryder, Camarillo

DISTRICT 4

Brook A. Hubbell, Ed.D., Simi Valley
Shirley Jewett, Simi Valley
Bonnie Warrington, Simi Valley

DISTRICT 5

Tila Estrada, Oxnard

INTRODUCTION

The Commission for Women began the 1988-89 year reflecting on the accomplishments of the Commission since its inception in 1981. With more than half of the fifteen members being new, the time was right to step back and re-examine the scope of the needs still to be met.

With seven years of accomplishments behind us, and so many new voices to be heard on the 15-member Commission, the Commission for Women conducted goal setting meetings to create a team of Commissioners who would be an asset for the women of Ventura County.

Priorities for women in this county were examined and evaluated. The decision was made to focus on two areas of major concern to the women of Ventura County, which were identified as Child Care and Women Helping Women.

Since its inception, the Commission for Women has worked diligently to make inroads into the area of child care - a critical need for the families in this county. This year the Commission reemphasized its work in child care and concentrated on the formation of local child care councils.

Education has also continued to be an important activity of the Commission for Women. Women Helping Women was our vision of our role in the education process. To be effective in this role, the Commission decided to sponsor four annual forums on different topics, starting with the second Annual Family Law Forum. We also sponsored the Third Annual Women's History Luncheon and The Annual Salute to Women Awards Banquet. In addition, the Commission reached out to the community through other activities: exploring the needs of farm worker women through the Women in Agriculture Committee; advocating for affordable housing through Networking for Housing in Ventura County; helping to meet the needs of single parents through sponsorship of the Single Parent and Displaced Homemaker Resource Faire and Job Bank; educating women about their rights as workers at a forum about issues facing women in the work place; monitoring the two shelters in Ventura County to insure the quality of services for victims of domestic violence is maintained; and initiating a new demonstration program designed to reduce child abuse-"Cool It Tips".

Our new projects reflect the value the commission places on community outreach.

VENTURA COUNTY COMMISSION FOR WOMEN

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IN-KIND CONTRIBUTIONS

<u>NAME</u>	<u>HOURS</u>	<u>EXPENSES</u>	<u>MILEAGE</u>	<u>MILEAGE COSTS</u>
Lauren Anderson	72	\$ 178.00	576	\$ 178.56
Diane Doria	20	30.00	153	47.43
Dot Engel	250	122.00	1200	372.00
Laura Espinosa	16	29.48	78	24.18
Karen Flock	105	30.00	459	142.29
Jean Harris	20	00	200	62.00
Naomi Kohl	39	68.46	326	101.06
Kathy Long	20	00	25	7.75
Susan Witting	193	40.00	865	268.15

STAFF:

Bonnie Warrington	72	00	375	116.25
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FORMER COMMISSIONER:

Bonnie Warrington	147	00	650	201.50
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FORMER STAFF:

Martha Baskerville	250	175.00	575	178.25
	<hr/>	<hr/>	<hr/>	<hr/>
	1,204	\$672.94	5,482	\$1,699.94

Total In-Kind Contributions:

Time Valued at \$10/hour \$12,040.00

Mileage cost at \$.31/mile \$ 1,699.42

 \$13,739.42

CHILD CARE TASK

This year has been positive for advocates of child care in Ventura County. After years of study and effort towards a consensus, plus state and national political attention to the growing child care needs of working parents, the Commission has been able to focus on solutions. We have continued to work on advocacy by adopting child care as a priority for 1988-89.

A Child Care committee composed of Commissioners Engel (chair), Long, Kohl, Garaway, Espinosa with staff Bonnie Warrington, have participated in several ways to further our adopted goal of expanding child care resources and encouraging networking, and we have been successful. During this year, Commission representatives have served on panels, task forces and ad hoc committees, attended seminars and conferences and worked with other organizations in promoting our goal.

Here is a brief breakdown of our work for 1988-89:

July: Commissioners attended meeting of the Association of Hospital Volunteer Coordinators at Pleasant Valley Hospital. Sandra Burud was the speaker.

August: Commissioners Dot Engel and Katie Reeder served on the County Child Care Task Force and toured Los Angeles County Child Care facility.

September: Commissioners attended the Moorpark College Conference on Women's Issues in the Work Place, at Westlake Plaza Hyatt.

November: Commissioner Dot Engel and staff member Bonnie Warrington, served on a steering committee to plan the Southern California Conference on Child Care, sponsored by the State Commission on the Status of Women, in Long Beach.

Commissioners Engel, Long, Kohl and Espinosa attended meetings of child care councils in the cities of Santa Paula, Ventura, and Oxnard.

December: Commissioner Engel served on the City of Ventura Ad Hoc Committee to review research and prepare a report for the city council on child care for the city. This committee served through the month of February.

January: The Commission sent a letter of support to the Board of Supervisors for the County Task Force report and urged attendance of supporters at their meeting.

February: Commissioner Engel served on the Administrative Hearing Board for the City of Ventura Ad Hoc Committee report. The City Council shortly after that approved the report and is now interviewing for a coordinator for their proposed child care program. The Commission approved proposal to co-sponsor activities of the Ventura County Child Care Coordinating Council with the shared goal of establishing city-based child care councils.

Commissioner Long researched the feasibility of forming a child care council in Camarillo. The Commission Child Care Committee arranged a meeting with Supervisor Dougherty, Doris Mechanick of the Children's Home Society and Anita Garaway of Patagonia, to plan a meeting with Simi Valley residents providing child care services in order to establish the Simi Valley Child Care Council.

March: Commissioner Engel and staff Bonnie Warrington attended the Southern California Child Care Conference in Long Beach, sponsored by the California Commission on Status of Women. Former commissioners Mary Baird and Brook Hubbell were honored at the Cavalcade of Women Banquet at this conference.

Several Commissioners attended the first meeting of the Simi Valley Child Care Council. Staff Bonnie Warrington accepted pro-tem secretary position. A high degree of interest has been maintained at these meetings.

April: The Commission co-sponsored and attended a planning meeting with Ventura County Child Care Coordinating Council leaders to plan an Employers Breakfast at the Tower Club. The Commission recommended to Board of Supervisors that Penny Bohannon be directed to follow child care legislation and recommend action to the Board.

May: Commissioners and staff attended an Employers Breakfast at the Tower Club in Oxnard. The panel featured Senator Gary Hart speaking on current child care legislation, and employer representatives whose companies provide child care assistance of some form for their employees to demonstrate the available options. Commissioner Engel served on a child care panel before the Interbranch Council of the American Association of University Women (AAUW) for Ventura County. She served also on a panel at the Simi Valley AAUW branch meeting.

Many of these activities overlapped, keeping commissioners and staff on the run to do each activity justice. Behind all this work is our strong belief that the proportion of women who work and have young children will continue to grow therefore, our advocacy in this area continues to be important. We also foresee that the demand for subsidized child care will increase. In order to meet these needs, we may need to expand our goals to consideration of broad issues at the state level which would require legislative solutions. For example,

(1) to create a state Children's Office to coordinate child

care with other children's programs.

- (2) to establish a state policy on quality programming in child care, which could change licensing requirements.
- (3) to change laws that now limit the ability of local governments to raise revenues. Good child care is expensive.
- (4) to support the recommendation that Head Start become a full-day program to allow qualified parents to be fully employed while still fulfilling parent education requirements in order to enroll their children.

Dot Engel

WOMEN HELPING WOMEN

Women Helping Women is a committee of the Commission dedicated to providing educational forums for the women of Ventura County. The forums focused on all areas and issues affecting Women's lives. An example is the Family Law Forum.

Future forums currently in the planning stages are directed to housing, women in agriculture, and career planning.

The Committee ultimately aspires to reach out to high school girls and provide education and information, promoting self-esteem.

Katie Reeder

FAMILY LAW FORUM

Plans for a second Family Law Forum began soon after the conclusion of the first Family Law Forum and in our continual effort to inform the public, the second annual Family Law Forum was held on June 3, 1989, at the United States Naval Construction Battalion Center in Port Hueneme.

The panel of speakers was expanded this year to allow the public to hear from all principal players in the family law court system, specifically both family law court judges and the head of the mediation department.

Pre-event publicity was facilitated by former Commissioner, Zora Kirby, and included extensive newspaper coverage and radio interviews.

The biggest obstacle in presenting the forum is generally finding a suitable location at little or no cost. This year we were extremely lucky to have had the cooperation of the Construction Battalion Center's Family Services Center. They had been to the first forum and were anxious to assist us in providing a location. With their help, we were able to hold the forum at the Enlisted Club on the base.

Captain Brian O'Connell, the Commanding Officer of the Naval Construction Battalion Center at Port Hueneme, made opening remarks welcoming us to the base.

"The law helps the vigilant, before those who sleep on their rights." This maxim of jurisprudence provided the inspiration for the forum. The first speaker was attorney Pat Riley who provided the attendees with an overview of the process and some preliminary considerations.

A panel discussion followed wherein the public was allowed to deal directly with the judges and the mediator and see that they are "human, too". The Honorable Melinda Johnson provided the judge's perspective and explained what they cannot do; (i.e., they cannot make you happy and cannot make your spouse a nice person). The Honorable Allan Steele explained the issues of spousal and child support. Dr. Robert Beilin explained that the mediation process is there to try and get parents together to decide on issues on custody and visitation and to make recommendations to the court.

Luncheon followed an exhaustive question and answer period where the audience took full advantage of the ability to ask the judges the questions.

What is community property was answered by attorney C. B. Henrichsen who surprised and gave suggestions to the attendees. Stan Trom, the Assistant District Attorney for the County of Ventura explained the methods of support enforcement available to collect the millions of dollars in arrearages owed by non-paying parents for their children's support. Attorney Andrew Wolf explained the circumstances under which the Court will appoint an attorney for a minor child in their parents' dissolution proceeding. Final workshop overview and closing remarks were given by Susan Witting, attorney and Commissioner.

The Forum was attended by over 120 people, many of them men. Evaluation forms were distributed to the attendees in packets containing information about various resources available to assist people in dissolution proceedings.

A copy of the evaluation form follows this report. Comments were all positive and the following are illustrative:

"All speakers were very interesting, helpful, informative and thorough. Each speaker was most accomodating in answering questions from the audience."

"Excellent!!! Informative. A real eye opener. Knowledgeable and articulate speakers. Best forum I've ever attended."

"Very educational. Thank you, thank you for offering to us the education we so desperately need when we find ourself in a crisis time of our life. XO thank you again."

"Overall the workshop was excellent and it is very impressive that everyone volunteered their time. Thank you!"

"Ventura County Commission for Women - you provide the greatest education and service for women and others in this county."

"I have to commend the Commission for Women for sponsoring such (sic) a useful forum. In obtaining the two judges for presentations was excellent and please let them know I really appreciated their time and honesty. They were very straight forward in answering questions as opposed to unclear responses and vague statements.

This conference has greatly reduced my anxiety in the upcoming divorce settlement.

Thank you again."

The Family Law Forum provides a much needed educational opportunity to inform the public and continues to be a necessary service to women, and men in the County.

Special recognition must be given to the speakers who volunteered their time and expertise, and to the Construction Battalion Center and their Family Services Office in particular for their help in providing the location and lunches.

The need for this particular forum continues to grow.

Susan Witting

E V A L U A T I O N

Please take a few minutes to complete this form.

- I. How did you first hear about the Family Law Forum? (Circle One)
Newspaper article Friend
Flier Other
Radio/TV Announcement Attended Forum last year
- II. Do you think the information provided today was, or will be, helpful to you?
- III. Were you hoping to get specific information that was not provided? Explain.
- IV. What other topics would interest you for future public forums?
- V. Please feel free to make comments about the individual speakers, the topics presented or the arrangements for today's forum.
- | | |
|--|------------------------------|
| A. "In the beginning".. Preliminary considerations in a Divorce. | Patricia Riley
Attorney |
| B. Panel Discussion:
The Mediation Process | Robert Beilin, Ph.D. |
| Your right to spousal
and child support | Judge Allan Steele |
| The Judges' Perspective
of the Divorce Process | Judge Melinda Johnson |
| C. What is Community Property? | C. B. Henrichsen
Attorney |
| D. Support Enforcement and
Collection | Stan Trom
Assistant D.A. |
| E. Children's Rights in
Your Divorce | Andrew Wolf
Attorney |
| F. Workshop Overview and
Moderation | Susan Witting
Attorney |

WOMEN'S HISTORY PROJECT OF VENTURA COUNTY

Again this year, through the Women's History Project of Ventura County individuals and organizations celebrated the efforts of women in history.

The celebration was held March 11, 1989, at the Holiday Inn, Ventura. Organized as a joint effort of the Ventura County Commission for Women and the Ventura County Women's Equity Coalition, about 150 people attended the third annual luncheon which focused on the women of today as well as yesterday. Just as the past two luncheons demonstrated, support for this luncheon was shared by many organizations and agencies within Ventura County: Soroptimists International of Ventura; Solo Project; Ventura County Historical Society; Ventura County Community College District; Moorpark Chamber of Commerce; Library Services Agency; Bahai's of Santa Paula; AAUW, Thousand Oaks; Interface; Simi Conejo NOW; AAUW, Camarillo; AAUW, Ventura County; Channel Islands BPW; Tres Condados Girl Scout Council; Women's American ORT; Women's International League for Peace and Freedom; West Coast Alcohol Counseling Center; Clinicas del Camino Real; Step Family Association of Ventura County; Ventura-Oxnard NOW; University Center at Ventura; The Links, Inc.; Delta Sigma Theta; Rape and Sexual Abuse Center; Ventura County Commission on Human Concerns; Ventura College Re-Entry Center; Coalition Against Household Violence; Society for Cultural Relations, USA-USSR; Planned Parenthood; Channel Islands Women In Action; The Population Institution; International Training in Communication; Women's Resource Center, CLU; Gay and Lesbian Resources of Ventura County; Disables Rights Union; Delta Kappa Gamma; Ventura County Welfare Right Organization.

Recognition of National Women's History Month was made official through the presentation of proclamations by Assemblywomen Cathie Wright, 37th District, State Senator Gary Hart, and Chairwomen of the Ventura County Board of Supervisors, Susan K. Lacey, District 1.

The program for this year's luncheon was presented by the People Speaking Theatre. "With Conviction and a Voice" offered a candid, often humorous, look at the work of Mary McLeod Bethune and Mary Harris "Mother" Jones. The dialogue between these two women of history not only offered a look at the history of women who moved our country forward in a great era of change, but captured the audience in a discussion about the possible future "history" of women as we approach the 21st century. The Erica Neville Memorial Alice Paul Awards were once again presented to two Ventura County Women for their work in bringing women in history to life for children in this county. Community activist Jean Schlosser and educator Donna Branstron were selected for their particularly outstanding roles in bringing women in history alive.

As in years past, public libraries, schools, community colleges and organizations participated with special events in recognition of National Women's History Month.

Lauren Anderson

WOMEN IN AGRICULTURE

The Committee on Women in Agriculture worked on two main projects this year.

On October 22, 1988, the Committee sponsored the third Forum on Women in Agriculture. Workshop topics included Education, Legal Issues, Child Care, and Housing.

The Committee has devoted most of its resources to sponsoring a survey of Ventura County farmworker women. The purpose of the survey is to obtain information about barriers in and out of the workplace that restrict women's participation and advancement in agricultural employment. The results of the survey will be used in the design of programs to expand women's access to agricultural jobs and to improve the situation of women farmworkers. Berkeley agricultural economist Susan Gabbard is coordinating the survey. The cost of the survey is projected to be \$34,632. Of this amount, the Agricultural Personnel Management Program of the University of California has committed \$17,316; the Ventura County Farm Bureau has committed \$1,000 with additional funding pending; the local Private Industry Council has committed \$8,500; and \$4,500 of inkind services have been committed. The preparation of the survey instrument is currently underway.

In addition to Commissioner Karen Flock, the members of the Committee include: Ellen Brokaw, Vice President of Brokaw Nursery; Ginny Connell, Chair of the Ventura County Women's Equity Coalition; Bev Edmond, community activist; Guadalupe Gonzalez, Director of Health Education for the Clinicas del Camino Real; Socorro Flaco, Manager of Cabrillo Village; Maria McCarty of the California Employment Development Department (EDD); Roz McGrath, Ranch Manager of the William McGrath Ranch Company; and Darlene Provencio of EDD.

Karen Flock

NETWORKING FOR HOUSING IN VENTURA COUNTY

Although the Commission has de-emphasized its work in affordable housing, Commissioner Karen Flock continues to serve as the Commission's representative to Networking for Housing in Ventura County. Networking is a coalition of groups committed to advocating for affordable housing. Networking has continued to play an advocacy role and is building up its Affordable Housing Revolving Loan Fund to assist in the development of affordable housing.

Karen Flock

SINGLE PARENT AND DISPLACED HOMEMAKER/RESOURCE FAIRE AND JOB BANK

The Commission co-sponsored the Second Annual Single Parent and Displaced Homemaker Resource Faire and Job Bank with the Simi Valley Unified School District in May of 1989. The Commission provided the school district with use of their toll free telephone number for child care reservations and inquiries, staff assistance during the planning and implementation meetings and assisted with outreach of potential participants throughout the county. Based on the success of the project, Bonnie Warrington's contribution of approximately 20 hours, including weekends, was well worth the Commission's involvement.

The Simi Valley Unified School District receives federal funds through the Carl Perkins Vocational Act of 1984 which is administered by the State Department of Education's Gender Equity Career-Vocational Preparational Division. Because the Carl Perkins Act authorizes service to diverse populations, especially minority females, teen parents, older single parents and displaced homemakers, this is an appropriate project for Commission involvement. Using the acronym TIDE(TOWARD INDIVIDUAL DEVELOPMENT THROUGH EQUITY), the fund provides training and resources to over 307 school districts, 88 community based organizations and 107 community colleges involved in eliminating sex bias, stereotyping and discrimination in their vocational education programs and services.

The Resource Faire and Job Bank offered participants available employment opportunities, community support groups, educational opportunities, child support and county assistance, child care information and parenting skills. The program attracted 137 participants.

I. OUTCOMES

- | | | |
|---|----------------------|------------|
| 1. The total <u>unduplicated</u> number of participants served by single events. | * <u>20 children</u> | <u>137</u> |
| 2. The total <u>unduplicated</u> number of participants who received ongoing services. | <u> </u> | <u>136</u> |
| 3. The number of project participants who enrolled in vocational education programs. | <u> </u> | <u>0</u> |
| 4. The number of project participants who became employed. | <u> </u> | <u>0</u> |
| 5. The number of project participants who attended an English as a Second course or a Basic Education course. | <u> </u> | <u>0</u> |

II. SINGLE EVENTS/SERVICES

- | | | |
|---|-------------------|------------|
| 6. The number of participants who attended Resource Faire. | <u> </u> | <u>137</u> |
| 7. The number of participants who attended a workshop on pre-employment and/or life skills. | <u> </u> | <u>27</u> |
| 8. The number of participants served only through phone contacts. | <u> </u> | <u>0</u> |
| 9. Other Child Care. | <u> </u> | <u>17</u> |
| 10. AAUW re-entry scholarship applicants. | <u> </u> | <u>10</u> |

III. OUTREACH AND FOLLOW-UP

11. The "estimated" number receiving
information about services (Includes
any media releases, mailings, posters,
etc.). 100,000 +
12. The number receiving follow-up contact
to determine the need for additional
services. 136

IV. ON-GOING SERVICES

	Number Directly <u>Served</u>	Number Referred <u>For Service</u>
12. Housing	<u>0</u>	<u>0</u>
13. Childcare	<u>42</u>	<u>15</u>
14. Transportation	<u>0</u>	<u>0</u>
15. Legal Advice	<u>20</u>	<u>7</u>
16. Personal/Crisis Counseling	<u>83</u>	<u>34</u>
17. Health Care	<u>11</u>	<u>0</u>
18. Clothing	<u>0</u>	<u>0</u>
19. Assessment and Testing (e.g. basic skills, voca- tional skills)	<u>13</u>	<u>0</u>

IV. ON-GOING SERVICES (Continued)

	Number Directly <u>Served</u>	Number Referred <u>For Service</u>
20. Career Counseling (e.g. vocational training options non-traditional careers, other options)	<u>13</u>	<u>3</u>
21. Work Exposure/Experience (e.g. job shadowing, internships field trips, mentoring relation- ships)	<u>0</u>	<u>0</u>
22. Pre-Employment Preparation (e.g. resumes, applications, interviewing)	<u>0</u>	<u>13</u>
23. Job Development and Placement	<u>0</u>	<u>8</u>
24. Communication Skills and Assertive- ness.	<u>15</u>	<u>15</u>
25. Self-Sufficiency Support Groups	<u>26</u>	<u>13</u>
26. Parenting Skills	<u>0</u>	<u>0</u>
27. Job Training	<u>14</u>	<u>17</u>

Diane Doria

(Note: Event was coordinated by Diane Doria, Consultant with California State Department Education Gender Equity Career Vocational Preparation Division.)

Subsequently she has been appointed to the Commission for Women.

SALUTE TO WOMEN

On Thursday, October 27, 1988, the Ventura County Commission for Women sponsored the 7th Annual Salute to Women Awards Banquet in the Gold Coast Ballroom of the Doubletree Hotel, Ventura.

The purpose of this special event was to honor women of Ventura County who served as role models to others through significant work in many areas.

The following awardees were honored with a plaque for their contributions: Betty Ridenour, Ojai (Arts); Carmen Chappel, Oxnard (Business); Eleanor Helin, Westlake Village (Science); Carolyn Kopp, Thousand Oaks (Community Service- Professional); Teresa Cortes, Moorpark (Community Service- Volunteer); Jackie Pizitz, Thousand Oaks (Community Service- Homemaker); Vicki Bortolussi, PH.D., Ventura (Education); Barbara Murphy, Oxnard (Media); Bertha Felix-Mata, Ventura (Health); Vanessa Lea (Young Woman); Abbie Spellman, Camarillo (Award of Courage).

The applications received at the Commission office were evaluated using the criteria developed and refined by the Commission during the past six years. Serving on the awards selection committee were Commissioners Anderson (Chair), Engel, Flock, Ryder and Witting.

Immediately preceding the banquet, Commissioner Shirley Jewett arranged a press conference for the awardees. Press kits, including photographs of the awardees, were distributed to the media for publication at the press conference. The media were also able to conduct onsite interviews with the awardees.

The Mistress of Ceremonies for the banquet was Madeline Murphy of the Murphy Organization, an Oxnard advertising and public relations firm.

Each award recipient was hosted by a Commissioner. This enabled the awardee to have a more enjoyable evening - from seating to introductions. Each hostess accompanied her assigned awardee to the rostrum when awards were presented.

The Commissioners worked with Koranda-Berry Enterprises in the planning and implementing of the Salute to Women Banquet. An ongoing committee of Commissioners co-chaired by Sandra Ryder and Dot Engel met on a weekly basis to ensure a successful banquet. Members of the committee were Terri Simonson, Lauren Anderson, Shirley Jewett, Karen Flock, Sue Witting and staff, Bonnie Warrington.

An evaluation session followed the 1988 event. The committee reviewed the pluses and minuses, and The Commission agreed to sponsor the 1989 Salute to Women Awards Banquet. The Commission will once again seek the expertise of Koranda-Berry Enterprises to lighten the load, giving them some additional responsibilities for arrangements. With Commission approval, a contract has since been signed. We look forward to the next Salute to Women Awards celebration. The 1989 event will be a brunch at the Oxnard Hilton Inn on Sunday October 29, 1989.

ISSUES FACING WOMEN IN THE WORKPLACE

On September 17, 1988, the Ventura County Commission for Women and the Soroptomists of Camarillo co-sponsored a forum entitled "Issues Facing Women in the Workplace".

The forum included a panel discussion and questions that dealt with issues of effective communication, achieving upward career mobility, avoiding interpersonal problems at work, and the problems of sexual harassment.

The forum was well received and had about 50 attendees.

The Commission's focus in the area of sexual harassment was targeted at identifying the negative aspects of this behavior and taking positive steps to curb the activities.

Susan Witting

DOMESTIC VIOLENCE SERVICES MONITORING

The Commission for Women's representatives continue the monitoring on a quarterly basis of both the east county shelter in Simi Valley and the west county shelter in Ventura.

Shelter services in the east county area are being provided by Interface and in the west county by the Coalition Against Household Violence to the victims of domestic violence and their children.

The Contracts awarded by the County of Ventura for the provision of these services is in accordance with Chapter 146 of the Statutes of 1980, Welfare & Institutions Code Section 189290 et seq.

Funding for the contracts comes through the County Domestic Violence Programs Special Fund, commonly referred to as the Presley money, or the Presley bill.

Contracts for services are awarded and monitored by the Public Social Services Agency.

Two members of the Commission for Women assist in monitoring the contracts through on-site visits to the shelters, review of the statistical reports and discussions with the directors of services. Their reports are made to the PSSA's Program Manager and to the full Commission.

Teresa Godinez
Monitor
East County Shelter

Anita Garaway
Monitor
West County Shelter

On the initiative of Commissioner Godinez a demonstration program was developed to reduce the incidence of child abuse coincidental with the issuance of report cards. While no national statistics are available, experts in communities nationwide say there is a spurt in the number of children suffering brutal treatment when report cards are sent home.

The pilot program was adopted in the City of Moorpark's elementary school district system and started prior to issuance of report cards in April of 1989. A copy of the brochure is provided for your information as well as a brief article in TIME May 1, 1989.

LAUREN ANDERSON/BIOGRAPHY

Lauren Anderson, an appointee of Susan Lacey, continues her long-standing involvement in the Business and Professional Women's organization. She is a member of the Ventura County Women's Equity Coalition. She is a member of Channel Islands BPW and first Vice President of Coast District BPW which represents the tri-counties of Ventura, Santa Barbara and San Luis Obispo counties. Anderson also serves BPW's state federation on the public relations committee.

Commissioner Anderson looks forward to completing her graduate work in Speech Communication at Cal State Northridge in December.

Lauren Anderson

DIANE DORIA/BIOGRAPHY

Diane Doria was appointed to the Commission by Supervisor Madge Schaefer, District 2 on April 18, 1989.

Diane's diverse background includes twelve years with Western Airlines in various managerial positions in the Marketing, Personnel, Treasury, and Corporate Divisions. She was also the Director of Training and Telemarketing for Pleasant Hawaiian Holidays.

She worked for the City of Simi Valley as the Assistant Program Coordinator of the Summer Youth Employment and Training Program.

As an independent Consultant she was hired for special projects which included the Adopt-A-School Program, SOLO Federal Grant Project, Minority Women's Federal Grant Project and the Displaced Homemaker & Single Parents Federal Grant Project with the Simi Valley Unified School District.

Additionally she was hired by the State of California Department of Education Vocational Preparation Division (independent consultant) as Region IX Gender Equity Coordinator (area included Ventura, Santa Barbara, San Luis Obispo and Kern Counties). As a Gender Equity Trainer, she conducted workshops and facilitated seminars as well as acted as Grant reader and writer.

Diane is a Past Corporate Board Member of the Ventura County Council of Camp Fire. Currently she is a Member of the Board of Directors of the Conejo Youth Employment Service, President of the Oakridge Estates Homeowners Association and has been a member to the Thousand Oaks Community Development Funding Allocation Committee.

Diane has completed various management courses through USC Certificated Program focusing on Marketing and Business Management with specialized training in Gender Equity through the State of California Department of Education.

Diane Doria

DOT ENGEL/BIOGRAPHY

Dot Engel of Thousand Oaks served as Secretary of the Ventura County League of Women Voters. She concurrently chaired a two year child care study committee. Results of the study have been pooled with Leagues statewide and a child care position adopted at the State LWV Convention in April enabling Leagues to act on current child care legislation. For 1989-1990, she has accepted the position of Citizen information/Voter service director for LWVVC.

Dot chaired Candidate Forum Committees co-sponsored by LWV, AAUW-TO, Thousand Oaks Chamber of Commerce, Beyond War and Cal Lutheran College.

Dot chaired the National Issues Forum Committee for Thousand Oaks branch of AAUW. She has been elected 1989-1990 Program Vice President.

She is a member of Thousand Oaks Citizen Exchange Committee which plans educational meetings about City Government, under direction of Councilman Frank Schillo.

She is a member of MCLS System Advisory Board (the Metropolitan Cooperative Library System) appointed by City Council to represent Thousand Oaks City Library, and has been elected 1989-1990 SAB Secretary. She is a board member of MANNA (Conejo Valley Food Distribution Center).

Dot Engel

LAURA ESPINOSA/BIOGRAPHY

Laura Espinosa was appointed to the Commission January 3, 1989 by Supervisor Maggie Erickson. She is active in the Santa Paula Boys and Girls Club Auxiliary. During the past 11 years, she has served as President, Vice President and Secretary. Additionally, she has been active in voter registration in the South West Voter Registration Project and has participated in political campaign canvassing on the local, county, state and national levels. She was co-chair with Diane Doria on the first Annual Resource Faire/Survival Skills Day sponsored by the Commission.

Laura later served as Director of Youth Employment at the Santa Paula Boys and Girls Club.

Presently she is employed in Ventura County District Attorney's Office and in her third year at the Ventura College of Law.

Laura Espinosa

KAREN FLOCK/BIOGRAPHY

Karen Flock works as a Project Manager for the Cabrillo Economic Development Corporation, a non profit developer of low income housing. She currently has 62 low income mutual self help homes under construction. Ms. Flock represents the Commission on the Board of Directors of Networking for Housing in Ventura County and also serves on the board of the Southern California Association for Non Profit Housing. She also volunteers with El Concilio del Condado de Ventura. Commissioner Flock was appointed by Supervisor Susan Lacey in 1985.

Karen Flock

ANITA GARAWAY/BIOGRAPHY

Anita Garaway is an appointee of Supervisor Madge Schaefer. She is on the Board of the Great Pacific Child Development Center in Ventura, which is an employer-supported child care system. She is also a part-time instructor in Child Development at California Lutheran University, in Thousand Oaks. She directs workshops for Early Childhood Professional dealing with such topics as creating responsive learning environments for young children; parent/teacher conferencing; effective communications in the early childhood classroom and advanced issues of Administration within the Early Childhood setting. She conducts infant/toddler training sessions for the Ventura County Children's Home Society. She has served in a variety of leadership roles with the Tri-Counties Association for the Education of Young Children and is a member of the National Association for the Education of young children. She served as the past Co-Chairperson of the Ventura City Child Care Council, member of the Ventura County Child Care Coordinating Council and has past involvement in the United way's Child Care Task Force and Implementation Committee and Ventura School District Child Care Assessment Team.

Anita Garaway

TERESA GODINEZ/BIOGRAPHY

Teresa has been a resident of Moorpark for 27 years and is a graduate of Moorpark High School. Teresa and Eddie have been married for 6 years and have a 10 month old son named Ryan.

In September she formed the C.A.M.P. (Citizens Advocating a Major Park) Organization. At the present time the City of Moorpark has filed a lawsuit against the School District to purchase the lower fields of the Old High School site for their first park in the downtown area of Moorpark.

Since October of 1985 she has been an active member of the Children's Services Auxiliary. The organization was founded in 1983 by people dedicated to enhancing the lives of Ventura County Court dependent children. The Auxiliary is an all-volunteer organization operating solely from private donations and their own fund raising. Their hearts go out to children who have been neglected and abused.

In November of 1988, she was appointed to the Ventura County Commission for Women by Supervisor Jim Dougherty. On July 10, 1989 she was sworn in to serve as a Commissioner on the Moorpark Parks and Recreation Commission.

Teresa Godinez

JEAN HARRIS/BIOGRAPHY

Jean Harris, appointed by Supervisor John Flynn in 1987, was named Oxnard's "Distinguished Citizen of the Year" in 1978 for her leadership in establishing Oxnard State Beach Park. Commissioner Harris was reelected to her position as trustee of the Oxnard School District Board of Education in 1987 and served on three state task forces, including the School Readiness Task Force. Mrs. Harris is a member of the Oxnard General Plan Advisory Committee, Ventura County Parks and Harbor Foundation, League of Women Voters, Environmental Coalition, the Sierra Club, and the American Association of University Women for which she chaired a study on immigration. Commissioner Harris is a member of Beyond War and the Ventura County Peace Network and has frequent contact with legislators.

Jean Harris

NAOMI KOHL/BIOGRAPHY

Appointed November 1988 - Maggie Erickson.

Served in PTA for many years at local and district levels. Received an Honorary Life Membership (now called Service Award) Award from the 12th District PTA.

Member Ventura County Grand Jury 1965.

Charter member and past President of Soroptimist International of Camarillo, 1982.

Advisory Board Ventura School - Youth authority. 1988-Present.

Chairman Professional Standards Committee, Camarillo Board Realtors Chair 1989-1990.

Past Chairman BORPAC (Board of Realtors Political Action Committee) Camarillo Board of Realtors.

Naomi is active on the Child Care Task Force and served on the Salute to Women Committee.

Naomi Kohl

KATHY LONG/BIOGRAPHY

Kathy I. Long was appointed to the Commission in March by Supervisor Maggie Erickson. Ms. Long became involved with the Commission's Child Care Task Force while chairperson of the Camarillo Chamber of Commerce Legislative Committee. Commissioner Long is also active in the formation of a Child Care Advisory Council for Camarillo. A Board member of Camarillo Charter Chapter of American Business Women's Association and a member of the Ventura County Professional Women's Network, Commissioner Long was a political appointee in Detroit and Los Angeles for the past ten years, but now volunteers her time and experience. She and her husband started their own small business in Camarillo in August of 1988, called Fleabusters, providing in-home pest control service to all of Santa Barbara and Ventura counties.

Kathy Long

KATIE REEDER/BIOGRAPHY

Katie has long been active in Women's Issues: While attending Los Angeles Harbor College she worked with a women's group to establish the first Women's Center on Campus. She continued her work at California State University at Chico where she directed a Women's Law Project, served on the Board of Directors for Catalyst (support group for battered women), served as Chair for the "Take Back the Night" committee and worked closely with the Commission on the Status of Women for Butte County, California.

While in Butte County she wrote a manual for women filing for Temporary Restraining Orders, In Pro Per and gave workshops to the local Bar Association members on changing legislation affecting Family Law. She also represented women as an Authorized Representative in Affirmative Action, Sexual Discrimination and Sexual Harassment, Unemployment, Social Security, Welfare and Workers Compensation Fair Employment hearings.

Currently as an employee with the County of Ventura she has actively fought for child care for county employees. She served on the Child Care Task Force Committee. She served on the Ventura County Commission for Women representing District 5 until her relocation to the City of Ventura. She was then appointed by Supervisor Susan Lacey to be one of the representatives for District 1.

Katie is married to Barry Punzal, an Assistant Sports Editor for the New York Times in their Santa Barbara office. They have two children, Kamaryn, age 6 and Geoffrey, 6 months old. She is currently employed as an Administrative Officer for the Superior and Municiple Courts for the County of Ventura.

Katie Reeder

ELIZA THOMAS/BIOGRAPHY

Eliza Williams Thomas was appointed by Supervisor John Flynn in 1989. She received a Bachelor of Science Degree in Nursing in 1965, from Florida A&M University; a Masters Degree in Nursing in 1972 and a Graduate Certificate in Gerontology in 1986 from the University of California, Los Angeles, and the University of Southern California. Eliza has served as Assistant to the Director of Health Sciences at Ventura College and has taught in this division for 18 years. She has served on various community advisory committees. Eliza introduced and was co-founder of Ventura County Adopt-A-Grandparent Program. She is active in the State Department of Education and presently serves as consultant on recruitment and retention of disadvantaged students.

Eliza Thomas

SUSAN WITTING/BIOGRAPHY

Susan Witting, appointee of Madge Schaefer, has been chairperson of the Open Space subcommittee of the Thousand Oaks General Plan Review Committee for 1987-88. She is the Community Area representative for the Thousand Oaks Branch of the American Association of University Women and past president of the Thousand Oaks Republican Women's Club, Federated. Ms. Witting was a workshop presenter at "Creative Options" at California Lutheran University for "Women and the Law".

She was chairperson of the 2nd Annual Family Law Forum sponsored by the Commission for Women and currently serves as Executive Secretary for the Commission for Women.

Partner in the law firm of Henrickson & Witting emphasizing family law and real estate matters. She has two children, Leslie, age 7, entering the second grade, and Kaitlin, age 4 1/2, entering kindergarten. Her husband, Dan, is a land planner and architect.

Susan Witting

BONNIE WARRINGTON/BIOGRAPHY

Bonnie Warrington is the new Administrative Aide for the Commission. Her involvement with the commission stretches back to its inception in 1981 having served on various Committees prior to her appointment by Supervisor Dougherty years later. She served as Executive Secretary for the Commission, on the Child Care Task Force and was Chair of the Family Law Task Force and worked on the first Family Law Forum 1988. She continues active involvement in her community as a member of the Simi Valley Unified School District's Family Life Education sub-committee, Ventura County Self-Esteem Task Force, Merit Badge Counselor Boy Scouts of America and Corporate Board Directors, Ventura County Council Camp Fire. At the present time she serves as Member-at-Large for the Ventura County Professional Women's Network Executive Committee.

Additionally, Bonnie is employed part-time as Ombudsman-at-Large for the National Council of Jewish Women's Long Term Care Ombudsman Program investigating conditions in facilities housing the elderly to ensure the quality of life for this population.

Bonnie Warrington

TIFFINEY LEWIS/BIOGRAPHY

Tiffiney Lewis is the new Clerk for the Commission. She is a graduate of Sawyer College as a Legal Word Processor. She has been an employee of Ventura County for five years working with JTPA (Job Training and Placement Association), later VCMC (Ventura County Medical Center) Insurance Department, Building and Safety in Camarillo, and most recently in the Probation Department DUI (Driving Under the Influence) Team. Tiffiney is married and has a three year old daughter, Vanessa.

Tiffiney Lewis

EVE SAYRE

Eve was appointed to serve The Commission on January 9, 1990 in Jim Dougherty's District IV.

She grew up in Florida and Georgia and selected Education as her career. Her goal was to teach in unique situations and this has been satisfied by teaching children of migrant workers in Florida, teaching in the most rapidly growing school district in the United States in Atlanta, Georgia, serving as a civilian teaching Air Force Dependent children on a N.A.T.O. base in Germany and in the private St. Patrick's Episcopal Day School in Thousand Oaks.

Upon her marriage to a Wall Street investment banker she lived in Bergen County, New Jersey. From there they moved to a twenty two room house in Tuxedo Park, New York. "That was considered a cottage in that neighborhood; we kept nine of the rooms closed up all winter to cut heating costs!" Her educational career came to a standstill as the career of mother came to the forefront.

When the opportunity came to move to California as her husband was offered a position in a large banking institution, Eve was thrilled. Eve had spent a summer here as a college student and was excited over returning.

Most of her time was spent in volunteer work, working diligently on the projects of National Charity League, the P.T.A., and spending time on the organizations and activities individual members of the family were involved in. Of particular interest to her was the opportunity to assist in organizing the Los Angeles Municipal Bond Club Outings. "There ~~was~~^{wasn't} a lot of exciting things going on in the business at that time and people from all over the United States came together to share ideas and have fun."

When her close friend, Jackie Pizitz was honored by the Commission for her volunteer efforts in the community, Eve attended the banquet and was introduced to the Commission for the first time. It was then that Eve saw the potential for helping and honoring other women through the Board of Supervisors.

After going through a divorce, and moving to an apartment in Moorpark she knew she had to try to fulfill this, so she approached Jim Dougherty's office about the possibility. After an interview the appointment was made. "It's really supposed to be the other way around, but I couldn't wait to get involved."

"My great concern is affordable housing, particularly for women trying to manage a family and career on their own. For

me the slide from a twenty two room house to a two bedroom apartment was an eye-opener. Maybe that's the way it's meant to be; gravity is natural, it pulls one downward toward the earth. I want to help educate women on what is available and what their alternatives are. I have been so fortunate to have the support of wonderful friends. Many women I know going through this are new to California without friends or family. They need help and education. I hope I can do that for some of them."