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New Jersey Governor, 1974- (Byrne).

WOMEN'S EQUALITY DAY:

(AUGUST 26, 1976)

THE 56th ANNIVERSARY OF WOMEN'S SUFFRAGE.

Ceremonies

Public Signing of S-1134 by Governor Brendan Byrne

Proclamation for Women's Equality Day

Reception

Archives Exhibit Room, State Library

Hosted by Governor Byrne and the New Jersey Bicentennial Commission

New Jersey State Library

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## I. AN AGENDA OF BYRNE ADMINISTRATION ACCOMPLISHMENTS AND PROGRAMS CONCERNING WOMEN

Last summer, a coalition of over 90 national women's organizations representing more than 33 million women created the U.S. National Women's Agenda. The Agenda is a statement of 75 priorities and goals for women in this country. In New Jersey, the majority of these goals have been met. Following is a summary of these accomplishments, organized according to the categories used in the U.S. National Women's Agenda

### Fair Representation and Participation in the Political Process

- appointment of increased number of women to policy-making positions
- postcard registration has opened the political process to all citizens - including women
- support of equal access and affirmative action rules within political parties

### Equal Education and Training

- enforcement of state and federal laws which guarantee equal access and equal opportunities in all educational, vocational and athletic programs and facilities
- increased numbers of women on faculties, administrations and policy-making bodies at all levels of educational systems

### Meaningful Work and Adequate Compensation

- enforcement of legislation prohibiting employment discrimination
- extension of anti-discrimination regulations to all levels of state government by executive order
- development and enforcement of affirmative action programs in the public and private sectors -- Executive Order # 14 (public) and Division on Civil Rights (private)
- attainment of equal pay for comparable work - covered by the state comprehensive civil rights statute
- government funded career development programs sponsored by the State Division on Women. The Division received a \$50,000 CETA grant, used to strengthen and expand employment and career counseling for women in 10 women's centers throughout the state

### Equal Access to Economic Power

- elimination of discrimination against women applying for credit - Ch. 35 of the Laws of 1975 prohibits discrimination in the extension of credit
- elimination of discrimination in insurance is the topic of a comprehensive study by the Department of Insurance



### Quality Child Care for All Children

- establishment of convenient and responsive child care facilities and programs - available day care slots have expanded by the thousands including hundreds of bilingual slots
- child abuse combatted by the Law Guardian Program of the Department of Public Advocate provides legal representation in court cases for children and indigent parents. Over 350 cases have been handled since the inception of the program over a year ago
- Child Advocacy Program provides legal representation for children in training schools and reform centers and for others who need help. This program is one of the first of its kind in the country, implemented through the Public Advocate Department

### Adequate Housing

- elimination of discrimination in the rental of housing as well as sale of housing, granting mortgages, insurance credit requirements -- covered by State Law Against Discrimination enforced by Division on Civil Rights
- block-busting is prohibited by the Law Against Discrimination

### Just and Humane Treatment in the Criminal Justice System

- equalization of services for women and men offenders - has been undertaken by the Department of Institutions and Agencies
- provision of community-based prevention and intervention programs for juveniles - is provided by the JINS program (Juveniles in Need of Supervision)
- expanded representation and participation of women through appointments to positions of responsibility in the criminal justice system

### Respect for the Individual

- elimination of discrimination against women based on marital status - guaranteed to New Jersey women under the state Law Against Discrimination, enforced by Division on Civil Rights
- recognition that women are individuals with full rights to make choices affecting their lives led to Governor's support of ERA

## II. LEGISLATION, PROGRAMS AND AGENCIES

### Legislation and Administrative Initiatives

- Equal Credit Bill
- Creation and staffing of Division on Women, upgrading this agency's status from "Office on Women"



- Elimination of discrimination in selection of grand and petit juries
- Division of Workmen's Compensation changed to Division of Workers' Compensation
- Appointment of Advisory Commission on the Status of Women
- Executive Order # 14 on Affirmative Action
- Administrative support of the Equal Rights Amendment
- Appointment of women to positions of authority in Cabinet and throughout government

#### Affirmative Action

Executive Order # 14, signed by the Governor in December, 1974, commits New Jersey to Affirmative Action in employment. It requires all departments and agencies to adopt affirmative action plans designed to achieve a work force at all levels of employment reflecting the incidence of women and minorities in the general population.

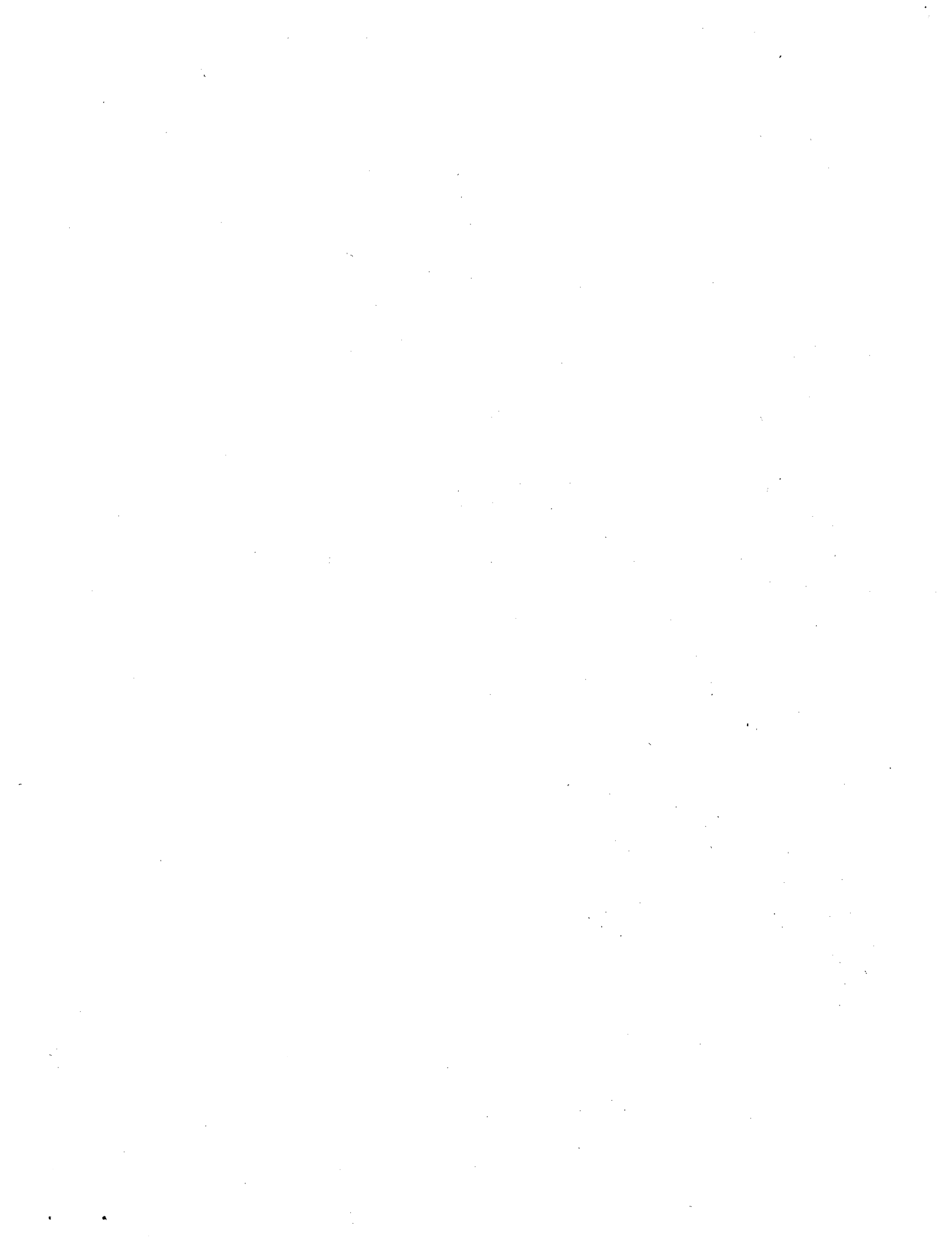
#### Results of Executive Order

Each of the 19 state departments now has an Affirmative Action Coordinator, reporting to a state Affirmative Action Coordinator in the Career Development Unit of Civil Service.

- since 1972, there have been 50% increases for minorities and females in the top paying Officials/Administrators category
- women are employed in New Jersey state government at a rate of 46.8%. Their population is 51.6% and they constitute 39% of the state labor force
- 51% of the employees hired during 1975 are women: a direct result of Executive Order # 14

#### Affirmative Action Programs

- affirmative action plan from each department and bi-monthly report
- special recruitment - job bank
- upward mobility - job counseling
- EEO Report - statistical profile sent to federal government
- grievance system for discrimination - job complaints
- promotional exams - relevant experience will qualify a candidate
- training of 250 affirmative action supervisors
- quarterly affirmative action newsletter to state employees



Division on Civil Rights

New Jersey has one of the strongest and most comprehensive Civil Rights statutes in the country - it prohibits discrimination on the basis of sex, race, color, creed, age, national origin, religion, physical handicap and marital status. The Division has handed down some precedent-setting cases: girls in Little League; women in volunteer fire companies; and most recently, a case requiring a school board to give male employees paternity leave.

Division on Women

Created in 1974 in response to a campaign pledge, the Division on Women coordinates programs and services for women; sponsors programs on career counseling; conducts research leading to testimony on current legislation; monitors state and federal legislation of concern to women and has held conferences and seminars on menopause, women and alcohol, and campaign techniques.

III. WOMEN IN STATE GOVERNMENT

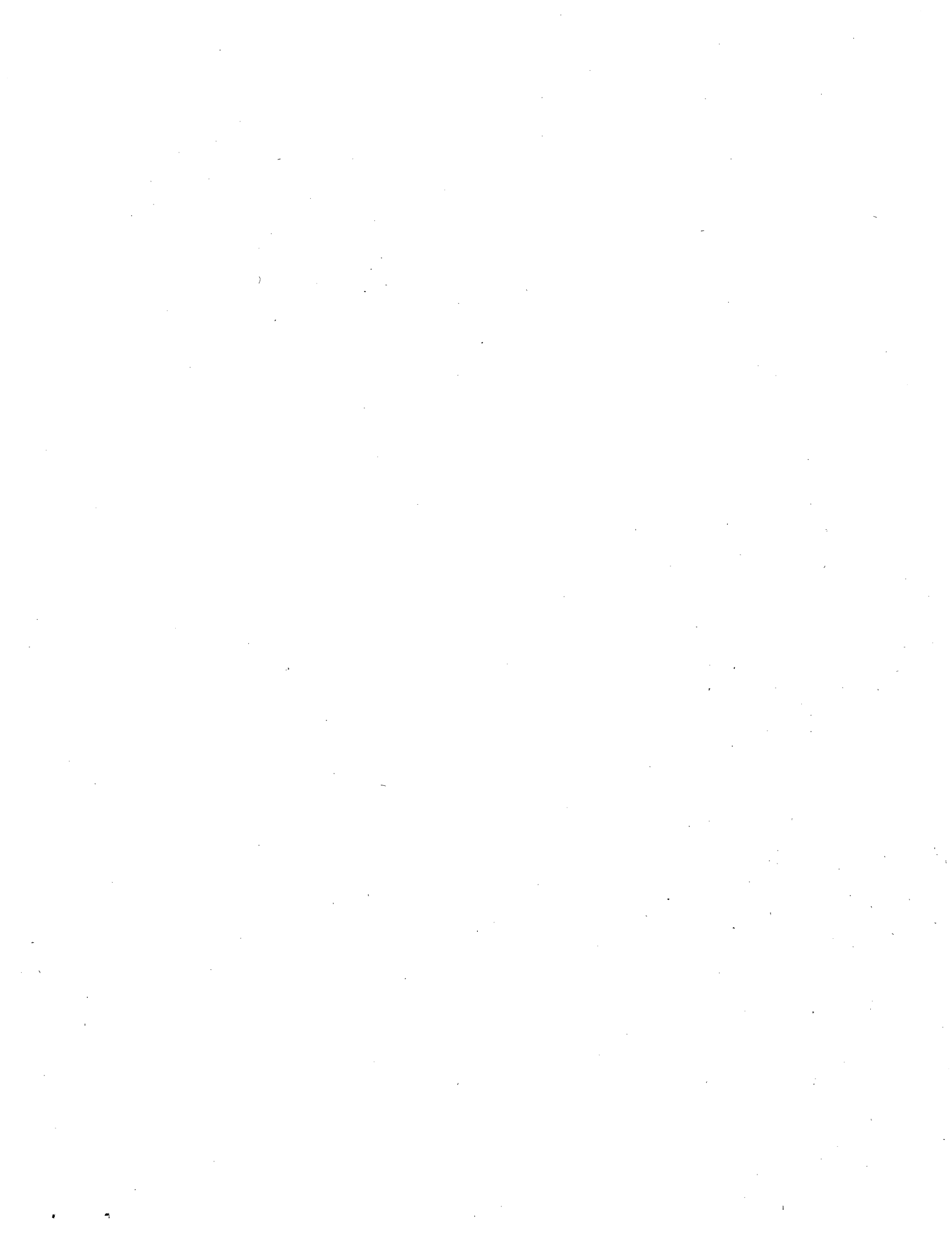
Great numbers of women have been appointed during this administration, many to positions that are not traditionally given to women. The following list highlights these appointments, and does not include women appointed in previous administrations.

Cabinet Members

Dr. Joanne E. Finley, Commissioner of Health

Ann Klein, Commissioner of Institutions and Agencies

Patricia Q. Sheehan, Commissioner of Community Affairs



Division Directors and Administrators

Virginia Long, Director of the Division of Consumer Affairs  
Beatrice Tylutki, Director of Division of Solid Waste Management, DEP  
Kitty O'Neil, Acting Director of the Division on Women  
Betty Wilson, Deputy Commissioner of Environmental Protection  
Marilyn Berry Thompson, Director of the Governor's Washington Office  
Elaine Goldsmith, Executive Director of the Commission on Ethical Standards  
Gloria Decker, Deputy Director of Planning and Research, State Lottery Commission  
Judith Yaskin, Assistant Commissioner of the Department of Public Advocate  
Marcia Richman, Assistant Public Defender  
Dr. Eleanor Lewis, Director of Division of Consumer Affairs in the Insurance Dept.  
25 Deputy Attorneys Generals in the Department of Law and Public Safety

Judicial Appointments

Marilyn Loftus, Essex County Court  
Sylvia Pressler, Bergen County Court  
\* Julia Ashbey, Monmouth County Juvenile and Domestic Relations Court  
\* Sonia Morgan, Essex County Superior Court  
\* June Strelecki, Essex County Court  
\* Anne Thompson, Mercer County Prosecutor  
Mary Ellen Talbott, Camden County Court  
(\* new appointments, others were reappointed or elevated)

Governor's Office

Jerry Fitzgerald English, Legislative Counsel to the Governor  
Judith Nallin, Assistant Counsel to the Governor  
Katherine Heintz, Special Assistant to the Governor  
Carolyn Holmes, Executive Assistant to the Governor  
Cindy Gordon, Assistant to the Governor  
Edith Byrne, Appointments Secretary to the Governor  
Kathy Forsyth, Assistant Press Secretary



Boards and Commissions

Shirley Turner, New Jersey Council on the Arts  
Constance Woodruff, Commission on Women  
Dr. Jean Lane, Commission on Women  
Susan Reynolds Arndt, Commission on Women  
Dr. Sandra Grundfest, Commission on Women  
Barbara B. Sigmund, Commission on Women  
Anita E. Voorhees, Commission on Women  
Jane F. Meyer, Commission on Women  
Elizabeth M. Hogan, Commission on Women  
Jane Robinson, Public Health Council  
Doris Kulman, Commission on Women  
Grace A. Hagedorn, Historic Sites Council  
Mrs. John Kean, Historic Sites Council  
Anne S. Dillman, State Board of Education  
Constance Montgomery, State Board of Education  
Sonia B. Ruby, State Board of Education  
Margaret M. Malone, Veterans Services Council  
Mrs. William S. Mills, New Jersey State Council on the Arts  
Roberta Grayson, Union County Board of Taxation  
Leslie J. Cunningham, Union County Board of Taxation  
Lois H. Finifter, Atlantic County Board of Taxation  
Barbara Furst, New Jersey State Council on the Arts  
Sylvia Herz, Board of Psychological Examiners  
Marsha Martkowitz, Motor Vehicle Study Commission  
Marilyn Berger, State Scholarship Commission  
Margaret H. Perryman, SLEPA  
Alicia M. Nettles, SLEPA



Elizabeth Brudy, Surrogate of Ocean County

Anita Leone, Public Health Council

Marita Borzaga, Hudson County Board of Taxation

Elizabeth M. Boggs, New Jersey State Developmental Disabilities Council

Ruth Tomlin, New Jersey State Developmental Disabilities Council

Irene Smith, Highway Safety Policy Advisory Council

Kathryn A. Porch, Salem County Board of Elections

Marie Nowiak, Board of Beauty Culture Control

Rose Ann Morris, Board of Beauty Culture Control

Anita Gans, Vocational Education Advisory Council

Margaret Morano, Vocational Education Advisory Council

Elizabeth Rich, Vocational Education Advisory Council

Dorothy Cohen, Vocational Education Advisory Council

Peg M. Byrd, Council on the Arts

Mrs. William Mills, Council on the Arts

Illene Ackner, Board of Recreation Examiners

Barbara Werber, Local Finance Board

Constance Midkiff, Commission on Aging

Catherine Costa, Uniform Construction Code Advisory Board

Eleanore Petterson, Uniform Construction Code Advisory Board

Doris Beck, State Library Advisory Council

Renee Swartz, State Library Advisory Council

Esther Featherer, State Library Advisory Council

Barbara Eislel, Clean Air Council

Rosalyn Barbash, Clean Air Council

Eleanor Rooney, Natural Resource Council

Patricia Jackson, Clean Water Council

Katherine Neuberger, State Board of Higher Education

Melda Snyder, State Board of Agriculture



Betty Iselin, Board of Institutional Trustees  
Jennie Brown, Board of Institutional Trustees  
Martha Crowley, Board of Trustees, College of Medicine and Dentistry  
Vivien Li, Natural Resource Council  
Beverly Dunston, Health Care Administration Board  
Ann Crumedy, Board of Ophthalmic Dispensers  
Edith Luray, Public Broadcasting Authority  
Helen Monogue, Solid Waste Management Advisory Commission  
Eleanor S. Daniel, Economic Recovery Commission  
Mildred Barry Garvin, Economic Recovery Commission  
Mary Roebing, Economic Recovery Commission  
Sister Elizabeth Ann Maloney, State Scholarship Commission  
Judith Cambria, Educational Opportunity Fund  
Edythe Herson, State Prison Complex Trustee  
Helen Vermage, Youth Correctional Institution Complex Trustee  
Gertrude Harris, Community Mental Health Board  
Mary Haynie, Community Mental Health Board  
Beatrice Antell, Developmental Disabilities Council  
Elizabeth Moynahan, Board of Architects  
Blanche Hoffman, Carnival Amusement Ride Safety Board  
Barbara Berman, Citizen Consumer Affairs Advisory Council  
Carol Jacobsen, Citizen Consumer Affairs Advisory Council  
Elizabeth Geiger, Physical Therapy Advisory Committee  
Ruth Dickenson, Physical Therapy Advisory Committee  
Pat Schiccingberg, Trustee of Neuropsychiatric Institute (Chairman)  
Joan Taylor, Board of Psychological Examiners  
Mary T. Campbell, Bicentennial Celebration Commission



Barbara Broadwater, Legal Services Advisory Council

Mary E. James, Legal Services Advisory Council

Joan Murray, Bergen County Board of Taxation

Georgian Kolber, Ocean County Board of Taxation

Loren Hitchner, Salem County Board of Taxation

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