

ILLINOIS LOCAL LEAGUES - CONTRIBUTIONS TO NATIONAL ERA FUND DRIVE

LEAGUE	MEMBERSHIP(1/77)	PLEGGED	PAID
Alton Area	66	\$ 350.00	\$ 350.00
Arlington Heights-Mt. Prospect- Buffalo Grove Area	79	750.00	413.45
Aurora	69	650.00	650.00
Barrington Area	104	45.00	125.00
Batavia	35	100.00	100.00
Carbondale	114	800.00	800.00
Carpentersville-Dundee Area	52	-0-	-0-
Champaign County	275	1500.00	1,392.00
Charleston	70	100.00	150.00
Chicago	653	100.00	115.00
Chicago Heights	23	150.00	150.00
Collinsville	31	-0-	50.00
Crystal Lake-Cary Area	84	420.00	420.00
<u>Decatur</u>	85	<del>345.00</del>	114.00
Deerfield Area	145	-0-	356.00
DeKalb County	126	750.00	750.00
Des Plaines	63	600.00	730.00
Downers Grove-Woodridge	116	-0-	218.50
Edwardsville Area	85	425.00	212.50
Elgin	46	100.00	100.00
Elmhurst	142	800.00	800.00
Elmwood Park	44	-0-	-0-
Evanston	397	1500.00	1,636.55
Evergreen Park	34	10.00	10.00
Franklin Park	26	-0-	35.00
Freeport	72	-0-	-0-
Galesburg	51	250.00	310.00
Geneva-St. Charles	75	370.00	750.00
Glen Ellyn	107	500.00	600.00
Glencoe	301	850.00	909.45
Glenview	108	600.00	696.00
Harvey	27	-0-	-0-
Hazel Crest	52	260.00	260.00
Highland Park	307	1750.00	2900.00
Hinsdale-Clarendon Hills-Oak Brook	151	500.00	1303.15
Homewood-Flossmoor Area	160	-0-	800.00
Joliet Region	94	500.00	500.00
Kankakee-Bradley-Bourbonnais Area	71	71.00	73.00
Kewanee	35	200.00	200.00
LaGrange Area	85	500.00	500.00
Lake Bluff	106	289.00	310.00
Lake Forest	192	-0-	1000.00
LaSalle-Peru	68	680.00	680.00
Libertyville-Mundelein	70	25.00	25.00
Lincoln	58	-0-	30.00
Lombard	87	70.00	825.00
Mattoon	20	100.00	100.00
McDonough County	58	250.00	250.00

*Called Mary  
Hubert to see to  
concern this*

<u>LEAGUE</u>	<u>MEMBERSHIP(1/77)</u>	<u>PLEGGED</u>	<u>PAID</u>
McLean County	100	\$ -0-	\$ 100.00
Moline	57	-0-	50.00
Morgan County	83	860.00	860.00
Morton Grove-Niles	59	-0-	31.00
Naperville	67	300.00	300.00
Northbrook	132	-0-	134.50
Oak Park-River Forest	315	1500.00	1500.00
Palatine	62	120.00	120.00
Palos-Orland	33	-0-	-0-
Park Forest-Park Forest South	122	500.00	629.31
Park Ridge	66	1000.00	1000.00
Peoria	120	700.00	810.85
Princeton	23	15.00	-0-
Proviso	53	150.00	200.00
Quincy	35	350.00	350.00
Riverdale-Dolton	34	-0-	30.00
Rochelle	34	170.00	220.00
Rock Island	59	-0-	-0-
Rockford	173	-0-	-0-
St. Clair County	53	530.00	541.00
Schaumburg-Hoffman Estates Area	49	-0-	61.25
Skokie-Lincolnwood	102	-0-	-0-
Springfield Area	214	2100.00	2100.00
Sauk Valley	45	-0-	56.00
Warren County	42	-0-	-0-
Waukegan	87	50.00	100.00
Western Springs	75	500.00	500.00
Wheaton	125	625.00	1015.28
Wilmette	192	2000.00	2000.00
Winnetka-Northfield-Kenilworth	327	1650.00	1660.00
Woodstock-McHenry	55	-0-	-0-
State Board members and other individual contributions			962.56
		TOTAL	\$37,896.35

SOME QUOTES FROM IMPORTANT FIGURES

America will not be able to achieve its full economic potential unless every woman who wants to work can find a job that provides fair compensation and equal opportunity for advancement. This Administration is committed to the promotion of this goal. We support the Equal Rights Amendment.

Richard M. Nixon  
President of the United States  
State of the Union Message  
February 22, 1973

[The Equal Rights Amendment to the Constitution]...would be the single most vital victory for the cause of women's rights. ...Most of us have not yet said to women that we agree with their demands, that they should have the same chance we have, that they are not second class citizens but full partners in the common enterprise we call America. Only when we say that can we insure the future of freedom.

Edmund S. Muskie, Senator  
Maine (D)  
Speech to the Freedom Forum at  
Linton High School, Schenectady, NY  
November 29, 1971

Earlier this year, the General Assembly of the Commonwealth of Pennsylvania passed an amendment to the Pennsylvania Constitution similar to the measure being considered today. Unfortunately, my Commonwealth is among the minority of the States in taking this much needed step. In many States, there are still vestiges of the English common law which treated women as inferiors. In many States, a woman cannot pursue a business or profession with the same degree of independence as can her husband. In some States, women are classified separately for purposes of jury duty. In many community property States, wives do not share the same rights in the joint property as their husbands. In some States, the inheritance rights of widows differ from that of widowers. In many States, restrictive work laws deny women the right to compete for available jobs.

These State laws are the reason the Equal Rights Amendment has been introduced in Congress after Congress. These State laws are the reason it must be adopted during this Congress.

Hugh Scott, Senator  
Pennsylvania (R)  
Statement for the Record During Hearings Before  
the Subcommittee on Constitutional Amendments of  
the Senate Judiciary Committee  
May 5-7, 1970

This Amendment embraces a fundamental precept set down in the 19th Amendment to the Constitution and reaffirmed in much of the civil rights legislation passed in the last 40 years. This precept, of course, is that women are entitled to and must receive the equal protection and benefits of the law. Nothing could be more basic to Democracy than this vital concept. And yet few ideals have been so difficult to put into practice. This Amendment would finally guarantee long-overdue rights to women on an equal basis with men.

William Proxmire, Senator  
Wisconsin (D)  
Statement for the Record During Hearings Before  
the Subcommittee on Constitutional Amendments  
of the Senate Judiciary Committee  
May 5-7, 1970

I believe that the most certain way in which women's rights can be fully guaranteed is to pass a constitutional amendment. We have tried several times in this decade to resolve this matter by legislation, yet sex discrimination continues to prevail in all too many fields. ...

This recognition of the equal civil rights of women coming as it is over 50 years after the adoption of the women's political rights amendment, is long overdue.

John Tower, Senator  
Texas (R)  
Floor Debate on ERA  
March 22, 1972

By passing [the Equal Rights Amendment], we are not saying that a woman's place is not in the home. We simply wish to say to the Nation--men and women alike--that if a woman wants to bake bread and garden, that is her choice. If she wants to be an aerospace engineer or a banker--then she has the right to her choice and full equality in the pursuit of her profession. ...In a nation where equal protection under the law is one of our basic foundations, women too often have been neither equal nor protected.

John Sparkman, Senator  
Alabama (D)  
Floor Debate on ERA  
March 22, 1972

In 196 years of this country's being, any government could make any law it chose against women and the Supreme Court has upheld that law. We have been judged as a class along with children and idiots, and we are frequently mentioned in the same connection. Corporations have been people for more than 100 years. It is high time that we too became human. We cannot rely upon the Courts. I urge the ratification of the Equal Rights Amendment.

Martha Griffiths, Congresswoman  
Michigan (D)  
Statement Before the Ohio Legislature  
October 27, 1973

As a black person, I am no stranger to race prejudice. But the truth is that in the political world I have been far oftener discriminated against because I am a woman than because I am black.

Prejudice against blacks is becoming unacceptable although it will take years to eliminate it. But it is doomed because slowly, white American is beginning to admit that it exists. Prejudice against women is still acceptable.

Shirley Chisholm, Congresswoman  
New York (D)  
Testimony Before the Subcommittee on Constitutional Amendments of the Senate Judiciary Committee  
May 7, 1970

I want you to know that I favor your Equal Rights for Women Amendment. If I am elected President of the United States I will do all in my power to bring about the early passage of the appropriate resolution.

George Wallace, Governor of Alabama  
Telegram to the National Woman's Party  
July 20, 1968

Double jeopardy is the real issue which we must address. I am not suggesting that black women declare, 'I am a woman first and Black second,' or even the reverse, but simply that we recognize that we are caught in two groups which have been assigned inferior status in this society. We achieve little by comparing the severity of the wound which is inflicted on the basis of race versus that inflicted on the basis of sex. Sufficient to say that Equal Rights Amendment ratification would assist in preventing the wounding which is being done on the basis of sex, and which comes down most heavily on non-white women.

Frankie M. Freeman, Commissioner  
U.S. Commission on Civil Rights  
Writing in Focus Midwest '73  
Volume 9, No. 58

ERA is needed by homemakers as well as professional women. Today there are myriad laws in various states that discriminate against women in the areas of credit, loans, housing, education, jury service and job opportunities. The passage of the Equal Rights Amendment would make a final, legal and compelling commitment that all Americans are equal and individual before the law.

The women of America--53 per cent of our population--have waited patiently to be assured that they are not second-class citizens. The passage of this amendment would make that matter of simple justice a constitutional reality.

Jill Ruckelshaus  
White House Consultant  
on Women's Organizations  
Interviewed for Redbook Magazine

The arguments have been marshalled and repeated and debated, but the basic issue remains the same--equality under the law with the choices, rights, and responsibilities of full citizenship. That these choices, rights, and responsibilities of full citizenship need to be legislated when given to man as a birthright needs no further comment. It needs action. It needs ratification now.

Lucy Wilson Benson, President  
League of Women Voters of the United States  
April 12, 1973

The question of economic deprivation, of violence, of racial conflict, none of these issues will be resolved until we get the fullest participation of all members of our society. The addition of the equal rights amendment will help to remove an obstacle that we have had in the past in terms of the utilization of all members of society.

Olga Madar, Vice President  
United Auto Workers  
Testimony Before the Subcommittee on Constitutional Amendments of the Senate Judiciary Committee  
May 7, 1970

The Communications Workers of America has always believed in equality of protection under the laws for all. We have fought on the state and federal level for legislation which would guarantee the rights of workers to equality and opportunity on the job and have worked to improve and extend the coverage of benefits presently available under the law. We see the Equal Rights Amendment as a means of asserting not an equal right to be abused, but equality of the right to protection. CWA has always supported the extension of existing protective legislation for women to men. We look upon the Equal Rights Amendment as a constitutional guarantee, a national commitment that will aid us in achieving this goal.

Joseph A. Beirne, President  
Communications Workers of America  
Memo to CWA Exec. Board & Natl. Directors  
February 27, 1973

The AFL-CIO endorses the Equal Rights Amendment to the U.S. Constitution as precisely the kind of clear statement of national commitment to the principle of equality of the sexes under the law that working women and their unions can use to advantage in their efforts to eliminate employment discrimination against women.

Resolution adopted at the 10th Biennial Convention of the AFL-CIO  
October 22, 1973

As a firm believer in the use of the law to promote justice, I endorse the 27th Amendment as a fitting legal capstone to the legitimate strivings of women for equal opportunity in a nation which needs all the talent and dedication it can get from its citizens, female or male.

Father Theodore M. Hesburgh, President  
University of Notre Dame  
Former Chairman,  
U. S. Commission on Civil Rights

The Equal Rights Amendment will assure the legal rights of women. Not to guarantee these rights is to deny the full humanity of women and to deny the basic meaning of the Constitution of the United States which recognizes human dignity and equality. Rights cannot be given, they already exist. But they must be recognized and supported by our actions. Passage of the Equal Rights Amendment... is one of the most important actions our nation can take to affirm the principles on which this nation was founded, principles which flowed out of our religious heritage.

Claire Randall, General Secretary-elect  
National Council of Churches  
November 28, 1973

The Gospel makes clear that Jesus regarded women, men, and children equally. In contrast to the contemporary, male-centered society, Jesus related to women with respect and sensitivity, as individual persons.

Current attitudes toward women in the U.S. are blatantly discriminatory, based on stereotyped ideas of a woman's abilities and proper roles in society, rather than her actual potential and rights as an individual. ...

We therefore commend the U.S. Congress for its passage of the Equal Rights Amendment to the U.S. Constitution and call upon the various states to ratify this Amendment in order to insure that "equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex."

The United Methodist Church  
Resolution on Equal Rights of Women  
Adopted April 16, 1972

Current attitudes toward women in the United States are the outgrowth of complex social and political forces which have led to a legal system that treats persons discriminately on the basis of sex.

Hundreds of existing state and federal laws regarding domestic relations, employment and educational opportunities, property and business activities, military service, and criminal penalties clearly discriminate against women. Such laws are based on stereotyped ideas of women's abilities and proper roles in society, rather than her actual potential and rights as an individual. ...

For these reasons, the following organizations support the concept of equal rights and responsibilities for both men and women...expressed in the [Equal Rights Amendment]... .

Joint Religious Statement of Equal Rights  
Signed by 18 Religious Organizations  
including the United Presbyterian Church,  
Washington Office & The Presbyterian Church in  
the U.S., Office of Church & Society  
March 20, 1972

Nursing has ample reason to know about the economic discrimination and other inequities that exist for a profession comprised primarily of women. Nursing has a history of seeking equal rights for nurses and for all women. But beyond that, we have a history of concern for the welfare of all--for human rights of both men and women. And that certainly is what the Equal Rights Amendment is for: to assure equality of rights under the law for everybody.

Eileen Jacobi, Ed.D., R.N., Executive Director  
American Nurses Association  
November 12, 1973

While the amendment itself would deal only with laws which discriminate between the sexes, its effect will be a re-examination by both men and women of the attitudes and life styles which have made many marriages in 20th Century urban America less than rewarding. Ratification of the amendment would serve to reaffirm the contribution made by the woman working at home who chooses to invest her time in the creation of human capital for the future--children.

Dr. Marjorie East, President  
American Home Economics Association  
March 16, 1973

Our legal structure will continue to support and command an inferior status for women so long as it permits any differentiation in legal treatment on the basis of sex. This is so for three distinct but related reasons. First, discrimination is a necessary concomitant of any sex-based law because a large number of women do not fit the female stereotype upon which such laws are predicated. Second, all aspects of separate treatment for women are inevitably interrelated; discrimination in one area creates discriminatory patterns in another. Thus a woman who has been denied equal access to education will be disadvantaged in employment even though she receives equal treatment there. Third, whatever the motivation for different treatment, the result is to create a dual system of rights and responsibilities in which the rights of each group are governed by a different set of values. History and experience have taught us that in such a dual system one group is always dominant and the other subordinate. As long as woman's place is defined as separate, a male-dominated society will define her place as inferior.

Brown, Emerson, Falk, Friedman  
"The Equal Rights Amendment: A Constitutional  
Basis for Equal Rights for Women,"  
The Yale Law Journal, April 1971

We ask that woman shall have free access to vocations of profit and honor, the means of earning a livelihood and independence for herself!

Ann Preston  
Westchester, Pennsylvania, Convention, 1852  
Quoted in Voices From Women's Liberation

#### On the draft

The only legitimate issue warranting discussion is the draft. The Equal Rights Amendment will affect substantially and vitally women's responsibility for military service and opportunities in military service--and military service does have many advantages as well as disadvantages. While the draft has usually been seen as an unwelcome responsibility by middle-class young men, it has always been an avenue of upward mobility for poor young men. Vocational training, medical care, travel, and a wider range of associates are some of the positive aspects. After discharge, education and housing benefits and preference in employment give the veteran additional advantages. The fact that men have been moving out of poverty while women have not is certainly due in part to military service.

Catherine East, Executive Secretary  
U.S. Citizens' Advisory Council on the  
Status of Women  
Columbus, Ohio Congress on the ERA  
September 23, 1972

#### On support laws

At this point, I would like to answer the opponents of this Amendment who state that it would do away with statutes which require husbands to support wives and children and that it also would do away with alimony and child support. It is true that some states have statutes which outline a husband's duty of support. Some of these statutes say that the husband is liable for the necessities of life for a wife and children. There is only one thing wrong with these statutes. You cannot enforce them in an ongoing marriage. There never has been a court in the United States that would interfere in a marriage to require a husband to provide support. In my judgment, these statutes were not even made for the benefit of wives and children. They were enacted for creditors, and in a rural society at the time of their enactment, it is conceivable that wives might have charged items for which husbands protestingly paid. But, in today's sophisticated society, a wife can't even get credit without her husband's signature, and even if she does get credit with his signature, he can easily cut off that credit by announcing publicly or individually to stores that he no longer will assume the debts.

The idea that men support their wives and children because a statute tells them to is ridiculous. Men support their wives and children because they love them and because of long custom.

What I am saying to you is that there is no statute in this country enforceable by a wife in a continuing marriage for the support of either herself or her children, and that any competent divorce lawyer tells the wife on her first visit, unless she is married to an extremely wealthy man, that her chances of getting support for the children if she divorces the father are limited to his own good will.

Martha Griffiths, Congresswoman  
Michigan (D)  
Statement Before the Ohio State Legislature  
February 27, 1973

On alimony

The available studies indicate that the typical woman getting a divorce is very unlikely to receive alimony and if she does her ability to support herself will be a factor in determining the amount. She will probably get custody of the children, with the father's full approval, but child support awards will be less than half enough to support the children. The typical divorced or separated woman will be working, earning about 60% of what her former husband does, and contributing more than half the support of the children if her husband pays the child support awarded by the court, which is unlikely.

Catherine East, Executive Secretary  
U.S. Citizens' Advisory Council on  
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Martin Griffiths, Congressman  
Michigan (D)  
Statement Before the Ohio State Legislature  
February 27, 1973



RESOURCES: ERA PUBLICATIONS

## UNITED STATES GOVERNMENT PUBLICATIONS

The following hearings can be purchased from the Superintendent of Documents, Government Printing Office, Washington, D.C. 20402:

Equal Rights for Men and Women 1971. Hearings before Subcommittee Number 4 of the Committee on the Judiciary, House of Representatives, March 24, 25, 31; April 1, 2, and 5, 1971. \$3.95.

The Equal Rights Amendment. Hearings before the Senate Judiciary Committee, May 5, 6, and 7, 1970. \$3.25.

Equal Rights 1970. Hearings before the Senate Judiciary Committee, September 9, 10, 11 and 15, 1970. \$1.75.

Free, in limited quantities, from the Subcommittee on Constitutional Amendments, 300 RSOB, Washington, D.C. 20510:

Equal Rights for Men and Women, Report No. 92-689, Majority Report of the Senate Committee on the Judiciary. (A must for everyone working for ratification.)

Six page excerpt from the above report which appeared in the Congressional Record, 92nd Congress, 2nd Session, Vol. 118, No. 44, Wednesday, March 22, 1972.

Free and in quantities from the Citizens' Advisory Council on the Status of Women, Women's Bureau, Department of Labor, Washington, D.C. 20210:

"The Equal Rights Amendment--What It Will and Won't Do"

"Memorandum on the Proposed Equal Rights Amendment to the U.S. Constitution"

"The Equal Rights Amendment and Alimony and Child Support Laws"

"Only the Equal Rights Amendment Will Promptly End Prison Sentence Discrimination Because of Sex"

"The ERA--Senator Ervin's Minority Report and the Yale Law Review"

Other materials from U. S. officials

Write to Rep. Martha W. Griffiths' office (House of Representatives, Washington, D.C. 20515) for a packet of material free of charge, containing her testimony on behalf of the ERA and other related materials.

Women's Rights in the '70's--Black Women and the Women's Movement. An address delivered by Frankie M. Freeman, Commissioner, U.S. Commission on Civil Rights, at the Delta Sigma Theta, Inc., convention, Atlanta, Ga., August 1973. Limited number of copies available upon request from the League of Women Voters of the U.S., 1730 M Street, N.W., Washington, D.C. 20036.

## LEAGUE OF WOMEN VOTERS PUBLICATIONS

Discover ERA, LWV of Indiana, 51pp. Write to LWV of Indiana, 619 Illinois Building, 17 W. Market, Indianapolis, Indiana. 46204. \$.90.

200 Years and Holding: A Look at the Legal Rights of American Women, including bibliography and discussion guide. Write to LWV San Diego, Publications Chairman, 2454 4th Avenue, San Diego, California 92101. \$.25. Geared to ERA and California Law; however other League members may find it useful in developing materials for their members.

The ERA: What It Means to Men and Women, League of Women Voters of the U.S., 1730 M Street N.W., Washington, D.C. 20036. Publication #272. Bulk rates on request.

#### PAMPHLETS FROM OTHER ORGANIZATIONS

COMMON CAUSE (2030 M Street N.W., Washington, D.C. 20036): Equality of Rights...Shall Not Be Abridged...On Account of Sex; Copies are available free of charge.

COUNCIL OF STATE GOVERNMENTS (Iron Works Pike, Lexington, Kentucky 40511): All Are Created Equal: The States and the Equal Rights Amendment, December 1973, 48pp. \$3.00. This pamphlet illustrates the impact which ratification would have on the States and through them on the status of women and men. An informative document which would be valuable for the general public and legislators alike.

NATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN'S CLUBS, INC. (2012 Massachusetts Avenue, N.W., Washington, D.C. 20037): How and Why to Ratify the ERA. The brochure is available free of charge in quantities of 100. Address requests to attention of the Legislative Department.

NATIONAL ORGANIZATION FOR WOMEN (1107 National Press Building, 529 14th Street N.W., Washington, D.C. 20004). Single copies of the following materials are available free of charge; send self-addressed and stamped envelope:

- June 1973 ERA Status for Unratified States
- NOW's Two Year ERA Strategy
- The American Way: Ratify the ERA

#### ARTICLES

"ERA: The Ratification of Change," County Manpower Report, National Association of Counties Research Foundation, Vol. 2, No. 4, August, 1973, pp. 15-17.

"The Equal Rights Amendment: A Constitutional Basis for Equal Rights for Women," by Barbara A. Brown, Thomas I. Emerson, Gail Falk, Ann E. Freedman, The Yale Law Journal, Vol. 80, No. 4, April, 1971, pp. 871-981.

"The Equal Rights Amendment: What's in It for Black Women?," by Frankie M. Freeman, Focus Midwest, Vol. 9, No. 58, pp. 22-24. Reprint available from the U.S. Commission on Civil Rights, Washington, D.C. 20425.

"The Law Must Reflect the New Image of Women," by Martha W. Griffiths, The Hastings Law Journal, Vol. 23, No. 1, November 1971.

"The Need for the Equal Rights Amendment," by Ruth Bader Ginsburg, American Bar Association Journal, Vol. 59, September 1973, pp. 1013-1019.

"What You Should Know About the Equal Rights Amendment," by Claire Safran, Redbook, June 1973.

RESOURCES: CURRENTLY AVAILABLE PROMOTIONAL ITEMS

BUTTONS

"ERA YES" (yellow and black)	50¢
"It's About Time--ERA" (orange)	50¢
ERA Central 53 West Jackson Blvd. Chicago, IL 60604 (312) 939-3988	
"For ERA" (red and white)	25¢
Arkansas ERA Coalition Shirley McFarlin 11 Ardmore Drive Little Rock, AR 72209 (501) 565-2324	
"Go ERA" (green on white)	10¢
LWV of Alabama 1100 Laurel Lane Montgomery, AL 36106	
"Uppity Women Unite" (black on white)	3/\$1.00
Federation of Organizations for Professional Women 1818 R Street, N.W. Washington, D.C. 20009	
Equality Sign Within Female Symbol (white on red, approx. 2-1/4")	50¢
Women's Political Caucus 3302 North Osage Independence, MO 64050	

JEWELRY

ERA Bracelet (Nickel silver)	\$3.00
League of Women Voters 11313 Frederick Avenue Beltsville, MD 20705	Discount to Leagues only: \$2.50 each for quantity orders

BUMPER STICKERS

"ERA YES" (yellow and black)	\$1.00
ERA Central 53 West Jackson Blvd. Chicago, IL 60604 (312) 939-3988	
"Keep Mother Nature Happy/ Support the ERA" (white on red; vinyl)	\$1.25
Meaningful Bumpers 1217 Giltspur Road Richmond, VA 23233	

BUMPER STICKERS (continued)

"Equal Rights Equal Justice" (with scales balancing male and female symbols; white on red; round, approx. 6")	50¢
Arkansas ERA Coalition Shirley McFarlin 11 Ardmore Drive Little Rock, AR 72209 (501) 565-2324	
"Support the Equal Rights Amendment" (red, white and blue)	No price:
National Organization for Women Attn: Toni Carabillo, Vice President for P.R. 1126 Highpoint Street Los Angeles, CA 90035 (213) 938-0560	donation requested to NOW ERA Fund
"ERA Spells Equality"	2/\$1, 5/\$2, 15/\$5, Volume/ dealer discounts
Checkers Enterprises Box 8051 F St. Louis, MO 63108	

MISCELLANEOUS

"ERA YES" Small Stickers (yellow and black)	80/\$1.25
ERA Central 53 West Jackson Blvd. Chicago, IL 60604 (312) 939-3988	
"ERA YES" (looseleaf binder; white on black)	\$1.50
ERA Central 53 West Jackson Blvd. Chicago, IL 60604 (312) 939-3988	
Leather "ERA" Key Ring:	\$1.75
D.C. Chapter, National Organization for Women Attn: Dorothy Howze, Finance Chairman 1736 R Street, N.W. Washington, D.C. 20009	
"Give me the ERA for the New Year" Greeting Cards	4/50¢
ERA Central 53 West Jackson Blvd. Chicago, IL 60604 (312) 939-3988	
Susan B. Anthony Tote Bag (with photograph) 15 x 12 x 2-1/2"	\$6.95 + 60¢ postage
National Women's Political Caucus P.O. Box 7536 Seattle WA 98133	



**ACTION  
BLUEPRINT  
FOR  
ERA NOW**

***AN INTRODUCTION TO NOW'S ERA ACTION BLUEPRINT***

Equal Rights for Illinois women. It's up to us and it's happening NOW. In both houses of the Illinois General Assembly, legislators are debating the ERA issue. The final votes will come soon.

NOW-ERA, an action office funded by the National Organization of Women (NOW), has prepared this kit for local NOW chapters and for other local organizations supporting ERA passage.

The ERA-NOW ACTION BLUEPRINT has compiled lobbying tactics for local organizations. Choose the ones that could be implemented in your community, and help women win equal rights NOW.

ERA  
ACTION  
BLUEPRINT  
FOR  
NOW

## **CONTACT YOUR LEGISLATORS NOW (THAT'S THE NAME OF THE GAME)**

Personal contact is the most effective lobbying tactic. Reports from the General Assembly indicate that repeated contact by women around the state is beginning to make an impact. But our opposition isn't asleep. Legislators are being contacted daily by pro and con ERA advocates. We must do more. Following are several suggestions for different types of personal contact designed to win ERA NOW.

One key point to remember when initiating discussions with your legislators is the lack of information and the misinformation that now exists in the minds of citizens and lawmakers alike. Be sure your members are well informed before they meet with legislators and, in all meetings, ask if the legislator is clear on what ERA means. If the legislator has misconceptions, deal with those first, before asking support.

\* Invite Your Local Legislator to a Breakfast or Lunch. One of the simplest and least expensive lobbying techniques is to make personal contact with your legislator in his home district. Confronted with local voters within their home district, legislators tend to respond more than if the contact is simply impersonal. The breakfasts or lunches should be attended by no more than five of your most well-informed members. The purpose of the lunch is to ascertain the answer to one question: "Will you vote yes or no in Springfield?" The lunches or breakfasts also provide a forum for discussing the issues if your legislator is unclear about ERA.

\* Ask Your Local Legislator to Speak at Your Membership Meeting. Let your local legislator know women in his district are concerned about ERA passage. Bringing a legislator into a membership meeting for a presentation and question-answer session on ERA can drive home the point that constituents are going to hold the legislator accountable for his voting record. Again, the question, at some point during the meeting, is "Yes or No. How are you going to vote?"

\* Visit your local legislator at his office or in Springfield. When delegations of concerned individuals care enough to come to Springfield or to visit local legislators about a bill, it becomes clear people care about the vote. Make sure your legislator understands people care about ERA. Come to Springfield and visit with your legislator.

\* Invite the legislator's wife to a luncheon with your leadership. Don't underestimate the impact a legislator's wife might have on the ERA vote. If your legislator's wife is not active in local women's groups, invite her to lunch with your leadership and ask if she will work to support ERA.

One note of caution should be injected into this lobbying tactic. Make a realistic assessment of your legislators. If one or more is adamantly opposed to ERA, avoid using a personal tactic such as this which might further alienate him. This technique is aimed at "on the fencers."

\* Phone Your Legislator in Springfield. Most legislators block out several hours a day to return or answer phone calls. Phoning is an inexpensive, effective device -- particularly on the day of a critical vote. If the legislator is not in the office, leave your name and address and a short message indicating you're in favor of ERA.

## **CONTACT YOUR LEGISLATOR NOW**

## WRITE YOUR LEGISLATOR NOW

Letter writing remains a mainstay of lobbying. Legislative aides view the volume of letters rather like Nixon views the Gallup popularity polls. Make sure your legislator sees a groundswell of grassroots opinion favoring ERA. Letter writing is also the easiest lobbying task to ask of other ERA supporters. Following are suggestions about effective letter writing campaigns.

- \* Write To Your Local Legislators. Your target audience is your local legislators, senators and house members. Maximum letter impact is made only when letters arrive from voters within a legislator's home district. While the volume to the Senate and House Executive Committee members can make an impact, they will respond most to their own constituents. If one of the Senate Executive Committee members lives within your district, their support is crucial. All members of your local organization should be asked to write immediately and write often.
- \* Telegrams can be Effective Before Key Votes. Telegrams coming from local organizations on the day before or the day of a key committee or full house vote can be effective. The telegrams should be short and to the point. "The Springfield NOW chapter is counting on your support for a yes vote on ERA. As president of the NOW chapter, I call on you to honor your commitment to support ERA on behalf of all women."
- \* ENCOURAGE Men to Write for ERA NOW. ERA is not just a women's issue. It should also be an issue for men who believe in women's equality. Encourage your members to have their husbands or friends write legislators in favor of ERA.
- \* Contact other local groups for letter writing support. Fifty-one Illinois associations have endorsed ERA (see appendix). If there are local chapters of those organizations in your community, contact them to support your letter writing campaigns.
- \* Schedule letter-writing parties. Letter writing can be a fun thing if everyone is trying to be "creative" at the same time. The next general membership meeting your organization has could easily take ten minutes and provide each member with pen and paper and guarantee that letters are written. Not only general membership meetings, but bridge clubs, social activities, PTA meetings, etc., provide ready-made forums for a ten minute letter writing campaign for ERA NOW.
- \* Don't rely on petitions or form letters. Legislative reaction to form letters and petitions is usually negative. The best impact can be made through individual letters coming from individuals who care.
- \* Keep Letters Simple. Length of your letters will not make a difference. The volume of letters and the ease at which a reader can determine the point will. See the appendix of ACTION BLUEPRINT for a sample letter format. But remember, keep letters short and simple; come to the point quickly, and get those cards and letters rolling in.

# PUBLICIZE ERA NOW

Myth and misconception rule the day in too many ERA discussions. From Catholic groups claiming ERA is hand-in-hand with the abortion issue, to Phyllis Shaffley's hysterical cries that ERA would mean mothers would be torn away from their children to serve in the armed forces, damaging misinformation could block the way to ERA passage. Work to get out the real story about ERA in your community. Following are suggestions that can bring reality into ERA debate.

- \* Provide ERA Feature Story Material to Your Local Papers. Using the feature story provided in the appendix of ERA NOW ACTION BLUEPRINT, visit your local newspaper editor and ask if he would be interested in running a feature story on ERA. Illinois newspapers have been following the ERA story closely and many editors, particularly in small papers, might well run the story intact. Explain the issues, discuss your organization's support and position and leave your phone number in the event the paper wants more information.
- \* Contact Local Radio and TV Talk Shows. Talk shows are usually desperate for topical, controversial subject matter. ERA fits that category to a T. Contact the moderators of local radio and TV talk shows and volunteer your organization's leadership for participation in a presentation and question-answer session on the local station.

Your representatives on talk shows should be role played to keep the issues simple and avoid being caught in defensive arguments against anti-ERA positions. Avoid the complex and make it an either-or proposition -- equal rights or unequal oppression.

- \* Form a Speaker's Bureau for Your Community. One of the quickest ways to get your story out to a large audience and receive good news coverage which reaches all homes at the same time is through appearances at community organizations. Forming a speaker's bureau is an easy, and effective, thing.
  - Choose a team of members (preferably two or three) who are articulate and well informed. Plan a tight presentation and role play possible questions.
  - Notify by mail and by personal contact the program chairman of local organizations, religious groups, civic groups, businessmen's groups, other women's organizations, labor unions, etc., and volunteer your speaker's bureau for their next program.
  - Members of speaker's bureau panels should be carefully chosen. Avoid the controversial or, considered "far out extremists," in your membership group. Many speakers' bureaus never get in front of audiences, or come in prejudged, because of the individuals on the panel. Select people who are credible, who have respected activist images, and who are articulate.
- \* Schedule Open Forums in Your Community. By renting a hall, or a high school auditorium, and publicizing the event you could easily turn out a large crowd interested in learning more about ERA. Calling it simply "ERA: What It Is and What It Isn't," the forum would be to present to the community the ERA story. This method is particularly effective on college campuses. The key is advance publicity and a well-drilled team of speakers.



- \* Demand Equal Time for Equal Rights. FCC regulations mandate equal time on controversial subjects. That means ERA. When your local paper, radio or TV run negative news stories or editorials on ERA, demand equal time and make a pro-ERA presentation to counter their position.
- \* Don't Forget Bridge Clubs, etc., etc. Any gathering of people can provide a productive forum for ERA. Bridge clubs could devote twenty minutes to ERA; so could a great many other social or quasi-social gatherings. It simply means you analyzing your community and zeroing in on likely meetings.

## **DO'S AND DON'TS FOR ORGANIZING FOR ERA NOW**

- \* Always Call for Action. Whatever the format, whatever the group, never end without a call for action. Give people direction on what they can do to make a difference. Be it giving them the addresses and names of their legislators or asking them to schedule a meeting in their neighborhood for ERA, give possible supporters avenues to follow which will pass ERA NOW.
- \* Don't be Afraid to Irritate. Nothing can influence a legislative vote more than repeated contact. You might feel you're making a pest of yourself, but when you do, you're probably making a real impression. Legislators clearly on the side of ERA should be contacted only often enough to let them know they have support from their constituency and that you haven't forgotten the bill. Legislators against the bill, however, should be contacted over and over and over by as many people as possible.

Remember, however, one thing. Don't repeatedly contact legislators who are hopelessly against ERA. You could easily cause them to work in opposition to the amendment as opposed to simply voting against it. For assessments on what legislators are "unsalvageable" votes, contact the NOW-ERA office in Springfield. Repeated contact is aimed at "on the fence" legislators.

- \* It's a "Yes" or "No" -- Not a "Maybe." Any politician worth his salt has a hundred ways of saying "no" that leave the listener in doubt as to his vote. Force the issue in discussion. For or against it? Yes or no? Insist on a definite answer. If the answer is "yes," legislators should be asked, "Will you contact the Executive Committee?" "Can you influence any other legislative votes?" If the answer is "no," ask "Why?" Find out what the objections are and provide the proper material and answers for legislative reservations and try again.
- \* Don't work alone. 51 organizations are for ERA. Your local chapter shouldn't have to carry the burden alone. Many women and men are waiting to move into action for ERA, but they need a plan. Give them one. Involve other individuals in your lobbying efforts. The more involvement the greater the chance for passage NOW.

DO'S AND DON'TS FOR ORGANIZING FOR ERA NOW - Continued

APPENDIX ITEM ONE: Sample Letter to Legislators

- \* Simplify the issue. The issue can be boiled down to a very simple one -- do women, or do they not, have the right to be equal to men? That should be the approach. Instead of taking point-by-point arguments raised by other groups, deal from the positive, easily understood vantage point. Most citizens are not familiar with the intricacies of legislation, and the ERA is not a complicated bill. Keep discussions that way -- uncomplicated -- are you for or against equal rights?
- \* Be Positive. Many of the supporters of ERA are getting hopelessly lost in fighting a defensive battle with the opponents of the legislation. Don't fall into that trap. Be positive about the bill. What are the good features; don't tell me the negatives -- I may not even know them until you get defensive. Be positive about equal rights.

(See the enclosed POSITIVE article on the ERA)

Sincerely,

WHEN WRITING YOUR LETTER, REMEMBER . . .

- \* Keep it short.
- \* Stay with the key issues.
- \* Clearly identify yourself as a resident within the legislative district.

## **APPENDIX ITEM ONE: Sample Letter to Legislators**

Honorable (name of legislator)  
House of Representatives or State Senate (depending on office)  
State Capitol Building  
Springfield, Illinois 62706

Honorable (name of legislator)

As a resident within your legislative district, living at 101 First Street,  
I am urging you to vote "yes" on the Equal Rights Amendment.

In my opinion, the Amendment is a long overdue step toward giving equal  
pay for equal work, and toward eliminating hiring and promotion practices that  
discriminate against women.

I urge you to vote for ratification of this amendment on behalf of myself  
and the other women who have supported you in the past.

Sincerely,

WHEN WRITING YOUR LETTER, REMEMBER . . .

- \* Keep it short.
- \* Stay with the key issues.
- \* Clearly identify yourself as a resident within the legislative district.

## **APPENDIX ITEM TWO: Feature Story Material for Local Newspapers**

The following story could be taken, as is, to local newspaper editors, or it could be altered to take on a local slant. Whatever the case, local chapters are encouraged to visit local newspapers and ask if they would be interested in running an in-depth feature on ERA. Editors or reporters wanting more information or quotes are encouraged to contact the NOW-ERA office in Springfield.

# **ERA: WHAT IT IS--and ISN'T**

The Equal Rights Amendment, designed to guarantee constitutionally equal rights for women, is rapidly heading for a vote in the Illinois General Assembly. Now passed by 28 states, the Amendment needs ratification in only ten more to become the law of the land.

In the simplest of terms, the controversial ERA is addressing itself to one fundamental question--are women, or are they not, entitled to constitutional equality with men?

That question, however, has become clouded with the mythology of those opposed to equal rights for women. A few of the myths:

- \* Opposition to ERA claims the Amendment would make mothers eligible for the draft. While the Amendment would remove the existing distinctions between women and men in the draft, that argument ignores existing draft exemptions for men. It also ignores the present status of the draft--it may well be a thing of the past.
- \* Even more ludicrous than the myth which would picture mothers being torn away from their children to serve in the military is the myth that ERA would end separate restroom facilities for men and women. That myth ignores the established right to privacy, as well as reality.

## ERA: WHAT IT IS--and ISN'T

- \* One piece of ERA mythology which is having some impact in Illinois is the misconception that ERA and abortion are somehow linked together. The only linkage is that both bills are about women. Once again, this line of argument ignores reality. The recent U.S. Supreme Court decision on abortion appears to have answered the issue once and for all. Still, the greater reality is that ERA and abortion are separate issues.

These emotionally laden arguments have a commonality in that they each show the degree of misunderstanding that now exists about ERA.

To determine what it is and what it means a close look at the actual language of the amendment is necessary:

"Section 1. Equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex."

That, and an accompanying provision calling for a two-year grace period while states make necessary revisions in existing statutes, is all the amendment entails.

To look at the positive aspects of ERA, education is one of the areas that would undoubtedly feel the effect of the amendment.

Its ratification would result in greater fairness in promotion and pay.

That women, as an example, comprise 70% of the teaching force and 2% of top administration is striking testimony on the need for ERA.

Those percentages, mirrored in most lines of business one examines, tells the story of systematic discrimination in the favor of men that has evolved through centuries of "male superiority."

While many observers cite the growing numbers of women on the job market, the number of women graduates from universities and more women in political roles as confirming the slogan, "You've come a long way, Baby," women activists and male supporters will say it's not far enough.

## ERA: WHAT IT IS--and ISN'T

After all, women are still called "baby." And it shouldn't be viewed as a "leap forward" for 50% of the population finally to be considered acceptable in institutions of higher learning. And still, for many college graduates, the degree means little more than making them conversationally "more interesting."

The talented woman, be she in education or in advertising, in sales or in banking, must be twice as good as the men she works with. Otherwise, promotion is probably an unreachable goal.

If she is twice as good, even that can backfire as a result of the sensitivity of the male ego challenged by an exceptional woman. Again, good or not, the professional woman, in most cases, is still expected to be primary parent and chief housekeeper.

The Equal Rights Amendment would call for equal hiring and promotion practices. That means the corporation filling administrative posts would have to be looking at qualifications for the job, not gender, as a primary determinant in hiring.

Another positive to ERA would be the elimination of pay scales that discriminate against women. The rallying cry, "equal pay for equal work," has been one which has brought many women to the ERA cause.

Beyond that, the ERA would bring about changes in existing divorce laws in a number of states.

Those changes would, in many cases, benefit men who are now paying alimony and child support to women who are remarried or equally as capable of supporting a family.

ERA would make child support a shared function, not simply a male function. It would force states to devise laws that made need, not gender, the reason for awarding child support or alimony.

ERA: WHAT IT IS--and ISN'T

Like the Civil Rights Amendment, ERA, when passed, will require years of litigation. The meaning of equality, depending on the definition courts give the word, will undoubtedly have enormous implications on employers as well as on existing state laws.

Overshadowing any other issue, however, is the remaining question--are women, or are they not, entitled to constitutional equality with men?

Committee hearings are being held this month in both the Illinois House of Representatives and the Senate. While 51 organizations in the state have joined a coalition called "ERA Central," they need grass roots support to give the bill the push it needs.

Individuals wanting more information on ERA call or write the NOW-ERA office in Springfield, 101 N. Fifth St., Room 206, Springfield, Ill.

Staffed by the National Organization for Women, the ERA office is acting as a focal point for distribution of materials and up-to-date information about the legislative status of the bill.

Equality--are you for it or against it? That may be the lowest denominator to which the question can be reduced. The immediate question is where do Illinois lawmakers stand?

By the way, the overwhelming majority of those lawmakers are--you guessed it--men.

# # #

# APPENDIX ITEM THREE: Illinois Legislators by District

## REPRESENTATIVES By Alphabetical Arrangement

Dist.	Party	Name	Dist.	Party	Name
51	D	Alsop, John W.	33	D	Hanahan, Thomas J.
26	R	Anderson, Merle K.	55	R	Harprtridge, Ben C.
10	R	Arnell, Donald E.	59	D	Hart, Richard O.
20	D	Arrigo, Victor A.	39	D	Hill, John Jerome (Jack)
29	D	Barnes, Eugene M.	52	R	Hirschfeld, John C.
37	D	Barry, Tobias (Toby)	40	R	Hoffman, Gene L.
27	D	Beatty, John J.	6	R	Hoffman, Ronald K.
43	D	Beaupre, Jack R.	58	D	Holloway, James D.
11	D	Berman, Arthur L.	29	R	Holloway, Robert H.
54	R	Blades, Ben C.	28	D	Houlihan, Daniel L.
42	R	Blair, W. Robert	18	D	Houlihan, James M.
5	R	Bluthardt, Edward E.	41	R	Hudson, George (Ray)
51	R	Borchers, Webber	38	R	Hunsicker, Carl T.
49	D	Boyle, Ken	8	R	Huskey, Herbert V.
44	D	Bradley, Gerald A.	18	R	Hyde, Henry J.
14	D	Brandt, John B.	36	D	Jacobs, Oral (Jake)
25	D	Brinkmeier, Robert E.	4	D	Jaffe, Aaron
55	D	Brummet, Don E.	28	D	Jones, Emil, Jr.
24	D	Caldwell, Lewis A. H.	50	R	Jones, J. David
56	D	Calvo, Horace L.	4	R	Juckett, Robert S.
53	R	Campbell, Charles M. (Chuck)	1	D	Katz, Harold A.
16	D	Caparelli, Ralph C.	54	D	Keller, Charles F.
19	R	Capual, Louis F.	9	D	Kelly, Richard F., Jr.
20	D	Carter, Richard A.	89	R	Kempiners, William L.
22	R	Catania, Susan	58	D	Kennedy, Leland J.
8	D	Chapman, Eugenia S.	45	R	Kent, Mary Lou
59	D	Choata, Clyde L.	7	R	Klosak, Henry J.
52	R	Clabaugh, Charles W.	16	D	Kosinski, Roman J.
30	R	Collins, Philip W.	23	D	Koubowski, Walter S.
53	R	Cox, William D. (Bill)	57	D	Krause, James G. (Bud)
53	D	Craig, Robert (Bob)	45	R	Kriegsman, John C.
54	R	Cunningham, Roscoe D.	27	R	Kucharaki, Edmund F.
22	D	Davis, Corneal A.	2	R	LaFleur, Leo D.
46	R	Day, Robert G.	44	R	Lauer, John E.
44	R	Deavers, Gilbert L.	15	D	Laurino, William J.
32	R	Duester, Donald E.	17	D	Lechowicz, Thaddeus S.
18	D	DiPrima, Lawrence	42	R	Leinenweber, Harry D.
12	D	Douglas, Bruce L.	25	D	Lemke, LeRoy W.
1	R	Duff, Brian B.	17	D	Leon, John F.
58	R	Dunn, Ralph	50	D	Londrigan, James T.
28	R	Dunne, Robert L.	11	D	Lundy, Joseph R.
41	R	Dyer, Mrs. Robert C. (Eddy)	16	R	McAuliffa, Roger P.
37	R	Ebbesen, Joseph B.	28	R	McAvoy, Walter (Babe)
24	R	Epton, Bernard E.	44	D	McClain, Michael F.
29	D	Ewell, Raymond W.	60	R	McCormick, C. L.
14	D	Farley, Bruce A.	11	R	McCourt, James P.
23	D	Fary, John G.	6	D	McGah, Joseph P.
38	D	Fennessey, Joseph	47	D	McGrew, Samuel M. (Sam)
14	R	Fleck, Charles J., Jr.	22	D	McLendon, James A.
57	D	Flinn, Monroe L.	47	R	McMaster, A. T. (Tom)
2	R	Friedland, John E.	18	D	McPartlin, Robert F.
19	D	Garmisa, Benedict	3	R	Macdonald, Virginia B.
31	R	Geo-Karis, Adeline Jay	27	D	Madigan, Michael J.
10	D	Getty, L. Michael	9	R	Mahar, William F.
50	R	Gibbs, W. Joseph	24	D	Mann, Robert E.
30	D	Giglio, Frank	30	D	Maragos, Samuel C.
34	D	Georgi, E. J. (Zeke)	26	D	Martin, Peggy Smith
20	R	Granata, Peter C.	31	D	Matijevich, John S.
31	R	Grieshelmer, Ronald E.	12	D	Merlo, John
35	R	Grotberg, John E.	37	R	Miller, Kenneth W.
			10	R	Miller, Thomas H.
			21	R	Molloy, Vincent E.
			2	D	Mugalian, Richard A.
			32	R	Murphy, W. J.

## SENATORS By Alphabetical Arrangement

Dist.	Party	Name	Dist.	Party	Name
49	R	Bartulis, A. C. (Junie)	15	D	Carroll, Howard W.
42	R	Bell, James F.	29	D	Chew, Charles, Jr.
32	R	Berning, Karl	6	R	Clarke, Terrel E.
54	D	Bruce, Terry	31	R	Conolly, John H.
58	D	Buzbee, Kenneth V.	17	D	Course, Kenneth W.
			23	D	Daley, Richard M.
			59	R	Davidson, John A.
			55	D	Donnewald, James H.
			30	D	Dougherty, Daniel
			41	R	Fawell, Harris W.
			1	R	Glass, Bradley M.
			2	R	Graham, John A.
			44	R	Hall, Harber H.
			57	D	Hall, Kenneth
			38	R	Harris, William C.
			28	D	Hynes, Thomas C.
			39	D	Johns, Gene
			34	D	Koegan, Betty Ann
			49	R	Knuemper, Jack T.
			48	D	Knuppel, John Linebaugh
			14	D	Kosinski, Norbert H.
			47	R	Latherow, Clifford B.
			43	R	McBroom, Edward
			51	D	McCarthy, Robert W.
			53	R	Merritt, Tom
			39	R	Mitchler, Robert W.
			5	R	Mohr, Howard R.
			9	R	Moore, Don A.
			13	D	Netach, Dawn Clark
			24	D	Newhouse, Richard H., Jr.
			4	R	Nimrod, John J.
			19	D	Nudelman, Harold M.
			8	R	Ozinga, Frank M.
			12	D	Palmer, Ben E.
			26	D	Partee, Cecil A.
			3	R	Regner, David J.
			18	D	Rock, Philip J.
			35	R	Roe, John B.
			20	D	Romano, Sam
			11	D	Saperstein, Esther
			27	D	Savichas, Frank D.
			38	R	Schaffer, Jack
			16	R	Scholl, Edward T.
			37	R	Shapiro, David C.
			22	D	Smith, Fred J.
			45	R	Sommer, Roger A.
			7	R	Soper, James C.
			46	R	Sours, Hudson Ralph
			25	D	Swinarski, Donald T.
			56	D	Vadalabene, Sam M.
			19	R	Walker, Jack E.
			52	R	Weaver, Stanley B.
			21	D	Weish, Raymond J., Jr.
			36	D	Weston, Don



## **WORK WITH NOW ERA**

If you're feeling a little lonely out there fighting the ERA-Now battle, remember you're part of a movement of women after the same goal, equal rights. For support, advice, information, or whatever, NOW-ERA, the office in Springfield, is geared up to help you help women. Following are the kinds of assistance NOW-ERA can provide.

- \* Up-to-date information about the progress of ERA, from committee hearing schedules to projected vote tallies.
- \* Information about your legislator's position on ERA.
- \* Names and addresses of all legislators and supporting groups in the state.
- \* More tips on ACTION BLUEPRINTS for your community.
- \* Help in Springfield when making arrangements to come and lobby.
- \* Material on ERA to help you explain your cause to others.
- \* Addresses and names for more sources of information.

Call or write NOW-ERA in Springfield for assistance in making ERA passage a reality. Together, we can. Together, we will win ERA NOW.

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Illinois Education Association

NOW-ERA, 101 N. Fifth St., Room 206, Springfield, Ill. 62701  
(217) 522-6476 Charlotte Waters, ERA Coordinator  
Carol Dornan, NOW staff



# WHY ERA . . .

## **SOCIAL SECURITY**

Passage of the Equal Rights Amendment will precipitate changes in the Federal Social Security system as well as other governmental pension and retirement plans. Any benefits given to one sex or the survivors of one sex would be extended to the other sex. At the present time a woman who has been employed most of her life and contributed regularly to her Social Security account (1) receives nothing from her account if she elects to receive benefits from her husband's account instead, and (2) receives less retirement benefits than the never-employed wife or widow of a man who happened to earn more as a worker than the employed woman.

Also, a widow who becomes entitled to benefits at age 62 or after receives only 82½% of the retirement benefit her husband would have received had he lived. However, a man may collect 100% of his retirement benefit. The law tacitly expects an aged widow to live on less than a surviving widower or a retired single male. Under present law an aged couple receives less in total monthly benefits if both husband and wife worked than a couple whose benefits are based on the same total earnings derived from the husband's employment alone. In effect it is the contributions of employed wives which support a system whose benefits accrue in large measure to non-contributing dependents.

Under the Equal Rights Amendment, equal contributions to the pension system would be required. In some Illinois pension funds the amount of the contributions depends on the sex of the payee. Males generally pay more; therefore, males and survivors of males receive greater benefits. A woman who makes as much as a man should be allowed to make the same contributions as a man into the pension fund. Thus, the Equal Rights Amendment will benefit both sexes in the area of Social Security and pension benefits.

## **PROTECTIVE LABOR LAWS**

Under the Equal Rights Amendment, laws having a discriminatory effect on women workers could be eliminated, while laws which do confer a real benefit on women could be extended to protect men as well as women. In Illinois, two cases have partially preempted the Women's Eight-Hour Law (Caterpillar Tractor Co. v. Grabiec and Illinois Bell Telephone Co. v. Grabiec). These decisions were based on the application of Title VII of the Civil Rights Act of 1964.

Protective labor laws in Illinois do not include a restriction on weight-lifting for women. In fact, only ten out of the 50 states have such a law. Ironically, these laws do not reach the housewife or the domestic worker who lifts heavy laundry baskets and moves furniture.

## **MILITARY BENEFITS**

Passage of the Equal Rights Amendment would make significant benefits of the military service available to women. At the present time, women do not receive the same veterans' benefits under the G.I. bill as men. The Veterans' Administration practices sex discrimination in denying to women veterans dependency benefits under the G.I. bill unless their husbands are disabled and classified as "wives". Women in the military would also receive other benefits such as loans, medical services, insurance and employment opportunities.

Since the United States now has an all-voluntary policy for the armed services, the draft issue is moot. If, however, there is a draft when the Equal Rights Amendment takes effect, women will be eligible.

Men have received deferments from being drafted for 1) being a parent, and 2) going to college. It is only reasonable to expect Congress to exempt women who are mothers. Congress already has the power to draft women and the Equal Rights Amendment would not force unqualified people--male or female--to do combat duty. Only 2% of those serving in the armed forces are stationed in combat zones.

## **EDUCATION**

Passage of the Equal Rights Amendment would have an impact on education in Illinois. Discrimination in higher education in Illinois has recently been documented at hearings of the Commission on the Status of Women. Under the Equal Rights Amendment, state supported schools would be required to admit students and distribute scholarship funds without regard to sex. Employment, pay and promotion would also be required to be based on factors other than sex.

## **ALIMONY**

Illinois law would be in conformity with the Equal Rights Amendment as it does hold both marriage partners equally responsible for each other and their children (Illinois Revised Statutes, Chapter 68, Section 15). The child support law which originally placed responsibility for familial support on the father was changed 44 years ago (Purity Banking Co. v. Industrial Commission). The Illinois separate maintenance statute already provides for determination of support payments to either man or woman on a functional basis grounded in the totality of their circumstances (Illinois Revised Statutes, Chapter 40, Section 19). The Equal Rights Amendment will require that men be eligible for alimony under the same conditions as women.

Even in states where alimony laws are not now sex-neutral, the effect of passage of the Equal Rights Amendment would be minimal. A nationwide survey conducted by the Support Committee of the Family Law Section, American Bar Association, in 1965 indicates that alimony is awarded in only a small percentage of cases. In 98 percent of the cases where alimony was awarded, the wife's ability to support herself was considered.

## **CHILD CUSTODY**

Illinois child custody laws would be in conformity with the Equal Rights Amendment as they require that neither sex get automatic preference in child custody cases. The existing bias toward the mother has generally been a judicial matter rather than a legislative one, and it would be up to the courts to police themselves in this regard. The Equal Rights Amendment would require that the welfare of the child be the criterion in awarding custody in contested cases.

## **SEX CRIMES**

Enactment of the Equal Rights Amendment would affect the State criminal codes and the area of sex crimes. Differential sentencing provisions for the sexes would be struck down.

Forcible rape laws, like other laws based on physiological differences between the sexes, would be permissible under the Equal Rights Amendment. Laws applying to other sex crimes such as those prohibiting statutory rape, indecent liberties with a child, deviate sexual assault, prostitution and pimping would be required to apply to both sexes without distinction. In Illinois, the statutes are already written in sex-neutral terms (Illinois Revised Statutes, Chapter 38, Sections 11-3 through 11-6 and 11-19).

## **GRASS ROOTS SUPPORT OF E.R.A.**

We believe that women of all economic and social levels of the United States are supporting passage of the Equal Rights Amendment. This is most clearly indicated by the strong numbers of women now supporting feminist issues and goals.

Indicative of the trend of women's changing awareness are answers to a Redbook poll taken in April, 1972. 120,000 women from every state answered 100 questions which were published in the January, 1973, issue. Of the respondents 84% were married and 82% of these women were mothers. 45% of the respondents did not work outside the home. 72% were not college graduates. We believe these women to be grass roots wives and mothers of America. Significantly, this poll revealed that two out of three women favor the women's rights movement. In Redbook's own words, "We are deeply impressed that so many Redbook readers, traditional and non-traditional alike, share a strong belief in the equality of women."

Also indicative of the strong trend toward feminism is the phenomenal success of Ms Magazine. This feminist publication first appeared in July of 1972 and by December circulation had reached 395,000 copies. "In a word, Ms is ending its first six months running in the black, a situation almost unheard of in modern publishing." (Time Magazine, Dec. 25, 1972) Surveys show only 18% of the subscribers are affiliated with women's liberation groups.

Other traditionally feminine publications such as the Ladies Home Journal, McCalls, Good Housekeeping and Redbook have regular monthly articles on the equality or inequality of women. This clearly shows that the women of America are becoming increasingly aware of their role in today's society.

Women do want equality, in increasing numbers they are saying they want equality, and the Equal Rights Amendment is necessary to gain this equality.

## **"Why Do We Need the Equal Rights Amendment When We Have the 14th Amendment?"**

The question is frequently asked, "Why do we need the Equal Rights Amendment to the Constitution when the 14th Amendment, properly interpreted by the Supreme Court, can bring the same result?"

Although Section 1 of the 14th Amendment has recently been subject to slightly broader interpretation, its principal purpose was to ensure citizenship to the newly freed slaves.

Subsequent to the passage of the 14th Amendment, women and blacks were required to struggle for suffrage via the 15th and 19th Amendments. If the 14th Amendment has the power some attribute to it, it certainly should have been available as a potent weapon for such voting rights.

For the first time in history, the Supreme Court in Reed v. Reed, 92 S.Ct. 251 (1971), declared a statute unconstitutional which was challenged solely by a woman. It must be kept in mind, however, that the Court was very careful not to declare the designation of sex as a suspect statutory classification. In fact, the Court stated, ". . . this Court has consistently recognized that the 14th Amendment does not deny to States the power to treat different classes of persons in different ways."

Four months later the Court affirmed Forbush v. Wallace, 19 S.Ct. 1197 (1972), denying the right of a married woman to obtain a drivers license in her maiden name; holding that state law requiring a woman to assume her husband's surname upon marriage has a rational basis and seeks to control an area where the state has a legitimate interest.

In view of the above, it is rather difficult to believe that the Supreme Court is on the verge of a startling breakthrough in terms of women and the law.

If, however, by some miracle this should occur, women would immediately be faced with years of litigation in every state for the purpose of wiping discriminatory legislation off the books. The Equal Rights Amendment provides for a two-year review in each state for this very purpose--a much less time-consuming and far less costly venture.

Those Constitutional purists who delight in throwing the 14th Amendment in the face of the proposed Equal Rights Amendment do so with the hope that they are obfuscating the obvious--they are not in favor of women's rights; i.e., human rights.



LEAGUE of ILLINOIS  
VOTERS of WOMEN

67 E. MADISON  
CENTRAL 6-0315  
CHICAGO, ILLINOIS

# Time for Action

May 25, 1972

On May 24, the Illinois Senate voted to ratify the proposed 27th amendment to the U.S. Constitution - the Equal Rights Amendment. Please refer to both the May 12 Time for Action and the bulletin which followed it for the text and some of the arguments for ratification.

The ratification issue now moves back to the Illinois House, which turned the amendment down. We have sent letters to the House members who voted "NO," and to those who did not vote, urging a favorable vote. However, much of the mail is running against ratification, and only your immediate and firm communication with your representatives can pull the necessary vote.

Two major arguments have been used in debate as the "con" position. One is the question of drafting women, or more properly, sending women into combat. If this comes up in your conversation, you may wish to use this quotation from Professor Norman Dorsen of New York University Law School: "When women are excluded from the draft - the most serious and onerous duty of citizenship - their status is generally reduced. The social stereotype is that women should be less concerned with the affairs of the world than men. Our political choices and our political debate often reflect the belief that men who have fought for their country have a special qualification or right to wield political power and make political decisions."

In debate March 22, 1972, on the floor of the U.S. Senate, Senator Symington said: "Still another positive aspect concerns fairness in affording women who desire to volunteer, to do so and to thereby earn benefits that flow from military service. As example, there are educational benefits under the GI bill, employment preferences inside and outside government for veterans and also special advantages in home loans."

Senator Partee in Illinois debate reminded the Senate that nine out of 10 jobs in the military have nothing to do with combat. It might also be well to point out that many are recommending an all-volunteer army. And there is the clincher that women serve equally with men in Israel without problems of privacy, etc.

A second major argument centers about "legal protections" to women. Senator Symington's remarks are appropriate. "While the impact of the amendment on domestic relations and child support laws is another troubling area, I have been impressed by the reasoned statements of the Citizens Advisory Council on the Status of Women. . .which points out. . . the Equal Rights Amendment would not deprive women of any enforceable rights of support and it would not weaken the father's obligation to support the family. Because it would require complete equality of treatment of the sexes, it might be used to require that the spouses in divided families contribute equally within their means to the support of the children so that the spouse with the children is not bearing the larger share of responsibility."

The House Judiciary Committee (U.S.) said: " 'Equality' does not mean 'sameness.' . . . the (amendment) would not prohibit reasonable classification based upon characteristics that are unique to one sex. For example, a law providing for payment of the medical costs of childbearing could only apply to women. In contrast, if a particular characteristic is found among members of both sexes, then under the proposed amendment it is not the sex factor but the individual factor which should be determinative."

You may wish to point out that after adoption of the amendment, states would have two years in which to clarify laws affected. One area requiring clarification would be in laws which affect the rights of women to work competitively with men. (In many states, women are still restricted in the hours they can work, the kind of work they can do - and thus limited in career and salary advancement.) Certain laws which might be regarded as favoring women (rest periods, health and safety protections) should and would be extended to men, not denied to women.

"Women of the United States are not now persons and citizens under the Constitution as presently worded and interpreted, because controlling decisions of the U.S. Supreme Court establish and adhere to this exclusion. Women should be full participants in this democracy, without exclusion by reason of sex."

Marguerite Rawalt in American Medical Women's Association bulletin, December, 1971.

WHAT TO DO: Make immediate in-person, telephone or letter contact with your three representatives. Ask them to vote yes to ratify and point out that their action is important to women throughout the country as well as in Illinois.

Notify your members to act personally.

PLEASE SEND carbons of any letters to the State Office.

PLEASE CALL the State Office if you need additional information or help.



BULLETIN

May 18, 1972

THE EQUAL RIGHTS AMENDMENT

On May 16, the resolution ratifying the equal rights amendment to the U.S. Constitution failed to pass the Illinois House of Representatives. Senator Esther Saperstein, sponsor of a similar resolution in the Senate, plans to call her measure next Wednesday, May 24. This gives us time to reach the Senators to ask for a favorable vote on the ratification.

If the Senate passes Senator Saperstein's resolution (SJR 62), the House will then have another chance to ratify. It is thus extremely important that you reach first your state Senator and then your Representatives.

You have undoubtedly read the newspaper accounts of the debate. A number of foolish objections were raised in the name of "protecting" women. Reread the Time for Action on this amendment for Senator Stevenson's measured remarks in Congress. The point to make to your representatives is that women are asking for equal opportunity and are willing to accept equality before the law. Arguing, for example, that women will no longer have protection against rape is akin to saying that crime would be redefined. We know that this would not be true. A favorite argument suggests that women might be called upon to fight. Women reply that they are willing to serve in the Armed Forces in whatever positions they can fill. Such arguments ought to be answered by pointing out the ways in which laws now discriminate against women; and, more importantly, how hiring and promotion practices prevent women who choose to seek a career from full utilization of their talents.

You will have your own arguments to offer. Please do so in person or by telephone before the legislators return to Springfield. If you do not reach them at home, call Springfield!

For Your Information, here is the voting record in the House on May 17:

Democrats for (51): Arrigo, Barnes, Barry, Berman, Brandt, Brinkmeier, Caldwell, Carroll, Chapman, Choate, Colitz, O. G. Collins, Davis, Douglas, Ewell, Fary, Flinn, Giorgi, Hamilton, Hill, Holloway, Houlihan, Jacobs, Jaffe, Katz, Laurino, Lechowicz, Lenard, Leon, Londrigan, M. J. Madigan, Mann, Maragos, Matijevech, McClain, McLendon, Merlo, Pierce, Rayson, Scariano, Schisler, Schneider, Shea, Smith, Stone, Taylor, R. L. Thompson, Tip sword, H. Washington, B.B. Wolfe, Yourell.

Republicans for (24): Blair, Brenne, Burditt, P. W. Collins, Conolly, Dyer, Epton, Glass, Henss, G. L. Hoffman, Jones, Kleine, McAvoy, McCormick, Moore, Nowlan, Palmer, Randolph, Simmons, Soderstrom, Telcser, Washburn, G. Washington, Zlatnik.

Democrats against (20): Alsup, Boyle, Bradley, Brummet, Calvo, Corbett, Craig, Downes, Fennessey, Hanahan, Keller, Kennedy, Krause, McGah, McPartlin, Redmond, Stedelin, Terzich, Von Boeckman, R. J. Welsh.

Republicans against (48): Anderson, Bartulis, Blades, Bluthardt, Borchers, Campbell, Cla-  
baugh, L. Cunningham, R. D. Cunningham, W. Cunningham, Day, Friedland, Graham, Hall, Harp-  
strite, Hirschfeld, R. K. Hoffman, Houde, Hudson, Hunsicker, Hyde, Juckett, Kahoun, Kipley,



Republicans against (48) continued: Lehman, Lindberg, E. R. Madigan, Meyer, K. W. Miller, P. J. Miller, Murphy, Neff, North, Philip, Regner, Schlickman, Schoeberlein, Sevcik, Shapiro, W. T. Simms, Springer, J. W. Thompson, Tuerk, Waddell, Wall, R. A. Walsh, W. D. Walsh, Walters.

Democrats not voting (15): Capparelli, Carrigan, J. Y. Carter, R. A. Carter, Diprima, Garmisa, Hart, Kosinski, Markert, McDermott, D. J. O'Brien, O'Hallaren, Ropa, I. R. Sims, F. G. Wolf.

Republicans not voting (17): Capuzi, Cox, Duff, Fleck, Gibbs, Granata, Janczak, Karmazyn, Klosak, Lauterbach, McDevitt, McMaster, G. M. O'Brien, Pappas, Rose, Williams, J. J. Wolf.

[Faint, mostly illegible text, likely bleed-through from the reverse side of the page. Some words like "Republicans", "Democrats", and "Republicans" are visible.]

# “Equality of Rights... Shall not be Abridged... On Account of Sex”

Questions and Answers  
on the proposed  
27th Amendment to the Constitution,  
now before the States for Ratification

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CHICAGO, ILLINOIS 60604  
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## WHY AN EQUAL RIGHTS AMENDMENT?

“While there has been some progress toward the goal of equal rights and responsibilities for men and women in recent years, there is overwhelming evidence that persistent patterns of sex discrimination permeate our social, cultural and economic life.” (*Senate Report 92-689*).

“Essentially, the legal status of women has changed very little since the adoption of the 19th Amendment in 1920. Certainly there is no denying the fact that women are still—and in some cases increasingly—subject to discrimination in many phases of everyday life. This is particularly true in the areas of legal rights, education and em-

ployment.” (*Senator Edward Gurney of Florida in 1972 Senate debate*)

The case-by-case attack on discriminatory laws and regulations which has been waged in the legislatures and the courts for more than 50 years has not succeeded in eradicating sex discrimination by federal, state and local governments. Only a Constitutional Amendment—with its massive legal, moral and symbolic impact—can provide the impetus for the necessary changes in our laws. As President Nixon said on March 18, 1972: “Throughout twenty-one years I have not altered my belief that equal rights for women warrant a Constitutional guarantee.”

## WHAT DOES THE EQUAL RIGHTS AMENDMENT SAY?

“**Section 1.** Equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex.

“**Section 2.** The Congress shall have the power to enforce, by appropriate legislation, the provisions of this article.

“**Section 3.** This amendment shall take effect two years after the date of ratification.”

Note that men as well as women are entitled to equal rights, and that a two-year period is allowed after ratification so that necessary changes in federal and state laws can be made.

“The basic principle of the Equal Rights Amendment rests on two fundamental judgments which the Congress and the people have long subscribed to:

“First, the moral judgment that women as a group should not be forced into an inferior position in our society; and,

“Second, the practical judgment that classification by sex automatically excludes consideration of the real differences that exist among women as among men, and thus forces all individuals into a single mold where rights as an individual person no longer receive recognition.” (*Congresswoman Florence Dwyer of New Jersey, in 1971 House debate*)

## HOW WILL THE AMENDMENT BECOME PART OF THE CONSTITUTION?

The United States Congress, by vote of more than the constitutionally required two-thirds of the members, has recommended to the states that they approve the Equal

Rights Amendment. If three-fourths of the state legislatures (38) ratify the Amendment within seven years, it will become the 27th Amendment to the U.S. Constitution.

## WHAT CAN YOU DO TO PROMOTE RATIFICATION BY THE STATES?

The members of the state legislatures need to hear from constituents who favor ratification of the Amendment. Opposition forces are well organized in some states. The Amendment's supporters must do all they can, this year and next, to promote ratification.

Write your State Representatives and State Senators not

just once, but at regular intervals if the legislature fails to act on the Amendment. Arrange to visit them if you can.

If you are not sure of the names of your state legislators, ask your town or county clerk, or your public library or local newspaper. Write to your legislators at the State Capitol of your state.

## Who Supports the Amendment?

Presidents Eisenhower, Kennedy, Johnson and Nixon, and the platforms of the major political parties, have supported the Amendment.

The U.S. House of Representatives passed the Amendment by a vote of 354 to 23, October 12, 1971, and the U.S. Senate approved it 84 to 8, on March 22, 1972. In both cases, opponents tried to add qualifying language to limit the scope of the Amendment and were decisively defeated time and again.

Organizations supporting ratification of the Amendment represent both women and men, and a wide scope of interests and philosophies. They include labor unions, church groups, educational organizations and others. Among those who support the Amendment are:

American Association of College Deans  
American Association of University Women  
American Association of Women Ministers  
American Civil Liberties Union  
American Federation of Soroptimist Clubs  
American Home Economics Association  
American Jewish Congress  
American Medical Women's Association  
American Newspaper Guild  
American Nurses Association  
American Society of Microbiology  
American Society of Women Accountants  
American Society of Women Certified Public Accountants  
American Women in Radio and Television  
Association of American Women Dentists  
Association of the Bar of the City of New York  
B'nai B'rith Women  
Church Women United  
Citizens' Advisory Council on the Status of Women  
Common Cause  
Communications Workers of America  
Council for Christian Social Action, United Church of Christ  
Council for Women's Rights  
Democratic National Committee  
Ecumenical Task Force on Women and Religion (Catholic Caucus)  
Federally Employed Women  
General Federation of Women's Clubs  
Intercollegiate Association of Women Students  
International Association of Human Rights Agencies  
International Brotherhood of Painters and Allied Trades  
International Brotherhood of Teamsters  
International Union of United Automobile, Aerospace & Agricultural Implement Workers (UAW)  
Interstate Association of Commissions on the Status of Women  
Ladies Auxiliary of Veterans of Foreign Wars  
League of American Working Women  
National Association of Colored Women  
National Association of Negro Business and Professional Women's Clubs  
National Association of Railway Business Women  
National Association of Women Deans and Counselors  
National Association of Women Lawyers  
National Coalition of American Nuns  
National Education Association  
National Federation of Business and Professional Women's Clubs  
National Federation of Republican Clubs  
National Organization for Women  
National Welfare Rights Organization  
National Woman's Party  
National Women's Political Caucus  
President's Task Force on Women's Rights and Responsibilities  
Professional Women's Conference  
Republican National Committee  
St. Joan's Alliance of Catholic Women  
Unitarian-Universalist Association  
Unitarian-Universalist Women's Federation  
United Methodist Church—Women's Division  
Wisconsin State AFL-CIO Women's Conference  
Women's Christian Temperance Union

Women's Equity Action League  
Women's International League for Peace and Freedom  
Women's Joint Legislative Committee for Equal Rights  
Women United  
Zero Population Growth

## What Will the Equal Rights Amendment Do?

"Essentially, the Amendment will require that the federal government and all state and local governments treat each person, male and female, as an individual. It will not require that any level of government establish quotas for men or for women in any of its activities; rather it simply will prohibit discrimination on the basis of a person's sex. The Amendment will apply only to governmental action; it will not affect private action or the purely social relationships between men and women." (*Senate Report 92-689*)

"Sex discrimination touches all women in our society— young and old, married and unmarried, homemakers and wage earners. . . . Although the Equal Rights Amendment would attack directly only sex discrimination sanctioned by law, the Amendment would challenge indirectly the prejudice and private discrimination against women which pervade our society. The Equal Rights Amendment would signify a national commitment to eliminate sex discrimination." (*Carl Albert of Oklahoma, Speaker of the House of Representatives, in 1971 debate*)

## How Will the Equal Rights Amendment Affect Protective Laws?

State labor laws that apply only to women are already on the way to extinction as a result of enactment of laws that prohibit sex discrimination in employment. (See "*Status of State Hours Laws for Women*," U.S. Department of Labor Women's Bureau, Nov. 4, 1971)

"So-called protective legislation that said that women could not work at a certain job—for instance, she could never be on the desk of a hotel at night—ignored the fact that right beside the male clerk there was a charwoman working, and that down in the entertainment rooms there was a woman singing or playing the piano." (*Representative Martha Griffiths of Michigan, chief House sponsor of the Amendment, in 1971 House debate*)

Where state laws actually provide "meaningful protection (they) would be expanded to include both men and women." (*Senate Report 92-689*) Examples are minimum wage laws and laws requiring rest periods. If women workers need a protective law, then the men who work alongside them need it too. The law should treat them equally—and it will after the Equal Rights Amendment is ratified.

So-called protective laws that discriminate against, rather than protect women will be invalidated. This is already happening under Title VII of the Civil Rights Act of 1964. The Equal Employment Opportunity Commission has found many of these laws discriminatory, and has been upheld by the courts. Most of the cases cited were brought by factory and clerical workers who were locked into low-paid jobs, deprived of opportunity for overtime or job advancement by arbitrary restrictions on hours or weights.

### Will the Amendment Deprive Women of Child Support and Alimony?

The Equal Rights Amendment will not deprive women of alimony, custody of children, or child support; it will only require that men be eligible for alimony under the same conditions as women (as they are now in more than one-third of the states); that the welfare of the child be the criterion in awarding custody in contested cases, as it is now in many states; and that mothers be responsible for child support within their means.

"The passage of the Equal Rights Amendment would not make alimony unconstitutional. It would only require a fair allocation of it on a case-by-case basis. In the great bulk of cases, women would still receive alimony or support payments." (*Senator Birch Bayh of Indiana, in 1971 Senate debate*)

"(S)everal states already require a wife to support a husband unable to support himself." (*Professor Norman Dorsen of New York University Law School at hearings of the Senate Judiciary Committee, 1970*)

The Uniform Marriage and Divorce Act recommended by the National Conference of Commissioners on Uniform State Laws makes no distinctions based on sex and is in accord with the Equal Rights Amendment. Copies are available from the National Conference office, 1155 East 60th St., Chicago, Ill. 60637.

The Citizens' Advisory Council on the Status of Women found in a recent review of data on alimony and child support that women's legal rights to support by their husbands, and to support of their children in cases of divorce or separation "are much more limited than is generally known and enforcement is very inadequate."

Citing the only nationwide study of alimony and child support (conducted by a committee of the American Bar Association in 1965), the Advisory Council said the evidence showed: "that in practically all cases the wife's ability to support herself is a factor in determining the amount of alimony; . . . that alimony is granted in only a very small percentage of cases; . . . that fathers, by and large are contributing *less than half the support of the children* in divided families (emphasis supplied); . . . that alimony and child support awards are very difficult to collect."

Rather than depriving women and children of support, the Equal Rights Amendment "could very well result in greater rights," the Advisory Council declared. "The legislative history clearly indicates the intent of the proponents in Congress to extend alimony to men in those states now limiting alimony to women. Furthermore, in view of judges' preoccupation with keeping women from becoming public charges, it seems almost certain, should a state legislature fail to extend to men a law limiting alimony to women, that a judge would extend the law to men rather than invalidate it." (*Advisory Council report, "Women in 1971"*)

### Will the Equal Rights Amendment Affect Property and Other Business Laws?

Yes, if the laws treat women differently from men. An example is the *Reed* case, in which the Supreme Court in 1971 invalidated a state law that arbitrarily favored men over women as administrators of estates.

Some states restrict the right of wives, but not husbands, to establish businesses, become guarantors or enter into contracts. These laws invidiously discriminate against women and will be invalid if the Equal Rights Amendment is ratified. (*Senate Report 92-689*)

With respect to state community property laws, the Equal Rights Amendment will prohibit arbitrary preferences for one sex or the other. State laws may have to be altered so that the division and management of property turn on relevant characteristics like need or expertise, and not on irrelevant characteristics like sex.

### Will Homemakers be Damaged by the Equal Rights Amendment?

No. The Equal Rights Amendment will permit each woman a meaningful choice of how to live her life. Those who choose to be housewives will not be deprived in any way. But the ERA will provide real equality under the law for those women who have to work, or who seek careers in combination with their role as housewives or as alternatives to that role.

Housewives in general need not fear that under the ERA their husbands will no longer be required to support them and their children. The Amendment "would not deprive women of any enforceable rights of support and it would not weaken the father's obligation to support the family." (*Citizens' Advisory Council on the Status of Women*) Noting the inadequacy of some states' support laws and the lack of enforcement, the Council expressed the hope that consideration of the Equal Rights Amendment would encourage improvement in support laws where they are inadequate.

### How will the Equal Rights Amendment Affect Criminal Laws?

"The Amendment will not invalidate laws which punish rape, for such laws are designed to protect women in a way that they are uniformly distinct from men." (*Senate Report 92-689*) Thus laws which are based on a unique physical characteristic of one sex—whether criminal laws prohibiting rape, or civil laws governing medical payments for child birth—will continue to be valid. But laws which give a longer sentence to a woman than a man who commits the same offense (and vice versa) will be invalid.

### Will Public Colleges Have to Admit Women on an Equal Basis With Men?

Yes. This is an area where discrimination against women is prevalent, and such discrimination will be prohibited by the Amendment. But the Amendment will not affect private

schools, it will not require any quotas, or equal numbers of men and women. Admission will have to be based on ability or other relevant characteristics—and not on the basis of sex.

Graduate schools and the education profession will offer more opportunities for women. For instance, while the number of women applicants to medical schools increased more than 300% between 1929 and 1965 (and male applications increased only 29%), the percentage of women accepted by medical schools actually declined. In the teaching profession, 75% of elementary and secondary school teachers are women, but only 22% of elementary school principals and 4% of high school principals are women. (*Hearings of the U.S. House of Representatives Special Subcommittee on Education, 1970*).

The Amendment will be of particular benefit to young women from poor families. With discrimination in public education banned, they will have equal opportunities in vocational education, government-sponsored manpower training programs and military service, among other fields.

### Will Women Serve in the Military?

Many do right now—serving bravely and effectively in and out of combat zones. The Amendment will permit women to enlist in the active services and National Guard if they meet the physical and other requirements established for volunteers. They will become eligible, on an equal basis with men, for the educational benefits, the medical services and the veterans' preferences which accompany military service.

If there is still a military draft when the Amendment takes effect, women will be drafted. Under the principle that equality of rights is not attainable without equality of responsibility, women's groups working for the Equal Rights Amendment opposed efforts in Congress to exempt women from the draft. The Intercollegiate Association of Women Students, the oldest organization of undergraduate women in the country, specifically testified before Congress for inclusion of women in the draft. Both the House and Senate rejected all attempts to exclude women from military service.

Note that Congress retains the power to create exemptions from selective service requirements:

"Congress, if it enacts a future selective service law . . . can provide exemptions which will apply equally to men and women. They can exempt parents. They can exempt

parents who are required to stay with their children. They can exempt either or both parents if they have small children. I can think of many exemptions which might be made part of a possible future selective service law. But, if this Equal Rights Amendment is approved, exemptions . . . based solely on sex would be invalid, and in my opinion, would be quite undesirable." (*Rep. Robert McClory of Illinois, member of the House Judiciary Committee, in 1971 House debate*)

### Will Men and Women Have to Share Sleeping Quarters and Bathrooms?

No, under two legal principles: the power of the state to regulate cohabitation and sexual relations of unmarried persons; and the constitutional right of privacy (enunciated by the Supreme Court in 1965). These principles would permit separate sleeping and bathing facilities in public institutions such as colleges, prisons and military barracks. (*Senate Report 92-689*)

### How Will Changes in the Law Required by the Equal Rights Amendment be Made?

In order to give the Congress and the state legislatures an ample opportunity to make the changes in their laws which the Equal Rights Amendment will require, the Amendment provides for a two-year period after ratification before it becomes effective.

After the effective date of the Amendment, some laws may be challenged in court. If a court finds that a state or federal law conflicts with the Equal Rights Amendment, it will either strike down the law, or extend its coverage so that it applies equally to men and women. Restrictive laws such as those which bar adult women from certain lawful occupations will be struck down; but laws which confer a substantial benefit on one sex will probably be expanded so as to include the other sex.

The principle of extending a law's coverage is well established; it has been applied to many cases of racial discrimination.

"Where a statute is defective because of underinclusion there exist two remedial alternatives: A court may either declare it a nullity and order that its benefits not extend to the class that the legislature intended to benefit, or it may extend the coverage of the statute to include those who are aggrieved by exclusion." (*Mr. Justice Harlan, Welsh v. United States, 1970*)

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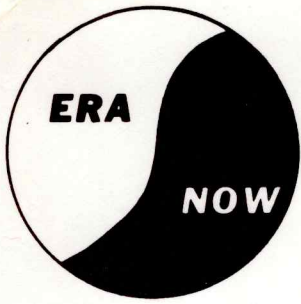
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# NOW - ERA HEAD COUNT

## (ILLINOIS SENATE)

SENATE

SENATE

Definite Yes + ?7

Probably No

<u>Name</u>	<u>District</u>	<u>Party</u>
Glass, Bradley M.	1	R
Moore, Don A.	9	R
Saperstein, Ester	11	D
Palmer, Ben E.	12	D
Netsch, Dawn Clark	13	D
Kosinski, Norbet H.	14	D
Carroll, Howard W.	15	D
Course, Kenneth W.	17	D
Rock, Philip J.	18	D
Smith, Fred J.	22	D
Daley, Richard M.	23	D
Newhouse, Richard H., Jr.	24	D
Swinarski, Donald T.	25	D
Partee, Cecil A.	26	D
Hynes, Thomas C.	28	D
Chew, Charles, Jr.	29	D
Dougherty, Daniel	30	D
Conolly, John H.	31	R
Keegan, Betty Ann	34	D
Roe, John B.	35	R
Weaton, Don	34	D
Fawell, Harris W.	41	R
Bell, James F.	42	R
Sommer, Roger A.	45	R
Davidson, John A.	50	R
Buzbee, Kenneth V.	58	D
Hall, Kenneth	57	D

<u>Name</u>	<u>District</u>	<u>Party</u>
Walker, Jack E.	10	R
Scholl, Edward T.	16	R
Romano, Sam	20	D
Schaffer, Jack	33	R
Hall, Harber H.	44	R
Merritt, Tom	53	R
Bruce, Terry	54	D

Target Senators

Soper, James C.	7	R
Savickas, Frank L.	27	D
Berning, Karl	32	R
Mitchler, Robert W.	39	R
Knuepfer, Jack T.	40	R
Knuppel, John Linebaugh	48	D
Weaver, Stanley B.	52	R
Johns, Gene	59	D
Harris, William C.	38	R

No Information

Definite No - 12

Graham, John A.	2	R
Regner, David J.	3	R
Nimrod, John J.	4	R
Clarke, Terrel E.	6	R
Ozinga, Frank M.	8	R
Welsh, Raymond J., Jr.	21	D
McBroom, Edward	43	R
Sours, Hudson Ralph	46	R
Latherow, Clifford B.	47	R
Bartulis, A. C. (Junie)	49	R
Donnewald, James H.	55	D
Vadalabene, Sam M.	56	D

Mohr, Howard R.	5	R
Nudelman, Harold M.	19	D
Romano, Sam	20	D
Shapiro, David C.	37	R
✓ McCarthy, Robert W.)	51	D

HOUSE

Target Representatives



<u>Name</u>	<u>District</u>	<u>Party</u>
Sevcik, Joseph G.	7	R
Mahar, William F.	9	R
Carter, Richard A.	20	D
Simms, W. Timothy	34	R
Ebbesen, Joseph B.	37	R
Campbell, Charles M.	53	R
Kennedy, Leland J.	56	D
Williams, Jack B.	5	D
Getty, L. Michael	10	D
Kosinski, Roman J.	16	D
Capusi, Louis F.	19	R
Nardulli, Michael L.	19	D
Sims, Issac	21	D
Taylor, James C.	26	D
Holloway, Robert H.	29	R
Fennessey, Joseph	38	D
Bradley, Gerald A.	44	D
Kriegsman, John C.	45	R
Rose, Thomas C.	49	R
McAuliffe, Roger P.	16	R
Griesheimer, Ronald E.	31	R
Miller, Kenneth W.	37	R
Walsh, William D.	6	R
Jaffe, Aaron	4	D
Leon, John F.	17	D
Garnisa, Benedict	19	D
Fary, John G.	23	D
Maragos, Samuel C.	30	D
Soderstrom, Carl W.	45	R
McClain, Michael F.	48	D

No Information

LaFleur, Leo D.	2	R
Klosak, Henry J.	7	R
Kempiners, William L.	39	R
Beaupre, Jack R.	43	D
Sharp, John F.	49	D

**NOW - ERA  
HEAD COUNT  
(ILLINOIS HOUSE)**

Name	District	Party
Duff, Brian B.	1	R
Porter, John Edward	1	R
Kats, Harold A.	1	D
Mugalian, Richard A.	2	D
Macdonald, Virginia B.	3	R
Chapman, Eugenia S.	3	D
Bluthardt, Edward E.	5	R
Shea, Gerald W.	7	D
Yourell, Harry (Bus)	8	D
Rayson, Leland H.	9	D
Lundy, Joseph R.	11	D
Berman, Arthur L.	11	D
Telcser, Arthur A.	12	R
Douglas, Bruce L.	12	D
Merlo, John	12	D
Randolph, Paul J.	13	R
Peters, Peter Piotrowics	15	R
Wolfe, Bernard B.	15	D
Lechowics, Thaddeus S.	17	D
Molloy, Vincent E.	21	R
Catania, Susan	22	R
Davis, Corneal A.	22	D
McLendon, James A.	22	D
Kosubowski, Walter S.	23	D
Epton, Bernard E.	24	R
Mann, Robert E.	24	D
Caldwell, Lewis A. H.	24	D
McAvoy, Walter (Babe)	26	R
Washington, Harold	26	D
Martin, Peggy Smith	26	D
Kucharski, Edmund F.	27	R
Madigan, Michael J.	27	D
Beatty, John J.	27	D
Hart, Richard O.	59	D
Dunne, Robert L.	28	R
Jones, Emil, Jr.	28	D
Ewell, Raymond W.	29	D
Barnes, Eugene M.	29	D
Collins, Philip W.	30	R
Giglio, Frank	30	D
Geo-Karis, Adeline Jay	31	R
Matijevich, John S.	31	D
Pierce, Daniel M.	32	D
Skinner, Calvin L. (Cal) Jr.	38	R
Giargi, E. J. (Zeke)	34	D
Brinkmeier, Robert E.	35	D
Pappas, Pete	36	R
Polk, Ben	36	R
Barry, Tobias (Toby)	37	D
Grotberg, John E.	38	R
Hill, John Jerome (Jack)	38	D
Hoffman, Gene L.	40	R
Dyer, Mrs. Robert C. (Giddy)	41	R
Schneider, J. Glenn	41	D
Blair, W. Robert	42	R
Leinenweber, Harry D.	42	R
Sangmeister, George E.	42	D
Schraeder, Fred J.	46	D
McMaster, A. T. (Tom)	47	R
McGrew, Samuel M. (Sam)	47	D
Schisler, Gale	48	D
Jones, J. David	50	R
Gibbs, W. Joseph	50	R
Londrigan, James T.		D
Stone, Paul	52	D
Stiehl, Celeste M.	57	R
Krause, James G. (Bud)	57	D
Dunn, Ralph	58	R
Houlihan, James M.	13	D
Houlihan, Daniel L.	28	D

Name	District	Party
Totten, Donlad L.	3	R
Juckett, Robert S.	4	R
Schlickman, Eugene F.	4	R
Walsh, Richard A.	5	R
Hoffman, Ronald K.	6	R
McGah, Joseph P.	6	D
Miller, Thomas H.	10	R
Thompson, Robert L.	13	D
Laurino, William J.	15	D
Capparelli, Ralph C.	16	D
Wolf, Jacob John	17	R
Hyde, Henry J.	18	R
DiPrima, Lawrence	18	D
McPartlin, Robert F	18	D
Granata, Peter C.	20	R
Arrigo, Victor A.	20	D
Terzich, Robert M.	25	D
Murphy, W. J.	32	R
Duester, Donald E.	32	R
Hanahan, Thomas J.	33	D
North, Frank P. (Pat)	34	R
Rigney, Harlan	35	R
Anderson, Merle K.	35	R
Schoeberlein, Allan L. (Al)	39	R
Philip, James (Pate)	40	R
Hudson, George (Ray)	41	R
Lauer, John R.	44	R
VonBoeckman, James (Jim)	45	D
Day, Robert G.	46	R
Kent, Mary Lou	48	R
Boyle, Ken	49	D
Borchers, Webber	51	D
Tipsword, Rolland F.	51	D
Alsup, John W.	51	D
Cunningham, Roscoe D.	54	R
Choate, Clyde L.	59	D
Kelly, Richard F., Jr.	9	D
Arnell, Donald E.	10	R
Wall, John F.	23	R
Waddell, R. Bruce	33	R
Jacobs, Oral (Jake)	36	D
Deavers, Gilbert L.	44	R
Huskey, Herbert V.	8	R
Springer, Norbert (Doc)	58	R
Palmer, Romie J.	8	R
McCourt, James P.	11	R
Redmond, William A.	40	D
Washburn, James R.	43	R
Ryan, George	43	R
Tuerk, Fred J.	46	R
Keller, Charles F.	54	D
Harpstrite, Ben C.	55	R
Stedelin, Harold D.	55	D
Brummet, Don E.	55	D
Walters, Robert J.	56	R
<u>Probably No</u>		
Hirschfield, John C.	52	R
McCormick, C. L.	50	R
Friedland, John E.	2	R
Clabaugh, Charles W.	52	R
Hunsicker, Carl T.	38	R
Cox, William D. (Bill)	53	R
Blades, Ben C.	54	R
Fleck, Charles J., Jr.	14	R
Brandt, John B.	14	D
Calvo, Horace L.	56	D
Craig, Robert (Bob)	53	D
Farley, Bruce A.	14	D
Patrick, Langdon	21	D
Lemke, LeRoy W.	25	D



March, 1973

BECAUSE WE BELIEVE ALL ARE CREATED EQUAL

Our Illinois Constitution, Article I, Section 18, reads: "The equal protection of the laws shall not be denied or abridged on account of sex by the state or its units of local government and school districts."

The time has come for action in Illinois on the Equal Rights Amendment to the United States Constitution - an amendment which will give equality to all people in our country.

The proposed 27th Amendment to the U. S. Constitution would read:

- Section 1. Equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex.
- Section 2. The Congress shall have the power to enforce, by appropriate legislation, the provisions of this article.
- Section 3. This amendment shall take effect two years after the date of ratification.

The Equal Rights Amendment is likely to be most effective in preventing discrimination in government employment, especially in state and local government. This includes jobs in public schools, state colleges and universities.

Publicly supported schools and colleges will no longer be able to restrict enrollment to one sex, or to use quotas for admissions.

The ERA is expected to give wives the same rights as their husbands in managing their own earnings and inheritance.

In many states, women can't sign mortgages or leases - can't start businesses, take out or co-sign loans, or get credit in their own names if they are married.

In many states, women are still restricted in the hours they can work, the kind of work they can do - and thus limited in career and salary advancement.

ERA will surely mean that women who want to will have an equal right to volunteer for military service and to share in military and veterans' benefits - training programs, in-service education, the G. I. Bill, housing loans, medical care, preference in employment, and coverage for husbands and children.

Certain laws which might be regarded as favoring women (rest periods, health and safety protections) should and would be extended to men, not denied to women.

The House Judiciary Committee (U.S.) said: "'Equality' does not mean 'sameness' ...the (amendment) would not prohibit reasonable classification based upon characteristics that are unique to one sex. For example, a law providing for payment of the medical costs of childbearing could only apply to women. In contrast, if a particular characteristic is found among members of both sexes, then under the proposed amendment it is not the sex factor but the individual factor which should be determinative."

After adoption of the amendment, states would have two years in which to clarify

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After adoption of the amendment, states would have two years in which to clarify the laws affected.

If the Equal Rights Amendment is ratified, for the first time in this country's history women will know that the United States Constitution also applies to them.

Write your convictions to your Senator and Representatives in the Illinois Legislature now!

Senator: The Honorable Robert McCarthy

Representatives: The Honorable Roland A. Tipsword

The Honorable John Alsup

The Honorable Webber Borchers

Address

State Capitol  
Springfield, Illinois  
62706

# THE ERA

what it  
means to  
men and women

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## What is ERA?

ERA, the Equal Rights Amendment, is the proposed 27th Amendment to the U.S. Constitution. It says that "equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex."

---

## What will ERA do?

It will remove sex as a factor in determining the legal rights of men and women. It will primarily affect government action. It will not interfere in private relationships. For example, the questions of who will wash the dishes, open the door, or bring home the paycheck are outside the jurisdiction of the ERA. The general principle is: IF A LAW RESTRICTS RIGHTS, IT WILL NO LONGER BE VALID; IF IT PROTECTS RIGHTS, IT WILL PROBABLY BE EXTENDED TO MEN.

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## How will ERA become law?

By November 1973, 30 states had ratified the ERA. Ratification by 8 more states before March 1979 will bring the total to 38--the three-fourths required to amend the Constitution. ERA will not become effective, though, when the 38th state ratifies it. States will then have two years to review and revise their laws, regulations and practices--ample time to bring them into compliance.

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## Why do we need ERA?

Even though there are some laws on the books forbidding discrimination against women, there is no clear constitutional protection. The Supreme Court has never decided whether the 14th Amendment prohibits discrimination based on sex. Today in 1973, 49 years after ERA was first introduced, women in some states are still not recognized as mature, responsible adults. They cannot serve on juries...start a business... get a mortgage...control their own property, their own paychecks, or the property and money of their children.

PRESIDENT NIXON put his finger on the need when he said, "Throughout twenty-one years I have not altered my belief that equal rights for women warrant a Constitutional guarantee." (March 18, 1972)

**What do  
national  
leaders  
say  
about  
ERA?**

U.S. REPRESENTATIVE MARTHA GRIFFITHS

"In 196 years of this country's being, any government could make any law it chose against women and the Supreme Court has upheld that law...Corporations have been 'people' for more than 100 years. It is high time that we too became human. We cannot rely upon the Courts. I urge the ratification of the Equal Rights Amendment." (February 27, 1973)

U.S. SENATOR STROM THURMOND

"There has been progress in recent years toward the goal of equal rights and responsibilities for men and women.../T/he only practical basis to provide the necessary changes is thru a constitutional amendment." (April 10, 1972)

LUCY WILSON BENSON, President, LWVUS

"The League grew out of women's struggle for the vote. The League has been a part of the struggle to assure constitutional rights for all people, and we know how slow the case-by-case process can be. We think it's long past time for the nation to affirm the legal equality of women right in the Constitution." (August 26, 1972)

JOHN GARDNER, Chairman, Common Cause

"The Equal Rights Amendment has developed a genuinely broad base of political support. Women from every walk of life, women from all parts of the political spectrum, women representing the great middle range of American life are saying that the time for full equality has come. And men are saying the same thing." (August 27, 1973)

GOVERNOR GEORGE C. WALLACE

"I...favor the Equal Rights for Women Amendment. I...will do all in my power to bring about the early passage of the appropriate legislation." (July 20, 1968)

THE 92ND CONGRESS

The House passed the ERA by a vote of 354 to 23.

The Senate passed the ERA by a vote of 84 to 8.

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**ERA will  
equalize  
Social  
Security  
benefits.**

The ERA won't take away a single Social Security benefit women now have. It will give benefits equally to men and women. The 1972 Social Security Amendments have already moved in that direction. For instance, men as well as women can now begin to draw benefits at 62.

The ERA will enable a man to draw on his wife's social security just as any wife now draws on her husband's account. For example, today if a woman dies or retires, her widower is not automatically entitled as a dependent to his wife's benefits. Under ERA he would be.

**ERA will not interfere with an individual's privacy.**

The ERA will not affect the constitutionally guaranteed right of privacy, which permits the separation of sexes in such places as public toilets and military barracks. Under ERA, neither men nor women would have to share sleeping quarters in institutions such as coeducational schools, prisons, dormitories or mental care facilities.

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**Will women be drafted under ERA?**

With a volunteer army about to go into effect, it's a dead issue for now, anyway. Under ERA, Congress could draft women (incidentally, it already can) but their chances of serving in combat duty is slim. In 1971, only 5% of eligible males were actually inducted, only 1% of those inducted were ever assigned to combat duty, and only a fraction of those served at the front lines. Women won't be "snatched away" from their children to be drafted. Men have always been exempted for a variety of reasons, including family responsibilities--and so will women be.

What the ERA would do is end the practice of demanding higher qualifications for women than for men and so open up the possibility of Veterans benefits to more women.

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**ERA will remove discriminatory labor laws.**

Labor laws saying what hours women can work and how many pounds they can lift, originally intended to protect women from being exploited on the job, are now often used to bar working women from getting better jobs at better pay. Such discriminatory rules and regulations exist in 26 states. In Ohio, for example, a woman cannot be a gas or electric meter reader or a section hand. ERA would put a stop to this nonsense.

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**ERA will not do away with laws against rape.**

Criminal laws against rape and other sexual offenses will still be valid under the ERA--they are and will remain crimes against persons. What ERA will change is this: Courts will have to stop giving a longer prison sentence to a woman than to a man for the same offense--and vice versa.

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**How will ERA affect states' rights?**

Section 2 of ERA, which reads, "The Congress shall have the power to enforce, by appropriate legislation, the provisions of this article," does not take away states' rights. Whenever the Constitution is amended, the states have the right to act and enforce the amendment. Almost identical language appears in the 13th, 14th, 15th, 19th, 23rd, 24th and 26th Amendments to the Constitution.

## What happens to women's rights in marriage and divorce under ERA?

ERA will continue a trend toward applying the yardstick, "Who is able to support whom?" Since courts seldom intervene in such private relationships as an ONGOING MARRIAGE, in reality a married woman living with her husband gets only what he chooses to give her. Under ERA, support in SEPARATION cases would be settled, as it is now, on an individual basis.

The case of the woman divorced in late middle years and unequipped by training or experience to earn a living is often cited. In a DIVORCE, the same principle of need and ability to pay will apply to ALIMONY under ERA--just as it does now. So also with CHILD SUPPORT. (At present, only 38% of fathers are making full child support payments one year after the decree.) Correspondingly, CHILD CUSTODY will be based on which parent can better care for the child.

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## Who supports ERA?

Many organizations, representing a great variety of men and women, endorse the ERA. Among the national groups are these:

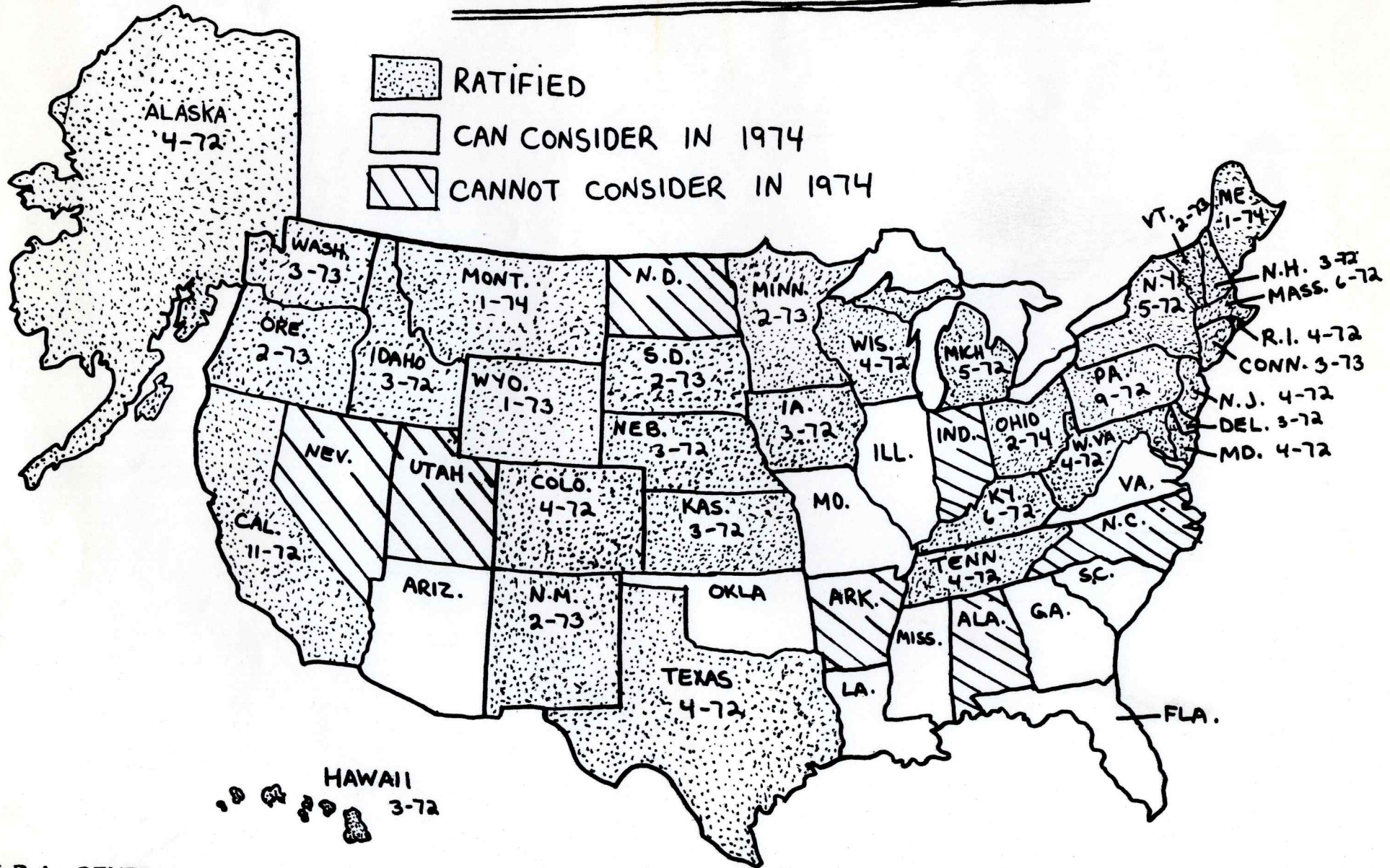
American Association of University Women; AFL-CIO; American Home Economics Association; American Jewish Congress; American Medical Women's Association; American Newspaper Guild; American Nurses Association; American Women in Radio and Television; Association of American Women Dentists; B'nai B'rith Women; Citizens' Advisory Council on the Status of Women; Common Cause; Communications Workers of America; Council for Christian Social Action; United Church of Christ; Ecumenical Task Force of Women and Religion (Catholic Caucus); Federally Employed Women; General Federation of Women's Clubs; Intercollegiate Association of Women Students; International Brotherhood of Painters and Allied Trades; International Brotherhood of Teamsters; League of American Working Women; League of Women Voters; National Association of Negro Business and Professional Women; National Association of Women Deans and Counselors; National Education Association; National Federation of Business and Professional Women; National Organization for Women; National Welfare Rights Organization; National Woman's Party; National Women's Political Caucus; Professional Women's Conference; NETWORK; St. Joan's Alliance of Catholic Women; United Auto Workers; United Methodist Church-Women's Division; and Women United.

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LEAGUE OF WOMEN VOTERS OF THE UNITED STATES  
1730 M Street, N.W., Washington, D.C. 20036

# WHERE THE STATES STAND



COOL FACTS FOR THE HOT-HEADED OPPOSITIONWhat the ERA is and what it says

The ERA is the proposed 27th Amendment to the United States Constitution. It says, in three simple statements, "equality of rights under the law shall not be abridged by the United States or by any State on account of sex. The Congress shall have the power to enforce, by appropriate legislation, the provisions of this article. This amendment shall take effect two years after the date of ratification."

What the ERA will do

It will create a greater range of opportunities for both men and women. It will stop federal and state sanction of discrimination against men and women on the basis of sex.

Specifically, it will:

- create equal educational opportunities in publicly supported schools for both men and women students and strengthen laws against sex discrimination in education
- strengthen laws against sex discrimination in employment so that workers will be hired and judged on the basis of individual merit
- make all credit backed by federal funds or insurance available on the basis of ability to pay, not on the basis of sex
- provide equal access to military service for men and women and guarantee equal eligibility for benefits
- insure that men and women get the same social security benefits
- erase laws that prohibit women from controlling property, mortgages, or insurance.

Why the ERA is necessary

Overwhelming evidence (thoroughly documented by congressional hearings) shows that sex discrimination under the law exists, particularly in areas of legal rights, education and employment. Discrimination in the area of legal rights is disturbing because it restricts basic rights and responsibilities of our democratic system. However, sex discrimination in education and employment is even more disturbing, because it affects the majority of women in this country and because these detrimental effects last for a lifetime.

On the subject of women's "privileges"...

THE OPPOSITION CLAIMS that women's "privileges" will be taken away.

WE SAY that no one group speaks for all women--neither the League of Women Voters nor the ERA opposition. But it is clear that nothing is being taken away from women; rather, opportunities are being opened up in education, in the military services, and in the free enterprise system.

These opportunities are badly needed by women. Forty-four percent of all women work; 8-1/2 million women work because they have to. So-called protective labor laws have been designed so that they have excluded women from higher paying jobs they were willing and able to do. Discrimination in educational institutions has left many women less prepared for the future than their male counterparts.

Poor women have suffered the most. Of adults in poverty, 61 percent are women. The median income of



8

working women who have not finished high school is less than \$5000. Men with the same educational background earn over \$7000. Discriminatory laws adversely affect poor women more than poor men.

### Too far-reaching?

THE OPPOSITION CLAIMS that the ERA is unnecessary--that eliminating sex discrimination with a constitutional amendment is "trying to kill a fly with a sledge hammer."

WE SAY that flyswatters haven't been working very well. American women have been trying to knock out sex discrimination through individual court cases and single-law reforms for 350 years, but sex discrimination is still flagrant. Short of a comprehensive constitutional amendment, progress will follow the pattern of the past, a pattern that's too slow and that unfairly puts on individuals the burden of establishing the rights of half the human race.

### *Some specifics*

.....The Supreme Court got around to affirming in 1874 (Minor v. Happersett) that women are persons. What they gave with one hand they took away with the other: in the same decision, the Court prohibited women as a class from voting! It took the 19th amendment to clear that up. This constitutional amendment would put an end to the business of treating women as a class, any area of life in which sex is an irrelevant criterion.

.....This very minute, women are being forced to fight one by one for the right to be judged as individuals, instead of being treated as a class, when it comes to getting credit, getting mortgages, getting housing, getting jobs, getting insurance, getting into professional schools, ad infinitum. Case-by-case redress is painfully slow and piecemeal. We haven't time, as we move into the last quarter of the 20th century, to build basic, self-evident human rights bit by bit, like a Byzantine mosaic. The ERA would forbid discrimination against women as a group or class.

### Only a psychological prop?

THE OPPOSITION CLAIMS that ERA does very little. They say that the arguments in favor of the ERA boil down to the fact that women--not many, just a few--need the amendment for "psychological and symbolic reasons."

WE SAY that we're not sneering at the psychological and symbolic value of the ERA. Who says psychological support isn't important? But to say that they're the only point of the ERA and to say that only a few women have problems about discrimination is to pretend that an overwhelming body of evidence doesn't exist.

### *Some specifics*

.....When the ERA supports women's right to equal pay for equal work, that's not just a psychological or symbolic benefit. That's an economic benefit--the dollars and cents to support herself and her family, as 8.5 million American women are now trying to do under unfair handicaps. To cite a single example: Stewardesses certainly haven't been in the forefront of the pro-ERA movement. But they've recently gone to court to assert the right not to be bypassed by a new echelon of male "flight attendants." It's ridiculous to have to argue in court about such an evident injustice.

.....It isn't just equal pay for equal work that's at stake. It's access to educational opportunities, access to jobs without sex labels, the right to control the money one earns or inherits. Not

to have these rights is to be deprived--deprived psychologically but also deprived of bread and butter, deprived of the right to full development as a person, deprived of the right to choose how to contribute to community life.

.....If the benefits of the ERA were only psychological and symbolic, individuals and groups as diverse as the President, the AFL-CIO, the AAUW and the National Council of Churches wouldn't be agreeing that it's sorely needed.

#### On the subject of wives' right to support...

THE OPPOSITION CLAIMS that the ERA would take away the "right of the wife to be in the home as a full-time wife and mother" because the ERA would invalidate "every one of the state laws which require the husband to support his wife."

WE SAY that this argument plays on fears by pointing at a needle of truth in a haystack of half-truths and distortions.

First, the ERA is in the business of establishing rights, not taking them away. It would affirm rights for women (and for men) that they do not now fully enjoy. Among those rights is the right to choose how to live one's life. That most emphatically includes the right to choose "to be in the home as a full-time wife and mother." ERA would have little or no impact on people who make this choice, for the simple reason that the ERA would not alter the institution of marriage in any direction.

Second, the state laws to which the opposition refers are a fragile prop at best. Yes, they're on the books, all right. But state supreme courts have ruled that ongoing marriages are out of bounds for the courts--so all those laws mean nothing, if a wife in an ongoing marriage seeks their protection through court action. McGuire v. McGuire is a case in point. The wife worked the fields, cared for the house, sold chickens and eggs, but her husband refused to buy on credit, to let her buy on credit, or to provide her with a bathroom, a kitchen sink or money for clothing. The Nebraska Supreme Court denied the wife any recompense because "to maintain an action such as the one at bar the parties must be separated or living apart from each other." The practical fact is that it's only when a separation or divorce proceeding is brought that the issue of support comes before a court and the question of the legal right to support arises.

Third, the court cases which the opposition cites, in trying to demonstrate that husbands at present must support their wives, actually demonstrate quite another point. In one such case, a husband was required to pay a department store for a fur coat charged by his wife. The principle here is that a man is responsible for debts incurred in his name; not, please note, by his wife, but in his name. Though Phyllis Schlafly and others have been getting a lot of mileage out of what's come to be known vaguely as "the mink coat case," there's considerable irony in their choice of example. The elementary fact is that the wife could not have got credit from the store in the first place without her husband's signature. If that husband, or any husband of a nonworking wife, refuses to sign a credit application, his wife has no recourse. Some protection of a wife's rights! The case may have determined that a creditor can demand payment from a husband for a purchase made on credit established by a husband's signature. It emphatically did not say anything reassuring about a wife's right to ongoing support.

Fourth, there's a subtle threat buried in this opposition argument: that somehow the ERA will turn the tables overnight and force a wife who is not working, who may never have worked, to begin to support herself-- and maybe her husband to boot. Simply not so. The ERA will require that support laws be written in sex-neutral language, but it will not require any changes in judicial enforcement of support laws. If that kind of change comes, it won't be the ERA that brings it.

#### On the subjects of alimony and child support...

THE OPPOSITION SAYS that under the ERA women who were divorced or separated would be in big trouble. They call the ERA a "take-away" that will "do away with a woman's right to alimony" and child support.

ERA the country's claim on citizens' military service would apply equally to women and men. But--

1. To begin with, there is no draft today.
2. Drafting women is not a novel idea. During World War II (June 1, 1944) Rep. Emanuel Celler introduced a bill to draft single women between ages 20 and 35. In 1948, General Eisenhower said, "I am convinced that in another war they (women) have got to be drafted just like the men."
3. All women would not serve in combat any more than all men do. In 1971, only 5 percent of eligible men were drafted and only 1 percent ever served in combat. There are physical requirements for combat; for instance, men with flat feet have never been eligible to fight. Presumably, whatever a particular woman was physically unable to do she would be exempt from doing--just as men now are.
4. Family situations have always been a basis for draft classification. Men with children were exempted in the Korean and Vietnam wars.
5. It should be pointed out that the armed forces also provide benefits that would become available to many more women than at present.

#### On the subject of states' rights...

THE OPPOSITION CLAIMS that Section 2 of the ERA, which grants enforcement power to the Congress, makes the amendment "a grab for power at the federal level."

THE FACT IS that the power the ERA gives to Congress is no more and no less than that given by other constitutional amendments. The language of this section is similar to that in the 13th, 14th and 15th Amendments. Since the very point of a constitutional amendment is to state a national principle, it must, for consistency, be enforceable nationally. But states constitutionally retain all powers not delegated to the federal government. And since the ERA does not grant the federal government exclusive enforcement powers, states retain their authority to implement the ERA's provisions.

It's interesting to note that at one point, before the amendment's passage by the Congress, the enforcement section of the ERA gave authority to the Congress and the states "within their respective jurisdictions." It was the interpretation of Paul Freund of the Harvard Law School that such delegation of authority was more restrictive than that found in any of the other amendments.

Additionally, once ERA's ratified, the states will have two years to review their laws and bring them into conformity.

#### On the subject of rape laws...

THE OPPOSITION CLAIMS that the ERA will "knock out present laws protecting women from sex crimes such as statutory rape."

THE FACT IS, that's not true. Rape laws are based on real physical differences between men and women. Sexual assault laws will be extended to cover both sexes and statutory rape laws will be extended to cover statutory sexual assault on minors by both sexes.

#### On the subject of sleeping quarters and restrooms...

THE OPPOSITION CLAIMS that women and men will be forced to share sleeping quarters and restrooms under the ERA.

WE SAY to that, Senator Marlowe Cook (R. Ky.) calls this argument the "potty excuse."

The ERA will not interfere with the constitutional right of privacy. The right of privacy, as defined in the Supreme Court case, Griswold v. Connecticut, is the result of a combination of the specific rights guaranteed by the First, Third, Fourth, Fifth and Ninth Amendments. Because each citizen possesses these rights, i.e., freedom of speech and religion, freedom from search and seizure, freedom from self-incrimination, we possess the consequent right of privacy.

The same case clearly established that the right to privacy covers sexual relations. Because our society interprets disrobing and bodily functions to be sex related, it is clear that the ERA would not require coeducational restrooms or sleeping quarters.

On the subject of private schools...

THE OPPOSITION CLAIMS the ERA will force single-sex private schools to become coeducational.

THE FACT IS that the ERA affects only state and federal laws and institutions. Its ratification will not require single-sex private schools to become coed.

It is possible that a future Supreme Court ruling may require those private schools that accept federal funding to open their doors to both sexes. If so, the ruling would flow from a judgement about the legal effect of accepting federal funds. (The 1972 Education Amendments, prohibit sex discrimination in public schools under certain circumstances). It would be derived not from the ERA.

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# What You Should Know About the Equal Rights Amendment

There's a fierce battle going on between those who want women to have equal rights under the law and those who don't. Surprisingly, however, the battle is not between women and men, but between women and women

by Claire Safran

A short while ago in a number of cities around the country, women stood patiently in long lines at hospital clinics, each waiting her turn to sell a pint of her blood.

The women were collecting what they called "blood money" to support the fight to pass the single-sentence Equal Rights Amendment to the U.S. Constitution: "Equality of rights under the law shall not be abridged or denied by the United States or by any state on account of sex."

At about the same time those blood lines were forming, other women in some of the same cities were gathering around tables with unusual centerpieces—small piles of bullets. These women were protesting against the same single-sentence amendment by tucking bullets into envelopes addressed to their state legislators to dramatize the danger that women could be drafted.

Blood and bullets. Those are unexpectedly strong symbols for a debate that began as mildly as this one did.

The Equal Rights Amendment, or ERA, as it is called, had been gathering dust on the Congressional shelf for nearly 50 years when the accelerating movement for women's rights revived interest in it. There was very little argument in the spring of 1972 when the Senate, following the course taken earlier by the House of Representatives, passed the amendment by an overwhelming majority.

To many women this was noble acknowledgment of their long fight for equal status with men. To many men it represented what an Arkansas lawmaker saw as "a nice thing we're going to do for the ladies."

For that "nice thing" to become law, ERA now needed only to be ratified by three fourths of the states. And with scarcely any opposition, state legislatures enthusiastically competed with one another to be the first state to pass the 27th Amendment, an honor that went to Hawaii.

Before the legislatures had adjourned for the summer, 22 of the 50 states had voted yes on ERA. Since it was assumed that no one was going to take a stand against equality, there was a calm certainty that the final votes would be as easy to come by as the first ones.

But this past winter brought the chilling realization that opposition to the amendment, well organized and well financed, was growing. ERA supporters were caught unaware and unprepared; state legislators found themselves under siege, blitzed by a sudden mail and phone campaign to stop ERA. And it has come as a shock to the women's rights movement that the strongest opposition is not from men but from women.

Although 28 states thus far have approved ERA, ten more must ratify it if the amendment is to become law. If 13 states reject it, the amendment is lost—at least temporarily. Each state has seven years to make up its collective mind and it can change its mind at any time during that period. Eleven states have rejected ERA so far.

There's an important reason why women are deeply divided over the amendment that would give them equality, why some women are now murmuring "maybe" and even "no." Under ERA they would receive new responsibilities as well as new rights. If the amendment would bring women closer to such goals as "equal pay for equal work," it also would bring them smack up against such responsibilities as equal service in the Armed Forces.

Like most amendments, this one does not spell out what old laws would be erased and what new ones would be written. Instead, it is a brief statement of principle that the courts and the legislatures would be obliged to take into account.

Some of what would happen is fairly certain. Although technically many women's rights already have been granted under the 14th Amendment, the equal-opportunity clauses of the Civil Rights Act of 1964 and the fair-employment acts

ities as well, and I'm all for that too. Women are now expected to raise children, which I think is the biggest responsibility of all.

"I know that some people are afraid of the unknown and may see this amendment as a kind of threat. I hope they will search their hearts and minds and see that it's wrong to categorize people by sex. As a woman athlete I've really felt the brunt of that attitude, but I hope we've now removed most of it. People are starting to meet each other as people."

of many states, these rights continue to exist more in theory than in practice. We know, for example, that many women still are not paid the same as men who do similar work, and that young women still knock at the doors of certain colleges and graduate schools with less success than young men. Passage of ERA would make it easier to open those doors and to enforce laws already on the books. There is legal muscle and moral force in something as momentous as an amendment to the Constitution.

The amendment also would have a more direct effect, banishing or altering a string of bothersome Federal and state laws that make distinctions based on sex. These include Social Security, with its different system of payments to husbands and wives; property and credit laws that prevent a wife from running her own business; marriage laws in which the legal age for women and men differs by several years; special privileges that some legislation gives to women but does not give to men, such as shorter working hours, a higher minimum wage and automatic exemption from jury duty.

ERA also would call into question laws that limit overtime and nighttime work for a woman or that bar her from certain industries and occupations. Such laws were passed many years ago to protect the female sex, but many women now point out that they're actually stumbling blocks to employment and promotion. Rhoda Freier, an ERA supporter celebrating a grass-roots victory for the amendment in California, says the issue is not whether to remove protective laws. "We just don't want to limit their protection to women," she says. In fact, she thinks ERA may have its greatest impact on men.

Other women who support ERA hope it will produce a dramatic change in the way men look at women and women look at themselves. Such subtle, long-term gains are more important to them than the practical and immediate ones. Kathy Harper, of Columbus, Ohio, is 23 years old and pro-ERA; yet she feels her

**Billie Jean King**, Tennis Champion:

"I'm all for it. Equal rights would mean equal responsibility

life wouldn't really be changed by its passage. "It will give the very young girl a chance to grow up with real options," Ms. Harper says. "She wouldn't have to check the percentages and say, 'I'd really like to go to medical school, but I'd better stick to nursing.'"

Ms. Harper, although unmarried, looks at ERA in the same light that many wives and mothers view the overall struggle for women's rights. One hundred and twenty thousand Redbook readers, responding to a recent Redbook questionnaire, showed overwhelming support for the feminist cause even though two out of three women did not think it directly affected their own lives. Rather, they saw their daughters as the ultimate winners: Six out of ten women expected that the Women's Movement would improve their daughters' lives and open up more opportunities for them.

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**Marlo Thomas, Actress:**

"When something becomes a law, then biases come out of the woodwork like termites. You can smoke out what people were hiding. For example, some employers who are prejudiced against women have been able to hide behind the protective labor laws, 'protecting' women from landing better jobs by saying things like, 'We have to protect them from long hours.'"

"The Equal Rights Amendment would correct such prejudices, end such myths and allow women to compete and see what they are truly capable of. I think ERA is as important as the 14th Amendment.

"Women should have equal opportunity, and with opportunity comes responsibility. We should stop acting like, or waiting to be treated like, a group of adolescents. We should stop wanting special privileges. All they mean to me is that women are less than what men are. Most 'protections' keep us out of places where we should be. It's a waste, because the country needs what women have to give."

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It does not come as much of a surprise to ERA's backers that some men are opposing it. Brownie Ledbetter, of Little Rock, Arkansas, an ardent worker for ERA, tells about an Arkansas legislator who stated publicly that "all women should be kept barefoot and pregnant." That was two years ago. "We defeated him for re-election," says Ms. Ledbetter. "He changed districts, came back to the legislature and wanted to make up with

the ladies. He was one of the amendment's sponsors and he stayed with it all the way."

Ms. Ledbetter, a wife and mother, would hardly describe herself as a die-hard feminist. She was reared with all the traditional protections and privileges of a Southern belle and now spends a great deal of her time as a volunteer worker for social and political causes. She likes to tell of another gentleman who used softer tactics to oppose ERA. He took both of her hands in his and with tears in his eyes said, "Brownie, I cannot understand how you can be for this amendment. You aren't a Women's Libber. You are a *real* woman!"

"Funny," Ms. Ledbetter says. "The women I'm working with seem pretty real to me." But she has met with that reaction quite often, as have numerous other supporters of ERA all across the country.

ERA is supported in most states by a coalition of 20 or more national groups, including Common Cause, the "citizens' lobby"; Church Women United; the Federation of Women's Clubs; the Business and Professional Women's Clubs; the National Organization for Women; the Women's Political Caucus and the League of Women Voters.

**T**he opposition consists of those who argue that women would have to give up more than they get under ERA. Opposition groups include the Stop ERA Committee, HOW (Happiness of Women) and AWARE (American Women Are Richly Endowed), all of which insist that "women have it better than equality. They are a protected group who like things as they are."

Jean Muirhead, a former Mississippi state senator and a practicing attorney in Jackson, says that it is this attitude—that women are a privileged and "protected" group—that is one of the most difficult to overcome. "This tradition of Southern womanhood is stronger in men's minds, though," says Ms. Muirhead. "Women know they really aren't all that protected." One male member of the California opposition, in fact, turned out to be the leader of a union whose women members are "protected" by being paid less than the men.

ERA supporters claim that the opposition is tainted with money from the ultraconservative John Birch Society. That has been denied, but in some states women have managed to trace some of the anti-ERA literature directly to the

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**Richard M. Nixon, President of the United States:**

"America will not be able to achieve its full economic potential unless every woman who wants to work can find a job that provides fair compensation and equal opportunity for advancement. This Administration is committed to the promotion of this goal. We support the Equal Rights

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**Amendment."**

society's door. The amendment is opposed by other right-wing groups, including the States Rights party and the American Independence party. Interestingly, it's also opposed by the Communist party on the far left.

Still, opposition groups cannot be dismissed because they wear certain labels. It is not enough simply to say who they are. We also need to know what it is that they stand for and why they are against ERA.

They have raised a number of questions that the backers of the amendment never dreamed of:

"Do you want mothers to be drafted?"

"Do you want to make rape legal?"

"Women will have to use the same bathrooms at the same time as men."

"If God meant women to be equal, the Bible would say so."

"ERA will destroy the American family."

Is it possible that there is more danger than promise in the Equal Rights Amendment? How real are these arguments? Let's take a look at them one at a time.

*"Do you want women to be drafted?"*

Phyllis Schlafley, of Alton, Illinois, a prime mover of the opposition, is the organizer of the Stop ERA Committee, which has chapters in many states. She has been a heroine of the far right since she wrote the 1964 Presidential campaign book about Barry Goldwater, *A Choice, Not an Echo*. Mrs. Schlafley is an articulate, effective debater.

"It's beyond me why women should be agitating to be drafted," she says. "Why, can you see your daughter fighting in combat under a forty-pound pack? Well, can you?" Mrs. Schlafley is arguing that ERA would mean that a woman not only could be drafted into the Armed Forces, but also would be required to go into combat.

"It's such nonsense," sighs Ann Poag in her office in downtown Chicago, waving at her desk cluttered with Mrs. Schlafley's brochures and newsletters. Ms. Poag's job is to co-ordinate the activities of some 50 organizations that support ERA in Illinois. At the time I talked with her, the amendment had been passed by the Illinois senate and was stalled in the house.

"It's outrageous!" exclaims Pat Keefer, a Washington, D.C., lobbyist for Common Cause, whose 200,000 members are being urged to write their legislatures in support of ERA. "It's true that women could be drafted—except that at present there is no draft. Men now enlist in the Armed Forces on a volunteer basis.

"But even if there should be a military draft in the future including women," Ms. Keefer continues, "the physical qualifications for combat duty still would be determined by the Selective Service System. Do you know that only fourteen per cent of the men drafted ac-

tually served in combat in Vietnam? The others filled support roles, outside combat."

Many women don't relish the thought of being drafted, but few men send up a cheer when a draft notice arrives either. But ERA backers nevertheless approve of the idea. "It's our country too." It boils down to a matter of ethics. If women want the rights of full citizenship, they must accept responsibilities to match.

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**Lois Gould, Novelist:**

"If the Equal Rights Amendment fails to pass, then I suggest that the Pledge of Allegiance be revised as follows:

"I pledge allegiance to the flag . . . and to the Republic for which it stands, one nation divided according to gender, with liberty and justice for men only."

"If the Equal Rights Amendment fails to pass, our daughters and sons should be required to recite this in school every day. We will have deserved it."

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Of course, women have served in our Armed Forces for many years. In the Navy women have begun to go to sea with men. There have been no problems in avoiding the sinister perils that some ERA opponents foresee, such as coed barracks or physical examinations in which men and women strip down together. And there is no reason to believe these could become problems.

*"Do you want to make rape legal?"*

Because this question is so laden with emotion, it is one of the favorites of ERA opponents. Yet it is totally unfounded. No matter what the opposition says, rape is an assault and would continue to be a crime under ERA. It is illegal not because it is something a man does to a woman but rather because it is an act of force by one person against another person.

ERA may lead, in fact, to stronger laws against rape. Currently in some states, rape is the only form of assault that requires testimony of a witness as evidence that it has taken place, unlike mugging or armed attack, in which the victim's word alone is enough. Under

ERA that may be seen as discrimination against the women who are victims of rape.

*"Men and women will have to use the same bathrooms at the same time."*

The dark threat of unisex toilets has been raised in state after state. In Minnesota a group of high-school girls staged a sit-in in the men's room of the state capitol building to protest this supposed ERA menace. (The sergeant at arms worried about how to remove

the demonstrators, but the suggestion of one exasperated legislator, "Pee on them," was ignored.) In Jackson, Mississippi, letters to newspaper editors opposing ERA were signed with long, bogus, German-derived "names" that translated into such ridiculous things as "Sissy Feminine" and "Two Paths to the John."

Jean Muirhead's first reaction was to laugh. As a lawyer and former Mississippi legislator, she knows that women wouldn't ever have to worry about being forced into the same bathrooms as men. "We will continue to have the right of privacy that's guaranteed by the Constitution," she says.

*"If God meant women to be equal to men, the Bible would say so."*

In Minnesota a 21-year-old lawmaker and a member of a spreading religious group often referred to as the Jesus Movement went home each weekend to pray for guidance about the Equal Rights Amendment. Like some Catholics, Mormons, members of the Christian Crusade and many religious fundamentalists, he was skeptical about ERA, since the Bible does not say specifically that God made women equal to men. Those who take the Bible literally quote again and again the admonition from St. Paul for women to be silent.

There is no arguing with religious beliefs that are deeply and sincerely held. ERA proponents make no attempt to do so, although many cannot resist pointing out that nowhere does the Bible say that God made women *unequal*.

*"ERA will destroy the American family."*

Phyllis Schlafley has charged that "ERA would invalidate the laws of all fifty states that make it a man's legal obligation to support his wife and children." As she sees it, even mothers with small children would be forced to go out to work to earn a share of the family income.

This simply is not true. There would be no question, in or out of the courtroom, of a woman's status as homemaker and mother. It would be equal to her husband's status as breadwinner. ERA would not change private arrangements between husband and wife, and no court would interfere in a marriage that is intact.

It's true that there are now laws that compel a man to support his family, although most women like to think that that's not why their husbands do it. We

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**Joyce Carol Oates, Writer:**

"I am absolutely in favor of the Equal Rights Amendment and cannot imagine any other position."

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prefer to think that we do not need a law to uphold our marriage. Most of us arrange our lives around what both hus-

band and wife want. If both partners work, it's because that's what they have agreed on. If the husband works outside the home and the wife remains at home with the children, it's because that's what they both find is the best arrangement. ERA would not change this.

In fact, under ERA, laws would be changed to ensure further the protection of the family. For example, in the

last year or two we've seen a dramatic rise in the number of runaway mothers. With ERA, a woman who abandoned her family, contributing neither care nor financial support, would be as liable to prosecution as a runaway father is now. The same would be true of other laws, such as those in some states that prevent a husband from cutting his wife out of his will. Under ERA those laws would be rewritten so that wives could not disinherit their husbands either.

It is also likely that there would be changes in divorce and child-custody laws. With ERA, men would be as entitled to ask for alimony or child support as women, depending on the financial capacity of each partner. Fathers and mothers would have an equal chance for child custody, depending on which parent was better qualified to care for the child. The courts would decide each case individually, as they already are beginning to do.

**T**here are other arguments from the opposition, but few seem to be related to ERA. HOW (Happiness of Women) is a group that echoes many of Phyllis Schlafley's arguments about the pleasures of life on a pedestal. Members wear diaper pins on their blouses and give out fluorescent bumper stickers that read: "Men make the living. Women make the life worth living." Many Southern legislators have voted against the amendment, claiming that they cherish the traditional image of Southern womanhood. In one Western state a woman legislator said that she too would vote no, because "I like having men open doors for me." Like many other women, she is missing the point: Courtesy and kindness cannot be legislated, for or against.

Ann Poag has helped form a group of Illinois women called Housewives for ERA. "The opposition always identifies itself as a group of wives and mothers," Ms. Poag says. "We had to point out that that's what we are too."

Still another quarrel with ERA is that it simply is not necessary. "I'm for equal rights for women," a Harvard law professor told me, "but why don't women take it one case at a time? Why don't they work through the courts or the legislative process?"

"We could do that," says Blanche Schroeder, of Portland, Oregon, a staunch supporter of ERA. "But I have seven children, five of them daughters. If we have to fight it out case by case, my daughters will wait another fifty years.

The fair-employment laws just aren't strong enough without an amendment to back them up."

Other women have tried to take the statutes one at a time, and they also find it too costly and too slow. For example, they persuaded the Congress to add two little words, ". . . and sex," to the equal-opportunity sections of the Civil Rights Act of 1964, thus including women. This year the President's Economic Report to Congress included a section on women for the first time, showing how very little has changed.

Well over 40 per cent of married women between the ages of 20 and 34 are employed outside the home. Women are an army that makes up 97.3 per cent of the country's nurses and 94.6 per cent of our secretaries and typists. They are still only a small contingent of our doctors—9.3 per cent—and of our lawyers and judges—4.9 per cent. Even in the fields where women have made gains, they are clustered at the bottom of the ladder. In professional and technical areas women are paid on the average only 48 per cent of the salaries that men receive for comparable jobs.

The statistics show that women's work continues to be just that—women's work. The more prestigious and high-salaried jobs continue to be what they always were—men's work.

In theory the 14th Amendment provides equal protection under the law for all "persons." Yet in case after case involving women's rights, the Supreme Court has not interpreted that to include women. Blanche Schroeder asked, "If the Fourteenth Amendment includes women, why did we need a special amendment even to get the vote?"

**Cicely Tyson, Actress:**

"One of the things I have always said about the man-woman relationship is that I don't want anybody to walk ahead of me and I don't want anybody to walk behind me. I want a man who will walk along beside me. And that's how I feel about equal rights.

"You know, I go beyond the woman problem. I have the added thing of being Black. Having had to deal with that, I refuse to deal with being discriminated against as a woman. It just compounds the insult. I demand the right to be treated like a human being. I just demand it. I have the right to speak out to make

my own choices, to get paid the same as anyone else. It has nothing to do with what my sex is or what my color is. I am a human being and I think it is ridiculous that there is still a question about this and that we still have to discuss equality of rights for human beings."

As women lobby for the Equal Rights Amendment they find themselves struggling with a new code word—"militant." It is used to disparage the women's rights' movement and to suggest that it is made up of screaming, frothing, marching fanatics, more masculine in gender than feminine.

Wyoming Governor Stanley Hathaway, who supported the amendment, warned ERA supporter Julia Yelvington, "Now, Julia, you know that all our men know about the Women's Lib Movement is what they see on TV. If you're going to be militant, you're going to lose this amendment." Julia, co-chairwoman of the state ERA coalition, nodded in agreement and then said, "But, Governor, I want you to know that in my heart I feel militant."

Ironically, in the state of Wyoming the amendment may have won out because the *opposition* was militant. The ERA bill was rushed through the House of Representatives on a day when legislators were worried that women were going to demonstrate against the amendment.

Because of the peculiar television image of the Women's Movement, ERA supporters often find themselves trying to "out-lady" the opposition. In Missouri a coalition leader proclaimed: "I will personally scalp any woman who shows up at the capitol building in pants or boots." In Virginia, where opponents claimed that only hard-bitten career women were for the amendment, supporters formed a group called Housewives and Mothers for ERA. In Illinois they answered the same argument with "team lobbying" in each legislative district, making sure that a full-time housewife was part of each team.

The women who support ERA, caught by surprise last winter, are no longer in disarray. They have regrouped their forces. Yet as they rally to meet this year's new opposition, it becomes increasingly obvious that it is not only the image of the Women's Movement that is distorted. It is the image of women themselves.

Susan Paris, a 25-year-old Shelbourne, Vermont, woman explained, "It's Catch-22. If you argue in an emotional way, they say you're 'only a woman.' If you debate logically and effectively, they say

you're too mannish. After some of our wives and mothers testified for the amendment, the gossip around the State House the next day was that they were fakes. They couldn't have been *real* mothers because they spoke too well."

**Jill Ruckelshaus, White House Consultant on Women's Organizations:**

"ERA is needed by homemakers as well as professional women. Today there are myriad laws in various states that discriminate against women in the areas of credit, loans, housing, education, jury service and job opportunities. The passage of the Equal Rights Amendment would make a final, legal and compelling commitment that all Americans are equal and individual before the law.

"The women of America—53 per cent of our population—have waited patiently to be assured that they are not second-class citizens. The passage of this amendment would make that matter of simple justice a constitutional reality.

"I cannot understand the arguments claiming that women would have to give up something for this amendment. I have found that women who worry about the draft are the women who under no circumstances would be eligible for the draft. The young college women of the country that I've talked to seem to feel willing to be responsible, as responsible as their brothers or sweethearts, for some service to their country. And let's not forget that there are an awful lot of advantages to be gained if women have equal access to the vocational training, medical benefits and pension benefits of military service.

"All states have a few laws, some more than others, that they'll have to bring into compliance with this amendment. But I urgently urge its passage for its symbolic value as well. I think the law will change behavior, which will eventually change attitudes. In many cases it is custom and tradition, more than law, that have made women second-class citizens."

The Equal Rights Amendment is the most emphatic way that the Government of the United States can say that the status of women is changing. The debate over this amendment comes down finally to the question of whether women want to cling to old and often misnamed "protections" or whether they want our country's laws to treat men and women equally.

Each woman must find her own answer to that. As Vermont's Susan Paris told me, "I don't want to be somebody else's version of what a woman is. I want to be my own version of me."

THE END

Many state legislators are now debating ERA. Women on both sides of the amendment are speaking out and lobbying for their viewpoints. Redbook will pass on to your state legislature your views on ERA if you fill out the ballot below and send it to Box ERA, Redbook, 230 Park Avenue, New York, New York 10017.

**On the Equal Rights Amendment, I vote**  
**I feel it would have a direct effect on my life**  
**I am working to support my opinion**

<b>yes</b>	<b>no</b>
<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>

Name: \_\_\_\_\_

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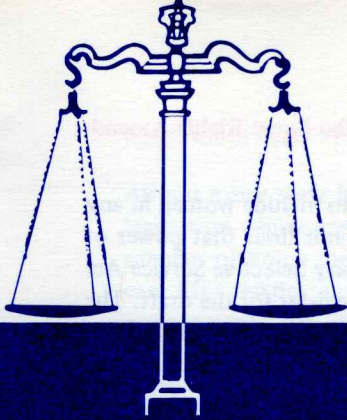
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# How and Why to Ratify THE EQUAL RIGHTS AMENDMENT

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

## Why the Equal Rights Amendment?

The Equal Rights Amendment, or ERA, would amend the United States Constitution to insure that men and women have the same rights and responsibilities under the law.

*The Amendment would be a major step toward assuring first class citizenship for women, toward their assumption of fuller responsibilities, and toward bringing women into the mainstream of American life. A century ago Susan B. Anthony remarked: "Men their rights and nothing more. Women their rights and nothing less" . . . Passage of this Amendment would eliminate impediments to women's rights and enable women to share with men the responsibilities of family, community, and Nation.*

—Virginia R. Allan, former Chairman of the President's Task Force on Women's Rights and Responsibilities

## How Will ERA Become Law?

Three-fourths of the state legislatures (38 states) must ratify ERA within seven years of March 1972 before it becomes the 27th Amendment to the Constitution. Following that, states have two years in which to review and revise their laws, regulations, and practices to bring them into compliance with the Amendment.

## What is ERA?

Simply stated, the Amendment provides that sex should not be a factor in determining the legal rights of men and women. It thus recognizes the fundamental dignity and individuality of each human being. ERA will affect only governmental action; the private relationships of men and women are unaffected. The Amendment does not require any state or the federal government to establish quotas. It does require equal treatment of individuals.

## Who Supports ERA?

ERA has received the endorsement of Presidents of the United States, including Presidents Eisenhower, Kennedy, Johnson, and Nixon, and has been repeatedly supported on the national party platforms of the major political parties. The House of Representatives approved the Amendment by a vote of 354 to 23 on October 12, 1971. The Senate passed the Amendment on March 22, 1972, by a vote of 84 to eight. In both houses, efforts to amend ERA were defeated by substantial margins.

In addition, an impressive list of women's groups, labor unions, and religious and professional organizations have recorded their support of ERA. Both the Citizens' Advisory Council on the Status of Women, created by President Kennedy, and the President's Task Force on Women's Rights and Responsibilities, created by President Nixon, have recommended in strongest terms approval of the Amendment.

## Is the Equal Rights Amendment Really Needed?

There has been some progress toward equal legal rights for men and women in recent years. However, the fact that persistent patterns of sex discrimination continue to permeate our social, cultural, and economic life has been thoroughly documented in the many Congressional committee hearings held during the past years, and extensively over the last three years.

*On the whole, sex discrimination is still much more the rule than the exception. Much of this discrimination is directly attributable to governmental action both in maintaining archaic discriminatory laws and in perpetuating discriminatory practices in employment, education, and other areas. The social and economic cost to our society, as well as the individual psychological impact of sex discrimination, are immeasurable. That a majority of our population should be subjected to the indignities and limitations of second class citizenship is a fundamental affront to personal human liberty.*

—Report No. 92-689, Senate Judiciary Committee

## Don't Women Have Equal Rights Under the Constitution Now?

The only right women gained under the Suffrage Amendment was the right to vote—their civil rights were unaffected. Although the Fourteenth Amendment, which was made part of the Constitution in 1868, guarantees "equal protection of the laws", not until 1971 did the Supreme Court strike down a law which discriminated against women. The Court invalidated an Idaho law which arbitrarily favored men over women as administrators of estates (*Reed v. Reed*), but it did not overrule earlier decisions upholding sex discrimination cases in other laws, and it did not hold that sex discrimination is "suspect" under the Fourteenth Amendment.

The Court left the burden on every woman plaintiff to prove that governmental action perpetuating sex discrimina-

tion is "unreasonable". As the Association of the Bar of the City of New York pointed out in its report, "the 1971 *Reed* case indicated no substantial change in judicial attitude."

Under ERA, the burden will not be on each woman plaintiff to show that sex discrimination is "unreasonable". Instead, all men and women will be assured the right to be free from discrimination based on sex.

### **Why Not Change Specific Laws Instead?**

There are many uncertainties and practical difficulties connected with attempting to change every law which discriminates on the basis of sex. It is time-consuming and expensive; and specific legislation can deal only with specific problems. A constitutional amendment is the only realistic way to insure equal treatment of the sexes before the law.

It would be possible for Congress and each State to revise their laws and eliminate those which discriminate on the basis of sex. But without the impetus of the Equal Rights Amendment, that process would be far too haphazard and much too slow to be acceptable, especially in light of the fact that the Equal Rights Amendment was first introduced 49 years ago.

*... we cannot overlook the immense, symbolic importance of the Equal Rights Amendment. The women of our country must have tangible evidence of our commitment to guarantee equal treatment under the law. An amendment to the Constitution has great moral and persuasive value. Every citizen recognizes the importance of a constitutional amendment, for the Constitution declares the most basic policies of our Nation as well as the supreme law of the land.*

—Senator Birch Bayh (D-Indiana)

### **How Will the Amendment Affect Existing Laws?**

Essentially, the Amendment requires the federal government and all state and local governments to treat each person, man and woman, as an individual. State legislatures have the primary responsibility for revising those laws which are in conflict with the Amendment. The effective date of ERA has been delayed for two years after ratification to give states time to do this.

In cases where the states have failed to act, these issues can easily be resolved, with the guidance of well-established precedents, by the courts. The legislative history of the Amendment indicates that Congress expects any law which is truly beneficial to be extended to protect both sexes, while laws which are truly restrictive and discriminatory would become null and void. In a great many instances, the problem can be solved simply by changing the laws to read "persons" instead of "male" or "female".

*Where a statute is defective because of underinclusion there exist two remedial alternatives: a court may either declare it a nullity and order that its benefits not extend to the class that the legislature intended to benefit, or it may extend the coverage of the statute to include those who are aggrieved by exclusion.*

—Mr. Justice Harlan, concurring in *Welsh v. United States*

### **Would Women Be Drafted Under the Equal Rights Amendment?**

Congress now possesses the power to include women in any military conscription. ERA would not limit that power of Congress. However, under the Military Selective Service Act of 1967, only male citizens must register for the draft. The Amendment would require that this law, or any subsequent law concerning military and/or alternative national service, be extended to women equally.

Women would be allowed to volunteer for military service on the same basis as men: those who are physically and otherwise qualified under neutral standards could not be prohibited from joining solely because of their sex. With respect to the draft—if there is one at all—both men and women who meet the physical and other requirements and who are not exempt or deferred would be subject to conscription.

*Of course, the ERA will not require that all women serve in the military any more than all men are now required to serve. Those women who are physically or mentally unqualified, or who are conscientious objectors, or who are exempt because of their responsibilities (e.g., certain public officials; or those with dependents) will not have to serve, just as men who are unqualified or exempt do not serve today. Thus the fear that mothers will be conscripted from their children into military services if the Equal Rights Amendment is ratified is totally and completely unfounded. Congress will retain ample power to create legitimate sex-neutral exemptions from compulsory service. For example, Congress might well decide to exempt all parents of children under 18 from the draft.*

—Report No. 92-689, Senate Judiciary Committee

Under ERA, women would also be entitled, as men now are, to reap the benefits which flow from military service. These include, for example, educational benefits of the GI bill; medical care in the service and through veterans' hospitals; job preferences in government and out; and the training, maturity, and leadership provided by service in the military itself.

### **Does This Mean Women Would Be Assigned to Combat Duty?**

Once in the service, women, like men, would be assigned to various duties by their commanders, depending on their qualifications and the service's needs. Only those persons — men or women — who can meet the very high physical demands which combat duty imposes would be eligible for such assignments. Today, less than 1 percent of those men eligible for the draft are assigned to combat units. Studies have shown that almost nine out of 10 jobs done in the service are non combat jobs.

There are now, of course, a considerable number of women serving with distinction in the military services, and many of them are serving in combat zones and receiving combat pay. Then, too, as Senator Marlow Cook (R-Kentucky) has pointed out, "Combat today may be a lady sitting at a computer at a missile site in North Dakota."

### What About State "Protective" Labor Laws?

Almost every state has some kind of so-called "protective" legislation which applies only to women. It may restrict the number of hours they work, set limits on the pounds they can lift, restrict night work, provide for special seating arrangements, or prohibit their employment in certain occupations. While these laws were originally enacted to prevent women from being exploited, they now serve to restrict employment opportunities by keeping women out of some jobs which offer higher pay or advancement. To the extent these laws provide meaningful protections, men are today arbitrarily denied benefits they need and deserve. Many of these state "protective" laws are being struck down because of their incompatibility with Title VII of the Civil Rights Act of 1964, which prohibits sex discrimination in employment where sex is not a "bona fide occupational qualification".

*The Commission believes that such state laws and regulations, although originally promulgated for the purpose of protecting females, have ceased to be relevant to our technology or to the expanding role of the female worker in our economy. The Commission has found that such laws and regulations do not take into account the capacities, preferences and abilities of individual females and tend to discriminate rather than protect.*

—Equal Employment Opportunity Commission Guidelines,  
August 19, 1969

Women today work for the same reasons as men—namely, to support themselves, their families, and other dependents. And increasingly, working women are testing the validity of state "protective" laws.

*The truth, more abundantly clear with each passing week, is that "real" working women in the factories of the land, with or without the support of their unions, have been making a charge at the discriminatory practices authorized or not prevented by the state protective laws, and have been challenging the validity of these laws with considerable success. Not professional nor business women but women who work for wages have brought most of the suits, or had the most suits filed in their behalf, charging the state protective laws with discrimination based on sex.*

—Olga Madar, Vice President, United Auto Workers

### How Would ERA Apply to Schools?

*Discrimination against women, in contrast to that against minorities, is still overt and socially acceptable within the academic community.*

—A Ford Foundation Report On Higher Education

Under the Equal Rights Amendment, state supported schools at all levels would have to make certain that

admissions and the distribution of scholarship funds were on the basis of ability or other relevant characteristics, not on the basis of sex. In like manner, employment and promotion in public schools and colleges would have to be free of sex discrimination. The Amendment would not require the setting of quotas for men and women, nor would it require that schools accurately reflect the sex distribution of the population. State schools and colleges currently limited to one sex would have to allow both sexes to attend.

### What Would ERA do to Relationships Between Men and Women?

ERA applies only to government action and legal rights, not to social customs. The question of who pays the dinner check, opens the door, or pulls out a chair has nothing to do with equal legal rights. Social customs and personal relationships between men and women would be decided by the individuals involved.

*It is important to note that the only kind of sex discrimination which [ERA] would forbid is that which exists in law. Interpersonal relationships and customs of chivalry will, of course, remain as they always have been, a matter of individual choice. The passage of this Amendment will neither make a man a gentleman nor will it require him to stop being one.*

—Senator Marlow Cook (R-Kentucky)

### Does the Right to Privacy Conflict With ERA?

"Equality under the law" does not mean that the sexes must be regarded as identical, and it does not prohibit states from requiring that there be a reasonable separation of the sexes under some circumstances. States would continue to have the power to require segregation of the sexes for regulatory purposes with respect to such facilities as sleeping quarters at coeducational colleges, prison dormitories, and military barracks.

In addition, the right to privacy under the Constitution would also permit a separation of the sexes with respect to such places as public toilets and sleeping quarters of public institutions.

*. . . the right to be free of sex discrimination would have to harmonize with other constitutional rights, such as the right to privacy recognized by the Supreme Court in Griswold v. Connecticut. Therefore, the Equal Rights Amendment most certainly would not abolish the practice of providing separate restrooms for boys and girls in public schools. The right to privacy would justify some segregation by sex in the military, as well as in prisons and other public institutions.*

—Representative Martha Griffiths (D-Michigan)

### What About Family Relationships?

ERA would apply only to governmental action. It would not affect private action or the purely social relationships between men and women. Domestic relations and community property laws, however, would have to be based on individual circumstances and needs, and not on sexual stereotypes.

Alimony laws would continue in effect under ERA. Continued support of one spouse by the other after divorce or separation, if based on actual economic dependency or relative ability to provide family support, would be permitted.

*... the Equal Rights Amendment would not deprive women of any enforceable rights of support and it would not weaken the father's obligation to support the family.*

—Citizens' Advisory Council  
on the Status of Women

*The Amendment would bar a state from imposing a greater liability on one spouse than on the other merely because of sex. It is clear that the Amendment would not require both a husband and wife to contribute identical amounts of money to a marriage. The support obligation of each spouse would be defined in functional terms based, for example, on each spouse's earning power, current resources and nonmonetary contributions to the family welfare . . . where one spouse is the primary wage earner and the other runs the home, the wage earner would have a duty to support the spouse who stays at home in compensation for the performance of her or his duties.*

—Association of the Bar  
of the City of New York

### Would Maternity Legislation be Affected?

Legislation allowing maternity benefits would not be prohibited by the Amendment because it is based on a function unique to one sex. "Equality" does not mean "sameness".

*So long as the characteristic is found in all women and no men, or in all men and no women, the law does not violate the basic principle of the Equal Rights Amendment; for it raises no problem of ignoring individual characteristics in favor of a prevailing group characteristic or average.*

—Professor Thomas I. Emerson,  
Yale Law School

### What About Women Who Choose Homemaking as a Career?

ERA would not take women out of the home. It definitely would not require both the husband and wife to become wage earners. Rather than downgrading the roles of mother and housewife, the Amendment would give new dignity to these important roles.

*By confirming woman's equality under the law, by upholding woman's right to choose her place in society, the Equal Rights Amendment can only enhance the status of traditional women's occupations. For these would become positions accepted by women as equals, not roles imposed on them as inferiors.*

—Representative Florence P. Dwyer (R-New Jersey)

### How Would ERA Affect Criminal Laws?

State laws which provide greater penalties for female law violators than for male violators committing the same crime would be nullified by ERA. But the Amendment will not invalidate laws which punish rape.

*Rape laws . . . are perfectly constitutional, for both the group which is protected; namely, women, and the group which can be punished; namely, men, have unique physical characteristics which are directly related to the crime, to the act for which an individual is punished.*

—Senator Birch Bayh (D-Indiana)

### How Would Property Rights Be Affected?

State laws which place special restrictions on the property rights of married women would be nullified. A married woman would be permitted to manage or own separate property in the same manner as her husband. She would also be able to enter into contracts or run her own business as freely as a member of the male sex.

### Would Jury Laws Be Affected?

The Equal Rights Amendment would make women eligible for jury service on the same basis as men. Any state laws "relieving" only women from jury duty simply because they are women, or requiring them to register for jury duty only if they are interested in serving, would be invalid.

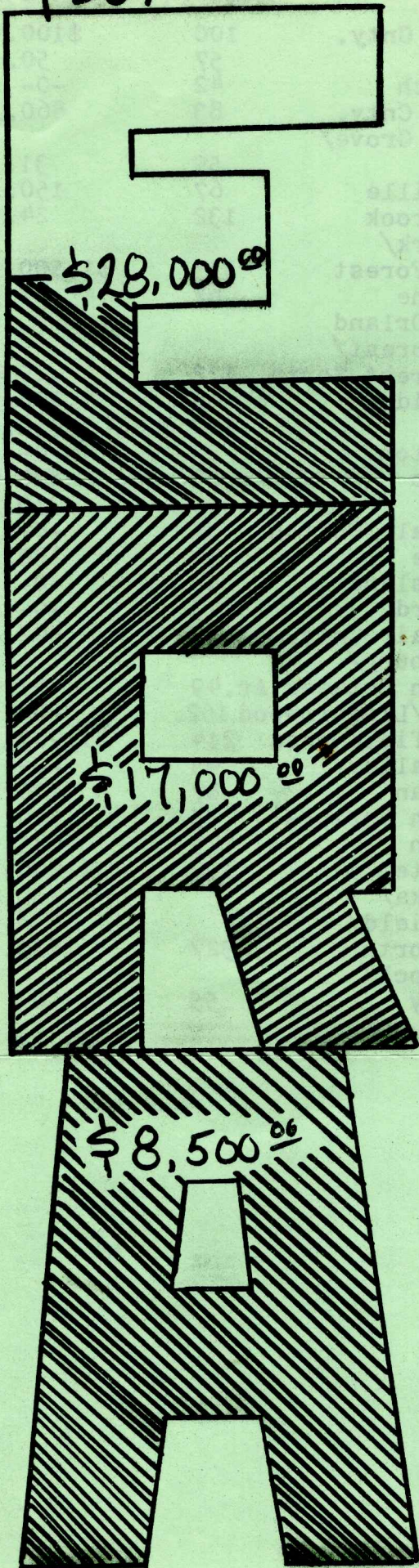


HJRCA 54

Y	ABRAMSON	Y	EPTON	Y	LEVERENZ	N	RIGNEY
Z	ADAMS	Y	EWELL	Y	LEVIN	Y	ROBINSON
Y	ANDERSON	Z	EWING	Y	LULLY	N	RYAN
Y	ANTONOVYCH	Y	FARLEY	Y	LUFF	Y	SANDQUIST
Y	BARNES, E.M.	Z	FLINN	Y	MACDONALD	Y	SATTERTHWAITE
Z	BARNES, JANE	Z	FRIEDLAND	Y	MADIGAN	N	SCHISLER
Z	BARTULIS	Z	FRIEDRICH	Y	MADISON	N	SCHLICKMAN
Z	BEATTY	Y	GAINES	Z	MAHAR	Y	SCHNEIDER
Z	BENNETT	Y	GARMISA	Z	MANN	N	SCHOEBERLEIN
Z	BIANCO	Y	GEO-KARIS	Z	MARGALUS	N	SCHUNEMAN
Z	BIRCHLER	Y	GETTY	Y	MAROVITZ	Y	SHARP
Z	BLUTHARDT	Y	GIGLIO	Y	MARTIN, LYNN	Y	SHUMPERT
Z	BOUCEK	Y	GIORGI	Y	MARTIN, PEGGY	N	SIMMS
Y	BOWMAN	Y	GREIMAN	Y	MATEJEK	Y	SKINNER
Z	BRADLEY	Z	GRIESHEIMER	Y	MATJEVICH	Y	STANLEY
Y	BRADY	Z	HANAHAN	Z	MATULA	A	STARNEY
Y	BRANDT	Y	HARRIS	Z	MAUTINO	Y	STECZO
Y	BRESLIN	Y	HART	Z	McAULIFFE	N	STEELE, E.G.
Z	BRUMMER, RICH	Y	HOFFMAN	Z	McBROOM	Y	STIEHL, C.M.
Z	BRLIMMET, DON	Y	HOLEWINSKI	Y	McCLAIN	N	STUFFLE
Y	BYERS	Y	HOULIHAN, DAN	Z	McCOURT	N	SUMNER
Y	CALDWELL	Y	HOULIHAN, J.M.	Z	McGREW	Y	TAYLOR
Z	CAMPBELL	Y	HOXSEY	Y	McLENDON	Y	TELCSER
Z	CAPPARELLI	Z	HUDSON	Z	McMASTER	A	TERZICH
Y	CATANIA	Y	HUFF	Y	McPIKE	N	TIPSWORD
Y	CHAPMAN	Z	HUSKEY	Y	MEYER	N	TOTTEN
A	CHRISTENSEN	Z	JACOBS	Z	MILLER	N	TUERK
Z	COLLINS	Y	JAFFE	Z	MOLLOY	Y	VAN DUYN
Z	CONTI	Z	JOHNSON	Y	MUDD	N	VINSON
Z	CUNNINGHAM	Z	JONES, DAVE	Y	MUGALIAN	Y	VITEK
Z	DANIELS	Y	JONES, EMIL	Y	MULCAHEY	N	VonBOECKMAN
Z	DARROW	Y	KANE	Y	MURPHY	N	WADDELL
Y	DAVIS, CORNEAL	Y	KATZ	Y	NARDULLI	N	WALSH, R.V.
Z	DAVIS, JACK	Z	KEATS	Z	NEFF	N	WALSH, W.D.
Z	DAWSON	Z	KELLY	Z	O'BRIEN	N	WIKOFF
Z	DEAVERS	Y	KEMPINERS	Z	PECHOUS	Y	WILLER
Z	DEUSTER	Z	KENT	Z	PETERS	N	WILLIAMS
Z	D.PRIMA	Z	KLOSAK	Z	PIERCE	N	WINCHESTER
Y	DOMICO	Y	KORNOWICZ	Z	POLK	N	WOLF
Z	DOYLE	A	KOSINSKI	Z	PORTER	Y	YOUNGE
Y	DUNN, JOHN	Y	KOZUBOWSKI	Y	POUNCEY	Y	YOURELL
Y	DUNN, RALPH	Y	KUCHARSKI	Z	PULLEN		
Y	DYER	Z	LAURINO	Z	REED		
Z	EBBESEN	Y	LECHOWICZ	Z	REILLY		
Z	EDGAR	N	LEINENWEBER	Y	RICHMOND	Y	MR. SPEAKER

\* McGrew voted yes, but was not present at the verified roll call

\$35,000<sup>00</sup>



\$28,000<sup>00</sup>

\$17,000<sup>00</sup>

\$8,500<sup>00</sup>

To Sara Keuler  
 Thanks to the  
 Local Leagues  
 & individuals  
 which have  
 contributed  
 \$28,101.72  
 so far

NEEDED - \$6,898.28  
 TO  
 REACH OUR \$35,000.00 GOAL  
 BY  
 THE MAY 1ST DEADLINE

REMINDER: At the request of the national office, please send your ERA checks to the LWVIL, NOT to the LWVUS. We need to keep track of how much has been credited to LWVIL.

Checks payable to the LWV-ERA Fund should be sent to  
 67 E. Madison St.,  
 Chicago, Il. 60603

LEAGUE	Members	Amt. Pd. to 3/23/78	LEAGUE	Members	Amt. Pd. to 3/23/78
Alton	66	\$350.	McLean Cnty.	100	\$100.*
Arlington Hgts/ Mt. Prospect/ Buffalo Gr.	79	75.	Moline	57	50.
Aurora	69	325.	Monmouth	42	-0-
Barrington Area	104	105.*	Morgan Cnty.	83	860.
Batavia	35	100.	Morton Grove/ Niles	59	31.
Carbondale	114	440.	Naperville	67	150.
Carpentersville/ Dundee Area	52	-0-	Northbrook	132	24.50*
Champaign Cnty.	275	750.	Oak Park/ River Forest	315	\$1,500.
Charleston	70	50.	Palatine	62	67.50
Chicago	653	115.*	Palos/Orland Park Forest/ Pk. Forest South	122	629.31*
Chicago Hgts.	23	75.	Park Ridge	66	1,000.
Collinsville	31	50.*	Peoria	120	450.
Crystal Lk./ Cary Area	84	210.	Princeton	23	-0-
Decatur	85	114.*	Proviso	53	200.*
Deerfield Area	145	285.	Quincy	35	350.
DeKalb Cnty.	126	750.	Riverdale/Dolton	34	-0-
Des Plaines	63	730.*	Rochele	34	220.*
Downers Grove/ Woodridge	116	218.50	Rock Island	59	-0-
Edwardsville Area	85	212.50	Rockford	173	-0-
Elgin	46	100.	St. Clair Cnty.	53	542.*
Elmhurst	142	400.	Schaumburg/ Hoffman Estates Ar.	49	61.25*
Elmwood Pk.	44	-0-	Skokie/Lincolnwood	102	-0-
Evanston	397	900.	Springfield Area	214	\$1,963.32
Evergreen Pk.	34	10.	Sauk Valley	45	-0-
Franklin Pk.	26	35.	Waukegan	87	100.*
Freeport	72	-0-	Western Springs	75	500.
Galesburg	51	310.*	Wheaton	125	625.
Geneva/St. Charles	75	750.*	Wilmette	192	2,000.
Glen Ellyn	107	600.*	Winnetka/ Northfield/ Kenilworth	327	825.
Glencoe	301	425.	Woodstock/ McHenry	55	-0-
Glenview	108	696.*			
Harvey	27	-0-			
Hazel Crest	52	260.			
Highland Park	307	\$1,750.			
Hinsdale/ Clarendon Hills/ Oak Brook	151	300.			
Homewood/ Flossmoor Area	160	800.*			
Joliet Region	94	250.			
Kankakee	71	13.84			
Kewanee	35	200.			
LaGrange Area	85	500.			
Lake Bluff	106	155.			
Lake Forest	192	1,000.*			
LaSalle-Peru	68	340.			
Libertyville/ Mundelein	70	25.			
Lincoln	58	30.*			
Lombard	87	790.*			
Mattoon	20	50.			
McDonough Cnty	58	250.			

\* INDICATES PLEDGE AMOUNT EXCEEDED



CHARTER MEMBERS OF THE STATEWIDE COMMITTEE FOR EQUAL RIGHTS IN '78

James R. Thompson, Governor of the State of Illinois  
Michael J. Bakalis, Comptroller of the State of Illinois  
Jayne Thompson, Attorney  
Desi Bakalis, former president of the LWV of Downers Grove-Woodridge  
Michael A. Bilandic, Mayor, City of Chicago  
Carole Kamin Bellows, President, Illinois Bar Association  
Majorie Benton, Benton Foundation  
Dr. Arnita Boswell, Associate Professor, School of Social Service Administration,  
University of Chicago  
Pastora San Juan Cafferty, former head of Chicago Transit Authority, former member  
of the Regional Transportation Authority, faculty  
member, University of Chicago  
James Compton, Executive Director, Urban League  
Patricia Crowley, Catholic Lay Leader  
The Honorable Alan J. Dixon, Secretary of State, Illinois  
Phil Donahue, host of the syndicated PHIL DONAHUE SHOW  
George W. Dunne, President, Board of Commissioners of Cook County  
Sister Ann Ida Gannon, former President of Mundelein College  
The Honorable Alan J. Greiman, State Representative 15th District; Co-sponsor of  
the ERA in the Illinois House of Representatives  
Margaret Hillis, Director, Chicago Symphony  
Patricia Hutar, Co-chair, U.S. Delegation to U.N. International Women's Year  
Conference  
John H. Johnson, President, Johnson Publishing Co., Inc.  
Eppie Lederer, columnist Ann Landers  
Gwendolyn Martin, Illinois State Director, Communication Workers of America  
Newton Minow, attorney, former member of FCC  
The Honorable Dawn Clark Netsch, State Senator of the 13th District  
Ralph Newman, President, Chicago Library Board  
Patricia Nielsen, Chair, Human Relations Commission of the State of Illinois  
The Honorable Richard B. Ogilvie, former Governor of the State of Illinois  
The Honorable Cecil A. Partee, Director of Human Services, City of Chicago and  
former sponsor of the ERA in the Illinois Senate  
The Honorable Charles H. Percy, U.S. Senator from Illinois  
Lee Phillip, Television personality, Channel 2, WBBM-TV, CBS in Chicago  
George Ranney, Jr., Chairman, Illinois Futures Task Force  
Esther Rothstein, President, Chicago Bar Association  
The Honorable Elroy C. Sandquist, Jr., State Representative, 13th District,  
Co-sponsor of ERA in the Illinois House  
of Representatives  
John Sengstacke, Editor and Publisher, Chicago Defender  
Nina Shepherd, member, University of Illinois Board of Trustees  
Samuel Skinner, attorney; former United States Attorney, Northern District  
of Illinois  
The Honorable Adlai E. Stevenson III, U.S. Senator from Illinois  
The Honorable Dan Walker, former Governor of Illinois  
Samuel Witwer, Attorney  
Addie Wyatt, International Vice President and Director, Women's Affairs Department  
of the Amalgamated Meat Cutters and Butcher Workmen of North  
America, AFL-CIO  
Hope McCormick, former member, Republican National Committee  
Lois Wille, Associate Editor, Chicago Sun Times  
Edward Levi, former Attorney General of the United States



ERA---Who Needs It?



The Equal Rights Amendment...Who needs it? Everyone.

Husbands and wives, homemakers and working women, widows and widowers, sons and daughters. Equal rights and the proposed 27th amendment aren't just women's issues. Everyone benefits. For those in Illinois who say "who needs it," it's time to spell out what ERA will do...

ERA will equalize social security and pension benefits.

Husbands will be able to draw on their wives' social security just as wives draw now on their husbands' social security. If the wife would die, retire or be disabled, her family would receive the same benefits as if her husband died, retired etc.

ERA will extend protective labor laws to both men and women.

Restrictive labor laws that apply only to women will be eliminated and those beneficial laws which have protected women from harsh or unsafe working conditions will be extended to men.

ERA will ensure equal educational opportunities for all children.

Public schools will have to have the same admission policies, counseling, programming and financial assistance for men and women. Sons and daughters will have an equal chance.

ERA will act as the impetus for each state to revise discriminatory laws.

Without a constitutional amendment the process of change would be slow and haphazard. A constitutional amendment will ensure that positive laws on equal credit, employment and education will not be erased at a later date.

ERA---Who Needs It?

Add one...

ERA will recognize the role of the homemaker.

For the first time, women who are homemakers will be given credit for the non-monetary contribution they make to the marriage. This recognition will benefit them in the event of divorce or the death of their husband. Women will be free to choose a career inside or outside of the home.

ERA will guarantee women property rights.

Married women will be able to manage their separate property, like earnings and inheritance. ERA will recognize that marriage is a partnership and that both partners are entitled to share in the property acquired during marriage. The husband will no longer be considered the sole owner of the household goods.

ERA will ensure equal opportunity in military careers.

Right now women must have high school diplomas to enlist and be eligible for the many military vocational training programs. ERA will ensure equal enlistment requirements, as well as equal opportunities for assignments, promotions and military pension and education benefits.

ERA will protect the right to privacy.

The separation of sexes in public places like bathrooms and dormitories is guaranteed by the Supreme Court. ERA will not challenge that right. It will ensure equal facilities for men and women.

When the talk turns to ERA, unfortunately it's more fiction than fact. There are many positive things ERA will do, but there are some things that it just won't do...

ERA will not force bathrooms, barracks, dorms etc. to be co-ed

ERA will not force homemakers to get jobs and make an

## ERA---Who Needs It?

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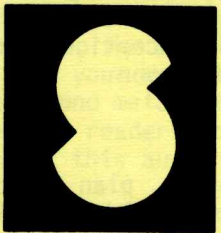
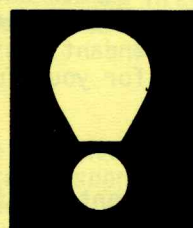
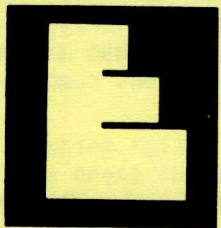
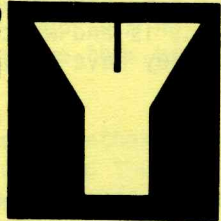
ERA will ensure equal educational opportunities for all children.

Public schools will have to have the same admission policies, counseling, programming and financial assistance for men and women. Sons and daughters will have an equal chance.

ERA will act as the impetus for each state to revise discriminatory laws.

Without a constitutional amendment the process of change would be slow and haphazard. A constitutional amendment will ensure that positive laws on equal credit, employment and education will not be erased at a later date.

THE LEAGUE OF WOMEN VOTERS



<b>PUBLIC RELATIONS GUIDE,</b>	<b>5</b>
<b>including</b>	
<b>Tips on Approaching the Media</b>	<b>5a</b>
<b>Some Tips on ERA Fundraising</b>	<b>5b</b>

PUBLIC RELATIONS GUIDE

As you know, public relations is a very important part of any action campaign. In this one, it is particularly important because many people do not know what the Equal Rights Amendment is and what it will do. To help get the votes needed for ratification, we need an informed public who will urge and support ratification.

In addition, any public relations activities undertaken should be coordinated with your action plan, so that the two reinforce each other: informing the public, lining up the legislators, lobbying, and publicity should all tie into one comprehensive package for maximum impact. Remember also that in every phase of this campaign the personal and calm approach is best. We have found that it often clears the air to talk on a one-to-one basis about what the amendment is and what it will do. People's misconceptions can be answered if we first listen to what they have to say and then answer them simply and calmly from their point of view.

Start talking

Your PR campaign really starts when you utter your first word. At that moment you are the ERA. That means you can begin now to develop concern about the issues and to arouse support for ratification by talking about the ERA--what it is, why it is needed. Talk wherever you are--with neighbors... with the gas station attendant...with people at parties...with other League members. An early start will lay the groundwork for your full-fledged action and public relations campaigns later on.

Know the facts

The facts about the amendment are included in this ERA kit (especially The ERA: What it will do for men and women, Cool Facts...(Section 8), and the Background Papers). Read them and let them become part of you. Share them with the League, with coalition members, with the community, as fast and as widely as possible. There's nothing like a few facts to answer misconceptions and transform an opponent, if not into a new supporter, at least into a neutralized person.

Plan a coordinated PR/action campaign

After you have done your spadework, headcount and general organization, plan a two-month publicity campaign that will coordinate with your action plans. The campaign should build in intensity and be aimed to peak two or three days before your legislature is scheduled to act on the amendment.

For states in which the ERA has been ratified, the suggestions can be adapted for general education campaigns. Many people still are not clear about what the amendment will do. State laws need to be brought into conformity with the amendment. Most important, people in ratified states need to understand why they must support ratification in other states. We know that unless the 38 states ratify the amendment, ratification by the 30 already ratified states will ultimately be meaningless.

Some of the suggestions listed below are aimed at media visibility, others fall into the category of general public relations/public education. You may well find some overlap between ideas suggested in the PR sections and those in the action section. Don't worry about it.

Plan a campaign with pace and momentum

The important element here is to plan a campaign, to create a continuity and growing awareness. In everything you do, be aware of the opposition, where it is coming from, and how to answer it. Try to anticipate. Get into the forefront with an offensive plan. Never be defensive. Put the opposition in the position of having to react.

Some League plus-es

The League has some advantages going for it, in working for ratification of the ERA. The League, locally and statewide, has been around for a long time and is known to state and local government officials. Our carefulness and concern about issues affecting our communities has been demonstrated through the type of study we do in developing positions. We are known as a reliable source of information. Our reliability and respectability make people listen. In addition, the fact that so many of our members are housewives who do not work answers the charge that "professional" women and women's "libbers" are the only people supporting ratification of the amendment. These two factors should make people listen and give weight to our arguments.

### Defuse emotionalism with factual answers

The ERA has become a highly charged, politically sensitive issue, partly because people have known so little about the amendment. Some people still don't know it exists. Many others don't know what it says or means. In this climate, the emotional appeals of the opposition have gotten quick acceptance in some quarters. Your job is to keep pounding away at the facts and expose the illogical, uninformed, even deliberately misleading, nature of such opposition attacks. The basic facts you need and some of the opposition's favorite arguments are outlined in Section 8. Some tips on dealing with emotionalism are attached to the sample speech (Section 6).

### Tailor your responses

The point we have to keep in mind is that most people who oppose the amendment do so out of fear of the unknown. To overcome this kind of opposition:

- Know your facts,
- Know your audience, whether it be one person or a group,
- Tailor your approach to the point of view of that audience. If it is a housewife who is afraid that the ERA will force her to go to work, know your answer to that,
- If it is a group of men, they may be afraid that women will replace them in jobs. Point out that ERA does not affect private employment. Laws prohibiting discrimination in private employment already exist.

### Build broad-based support

Most of the activities which follow will work in cities, where some pro-ERA structure already exists. However, there are large areas in many states where there are scattered supporters but no organized groups participating in a coalition. In these areas a special, concerted effort must be made to reach people above and beyond the suggested ideas. The opposition is doing an all-too-good job of reaching small-town and rural people. So be sure to involve farm groups such as the 4-H clubs, Future Farmers of America, the Homemakers, the Grange, the Farm Bureau, visiting nurses association and church groups. Gear your written information to their needs and their life styles. Make sure news stories and background materials get out to weekly papers, and to editors of organization newsletters serving a noncity readership. People living in rural areas do have television sets and radios, too, so remember this audience when you approach the media.

In addition, prepare special mailings, try to meet with farm and other organizations active in rural areas. Get out and talk to the residents of rural areas. Use motorcades and chart routes that will cover a lot of rural community centers on a firm schedule. Take along information--and make sure your examples, your emphases tie in with their lives. Follow up with special mailings. Invite rural and small-town leaders to attend and participate in rallies in larger communities and to attend the ERA hearings when scheduled. Use the personal touch, and repeated follow-up.

Other special interest and minority groups require similarly thoughtful attention, including special mailings and personal visits.

*Now for the specifics:*

### Plan at least two major media events

Logically, your two big events should be the announcement and launching of the campaign and a special something near the time of the legislative vote.

The launch should be designed with media appeal in mind. It could involve the establishment of a special ERA coalition campaign committee. If so, try to get a prominent personality as honorary chairperson -- a community leader, maybe even a state legislator. In some cities a local television news anchorperson might be a good choice.

For the final event, how about something that would also provide a very visible headcount a day or two before the legislature is going to vote? You might try a motorcade to the state capitol with a station wagon as the lead car, using a loudspeaker on the station wagon. Use the loudspeaker to talk about the ERA, announce where you are going, etc. Attach a large piece of paper to the station wagon and take along a large pen or small paint brush with a can of paint. Then invite all the legislators who have publicly announced their support for the amendment to sign the car. Invite the press to the ceremony. After everybody has signed you will have publicity -- and a legislative petition/public headcount (see Section 4d).

Either the day before the vote or the day of the vote, present the petition to the most strategic person in your state -- the governor, the speaker of the House, the legislative leader of the pro-ERA forces, etc. Find out who that key person is.

#### Coverage on the day hearings begin is important

PR plans for the hearing should go hand in hand with action plans. Develop your contacts and keep them informed. Know who the statehouse reporters are and get to know them personally. As a rule, they would be assigned to the hearing. Offer them information, printed materials. The day before the hearing call the reporters and (1) remind them about the time and place for the hearing; (2) ask them if they are going to cover; (3) impress upon them the importance of coverage; and (4) let them know that you will have a kit of materials for them on the morning of the hearing.

When you get to the hearing, find the reporters. Introduce your witnesses to key media people and try for an interview about the ERA. chances for passage, etc.

Now, as throughout this campaign, take the offensive. Be there first. Be able to tell the media representatives who is going to testify and generally what will be said; provide them either with copies of the testimony or summaries of the testimony. If you can get this in advance, put it into the press kit. If not, be sure you get it to reporters as soon as possible. If a media representative is not able to cover the hearing, be sure to get the information -- testimony and other background materials -- to that person as soon as possible. They often will do a story on the basis of the written word, if they can't be there to hear the spoken word.

The press kit should contain

- testimony,
- a status report on ERA,
- the ERA flyer,
- basic facts about the ERA,
- state situation report including state endorsers,
- copies of major testimony and/or summaries of main points of the testimony, and
- a press release, if possible.

Plan at least one publicity event every two weeks tied in with the action schedule. This will keep up interest and momentum. For example, have an essay contest for high school and college students on "Why the ERA should be ratified." This is good for two events: an announcement of the contest with a press conference or press release and an announcement of the winner at a press conference with an award presentation. Let the contest run for a month and get disc jockeys, television and radio interview programs to talk about it. See Suggested Activities, #16 below for more tips on how to get mileage out of one idea.

Publicity should get heavier as the time for a vote nears. Here is where you can use the RADIO TAPES which will be made available from the national office. Try to schedule them in a concentrated time period during the month before the legislative vote.

#### SUGGESTED ACTIVITIES

Here are some PR ideas from which you can select those most adaptable to your needs and resources.

1. Announcement of special campaign committee and launching of campaign. This committee could be a special subcommittee of your own or the local ERA coalition with an honorary chairperson.
2. Door-to-door petition campaign. Signatures should then be presented to the legislature at a special press conference or other special occasion.
3. Take a legislator and/or legislator's wife to lunch.
4. Present same with a bracelet.
5. Hand out materials at shopping centers, beauty and barber shops, doctor's offices, public meetings. For example, you could use the enclosed camera-ready poster/flyer art to print up inexpensive giveaways. The ERA flyer would also be appropriate (sample in kit).
6. Do informational mailings to all legislators, farm groups, labor, clergy, and other target groups

7. Establish a speaker's bureau (League members and others) and train your speakers.
8. Put an aggressive subcommittee to work booking speakers at other organizations' meetings.
9. Set up your own community meetings, to talk about the ERA. Invite the uncommitted and have a panel discussion or a speaker. Morning coffees or afternoon teas for small groups are also effective.
10. Work with local commercial, CATV and educational television stations to set up a community dialogue on the ERA. Present at least one proponent and one opponent over TV and arrange for groups to meet in homes to watch. Try to have telephone lines installed so that the viewers can call in questions. That will give you the best of two worlds -- a large audience plus one-to-one response to people's questions.
11. Make an effort to meet and talk with members of the press, radio and television over lunch or invite them to the coffees, community meetings, etc., on an FYI basis, not necessarily to report. In this way you can meet and develop a rapport with them. Media people like to be recognized as human beings.
12. Consider the possibility of rallies and torchlight parades.
13. Get a list of endorsers and publicize them. Endorsers could be sports figures, local entertainers, disc jockeys and prominent community leaders. Get as many as you can to make speeches on the amendment, tape radio spots, speak to groups, at rallies, and support fundraising efforts.
14. Develop a "men for ERA" campaign by soliciting letters of support, testimonials, and using men speakers before groups, on television or radio programs, etc.
15. Arrange for photographs and exhibits of materials in banks, libraries, and department stores.
16. Plan an essay contest for high school students and college students if there is a college in your city on "Why the Equal Rights Amendment Should be Ratified." Get your local paper to print the winning essay. Plan an announcement ceremony and a winner's ceremony. Present the winner with a bracelet, a plaque or something you feel appropriate.

#### TIPS ON USING PR MATERIALS

The PR materials in this kit are of two kinds: some cover the ERA in general; others deal with such specific issues as credit, mortgages, the draft, loans, education, support, and the like. Naturally, they cover them on a national basis. You will have to come up with an important third category of materials: what is applicable in your state. You may have to do some research, to adapt the information to the local scene, but it's essential work. Don't skimp it.

A hint about any printing you do: REMEMBER TO USE UNION PRINTERS. Many unions are backing the ERA and are active in pro-ERA coalitions.

The YES ERA logo (Section 11) This is camera-ready copy; that is, you can send it as is to reproduce in your own printed materials. Instructions are attached.

Poster/flyer (Section 9) We think this is a winner and that the poster side will end up on a lot of walls and bulletin boards. The goal was to come up with an inexpensive, attractive multi-purpose campaign piece. What we're providing is camera-ready copy for an 8-1/2 x 11 poster/flyer. The camera-ready text copy for the reverse side is designed for three-panel folding. See the instructions for details.

Sample flyer, ERA--what it will do for men and women. Price: 100 copies/\$3.00; order from the League of Women Voters of the U.S., 1730 M Street NW, Washington, D.C. 20036. Especially good for use with legislators and other people to whom you want to give solid facts in compressed form.

Sample speech (Section 6) Use it as is, excerpt from it, or lift sections for bulletin articles, radio spots, editorials, commentaries.

How to meet the audience and head off the opposition Section 6a, on this subject, is attached to the sample speech. Cool Facts....(Section 8) will also help you take the steam out of the most typical opposition claims.



Quotes (Section 7) Tuck them into your bulletins and speeches. Supply them to disc jockeys for use between records, along with other ERA information. Pass them along to your other media contacts for use in news stories and editorials.

Common Cause background papers (We have reproduced these copyrighted materials. Feel free to excerpt from them for bulletin articles and other uses. Please credit Common Cause when you use them.) These background briefings cover: domicile, property, and inheritance; protective labor laws; insurance, pensions and social security; military service; sex discrimination in education; family support laws; alimony, child support, and child custody; equal employment opportunity; credit; and the right of privacy. NOTE: THESE ARE IN STATE PRESIDENTS' KITS ONLY.

Promotion items (Section 10b) A list of Leagues and other organizations selling bumper stickers, buttons and other items...what they cost...where you can write for them.

Some Cool Facts for the Hot-Headed Opposition (Section 8) Some of the same information as in the backgrounders, but organized to anticipate or respond to the commonest opposition arguments. Good for background training of speakers and moderators who handle question-and-answer sessions.

Fundraising tips (Section 5b) Strictly speaking, fundraising isn't synonymous with PR, but they're pretty closely intertwined. We've included some hints picked up from states that have already been through the fight.

Bulletin articles Cull them from the sample speech, the quotes, Cool Facts..., and the background papers.

How to reach the media (Section 5a)

Publications and where to get them (Section 10a) You can beef up your facts by sending for the materials listed.

5a

#### TIPS ON APPROACHING THE MEDIA \*

Since most of you have had some experience in working with the media, the suggestions listed below will act as reminders.

1. Find out who is covering the ERA specifically, equal rights in general, women, civil rights, on newspapers, television, and radio -- and weeklies (especially in rural areas). Know the names of the reporters, what their story deadlines are, and what's the best time to reach them.
2. Never walk into offices unannounced.
3. Before your action campaign starts, call and make appointments to see specific media people. Invite them to attend a meeting or special event -- not to cover for their newspaper, television or radio station, but because you think he or she might be interested in getting an early look at what the League or the coalition is doing and planning for the campaign. This "getting to know you" should be done far in advance of any planned publicity.
4. Get to know who the television, radio, and newspaper editorial writers are. See if you can talk them into doing an editorial on ERA. Offer to provide information. If their position is anti-ERA, request equal time for a rebuttal.
5. Be sure to inform all press contacts about events before they take place. For a press conference, a week's notice with telephone follow-up a day or two before the conference is the best timing. If the event is something that requires background and factual information prepare it and provide it.
6. Always have at least one specific news story in mind before you approach newspapers, radio and/or television stations about coverage. Know your story, all details. Also have an alternate story in mind.

\*For more details, see How to Build a Sight and Sound Image (Pub. No. 427, 50¢) and Tips on Reaching the Public (Pub. No. 277, \$1.25).

7. If the event does not require advance information, an announcement to the press with a personal follow-up phone call will do. The personal follow-up is important. It reminds the media person of the event, connects a voice with a name, and brings in the human equation. At the time of the event, however, have information on paper. Sometimes it is a good idea to have a prepared news story.

8. During the campaign, invite press to attend events -- sometimes just as an observer or for their information and interest, sometimes for news coverage. Remember that all events won't be newsworthy. In that case, an invitation to attend is a good gesture, maintains interest and awareness on the part of the media and will make it easier to get coverage when the important actions happen.

9. After you have prepared a complete list of Sunday magazine and newspaper editors (sometimes the Sunday edition of the local paper has a different news editor than the daily), disc jockeys, radio and television news desks and interview programs, public service program directors, feature writers, women's writers, news reporters, find out what kinds of materials and interviews would interest them and then tailor what you plan to fit their needs. For example, disc jockeys can often use short anecdotal information as fill between records. If they are interested, you can provide them with quotes, and one or two factual sentences to use.

10. Sunday news magazines usually have at least a 4-week deadline. Try to get to the editor or a writer whose byline you may have seen and interest that person in a story that fits into your campaign on the ERA itself, on women's rights or on ways in which women have been discriminated against in your state or community. Try to give them some background materials on the national and/or local/state picture (this kit should help).

11. SAY THANK YOU.

#### SOME TIPS ON ERA FUNDRAISING

5b

Obviously money is important if suggested activities are to be implemented and carried out effectively. Some monies will be available from the League of Women Voters of the U.S. office in Washington (1730 M Street, NW, Washington, D.C. 20036). However, that source will be limited. How limited? We'll have better answers when we begin to see how much money the bracelet campaign will bring in to the national office. As noted in earlier communications, these funds will be disbursed to state Leagues on the basis of demonstrated need based on written proposals with projected budgets.

You will already have some income (at 50¢ apiece) from the bracelet campaign. We hesitate to offer other specific fundraising ideas, because you know what techniques work best where you are, which fundraising ideas have been most successful in the past. Two general points, both related to the time factor:

1. Any fundraising activity should be quickly organized and completed. For instance, a theater benefit would take too long to plan; a letter writing campaign could be executed fast.
2. Go after larger contributions from smaller numbers of people.

A few ideas to stimulate your own imagination:

-A "patrons for ERA" campaign which could be organized around a luncheon or dinner with a well-known speaker. Anybody donating a minimum of \$100 would then be a patron of the ERA for your state or coalition.

-Fundraising letters ask for large contributions from major organizations which have publicly come out in support of ratification of the ERA.

-A one-to-one letter campaign. Start with a list of people to whom you write asking for a specific contribution. Ask each of them to write to one other person for a contribution and ask that person in turn to write to one additional person.

-Contributions in services rather than money. For example, find a printer who would be willing to print the flyer as his contribution to your campaign (please remember to use union printers since there is union support for ratification); mailing houses might be willing to give you a discount; try to get free meeting rooms for committee meetings, coalition meetings, public meetings as a contribution.

