

Maine Women's Voices: Creating an Economic Security Agenda

Introduction

The Maine Women's Economic Security Agenda reflects the voices of Maine women. In community forums in each County across the state, women in Maine have voiced their concerns about the economic issues that face their communities and their families.

They have confirmed that women's economic security encompasses a wide spectrum of issues. Beyond the obvious issues of work and wages, women's economic situation is affected by many other factors, including health care, safety, child care, education and training, equal opportunity, asset development, business ownership, and even tax policy and infrastructure.

All of these issues affect one or more aspects of every woman's economic security - they are interdependent. Even with a good job that pays a living wage (all too rare for Maine women), a failure of any of these other critical elements can mean the loss of economic security.

In order to advance the goal of women's economic security, we must make progress on all of these interdependent issues. Some of this progress will require a rethinking of fiscal priorities. Some will simply require enacting sound, fair policies that eliminate barriers to women's success.

It is the hope of the many and diverse organizations that have come together to articulate this Agenda, that the women of Maine, Maine's policy makers, and our organizations can work together to create solutions and make women's economic security a reality for more than just a few.

The Issues:

- **Expanding Access to Quality Education and Training**
- **Ensuring that Employment Yields Economic Security**
- **Promoting the Development of Women-Owned Businesses**
- **Increasing Women's Financial Literacy and Asset Development**
- **Redesigning Infrastructures to Address the Needs of Women and Families**
- **Addressing Comprehensive Women's Health Care**
- **Ensuring Women's Safety**
- **Building Sustainable Communities and a Diversified Economy**
- **Assuring Public Resources for Women's Needs**

Maine Women's Voices: Creating an Economic Security Agenda

Education and Training

Ensuring access to high-quality education and training that lead to living wage jobs is critical to women's economic security. In Maine, as in other states, statistics continue to point out the direct relationship between education, increased skill levels and income. Yet, Maine people, and women in particular, continue to face significant challenges in accessing and succeeding in quality adult and postsecondary education and workforce development opportunities which lead to a more secure future.

It is vital that there be a continuum of formal and informal life-long learning opportunities that foster and support women seeking educational upgrading in preparation for employment and in advancing within the workplace, including access to high-skill, high-wage occupations.

The Issues

- Post-Secondary Education, Student Support Services and Financial Aid
- Workforce Development and Training
- Adult Education
- Assessment, Career Planning and Case Management
- Non-Traditional Occupations, Gender Stereotyping and Affirmative Action

Priority Recommendations

Post-Secondary Education

- Assure that women and other at-risk populations have access to culturally responsive counseling and placement services that are appropriate to their interests, abilities and preparation.
- Require that federal programs, including TANF (Temporary Assistance for Needy Families), WIA (Workforce Investment Act) and the Perkins Act, provide funding for successful programs and services that assist low-income women to enter and successfully complete post-secondary education. Use Maine's Parents as Scholars program as a model for this approach within TANF.
- Increase availability of financial aid for students pursuing post-secondary education; specifically, restore Pell Grant funding at least to 1980's levels, adjusted for inflation.

Workforce Development and Training

- Set training as the principal priority of WIA. Streamline the WIA service structure to ensure that women and at-risk populations can immediately access the full range of services, especially skills training and education, that they need in order to achieve economic self-sufficiency.

Maine Women's Voices:

Creating an Economic Security Agenda

- Set attainment of economic self-sufficiency as the principal priority of TANF workforce development programs. Accordingly, provide for greater opportunities for participants to pursue long-term education and/or training that will lead to a job with self-sufficiency wages.
- Restore the gender equity program requirements and funding set-asides from the previous Perkins Act.
- Require workforce development and training systems to fund the full range of services necessary to address the particular needs of displaced homemakers, and to assist women to pursue non-traditional jobs.
- Increase representation of women's community-based education and training providers on state-supported/ publicly funded initiatives, including the State Jobs Council, Local Workforce Investment Boards, and MDOL's Rapid Employment and Training Initiative (RETI) (Maine's rapid response teams for worker dislocation).
- Continue state support for Quality Center and Governor's Training Initiatives. Include assurances for women's equal access.

Adult Education

- Expand the availability of adult education services in rural areas. Ensure provision of a core level of services in all school districts.
- Fully utilize the Adult Education System, in collaboration with other community-based women's education and training organizations, to act as a feeder system/connection program to increase access to and readiness for success in post-secondary education.
- Continue the Maine policy of allowing the use of federal Perkins Act funding for adult education programs providing preparation for vocational enrollment, and for specific vocational programming offered by adult education programs.
- Ensure high-quality adult education services, including ESOL and preparation for higher education and employment, for Maine's increasing immigrant population, with particular focus on women who are heads of households.
- Increase the level of childcare and transportation services available through Maine adult education programs; include these services in the state subsidy formula.

Assessment, Career Planning and Case Management

- Require Maine CareerCenters to partner with community-based organizations to ensure that comprehensive career planning specific to women's needs is being offered and to ensure that non-traditional fields of employment are being encouraged and supported for women.
- Require that all TANF recipients have access to comprehensive career planning with follow-up services, on a long-term basis, to allow them to target and seek out careers that are satisfying and pay a living wage/li>
- Require post-secondary institutions to provide a harassment-free learning environment in which women can pursue education in technical, science,

Maine Women's Voices:

Creating an Economic Security Agenda

engineering and other non-traditional career tracks. Strongly enforce such requirements.

- Require that all state and federally funded career counseling provide all women and girls with exposure to and information on non-traditional occupations and additional services needed to assist women in pursuing these occupations.

Non-Traditional Occupations, Gender Stereotyping and Affirmative Action

- Require an affirmative action plan, complete with goals and timetables for employment of women, minorities and minority women on all state-funded construction projects.
 - Provide a full-time gender equity coordinator, with a budget, at each of Maine's technical colleges and at the Maine Department of Education.
 - Set goals for admission of women in the state's vocational high school and technical colleges, with appropriate and effective programming to support attainment of the goals.
 - Set goals for women entering nontraditional occupations in all employment and training programs funded by or through Maine's Department of Labor and Department of Human Services. Provide financial incentives for programs to attain the goals.
 - Require effective services to expose high school girls to trade and technical careers, and to encourage and support them in pursuing those careers.
-

Ensuring that Employment Yields Economic Security

A woman's ability to achieve economic security through employment is critically linked to Maine's economic success. Yet women form one of the largest pools of unrealized potential in the Maine economy. Women are chronically trapped in low-wage jobs, comprise the majority of seasonal and part-time workers, and are paid lower wages than men in comparable occupations. Moreover, they often have the primary responsibilities for care of children, home, and elders, and find the workplace intolerant and unresponsive to the challenges this creates. Indifference, discrimination, and limited opportunities damage both women's efforts to achieve economic security, and Maine's ability to benefit from women's full potential.

The Issues

For women to achieve economic success through employment, a comprehensive network of issues needs to be addressed. These include:

- Wages
 - pay equity
 - living wage
 - minimum wage
- Employment benefits
 - unemployment compensation
 - family medical leave
 - sick leave
 - health care
 - child care
- Access to opportunity
 - non-discrimination
 - affirmative action
 - freedom from sexual harassment
- Worker rights
 - freedom to organize unions to address inequities
 - workplace safety

Priority Recommendations

Wages

- Require the Maine Department of Labor to implement Maine's model Pay Equity legislation, beginning with a Workplace / Employer Education Campaign across the state.
- Require that employers doing business with the State of Maine in any of the

Maine Women's Voices:

Creating an Economic Security Agenda

following capacities pay all of their employees a living wage:

- receiving tax or other incentives to locate or remain in Maine
- receiving grants or contracts from the State

Require that all State employees be paid a living wage.

- Enact a cost of living increase for Maine's minimum wage, and index it to inflation so that future increases will be automatic.

Employment Benefits

- Provide unemployment insurance coverage to part-time workers and workers in seasonal industries
- Use a "weeks of work" measure, rather than a dollar amount, to determine eligibility for unemployment benefits.
- Require workplaces that have paid sick time benefits to allow employees to use that paid sick time for the illness of a family member.
- Expand the current unpaid family leave to cover parent / teacher conferences and doctor's appointments.
- Require a week of paid sick leave as a part of employee benefits.

Access to Opportunity

- Preserve and enforce existing affirmative action provisions.
- Standardize reporting across state agencies to include detailed gender data for all programs.
- Require and fully fund initiatives that present all career options to all women. Fund public education campaigns designed to change the way people think about women in trades, technology and transportation careers.

Worker Rights

- Prohibit employers from using public or health care dollars for funding anti-union campaigns.
 - Support a review by OSHA of BFOQ's (bona fide occupational qualifications) for the health and safety of all workers.
-

Promoting the Development of Women-Owned Businesses

Women business owners are significant contributors to Maine's economy. The US Census 2000 indicates that women own 24% of all firms in Maine. The median woman-owned business has two employees and sales of \$100,000.

Business is also an important economic opportunity for women and their families. More than half of the women-owned businesses in Maine contribute more than half of the owner's household income. Women business owners on average have household incomes \$20,000 higher than Maine households in general. 1

Microenterprise (businesses with five or fewer employees and capital requirement of \$25,000 or less) is an important option for women, particularly for rural and low-income women. Microenterprise development addresses the needs of low-income women by acknowledging their potential for business ownership, building their business skills, and validating both part-time and full-time business activity. It also works: over a three year period of supporting self-employment among TANF recipients, Women, Work, and Community reports an average of 15% of welfare recipients moving off TANF because of business earnings.

In spite of the value women's business ownership brings both to the Maine economy and to the women themselves, many barriers still stand in the way of female entrepreneurs. Women often have difficulty obtaining access to capital due to lack of collateral or equity, or because they are simply not taken seriously by lenders. Women also need technical assistance services that respond to who they are, that take into account their life circumstances and that respect and validate their skills and experiences.

1. From 2001 research conducted by Coastal Enterprises, Inc.'s Women's Business Center.

The Issues

In order to remove barriers and ensure full opportunity for women in entrepreneurship, several issues need to be addressed at both the state and federal level: Accountability and Reporting

- Expanding Opportunities
- Access to Technical Assistance and Financing
- Accountability and Reporting

Priority Recommendations

Expanding Opportunities

Maine Women's Voices:

Creating an Economic Security Agenda

- Continue the Maine Department of Human Services' policy and practice of supporting TANF recipients who wish to pursue self-employment as a strategy for achieving self-sufficiency. Ensure that when TANF is reauthorized at the federal level, current policy supporting self-employment for TANF recipients is retained.
- Fully fund the coordination of the Maine Enterprise Option (MEO) program within the Department of Labor, at a minimum annual level of \$50,000.
- Amend the Trade Readjustment Assistance Act (TRAA) to allow dislocated workers to pursue small business development. Ensure that those provisions are compatible with existing regulations under the Self-employment Assistance (SEA) program, which covers recipients of regular unemployment insurance.
- Ensure continuation of the federal SBA 8a Program which channels government contracts to small businesses owned by disadvantaged individuals. Target a percentage of government contracts to women business owners.
- Increase access to healthcare for small business owners.

Access to Technical Assistance and Financing

- Establish permanent funding for the Maine Microenterprise Initiative Fund to provide training and technical assistance to low-income entrepreneurs, at a level of \$1 million per year. Require that Microenterprise Initiative funds be directed toward community-based organizations that have a proven record of effectively serving female, minority and low-income entrepreneurs.
- In FY2003 federal appropriations, include funding for the three Small Business Administration (SBA) programs that are targeted to microenterprises and benefit women business owners:
 - SBA Microloan Program: \$35 million for technical assistance and \$35 million for loans
 - Women's Business Centers: \$14.5 million
 - PRIME: \$15 million

Accountability and Reporting

- Provide necessary funding for the Census Bureau's Survey of Women-Owned Businesses. Conducted every five years, this survey provides essential longitudinal data documenting the growth of this sector.
- Require greater accountability in meeting federal contracting procurement targets for contracting with women business owners.
- Enact the Access and Openness in Small Business Lending Act of 2001 (HR 3372) which would require banks and other financial institutions to report the race and gender of the small businesses from which they receive applications and to which they lend.

Asset Development

Long-term improvement in women's economic security requires asset accumulation. While saving is not easy for anyone, it is more difficult for women and families with middle to low incomes. The reasons for this include having few resources relative to subsistence requirements, and lack of access to key mechanisms that subsidize saving especially tax policies that allow greater deductions for those who hold assets, such as homeowners. In addition, scarce resources and restricted access may push saving out of their world view.

64% of female-headed households are asset-poor (meaning that their financial reserves are insufficient to support them at the poverty level for 3 months should their regular income source become unavailable). This has serious implications for women's economic security. In order for women and their families to achieve lasting economic security, their opportunities to build and retain assets must be improved.

The Issues

- Retirement and Social Security
- Family Development Accounts
- Financial Literacy
- Eliminating Deterrents to Asset Building
- Asset Protection

Priority Recommendations

Retirement and Social Security

- Include a "family service credit" to include time out of the workforce caring for family when calculating Social Security benefits.
- Redesign Social Security's benefit structure so that the lowest paid workers receive benefits that replace a higher proportion of their earnings than do higher-wage workers.
- Increase the widow's Social Security benefit to 75% of the couple's combined benefit.
- At the time of divorce, consider all pension benefits as joint assets and marital property.
- Require retiring workers to opt for the "joint and survivor" benefit option unless it can be proven the widow would have adequate income on her own.

Family Development Accounts

- Expand Family Development Account (FDA) asset goals to include:
 - Supplementing retirement
 - Savings for children

Maine Women's Voices:

Creating an Economic Security Agenda

- Add retirement equity as one of the approved goals for an FDA.

Financial Literacy

- Require financial literacy education for all students, at every grade in K-12.
- Require and fund financial literacy education components in all adult workforce development and training programs.

Eliminating Deterrents to Asset Building

Asset Building

Infrastructure

Infrastructure is essentially those services and structures that are so integrally important to a community's well-being and ability to function, that the community takes on the primary responsibility of establishing and operating them. Roads and bridges, water and sewer, schools and sidewalks have long been part of our understanding of essential infrastructure. Yet there are a host of infrastructure needs that have a direct impact on women's ability to achieve economic security, but that are seldom fully acknowledged as community or public infrastructure responsibilities. These include child and elder care, housing and transportation.

Ensuring that children and the elderly receive quality care that is affordable for individual families is critical for women to successfully balance their multiple roles as students, workers, community leaders, and caregivers. Similarly, affordable housing is becoming a rare commodity, and is desperately needed by an increasing proportion of Maine families, particularly households headed by women, which have lower incomes overall. Communities suffer when home ownership rates fall, or when workers cannot afford to live in communities in which they work. Transportation in Maine is a challenge for virtually every community, rural and urban. But reliable, affordable transportation is essential to economic vitality, in that it is the means by which workers get to their jobs, get their children to childcare, and shop for the family's needs.

In order for women and families to achieve economic security, it is essential that there be public investment in the creation and operation of these services and facilities.

Women's Health

Women generally are at a significant economic disadvantage that directly affects their health care status, coverage, and access. Women are more likely than men to be employed part-time, or to work in occupations that inadequate or no employer-based insurance coverage. In addition to economic disadvantages, women suffer from gender biases within the health care system. Research into the causes, treatment and prevention of physical and mental illnesses in women has been seriously neglected. Overall, women live longer than men, and are more likely to need long-term care, and to die with major physical and mental impairments. Access to comprehensive reproductive health services, including sexuality education, family planning and abortion is often limited, and yet is vital to women's health and economic security. Without a lifespan approach to women's health, we will continue to fail to close the gaps for women in prevention, diagnosis and treatment of disease and disability.

Absence of a regular source of care, social isolation, caregiving responsibilities, transportation and exposure to violence and abuse are other important factors affecting women's health and access to care. While universal and comprehensive physical and mental health coverage is the desired goal, current proposed changes in health care policy have serious and unique implications for women.

The Issues

For women to have access to comprehensive, quality mental and physical health care that will address their health concerns throughout their lives, a wide range of issues needs to be addressed. These include:

- Health Insurance Coverage
- Access to Prescription Drugs
- Research, Prevention, and Treatment
- Reproductive Rights
- Long-Term Care
- Comprehensive Approach to Women's Health

Priority Recommendations

Health Insurance Coverage

- Support approaches that target the reasons women are uninsured. Increase affordable, comprehensive insurance coverage options for part-time workers, low-income parents, workers in small business, seasonal workers and older adults.
- Enact legislation to expand private health insurance coverage:
 - Expand and subsidize comprehensive coverage options for those who are eligible but not participating because of cost

Maine Women's Voices:

Creating an Economic Security Agenda

- Eliminate waiting periods to ensure continuity of care for new employees
- Extend COBRA continuation coverage and devise options for supplementing premiums.
- Expand publicly funded coverage:
 - Create an affordable Medicare buy-in option for uninsured older adults
 - Expand public programs to cover laid-off and seasonally employed workers.
- Require that both public and private health plans cover services for women which promote health and aid in early detection of disease.
- Require all insurers in Maine to cover a full range of mental and substance abuse services, including crisis services, home-based services, case management and residential treatments.

Access to Prescription Drugs

- Expand enrollment in Healthy Maine Prescriptions, the new program for low-income Maine residents to obtain prescription drug coverage.
- Adopt a comprehensive federal policy to ensure public and private, barrier-free insurance coverage for prescription drugs. Ensure that methods for containing costs do not create barriers for consumers.
- Obtain a federal waiver to provide the full Medicaid drug benefit for Maine seniors and people with disabilities who have incomes below 200% of the federal poverty level.

Research, Prevention, and Treatment

- Increase funding for research and programs to prevent and treat the mental and physical illnesses, causes of death and conditions that constitute key health risks for women. Provide support to help all women to adopt behaviors that promote their health and well-being throughout their lives.
- Build healthy communities that provide a safe environment conducive to positive health behaviors. Require that publicly funded health promotion and disease prevention programs offer gender-specific interventions when appropriate.
- Authorize and fully fund initiatives to address gaps in the availability and accessibility of health education information and services for women.

Reproductive Rights

- Increase the availability of federal funding to increase access to comprehensive, medically accurate sexuality education programs, such as Maine's Family Life Education program.
- Protect funding for family planning programs and services. Inform the public about and ensure access to new preventative measures such as emergency contraception.
- Maintain laws assuring access to abortion and family planning services. Oppose

Maine Women's Voices:

Creating an Economic Security Agenda

legislative and administrative efforts, at the state and federal levels, to restrict such access.

Comprehensive Approach to Women's Health

- Improve access to high-quality, comprehensive health care services and information that address women's complex healthcare needs.
- Support and foster public and private efforts to increase recognition of the breadth of women's health issues beyond reproductive health, and include comprehensive services across the lifespan. Reallocate and increase funding to facilitate this broader focus.
- Ensure interdisciplinary and interagency focus on women's health at the state and federal levels, including outreach, innovation, and policy development.
- Require gender analysis of data collected with public funds and support ways to improve the surveillance of women's health status.

Long-Term Care

- Identify and support creative methods to promote sustainable home care services, including greater use of technology and more support for family caregivers, as an alternative to institutional care. Make home care an option for Maine elders who are determined to be eligible for nursing facility care.
 - Promote linkages between long-term care and mental health services at the level of federal agencies.
 - Expand training opportunities to increase the number of professionals and paraprofessionals with expertise in serving older persons
-

Ensuring Women's Safety

Safe communities, homes, and schools are essential to women's economic security. When women and girls experience violence or abuse in any of these environments, it has a detrimental impact on their ability to succeed at work or school. Women who flee dangerous relationships often enter into disadvantageous financial settlements, or may trade their financial security for freedom from an abusive partner. Women who are physically attacked may incur significant medical bills, even if insured, and may become disabled as a result of the attack, with their capacity to earn wages diminished. Inadequate community resources, such as the lack of affordable housing or civil legal services, or an unresponsive criminal or civil justice system, can compromise a woman's ability to achieve the stability necessary to perform well in the workforce.

The Issues

For women to achieve and maintain economic security, it is imperative that a broad range of safety issues be addressed. These include:

- Family Violence
- Sexual Assault
- School Safety
- Workplace Safety
- Access to Civil Legal Services
- Responsive Civil and Criminal Justice Systems

Priority Recommendations

Family Violence and Abuse

- Ensure continued funding for domestic violence services so that the immediate safety needs of abuse victims can continue to be met.
- Require that all childcare providers receive training regarding procedures to ensure the safety of children who are in a situation where one parent has a court order for protection against the other.

Sexual Assault

- Continue funding for sexual assault crisis and support services, including immediate response and ongoing support for survivors of sexual assault.
- Increase access to therapeutic services for adult and child victims of assault. Specifically, extend Medicaid coverage to Masters-level clinical social workers.
- Provide victims the opportunity to have sexual assault related injuries be covered through the Victims Compensation Board without having to report the assault to law enforcement.

Maine Women's Voices:

Creating an Economic Security Agenda

- Strengthen workplace violence legislation to include paid medical leave to survivors of sexual assault.
- Enhance criminal penalties for sexual crimes, particularly those involving child victims.
- Require and fund treatment for sex offenders, particularly those who are juveniles.

School Safety

- Require and fund in-school violence prevention programs which address sexual harassment and assault, as well as other forms of violence. Ensure that such programs include training for faculty and administration.
- Require policies in all public schools that clearly address sexual harassment and violence, with language explicitly including sexual orientation and gender identity in these policies. Evaluate these policies' effectiveness in preventing such incidents and in responding to them when they do occur.

Workplace Safety

- Require employers to develop and implement safety plans and policies that protect workers from on-site violence. Require training for management personnel in recognizing and responding to potentially violent employees.
- Enforce the Maine law that mandates that employees who are victims of abuse or harassment be allowed release time from work while seeking services or attending legal proceedings related to domestic violence or sexual assault.
- Provide education to employers so that they are aware of their obligations under the law, understand the complexities of domestic violence and can be supportive of employees dealing with an abusive partner.

Legal Services for Victims of Assault and Abuse

- Enhance funding for civil legal services for abuse victims by attracting federal funds and by allocating additional state resources for these services.
- Require and fund mechanisms to assist low-income families to acquire the services of a guardian ad litem in cases of contested child custody, particularly when there is a history of domestic violence.
- Require and fund ongoing training for judges, case management officers, guardians ad litem and court mediators, to increase their understanding of the complexities of intimate partner violence and how it impacts the partners' capacity to negotiate fairly during divorce and to co-parent after separation, and the impact that witnessing abuse has on children, even if the child is not a direct victim of violence.

Maine Women's Voices: Creating an Economic Security Agenda

Responsive Civil and Criminal Justice Systems

- Train high-level law enforcement officials in all aspects of understanding and effectively addressing domestic violence situations, to ensure these officials create and sustain a law enforcement culture that is responsive to victims of abuse.
 - Train all law enforcement personnel at the local, county and state level in the most effective methods of responding to a domestic violence situation, with emphasis on identifying the primary aggressor and being responsive to the victim.
-

Sustainable Communities and Economic Development

A sustainable community builds upon its natural, human, and technological resources to ensure that all present and future members develop a high degree of health, quality of life, and economic security. The primary components of sustainability are a diversified economy, an educated workforce, sound infrastructure, environmental protections, and varied opportunities for participation in cultural, service, and economic development activities.

Women have traditionally provided unpaid care giving and volunteer support to their families, schools, churches, and civic organizations. Yet, their valuable experiences and insights are often absent, under-represented or undervalued in more visible public policy, economic development, and business leadership roles. Lack of information and confidence and exhaustion from the challenges of economic survival and work/family responsibilities impede their participation.

Building strong Maine communities and regions that will survive and thrive in the future requires an inclusive, participatory, capacity building approach to planning, problem solving, decision-making, and leadership. Opportunities for women's voices to be heard and their skills and assets to be developed and utilized effectively is essential for the future of Maine.

Assuring Public Resources for Women's Needs

There are two principal aspects of public resource issues that have an impact on women - taxation and resource allocation. Tax policies are used to achieve many social goals, and it is important that women's economic concerns be reflected in some of those goals. Maine's modestly progressive tax structure is a good beginning, but there remains an imbalance in the relative share of taxes paid by those at the bottom (where larger numbers of female-headed, low-income households reside) and the top individual brackets that should be rectified.

Maine's Earned Income Tax Credit should be expanded and be made refundable, and a greater portion of property tax relief should be targeted to low-income households. Policies that offer tax incentives to corporations to locate or expand in Maine must require more in return, and have those returns yield benefits for low-income workers and their families as well as others.

On the resource allocation side, the comprehensive set of women's economic security concerns are too seldom reflected in priorities for public spending. Because women's incomes on average are lower than men's, they are more often in the position of needing to rely on publicly supported services for a social safety net.

There needs to be greater public investment in those core services and infrastructure that enable women (as well as men) to attain long-term economic security, including health, education, housing, child care and other needs reflected throughout the Agenda.

Maine Women's Voices: Creating an Economic Security Agenda

20

Collaborators

Caring Unlimited
Club W! St. Mary's Regional Medical Center
Coastal Community Action Program
Coastal Enterprises, Inc.
Even Start LINKS
Franklin County Head Start
Hardy Girls Healthy Women, Inc.
Kennebunk Social Services
Madison Avenue Women Investors
MAIN (Maine Association of Interdependent Neighborhoods)
Maine AAUW
Maine Adult Education Association
Maine Business & Professional Women
Maine Center for Economic Policy
Maine Coalition Against Sexual Assault
Maine Department of Transportation
Maine Education Opportunity Center
Maine Equal Justice Project
Maine Family Development Account Coalition
Maine Women's Fund
Maine Women's Health Campaign
Maine Women's Network of the Maine State Chamber
Maine Women's Policy Center
Mid-Maine Homeless Shelter
National Association of Social Workers - Maine Chapter
Oxford Hills Adult Education
Peace In Our Communities Task Force
REM
Simpatico Language Services
Starbuck Associates
The College Connection
UNITE Local 486
York County Community Action
Wisdom's Center
Women Unlimited
Women, Work, and Community
York County Community Action Corporation

Maine Women's Voices: Creating an Economic Security Agenda

21

2002 Forums & Contact Information

Rockport (Knox County)

June 14. (27 attended)
Camden National Corporation Service Center
Contact: Anne Cogger: (207) 354-6312.
cogger@maine.edu

Belfast (Waldo County)

June 20. (20 attended)
Unitarian Universalist Church
Contact: Linda Buckmaster: (207) 621-3438
lsbuck@maine.edu

Ellsworth (Hancock County)

August 8. (23 attended)
Cooperative Extension
Contact: Glenon Friedmann: (207) 667-1834
mcwwc@acadia.net

Presque Isle (Aroostook County)

August 21. (15 attended)
Northern Maine Technical College
Contact: Suzanne Senechal-Jandreau: (207) 764-0050
senechal@maine.edu

Sanford (York County)

August 21.(24 attended)
University College at Sanford
Contact: Ruth Graves: (207) 286-1722
rgraves@maine.edu

Lewiston (Androscoggin County)

August 27.(54 attended)
Lewiston - Auburn College
in collaboration with:
Women's Leadership Initiative of Androscoggin Valley
Contact: Lisa Daggett: (207) 753-6622
daggett@maine.edu

Maine Women's Voices:

Creating an Economic Security Agenda

Skowhegan (Somerset County)

September 12. (13 attended)
Margaret Chase Smith Library
in collaboration with Madison Avenue's Women's
Investment Club and Women Unlimited
Contact: Lorna Doone: (207) 474-0788
lornadoone@maine.edu

Farmington (Franklin County)

September 18.(17 attended)
University of Maine at Farmington
in collaboration with:
Western Mountains Alliance
Contact: Janet Smith: (207) 778-2757
janet.smith@maine.edu

Bath (Sagadahoc/Lincoln)

September 20.(28 attended)
Coastal Economic Development
Contact: Shelley Taylor: (207) 721-8636
shunt@maine.edu

Portland (Cumberland County)

September 26.(37 attended)
University of Southern Maine
In collaboration with Women's Studies Program
Contact: Anne Cardale or Carolyn May: (207) 799-5025
mcwwc@zwi.net

Bangor (Penobscot County)

September 26.(33 attended)
University College
Contact: Jane Searles: (207) 262-7843
searles@maine.edu

Presque Isle (Northern Maine)

October 1.(18 attended)
Maine Women's Policy Center Breakfast of Champions
University of Maine at Presque Isle
Contact: Maine Women's Policy Center: (207) 622-0851
WomensPolicyCent@aol.com

Maine Women's Voices:

Creating an Economic Security Agenda

23

Waterville (Kennebec County)

October 2.(36 attended)

REM Forum

Contact: Susan Allein: (207) 872-9482

allein.wwc@dialmaine.com

Orono (North Central Maine)

October 3.(70 attended)

Maine Women's Policy Center Breakfast of Champions

University of Maine at Orono

Contact: Maine Women's Policy Center: (207) 622-0851

WomensPolicyCent@aol.com

Millinocket/Katahdin (Penobscot County)

October 9. (11 attended)

Katahdin Region Higher Education Center

Contact: Robin Porter: (207) 723-9331.

rporter@midmaine.com

Norway/So Paris (Oxford County)

October 9. (15 attended)

Oxford Hills Comprehensive High School

In the Presentation Room

Contact: Elaine Dunton: (207) 753-6612

ckged@pivot.net

Calais (Washington County)

October 16. (19 attended)

Machias (Washington County)

October 16. (10 attended)

Contact: Georgie Kendall: (207) 454-3373

georgiekendall@hotmail.com

Augusta (Kennebec County)

October 21.(27 attended)

University of Maine at Augusta

In collaboration with Women's Studies Program

Contact: Linda Buckmaster: (207) 621-3438.

lsbuck@maine.edu

Maine Women's Voices: Creating an Economic Security Agenda

Portland (Southern/Central Maine)

October 23. (175 attended)

Maine Women's Policy Center Breakfast of Champions

Holiday Inn by the Bay

Contact: Maine Women's Policy Center: (207) 622-0851

WomensPolicyCent@aol.com

Portland (Statewide)

October 26. (9 attended)

Maine's Women's Studies Consortium Conference

University of Southern Maine

Contact: Gilda Nardone: (207) 621-3437

nardone@maine.edu

Dover-Foxcroft (Piscataquis County)

October 29. (9 attended)

Penquis Higher Education Center

Contact: Jane Searles: (207) 262-7843.

searles@maine.edu
