

**Commission on the Status of Women
1989 Work Plan**

1988 was a successful year for the Commission on the Status of Women. Our achievements have been highlighted by the successful completion of the following projects:

- o We established the "Women's Collection" at the Fort Collins Public Library. Over 300 books on women's issues were purchased through the June Freidman Memorial Fund and a grant from the Gannet Foundation.
- o "Concerning Women," a ten part video tape series was broadcasted on Columbine Cablevision and is available through six local agencies.
- o "Womans/pace," a weekly newspaper column in the Triangle Review, began in February 1988 and continues to bring attention to issues important to women.
- o A brochure on the Commission was developed and over 100 copies have been distributed.
- o Our first newsletter was published and over 1,500 copies were printed and distributed throughout the community.
- o We organized a local celebration of Women's History Month in March, which included an essay contest for junior and senior high school students. The winning essays were published in the "Womans/pace" column.
- o Two community forums, titled "Win for Change" were held to empower people to bring attention to women's issues in the November elections.
- o We initiated the establishment of the President's Coordinating Council, a network of community organizations dedicated to the status of women. It includes eleven organizations with memberships totaling in the hundreds. The Council meets monthly.
- o We endorsed and actively supported the passage of the sexual orientation amendment in the November election, fulfilling Recommendation #68 of the Women's Task Force Report.
- o We became a member of the National Commission on Women.
- o In order to begin to enhance our knowledge and effective communication with Poudre R-1 School District and Colorado State University, we have added two new liaisons.
- o We have developed an extensive mailing list of several hundred citizens and organizations interested in women's issues.

- o Assist in organization of "Take Charge of your Life by Taking Charge of your Money," a workshop series training women in financial planning techniques. (April 4 - May 16)
- o Research possible activities to commemorate "Week of the Young Child" (April 2-9) and acknowledge the work of childcare providers in Fort Collins (Recommendation #C5).
- o Contact organizations concerned with childcare issues to co-sponsor a forum on the underpaying of childcare professionals. (Recommendation #C5)

On-going Projects:

- o Initiate and support a city government effort to collect data on the extent of poverty in Fort Collins and identify pressing needs consistent with this information.
- o Educate the community on federal and state legislation designed to improve childcare availability and choices, especially the Act for Better Childcare bill.
- o Monitor community efforts to fulfill Task Force recommendations specific to childcare, housing and healthcare, and send letters of support when appropriate.
- o Offer technical assistance and meeting representation to the following organizations:
 - Children's Care Coalition
 - Comprehensive Homeless Assistance Team
 - Pre-Natal Clinic
 - Children's Clinic
- o Initiate joint projects with Human Relations Commission when appropriate.

LEGAL/GOVERNMENT/ECONOMIC COMMITTEE

Members: Mary Jo McDermott Beth Ann Smith Martha Jane Kenning
 James Banning Karen Morrison

Short-term Goals:

- o Recommendation C-8. Explore resources to handle a court watch concerning issues of; child support awards, maintenance awards, and cases of violence against women and children.
- o Investigate what is currently being done to teach children about preventing violence and protecting themselves. Explore the possibility of or need for resources in the Public Library and school system.

Long-term Goals:

- o Study Recommendations #3 and 9, exploring pay equity issues.
- o Look into the policies of the City Personnel Board to ensure that women's concerns are being considered.
- o Explore the possibility of establishing a City Ombudsman.
- o Continue to investigate and expand the economic opportunities for women-owned businesses with the City Purchasing Department. (Recommendations #5 and 6)
- o Continue to follow and act on Federal, State and Local legislation that is of concern to women.

COMMUNITY OUTREACH COMMITTEE

Members: Ginny Webster
Kathy Everett

Jacque Strickland
Carol Wallace

Objective:

The Community Outreach Committee was formed to create new channels and facilitate existing channels for providing information and educating the Fort Collins community about women's issues. This process occurs in three ways:

- o Networking with area women's groups such as the Women's Center Programs, President's Coordinating Council, the CSU Office of Women's Studies and Programs and the Larimer County Domestic Abuse Program.
- o Working on educational programs with public entities such as Poudre R-1, CSU, Larimer County, the City of Fort Collins, and the Public Library.
- o Responding to inquiries from other interested parties.

Goals:

With an overall goal of providing community educational and networking opportunities that will enhance the status of women in Fort Collins, the Community Outreach Committee has established several continuing goals:

- o To continue gathering information regarding gender-role stereotyping, education, and socialization. Efforts will continue to educate community members about non-traditional career choices, pay equity and available scholarships.
- o The June Freidman Memorial at the Fort Collins Public Library and a fund through the Fort Collins Foundation were both established in 1988. This Committee will continue to support and encourage expansion of the project.

- o Utilize Women's History Month as a channel to promote community awareness regarding the past, present and future dreams, achievements and capabilities of women.
- o In order to assist women's organizations to collectively reach their goals, we will continue networking through community forums, the President's Coordinating Council, newsletter production, and community mailing lists.
- o Coordinate and interface with Parks and Recreation to develop classes, seminars and programs that would be of interest to women in the community.

RECOMMENDATION 3

We recommend that the City Employee Development Department review the numbers of volunteers used by various departments and the type of work they are doing to insure that volunteers are not displacing significantly more paid female employees than male or eliminating traditionally female jobs.

RECOMMENDATION 5

We recommend that the City Council direct the Purchasing and Risk Management Division (annually, or as requested) to sponsor training in procedures and policies for local women wishing to provide goods and services to the City. This training may be accomplished with workshops, handout materials, guest speakers for organizations, or other appropriate methods.

RECOMMENDATION 6

We recommend that the City Council direct the City Purchasing and Risk Management Division to investigate and develop a point system for contracting goods and services to increase opportunities for women-owned businesses. An incentive program should also be developed for City departments to increase Mini-Order purchases from women-owned businesses.

RECOMMENDATION 9

We recommend that the City Council encourage community employers to recognize the expertise and qualifications of Fort Collins women when filling job openings rather than focusing on recruiting applicants from other communities. The City should take the lead in this effort.

RECOMMENDATION 12

We recommend that the City continue to attract environmentally sound, diverse businesses (both union and open shop) which will provide equal employment opportunities for women. When a Master Agreement is negotiated, the City should look at a company's track record on female employment, both the number employed and the types of jobs offered, and should require a plan for hiring women.

RECOMMENDATION 20

We recommend that the City Council continue to support the Housing Authority through the award of Community Development Block Grant funds.

RECOMMENDATION 21

We recommend that the City Council consider long-term lease or donation of available City-owned lands, if appropriate, to low-income housing projects sponsored by the Housing Authority.

RECOMMENDATION 23

We recommend that the City Council waive Transportation and Water and Sewer/In Lieu of Taxes (WS/ILOT) fees on Housing Authority units.

RECOMMENDATION 32

Recognizing the need for convenient child care facilities for working families in Fort Collins, we recommend that the City Council direct the Community Development Department to:

- 1) develop methods to insure compliance with existing Land Development Guidance System guidelines concerning proximity of developments to child care facilities.
 - 2) develop a system of Land Development Guidance System incentives specifically for provision of on-site child care facilities.
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RECOMMENDATION TO THE COMMUNITY C5

We recommend that the community recognize qualified day care providers as professionals and support an increase in their wages commensurate with their qualifications.

RECOMMENDATION TO THE COMMUNITY C8

We encourage interested community organizations to immediately establish a court watch group to monitor child support awards in the community, with the purpose of advocating any changes which are deemed necessary.