county of santa barbara

Commission on the
Status of Women

1974 - 75 annual report

International women's year
The Honorable Board of Supervisors
105 E. Anapamu Street
Santa Barbara, California 93101

Gentlemen:

It is with great pleasure that the Commission on the Status of Women submits its 1975-76 Annual Report. With 1975 being proclaimed as International Women's Year, it is especially appropriate that the county review its efforts toward reaching equality for county women.

Since its formation in 1973, the Commission has acted for the Board of Supervisors in attempting to raise the status of women in this county. This has been done by fact-finding, distributing information, and making recommendations for change. This report presents the activities of the commission as it has carried out its mandate. It shows some of the specific women's problems that were identified, what has been done in these areas, and what needs to be done.

Many hours of hard work by both the Commissioners and other women from the community have gone into the year's work and the writing of this report. Since we have been working without professional staff and with limited secretarial assistance, the research, the activities, and the corresponding results were much too limited.

Thank you for your interest and your support in forming this commission. We appreciate the opportunity of working with you in this important area.

Yours truly,

Betty Bullock,
Chairwoman

"Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex."

—Proposed Equal Rights Amendment to the United States Constitution.
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APPENDIX B: 1975-76 Schedule of Meetings

APPENDIX C: 1975-76 Proposed Budget
PART I

WHAT IS THE COMMISSION ON THE STATUS OF WOMEN?

FORMATION AND MANDATE

The Commission was established by order of the Board of Supervisors on June 18, 1973 to serve as a fact-finding body and to bring recommendations to the Board of Supervisors in critical areas including, but not limited to, employment, housing, education, credit and law, medical and child care. Its function is to initiate studies and investigations, develop and recommend programs, disseminate information, hold public hearings, and take other actions in the effort to assess and enhance the status of women in the county.

The Commission is the official body to which the Board of Supervisors will refer for study and recommendation matters relating to women and which will, on its own initiative, recommend to the Board of Supervisors programs, policies and legislation to promote and insure equal rights and opportunities for all women in Santa Barbara County.

MEMBERSHIP

Commissioners are appointed by the Board of Supervisors and receive no pay. Originally there were 13 members. In the summer of 1974, the commission felt the need for more specific guidelines. Therefore, a set of by-laws was drafted and adopted by both the commission and the Board of Supervisors which

- increased the membership to 15, with each supervisor to appoint three persons
- set up three-year staggered terms of office
- set rules for removing commissioners for lack of attendance

The larger number provides better opportunity for more varied participation throughout the county as well as spreading the heavy work load to more shoulders. The Commission urges the Board of Supervisors to appoint persons from all backgrounds. Names, addresses, and terms of office of the current commissioners are listed in Appendix A.

MEETINGS

The Commission's regular meetings are scheduled on the first Saturday of each month, from 10:00 a.m. until 2:30 p.m. They are held at either the Santa Barbara, Lompoc, or Santa Maria Public
Libraries. The schedule for 1975-76 is listed in Appendix B. All meetings are open to the public, and interested persons are urged to attend. The Commission also has workshops and public hearings throughout the year, which are announced in the newspapers.

STAFF AND FUNDING

County Commissions are usually advisory to a county department which receives policy direction from the commission and then prepares and implements programs which reflect that policy direction. In the case of the Commission on the Status of Women, it is correctly an arm of the Board of Supervisors, since the commission is concerned with matters which go beyond the county governmental structure and reach out into the fabric of the total community. No other department within the county organization has a sufficiently general mandate to enable implementation of programs for the Status of Women Commission.

Since the Supervisors employ individual administrative aides, they do not hire general staff for their department. Therefore, the commission, unlike most county commissions, has no staff available. Commission members have been providing staff service themselves, without pay. The Board of Supervisors did agree that their secretary would provide part-time secretarial help to the commission. However, even this time has not been available for the past few months, because of an increase in workload in that office. Commissioners and volunteers are therefore doing all of the secretarial work of the commission, in addition to staff services. Most commissioners are employed full time, are active in many community affairs, and meet heavy family responsibilities. This much work by the citizens of our community is exemplary, but beyond the duty of any commission member in the county. The result has been a high turn-over among commissioners. If this type of service were consistently required by the Board, the commission structure, as it is known, would be in serious trouble. The Board would be hardpressed to find responsible, knowledgeable community people to participate so intensely.

Ironically, the more hours that the commissioners have donated, the more frustrating the experience has become. Each new door that was opened revealed a whole new set of needs of county women that the commission was unable to touch because of having no staff.

The budget for the commission is a part of the Board of Supervisors' budget. For 1974-75 the amount budgeted for the commission was approximately $1500. This includes mileage for carpools for out-of-town meetings, conferences, publications, memberships, printing, postage and long-distance telephone calls.

From the experience of the first two years, the commissioners have unanimously agreed that the commission can never be truly
meaningful without a full-time staff person who would spend each day investigating and helping to find solutions to the myriad of problems of the women in the county. Therefore, in order to be able to function effectively next year, the commission has submitted a budget request for Fiscal Year 1975-76 for a Women's Concerns Coordinator and a secretary. This budget, in the amount of $31,437, is listed in Appendix C.

TASK FORCES

The first year had been spent in an attempt to determine the scope of problems and opportunities facing women and girls. At the beginning of this second year, the commission felt the need to focus on yearly priorities. It was decided that for the year 1974-75, the commission would concentrate primarily in three areas: Education, Employment, and Economic Equality. In order to pursue the goals of the commission in these areas, task forces were established. Each task force consists of citizen volunteers interested in a specific area, with one or two commissioners serving as coordinators. This structure not only provides expertise and workers, but also acts as an outreach to the community. Each task force meets once a month, investigates problems in its particular area, suggests programs, and implements policy of the commission.
PART II

WHAT IS THE STATUS OF WOMEN NOW IN SANTA BARBARA COUNTY?

ECONOMIC RIGHTS

The Economic Equality Task Force has met regularly once a month since September, 1974. It is composed of more than twenty business and professional people primarily from the South Coast area of Santa Barbara. The goal of the task force is to raise the economic status of women in Santa Barbara County by promoting equal opportunity and encouraging equal participation in business and enterprise.

What has been found?

The Commission's preliminary investigation made it glaringly apparent that very few people know and understand the requirements of the new state laws (see below) on credit and community property, and that therefore few firms comply with these laws. Most institutions have not yet actively promoted new lending policies and practices based on the new legislation. Most women, regardless of their education and employment, do not know about their new legal rights regarding credit and community property, such as obtaining credit in their own name if they are married, and having equal management of community property.

What has been done?

Important new laws have been passed by the State of California in the past two years designed to give women more control over community property and to prevent discrimination against women in the granting of credit. Effective January, 1974 the California State Civil Code states that a woman shall not be denied credit if her property or earnings are such that a man possessing the same would receive credit. Effective January, 1975 Community Property Revisions of the California Civil Code were made including:

- equal management and control of community property by both spouses
- either party will be able to bind the community property to its full extent
- the community property will be liable for either spouse's post-marital debts, but not for pre-marital debts
- both spouses will be responsible for each other's support and for the support of their children
• if one spouse operates a business, he or she has complete management and control of the business

• the husband is no longer the head of the household, and his residence no longer will determine the residence of the wife.

The Commission contacted eleven major banks by letter and telephone to inform them of new state legislation, and to inquire into their policies and practices regarding women and credit.

• Only two banks responded in writing. Only United California Bank indicated that they had specifically changed their credit applications to comply with the new laws.

• Follow-up telephone calls in June and July, 1974, revealed that few banks were aware of the details of the new credit legislation.

To pursue this preliminary investigation the task force is now preparing a comprehensive credit questionnaire with the help of the California Commission on the Status of Women. The questionnaire will be sent in June, 1975 to all county lending institutions, major retail stores, insurance companies and stock brokerages where appropriate.

The Commission has been in close touch with the Santa Barbara Credit Bureau to learn about their policies and practices and to help them bring these into line with new laws. A Bureau representative told the task force that they "...still have to go by the husband's name to get information out of the computer..." even though by law a woman may now obtain her own separate credit rating if she so requests.

The Commission has tried to determine just how difficult it is today for married women to get separate credit. Several task force members submitted applications for Bankamerica and Mastercharge in their own names. Some inconsistencies were found but no conclusions can yet be drawn. The task force also heard cases of what appeared to be clear discrimination, but thus far the commission does not have the staff necessary to investigate complaints of discrimination.

In an effort to inform the public of their rights to obtain credit, the task force has:

• distributed fliers on credit (printed by the California Commission on the Status of Women) to major Santa Barbara banks and stores;

• distributed to KDB, KTMS, KEYT, and KIST five 30 second spot announcements about the new legislation on equal credit, equal employment and equal educational rights.
What needs to be done?

Mechanisms must be found for enforcing laws forbidding discrimination in the granting of credit. Women who fear that they have been denied credit unfairly now have no place to go for aid. Discrimination in this area is difficult to prove unless a pattern can be established and comparisons made with similar cases when men have applied for credit. This cannot be done effectively on an individual basis. Thus the Status of Women Commission must:

- compile more accurate data on individual cases in order to assess the overall economic status of women locally;
- pinpoint area of opportunity in order to direct women who are seeking credit;
- work with the District Attorney's office to determine how cases of credit discrimination can best be prosecuted.

Legislation is currently being considered on the state level which would make violation of equal credit a civil offense liable to a large fine, per violation. Such legislation is virtually meaningless without enforcement on the local level.

EMPLOYMENT

What has been found?

The employment picture in Santa Barbara County is similar to that found across the country. Women make up 40% of the work force, but in all job categories and at all levels women with comparable educational backgrounds are paid, in the average, less than men for doing comparable work. The higher the position, the more training and responsibility involved, the fewer the women to be found. Similarly, women make up a disproportionate percentage of the population living in poverty.

According to the national census of 1970, there are 39,000 women and 61,300 men in the county labor force (those either employed or available for employment); among the experienced workers outside the labor force, one finds 27,100 women and 14,400 men. Analyzing the experienced labor force in terms of women's median earnings relative to men's, the patterns are equally instructive:

<table>
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<th>Category</th>
<th>Female % total labor force</th>
<th>Female median salary as % of male</th>
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<td>professional, technical</td>
<td>37%</td>
<td>58%</td>
</tr>
<tr>
<td>managerial, administrative</td>
<td>22</td>
<td>51</td>
</tr>
<tr>
<td>sales workers</td>
<td>43</td>
<td>56</td>
</tr>
<tr>
<td>clerical</td>
<td>77</td>
<td>65</td>
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<td>service workers</td>
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Similar tendencies can be observed with respect to county employment. At the end of 1974, women held 15% of the official/administrative positions with the county; they occupied 40% of the professional, 31% of the technical, 7% of the protective service, 64% of the para-professional, 90% of the office-clerical, 2% of the skilled craft and 26% of the service-maintenance positions in this sector. Moreover, the salary levels of the women are considerably less than those of men. Sixty-seven percent of the women earn less than $10,000, while only 28% of the men are at this level. As of March, 1975 women's salaries in county government jobs average only 70% of men's.

The Commission has established that an extensive publicity program is needed to correct the classic myths about working women which perpetuate the status quo. For example, employers believe that men should receive higher salaries and benefits because they are the major wage earners in the family, when in reality the majority of women work outside the home because of basic economic need. More than 40% of all women workers today are either single, divorced, widowed or separated; an additional 25% have husbands whose annual earnings are less than $7,000. Thus two-thirds of the female work force are trying to meet present economic need.

The reality that women are underpaid and underemployed contributes to the county's burden of poverty. A disproportionate number of the poor in Santa Barbara County are women. Eleven per cent of all families are headed by women; of families below the poverty level, 36% are headed by women. Expressed another way, 7.6% of Santa Barbara County families live below the poverty level of income; but of those headed by women, 27% fall below the poverty level.

In Santa Maria, commissioners found that Affirmative Action plans are non-existent, inadequate or poorly implemented. There is a lack of education about Affirmative Action which leaves employers, employees, and the general public either uninformed or ill-informed. Thus insistence on compliance with the law must come from an outside group such as the Commission on the Status of Women.

What has been done?

Federal and state laws now ban all types of job-related discrimination on the basis of sex. Further, private employers and public educational institutions, as well as city and county government, are required by law to engage in Affirmative Action hiring. Contrary to the popular belief that women are making important gains in the work force, these laws so far have had little effect on the employment patterns in Santa Barbara County. Nationwide the status of women relative to men is still quite low. And the relative position of women has changed very little since 1964 when Title VII of the Civil Rights Act was passed, banning all kinds of discrimination against
women in employment.

Through the Employment Task Force the commission devoted most of its time this year to the collection and analysis of information about women's employment in Santa Barbara County, since it saw this as a necessary condition to action. The Commission was disappointed with the initial draft of the first ten year Affirmative Action schedule of goals and time tables (recommended to the Board of Supervisors on January 21, 1975). Several meetings between commissioners and the County Affirmative Action Coordinator resulted in an upward revision of goals for female hiring in several categories. The Commission hopes that next year's Affirmative Action plan will more nearly reflect the percentage of women in the labor force.

In Santa Maria the commission has been working to get Affirmative Action programs established and implemented.

- The City of Santa Maria was urged to adopt and act on its new Affirmative Action plan which will be presented to the City Council in the near future.

- A letter was sent to Allan Hancock College encouraging them to see that their employees are informed of the plan and urging them to begin implementation.

- The enforcement of Affirmative Action by Santa Maria Elementary Schools, Santa Maria Joint Union High School District, and Orcutt Union School Districts, is being monitored by the commission.

In the area of private employment the commission has been in touch with Sears Roebuck & Co. regarding Affirmative Action programs and their plans for promoting women in their new store which will open in August, 1975. The Commission has recommended to Columbia Record Company that they provide child care for employees.

What needs to be done?

Employers and unions in Santa Barbara still routinely discriminate against women in hiring and wages, even though such practices have for years been expressly forbidden by state and federal laws. The laws must be implemented on the local level. The Commission considers action in the following areas to be vital to the fair employment of women.

- Since discriminatory practices are supported by widely held myths about women workers, an extensive program must be undertaken to make employers, employment agencies and union officials aware of the facts. Training seminars and workshops...
throughout the county are needed to enable employers and unions alike to recognize and end discriminatory practices.

- The overall employment process in Santa Barbara County as it relates to women needs to be evaluated and monitored in both the public and private sectors. This would entail an examination of recruitment procedures, apprenticeship and other training programs, testing systems, leave and promotion policies and seniority practices.

- Information must be disseminated among women in the county regarding employment opportunities (public and private), recruitment methods, application procedures, grievance procedures and other related matters. The Commission has found that some of the problem is due to inadequate communication and understanding of career prospects.

- Employers must be encouraged to open up part-time employment positions in both the public and private sectors for people with family responsibilities.

- More child-care facilities must be opened up for working parents. This also would have the effect of creating new sources of employment, especially for, but not limited to, women.

EDUCATION

Santa Barbara schools are committed to the principle of equal educational opportunity for boys and girls. It has long been assumed that coeducational classes provide equal education, that as long as boys and girls are taking the same classes from the same teachers, they must be enjoying the same education. People across the nation have begun to realize in recent years, however, that even in coeducational classes girls do not receive the same education as boys. Textbooks, testing procedures, and counseling have encouraged different aspirations, behavior, and self-images in girls than in boys. Consequently, by the time young women are eighteen years old and ready to enter college or the work force, they are ill-prepared to support themselves or a family.

Today in any given year half of California women are employed outside the home. Nine out of ten women work outside the home at some time in their lives, and the majority of these work an average of 25 years. Even though most girls will marry, and a majority will have children, statistics show that whether they are married or not, whether they have children or not, whether they are trained or not, they will be employed for a significant portion of their lives. The majority of women, like the majority of men, work because they need
the money to support themselves and their families. Yet a large number of these women are unskilled and can obtain only marginal employment. They consequently become a burden to society, requiring welfare and food stamps and other financial aid simply to maintain a minimum standard of living. Sex-role stereotyping in the schools which does not develop strong self-concepts in girls is ultimately expensive for the county. Social changes require increased responsibility and enlarged participation on the part of today's women; the schools must prepare them to meet these demands competently. Yesterday's education is not adequate for tomorrow's women. The Education Task Force of the commission has done extensive research about the education of girls which indicates the direction that local schools should take. This research will be incorporated in the following presentation.

What has been found?

The majority of textbooks that are now in use contain sex-role stereotypes that portray women less frequently than men, and generally less competent and less active than men. Textbooks have a great influence on students because they are used throughout the schools years, because they are supported by the full authority of the printed word, because the established school system has approved them, and because young minds, particularly in the primary years, are extremely malleable. Many studies have been done by groups nationwide which show that in content, illustrations, and language sex-stereotyping occurs in textbooks in all fields and at every grade level.

Sex-role stereotyping that works to the disadvantage of female students takes many forms, as publishers are gradually seeing. A useful study, Guidelines for Improving the Image of Women in Textbooks, prepared by Scott, Foresman and Company, offers valuable guidelines to use in evaluating textbooks. "Sexism refers to all those attitudes and actions which demean or stereotype individuals or groups because of their sex...Textbooks are sexist if they omit the actions and achievements of women, if they demean women by using patronizing language, or if they show women or men only in stereotyped roles with less than the full range of human interests, traits, and capabilities." Textbooks have traditionally communicated atmosphere that is consistently male in tone and content by an almost continual use of masculine terminology: man, mankind, men, he, him, the common man, the native son, the man in the street, and so forth. Masculine terminology has the effect of subtly excluding women and of treating them only as a subclass or variant from the male norm. Similarly, women are usually not included in representative numbers in photos and illustrations, individual women are not discussed or quoted, women's case histories are not used as examples, and the female half of the population is mentioned only occasionally.
The Education Task Force recently examined the textbooks that have been approved for statewide adoption for next year and were disappointed that so little progress has been made toward the goal of eliminating sexism from textbooks. Examples of sex-role stereotyping were found in many of the approved texts.

Educational testing and counseling have also served to restrict the number of choices presented to female students. Vocational aptitude tests which include only female job categories restrict the occupational opportunities and aspirations of young women. Counseling plays a vital role in enabling girls to sort out values, establish priorities, and make good decisions in a shifting world. It is therefore imperative that counselors be aware that sexual stereotypes no longer serve as a basis for realistic preparation for young women. Counselors are becoming increasingly aware of the need to change their practices in response to changing sex-role definitions. The Commission plans to review testing procedures and to speak with counselors to determine what current practices now are in Santa Barbara schools.

In athletic programs the county is presently funding girls' athletic programs at a fraction of the amount spent for boys' athletic programs. Even though state and federal laws require public schools to offer the same quality of classes and programs to both sexes, including sports and athletic activities, on Santa Barbara high school has actually increased the difference between its male and female athletic programs. In 1973-74 this high school spent $4.00 for boys' athletics for every $1.00 spent for girls! The 1974-75 budget provided $5.00 for boys' athletics for every $1.00 spent for the girls. The disparity between the money expended for boys' athletics and girls' athletics is often justified on the grounds that gate receipts from boys' intramural sports will make up the difference. However, at the above-mentioned high school, after subtracting the gate receipts for the 1973-74 school year, the boys' athletics still received twice as much from the district budget as did the girls'.

Sex discrimination and bias is not limited to educational materials and counseling. They also appear in employment practices in the educational system, particularly at the administrative level. On the federal level there are two major laws designed to eliminate sex discrimination in educational employment. Title IX of the 1972 Education Amendment to the Civil Rights Act of 1964 denies federal assistance to educational institutions which engage in sex discrimination. Title VII of the Civil Rights Act of 1964 (as amended by the Equal Employment Opportunity Act of 1972) prohibits discrimination in employment (including hiring, upgrading, salaries, fringe benefits, training and other conditions of employment) on the basis of race, color, religion, national origin, or sex. This law covers all employees in all institutions with 15 or more employees. California has similar laws forbidding discrimination in employment.
In spite of statutory advances, Affirmative Action has not been effectively implemented. On the local level the Commission's Education Task Force found the following:

University of California at Santa Barbara (October, 1974)
Academic Personnel
Tenured - out of 369 positions, 7% were held by women
Non-tenured - out of 132 positions, 15.9% were held by women

Staff Personnel (Management level)
12% of the positions were held by women

Santa Barbara School District (1973-74)
Certificated Personnel, Administrative, Management level
Out of 56 positions, about 18% were held by women

What has been done?

State laws now require the public schools to eliminate sexism in all grades, specifically:

- to include information about the roles and contributions of women today and in the past throughout the curriculum in grades kindergarten through 12;
- to provide counseling according to individual needs and desires, not according to sex-role stereotypes;
- to adopt textbooks that treat girls and women fully and fairly in a non-sexist way.

Preliminary investigations by the Education Task Force indicate that some steps have been taken to comply with these laws, but that the schools are still a long way from full compliance with the laws.

In addition to its research into the area of sexism in education, the Education Task Force has:

- Accumulated materials for use by the commission as well as the community.
- Recruited volunteers from the community to assist the commission in its investigations and preparation of reports.
- Established liaison with community groups and agencies that are especially involved in education.
Recruited a student intern from Santa Barbara City College to assist the commission.

Circulated questionnaires in two Santa Barbara high schools to determine the attitudes of faculty toward female students and to establish whether faculty are aware of and in compliance with the above-mentioned state laws.

Presented questionnaires to all candidates in the recent Santa Barbara School Board election to determine their attitudes toward women's concerns in educational employment and curriculum.

The Education Task Force is now circulating a questionnaire to determine the attitudes of women who are returning to school.

What needs to be done?

To aid the schools in finding non-sexist textbooks and other classroom materials, a group should be formed, consisting of representatives from all areas of the curriculum and all levels of personnel within the school districts, as well as representatives from the Commission on the Status of Women and interested parent groups. It would evaluate textbooks presently in use and new textbooks on the market, and would make recommendations for any changes that might be needed to eliminate sex-role stereotyping.

To aid faculty and counselors who were themselves educated within a system where sexual stereotypes were never questioned, in-service training sessions would be encouraged. This would enable faculty to make the best use of many new materials which are now appearing, and help them to compensate for current inadequacies in educational materials.

Vocational and aptitude tests used in schools need to be reviewed to ensure that they test the full capabilities of girls and do not serve to channel girls into stereotyped roles and jobs.

The Commission should work closely with the various school districts to aid in the drafting and implementation of Affirmative Action plans.

The Commission plans to prepare a comprehensive report on educational practices in Santa Barbara/Goleta (pre-school through university). In addition to the areas discussed above, the report will also focus on such questions as the accessibility of apprenticeship and vocational training programs to women and the encouragement and rewards given to girls for achievement in all areas - from scholarship to athletic and creative achievement.
SOCIAL SERVICES: HEALTH

The Commission did not study health in 1974-75; nevertheless, several problem areas were brought to its attention.

What has been found?

A study by the California Status of Women Commission has found that health and disability insurance are seriously inadequate in their coverage of women policy holders. Many policies are based upon the male as the norm. Coverage for pregnancy-related illness or for other operations or illnesses that involve the female reproductive organs are either exempted from coverage by many policies, or are covered only if the insured pays higher premiums.

Although several recent court decisions have liberalized health and disability insurance coverage in California, disparities still exist. Since 90% of all services women require are related to the reproductive system, this area of health and disability service needs to be examined closely.

The Commission has heard many reports from women that doctors do not take their illnesses seriously. Their complaints are dismissed as imaginary, or as simply menopausal problems. Consequently medical problems, improperly diagnosed, go untreated. These reports need to be investigated further.

What needs to be done?

Basic information about local health care for women needs to be collected. Specifically:

- How adequate is the availability of cancer screening and detection for women? Are there breast cancer screening clinics that offer X-ray tests at reasonable cost?

- Are women who are given shots of DES (morning after pill) informed of the risks involved? (It has been discovered that daughters of women who used DES twenty years ago as a prevention for a spontaneous abortion (miscarriage) have a high incidence of a rare form of vaginal cancer. A Schiller stain reveals this cancer, a Pap smear does not. The use of birth control pills increases the probability of vaginal cancer in this high risk group.)

- How adequate is the availability of birth control and abortion information?
SOCIAL SERVICES: CHILD CARE

As more and more mothers have entered the work force or
taken an increasingly active part in life outside the home, the
need for quality child care has become an urgent social issue.
The view is widely held that child care facilities should be more
than custodial in nature and should, even for very young children,
offer developmental education. Moreover, the need of low income
families for a support system to assist them in rising out of
economic depression suggests the desirability of creating a broad
concept of child care and establishing its place in our community
priorities.

What has been found?

Basically, existing child care arrangements fall into three
categories: in-home care, family day care, and group care. In-
home care is the most frequent, provided by a friend, relative, or
paid sitter. Family day care is regular care for children in a
home other than their own. If non-relatives are involved, the law
requires that the home be licensed. The problems with in-home and
family day care, which are the biggest providers of child care,
have to do with expense, variable quality, and probable lack of an
educational component. Also, the fact that many, if not most, family
day care situations are unlicensed means that a significant number of
child care providers are operating illegal centers. Group care falls
into the areas of state operated programs (state preschools, child-
ren's centers, county child care centers and the like), federally
operated programs such as Head Start, private nursery schools and
preschools, and industrial child care centers. The problems of
group child care are inherent in the very nature of these breakdowns:
public facilities still retain income segregation and work incentive
goals, private care is expensive and must therefore cater to more
affluent parents, industry-subsidized care is scarce (and in our area
non-existent).

The problems cited are the same locally, statewide, and nation-
ally. There is a need for increased child care facilities in the
county, although it is difficult to assess or document the numerical
need. Welfare offices in Santa Barbara, Santa Maria and Lompoc
report that child care programs serving low income families (mainly
state and federally operated programs) consistently have waiting lists
for children of all ages. In some parts of the county there are no
public child care programs for preschool age children. Nor are there
any round-the-clock facilities, so that parents forced to work late
or irregular hours (including many county employees) cannot be
accommodated. Weekend child care is available only in private homes.
Even parents working conventional 8-5 hours have difficulty finding
public centers which stay open long enough and provide quality care. The problem is especially acute for single parent families, where the choice is often either to stay on welfare and remain at home with the children, or return to work and spend a large percentage of income for what usually turns out to be privately arranged child care. For many mothers, lack of transportation is frequently another hindrance, especially in the more rural areas where public transportation is already a community concern. The problem here is that centers are either not located centrally enough to be convenient to parents or are not easily accessible to the schools.

There are about 50 state licensed children's facilities in the county. (Centers serving more than 10 children must be licensed by the State Department of Health.) These centers have a total capacity of about 2000 children. Most are full and most have waiting lists. Cost comparisons are difficult because we're talking about both public and private facilities, but they range up to $100+/mo. for full day, five day/week care. How do parents find out about these centers? The usual route is through welfare agencies, word of mouth, or even by just checking the yellow pages. There is no comprehensive directory of existing services that parents can consult.

What has been done?

Awareness of the holes in the system has prompted the creation of at least one new group locally, the Ad Hoc Day Care Committee of the Santa Barbara Council of Social Services. In reviewing the current situation the committee has identified some specific areas where child care needs in our community are greatest: infant care, after school care, 7 day/24 hour care, drop in/drop out service, care for sick children, and parent education on the need for supervision - to name a few.

What needs to be done?

If we are to believe the experts, we know that the early years of life are the formative ones. Recent legislation providing for total mental and physical health exams upon entrance to public schools reflects the awareness that in many cases the problems have already begun. Deprived of a nourishing environment and quality care, a child never reaches his or her full potential as an adult. Since most - if not all - families need substitute care providers at some time, it really should be a community concern to see that the best possible care, easily accessible and comprehensive in scope, is made available. The County Status of Women Commission needs to look into the issues, to consider taking a position on current legislation, and to perform a community function such as coordinating and bringing together the various special-interest groups with the women/parents who have a direct and personal concern with child care in the county.
SOCIAL SERVICES: AGING

In a society which places high values on youth, the woman in her forties and older feels herself devalued. Also, in her middle years her important role as a mother usually comes to an end.

What has been found?

Within the female population of Santa Barbara County there are many middle-aged and older women who face discrimination in employment, housing, credit, health, education and other areas. In Santa Barbara, older women are a major poverty group reflecting the problems with the Social Security system which pays more for the primary wage earner, (who in the past has usually been a man) than for his surviving spouse. National statistics reveal that for females 65 and over, the median income from all sources was $1,397 in 1970. This is partly related to the earnings of women in their earlier years. A comparison of median annual incomes of females and males working full time (1973 U. S. Department of Labor) shows that women workers earn $6,335 compared to men workers who earn $11,186.

The following chart reveals the drop in the percentage of female workers after 45. This reduction can in part be assumed to be due to discrimination in hiring against the older woman.

<table>
<thead>
<tr>
<th>Male or Female</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Of total population over 16</td>
<td>41.7%</td>
<td>75.2%</td>
</tr>
<tr>
<td>Of total population over 45</td>
<td>34.9%</td>
<td>67.7%</td>
</tr>
</tbody>
</table>

Elderly women outnumber elderly men in Santa Barbara County by over a third and the older female population is increasing in relation to males. The dimensions of the problems of aging women are revealed in the following statistics:

<table>
<thead>
<tr>
<th>Number of Females over 65</th>
<th>Females</th>
<th>Males</th>
</tr>
</thead>
<tbody>
<tr>
<td>1930</td>
<td>99.4</td>
<td>100</td>
</tr>
<tr>
<td>1960</td>
<td>113.5</td>
<td>100</td>
</tr>
<tr>
<td>1970</td>
<td>135.9</td>
<td>100</td>
</tr>
<tr>
<td>1980 (Estimated)</td>
<td>143.8</td>
<td>100</td>
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</table>
City of Santa Barbara Population
(1970 Census)

<table>
<thead>
<tr>
<th></th>
<th>Females</th>
<th>Males</th>
</tr>
</thead>
<tbody>
<tr>
<td>All ages</td>
<td>37,965</td>
<td>32,250</td>
</tr>
<tr>
<td>Over 45</td>
<td>17,099</td>
<td>11,678</td>
</tr>
<tr>
<td>Over 65</td>
<td>7,962</td>
<td>4,673</td>
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</table>

Number of females in City of Santa Barbara: 170 females for 100 males.

What has been done?

On April 19, 1975 an all-day conference on the concerns of older women was sponsored by the National Organization for Women in Santa Barbara (NOW). Some members of the Commission on the Status of Women of Santa Barbara County attended and provided leadership in discussion groups. A total of 130 women were present at the conference and were articulate on the needs of older women as they saw them. Some of their suggestions and action that came out of the conference will be discussed below.

What needs to be done?

In the middle years, 40 and over, many women have an acute need for employment. It is then that many join the ranks of "displaced homemakers" either through divorce or death of a spouse. Because of discrimination in hiring of the older women, the only alternative for many in this age group may be tragically inadequate general relief, for they are too old for Aid for Dependent Children and too young for Social Security.

An Equal Opportunity for Displaced Homemakers Act has been introduced in the Congress, which, if passed, would bring funding from federal agencies and programs for women in this situation. A State version of the Act has been introduced in the California Senate to provide a demonstration multiservice center in this State.

Some of the time of the proposed Women's Concerns Coordinator of Santa Barbara County would be devoted to seeing that Santa Barbara County receives any funding available to it regarding the problem of the displaced homemaker. It is hope that the Commission may give special attention to older women in helping to set up multipurpose service programs for retraining women who wish to enter the labor force and for initiating programs that utilize their skills and experience.
The April 19 conference emphasized many of the needs of older women. Among the expressed needs were well women clinics, menopausal clinics, guidance on continuing education, assistance in finding employment and housing, help in dealing with inflation and low incomes, a desire for a women's center useful to women of all ages, establishment of credit for divorced women and widows, information on volunteer opportunities, recognition of volunteer work as preparation for paid employment, nutritional education, and help in improving the self image of the older woman. The conference endorsed the Equal Opportunity for the Displaced Homemaker Act.

The special situation of the elderly female must be a concern of the Santa Barbara Commission on the Status of Women in Santa Barbara County, working in conjunction with other agencies for the aging in the county. More attention must be given to their special needs in income, health, housing, nursing care and frequently isolation. The Status of Women Commission in Santa Barbara County, with professional help, could help in publicizing services available, services needed, and could uncover grants and federal and state aid available for these purposes.

In working toward the elimination of discrimination in hiring and promotion of women in Santa Barbara County, special attention must be given to the factor of age and to the enforcement of federal and state laws which clearly prohibit discrimination because of age.
PART III
WHAT ARE THE OTHER ACTIVITIES OF THE COMMISSION?

QUESTIONNAIRE

The Commission distributed questionnaires to women in Spanish and English throughout the county at the end of 1974. This questionnaire was designed as a first-step in a comprehensive survey of women's needs and concerns. Approximately 400 questionnaires were returned but the results have not been tabulated. The Commission's experience with the questionnaire illustrates the difficulty of working only with volunteer labor and minimal funding.

All the commissioners designed questions for the questionnaire, with the idea that this would be a pilot project to be followed up later by a systematic study. The Commission has sought the advice of professionals (members of the Sociology Department at the University of California at Santa Barbara and the County Data Processing Department) and explored the possibility of having student volunteers undertake a comprehensive study for the commission as a class project.

Meanwhile, the commission went ahead with its pilot questionnaire, which the Santa Barbara News-Press printed. Commissioners distributed the questionnaire at public libraries, Santa Barbara City College, the University of California at Santa Barbara and other community centers.

After all the questionnaires were gathered together, the commission could not spare the time to tabulate them. After two months, a student at Santa Barbara City College volunteered to tabulate and interpret the responses, but the work was not completed in time for this report. The final usefulness of this questionnaire will depend on whether the commission will have the staff to follow through with a systematic study based on this initial survey.

TREATMENT OF RAPE VICTIMS

In 1973 in Santa Barbara County there were 75 reported rapes. Since, according to criminologists, only one out of 10 cases of rape is reported, this means that at least 750 rapes occurred in Santa Barbara County, or almost two per day. The crime of rape is increasing nationally and locally.

To determine the situation for rape victims in Santa Barbara
County, rape workshops were sponsored by the commission and held in Santa Barbara on May 2, 1974, and in Santa Maria on July 23, 1974. Participants in the workshops included members of law enforcement, the medical community, the legal community, the educational system, various assistance agencies, and concerned citizens. A special report on the May 2, 1974 workshop is available from the commission.

The Commission's future plans in this area include the following considerations:

- Improved dissemination of information regarding available help for rape victims.
- Investigation of the results of the indiscriminate use of the drug DES on rape victims without informing them of its dangers.
- Encouragement and assistance to agencies in obtaining film, "How to Say No to a Rapist and Survive," and similar programs for use in keeping the community informed.
- Further gathering of resource materials.
- Continuation of liaison with Rape Crisis Center, law enforcement, and medical community.

WOMEN'S CONCERNS WORKSHOP

An important goal of the Status of Women Commission has been to draw upon existing community resources to improve the status of women. One major resource in Santa Barbara County is the existence of some 400 women's organizations, most of them using volunteer labor. The Commission realized early that much research on women had already been done by such groups, and that many of these organizations were working to improve the status of women. Their effectiveness was limited in two ways, however, because they lacked any kind of central coordination. First, they tended to duplicate efforts, since they often did not know what other groups were doing. Secondly, people who might benefit from their services had no way of knowing what various organizations had to offer. The commission found, for its part, that much of the information it sought about women in the county had already been collected by some of these volunteer organizations. It became clear that if volunteer efforts are to have an impact on the status of women in Santa Barbara County there must be a consistent central coordination of their activities.

As a first step in this direction the commission sponsored a
workshop on Women's Concerns on October 5, 1974. One hundred and forty people attended, representing 42 groups. In the morning sessions the participants, working in small groups, were asked to identify what they saw as the most pressing needs of women in Santa Barbara County. After lunch small groups formed to discuss each area of greatest need. Each group included people from different organizations; participants assessed what is being done to meet the need, and discussed what further actions must be taken.

All the participants saw clearly the need for some kind of central coordination of all groups working to improve the status of women. After much discussion it was agreed that the best solution to the problem was a coordinator on the county level who could be a liaison between groups. All concluded that a Women's Concerns Coordinator could best serve that function. Secondly, a periodic newsletter telling of programs, resources, activities and other subjects of concern to women would facilitate cooperation among volunteer organizations. Again, a Women's Concerns Coordinator was considered to be the best person to edit such a newsletter. In sum, one conclusion from the workshop was that a coordinator of women's concerns, who would be a paid employee of the county, would energize volunteer programs which already exist to aid women. Without this kind of professional, central direction, volunteer activities duplicate each other and do not reach those who need them most. Without such a coordinator, the county is losing much valuable volunteer labor.

The October Women's Concerns Workshop proved to be an important aid to the commission in assessing the needs of Santa Barbara women. It alerted the commission to problems within all the areas which are discussed elsewhere in this report.

PUBLIC INFORMATION

From the beginning, the commission has placed emphasis on the distribution of public information, since it was recognized that those women with the greatest needs have the least funds and the least accessibility to the media. Every available "public service" news media has been used - radio, television, newspapers, including Santa Barbara City College and University of California at Santa Barbara school papers and radio stations. In addition, service organizations, service clubs, professional organizations, community boards and commissions and welfare and social organizations have been contacted in an effort to reach the women in our county.

The Women's Concerns Workshop had revealed the need for county women to be able to communicate with one another in order to share
resources and to help one another to solve problems. There was also a need to be able to locate available information and services. To facilitate this communication, the commission has attempted to compile a Master Mailing List and to establish a Speaker's Bureau. The mailing list would enable the commission to maintain contact with women in need as well as women who could be resource persons. The Speaker's Bureau would be a source of information on women's issues to county groups.

Although many hours have been spent on both the Master Mailing List and the Speaker's Bureau, both projects involve more labor and time than the commissioners have. It is planned that the proposed Women's Concerns Coordinator, possibly using the help of a work-study student, would be able to coordinate both of these important projects.

EFFECTIVENESS TRAINING CONFERENCE

The California Commission on the Status of Women provided an Effectiveness Training Workshop for appointed members of County Commissions on March 12-14, 1975, at Asilomar, located on the Monterey Peninsula. Almost 200 women, representing California's 20 established local commissions as well as 12 which are in formative stages attended this conference. Developed with funds from the Inter-governmental Personnel Act, the training program was planned after interviews with many of the local commissioners, with their staff members, and with county supervisors. Major areas considered were:

- The role of commissions as part of governmental units;
- Techniques for dealing with major women's issues; and
- Maintenance of local commissions.

Outstanding resource persons were made available for the sessions on such topics as Affirmative Action, Single Heads of Households, Child Care, Legislation, Education, Needs Assessment Techniques, Housing, Finance, Insurance, and the Use of the Media. The guest speaker list included Maxine E. Brown, Principal Planner for the Association of Bay Area Governments; Judith Ashmann, Deputy Attorney General for the State of California; Othella Daniels, Assistant Superintendent from Los Angeles Unified School District; Dorothy von Beroldingen, Supervisor, City and County of San Francisco, and many others.

The experience was valuable. The Commissioners learned more about how to get the information about women's needs in the county, how to organize to meet these needs, where to get help, and what others are doing in common endeavors. Local commissioners were impressed by the
scope of the task, encouraged by the zest and good spirits of those who shared their knowledge and expertise, and inspired to return home to increase their efforts to meet the challenges in Santa Barbara County.

HEARING OF GRIEVANCES

Implementation of laws also involves hearing and resolving individual complaints. Women who have been unfairly treated do not know where to turn. From its inception, the commission has received many calls from women with grievances, but without staff it has been unable to resolve problems satisfactorily. A variety of agencies and offices now receive complaints from women of unfair treatment: the Community Relations Commission of the City of Santa Barbara, the offices of Senator Omer Rains and Assemblyperson Hart, the County Affirmative Action officer, the Fair Employment Practices Commission, to name a few. All of these are headed by men, and not one is designed primarily to handle these complaints, which cover a wide range: discrimination in employment, discrimination in housing against women with young children, difficulties with social security, welfare, and Medi-cal checks, denial of credit. One person is needed, preferably a woman, to whom county women can turn for advice and help. The proposed Women's Concerns Coordinator is the best possible person to fill this much-needed function of "ombudswoman." She would be in a position to investigate complaints or to initiate investigations of practices of discrimination and instances of prejudice against any person because of sex. She would seek to resolve such matters through consultation, conciliation and advice. There is currently among women much cynicism and despair about the possibility of getting laws enforced which guarantee fair treatment. An adequately funded Status of Women Commission, with a well-paid, skilled staff, may restore some of their faith in their government and laws.

FEMALE REPRESENTATION ON COMMISSIONS

Although the idea of affirmative action has generally been applied only to paid employment, it is now being considered as applicable to other areas, such as membership in official boards and commissions. The City of Santa Barbara recently passed a resolution endorsing this concept.

The most recent information available on county commissions and their membership is a 1973 list compiled by the County Clerk entitled:
"Roster of Boards, Commissions and Standing Committees". It names sixty such groups, several of them totally without female representation among their seven to twenty-five members. Others have one or two women in a body of up to twenty-five people. It is apparent that on certain groups, such as the Commission on the Status of Women and the Committee on the Problems of the Aging, it is appropriate for the majority of the members to be among the group affected. However, the vast majority of these bodies deal with community issues and problems which affect men and women equally.

It is vital that more women serve on these county bodies. More participation by women would provide more representative views and would also provide more equitable role models for all individuals in the community who desire to participate in local government.

In researching boards and commissions, the citizen encounters another problem. It is very difficult to find specific information about the different commissions in order to have an overall picture of the system as it operates in the county. The only information contained in the 1973 roster is the names and addresses of the members at that time. It tells nothing about what the commission does, whether it is employment related, whether there is any requirement for membership, how the membership is selected, or how to request membership. The public is not notified of vacancies that occur and, therefore, have no opportunity either to apply or to recommend other persons. The Commission on the Status of Women feels that the whole system of appointments to county boards and commissions needs to be examined and changed to bring the system closer to the citizens.

The Commission is now working with members of the Board of Supervisors and will be requesting the following changes:

- That the Supervisors request the County Clerk to maintain an updated list of all active county boards, commissions and committees including for each such information as purpose, function, funding, staffing, frequency of meetings, location of minutes of the meetings, names and addresses of members, length of term, qualifications for membership, method of selection;

- That the Supervisors prepare and make available at several public locations application forms for boards and commissions;

- That notice of vacancies in commissions be posted at a public place and published in the media fifteen days before the vacancy is filled; and,

- That the Supervisors state their intent to include on the commissions a diverse composition of educational backgrounds, economic interests, ages, sexes, and ethnic groups.
PART IV
WHAT DOES DISCRIMINATION COST THE COUNTY?

Discrimination on the basis of sex is buttressed by deeply engrained assumptions about women, and has been practiced in its present form since the beginning of the industrial revolution. Women are traditionally underemployed, that is, they work at lower paid, lower skilled, and less stable jobs in comparison to men of their educational and age levels. This report has shown that the situation in Santa Barbara County is no exception.

What does this mean to the county? When women cannot find work and when employers do not pay enough to support a family, the County picks up the tab. The County of Santa Barbara is currently paying Aid to Families with Dependent Children (AFDC) to 3,873 households; 3,488 of these families are headed by women and represent 7,167 children under 18 years old. Since the average cost of day care or baby-sitting service is $1500 per year per child, the mother of two children will pay at least half of her annual income for child care. If she can find a job, she thus has several options:

- work outside the home for about the same amount of money (after child care expenses) which she could receive from AFDC;
- stay home on AFDC and care for her own children at the same low standard of living (in both cases she must supplement her income with food stamps), or
- leave her children with neighbors or relatives or unattended while she works, thereby lifting her family above the poverty level but unable to guide the development of her children.

It should not be surprising if many women when faced with this choice prefer to raise their children while supported by AFDC. That is why the welfare problem is basically a woman's problem. If offered adequate counseling when young, proper training for employment, interesting and well-paying jobs, it is predictable that most women would prefer to support their families themselves if their situation required it. Private industry is unwilling to increase the pay scales of women's jobs and reluctant to hire women in male jobs. Moreover, in times of economic slowdown, women are laid off first. The County consequently ends up supporting these women and children who cannot earn enough money to support themselves. The County stands to gain by supporting strong women's programs.
Discrimination costs the County in less tangible ways also. The County loses tax monies because of the limited earnings power of Santa Barbara women. Because of discrimination in pension plans the burden of elderly women (who outnumber elderly men in Santa Barbara County by over a third) falls on the County. Clearly discrimination against women is closely related to the burden of poverty which the County pays for in many ways: by an increased load of direct welfare payments and indirect social services, by a loss of tax monies, but mostly by a waste of human talent.

PART V
WHERE DOES THE COUNTY GO FROM HERE?

After reviewing the data in this report, one must be aware that there is much to be done. Legislators are particularly leading the way to a more equitable distribution of jobs, credit, housing, property and human services. But the writing of laws is only the beginning. The County, which recognized the need by establishing the Status of Women Commission, must now take the second step to support the long and hard work which will be necessary if the laws are to prove effective in improving the economic position of women.

In the different sections, this report has attempted to point out the directions that need to be taken. As well as continuing those efforts, the Commission has identified many other areas that need to be investigated. For instance, the Commission needs to study in depth:

- the specific problems of the minority woman
- the correlation between women on welfare and the absence of child-support payments
- training programs for female inmates in the county jail.

Commissioners are willing to undertake for the County the difficult job of attempting to eliminate discrimination against women in the county. It will be impossible, however, for the Commission to carry out its mandate without support from the Board of Supervisors. Specifically, the Commission on the Status of Women is asking the Board of Supervisors to provide resources which are necessary if the Commission is effectively to continue its work on behalf of the Board of Supervisors. These resources include an adequate budget, a Women's Concerns Coordinator, and adequate secretarial assistance. With this indispensable support the Commission will be better able to work with the Supervisors to meet the challenge of raising the status of women in Santa Barbara County.
APPENDIX A

COMMISSION ON THE STATUS OF WOMEN
Santa Barbara County

FIRST DISTRICT - Frank Frost, Supervisor

William Alexander
7210 Davenport Road, Goleta 93017  968-4985

Barbara Lindemann, Vice-Chairperson
1470 Tunnel Road, Santa Barbara 93105  966-3509
or Santa Barbara City College Social Sciences Division

Mary K Wright
1475 Fernald Point Lane, Santa Barbara 93108  969-1165

SECOND DISTRICT - Robert Kallman, Supervisor

Betty Bullock, Chairperson
892 Windsor Court, Santa Barbara 93111  964-5136

Candy Corbani
1526 San Miguel, Santa Barbara 93109  966-7945

Virginia Thompson (resigned)
2800 State Street, Santa Barbara 93105  687-2500

THIRD DISTRICT - James Slater, Supervisor

Miriam Hawthorne
326 Cooper Road, Santa Barbara 93109  962-8246

Elvira Quiroga (resigned)
901 Fellowship Road, Santa Barbara 93109  963-7684

Elin Scheff
6155 Coloma Drive, Goleta 93017  964-7203

FOURTH DISTRICT - Francis Beattie, Supervisor

Teney Leary (resigned)
4024 Club House Road, Lompoc 93436  733-2421

Genevieve H. Sinclair
417 No. 3rd Street, Lompoc 93436  736-8136

Lois White
123 Gemini, Lompoc 93436  733-3915, Bus: 866-7139

Term Expires
July, 1978
July, 1976
July, 1977
July, 1978
July, 1978
July, 1978
July, 1977
July, 1976
July, 1977
FIFTH DISTRICT - Harold Fletcher, Supervisor

Judy Horst
1640 No. Pleman Place, Santa Maria 93454   922-4369   July, 1977

Lianne Hutton
3943 Hillview Road, Santa Maria 93454   937-2838   July, 1976

Alexis Van Natta
802 Blake, Santa Maria 93454   937-4347   July, 1978
APPENDIX B
COMMISION ON THE STATUS OF WOMEN

1975-76 Schedule of Meetings

10:00 a.m. First Saturday of every month, except as otherwise noted. Public welcome. Santa Barbara Public Library, corner of Anapamu and Anacapa Streets, Santa Barbara - upstairs community room. Lompoc Public Library, 501 East North Avenue, Lompoc. Santa Maria Public Library, 420 South Broadway, Santa Maria - Dorthea Nelson room.

June 7, 1975  Santa Barbara Public Library
July 12, 1975  Santa Barbara Public Library
(second Saturday)
August 2, 1975  Lompoc Public Library
September 13, 1975  Santa Barbara Public Library
(second Saturday)
October 4, 1975  Santa Barbara Public Library
November 1, 1975  Santa Maria Public Library
December 6, 1975  Santa Barbara Public Library
January 10, 1976  Santa Barbara Public Library
(second Saturday)
February 7, 1976  Santa Barbara Public Library
March 6, 1976  Santa Barbara Public Library
April 3, 1976  Santa Barbara Public Library
May 1, 1976  Santa Maria Public Library
June 5, 1976  Santa Barbara Public Library
APPENDIX C

1975-76 PROPOSED BUDGET

SANTA BARBARA COUNTY
COMMISSION ON THE STATUS OF WOMEN

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<tr>
<td>6100</td>
<td>Regular Salaries</td>
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<td></td>
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<tr>
<td></td>
<td>(Administrative Analyst III range 329)</td>
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<td></td>
<td>Clerk Stenographer II approx. 7,300</td>
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<td>Health Insurance Contribution</td>
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SERVICES AND SUPPLIES

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<td>7730</td>
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<td>Director's Mileage (600 miles per month)</td>
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FIXED ASSETS

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GRAND TOTAL

$31,437