



Issues Policy Manual

1966 - 1996

ISSUES POLICY MANUAL

The following is a comprehensive issues policy manual for the National Organization for Women from our founding in 1966 through the end of 1996. Resolutions and motions are in reverse chronological order, with the most recent at the front of each section. A separate Addendum contains all policies from 1997 to the present.

Conference-adopted policy is identified by the year of adoption in bold type; Board-adopted policy is identified by the month and year of adoption.

These policies are divided into the following categories:

Affirmative Action.....	3	Media/Communications.....	191
AIDS.....	8	Mental Health.....	199
Boycotts.....	13	Military.....	200
Child Abuse.....	23	Mother's Liberation.....	203
Child Care.....	26	Older Women's Rights.....	205
Consciousness Raising.....	34	Other.....	211
Disability Rights.....	36	Pay Equity.....	216
Domestic Relations	39	Politics/Elections.....	219
Economic Rights.....	51	Pornography.....	250
Education.....	66	Pregnancy.....	254
Employment	76	Priorities	256
Environment.....	86	Prostitution.....	259
ERA.....	88	Racial & Ethnic Diversity.....	262
Feminist History.....	106	Refugees.....	275
Foreign Policy.....	107	Religion.....	276
Global Feminism.....	110	Reproductive Freedom.....	278
Health.....	120	Self Image.....	311
Human Rights.....	131	Sexual Harassment.....	312
Insurance.....	135	Sports.....	315
Judges/Law.....	138	Violence Against Women.....	317
Labor.....	144	Volunteerism.....	335
Legislative Goals.....	151	Voting Rights/DC Statehood....	336
Lesbian/Gay Rights.....	162	War/Peace/Disarmament.....	338
		Young Feminists.....	345

This manual represents the work of NOW staffer Lisa Bennett who built on the work of NOW staff and activists Vernon McCaster, Mea Arnold, Maureen Burke, Loretta Kane, Pat Higgins, Theresa Bergen and Sandi Skorniak, as well as the work of past and present NOW officers Lois Reckitt, Patricia Ireland, Karen Johnson and Kim Gandy in researching, organizing and compiling these resolutions and motions. NOW owes them our thanks for making sure all NOW activists are able to have readily available NOW's most current policy positions.

AFFIRMATIVE ACTION

CREATING THE FEMINIST GENDER GAP

1995

WHEREAS, the right-wing control in Congress, state legislatures, and local boards have moved forward an agenda that is anti-feminist and anti-civil rights and the National Organization for Women (NOW) recognizes the wide array of attacks on women's equality as part of a right-wing campaign; and

WHEREAS, it is recognized that a gender gap in the 1996 elections could result in major electoral change at all levels of government and that NOW has played a leading role in motivating and organizing the women's vote in recent election years and has the opportunity to win major feminist races in 1996; and

WHEREAS, the right-wing in California has been most aggressive nationwide in attacking affirmative action, and the role of women in the debate is being shaped now; and

WHEREAS, NOW, historically, has taken national leadership in the fight for affirmative action, and can play a decisive role in generating the feminist response to the right-wing attack; and

WHEREAS, presidential candidate Pete Wilson (Governor-CA) has made the abolition of affirmative action the centerpiece of his campaign and the myth continues to be perpetuated that the Wilson campaign is appealing to women; and

WHEREAS, House Speaker Newt Gingrich is the engine driving the right-wing agenda in races nationwide; and

WHEREAS, the Republican National Convention is scheduled to be in California where the platform is expected to include dismantling affirmative action and other equal opportunity programs, a constitutional ban on abortion, and other anti-feminist positions;

THEREFORE BE IT RESOLVED, that NOW sponsor a national mobilization in California in 1996; and **BE IT FURTHER RESOLVED**, that NOW simultaneously coordinate a national Fight-the-Right electoral campaign; and

BE IT FURTHER RESOLVED, that NOW adopt "Shadow Wilson" and "Newt Watch" campaigns, so that wherever presidential candidate Pete Wilson and House Speaker Newt Gingrich campaign across the country, they will be met with actions and demonstrations regarding their open hostility to women's equality, and will coordinate other candidate watch campaigns, such as campaigns against Dole and Gramm and others, as necessary; and

BE IT FINALLY RESOLVED, that NOW conduct a national campaign to beat the anticipated anti-affirmative action ballot initiative in California and other states where it may arise, and to defeat anti-affirmative action legislation in the Congress.

See Also: Politics/Elections

AFFIRMATIVE ACTION FOR CHAPTERS

1995

WHEREAS, the elimination of racism is one of the National Organization for Women's (NOW) priority issues and the establishment and cultivation of an affirmative action policy within each chapter is essential to the success of achieving an inclusive and diverse organization; and

WHEREAS, Affirmative Action has recently been propelled into the forefront of our National consciousness as a wedge issue by the Republican Party meant to de-value women and minorities; and

WHEREAS, NOW recognizes that to be truly effective and honest in our fight to defend Affirmative Action, we must "walk the walk" and encourage chapters to incorporate an effective Affirmative Action plan within their own structure; and

WHEREAS, NOW believes that until the many faces of feminism are reflected in our membership, there can be no true equality;

THEREFORE BE IT RESOLVED, that National NOW develop and promote an Affirmative Action Guide

AFFIRMATIVE ACTION

for chapters designed to educate and encourage chapters regarding the value of diversity and to provide the necessary resource materials and assistance needed to create such a program; and

BE IT FURTHER RESOLVED, that this guide be compiled with assistance from the National Board, the Racial Diversity Director, the Affirmative Action Conference Implementation Committee, and any other appropriate NOW entities; and

BE IT FURTHER RESOLVED, that this guide include a format that stresses the importance of internal membership education prior to any recruitment campaign and that tools such as Consciousness-Raising be strongly encouraged; and

BE IT FURTHER RESOLVED, that to ensure awareness of such a guide, all chapters be mailed one free issue of the guide after its initial creation and that subsequent reminders of its availability be included in leadership mailings on a regular basis; and

BE IT FURTHER RESOLVED, that NOW develop a diversity questionnaire to be mailed annually to chapters for the dual purpose of monitoring successful models and sharing those models with all chapters; and

BE IT FINALLY RESOLVED, that the Affirmative Action guide include sample affirmative action bylaws in order to facilitate such a policy.

See Also: Priorities

ECONOMIC JUSTICE AND EQUAL OPPORTUNITY: NOW'S COMMITMENT TO AFFIRMATIVE ACTION

1995

WHEREAS, white men comprise 33% of the population and 43% of the workforce; and

WHEREAS, all women together with men of color hold only 3-5% of senior management jobs, 1-2% of the jobs in construction, approximately 9% of all federal judgeships, 11% of the seats in the U.S. House of Representatives, 8% of the seats in the United States Senate, and only .2% of positions as Fortune 500 CEO's; and

WHEREAS, women and people of color are disproportionately among the poor, unemployed and underemployed; and affirmative action programs and policies have in the past assisted many women and people of color to gain entry into the workplace and educational institutions; and

WHEREAS, racism and sexism still limit the promise of equal access to all job opportunities; and

WHEREAS, so-called "reverse discrimination" is a concept which was invented to attack affirmative action and divide women and people of color from the rest of the population;

WHEREAS, the cynical rhetoric of political leaders trades on hate and division when attacking affirmative action and establishes a climate in which attacks on women are commonplace and acceptable; and

THEREFORE BE IT RESOLVED, that the National Organization for Women (NOW) fully support the maintenance and expansion of affirmative action programs and policies in employment and education; and

BE IT FURTHER RESOLVED, that NOW provide concrete educational materials to dispel the myths about affirmative action; and

BE IT FURTHER RESOLVED, that NOW continue to develop on-going strategies for mobilizing at the chapter, state and national levels to end the attacks on affirmative action and strengthen enforcement of all related laws and regulations. Strategies should include actions such as: holding educational forums on issues of economic justice and affirmative action; mobilizing local activists against punitive measures; meeting with media representatives and editorial boards to discuss the truths and myths of affirmative action and providing materials to assist in a balanced and accurate presentation of issues around affirmative action; working in coalition with a broad range of organizations affected by the current attacks; and

BE IT FURTHER RESOLVED, that NOW urge the NOW Political Action Committee (PAC) and all local NOW PACs to withhold endorsement, recommendation or support of any kind from any candidate for political

AFFIRMATIVE ACTION

office who does not support affirmative action policies and programs; and

BE IT FINALLY RESOLVED, that National NOW work with all sub-units to implement these strategies in order to influence public opinion and the shape local, state and federal policies.

EQUAL OPPORTUNITY CAMPAIGN RESOLUTION

5/95

WHEREAS, the National Organization for Women takes pride in its 29 year history of achievements toward gaining equality for women in our society , we in no way concede that 200 years of discrimination have been remedied by 25 years of poorly monitored affirmative action; and

WHEREAS, NOW recognizes that women and minorities are on the frontlines in this battle to save affirmative action and that the current climate of attacks is a camouflage for scapegoating women and minorities and an attempt to delay constructive answers to our country's economic problems; and

WHEREAS, NOW's grass-roots activists will play an essential role in mobilizing a campaign and soliciting donations to defend affirmative action prior to the 1996 elections; and

WHEREAS, NOW has a commitment to defend the legacy of Rosa Parks and Dr. Martin Luther King and the many activists who marched and/or died for the concepts of equal opportunity for all people.

THEREFORE BE IT RESOLVED, that the National Organization for Women launch a national campaign dedicated to defeat any attempts to abolish affirmative action laws and programs, and that this campaign start with focus on California and the proposed "Civil Rights Initiative;" and

BE IT FURTHER RESOLVED, that NOW recommend that the National NOW PAC endorse no candidate who expresses opposition to affirmative action laws or programs so long as this debate exists; and

BE IT FURTHER RESOLVED, that National NOW endorse and publicize a rally to be held on July 4, 1996 in California designed to illustrate the significant contributions of women and minorities in this state and to organize/mobilize opposition to the anti-affirmative action initiative that is currently proposed for the 1996 elections; and

BE IT FURTHER RESOLVED, that all chapters of NOW be informed and educated on the significance of this issue in a National Call to Action/Fundraising letter which will outline the campaign and provide relevant activist materials.

See Also: Politics/Elections

AFFIRMATIVE ACTION/NATIONAL BOARD

12/94

WHEREAS, NOW is committed to working not only to bridge the gender gap, but also toward bringing racial gaps - both of which impede the progress of all women in society, and

WHEREAS, NOW has historically made efforts to address affirmative action issues, including the passage of the 1992 "Affirmative Action for Chapters" affirmative action resolution, and

WHEREAS, it is recognized that the elimination of racism occurs through education, dialogue, and distribution of information;

THEREFORE BE IT RESOLVED, that the National NOW Board agree to devote one hour at each National Board Meeting to a presentation and dialogue on prejudice reduction inclusive of all NOW issues for the purpose of educating and increasing awareness of all Board members.

1993 SUPREME COURT DECISION

1993

WHEREAS, women are significantly under represented at every level of elective office from school boards to

AFFIRMATIVE ACTION

county commissions to city councils to state legislatures to the U.S. Congress,
WHEREAS, the U.S. Supreme Court in June 1993 in Shaw v. Reno significantly weakened the power of the Voting Rights Act of 1964 to remedy inequities in people-of-color representation,
THEREFORE BE IT RESOLVED, that NOW condemns the Supreme Court decision, and
BE IT FURTHER RESOLVED, that NOW will investigate and recommend action which will reverse the impact of this decision, and will seek to amend and expand to include women by either legislation or litigation.

AFFIRMATIVE ACTION

1/91

RESOLVED that an article be printed in the NNT which addresses the political and judicial attacks against affirmative action and its use to structure equal opportunity for all in the United States; and that reprints of such be distributed to chapters to generate discussion, local actions, and the re-education of members and the public to the true meaning and broad benefit of affirmative action.

BE IT FURTHER RESOLVED that we urge the inclusion of the issues of racial diversity and affirmative action in all leadership training agendas, beginning with the January 26, 1991 field action training.

AFFIRMATIVE ACTION AND EMPLOYMENT DISCRIMINATION

1989

WHEREAS, recent rulings of the Supreme Court of the United States have severely curtailed existing legal rights and remedies for women and people of color in the workforce and in other economic opportunities and have failed to give full force and effect to the national commitment to end discrimination and overcome the historic effects of past discrimination through affirmative action; and

WHEREAS, by these decisions the Supreme Court has altered existing discrimination law to make it much more difficult for plaintiffs to challenge and government effectively to remedy pervasive or systemic discrimination through reasonable set-aside programs and preferences, and through judicial decrees;

THEREFORE, BE IT RESOLVED that the National Organization for Women (NOW) urges Congress and state and local governments to adopt legislation that fully restores the rights and remedies under discrimination laws and doctrines, that affords more complete and effective rights and remedies to end discrimination, including systemic or pervasive discrimination, that empowers courts effectively to resolve claims of discrimination by means of consent decrees that may remain in repose and that enables governments to undertake affirmative action to undo the historic effects of past discrimination; and

THEREFORE, BE IT RESOLVED that the National Organization for Women endorse and participate in the August, 1989 NAACP march for Civil rights in Washington, DC or in local communities.

AFFIRMATIVE ACTION

6/85

WHEREAS, the Reagan Administration has intensified its efforts to roll back civil rights gains made in the last twenty years; and

WHEREAS, the Justice Department, in a letter to over fifty states, cities and municipalities, has announced its intentions to seek modifications in affirmative action consent decrees which were previously negotiated to end the discriminatory hiring practices of public employers; and

WHEREAS, thirty-five of the more than fifty cases involve sex discrimination as well as race discrimination, and a recent study by the Potomac Institute, entitled, "Affirmative Action in the 1970's," indicated that women and minorities benefited from affirmative action; and

WHEREAS, the Justice Department has indeed filed suit against Indianapolis, Buffalo and Chicago; and
WHEREAS, Brad[ford] Reynolds is being promoted to the #3 job at the Justice Department and will have

AFFIRMATIVE ACTION

even more authority over civil rights enforcement matters;

THEREFORE, BE IT RESOLVED, that the National Organization for Women participate in the efforts of the NAACP, the Women's Legal Defense Fund and other organizations to develop litigational and grass-roots strategies to stop the actions taken by the Justice Department against affirmative action.

Also See Compliance

GENERAL RESOLUTION

1984

WHEREAS, the Supreme Court's recent decision in the Memphis Firefighter's case and the Reagan Administration's negative actions have increasingly threatened the effort to gain employment opportunity; and **WHEREAS**, women and minorities have been discriminated against in employment and education, and denied equal access to the opportunities of our society; and

WHEREAS, women have substantially benefited from the nation's Civil Rights laws and standards of affirmative action, in employment, education, and equal pay for employment; and

WHEREAS, women have traditionally supported goals, time-tables, and constitutional quotas which have been the most effective method for significant upward mobility; and

WHEREAS, women in the labor force have reached an all time high of 43 million, primarily as the result of affirmative action and equal employment programs; and

WHEREAS, in spite of some gains, white women still earn \$0.62; black women \$0.58, and Hispanic women \$0.58 for every dollar earned by white men; and

WHEREAS, civil service pension plans and insurance practices discriminated against women; and

WHEREAS, women in the Democratic Party have worked diligently for equal division; and

WHEREAS, the National Organization for Women has an affirmative action plan which designates racial quotas to assure fair representation; and

THEREFORE BE IT RESOLVED, that the National Organization for Women reaffirms its commitment to the use of goals and time-tables and quotas which are consistent with the principles of our country; and

BE IT FURTHER RESOLVED that the National Organization for Women shall work for the passage and enforcement of national, state, county, and municipal laws or call for the enactment, strengthening or clarification of affirmative action programs designed to include women and minorities and programs designed to ensure nondiscrimination against lesbian and gay workers solely because of sexual preference and against disabled people solely because of their disabilities in areas of public life where they have traditionally been excluded, and to support modified seniority lists in order to protect the percentage of women and minorities and work to eliminate the last hired, first fired syndrome.

INTERNAL ORGANIZATIONAL RESOLUTION

1980

In an effort to complement the efforts on the part of NOW to include minority representation at all levels of the organization and to insure that these efforts reflect the proportionate representation of minorities in the population,

THEREFORE BE IT RESOLVED:

1. That affirmative action be developed and implemented at all levels of the organization; local, state and national; and
2. That this be incorporated into NOW's policy manual; and
3. That the field staff organizers be assigned organizing and monitoring affirmative action effective immediately; and
4. That a progress report be presented to the next National Conference.

MANDATORY HIV TESTING RESOLUTION PROPOSAL

9/95

WHEREAS the HIV status of a newborn cannot be accurately established until 15-24 months after birth, therefore, the testing of newborns effectively establishes only the HIV status of the mother; and

WHEREAS far reaching efforts at the federal, state and local levels target child-bearing women through their newborns for mandatory testing for HIV/AIDS, putting pregnant women in a category separate from all other individuals; and

WHEREAS the National Organization for Women (NOW) has held a position against mandatory HIV testing since the 1980's, which has been repeatedly affirmed; and

WHEREAS NOW has opposed all efforts to introduce into state legislatures, city, county, or federal governments any bills or ordinances whose effect would be to: limit the civil rights of persons with HIV/AIDS, persons with HIV antibodies, or persons in groups thought to be at higher risk of infection than the general population, including mandatory testing, reporting and quarantine; and

WHEREAS the many variations of mandatory testing programs that have been proposed do not provide any necessary or useful information and/or medical services for women and newborns that could not otherwise be obtained voluntarily; and

WHEREAS NOW holds that women's privacy rights and choices are as constitutionally valid as those of any other citizen, regardless of a woman's reproductive status; and

WHEREAS 75% of newborns testing positive at birth eventually shed the HIV antibodies and, therefore, are put in jeopardy because their mothers are afraid to seek routine health care and immunizations; meanwhile healthy babies are getting drugs that the medical community has not fully tested for efficacy and side effects; and

WHEREAS mandatory testing places women and their newborns in an adversarial relationship with their physician(s), the medical community, and possibly the father of the child;

THEREFORE BE IT RESOLVED that NOW reaffirm its emphasis and its opposition to mandatory testing, including what amounts to *de facto* mandatory testing of women through their newborns; and

BE IT FINALLY RESOLVED that NOW initiate a campaign through the media and NOW chapters to educate the public and members about the real issues and real dangers that mandatory HIV testing poses to the civil rights of women and newborns.

See Also: Health, Human Rights

GENDER BIASED MEDICAL DEFINITIONS

1993

WHEREAS, gender bias in the medical profession has resulted in insufficient and/or discriminatory definitions of certain diseases and medical conditions such as AIDS and PMS; and

WHEREAS, the current Center for Disease Control definition of AIDS continues to exclude the primary symptoms of killing diseases -- bacterial pneumonia and pulmonary TB (tuberculosis); and

WHEREAS, women with AIDS are subsequently diagnosed too late in the disease to survive, making AIDS the leading cause of death among women between the ages of 25 and 44 years of age, with a female infection rate approaching 5 HIV positive women per 1000 reported cases; and

WHEREAS, the nation will face an estimated 72,000 motherless children by the year 2000; and

WHEREAS, women's behavior has always been devalued as a mere byproduct of their hormones; and

WHEREAS, the American Psychiatric Association Task Force considered the inclusion of forms of PMS to be classified as a mental disorder in the Association's 4th Edition of the Diagnostic and Statistical Manual (DSM-IV); and

WHEREAS, this diagnosis could be used against women in child custody battles, job discrimination suits

AIDS

and/or mental competency hearings; and

WHEREAS, this classification would be the only hormonally-based diagnosis in the DSM that affects only one sex;

THEREFORE BE IT RESOLVED, that the National Organization for Women include as part of any national health care plan a comprehensive definition of AIDS in women as being an integral component in halting the ever worsening epidemic among women; and

BE IT FURTHER RESOLVED, that NOW actively pressure the new AIDS Czar, as well as the CDC and National Institutes of Health to immediately expand the current definition of AIDS in women; and

BE IT FINALLY RESOLVED, that NOW publicly oppose the APA's ongoing attempts to classify PMS as a mental disorder through press conferences and by continuing to work with the National Women's Health Network to oppose the classification out of any future editions of the DSM.

See Also: [Health](#)

WOMEN WITH AIDS: DEFINITION AND RESEARCH

1992

WHEREAS, the HIV/AIDS pandemic has reached crisis proportions in the United States, particularly among women; and

WHEREAS, the current Center for Disease Control's (CDC) definition of AIDS excludes signs and symptoms unique to women with AIDS; and

WHEREAS, women with AIDS are diagnosed later and die sooner than men; and

WHEREAS, women of color are disproportionately dying of AIDS;

THEREFORE BE IT RESOLVED, that the National Organization for Women demand that every level of government and health care recognize the extent of the epidemic among women; and

BE IT FURTHER RESOLVED, that NOW actively work for the adoption of an expanded CDC AIDS definition, and that NOW pressure the Food and Drug Administration (FDA) and the National Institutes of Health (NIH) to enter into more clinical trials specific to women.

AIDS EDUCATION ON HIGH SCHOOL AND COLLEGE CAMPUSES

1991

WHEREAS, despite students' false feeling of safety, AIDS is an increasingly threatening presence on college and high school campuses; and

WHEREAS, AIDS greatly threatens persons of any sexual orientation; and

WHEREAS, education and prevention efforts on college and high school campuses are inadequate, inhibited, and non-existent;

THEREFORE BE IT RESOLVED, that NOW, working with the developing Young Feminist Network, advocate for colleges and high schools that they fiscally support preventative strategies such as:

1. Condom and dental dam vending machines on campuses
2. Educational programs
3. Prevention counseling and anonymous testing

WOMEN AND AIDS RESOLUTION

1991

WHEREAS, women are the fastest growing group with HIV infection (in 1989, the rate increased 45%) in the U.S.; and

WHEREAS, less than 7% of federally funded AIDS drug trials include women; and

WHEREAS, after diagnosis of HIV disease, women die three times faster than men after diagnosis of HIV

AIDS

disease; and

WHEREAS, diagnosis with AIDS is required to qualify for medical benefits and support services (Medicaid, SSI disability, housing, etc.); and

WHEREAS, approximately 14,816 diagnosed women with AIDS in 1990, 52% were Black and 21% were Hispanic; and

WHEREAS, the Centers for Disease Control (CDC) definition for diagnosis of AIDS excludes many of the symptoms and opportunistic diseases which are present in HIV positive women;

THEREFORE, BE IT RESOLVED, that the National Organization for Women demands that the CDC revise its definition of AIDS to include symptoms and opportunistic diseases which occur in women, such as: chronic refractory vaginal thrush, chronic refractory urinary tract infections, chronic pelvic inflammatory disease, including endometritis. This list is not all inclusive.

WOMEN AND AIDS

1990

WHEREAS, one in every five cases of AIDS will be female in 1991, and the number of women with AIDS is predicted to increase 170% by 1994; and

WHEREAS, heterosexual transmission of HIV is increasing in the United States, and is already the main form of transmission around the world; and

WHEREAS, heterosexual transmission of HIV is 14 times more likely for a woman who has unprotected sexual intercourse with an infected partner than for a man, and

WHEREAS, 82% of all females in the United States who have AIDS are Black or Hispanic; and

WHEREAS, AIDS is already the leading cause of death for women ages 1-9 and 25-34 in New York City and is expected to become the leading cause of death for all women of reproductive age in that city by 1993; and

WHEREAS, the Centers for Disease Control has published a research definition of AIDS that is widely used to determine eligibility for Social Security disability, despite the fact that the definition fails to capture the 15% of HIV infected individuals who die of HIV. Further, the definition does not include any gynecologic manifestations of HIV;

THEREFORE BE IT RESOLVED, The National Organization for Women:

1. demands that our national health policy makers and legislators significantly increase research on AIDS in women and children, increase access for women and children to experimental therapy, and increase the funding specifically targeted for providing care to women and children with AIDS.
2. calls for increased education regarding HIV prevention for women, including better sex education, education regarding behaviors that place a woman at risk, and educational materials that are culturally appropriate, at appropriate reading levels and clearly demonstrate the correct use of preventive measures, such as use of condoms;
3. calls for increased education of physicians and other health professionals regarding the diagnosis and treatment of HIV infection and AIDS in women;
4. demands that the research definition of AIDS set by the Centers for Disease Control not be used for determining eligibility for benefits and entitlements, such as social security disability for HIV infected persons;

BE IT FURTHER RESOLVED, that the National Organization for Women continue to demand access to abortion for all women, public funding for abortions for poor women, and access to health care for all women, recognizing the importance of these services to women with AIDS.

AIDS RESOLUTION

10/88

Moved that NOW form an "AIDS and the Politics of Women's Health" committee to address such issues as "AIDS and HIV infection, intravenous drug and alcohol treatment programs for women; lupus; cervical, breast, and uterine cancer; chronic fatigue syndrome and other illnesses; and issues of discrimination in testing and research. This committee is charged with developing an action plan on AIDS by the May Board meeting.

POLITICS OF WOMEN'S HEALTH

10/87

WHEREAS, the National Organization for Women is on record as opposing mandatory tests and quarantines for AIDS; and

WHEREAS, legislators on the local, state and national level are considering legislation to require testing and quarantining of various groups of people, including prostitutes, pregnant women, people applying for marriage licenses, mental patients and immigrants; and

WHEREAS, women are seven percent of people with AIDS, 90% of the health care providers, and more than 70% of home care providers; and

WHEREAS, the high rate of pregnancy among teenagers is a clear indication of their high risk for AIDS infection; and

WHEREAS, the United States lacks a coordinated, explicit, nationwide AIDS prevention education program,

THEREFORE, BE IT RESOLVED, that all state and local subunits of NOW are urged to organize workshops on AIDS prevention and the politics of AIDS at membership meetings and conferences; and

BE IT FURTHER RESOLVED, that the National Conference Implementation Committee on Lesbian and Gay Rights act as a clearinghouse on AIDS-related legislation and issues, particularly as they affect women, to work with the Action Vice President to develop educational materials for use by chapters and states, and to prepare articles for the National NOW Times; and

BE IT FURTHER RESOLVED, that all subunits of NOW are urged to put pressure on their local public health departments, school systems, and public and private health care providers to organize AIDS prevention education programs targeted to the public at large (including adults and adolescents), and health care workers in particular.

GENERAL RESOLUTION

1986

WHEREAS, the acquired immunodeficiency syndrome (AIDS) is a devastating new viral disease which has brought sickness and death to tens of thousands of human beings in this country and around the world; and

WHEREAS, the AIDS virus will cause disease and death in tens of thousands of women and their children; and

WHEREAS, this public health crisis requires the concerted efforts of our society in the areas of support for medical research, of health care delivery systems and of educational programs; and

WHEREAS, the AIDS virus is not spread by contacts in the home, workplace or schools, but can be spread by sexual contact, either heterosexual or homosexual, by contaminated blood or blood products, or in utero from an infected woman to her fetus; and

WHEREAS, infection with the AIDS virus is an increasingly important rationale for abortion; and

WHEREAS, the Right Wing in this country has seized upon the AIDS epidemic as an excuse to promulgate ordinances and legislation which are not effective from a public health point of view in preventing the spread of AIDS, but which do violate the civil rights of persons at risk for, or infected with the AIDS virus;

THEREFORE BE IT RESOLVED, that NOW promote increased public support of more AIDS research,

AIDS

improved dissemination of accurate information to all sectors of our society regarding authentic means to limit the spread of this infection, including safe sex practices, and an improved health care delivery system for persons with AIDS or ARC (AIDS Related Complex); and

BE IT FURTHER RESOLVED, that NOW oppose all efforts to introduce into state legislatures or in city or county governments any bills or ordinances whose effect would be to limit the civil rights of persons with AIDS or ARC, persons with antibodies to the AIDS virus or persons in groups thought to be at higher risk to AIDS virus infection than the general population, including mandatory testing, reporting and quarantine; and **BE IT FURTHER RESOLVED**, that NOW oppose all efforts to impose the results of "AIDS tests" (i.e., tests for antibodies to the AIDS virus) as a condition of employment, school enrollment, probation, insurability, etc., or any regulation requiring that results of a positive "AIDS test" be reported to any state or local agency; and **BE IT FURTHER RESOLVED**, that NOW support abortion rights for all women including the medically indigent women infected with the AIDS virus, while actively opposing forced abortion or sterilization for women who are seropositive; and

BE IT FURTHER RESOLVED, that NOW oppose the violation of the civil rights of gay men, prostitutes and other persons with or at risk for AIDS virus infection, in either the private or public sectors of our country; and

BE IT FINALLY RESOLVED, that National NOW and/or NOW Equality PAC shall work with California NOW, including providing assistance in raising funds to defeat the LaRouche AIDS Internment Initiative in California, should it qualify.

AIDS RESEARCH

1984

WHEREAS, Acquired Immune Deficiency Syndrome (AIDS) is a serious disease of unknown origin which poses a serious public health problem for all people, not just the groups that have been identified as being at risk; and

WHEREAS, the growing panic about AIDS has already resulted in a major increase in discrimination against lesbians, gay men, bisexuals and others;

THEREFORE, BE IT RESOLVED, that while NOW continues to work on all aspects of lesbian rights, NOW at all levels shall be encouraged to actively support legislation to fund AIDS research and support services for AIDS patients and their chosen families; and

BE IT FURTHER RESOLVED, that NOW at all levels shall be encouraged to actively oppose legislation and/or other actions which would in any way limit the civil and human rights of lesbians, gay men, bisexuals and others; and

BE IT FURTHER RESOLVED, that NOW support the October 8, 1983, national and local AIDS vigils.

BOYCOTTS

DOLE FOOD

5/95

WHEREAS, Dole Food Company is the largest employer of farm workers in California, with over 20,000 farm workers, half of whom are women; and

WHEREAS, Dole should be ashamed that its farm workers in the Coachella Valley's grape vineyards live in their cars, and have no toilet or clean bathing facilities; and

WHEREAS, Dole had sales in 1993 of \$3.47 billion and its billionaire chair David Murdock received a salary of \$1.7 million; and

WHEREAS, Dole refuses to negotiate with the UFW in Coachella; and

WHEREAS, Dole is charged with many unfair labor practices in Oxnard, California, at its Oceanview Produce subsidiary for using violence and racism to attempt to prevent its workers from organizing; and

WHEREAS, Dole has had a sexual harassment suit filed against it in Ventura, California; and

WHEREAS, Dole in Oxnard had its agents tell the farm workers they were "ignorant Mexican animals and fools" for wanting the UFW to represent them; and

WHEREAS, the UFW under the leadership of Arturo Rodriguez, President, and Dolores Huerta, Co-Founder and First Vice President, is dedicated to Cesar Chavez' dream of a national union of farm workers.

THEREFORE BE IT RESOLVED, that the National Organization for Women will support the UFW's organizing campaign at Dole; and

BE IT FURTHER RESOLVED, that NOW contact Dole chair Dave Murdock, to urge in the strongest possible language that Dole Food Co negotiate in good faith with the United Farm Workers, AFL-CIO; and

BE IT FURTHER RESOLVED, that NOW continue to support the California table grape boycott until pesticides, which harm farm workers, consumers, and the environment, and which are linked with breast cancer, birth defects and deaths, are removed; and

BE IT FURTHER RESOLVED, that NOW support a UFW-led boycott of Dole bananas and pineapples if the UFW asks for such assistance in getting Dole to negotiate in good faith.

BOYCOTT COBB COUNTY, GEORGIA

1994

WHEREAS, the National Organization for Women has a long-standing policy supporting the rights of Lesbians, Gay men and Bisexuals to be free from discrimination in all aspects of their lives; and

WHEREAS, NOW supports the recognition and protection of Lesbian and Gay families; and

WHEREAS, NOW supports the exposure and condemnation of bigotry and hate in all its forms; and

WHEREAS, Cobb County, Georgia has been designated as a host of the 1996 Olympic preliminary volleyball events; and

WHEREAS, the Cobb County, Georgia, board of Commissioners passed a resolution on August 10, 1993, condemning Lesbians and Gay men as a threat to the safety, health, and welfare of the community; and

WHEREAS, this governmental action is based on untrue and unfounded stereotypes and bigotry; and

WHEREAS, so long as this county resolution remains in effect it is an international disgrace to host an Olympic event in Cobb County, Georgia;

THEREFORE BE IT RESOLVED, that the National Organization for Women call upon the Cobb County, Georgia, Board of Commissioners to rescind the resolution of August 10, 1993, at the next meeting of the Commission; and

BE IT FURTHER RESOLVED, that NOW call upon the Atlanta Committee for the Olympic Games, the United States Olympic Committee, and the International Olympic Committee to remove the preliminary volleyball competitions from Cobb County, Georgia, and to refrain from hosting any Olympic event in Cobb County, Georgia, if the county resolution is not rescinded; and

BOYCOTTS

BE IT FURTHER RESOLVED, that until the county resolution of August 10, 1993, is rescinded, NOW call upon all Georgia residents and all individuals visiting the Atlanta metropolitan area to boycott Cobb County, Georgia.

4/94

WHEREAS, the Florida Citrus Commission has hired Rush Limbaugh to promote Florida orange juice; **THEREFORE BE IT RESOLVED**, that NOW organize a boycott of Florida orange juice until the Florida Citrus Commission cancels or refuses to renew their contract with Rush Limbaugh.

RUSH LIMBAUGH PICKED TO PEDDLE FLORIDA ORANGE JUICE

2/94

WHEREAS, the Florida Citrus Commission has a history of aligning itself with anti-feminist, anti-lesbian and gay spokespersons, such as Anita Bryant in the 1970s and now Rush Limbaugh in the 1990s; and

WHEREAS, under a \$1 million contract -- that runs from February 14, 1994 through August 14, 1994 -- Rush Limbaugh will promote the sale of Florida Citrus products on his daily radio talk show;

WHEREAS, even though the contract is allegedly with his radio program, Rush Limbaugh also mentions Florida Citrus products on his daily television program; and

WHEREAS, both on his radio and television programs Rush Limbaugh routinely attacks NOW activists, specifically, and other feminists (as "feminazis"), African Americans, liberals, environmentalists and other progressive groups and individuals; and

WHEREAS, the selection of Rush Limbaugh as an "unofficial" spokesperson, and the history of having selected Anita Bryant as an official spokesperson in the 70s, shows a clear lack of concern for women, people of color, and lesbians and gays; and

THEREFORE BE IT RESOLVED, that NOW inform its members, through articles in the National NOW Times and in state and chapter newsletters, of the selection of Rush Limbaugh's programs as a promotional vehicle for the sale of Florida Citrus products; and

BE IT FURTHER RESOLVED, that National Board members:

1. Inform state leadership, by March 7, 1994, of Rush Limbaugh's selection as a Florida Citrus Commission spokesperson and urge the leadership to activate action alert networks to initiate direct action, media, telephone and letter writing campaigns in protest,
2. Write or call the Florida Citrus Commission immediately to protest the selection of Limbaugh,
3. Write or call the Coco-Cola Company (owners of Minute Maid) to protest the selection of Limbaugh,
4. Write or call Florida Governor Lawton Chiles to urge that he use upcoming vacancies to increase diversity on the Florida Citrus Commission, and

BE IT FURTHER RESOLVED, that because the Florida Citrus Commission has aligned itself with Rush Limbaugh, we urge NOW members and all who care about civil rights to exercise their freedom of choice when buying orange juice and all citrus products; and

BE IT FURTHER RESOLVED, that the National Organization for Women regrets the poor judgment shown by the Florida Citrus Commission in choosing to promote their products via a small-minded demagogue with decidedly limited public appeal. As a superior alternative, NOW offers as spokesperson the services of its President, Patricia Ireland, a long-time Floridian with extensive agricultural experience, or any of our other national officers, all of whom better represent the wide cross-section of this country which we presume the Florida Citrus Commission wishes to reach.

BOYCOTTS

NOW ENDORSEMENT OF THE BOYCOTT AGAINST NESTLE AND AMERICAN HOME PRODUCTS

1993

WHEREAS, Nestle, American Home Products and other multinationals have waged a war against breastfeeding for the past 50 years, resulting in a lack of informed choice for women about infant feeding practices and leading to the deaths or illness of over 10 million infants each year in both developing and industrialized countries;

WHEREAS, the decrease in breastfeeding has a deleterious effect on the risk of breast cancer for women; **WHEREAS**, the aggressive, deceptive and unethical marketing tactics of infant formula companies can only be stopped by worldwide consumer action;

WHEREAS, a seven-year boycott against Nestle, which ended in 1984, did succeed in forcing Nestle to change some of its worst promotional practices;

WHEREAS, the National Organization for Women (NOW) endorsed and supported the first boycott against Nestle;

THEREFORE BE IT RESOLVED THAT NOW, endorse the boycott against Nestle and American Home Products which was reinstated in October 1988.

PARC 55 HOTEL

9/91

WHEREAS, NOW strongly supports organized labor's efforts to further the rights and dignity of workers; and **WHEREAS**, the Hotel Employees and Restaurant Employees Union (HERE) Local 2 organizes and represents workers; and

WHEREAS, a clear majority of the workers working at Parc 55 Hotel in San Francisco, California have expressed the desire to be represented by the union by signing union cards; and

WHEREAS, management began an attack against their employees' efforts to gain union recognition that was in fact so vicious that over 90 separate violation of federal labor law were filed against the Parc 55 Hotel over the last two years; and

WHEREAS, the hotel recently slashed medical benefits, causing many workers and their families to lose their health insurance entirely, and at the same time eliminated the employees' retirement plan; and

WHEREAS, the St. Anthony Hotel in San Antonio as well as the Parc 55 Hotel in San Francisco, is a Park Lane Hotel owned by Larry Chan, HERE Union Local 2 is encouraging people of conscience to not patronize the St. Anthony Hotel; and

WHEREAS, the San Francisco Chapter of the National Organization for Women has already endorsed the Parc 55 Boycott, along with many other organizations and elected officials;

THEREFORE BE IT RESOLVED, that the National Board of Directors of the National Organization for Women endorses the boycott of the Parc 55 Hotel in San Francisco and encourages our members as individuals to honor this boycott and also not to patronize the St. Anthony Hotel in San Antonio.

BE IT FURTHER RESOLVED, that the National NOW Executive Committee is directed to send a copy of this resolution to Larry Chan, owner of the Parc 55 Hotel, and HERE Local 2.

UTAH BOYCOTT

4/91

WHEREAS, the Utah legislature passed and the Governor signed into law Senate Bill 23, the most restrictive anti-abortion legislation in the United States, with blatant disregard for the lives of Utah women and all other women; and

WHEREAS, the Utah legislature, in its haste to pass this anti-abortion bill (sponsored by Right-to-Life),

BOYCOTTS

ignored the fact that women who seek illegal abortions are by 1983 state law guilty of homicide, the penalty for which may be life imprisonment or death; and

WHEREAS, Governor Norm Bangerter co-sponsored the 1983 law while he was Speaker of the House and after signing Senate Bill 23 in January 1991, declared his benevolence by saying that he would not put troops at the state lines to prevent women from going to other states to obtain legal abortions; and

WHEREAS, Utah NOW has called for a boycott of the state of Utah, and the awarding of the 1998 Winter Olympics to Salt Lake City until Senate Bill 23 is repealed;

THEREFORE BE IT RESOLVED, that the National NOW Board join with the NOW State Presidents/Coordinators Caucus, the NOW 1991 Young Feminist Conference, Oregon NOW, Wisconsin NOW, Iowa NOW, California NOW and numerous NOW chapters, in supporting the boycott of Utah;

AND FURTHER, that the national NOW officers will take the lead in informing and persuading other feminist and progressive organizations, both domestic and international, to support the boycott.

AND BE IT FURTHER RESOLVED, that national NOW focus media and other resources on the abortion law situation in Utah and, in concert with Utah NOW, work to achieve the immediate repeal of Senate Bill 23.

MOVED that NOW sign onto the coalition letter in support of the Utah boycott, but substitute the following language if possible in the coalition letter, and use this language in our organizing: "This issue is so incendiary because the public views this as an issue where women's very lives are at stake. We know that women and men from across the country have already begun discussion of the necessity for mass demonstrations at the Winter Olympics should they be held in the back alley abortion state of Utah."

ARIZONA BOYCOTT

4/91

MOVED that in response to the failure of the Arizona legislature to act decisively in honoring Martin Luther King, Jr.'s civil rights work through a paid state holiday, and in solidarity with civil rights organizations and NOW chapters in Arizona which have worked for such a memorial in the state, the National Board of NOW rescinds its decision to hold a December 6-8 Board Meeting in Arizona and commends National NOW President Molly Yard's decision to regretfully decline to speak at national conferences in Arizona, including the June 6th Conference on Men and Masculinity, during the MLK boycott.

MIAMI BOYCOTT

1/91

MOVED that NOW join the Miami convention boycott.

DOMINO'S PIZZA

12/89 - Revision of Domino's resolution passed 1/89

Moved that NOW inform all of its subunits (and various coalitions involved with publicizing the funding of anti-abortion activities by Domino's Pizza owner Tom Monaghan) that the following is NOW's position on a boycott of Domino's Pizza:

NOW currently is engaging in an information campaign;

- 1) to inform the public of Monaghan's financial support of anti-abortion activities designed to deny women access to legal abortion and
- 2) to ask members of the public to consider, in light of this information, whether they want to do business with Domino's, knowing that their money will be put to work against abortion rights.

Depending on the response of the company, its owner and franchisees to the information campaign, NOW will determine whether to go forward with organizing a national boycott campaign as previously authorized by the National Board.

BOYCOTTS

INTERNATIONAL PAPER

3/89

Moved that NOW boycott International Paper. Note: International Paper products include the following brand names: International Paper, Arvey, IPCO, Hammermill, Springhill, Strathmore, Beckett, Ward, Coast Envelopes, Union Envelopes and Transco.

DOMINO'S PIZZA

1/89

WHEREAS, Tom Monaghan, owner of Domino Pizza, has repeatedly used his lavish facilities near Ann Arbor, Michigan for fundraisers for Right to Life of Michigan; and

WHEREAS, Tom Monaghan appeared on a Right to Life Phone-a-thon which reached viewers in all the major TV markets to raise funds for the Michigan campaign to deny Medicaid recipients the right to an abortion and pledged \$50,000 in addition to another \$50,000 contribution; and

WHEREAS, Tom Monaghan refused to allow Ann Arbor/Washtenaw County NOW to use his public facilities for a fundraiser when he learned that the money raised would be used to defeat Proposal A.

THEREFORE BE IT RESOLVED, that National NOW urge all of its members to boycott Domino Pizza.

Revised by 12/89 resolution

TWA BOYCOTT

1988

WHEREAS, on March 7, 1968, the 6,000 members of the Independent Federation of Flight Attendants (IFFA) went on strike against Trans World Airlines refusing to give concessions totaling 44 percent in total wages, benefits and work rules which TWA sought from the predominantly female IFFA; and

WHEREAS, TWA employees in other, predominantly male unions, were offered concessions totaling 15 percent, thus indicating discrimination on the basis of sex; and

WHEREAS, in the case of the Flight Attendants, TWA Chairman Carl Icahn unilaterally imposed massive changes in the condition of employment which were never the subject of collective bargaining; and

WHEREAS, the vast majority of the striking Flight Attendants ultimately lost their jobs as TWA Chairman, Carl Icahn, has chosen to hire inexperienced, nonunion personnel to fill the strikers' positions; and

WHEREAS, the IFFA, two years later, continues in its battle against Carl Icahn in the nation's courts, having won two significant court cases, which Carl Icahn has appealed; and

WHEREAS, the struggle of the IFFA and its 6,000 members is an example of the commitment of working Americans to the principles of freedom and liberty on which this nation was founded; and

WHEREAS, the courage, integrity and dedication of these fine Americans is to be commended, as they are fighting for the rights of all working people to organize for better working conditions and decent wages;

THEREFORE BE IT RESOLVED, that this organization commend and support the Independent Federation of Flight Attendants for their leadership in the struggle for justice in the workplace;

BE IT FURTHER RESOLVED, that this organization go on record joining the Boycott of Conscience against TWA; and

BE IT FURTHER RESOLVED, that copies of this Resolution be transmitted to Carl Icahn, Chairman of the Board, Trans World Airlines, 605 Third Avenue, New York, New York 10158, and to the Independent Federation of Flight Attendants, 630 Third Avenue, New York, New York 10017.

BOYCOTTS

RESOLUTION IN SUPPORT OF THE REVOLN BOYCOTT

1987

WHEREAS, Revlon Inc. is positioning itself to significantly threaten the future survival of its minority-owned competitors in the United States; and

WHEREAS, Revlon, Inc. continues major manufacturing activities in South Africa and has thus far refused to consider divestiture; and

WHEREAS, in November 1986 the President of Revlon's Professional Products Group publicly stated that all black-owned health and beauty aids enterprises would be taken over by white-owned companies within two years,

THEREFORE BE IT RESOLVED, that NOW joins Operation Push and other civil rights organizations in calling for a boycott of all Revlon Products until such time as Revlon establishes plans to meet the following 3 goals:

- closure of all manufacturing operations in South Africa;
- equitable employment and promotions for women of all races and minority men and for the use of women-owned businesses and minority contractors;
- hiring of more women of all races and minority men into the intern and management training programs of Revlon and its subsidiaries; and

BE IT FURTHER RESOLVED, that NOW members are encouraged to join in activities of the Revlon boycott, including picketing stores that sell Revlon products.

DELTA AIRLINES

1/87

WHEREAS, Delta Airlines, in settling lawsuits stemming from a major air disaster, publicly valued the lives of a gay male and a woman who once worked for a massage parlor as less than the lives of other people killed in the crash; and

WHEREAS, Delta Airlines refused to allow a person with AIDS to board a plane without an attendant;

BE IT THEREFORE RESOLVED, that NOW call on its members to boycott Delta Airlines and its subsidiaries, Frontier and Western Airlines because of their homophobic and sexist policies.

"WRATH OF GRAPES" BOYCOTT

6/86

WHEREAS, the health and safety of the California farm workers is once again in serious jeopardy; and

WHEREAS, California grape growers are currently using five of the most deadly pesticides in the grape production process; and

WHEREAS, the pesticides have induced severe ailments and have caused cancer, mutations, deaths and birth defects in farm workers; and

WHEREAS, Governor Deukmejian has refused to do anything to stop the grape growers from using these pesticides even though current legislation prohibits their use;

THEREFORE BE IT RESOLVED, that NOW endorse the "Wrath of Grapes" boycott and encourage its members to boycott California grapes until current legislation regarding labor laws is enforced and be it further resolved that an article regarding the boycott be published in the next issue of the NNT.

HORMEL

5/86

WHEREAS, NOW recognizes the importance of solidarity with the union movement and our common struggle for social and economic justice; and

BOYCOTTS

WHEREAS, our real opposition is the same; they are the ones who profit from denying women their rights just as they profit from denying trade unionists determined to protect the victories of the past 50 years for workers, minorities and women's rights, and determined to fight back against those who want to push us backwards; and

WHEREAS, the workers in Local P-9, UFCW, have been on strike against Hormel in Austin, MN since August, 1985; and

WHEREAS, while the Hormel company is one of the most profitable meatpackers in the business whose company profits were called by Business Week, "the envy of the industry," the company, which raised the salary of its chair from \$339,000 to \$570,000 per year, slashed workers wages 23%; and

WHEREAS, in an industry with an accident rate of 33 accidents per 100 workers per year, Hormel in Austin has an accident rate of 220 per 100 workers and yet has reduced the rights of injured workers and grossly reduced health care benefits; and

WHEREAS, the National Guard and local law enforcement have violently attacked and harassed P-9 strikers and their families while protecting strike breakers; and

WHEREAS, Local P-9 has voted twice not to accept the contract proposed by Hormel and has called for support of their strike and a boycott of all Hormel products by union, civil rights, feminist and other progressive organizations and individuals; and

WHEREAS, the Prairie States, Mid-Atlantic and Southeast Regions have voted to support the strike and boycott against Hormel;

THEREFORE BE IT RESOLVED, that the National Organization for Women:

1. supports the struggles of UFCW P-9 for democratic rights and a fair contract;
2. supports the boycott of Hormel products;
3. condemns the failure of Hormel to bargain with its union, the use of strikebreakers and firing union activists;
4. condemns the use of the National Guard and local law enforcement officials to break the strike against Hormel; and
5. encourages attendance at the National Solidarity rally in Ottumwa, IA on May 10, 1986 in support of Local P-9.

WINN-DIXIE

11/85

WHEREAS, Winn-Dixie has traditionally had a history of racist and sexist employment practices; and

WHEREAS, Winn-Dixie has traditionally fought any unionization of workers, and

WHEREAS, Winn-Dixie has traditionally included inequality in its management practices; and

WHEREAS, Winn-Dixie has, despite efforts by SCLC (Southern Christian Leadership Conference), NOW and others, continued to support the racist and sexist apartheid policies of South Africa by continuing to purchase products and invest in South Africa;

THEREFORE BE IT RESOLVED, that the National Organization for Women votes to support the SCLC (Southern Christian Leadership Conference) boycott and to join the picket of Winn-Dixie on Nov. 23, 1985.

SUNKIST

7/85

BE IT RESOLVED, that NOW call for a National Boycott of Sunkist Lemons, that National NOW will initiate a press conference, informing the public of the boycott endorsement within 10 days after the close of this Conference, and will encourage all subunits to do likewise, as well as other groups and organizations and will place an article in the National NOW Times.

BOYCOTTS

BE IT FURTHER RESOLVED, that this boycott actively continue until such time as the lawsuit is resolved favorably to the women workers.

BE IT FINALLY RESOLVED, that NOW requests NOW-LDEF to review the case for possible action.

COORS BOYCOTT

12/84

WHEREAS, Joseph Coors vigorously opposes the ERA; and

WHEREAS, Coors Chairman William Coors actively fought against the enactment of the 1964 Civil Rights Act; and

WHEREAS, The Coors brothers were major supporters of James Watt, and Joseph Coors is being considered as Edwin Meese's successor as special advisor to the President; and

WHEREAS, Adolph Coors Company engages in horrendous labor practices including forced lie detector tests, union busting, search and seizure of employees' personal property, and loyalty oaths; and

WHEREAS, The Coors brewery is the only non-union brewery of any size in the country; and

WHEREAS, William Coors recently stated to an organization of minority business owners that "one of the best things (slave traders) did for you is to drag your ancestors over here in chains," and that blacks lack "intellectual capacity;" and

WHEREAS, The Coors family has made significant contributions to organizations which oppose the rights of women, Third World, and lesbian and gay people, as well as anti-union organizations; and

WHEREAS, All voting stock and 90% of non-voting stock of the Adolph Coors Company is owned by the Coors family, thus establishing clear relationships between the beer we buy, Coors family profits, and large donations to these ultra-conservative groups; and

WHEREAS, Minnesota NOW, Ohio NOW, North Carolina NOW and Oregon NOW (and perhaps others) support the boycotts in their respective states;

THEREFORE BE IT RESOLVED THAT, the National Organization for Women endorse and participate in the boycott of Coors beer by publicizing the boycott to its members and networking with the AFL-CIO and other boycotting organizations.

GREYHOUND

12/83

NOW supports the strike of the Amalgamated Transit Workers against Greyhound Bus Lines. This support may be in the form of press releases, joining picket lines, and boycotting Greyhound until all union busting activities cease. Reimbursements will not be made for services provided by Greyhound after 12/11/83.

EQUITABLE

1983

The National Organization for Women will hold the insurance industry responsible for its anti-women, anti-organizing employment practices, including but not limited to the Boycott of Equitable products.

NEW YORK AIR

1/82

NOW adopts a resolution to join the boycott of New York Air.

PERDUE CHICKEN

2/81

The National NOW board endorses the boycott of Perdue Chickens.

BOYCOTTS

SANDERSON FARMS

2/80

WHEREAS, the National Organization for Women is concerned with eradicating sexism, racism, and economic injustice in the workplace; and

WHEREAS, we believe that bona fide collective bargaining protection for more women and minority workers is key to closing the wage gap; and

WHEREAS, industry is moving to the less organized South and, as with the ERA, current labor victories in southern unratified, right-to-work states are critical to the future of women workers in this country; and

WHEREAS, the Sanderson Farms strike in Laurel, Mississippi, by Local 882 of the International Chemical Union Workers Union and their national boycott on Miss Goldy's Chickens is a pitched battle against the worst kinds of sexism, racism, and economic injustice against primarily black women workers; and

WHEREAS, we applaud the tremendous courage of the local unionists, the priorities of the ICWU, and the endorsement of the AFL-CIO;

THEREFORE BE IT RESOLVED, that the National Organization for Women whole-heartedly endorses the boycott of Miss Goldy's Chickens and actively supports the members of the International Chemical Workers Union Local 882, AFL-CIO, who are on strike against Sanderson Farms in Laurel, Mississippi.

RED COACH LETTUCE

2/80

WHEREAS, the National Organization for Women has been on record in support of the United Farmworkers' boycott efforts since 1973; and

WHEREAS, lettuce farmworkers began the lettuce boycott again in 1979, because the growers refused to bargain and they employed professional strikebreakers who initiated violence which resulted in the death of one farmworker; and

WHEREAS, we know that strong and effective unionization is key to winning improved economic status for our minority sisters and their families;

THEREFORE BE IT RESOLVED, that the National Organization for Women whole-heartedly endorses the Red Coach iceberg lettuce boycott of the United Farmworkers, AFL-CIO.

NESTLE

5/79

NOW will boycott Nestle's products because of their exploitation of women and children. NOW endorsement of the boycott carries no endorsement or bias for or against either breast or bottle feeding.

WINN-DIXIE

1978, 1977

The National Organization for Women will work toward closing the wage gap and improving the status of women in the work force, in part, by endorsing and supporting the Winn-Dixie Boycott in 14 states, thereby supporting the rights of their employees -- over 50% female -- to the benefits of unionization.

J.P. STEVENS

1978, 1977

As the National Organization for Women moves into the Second Decade, we will set priority on developing short- and long-range strategy for education and action on active support for the boycott against J.P. Stevens.

BOYCOTTS

1978

NOW continues to support the boycott against J.P. Stevens products and urges active participation in planned actions around the country against J.P. Stevens, the United States' most notorious labor law violator, on November 30.

UNITED FARM WORKERS (CALIFORNIA-ARIZONA LETTUCE AND GUILD BRANDY)

1973

In support of Mexican-American sisters, NOW should endorse the United Farm Workers' Boycott of California-Arizona lettuce and Guild brandy.

UNITED AIRLINES

5/68

NOW will write an official letter regarding the United Air Lines MEN ONLY flights to all appropriate parties (e.g., United Air Lines, FAA, etc.).

If the letter comes back from United Air Lines with a negative reply, NOW should take it up as a legal case.

**See Also: Racial and Ethnic Diversity
Reproductive Rights
Labor**

CHILD ABUSE

CHILD ABUSE RESPONSE

1991

WHEREAS, the reported incidence of serious child abuse is epidemic;

WHEREAS, the continuing effects of child abuse seriously impair the ability of women to take advantage of their opportunities throughout their lives;

WHEREAS, nearly 1 in 4 women, compared to 1 in 7 men, report one or more incidents of sexual abuse occurring prior to age 18;

WHEREAS, child abuse, especially sexual abuse, is perpetrated, in most cases, by adult males whose position in the family and society endows them with the power to escape detection and punishment for their acts;

WHEREAS, these common prejudices cause society as a whole and the court system in particular: 1) to deny parents (usually mothers) the right and the ability to protect their children from abuse when children disclose it; and 2) to punish parents for abuse perpetrated by others when the parents fail to detect it;

NOW THEREFORE BE IT RESOLVED, that the National Organization for Women (NOW) make official a special task force specifically designed to aid NOW in formulating national and state-wide objectives regarding child abuse issues, and to specifically address the lack of due process for protective parents to insure equal protection as granted by the U.S. Constitution, without any loss of liberty interest on the part of the protective parent (the parent who believes the child's statements regarding abuse, usually the mother) or the child; and

BE IT FURTHER RESOLVED, that NOW advocate and work for the passage of, and vigorous enforcement of, laws ("CHILD ABUSE RESPONSE LAWS") requiring all legal and other professionals (including but not limited to judges, lawyers, prosecutors, law enforcement officers, and health care professionals) who do not report existing abuse or seek to minimize the child's disclosures when these disclosures are coupled with medical and clinical evidence, to be held accountable to specially qualified, multidisciplinary, non-misogynist review boards competent to deal with the dynamics of intrafamilial child abuse; and

BE IT FURTHER RESOLVED, that NOW will advocate for the legal protection of the child and the protective parent (usually a mother), and NOW will advocate for those professionals who validate the child's abuse claims, recognizing the backlash which includes illegal incarceration, litigation and termination of parental rights (usually the mother's) and for professionals includes illegal litigation, censure and "blacklisting" from professional ethical boards and associations.

BE IT FURTHER RESOLVED, that NOW advocate and work for the passage of and vigorous enforcement of a federal law providing that all government funding be withheld from any system not in compliance with the CHILD ABUSE RESPONSE LAWS; and

BE IT FURTHER RESOLVED, that punishment of parents (usually mothers), by loss of custody or otherwise, for attempts to protect their children from abuse, is hereby denounced as a violation of women's and children's rights to Equal Protection of Law, and evidence of such violations will be collected, documented, reported, and opposed to the maximum extent possible by the TASK FORCE; and

BE IT FURTHER RESOLVED, that secrecy in court proceedings involving women who have revealed victimization of themselves and children within the family is hereby denounced as a violation of women's and children's First Amendment rights, and that information regarding such secret proceedings will be collected, documented, reported, and opposed to the maximum extent possible by the TASK FORCE; and

BE IT FURTHER RESOLVED, that all members of NOW are urged to support and encourage judges, legislators and other elected officials with strong records of protection of children, and publicize insensitivities to their issues.

CHILD ABUSE

CHILD SEXUAL ABUSE

1989

WHEREAS, research has shown that at least one of every three women and one of every seven men have been sexually abused by the time they reach age 18; and

WHEREAS, the criminal justice system is ill-equipped to address the special needs of children who have been sexually abused, and does not adequately provide support for the testimony of child witnesses/victims; and **WHEREAS**, the dynamics surrounding child sexual abuse often prevent the victim/survivor from acknowledging their victimization for many years and/or delay the manifestation of emotional injuries; and **WHEREAS**, current statutes of limitations operate to prohibit civil lawsuits by adult survivors of child sexual abuse who do not discover their abuse until years after they reach adulthood; and

WHEREAS, mothers across the country are being jailed for an unlimited length of time for civil contempt because they refuse to disclose the location of their children, and refuse to turn those children over to the abusers for unsupervised visitation,

THEREFORE BE IT RESOLVED, that the National Organization for Women urge the adoption of legislation or court rules to allow child victims of sexual abuse to testify out of court using videotaped depositions, one-way or two-way closed circuit television, or similar processes; and

BE IT FURTHER RESOLVED, that NOW urge the passage of the Federal Victims Services and Protections Compliance Act (HR 1303, S 533) as a model for state legislation to deal with a variety of issues, including among other things: elimination of the statute of limitations for criminal prosecutions in child abuse cases, provisions for background checks of workers with supervisory or disciplinary authority over children, and modification of courtroom evidence procedures to allow use of out-of-court statements and dolls or other testimonial aids; and

BE IT FURTHER RESOLVED, that NOW work for the passage of HR 2136, S 1163 and state laws which limit the length of time an individual can be jailed for civil contempt in child custody and visitation cases involving allegations of abuse, and provide due process rights to those so jailed; and

BE IT FURTHER RESOLVED, that NOW work for passage of laws which extend the time period in which adult survivors of child sexual abuse can bring civil lawsuits against the individual who sexually assaulted them as children; and

BE IT FURTHER RESOLVED, that NOW designate Father's Day as a day to ask men's groups to join us on this issue.

CHILD SEXUAL ABUSE

1/89

WHEREAS, there are documented cases across the nation of women being jailed pursuant to various civil contempt statutes because they have refused to turn their children over to sexual abusers in violation of court orders; and

WHEREAS, these women are then found to be in contempt of Court and placed in confinement in local jails indefinitely for actions taken in the best interest of their children with no trial by jury or hearing of any kind; and

WHEREAS, the judicial system has often failed to provide protection of women's and children's rights in cases involving child sexual abuse; and

WHEREAS, men who fail to act in their child's best interest by failing to pay court ordered child support and who are found in contempt of court are seldom sanctioned for their actions by being placed in jail, and when a jail term is ordered, the periods of confinement are often of nominal duration;

THEREFORE BE IT RESOLVED, that the National Board of the National Organization for Women address these inequities by developing a formal policy and related actions including urging the state

CHILD ABUSE

coordinators/presidents to form task forces at the state level to examine and address the current statute of civil contempt laws in the several states and territories within the nation and how these laws can be changed to protect the due process rights of these women and children, and to examine possible means for addressing the inequities in the application of civil contempt laws to the women who have been or may be found in contempt and jailed for protecting their children from sexual abusers, including, but not limited to any violations of the women and children's constitutional rights; and

BE IT FURTHER RESOLVED, that these task forces examine the possibility and processes for organizing recall drives for the judges responsible for the atrocious and discriminatory treatment of the women in these cases; and

BE IT FURTHER RESOLVED, that the task forces report to the National NOW Board and/or conference recommendations for a plan on how to best address these issues and stop this appalling treatment of women and their children.

CHILD SEXUAL ABUSE

10/88

WHEREAS, there are documented cases across the nation of women being jailed because they have refused to turn their children over to abusers with visitation or custodial rights; and

WHEREAS, the agencies of law enforcement and the judicial system have often failed to provide protection of women's and children's rights in cases of child sexual abuse;

THEREFORE BE IT RESOLVED, that NOW demand legal enforcement of rights of women and children in the judicial system when sexual abuse of children is the issue; and

BE IT FURTHER RESOLVED, that NOW endorse the Mississippi Freedom Summer Project whose goal is to focus national action and attention on child sexual abuse as demonstrated by the cases of Chrissy Foxworth, Katie and Adam Newsom, and Hilary Foretich; and

BE IT FURTHER RESOLVED, that NOW demand that civil and criminal proceedings directed against those who protect and advocate for child sexual abuse victims be dismissed.

BE IT FURTHER RESOLVED, that local NOW chapters begin investigation of recall petitions against elected judges and elected prosecutors in such cases.

CHILD CARE

CHILD EXCLUSION AND COERCED CONTRACEPTION

12/94

WHEREAS, child exclusion proposals have been introduced across the country and are included in the conservative agenda at the Congressional level; and

WHEREAS, California Governor Wilson has asked President Clinton for a waiver to enforce a child exclusion provision in California, which denies AFDC assistance to newborns whose families are already receiving assistance for other siblings; and

WHEREAS, the California Child Exclusion provision has an exception for contraceptive failure but only if the contraception is Norplant, IUD, or Sterilization; and

WHEREAS, a woman has the right to terminate a pregnancy, use contraception, and to bear children, and the Supreme Court has ruled in favor of a right to privacy, and these proposals have the effect of coercing contraceptive and reproductive decisions; and

WHEREAS, it is unfair to cut benefit levels to families already living below the poverty line, and the combined benefits to families from AFDC and food stamps are below the poverty level in all 50 states and District of Columbia; and

WHEREAS, excluding newborns from welfare only singles out the poorest children for unequal treatment; and

WHEREAS, social welfare analysts and scholars consistently report that the great majority of pregnancies among women on AFDC are unintended; and

WHEREAS, the Clinton administration has already issued waivers to states for similar programs; and

WHEREAS, comment on the waiver request is due by December 18, 1994.

THEREFORE BE IT RESOLVED, that NOW send a letter urging the Clinton administration to reject the California request for a waiver; and

BE IT FURTHER RESOLVED, that NOW also respond to similar waiver requests that are submitted from other states; and

BE IT FURTHER RESOLVED, that NOW members, states and chapters in states with current waivers from the Clinton administration be urged to also submit a letter or objection during the comment period; and

BE IT FINALLY RESOLVED, that NOW activists take action against similar efforts across the country to implement child exclusion and coerced contraception proposals.

See Also: Reproductive Freedom

CHILD CARE LEGISLATION SUIT

4/90

Motion was adopted that NOW explore the possibilities of joining a suit against all parts of any child care legislation that allow vouchers to be used to pay for religious education.

CHILD CARE ACTION PLAN

1989

WHEREAS, since calling for child care for all people of all income levels in 1967, the National Organization for Women has been in the forefront of the movement to establish a national policy on child care; and

WHEREAS, 72% of women with children ages 6-17, 57% of women with children under age 6; and 53% of women with children under age 3 are employed outside the home, according to the Bureau of Labor Statistics; and

WHEREAS, NOW still believes American children at all income levels, should have an opportunity for quality child care, childhood development programs and education; and

WHEREAS, this country has historically funded early childhood development programs and education for all

CHILD CARE

-through the funding of the public education system; and

WHEREAS, 71% of the public agrees that the government should develop policies to make child care services more available and affordable;

WHEREAS, the bill that passed the U.S. Senate, S.5 (Act for Better Child Care), allows discrimination and merges church and state by allowing direct funding of religious education; and

WHEREAS, NOW went on record in 1988 supporting S. 123 Smart Start;

NOW THEREFORE BE IT RESOLVED, that NOW supports H.R.3, the Child Development and Education Act of 1989 and H.R. 1089, The Child Care 2000 Act, with their current language for non-discrimination in hiring and admissions and their strong language for the separation of church and state;

BE IT FURTHER RESOLVED, that NOW calls for a National Needs Assessment of Child Care to document both the supply of child care programs and the number of children whose parent(s) work outside the home or are in job training or educational programs;

BE IT FURTHER RESOLVED, that NOW calls for the development of new child care legislation to be introduced into the 103rd Congress which would reconceptualize this nation's approach to child care and create a child development model. This model will help develop each child for her/his fullest potential and maximize each child's ability to live in today's technological world so that she/he can meet exciting new challenges and enjoy life to its fullest.

EARLY CHILDHOOD EDUCATION BILL

3/89

Moved the following policy on components important to an adequate Early Childhood Education Bill:

"Early childhood development involves education, nutrition and socialization. This bill creates a system of public early childhood education within the department of Education.

This bill will provide for an extended school year and/or a publicly funded summer program. This bill will provide a publicly funded program for 6-11 year olds for after regular school hours in the public school setting.

This program will be an enhancement program for physical fitness and an enrichment program in math, science, technology and the arts. This program will serve to promote national security, preserve and promote effectiveness in the world markets and fight substance abuse.

This bill will guarantee adequate salaries for child care workers. The funding required for this system will be a combination of federal, state and local monies with local control of programs and expenditures. There will be an option for contracting out for services.

Due to the training required to create quality workers and the necessity of maintaining stability in the workforce, the funding must be multi-year and must be adequate."

CHILD DEVELOPMENT AND EDUCATION ACT CHILD CARE AND EDUCATION 2000 ACT

3/89

Moved that NOW support HR 3 (Hawkins) Child Development and Education Act of 1989 and HR 1089 the Child Care and Education 2000 Act (Edwards).

WORKING DRAFT/SUMMIT MEETING

1/89

Moved that the Executive Committee come to the next Board meeting with a working draft of a policy

CHILD CARE

proposal and a timeline for a "summit" meeting of feminists on child care and development of child care legislation.

COMPREHENSIVE CHILD CARE ACTION PROGRAM

1988

WHEREAS, 60% of women with children under three years old are employed full-time outside the home; and **WHEREAS**, some 10 million children under six are in need of care and education and another 10 million under the age of 11 need before and after school and summer programs; and

WHEREAS, existing child care facilities and arrangements are woefully inadequate leaving millions of children under the age of 10 without supervision or care during all or part of the day, let alone education; and **WHEREAS**, currently 75% of childcare workers are paid less than the federal minimum wage and have no workers benefits such as adequate breaktimes, insurance coverage, vacation and sick leave; and

WHEREAS, most experts estimate the cost for adequate quality childcare in excess of \$10 billion and some as high as \$100 billion; and

WHEREAS, all American children, regardless of family income, should have an opportunity for quality childhood development, education, and care; and

WHEREAS, the current proposed ABC Bill asking for \$2.5 billion is woefully inadequate; and

WHEREAS, the Catholic Conference of Bishops is demanding that the ABC Bill be passed without adequate provisions for separation of church and state and provisions to prevent sex discrimination; and

WHEREAS, the Bill includes voucher as a primary funding mechanism for children of families with incomes 115 percent of the median family income or less; and

WHEREAS, 71 percent of the public agrees that the government should develop policies to make childcare services more available and affordable;

THEREFORE BE IT RESOLVED, that NOW work to improve the ABC Bill by fighting to keep its antisex discrimination provisions its separation of church and state guarantees and to increase its funding while opposing its voucher funding system;

BE IT FURTHER RESOLVED, that NOW develop a comprehensive childcare bill for introduction in the 101st Congress which will provide for the development of a quality, public early childcare and education system, including before and after school and summer programs which are modeled after the current public school systems that provide for democratic, local control with parental involvement; provide federal public funding in combination with local and state matching funds and a sliding scale fee; designed with phasing-in mechanism to reach a goal of total public funding; and a funding authorization of at least \$40 billion with building funds for new facilities as well as operational funds;

BE IT FURTHER RESOLVED, that NOW will fight for decent pay and benefits as well as for professional standards for childcare workers; and

BE IT FURTHER RESOLVED, that NOW will support Senator Kennedy's "Smart Start" Bill for improving the educational funding for childcare; and

BE IT FURTHER RESOLVED, that NOW will fight for zoning ordinances, local and state options, programs and licensing procedures which will enhance and increase quality childcare.

BE IT FURTHER RESOLVED, that NOW begin to develop education materials that will encourage more involvement of fathers in their children's care.

BE IT FURTHER RESOLVED, that NOW will continue to fight for non-biased, non-sexist childcare.

ACT FOR BETTER CHILD CARE

1/88

Moved that NOW hire a consultant to draft a model comprehensive child care bill which provides a policy for

CHILD CARE

public funding without a voucher system. In the meantime NOW will work to support the Act for Better Child Care (ABCC) bill and will work to tighten the regulations governing the voucher system and promoting realistically achievable standards, and working to further refine the bill, as long as the bill continues to have sections that prohibit religious indoctrination, includes Title IX protections and provides for the use of non-sexist language in materials developed for use in the child care centers.

FAMILY AND MEDICAL LEAVE BILL

10/87

The National Organization for Women will support and put its energies behind the passage of Senator Dodd's Family and Medical Leave Bill S249 and will oppose the House compromise as inadequate.

See Also Employment

CHILD CARE PLAN OF ACTION

1987

WHEREAS, the United States is the only one of over 100 industrialized countries that does not offer government-sponsored day care programs; and

WHEREAS, if present trends continue, 50 million children will have working mothers by 1995, doubling the number of children needing child care in the next eight years; and

WHEREAS, the National Organization for Women has been in the forefront of the movement to establish a national policy on child care since 1967; and

WHEREAS, child care is an issue that affects all generations of people because the lack of child care requires people, usually women, to drop out of the paid work force or take part-time jobs, thereby reducing their pensions and social security and creating poverty during their older years; and

WHEREAS, current NOW policy supports full public funding of early childhood education/child care; and

WHEREAS, child care workers, usually women, receive low pay and few or no benefits thereby leading them to leave the profession or face a future of poverty;

WHEREAS, complex and irrational regulation often impede the opening of child care centers; and

WHEREAS, this country has historically funded early childhood development and education through the funding of the public education system; and

WHEREAS, the education system in this country was developed when this country was primarily agrarian and children were needed for seasonal farm work,

THEREFORE BE IT RESOLVED, that the National Organization for Women adopts the following CHILD CARE PLAN OF ACTION:

1. NOW calls on all Presidential candidates to fully debate child care issues during the 1988 Presidential debates and to insist on the inclusion of child care issues in the debate.
2. NOW calls on all candidates for office, elected public officials and the political parties themselves to show their commitment to today's families by pledging themselves to the passage of legislation which would provide for comprehensive child care for families of all income levels throughout the country.
3. NOW calls for child care workers to receive salaries and benefits commensurate with their level of responsibility, their required level of education and their expertise.
4. NOW calls for every state to establish a Child Care Board comprised of child care providers and consumers to review, streamline and rationalize the child care procedures and requirements within the State.
5. NOW once again calls for complete funding of early childhood development and education.
6. NOW calls for the educational system of this country to adjust to today's reality by instituting

CHILD CARE

administrative changes which would address the varied needs of families.

BE IT FURTHER RESOLVED, that the National Organization for Women at all levels will conduct a public relations campaign to inform the public of the need for legislation and will actively lobby for its passage.

CHILD CARE PLAN OF ACTION

1986

WHEREAS, the United States is the only major industrialized western nation that does not lend its support and resources to early childhood education/child care; and

WHEREAS, lack of early childhood education/child care in this country is a national crisis and a national shame; and

WHEREAS, lack of early childhood education/child care disproportionately and adversely impacts women, especially poor and minority women; and

WHEREAS, the lack of quality early childhood education is carried to the future through our children; and

WHEREAS, early childhood education is as important as childhood education beginning at 5 or 6 years of age; and

WHEREAS, NOW recognizes the value of the educational services provided by child care workers; and

WHEREAS, NOW believes that our children's future is more important than new missile systems;

THEREFORE BE IT RESOLVED, that:

1. NOW supports full public funding of early childhood education/child care starting in infancy and continuing through primary and secondary school in a variety of child care arrangements.
2. NOW supports quality child care that results from adequately trained teachers who receive decent salaries and benefits.
3. NOW supports child care for a full variety of parental working hours including a variety of daily hours as well as summer programs in areas where existing school programs are for 9 or 10 months.

BE IT FURTHER RESOLVED, that NOW adopt the following course of action for early childhood education/child care:

1. The President of NOW is called upon to appoint an action-oriented Child Care Conference Implementation Committee prior to the fall, 1986 National Board meeting. This committee shall be charged with the collection and dissemination of information about child care activities and the development of "how to" materials on child care for chapters and states.
2. The Action Vice President of NOW shall be charged with the responsibility of developing a Child Care Plan of Action that will focus on the short and long term goals and strategies for the implementation of full public funding for early childhood education. This Child Care Plan of Action will be presented to the 1987 National NOW conference for discussion and adoption.

CHILD CARE

1985

WHEREAS, almost 60% of women with children are in the paid workforce; and

WHEREAS, quality child care options are necessary for women joining the paid workforce, single parents, troubled families, and women in crisis needing appropriate support services; and

WHEREAS, there is an urgent national need for affordable, accessible and quality child care programs and facilities; and

WHEREAS, public policy at the federal, state and local government level should reflect critical child care needs of the American families at all income levels;

CHILD CARE

THEREFORE BE IT RESOLVED, that the National Organization for Women incorporate child care as an important element of its national agenda by assigning a paid staff member to facilitate federal child care legislation and to assist state and local chapters in developing strategies to encourage and support comprehensive quality child care policies, programs and facilities. **(Also See Domestic Relations)**

CHILD CARE WITHIN NOW

4/83

WHEREAS, NOW recognizes that our most important investment in the future is our attitude toward and treatment of children and those who care for them (hereafter called caretakers); and

WHEREAS, it is important to provide to the caretakers (parents, grandparents, guardians) of children an equal opportunity of participation in feminist activities and growth processes; and

WHEREAS, there currently exists legal and social discrimination against children and their caretakers, especially women, based on patriarchal attitudes and ignorance; and

WHEREAS, NOW recognizes its leadership role in eliminating discrimination against children and their caretakers by providing a feminist model of child care;

THEREFORE BE IT RESOLVED, that non-sexist, non-racist, quality, free, child care be provided at all National meetings, including, but not limited to, the Annual National Conference and all national Board meetings; and

BE IT FURTHER RESOLVED, that one of the criteria for selection of a site for National meetings be the adaptability of the site to the needs of children, and since all NOW functions, including those at the regional, state, and local levels, provide the same opportunities for children be it resolved, that National NOW strongly urge all units of NOW provide child care and select its meeting sites with child care in mind.

CHILD CARE ACTION

1981

WHEREAS, ERA is an economic issue; and

WHEREAS, the availability and accessibility of child care options is an integral component of achieving the overall goal of equal rights for women;

THEREFORE BE IT RESOLVED, that NOW take a more active role in linkages with other organizations and take a timely stand on every piece of federal child care legislation and that the early childhood development committee be charged with disseminating this information to NOW chapters; and

THEREFORE BE IT FURTHER RESOLVED, that the early childhood development committee develop action kits and resource materials for NOW chapters to increase their knowledge and awareness of child care needs and resources and to enable the chapters to effectively encourage government, employers and unions to provide child care supports and benefits, including, but not limited to, onsite child care, flextime and job sharing; and

THEREFORE BE IT FURTHER RESOLVED, that in line with this broadened scope, the name of the early childhood development committee be changed to the child care action committee.

EARLY CHILDHOOD DEVELOPMENT

1977

WHEREAS, children are a fundamental asset of any society, and the security and the intellectual, physical, and social development of children are basic rights of the individual and basic requirements of a Democratic society;

WHEREAS, a human being learns more in its first six years than during the rest of its life, but public child development programs for those under six years are limited, scarce, and usually sexist; and

CHILD CARE

WHEREAS, many in the feminist community as well as much of the outside world still subscribe to the myth that individual care by the "mother" is preferable even to quality public education for children from infancy to kindergarten age;

THEREFORE BE IT RESOLVED, that NOW adopt as a priority the provision of public early childhood development for children of all ages, and that NOW establish a National early childhood development committee to perform the following tasks:

1. Creation of an educational campaign on the desirability and potential of high-quality public child care and education;
2. Initiation and passage of legislation to create a coordinated public network of high-quality developmental and educational early childhood programs;
3. Investigation and action on state and federal licensing and regulatory procedures, as well as federal and state legislation to foster the growth of such programs;
4. Adoption of programs in which children are not sex-stereotyped; all race, ethnic, economic, and social groups and classes are represented and served; nutritional, medical, physical, emotional, and educational components are included; and the hours meet modern family needs; and
5. Inclusion in appropriations for public early childhood developmental programs of adequate funding for not only operation (staff, equipment, materials) but also facility construction and improvement.

The National early childhood development committee shall be composed of a chair and eight members appointed by the president with the advice and consent of the Board. Insofar as possible, the committee members shall represent the nine NOW regions. The National committee members shall be responsible for recruiting regional, state and chapter committees; identifying those that already exist; and developing a program for accomplishing its assigned tasks. The National committee shall be responsible for communicating by mail with all levels, and the regional members shall be responsible for recruiting and training workshop leaders for state NOW conferences.

CHILD CARE (EXCERPTED FROM ECONOMIC PRIORITIES FOR THE SECOND DECADE)

1977

Resolved that we develop short-and long-range strategy toward the achievement of a national network of childcare centers with special emphasis on strategy to counteract the severe and deceitful grassroots backlash which was mounted against the Mondale-Brademas Child Care and Family Services bill in 1976 -- and that we also emphasize the formation of an alliance with other concerned people and organizations.

Local NOW chapter meetings should include facilities for child care.

CHILD CARE

1970

Child care must become a political priority. We therefore propose a coalition of organizations representing all socio-economic, professional, educational, philanthropic organizations, etc., interested in the establishment of child care facilities in keeping with the National Organization for Women's goals. The purpose of this coalition would be to join together to exert pressure on the power structure in labor, industry, and government to immediately make available facilities, funds, etc., and to grant tax deductions for quality child care.

CHILD CARE

In order to make this NOW-sponsored coalition for child care a reality, we call upon the president, chairman of the board, vice presidents of legal, legislation, finance and public relations and the regional directors of the east, south, west and middle west, and chapter and child care committee chairmen to undertake this as an action project of major priority to be organized immediately.

We propose that the fourth annual conference adopt and send the following telegram to Congressman John Brademus (House of Representatives, Washington, D.C.): "The fourth annual conference of the National Organization for Women supports the philosophy behind the Brademus Bill No. HR13530 which addresses itself to child care facilities for children of all economic and social groups.

CHILD CARE - A PRIORITY

9/70

The Board reemphasized that child care is a priority program for NOW.

MOTHER'S DAY

3/69

NOW designates the week preceding Mother's Day as National Child Care Center Week and that we urge all chapters to mount appropriate demonstrations, noting that Mother's Day was once offered as a substitute for the vote and currently is practiced as a day of atonement for the abuse heaped upon mother during the preceding year but unlike most concepts of atonement, there is no pledge to improve.

CHAPTER PROJECTS

3/69

All chapters are requested or urged to initiate specific child care projects aimed at care for all, under whatever sponsorship possible, and that they not be "ghetto" institutions.

CHILD CARE CENTERS

1968

Resolved that NOW actively work to have federal and state government set up child care centers for children of all ages and that immediate consideration be given on the subject of tax deduction for child care. Second, employers and educators should be encouraged to establish such centers for employees and students to facilitate work and study opportunities for men and women. Use of child care centers optional.

Resolved that NOW establish a Task Force on Child Care Centers to implement above resolution.

TAX DEDUCTION FOR HOME AND CHILD CARE EXPENSES FOR WORKING PARENTS

1967

We demand immediate revision of tax laws to permit the deduction of home and child care expenses for working parents.

CHILD CARE DAY CENTERS

1967

We demand that child care facilities be established by law on the same basis as parks, libraries, and public schools, adequate to the needs of children from the pre-school years through adolescence, as a community resource to be used by all citizens from all income levels.

CONSCIOUSNESS RAISING

CONSCIOUSNESS RAISING

1991

WHEREAS, the passing of the ERA is a priority of NOW; and

WHEREAS, Consciousness Raising (CR) has been the back-bone of Chapters and their development;

WHEREAS, the women new to NOW do not have a history of CR;

WHEREAS, the process of CR is never ending;

WHEREAS, through the CR process women connect to women and with this connection we have strength and are empowered;

THEREFORE BE IT RESOLVED, that National NOW inform every chapter, state and regional leadership of the availability of materials, books and publicity to encourage CR to take place.

GENERAL RESOLUTION

1982

WHEREAS, history has taught us that legislation alone will not change the hearts and minds of people socialized to endorse and enforce discrimination; and

WHEREAS, new members who are joining NOW in ever-increasing numbers, may join us out of support for a single issue, like the ERA, and may not be aware of the pervasiveness of sexism, racism, anti-Semitism, and homophobia, etc.; and

WHEREAS, the implementation of NOW's purpose, as addressed by our issues and political activities, can best be achieved by increasing the activism and unity of our members; and

WHEREAS, CR is the most successful method of bringing us from the isolation of personal experience to personal awareness of the commonality of injustice perpetuated against women; and

WHEREAS, we may feel helpless as individuals to create change, we recognize, in the bonding of women through the CR experience, that together we are a powerful force for change, and that CR thereby increased the unity and activism at all levels of NOW;

THEREFORE BE IT RESOLVED, that:

1. This National conference reaffirms NOW's belief in, and its active commitment to CR as a tried, proven and effective tool for achieving the above-stated objectives; and
2. NOW will organize, conduct and fund a national campaign starting in January 1983, to provide and augment CR, and CR leadership training; and
3. NOW will develop, produce and distribute appropriate materials as part of this campaign; and
4. CR leaders will be certified as such by the National CR committee upon completion of training and a successful period of internship. In addition, the National CR committee shall establish a method of certification for qualified women and men currently leading NOW CR; and
5. NOW will monitor and evaluate the progress and results of the campaign through appropriate national records; and

BE IT FURTHER RESOLVED, that NOW recognizes the outstanding contribution of hundreds of members who have taken part in the development and ongoing program of feminist consciousness raising and applauds their efforts.

CONSCIOUSNESS RAISING GENERAL RESOLUTION

1977

WHEREAS, feminist consciousness raising has proved to be one of the most effective builders of membership for NOW; and

CONSCIOUSNESS RAISING

WHEREAS, feminist consciousness raising provides a strong outreach to grassroots women not yet committed to feminism and NOW, helping them to become aware of the universality of women's oppression in a sexist society; and

WHEREAS, a program of feminist consciousness raising must be conducted by politically aware, caring, skillful, trained leaders responsible to NOW and dedicated to carrying out a cohesive, comprehensive national program;

BE IT RESOLVED, that NOW recognizes the validity and importance of feminist consciousness raising as a vital activity of the organization;

BE IT FURTHER RESOLVED, that a standing National Consciousness Raising Committee be established and funded sufficiently to carry on a national program.

DISABILITY RIGHTS

PARENTAL RIGHTS OF THE DISABLED

1996

WHEREAS the attitudes, policies and practices of adoption agencies are discriminatory against prospective adoptive parents with disabilities despite home studies which determine that the person could provide an excellent home for an adopted child; and

WHEREAS statutes in numerous states do not prohibit discrimination against prospective adoptive parents with disabilities; and

WHEREAS disabled parents often are denied custody of their children in legal child custody disputes because of the disability of the parent based on unfounded stereotypical views of the parenting abilities of people with disabilities; and

WHEREAS social service agencies' attitudes, policies and practices often result in challenges to or the termination of parental rights of a parent with disabilities based on unfounded stereotypical views of parenting abilities of people with disabilities.

THEREFORE BE IT RESOLVED that NOW support and advocate for legislation that mandates nondiscriminatory policies and practices regarding adoption, custody and the protection of parental rights of parents with disabilities; and

BE IT FINALLY RESOLVED that NOW either seek an appropriate test case or coordinate litigation with other advocacy groups to challenge such discriminatory attitudes, policies and practices.

DISABILITY RIGHTS EDUCATION

1995

WHEREAS, the National Organization for Women (NOW) has a long-standing commitment to diversity which involves individuals from all walks of life, levels of educations, and physical and mental abilities; and **WHEREAS**, NOW strives to provide services for and be inclusive of all its members, including those individuals with disabilities; and

WHEREAS, NOW passed a resolution in 1978 that resolved that all future National and State NOW meetings provide barrier-free facilities, assistance for the blind, and interpreters for the deaf; and

WHEREAS, NOW passed a resolution in 1992 that the National Disabilities Conference Implementation Committee (CIC) educate NOW members about these issues; and

WHEREAS, the National Organization for Women (NOW) has historically made efforts to address affirmative action issues.

THEREFORE BE IT RESOLVED, that the National NOW Board devote at least one hour to a presentation and dialogue on disability rights and accessibility at a National Board meeting at least once every two years; and

BE IT FURTHER RESOLVED, that a presentation and dialogue on disability rights and accessibility be included during the 1996 regional NOW conferences or in an alternate forum; and

BE IT FURTHER RESOLVED, that states be encouraged to provide a plenary session training on disability rights and accessibility during their annual conferences, and information on disability rights and accessibility be published in an all-member mailing at least annually; and

BE IT FINALLY RESOLVED, that there be a Disability Rights Issues hearing held during each national conference.

RESOLUTION SUPPORTING INCLUSION OF THE PRINT-HANDICAPPED

5/95

WHEREAS, the National Organization for Women (NOW) has a long-standing commitment to diversity which should include involving individuals from all walks of life, levels of education, and physical and mental

DISABILITY RIGHTS

abilities; and

WHEREAS, the National Organization for Women (NOW) recognizes that its membership is comprised of a diverse group of individuals, including some who have difficulty reading and/or comprehending the written word; and

WHEREAS, the National Organization for Women (NOW) strives to provide services for and be inclusive of all its members, including those individuals.

THEREFORE BE IT RESOLVED, that the National Organization for Women (NOW) fund a one-year pilot project to make available on audio tape, upon request, all of its materials, including, but not limited to, training materials and the National NOW Times.

BE IT FURTHER RESOLVED, that NOW make a request to the NOW Foundation; and

BE IT FINALLY RESOLVED, that NOW hold a media event announcing this project and soliciting donors and grants for this project and have a feature article in the NNT doing the same.

WOMEN WITH DISABILITIES

1992

WHEREAS, women with disabilities face discrimination because of their sex and disability, especially in housing, transportation, employment, education, and reproductive rights; and

WHEREAS, children and adults worldwide become emotionally and physically disabled from the horrors of war; and

WHEREAS, chemical and radioactive wastes are disabling entire families with cancer, neurological illnesses, and other unknown diseases; and

WHEREAS, we recognize visible and invisible disabilities which include emotional, mental, and physical disabilities that affect people of various backgrounds;

THEREFORE BE IT RESOLVED, that women with disabilities have unique experiences, insights, and talents which need to be integrated into the National Organization for Women; and

BE IT FURTHER RESOLVED that NOW call upon the National Disabilities Conference Implementation Committee (CIC) to educate NOW members about these issues.

ELIMINATION OF WORK DISINCENTIVES FOR THE DISABLED

1985

WHEREAS, the National Organization for Women is committed to economic equality for all women; and

WHEREAS, disabled persons with chronic or degenerative diseases are generally considered uninsurable by insurance companies and, therefore, qualify only for Medicare/Medicaid medical insurance; and

WHEREAS, disabled persons cannot hold a paying job and still receive Social Security Disability Income, other than for a trial work period and after which insurance coverage is terminated; and

WHEREAS, the reality of losing health insurance keeps disabled persons with chronic or degenerative diseases from holding paying jobs and thus keeps them from achieving economic and psychological independence; and

WHEREAS, Handicapped Organized Women (H.O.W.), which strives to have its members see themselves as worthwhile women who happen to be handicapped and to have them become a part of the mainstream community, has been educating the public on the disincentives in the Social Security Disability Income system and is pressing for legislation to eliminate work disincentives;

THEREFORE BE IT RESOLVED, that the National Organization for Women reaffirm its commitment to disabled women and go on record in support of eliminating disincentives in the Social Security Disability Income system; and

BE IT FURTHER RESOLVED that NOW will work to educate the public and pass legislation to eliminate

DISABILITY RIGHTS

work disincentives in the Social Security Disability Income system.

See Also Racial and Ethnic Diversity; Economic Vulnerability (1980)

PROVISION FOR DISABLED PERSONS

1978

WHEREAS, the National Organization for Women supports the human right of quality of life for all individuals; and

WHEREAS, the National Organization for Women supports the right of equal opportunity for all individuals; and

WHEREAS, 5 million American women suffer the double discrimination of sex and physical disabilities; **THEREFORE BE IT RESOLVED**, that all future National and State NOW meetings shall provide barrier-free facilities, assistance for the blind, and interpreters for the deaf.

CHAPTER RESPONSIBILITIES

10/78

The NOW National Board urges chapters to provide barrier-free facilities, assistance for the blind, and interpreters for the deaf.

DOMESTIC RELATIONS

NATIONAL DAY OF ACTION IN SUPPORT OF SAME-SEX MARRIAGE

1996

WHEREAS, the National Organization for Women (NOW) has been on the cutting edge of supporting equal rights for lesbians and gay men; and

WHEREAS, in 1995, NOW acknowledged that marriage is a basic human right and an individual's personal choice that should not be denied to lesbians and gay men; and

WHEREAS NOW has endorsed Lambda Legal Defense and Education Fund's "Marriage Resolution" and is an integral part of the coalition fighting for the right of same-sex marriage; and

WHEREAS thirty-six states have faced bills, banning same-sex marriage, and the radical right has pledged to introduce similar bills in all fifty states; and

WHEREAS a bill banning same-sex marriage has been introduced in Congress;

THEREFORE, BE IT RESOLVED that NOW encourage its state and local chapters to organize coordinated nationwide actions supporting same-sex marriage to take place on Valentine's Day 1997; and

BE IT FINALLY RESOLVED that NOW provide state and local leadership with resources to assist in planning and implementing these actions, including but not limited to: talking points, fact sheets, sample action plans, sample speeches and letters to the editor.

See Also: Lesbian/Gay Rights

MARRIAGE AS A FUNDAMENTAL RIGHT

5/95

WHEREAS, NOW has a strong history of opposing all forms of discrimination against lesbians, gay men, and bisexuals; and

WHEREAS, NOW has resolved to support the legalization and protection of lesbian and gay families; and

WHEREAS, the United States Supreme Court has declared marriage a fundamental right under the Constitution; and

WHEREAS, no state, or the District of Columbia, affords same-sex couples the rights and privileges of marriage, including the eight states that prohibit discrimination on the basis of sexual orientation; and

WHEREAS, in reaction to the recent decision in the Hawaii Supreme Court, legislation has been introduced in a number of states to deny Full Faith and Credit to same-sex marriages performed in other states; and

WHEREAS, denying same-sex couples the right to marry violates the civil rights of lesbians and gay men, and fosters discrimination in areas such as health benefits, taxation, child custody, insurance benefits, survivor benefits, inheritance benefits, and community property rights;

THEREFORE BE IT RESOLVED, that the National Organization for Women affirms the choice of marriage as a fundamental constitutional right, protected under the equal protection clause of the Fourteenth Amendment, that should not be denied because of a person's sexual orientation; and

BE IT FURTHER RESOLVED, that NOW urges its state and local chapters to actively oppose further homophobic legislation which denies equal marriage rights to same-sex couples; and

BE IT FURTHER RESOLVED, that National NOW join other organizations in support of Lambda Legal Defense and Education Fund's "Marriage Resolution:"

Because marriage is a fundamental right under our Constitution, and because the Constitution guarantees equal protection of the law,

Resolved, the State should permit gay and lesbian couples to marry and share fully and equally in the rights and responsibilities of marriage.

See Also: Lesbian/Gay Rights

DOMESTIC RELATIONS

CHILD SUPPORT ACCOUNTABILITY

12/93

WHEREAS, the National Organization for Women (NOW) has continuously supported legislation which promotes parity for women in divorce and custody arrangements, and the rights of children to retain economic security in such agreements, including adequate child support and the enforcement of child support court orders; and

WHEREAS, NOW recognizes that the non-payment of court-ordered child support by non-custodial parents is a nationwide problem, confirmed by many independent and legislatively-ordered studies, causing economic hardship to countless thousands of American women and children; and

WHEREAS, NOW knows of no such independent study which supports the assumption that custodial parents do not spend child support payments on their children; and

THEREFORE, NOW any legislation mandating that all custodial parents account for how they spend court-ordered child support as punitive, intrusive and financially burdensome both to custodial parents and on the system which will have to produce, disseminate, file and review such documents.

DOMESTIC PARTNERSHIP

1988

WHEREAS, people in non-marital committed relationships deserve the same dignity, honor, and respect as afforded to those in legally sanctioned marriage relationships; and

WHEREAS, people in same-sex relationships and non-marital heterosexual relationships face discrimination in areas of health benefits, taxation, child custody, insurance benefits, military benefits, survivor benefits, inheritance benefits, and community property rights;

THEREFORE BE IT RESOLVED, that National NOW shall be officially on record as supporting domestic partnership legislation to ensure the rights of all individuals in committed relationships;

BE IT FURTHER RESOLVED, that National NOW shall make a public statement of support for domestic relationship law, and remain current on legislation supporting this, and lobby state, local, and federal legislators to pass such legislation.

RIGHTS OF WOMEN IN MARRIAGE

10/87

WHEREAS, marital property laws in the United States generally fail to recognize that marriage is a partnership to which each spouse makes a different but equally valuable contribution; and

WHEREAS, women and their dependent children experience an average 73% decline in their standard of living after divorce, while men enjoy a 42% increase, in part due to inequitable laws governing marital property ownership and distribution; and

WHEREAS, in most states a married woman has no right to knowledge of, control over, or access to the family assets during the marriage,

THEREFORE BE IT RESOLVED, that NOW supports the following basic principles of marital property law and encourages the NOW Task Force on the Rights of Women in Marriage to mobilize campaigns for adoption of these principles in law throughout the United States and to communicate this resolution to our sister and brother organizations;

- 1) Wives and husbands shall have equal, present undivided ownership of the assets of the marriage, which shall be broadly defined to include pensions, retirement benefits and career assets, and enhanced earning capacity developed during the marriage.
- 2) Wives and husbands shall be entitled to equal, shared management and control of the marital

DOMESTIC RELATIONS

- property during the marriage, including a requirement that they act together to buy, sell or mortgage real estate.
- 3) Wives and husbands shall have the duty to disclose to one another the information concerning the assets and liabilities of the marriage, as well as a fiduciary obligation of good faith and fair dealing in the management of the assets.
 - 4) The full and equal protection of the law shall be extended over the marital property rights of both spouses.

BE IT FURTHER RESOLVED, that the NOW National Task Force on the Rights of Women in Marriage shall work for the development of a national policy protecting the property rights of each spouse during intact marriages, at the death of a spouse, and at divorce, which national policy shall encourage the adoption of state and federal legislation incorporating the above principles.

BE IT FURTHER RESOLVED, that NOW supports the principles of the Uniform Marital Property Act as an appropriate legislative starting point to begin establishing the above basic principles.

BE IT FURTHER RESOLVED, that NOW will continue to take action to ensure the Rights of Women in Marriage and to promote fairness and sharing in marriage.

RIGHTS OF WOMEN IN MARRIAGE

1986

WHEREAS, marriage is an equal partnership, to which the contribution of each spouse is of equal value; and **WHEREAS**, in spite of their equal contribution, married women in all fifty states have been denied the full protection of the law with regard to their property rights in marriage; and

WHEREAS, married women in most states of the Union do not enjoy equal legal ownership rights in all of the assets acquired during the marriage; and

WHEREAS, married women in most states, including community property states, have been legally denied equal access to, and management of all of the assets of their marriage; and

WHEREAS, this legal discrimination has led to extreme hardship for many wives, leaving them exposed to the threat of poverty; and

WHEREAS, property laws ought to lay a foundation for marriage based on equality, trust and mutual cooperation, rather than encouraging secrecy and concealment between marital partners as they do now;

THEREFORE BE IT RESOLVED, that the National Organization for Women supports enactment of new marital property laws nationwide, incorporating the following essential protections:

- 1. Equal ownership rights for each spouse in the assets of the marriage.
- 2. Guarantees for the right of each spouse to participate in the management and control of the marital property, including its acquisition and distribution.
- 3. Establishment of a fiduciary relationship between husband and wife, which includes each spouse's ongoing right to information about marital assets and liabilities, both during the marriage and any dissolution proceedings.

HOMEMAKERS' RIGHTS AS A PRIORITY

1978

WHEREAS, homemakers have contributed substantial efforts on behalf of the National Organization for Women; and

WHEREAS, resistance to the feminist movement has been identified as full-time homemakers; and

WHEREAS, ratification of the Equal Rights Amendment, as well as progress in other issue areas depends heavily on support of homemakers;

THEREFORE BE IT RESOLVED, that adoption and implementation of a homemakers' bill of rights should

DOMESTIC RELATIONS

be a priority for the National Organization for Women; and

FURTHER BE IT RESOLVED, that the implementation shall include building a strong national homemakers' rights committee.

HOMEMAKERS' BILL OF RIGHTS ECONOMIC RIGHTS WITHIN MARRIAGE

1978

WHEREAS, the unpaid status of the homemaker has resulted in exploitation and injustice; and

WHEREAS, the National Organization for Women has pledged itself to achieving dignity and security for all women; and

WHEREAS, the homemakers' rights committee has been charged with the duty of proposing a bill of rights for homemakers;

THEREFORE BE IT RESOLVED, that the National Organization for Women endorses the proposal of economic rights within marriage, as follows:

In recognition of marriage as a truly equal partnership, homemakers shall be granted equal access to, and control over, all money acquired during the marriage;

- Through revision of federal income tax forms and their interpretation, so that there is a clear indication that all income listed on a joint income tax return is co-owned;
- Through abolition of gift taxes on interspousal transfers;
- Through revision of state laws so that a homemaker has the right to obligate the family income through credit purchases, loans, and similar transactions;
- Through evaluation and revision of state property laws so that the contributions of the wage-earner and the homemaker are given equal weight in determining ownership of marital property.

HOMEMAKERS' BILL OF RIGHTS: ECONOMIC RIGHTS FOR HOMEMAKERS IN TRANSITION

1978

WHEREAS, the economic security of the homemaker rests entirely on the stability of the marriage; and

WHEREAS, a homemaker who is divorced, widowed or abandoned is often left without adequate resources, and with bleak prospects for becoming self-sufficient because of ongoing economic discrimination against women, particularly older women; and

WHEREAS, the homemakers' rights committee has been charged with the duty of proposing a bill of rights for homemakers;

THEREFORE BE IT RESOLVED, that the National Organization for Women endorses the proposal of economic rights for homemakers in transition, as follows:

In recognition of the fact that over one-third of all marriages now end in divorce; and that homemakers fare poorly in most states because division of property and recognition of entitlement is often inadequate and unjust; and that homemakers who are divorced have among the highest rates of unemployment and underemployment because of the lack of recent paid work experience, prejudice toward their marital status, age and sex discrimination, and the unwillingness to translate homemaking skills into marketable job skills; homemakers must be protected in divorce:

- through equitable division of property which recognizes the unpaid contributions of the homemakers in acquiring and maintaining the family's assets;
- through maintenance (alimony) awards to compensate for the loss of educational opportunities, seniority, advancement, benefits, and accrued protections the homemaker

DOMESTIC RELATIONS

would have had if the homemaker had been in the paid workforce during the years of homemaking;

- through vigorous enforcement of court-awarded maintenance;
- through comprehensive legislation and funded programs to offer divorced and displaced homemakers job-entry education, training, counseling and placement, and supportive services;
- through recognizing the right of homemakers to unemployment compensation;
- through legislative protection and court award of an equitable share of pensions, annuities, and other retirement securities;
- through mandatory disclosure of assets of both parties of a divorce including those sold or distributed in anticipation of a divorce.

In recognition of the special problems a homemaker faces when s/he is widowed, the homemaker must be protected from the unfair burdens that add to her/his grief:

- through continuation of pensions, family insurance coverage, and other employment-related benefits;
- through abolition of interspousal inheritance taxes;
- through the right to continued access to the family savings accounts, checking accounts, securities and safe deposit boxes.

HOMEMAKER'S BILL OF RIGHTS: ECONOMIC RECOGNITION FOR HOMEMAKERS

1978

WHEREAS, society has not recognized the economic value of the goods and services provided by the homemaker to her/his family and the community; and

WHEREAS, the lack of value has resulted not only in the evaluation of homemakers as "non-working" women, but has also deprived the homemaker of job related benefits that paid workers take for granted; and **WHEREAS**, the lack of recognition of the economic value of homemaking has had an adverse impact on women in paid employment, especially in those occupations seen as extension of a homemaker's duties, such as nursing, education, restaurant service, domestic service and office work; and

WHEREAS, the homemakers' rights committee has been charged with the duty of proposing a bill of rights for homemakers;

THEREFORE BE IT RESOLVED, that the National Organization for Women endorses the proposal of economic recognition for homemakers, as follows:

In recognition of the fact that it is not the homemaker who benefits most from her/his unpaid labor, but it is the community and family and through them all of society, homemakers should be granted the recognition and rights of paid, skilled workers:

- through independent social security coverage in her/his own name, portable into and out of marriage and continuing as the homemaker leaves and reenters the paid workforce, containing provision for disability and retirement benefits adequate to maintain a decent standard of living;
- through inclusion of the value of goods and services produced and provided by homemakers in the gross national product;
- through revision of welfare laws so that a low-income homemaker can remain at home with her/his family, rather than be forced to take a second, paying job;
- through development of flexible-time and part-time employment, and the development of adequate flexible-time and part-time child care facilities to make these jobs more available to parents of young children;

DOMESTIC RELATIONS

- through civil and criminal protection from spousal rape and domestic abuse;
- through providing the homemaker with a safe workplace and adequate housing regardless of income;
- through comprehensive review of current domestic relations laws to challenge and change those laws, statutes, procedures and codes that deprive homemakers of dignity, security and recognition;
- through recognition of the right to retire or change jobs.

AND BE IT FURTHER RESOLVED, that the National Organization for Women adopts the proposals of economic rights within marriage, economic rights for homemakers in transition, and economic recognition for homemakers as a comprehensive statement of a bill of rights for homemakers.

ESTABLISHMENT OF A NATIONAL HOMEMAKERS' RIGHTS COMMITTEE

1977

WHEREAS, a primary goal of NOW is the economic equality and independence of women, and approximately 40 percent of the adult female population of the United States are full time homemakers; But homemakers have no legally recognized share of the household income, have difficulty acquiring credit in their own names, and do not have disability insurance, unemployment insurance, unemployment compensation, or independently-based social security, severance pay, or benefits, and homemaking is not even classified as work or given credit as work experience, although homemakers acquire a variety of skills and training and, contrary to popular myth, are producers as well as consumers; and the non-paid workforce of women with elasticity to enter the paid workforce at any time tends to lower the wages of women:

THEREFORE BE IT RESOLVED, that NOW make explicit its concern for homemakers by establishing a national homemakers' rights committee to:

1. Develop a homemakers' bill of rights setting forth the requirements for the economic equality and independence of homemakers;
2. Win a legally recognized share of the household income and work benefits for homemakers through legislation and through changes in administrative regulations;
3. Develop the concept of household partnership in which each partner legally shares equal portions of the household income;
4. Promote the interests of homemakers as workers with recognizable skills, training, responsibilities, and benefits.

The National Homemakers' Rights Committee shall be composed of a chair and eight members appointed by the President with the advice and consent of the Board. Insofar as possible, the committee members shall represent the nine regions. The national committee members shall be responsible for recruiting regional, state, and chapter committees, identifying those that already exist, and developing a program for achieving its purposes. The National Committee shall be responsible for communicating by mail with all levels, and the regional members shall be responsible for conducting workshops at their respective regional NOW conferences and for recruiting and training workshop leaders for state NOW conferences.

ACTION PRIORITIES FOR 1975

1974

WHEREAS, from 1968 through 1973 the Marriage and Divorce Task Force passed thirty-three resolutions recommending reforms in all areas of divorce and enforcements; and

WHEREAS, fourteen of those resolutions have been implemented only in part by the Federal or state government concerned; and

DOMESTIC RELATIONS

WHEREAS, the liberalized divorce laws have had no accompanying legislation to effect stricter enforcement of courts' orders relating to alimony and child support.

THEREFORE BE IT RESOLVED, that the activities of this Marriage and Divorce Task Force for 1974 will be to support and cooperate in class actions, in constitutional challenges and in damage suits and engage in passive civil resistance against the states and/or their agencies and/or their employees for violations of civil rights; and

BE IT FURTHER RESOLVED, that these and related actions will be brought on behalf of the aggrieved women and children of divorce so that the states will be compelled to give them equal protection of the laws.

MARRIAGE CONTRACT

1974

WHEREAS, woman's position in a society rises no higher than woman's position in the marriage relationship; and

WHEREAS, it is within the home and family that children first learn sex role and identity from observation and training, and it is in the family that long range changes must be initiated, if there is ever to be equal partnership of men and women in a society; and

WHEREAS, marriages are based on unwritten contracts, many of which fail to insure equality of the marriage partners; and

WHEREAS, many of the inequalities we are combating in employment, education, etc., are based on the inequalities existent in the marriage relationship;

THEREFORE BE IT RESOLVED, that NOW set as one of its highest priorities in 1974 - 75 equality in the marriage relationship;

- That NOW actively work toward initiating and supporting the adoption of a carefully drafted marriage contract, uniform for all the states of the United States;
- That the marriage contract be a legal contract between equals, delineating rights and responsibilities in the areas of financial support, housekeeping, child care, etc.;
- That the contract include the legal provisions for termination with safeguards for the rights of both the spouses and the children in case of separation.

HOMEMAKERS' RIGHTS

1974

WHEREAS, the purpose of the National Organization for Women is to take action to bring women into full participation in the mainstream of American society;

WHEREAS, in the past, the efforts of the women's movement has been to get women into higher-paying, non-traditional jobs, and there should be greater emphasis upon the needs of women in more traditional jobs and roles; and

WHEREAS, 53% of American women work inside the home in the traditional homemaker role and 83% of women who work outside the home work in traditionally female jobs, i.e., teacher, nurse, secretary, waitress, sales clerk; and

WHEREAS, most of these traditional jobs offer low pay, little chance for advancement, and little job security, while working in the home offers none of these;

THEREFORE BE IT RESOLVED, that the National Organization for Women broaden its appeal to include more women in traditional roles in the feminist movement; and

- The National Organization for Women give priority to improving the status of women in traditional roles; and
- The National Organization for Women particularly focuses on improving the image of and

DOMESTIC RELATIONS

status of women who choose to work in the home by action such as:

1. Designing legislation which would guarantee all homemakers, married and unmarried, female or male -- an income.
2. Designing legislation which would guarantee that homemakers receive Social Security benefits in their own right rather than receiving a portion of their spouse's (which they can't even collect if divorced, unless they had been married 20 years before the divorce).
3. Designing public education programs which would teach that working in the home is a vocation which requires not only hard work, but also managerial, technical, and nurturing skills, thereby refuting the image of the homemaker presented by the media, and
4. Educating employers to recognize that women who return to work after spending some years working in the home are not inexperienced and unskilled.

MARRIAGE AS AN ECONOMIC PARTNERSHIP

1973

WHEREAS, NOW believes marriage should be an equal partnership; and

WHEREAS, the law does not treat marriage partners as equals; and

WHEREAS, women in 50 states are deprived of equitable use of the economic resources of the marriage, both in marriage and divorce; and

WHEREAS, the educational, economic and social realities of our present society still deprive women of equal opportunity and rights in all areas,

BE IT RESOLVED, that state laws should be revised so that:

1. Each spouse shall share equally in the economic resources of the marriage.
2. In the event the marriage is dissolved, the division of such economic resources as have been developed in the marriage reflect:
 - (a) the monetary value of the services contributed by both spouses,
 - (b) the relative earning power of each spouse, present and projected, and
 - (c) events which occurred during and as a result of the marriage relationship produced some lasting disadvantage to either spouse.

DIVORCE: ECONOMIC CONCERN

1973

WHEREAS, the aftermath of divorce causes women and children to suffer economic and psychological hardship due to the loss of protection provided by the marriage of (a) home/or car, (b) support, (c) life and medical insurance, (d) savings and investments, (e) Social Security benefits (unless married 20 years or more), (f) pension rights, (g) rights in husband's estate and (h) other family assets; and

WHEREAS, practically all state laws make no provision for (a) recognition of a woman's personal and financial contribution to the marriage, (b) compulsory full financial disclosure, (c) division of dependent spouse and children and also to determine financial capability of supporting spouse, (e) enforcement of support awards and (f) fees awarded to dependent spouse before commencement of action to retain attorney and accountant equal to those employed by supporting spouse; and

DOMESTIC RELATIONS

WHEREAS, judges and commissioners of domestic relations are generally male-centered in approach, giving little consideration to the standard of living provided the spouse with the children and the legal system generally has provided no effective means of enforcement of the inadequate awards made; and

WHEREAS, the court system discriminates against women, particularly those who work, by its innumerable delays and failure to schedule hearings during weekends; and

WHEREAS, there is inadequate representation of women in the courts because of unavailability of legal counsel; and

WHEREAS, in our present society women do not have equal pay and opportunity in the job market, nor equal access to education, re-education, and training; and

WHEREAS, the present domestic relations laws do not treat marriage as an equal partnership and do not safeguard the economic interests of the dependent spouse and children at the time of marital breakup; and

WHEREAS, the court system discriminates against women and children by providing inadequate support awards and enforcement of them and NOW finds that the little available data and research indicates clearly that alimony and child support awards are generally so small and so poorly enforced that the spouses with the children are having a disproportionate share of the economic hardship resulting from divorce; and

WHEREAS, traditional laws prohibiting divorce except for cause gave some dependent partners leverage through genteel blackmail; and

WHEREAS, while the Uniform Marriage and Divorce Act provides greater economic protection for women than the common law states now provide, revisions are still needed, and some states are adopting the "no cause" grounds provided in that law (or otherwise making divorce easier) without adopting the provisions relating to division of property maintenance and child support;

THEREFORE BE IT RESOLVED, that NOW refuses to take a stand on no fault divorce legislation until economic safeguards for the dependent spouse and children are incorporated into new divorce legislation;

BE IT FURTHER RESOLVED, that this Sixth National Conference of NOW proposes a concept of responsible divorce, and to this end:

- Demands of state legislatures that no amendments in divorce laws making divorce easier be adopted without making changes in laws to assure that (a) the spouse with custody of minor children and/or students has no lower standard of living than the spouse without the children and (b) that in families without minor children, the spouse who has made a home is enabled to become self-supporting and is compensated insofar as possible for loss or earning capacity;
- Requests the federal government to gather data on the amount of alimony and child support awards, the degree of enforcement and the extent to which custody of children is awarded to husbands;
- Urges its chapters to make in-depth surveys of a sample of divorce cases in their communities, publicize the results and take other steps to sensitize judges and the public to the unfairness of decisions and the results on families and society.

EQUALITY IN FAMILY LIFE

1971

WHEREAS, equality between the sexes means equality in home, personal and civic responsibilities as well as in careers; and

WHEREAS, society's present assumption that a man's sole duty to his family is as breadwinner and that all other needs of the family will be met by women causes employers to feel they can expect long hours and total devotion from men, while they deny women equal employment because of their supposed responsibilities at home; and

WHEREAS, both parents are responsible for the life of a child and children benefit greatly from close contact

DOMESTIC RELATIONS

with both parents; and

WHEREAS, some employers expect employees to have spouses who will perform such unpaid services as entertaining, typing, and public relations, as well as conforming to a required public image;

THEREFORE BE IT RESOLVED, that there be an end to discrimination in employment against those who choose to participate fully in family life; and that employers may neither require unpaid services from an employee's spouse nor discriminate against an unmarried person; and

BE IT FURTHER RESOLVED, that present employee benefits, including maternity leave and child care facilities, be extended to both men and women and that NOW work for non-sexist goals, i.e., "Parent Leave" instead of "Maternity Leave."

CHILD SUPPORT

1971

WHEREAS, U.S. Census figures show that 10% of all families and 20% of all households are headed by women and that the great majority of such families is near or below the poverty line and that poverty among such families increased throughout the 1960's while poverty among males declined sharply; and

WHEREAS, this poverty is frequently caused by the double burden imposed on the person who must both care for and financially support children; and

WHEREAS, court awarded child support is very often not enforced or inadequately enforced, as documented for example, by the Task Force on Absent Parent Child Support of the California Social Welfare Commission; and

WHEREAS, a parent in poverty bearing the double burden of care and support, deprived of adequate enforcement of support orders often has no other recourse than to apply for welfare;

THEREFORE BE IT RESOLVED, that NOW press for legislation and establishment of procedures which will alleviate this double burden and afford those so burdened a means whereby they may avoid having to apply for welfare, including the following:

1. Equitable sharing of child support by parents who are financially able.
2. Genuine enforcement of child support laws and orders.
3. Establishment and maintenance of enforcing agencies adequately staffed by trained and motivated personnel and sufficiently funded.
4. Immediate payment of support directly to the parent.
5. Where support is not immediately forthcoming from the assessed spouse, that courts order such payments be paid immediately from public funds, with appropriate means taken to recover such payments from the assessed spouse.
6. Complete deductibility from all income taxes of all payments for child care.
7. Prevention of similar poverty in the future by providing education for all persons that enables them to be economically independent and encourages them to achieve full human potential.

CHILD CUSTODY - LESBIAN MOTHERS

1971

WHEREAS, women who are also lesbians are sometimes mothers of children; and

WHEREAS, the courts have repeatedly and arbitrarily denied these mothers custody of their children, forcing them to remain in intolerable marriages or to live a secret and inhuman existence in order to keep their children; and

WHEREAS, we believe a parent's fitness for custody should be determined solely on the basis of the relationship of the parent with the child, rather than the parent's relationship to any other person;

THEREFORE BE IT RESOLVED, that NOW commit itself to offering legal and moral support in a test

DOMESTIC RELATIONS

case involving child custody rights of mothers who are also lesbians.

RIGHT TO SINGLE PARENTHOOD

1971

WHEREAS, the members of NOW are committed to the concept of women controlling their own reproductive processes; and

WHEREAS, we are engaged in a struggle that women shall have full economic, social and political parity with men and should be free to choose not to marry as one of many alternative life styles; and

WHEREAS, many healthy, intelligent women who desire, rear their own children or adopt children, at the same time choose not to marry;

THEREFORE BE IT RESOLVED, that NOW support the right of women and men to rear their own children or to adopt children freely regardless of marital status and without social, legal and political prejudice or discrimination against such persons or their children.

GENERAL RESOLUTION

1970

We make the following resolutions on marriage and the family:

1. Marriage should be an equal partnership with shared economic and household responsibility and shared care of the children.
2. The economic responsibility for the family should be shared proportionately according to income if both partners work outside the home.
3. If only one partner works outside the home, half the income should by law belong to the other partner.
4. All institutions should acknowledge that parenthood is a necessary social service by granting maternal and paternal leaves of absence without prejudice and without loss of job security or seniority.
5. A pamphlet on the legal rights of both partners and divorce and population statistics should be issued with the marriage license.
6. The Social Security law should be altered to provide:
 - separate Social Security deductions for employed persons and their dependent spouses in acknowledgement of the fact that the employer is receiving the services of the household spouse as well as the employed person.
 - Full Social Security payments should continue to children regardless of the re-marriage of their parents.
 - As long as the present Social Security law is in effect, a dependent spouse should be guaranteed continued coverage regardless of the years of marriage or the financial arrangements of the divorce.
7. Upon dissolution of a marriage, the dependent spouse should be guaranteed health and accident insurance by the government.
8. Government-sponsored child care centers by available to all in acknowledgement of the responsibility of society toward children.
9. The dependent spouse should be guaranteed government-sponsored retraining for re-entry into the job market.
10. Company pension plans should be expanded to include coverage for the widow, if she so desires.
11. We encourage insurance companies to issue "End of Marriage" insurance. This could be a

DOMESTIC RELATIONS

form of term insurance to be paid to the economically dependent spouse as a form of pension.
The sum paid would depend on years of service.

12. The wife should be able to keep her own name or the husband should be able to take his wife's name, and/or there should be the option of both partners choosing a neutral second name to be used also by the children, or the children should use both the wife's and husband's name.

CENSUS

5/70

NOW protests the Census Bureau's limitation of the man as the head of household on census forms.

GENERAL RESOLUTION

1968

1. Resolved that all states adopt the U.S. Standard Certificate of Divorce of the U.S. Government.
2. Resolved that the Social Security Act be amended to reduce from 20 to 10 the number of years a divorced woman must have been married to her former husband in order to be treated as his wife or widow for purposes of eligibility for wife's or widow's insurance benefits.
3. Resolved that the Social Security Act be amended to insure the housewife as an individual and not as her husband's dependent.
4. To amend the Internal Revenue Code of 1954 "to extend the head of household benefits to all unremarried widows and widowers and to all individuals who have attained age 21 and who have never been married or who have been separated or divorced for one year or more.

ECONOMIC RIGHTS

TRUE WELFARE REFORM

9/95

WHEREAS in 1992, 1993 and 1994 the National Organization for Women (NOW) resolved to create kits on welfare rights and women in poverty and to withhold support from candidates who advocate punitive welfare measures; and

WHEREAS there are over 39 million people living below the poverty level in the United States; and
WHEREAS the present welfare system cannot be reformed - it needs to be abolished and replaced because every person should be able to thrive and not merely survive - we are fighting for the future of our children and the elimination of poverty in our nation;

THEREFORE BE IT RESOLVED, that NOW advocates the following as a true and workable welfare system:

1. Adequate living wage;
2. Universal medical care;
3. Adequate housing;
4. Adequate food;
5. Quality education and continued training;
6. Quality child care;
7. Guaranteed adequate income above the poverty level for all; and

BE IT FURTHER RESOLVED, that NOW supports, at the local, state and federal level, the development of policies and programs that implement this definition of a true and workable welfare system; and

BE IT FINALLY RESOLVED that each NOW chapter shall be encouraged to implement the goals of this resolution by carrying out an action and or educational activity in conjunction, if possible, with their local welfare rights advocacy organization.

ECONOMIC JUSTICE EDUCATION CAMPAIGN

1994

WHEREAS, the issue of economic justice for low-income women and children is a NOW priority;

WHEREAS, ending welfare is the latest strategy being used by the right wing and the Clinton administration to attack low-income women, and ending welfare "as we know it" has the potential for being equally punitive to poor families; and

WHEREAS, major and continuing cutbacks by government and corporations are forcing more workers, especially women, out of jobs, especially good paying jobs; and

WHEREAS, this so-called welfare reform includes the use of false and misleading information and myths which demean and insult low-income women, and the passage of laws which give the state power and control over the lives and behavior of low-income women and which punish them and their children, such as child exclusion waivers; and

WHEREAS, the next six months to one year will be a watershed period in the welfare debate that will likely result in significant changes in the welfare system; and

WHEREAS, the National Organization for Women, along with our partners in the welfare rights movement, have both truth and solutions to counter the right-wing lies and punitive measures;

THEREFORE BE IT RESOLVED, that NOW institute an emergency national education and action campaign around the issue of feminist welfare reform, "as if women matter", to include:

1. creation and distribution of a brochure similar to **Who Cares About Women's Rights-NOW Cares**;
2. creation and distribution of a Welfare Rights Action Kit, to include an electoral strategy, for use by chapters and states (with one copy free-of-charge to each State);

ECONOMIC RIGHTS

3. assistance, where possible, in subsidizing the travel and related expenses of low-income welfare rights activists, so that NOW states, chapters and regions may involve these activists in workshops, teach-ins, speak-outs and advocacy, enabling the voices of poor women to be heard and included in our education and our action;
4. promotion and support of a grassroots Congressional campaign to influence welfare rights legislation which will develop decent-paying jobs in both government and private business and permit the women to rise up and out of poverty with dignity and provide skills for their future;
5. development of a media campaign to counter the myths and promote the true solutions for "ending poverty as we know it";
6. include in all education and lobbying efforts a program to educate the public and legislators that bearing and raising children is valuable in and of itself and should be fully supported.

ECONOMIC JUSTICE

1993

WHEREAS, the National Organization for Women has recognized that the current wave of so called 'welfare reform' laws sweeping the country are nothing more or less than vicious attacks on women's abilities to determine their own economic and reproductive destinies; and

WHEREAS, NOW has joined with the National Welfare Rights Union and other welfare rights organizations across the country to defeat these attacks on women; and

WHEREAS, NOW recognizes the rights of all women to make determinations regarding their economic and reproductive lives toward achieving economic freedom with the support of, but without interference or coercion from, the government; and

WHEREAS, NOW always supports candidates who are feminist and does not support or endorse federal candidates who take positions contrary to feminists and welfare recipients' interest; and

WHEREAS, NOW acknowledges the paramount importance of having people of low income as its members; **THEREFORE BE IT RESOLVED**, that NOW consider welfare rights and economic self-determination to be a critical feminist issue; and

BE IT FURTHER RESOLVED, that NOW will continue to make membership available to those who do not have the ability to pay through mechanisms including but not limited to scholarships from chapters, state and national; and

BE IT FURTHER RESOLVED, that NOW spend its energy, time, and resources becoming involved with national and local poverty, welfare rights and low-income organizations; and

BE IT FURTHER RESOLVED, that NOW prepare Women in Poverty Kits that include education, information, strategy and action suggestion; and

BE IT FURTHER RESOLVED, that NOW will not endorse or support any candidate for political office who supports any welfare provisions which will reduce or withhold welfare benefits from any individual based on number of children, material status, sexual orientation, age, or ability to work outside home; and

BE IT RESOLVED, that NOW Inc. will advise NOW/PAC to support, recruit and train welfare recipients and welfare rights activist as political leaders and support their candidacy for political office; and

BE IT FINALLY RESOLVED, that NOW will support homeless women, and call for decent, affordable housing; and will support federalization of welfare benefit levels that guarantee a minimum income that will raise all household incomes above the federal or state poverty levels, whichever is higher, including an annual cost of living increase.

ECONOMIC RIGHTS

RIGHTS OF DOMESTIC WORKERS

1993

WHEREAS, the Zoe Baird/Kimba Wood debacle exposed not only the double standard for appointments of women but also the exploitation of caregivers and other domestic workers; and

WHEREAS, your economy has within it an underground domestic workers market fueled by the exploitation of women workers and/or immigrants; and

WHEREAS, our current system fails to recognize that domestic work is valuable and necessary work, in that caregivers and household workers frequently are not covered by minimum wage and benefit standards; and **WHEREAS**, this situation is exacerbated by present immigration laws which rank child care as unskilled labor and therefore subject to a low quota, leading to many immigrant caregivers being undocumented and therefore subject to additional exploitation; and

WHEREAS, our tax system requires that domestic workers be paid in after-tax income, which results in lower pay and few benefits; and

WHEREAS, this system results in the lack of economic security of older women who have spent years doing low paid work as caregivers for which little or no social security taxes were paid and who eventually find themselves without economic resources or social security; and

WHEREAS, the economic oppression of women is consistent throughout their lives.

THEREFORE BE IT RESOLVED, that National Organization for Women demands the overhaul of the present immigration, welfare, tax and social security laws which stigmatize domestic work and penalize workers who attempt to earn the income necessary to support them and their families.

KIMBA WOODS APPOINTMENT

2/93

WHEREAS, the latest debacle in the attempt to appoint a woman attorney general exposes the gross double standard in appointments and an exploited domestic worker system. Were all male as well as female potential appointees asked what were their child care, elderly care or sick care arrangements for family members? And it exposes the exploitation of caregivers. Our current economy has within it an underground domestic workers market fueled by the exploitation of women workers and/or immigrants and a system that fails to recognize that domestic work is valuable and necessary work; and

WHEREAS, caregivers are classified largely as unskilled workers and as such frequently are not covered by minimum wage and benefits standards. This condition is exacerbated by our present immigration laws which rank child care as unskilled labor and provides a limited quota. Hence such workers are frequently undocumented which permits further exploitation. Our current tax system requires we pay domestic workers in after tax income and results in extremely low payment without benefits for these workers.

THEREFORE BE IT RESOLVED, that we demand in the overhaul of the economy that we acknowledge the underground economy. The present immigration, welfare, tax and social security laws and system stigmatizes domestic work and penalizes workers who earn additional, necessary income to support themselves and their families. This must end. It creates an underground market.

- We demand gender and racial balance throughout the executive appointments.
- We demand that President Clinton not abandon the goal of the first female attorney general because to do so at this time would only injure women in the legal profession.

BUDGET CUTS

1992

WHEREAS, the National Organization for Women is committed to addressing the issues of poverty; and

ECONOMIC RIGHTS

WHEREAS, the budgets that have been passed by the Democratic Congress and the Republican White House for the last eleven years have resulted in a wider gap between classes, increasing the Feminization of Poverty; and

WHEREAS, NOW recognizes that quality housing, food, clothing, health care and education for everyone are basic rights;

THEREFORE BE IT RESOLVED that NOW support the National Survival Summit for Poor Women Plan of Action to address the budget cut issues, through actions such as:

1. Developing petitions to build support for a progressive income tax and an increase in corporate taxes;
2. Supporting National Days of Action called by the National Survival Summit for Poor Women;
3. Organizing letter writing campaigns to legislators to address the issue of budget cuts;
4. Demanding the recognition of housing, education, health care, food and clothing as constitutional rights;
5. Investigating, exposing and disseminating information on how the budget shifts the wealth from the working class to the rich, ensures profit for multi-national corporations and criminalizes the victims of poverty; and
6. Demanding that human needs and services receive increased resources, and that the overfunded, unnecessary defense budget be cut.

ECONOMIC JUSTICE FOR LOW INCOME WOMEN AND THEIR FAMILIES

1992

WHEREAS, poverty is a condition that falls disproportionately on women, and in particular on women of color; over 90% of AFDC (Aid to Families with Dependent Children) recipients as well as a substantial percentage of general assistance recipients are women and their families; and

WHEREAS, NOW believes that our nation's goal should be to eliminate poverty rather than isolate and punish low income residents; and

WHEREAS, the increasing willingness of our nation's leaders to "bash" and blame poor women for the failure of the economic system and to increase unemployment by deliberate attacks against unions is reprehensible;

THEREFORE BE IT RESOLVED that:

1. NOW oppose welfare laws, proposed bills or practices which are based on sexist and racist stereotypes about poor women, including those that
 - a. use women's reproductive capacities to control their behavior;
 - b. penalize women for making personal, private choices about family, marriage and place of residence;
 - c. rest on the assumption that women on welfare are not able to properly socialize their children without government scrutiny;
 - d. use Norplant as a vehicle for forced sterilization;
 - e. criminalize poverty and welfare recipients through prosecution for "fraud"; and
2. NOW oppose those measures that are designed to control poor women's lives by cutting income support to levels far below those necessary to live; and
3. NOW demand of the private sector and government the creation of meaningful, permanent jobs, coupled with supportive family care services, in order to provide all persons with an opportunity to support their families in a manner consistent with human dignity; and
4. NOW work for a more progressive and fair tax system that reorients our spending priorities more

ECONOMIC RIGHTS

- equitably; and
5. NOW reach out and work in partnership with the Women's Economic Agenda Project, The National Welfare Rights Union, the Wisconsin Welfare Warriors and other groups of poor women organizing for survival; and
 6. NOW manifest its support for the Survival Rights Movement by providing personnel, technical assistance, and material resources to assist its constituents in identifying and implementing their own solutions; and
 7. NOW become a member and sponsor of the "National Survival Summit - National Up and Out of Poverty Now" to be held in Detroit, Michigan, August 20-23, 1992; and

CRIMINALIZATION OF VICTIMS OF POVERTY

1992

WHEREAS, poor women in this country are being charged with crime and fraud when their only crime is being victims of poverty; and

WHEREAS, by such action, the government divides families and victimizes women and children;

THEREFORE BE IT RESOLVED, that the National Organization for Women develop information for its members regarding this issue; and

BE IT FURTHER RESOLVED, that NOW address this issue through mass mobilization including support of the National Survival Summit's National Days of Protest at city halls throughout the country; and

BE IT FURTHER RESOLVED, that NOW commit to fighting to protect women from being criminalized through accusations of welfare fraud and challenges to the legal status of immigrant women; and

BE IT FURTHER RESOLVED, that NOW work on behalf of women already criminalized and incarcerated for so-called welfare fraud, food stamp fraud, substance abuse and addiction, and work against government-forced family dissolution; and

BE IT FINALLY RESOLVED, that NOW join the National Summit for Survival in calling upon the media to investigate and expose the issue of criminalization of the victims of poverty.

WELFARE REFORM

2/92

WHEREAS, the current attack on women and children receiving public welfare is misogyny in its most venal form; and

WHEREAS, those whose first concern is survival are most in need of organizing;

THEREFORE BE IT RESOLVED, that NOW unequivocally opposes attacks on women erroneously labeled as welfare reform.

BE IT FURTHER RESOLVED, that Board members gather information on the status of welfare reform in individual states so that the board can discuss a nationwide strategy on welfare reform at the April 1992 meeting.

ECONOMIC JUSTICE

1991

WHEREAS, ever increasing numbers of women are sustained by a variety of welfare and public assistance programs; and

WHEREAS, the struggle to escape from the welfare system and establish economic self-sufficiency is a difficult one; and

WHEREAS, there is a substantial stigma labeling welfare recipients as unmotivated and undeserving of a better quality of life; and

ECONOMIC RIGHTS

WHEREAS, this erroneous stigma perpetuates low self-esteem, internalized oppression, and multiple obstacles to economic justice and independence;

THEREFORE BE IT RESOLVED, that NOW compile and distribute timely, concise information packets to all chapters to serve as resources for chapter organizations, programming meetings and formation of economic justice committees; and

BE IT FURTHER RESOLVED, that NOW encourage justice workshops and speakers at state, regional, and national conferences to establish economic justice for all women; and

BE IT FURTHER RESOLVED, that NOW Young Feminists continue the struggle for economic justice for all women by organizing mass actions and demonstrations to secure the repeal of all limitations of Medicaid funded abortions and calls for free, safe legal abortion without restrictions, free quality birth control, pre and post-natal care, childcare and an end to all forced sterilization.

11/90

WHEREAS, there is underway a non-publicized war against women and poor people; and

WHEREAS, there is a woman-led survival rights movement comprised of such groups as the Women's Economic Agenda Project, the National Welfare Rights Union and the Homeless Union; and

WHEREAS, current welfare grants comprised of cash and non-cash benefits fall significantly below current poverty levels and the federal government has recently cut participation in the nutritional WIC program for one-half to one-quarter of those eligible; and

WHEREAS, there is increasing criminalization of the poor including charges that of welfare fraud which signifies broad civil and human rights violations and NOW recognizes the urgency of this situation;

THEREFORE BE IT RESOLVED, that NOW be instrumental in breaking the silence by:

- (1) Informing and educating NOW members on the issues;
- (2) Providing liaisons with organizations in the survival rights movement and other organizations working to halt the feminization of poverty at all levels and disseminating information on their activities to the leadership and membership of NOW;
- (3) Including representatives of the survival rights movement as speakers at programs and conferences and working legislatively to:
 - a) have nationally uniform AFDC grant levels to meet national poverty standards,
 - b) extend adequate WIC benefits to every woman and child with annual program rate of inflation funding adjustments,
 - c) that AFDC recipients who become employed have a reasonable transition period before benefits are reduced or terminated including Medicaid, and
 - d) that AFDC recipients keep all monies and benefits that may accrue to them which raise them to the national poverty level.

MINIMUM WAGE RESOLUTION

1988

WHEREAS, 63 percent of those earning the federal minimum wage of \$3.35 per hour are women; and

WHEREAS, the minimum wage has not been raised since 1981, when the federal poverty level for a family of three was approximately \$3.35 per hour; and

WHEREAS, the current poverty level for a family of three is \$4.70 per hour;

THEREFORE BE IT RESOLVED, that NOW make the raising of the federal minimum wage a priority issue, and support the efforts currently before Congress to raise the federal minimum wage;

BE IT FURTHER RESOLVED, that tips and other gratuities not be included in calculating the minimum

ECONOMIC RIGHTS

wage;

BE IT FURTHER RESOLVED, that NOW support indexing of the minimum wage to 50 percent of the median wage of full-time, non-agricultural workers.

ECONOMIC SURVIVAL

1988

WHEREAS, the Aid to Families with Dependent Children (AFDC) program currently supplies benefits to 3.7 million families including 7.3 children; and

WHEREAS, AFDC benefits have been steadily eroding for the past 12 years with the result that the recipients' purchasing power has declined 24 percent leaving a mother with two children at 48 percent of the poverty line; and

WHEREAS, Senate Bill 1511 (Family Security Act) makes participation in state administered job training programs mandatory for mothers of children over three years of age and in some cases, one year of age even though there are no standards established for such job training; and

WHEREAS, the bill fails to establish adequate standards for child care that states are to provide and/or adequate reimbursement for child care; and

WHEREAS, the Medicaid and child care benefits are provided only on a traditional basis; on the average job earnings for women will be \$4.00 per hour, a sum which is wholly inadequate to cover child care health insurance; and

WHEREAS, the bill grants broad waiver authority to the states to opt out of AFDC in order to experiment with alternate programs without any Congressional oversight of such programs; and

WHEREAS, S. 1511 limits benefits for children in two-parent families to only six months per year and imposes punitive work requirements as a condition of eligibility in two-parent families; and

WHEREAS, the financing of S. 1511 calls for cutting back the dependent care tax credit which is the major federal program supporting child and dependent care for working families;

THEREFORE BE IT RESOLVED, that the National Organization for Women oppose S. 1511 and work to get the Conference Committee to substitute the provisions of H.R. 1720 (except for provisions on Medicaid funding because the House Bill is silent on such funding) which is somewhat less punitive because it includes voluntary choice to take job training for work outside the home, and provides for more adequate funding;

BE IT FURTHER RESOLVED, that NOW develop and support plans for a comprehensive social welfare and economic agenda that does address the economic survival needs of women. Such an agenda should include substantially higher welfare benefits, voluntary and meaningful job training and education programs, increased minimum wage, family leave with wage replacement, childcare, pay equity, full employment, affirmative action, family allowances, and other crucial issues.

AID

4/88

Moved that NOW endorse HR 4049, [which would require that the Agency for International Development (AID) include women in their development programs. They currently involve very few women, even though their own research shows that when they do not include women their programs are less successful. For example, in a part of Africa where women are the primary food growers, AID spent its funds to teach men new technologies for growing food. In Africa only 20% of the people receiving AID grants are women, and in Asia it is only 15%.

4/88

Moved that NOW endorse the Jobs, Peace and Freedom March and strongly urge the march organizers to

ECONOMIC RIGHTS

change the name of the march to Jobs, Equality, Peace, and Freedom.

CAMPAIGN TO END HUNGER AND HOMELESSNESS

1/88

WHEREAS, the issue of hunger and homelessness impacts primarily on women, children, and minorities; and **WHEREAS**, the budget cuts of the Reagan administration have impacted primarily on women, children and minorities; and

WHEREAS, none of the presidential campaigns have chosen to address hunger and homelessness as a major campaign issue; and

WHEREAS, there is a Campaign to End Hunger and Homelessness which has at its focus to make hunger and homelessness a major issue of the presidential campaign; and

WHEREAS, the Campaign to End Hunger and Homelessness has received the endorsement of the National Low-Income Housing Coalition, the Center for Community Change, the Children's Defense Fund, and others;

THEREFORE BE IT RESOLVED, that the National Board of the National Organization for Women supports the Campaign to End Hunger and Homelessness and will urge state and chapter affiliates to join in this campaign at the national, state, and local level, and to take every opportunity available to introduce this into the electoral debate along with NOW's other issues.

FOOD COMMODITIES

1/88

Moved that NOW take action to research and provide information to the National Board in support of continuing the distribution of food commodities for low income people, which affect many women and children living under the poverty level.

JOB WITH JUSTICE COALITION

10/87

NOW will join the Jobs with Justice Coalition.

REAGAN BUDGET CUTS

12/84

BE IT RESOLVED, that the NOW National officers assign top priority to gathering, analyzing and disseminating information to the leadership about the impact of the Reagan budget cuts and proposed tax changes and to devising an appropriate action plan. If necessary, staff should be reassigned from another issue/issues less pressing at the moment to accomplish this.

SOCIAL SECURITY

9/84

WHEREAS, 91% of older women receive Social Security payments; and

WHEREAS, women receive approximately 62% of the dollars men receive at the time of retirement and beyond; and

WHEREAS, the age for receipt of Social Security benefits will be raised from age 65 starting in the year 2000; and

WHEREAS, the U.S. Commission on Civil Rights reports that nearly all the poor of this country will be women and children by the year 2000;

THEREFORE BE IT RESOLVED that the National Organization for Women work to implement the earnings sharing concept to Social Security allowing all women to live with adequate income above the poverty

ECONOMIC RIGHTS

level during their retirement years;

BE IT FURTHER RESOLVED that one half the earning credit for all families be paid out equally and automatically to each partner;

BE IT FURTHER RESOLVED that the National Organization for Women shall work to implement this policy with adequate funding in order to educate the public, NOW members and members of Congress concerning the drastic needs of women as they reach the retirement years. **Also See Domestic Relations**

TIPS

2/83

WHEREAS, the Tax Equity and Fiscal Responsibility Act of 1982 established temporary regulations regarding the reporting of tips by food and beverage establishments with more than ten employees; and **WHEREAS**, this new system requires those employers to allocate 8% of their gross receipts to their directly-tipped employees, and report that amount to the IRS, in spite of the fact that those employees are required to report their tips; and

WHEREAS, this system is based on the assumption that these employees are receiving gratuities in the amount of 8% of their receipts without taking into account the facts that the depressed economy has resulted in lower tips and that they must share their tips with other employees; and

WHEREAS, since this regulation has the effect of hurting disproportionately those people who are employed in smaller establishments and the majority of those affected are women; and

WHEREAS, these people are extremely vulnerable because they are not covered by minimum wage laws, are rarely unionized and enjoy few benefits and have little job security;

THEREFORE BE IT RESOLVED, that the National NOW Board of Directors call for the repeal of this section of the TEFRA and direct the Vice President-Action to initiate a lobbying strategy in Washington, D.C., and work with unions and the waitresses to repeal this section and to provide information on this issue to NOW subunits.

WAGE GAP WEEK

1981

WHEREAS, the wage gap is growing, and women make only \$0.59 for every dollar made by men;

WHEREAS, 80% of the female labor force is in occupationally sex-segregated jobs, and female labor has been traditionally underpaid and unpaid;

WHEREAS, women are discriminated against in both the pension and Social Security benefits they receive because of outdated and sex-segregated discriminatory life expectancy tables;

WHEREAS, the homemaker is not granted recognition, and women wage earners frequently do not benefit because of their marital status, from the amounts they have paid into the system;

WHEREAS, we must ensure that an even broader percentage of the public understands that the ratification of the Equal Rights Amendment will mandate the elimination of the discriminatory practices which cause the above.

THEREFORE, BE IT RESOLVED, that the National Organization for Women designate a week, between now and June 1982, as End of the Wage Gap Week;

- That the goal of the NOW actions during the week be extensive national and local visibility of the wage gap and other economic discriminations faced by women--and of the relationship of ERA ratification to their solution;
- That the Labor Committee, the Media Committee, the Strike Force, and other relevant NOW components allocate resources and provide people to design, research, and coordinate the national ERA/Wage Gap effort;

ECONOMIC RIGHTS

- That this week be part of the ongoing development of a national NOW-coordinated program to achieve economic equality for women.

GENERAL RESOLUTION

1980

WHEREAS, economic independence for women is a principal goal of NOW but NOW's efforts have been fragmented over the years, with many good resolutions and several national committees but not much staff support and no comprehensive plan;

BE IT RESOLVED, that the national committees in the economic area work together to devise a comprehensive policy aimed at economic independence for women; and that the plan minimally address, in addition to previously passed economic policy resolutions, the following issues;

- economic problems of minority women;
- economic barriers for women-owned businesses;
- structural reform of the Social Security system as well as the means-tested transfer program.

ECONOMIC PLANNING

1977

WHEREAS, a principal goal of NOW is economic independence and equality for women, but the economic gap between women and men has widened during NOW's first decade;

THEREFORE BE IT RESOLVED, that NOW set closing the gap as a priority for the second decade and establish a national economic planning committee, appointed by the president with the advice and consent of the Board, to:

1. Determine the factors contributing to the economic gap;
2. Investigate the effects of the economic gap on women and society;
3. Develop a feminist index of economic equality and regularly report changes in the index;
4. Make a feminist analysis of private and governmental economic plans, proposals, and reports; and
5. Perform feminist economic research, develop feminist economic educational programs, and support the activities of the NOW officers and Board and the other NOW committees through feminist economic planning, studies, reports, and testimony.

ECONOMIC PRIORITIES FOR A SECOND DECADE

1977

WHEREAS, certain basic legislative and economic changes and programs must be understood and won through tremendous grassroots support before women can fully and equally participate in this economy and society; and

WHEREAS, the National Organization for Women believes that the opportunity for decent economic survival is a basic human right and preliminary necessity to human freedom, dignity, and the development of one's potential;

BE IT RESOLVED, that as the National Organization for Women moves into the Second Decade, we will set priority on developing short- and long-range strategy for education and action on the following economic issues:

1. Organizing into collective bargaining units -that we explore how unions and the labor movement have been the primary fighting force for workers' rights, that we widely disseminate information on the benefits of unionization to women, and through various means stimulate organizing among ourselves and through the union movement;
2. Overturning the Bennett amendment--that we support the campaign to End Discrimination Against

ECONOMIC RIGHTS

- Pregnant Workers and any other viable vehicle or strategy to eliminate the Bennett amendment, which will make it possible to sue under Title VII for equal pay for work of comparable value--the benefits of which could affect millions of women workers and be a major step toward closing the wage gap;
3. Full employment--that we develop a network of conscious and articulate feminists who understand the underlying basic necessity for full employment for the realization of feminist goals, worker and minority rights, and basic human dignity--that we disseminate this information and prepare to join with others in the upcoming fight for the obviously justified demand that in the most affluent country in the world, "everyone who is willing and able to work has a right to a job at decent wages";
 4. Child care--that we develop short- and long-range strategy toward the achievement of a national network of child-care centers with special emphasis on strategy to counteract the severe and deceitful grassroots backlash which was mounted against the Mondale-Brademas Child Care and Family Services bill in 1976 and that we also emphasize the formation of an alliance with other concerned people and organizations;
 5. Guaranteed minimum income--that we begin to prepare and develop the feminist perspective and strategy for the upcoming battle to replace the welfare system with a guaranteed minimum income program which is the only comprehensive and visionary solution to the cruel and vicious poverty and oppression of human dignity suffered by millions of women, children, minority persons, and older Americans in this wealthy nation;
 6. Domestic and international redistribution of economic wealth and resources--that we recognize that the accomplishment of the above priorities will require a shift in domestic priorities and some redistribution of income and resources--that we examine the ramifications of this with a commitment to democratic freedom as well as to economic justice and equal opportunity--and that we expose the dangers of current extreme and unnecessary inequities, not only to women, children, minorities, and older Americans, but to the future peace and survival of the world;
 7. Active support for the boycott against J.P. Stevens; continued support of further investigation and continued education in the Karen Silkwood Case; the establishment of an implementation committee to develop a plan for research, education, and action strategy on this resolution.

WELFARE REFORM

1977

WHEREAS, the condition of women in poverty was identified by NOW founders in 1966 as one of five targets for action; and

WHEREAS, in the past ten years the percentage of female headed families in poverty has increased from 15 percent of all poor families to 45 percent of all poor families; and

WHEREAS, in 1977 there are twice as many women as men among the adult poor, many of whom are older women (9.4 million women, 4.7 million men), and over half of the 10.2 million poor children are girls; and

WHEREAS, despite dogged efforts by concerned organizations and individuals, many from NOW, a guaranteed income for all U.S. citizens, first supported by NOW in 1970 remains a dream unfulfilled, and, in fact, nearly half the states still do not pay welfare recipients at the level of their own state-defined standard of minimum need; and

WHEREAS, especially in the last eight years Congress and the Executive branch have increasingly abandoned their responsibilities to protect those least able to protect themselves by leaving to individual states the discretion to define and implement programs for the poor which has resulted in practice to increased oppression of the poor; and

WHEREAS, instead of moving toward dignity, justice, and a definition of eligibility on the basis of need, state and national public assistance policies and programs have become, in the past decade, more punitive and

ECONOMIC RIGHTS

degrading, especially for women and children; and

WHEREAS, proposals on so-called 'welfare reform' to date have been riddled with anti-feminist provisions which would have the effect, enacted in law, of severely retarding -- if not destroying altogether -- progress toward such important feminist priorities as elimination of gender stereotyping, institutionalizing the economic value of homemaking, establishing equal pay for work of equal value, and full acceptance of alternative family structures; and

WHEREAS, among those most favored (by white male policy makers) welfare reform proposals are those that "track" the poor into "employables" and "unemployables" with a resulting discrimination against women, especially mothers of children under six, who currently comprise the majority of recipients in the largest welfare program (AFDC) and who, along with the elderly and disabled would constitute the 'unemployables'; and

WHEREAS, the poor between ages 21 and 65 who are not parents, disabled, or blind are not covered most places in the country by public assistance; and

WHEREAS, the welfare program, especially AFDC, and particularly in the last two years, has been used as the vehicle for a broad attack on women's right to privacy (through the child support enforcement amendments of 1974) and our right to choose (through the Hyde amendment denying abortion to poor women under Medicaid);

BE IT RESOLVED, that the National Organization for Women will demand through all means available, and as a matter as a minimum the inclusion in any comprehensive welfare reform enacted into law:

1. Comprehensive coverage of all people who are needy regardless of their characteristics or family situation, including childless individuals and displaced homemakers, and excluding irrelevant "eligibility criteria" such as "deprivation of parent", "disability", or "age";
2. A federal "floor"/standard of adequacy (to provide a decent daily diet, decent housing, and clothing) with regional but not state variations based on the Bureau of Labor Statistics lower-living standard;
3. Uniform federal administration of the welfare program (similar to the current Supplementary Security Income program) to eliminate widespread harassment and degradation of current or potential welfare recipients by anti-feminist, racist, classist state legislators and welfare administrators and staff;
4. Maximum flexibility in the definition of a "filing unit" (i.e., parents of children under eighteen) to accommodate feminist/-humanist alternative family arrangements;
5. Separation of work-related issues from welfare grant provisions so that work requirements are eliminated in favor of voluntary enrollment in training and placement programs, and a strong provision for meaningful training and career development specifically designed to meet the needs of female welfare recipients and affirmative efforts to place women in jobs with career potential and salary growth;
6. Protection of women's right to privacy in our private lives and relationships, and insurance that our rights to control our reproductive lives are not infringed or destroyed by any provision in the package;
7. Use of gender-neutral language and concepts; and
8. Time limits of two years in fiscal relief to states for welfare with the requirement that the total welfare system be improved.

ESTABLISHMENT OF A TASK FORCE

1974

WHEREAS, women of all classes and conditions of life face serious economic oppression in the present U.S. economic system;

WHEREAS, a more comprehensive treatment by NOW of the entire issues of women and economics is needed, including recognition of the interrelationships of issues currently being treated by separate task forces;

ECONOMIC RIGHTS

BE IT RESOLVED, that NOW National Board immediately establish a National Task Force on the Implications of Feminism for the American Economic System.

NOW'S ACTION YEAR AGAINST POVERTY

1973

WHEREAS, NOW has consistently affirmed its commitment to improving the economic "survivability" of women by adopting resolutions on equal pay, minimum wages, child care, welfare, job expansion, etc., at each national conference; and

WHEREAS, poverty is a "woman's issue" (since nearly two-thirds of those living in poverty are women) and has been recognized as such by NOW through resolutions and by the formation of the National Task Force on Women in Poverty; and

WHEREAS, resolutions without implementing action does nothing to change the desperate plight of women; **THEREFORE BE IT RESOLVED**, that the National Conference designate 1973 as NOW's Action Year Against Poverty, during which all NOW chapters, task force (national and local) and members are strongly urged to focus their activities on strategies and actions to dramatize the problems of women in poverty and effect meaningful changes in the economic status of all women; and

BE IT FURTHER RESOLVED, that the national Task Force on Women in Poverty be designated as the coordinating group for NOW's Action Year Against Poverty; and

BE IT FURTHER RESOLVED that the top four legislative priorities for NOW in 1973 be:

- a) Revision of the Fair Labor Standards Act and similar state laws to provide for a minimum wage of at least \$2.50 per hour, and extension of coverage under FLSA to include all workers, including domestics. (Note: This extension would incorporate these newly covered workers under the Equal Pay Act Provisions).
- b) Passage of a comprehensive child development program, at least as good as the one vetoed by President Nixon last year, (including health, nutritional and educational components and providing for free services to low-income parents and a sliding scale for others).
- c) A complete overhaul of the welfare program to provide for federalization of welfare in order to eliminate variations in requirements and payments, assurances that no custodial guardian or parent of pre-school or school age children will be required to work outside of the home and provision of supportive services including realistic job training.
- d) Passage of legislation to provide for a full employment program for the U.S. in which private industry and the public sector expand opportunities for work for all so that each person can have a realistic chance for meaningful employment at a decent rate of pay.

FUNDING OF SOCIAL SERVICE PROGRAMS

1973

WHEREAS, NOW represents a broad constituency of persons, some of whom are being critically affected by impounding of public funds and slashing of human service programs;

BE IT RESOLVED, that NOW immediately address the grave and serious injustice which has resulted from a usurping by the executive branch of the government of the legitimate Constitutional powers of Congress to develop and fund programs to meet human needs.

STUDY OF THE U.S. ECONOMIC SYSTEM

1973

WHEREAS, the theme of this conference is "Revolution Tomorrow is NOW" and we affirm this idea with all its implications;

ECONOMIC RIGHTS

WHEREAS, one of the accomplishments of the feminist movement to date has been the growing recognition that the misery and poverty of women are not due to personal failures, but are the results of existing social and economic structures;

WHEREAS, NOW is not committed to any particular socio-economic system except one which ensures and is premised upon, the full participation of all people,

WHEREAS, the time has come to raise the fundamental questions concerning the structure of society, particularly a society premised on profit and competition to ascertain whether it can achieve the human goals that NOW stands for;

BE IT RESOLVED, that the Policy and Planning Committee, with the presence of a member from the Boulder, Colo. Chapter, will undertake to develop background papers and stimulate discussion on the economic system of this society and its impact on the opportunities for women's equality.

CREDIT LEGISLATION

2/72

Moved that NOW establish as a national commitment and a publicly stated priority the enactment of federal legislation prohibiting discrimination in the granting of credit on the basis of sex.

JOB TRAINING

1971

WHEREAS, poverty women are prevented from participating in job training programs on an equal basis with men; and

WHEREAS, poverty women are counseled into participating in job training and education programs which fit sex role stereotypes;

THEREFORE BE IT RESOLVED, that NOW demand equal participation in planning and implementation of voluntary job training programs and equal opportunity for placement in all job training programs.

JOB TRAINING FRAUD

1971

WHEREAS, many NOW members have received complaints about Administration job training programs such as WIN (Work Incentive Program);

THEREFORE BE IT RESOLVED, that NOW chapters be encouraged to investigate fraud perpetrated on women by programs such as WIN, Manpower (MDTA), On Job Training, and Job Corps.

FAMILY ASSISTANCE PLAN

1971

WHEREAS, the Nixon Family Assistance Plan proposes to solve the economic problems of the poor by forcing women with children above the age of three to accept menial jobs with a wage below the Federal minimum wage level, thereby attempting to free the government from any economic responsibility to women and children; and

WHEREAS, this plan as put in practice would contradict the intent of the original Aid to Families with Dependent Children Plan, actually deprives a woman of freedom of choice, preventing her from staying home, taking care of her children if she so desires and demands that she accept menial employment and wage below the federally set minimum wage level; and

WHEREAS, the Family Assistance Plan guaranteed family income is below the national poverty level set by the Bureau of Labor Statistics;

THEREFORE BE IT RESOLVED, that NOW actively oppose the current proposed Family Assistance Plan.

ECONOMIC RIGHTS

NOW BILL OF RIGHTS FOR 1968

1967

Equal Job Training Opportunities and Allowances for Women in Poverty

We demand the right of women in poverty to secure job training, housing, and family allowances on equal terms with men, but without prejudice to a parent's right to remain at home to care for his or her children; revision of welfare legislation and poverty programs.

EDUCATION

MONITORING SEXUAL HARASSMENT POLICIES AND TITLE IX COMPLIANCE

1996

WHEREAS, the National Organization for Women (NOW) has adopted resolutions condemning sexual harassment in public schools; and

WHEREAS, NOW has adopted resolutions supporting federal mandates that require sexual harassment policies and compliance with Title IX; and

WHEREAS, many school districts are not in compliance with these mandates;

THEREFORE, BE IT RESOLVED that NOW prepare and provide to all NOW subunits materials on the pervasiveness of, and legal issues involving, sexual harassment and also implementation of Title IX in public schools; and

BE IT FURTHER RESOLVED that these materials include a list of resources, sample letters, and sample checklists for revising school policies sufficient to allow NOW subunits to educate themselves on the complexity of the issues, and enable them to take action to end sexual harassment and ensure compliance with Title IX in public schools; and

BE IT FINALLY RESOLVED that NOW strongly encourage all NOW subunits to develop and implement a program to monitor local school districts and individual schools for compliance with and enforcement of the requirements of Title IX and sexual harassment policy.

9/95

Moved that the NOW Action Center issue a proclamation recognizing the history-making effort of Shannon Faulkner to integrate the Citadel Military Academy and thank her for her courage and strength in working to eliminate discrimination against women.

EQUALITY OPPORTUNITIES IN EDUCATION

1995

WHEREAS, publicly-funded educational institutions still spend twice as much money on sports programs for young men as on sports programs for young women; and

WHEREAS, conservatives in the U.S. Congress are attempting to eliminate or scale back enforcement of Title IX, the federal law that bans gender discrimination in federally-funded educational programs including athletics; and

WHEREAS, state-funded military academies in at least two states are attempting to bar young women from joining their ranks by setting up separate, unequal programs at other schools; and

WHEREAS, state governments are lending financial, legal and logistical support to these efforts to exclude women from an equal opportunity at military academies; and

WHEREAS, local school boards in several cities around the country are experimenting with single sex schools and classrooms as an inappropriate means to address the sexism young women and girls face in classrooms from male students and teachers who interrupt, ridicule or sexually harass them;

THEREFORE BE IT RESOLVED, that the National Organization for Women (NOW) continue its historic support for equal opportunities in education for women and girls; and

BE IT FURTHER RESOLVED, that NOW step up its campaigns in support of Title IX, affirmative action and a long-term constitutional strategy to guarantee women's equality; and

BE IT FURTHER RESOLVED, that NOW activists at all levels -- local chapters, state organizations and the National Action Center -- track these issues, hold local actions to draw attention to them and do electoral and political work with candidates who support equal educational opportunities for women and girls; and

BE IT FURTHER RESOLVED, that NOW develop resources for educators to aid them in developing equitable educational skills; and

EDUCATION

BE IT FINALLY RESOLVED, that NOW, in conjunction with the Young Feminist Conference Implementation Committee and staff designated to work with young feminists issues, develop strategies and programs to assist young people to combat sexism in their school environment.

BIRTH CONTROL IN SECONDARY SCHOOLS

1995

WHEREAS, it is difficult, if not impossible, for women and men to have access to birth control, especially condoms, within secondary schools; and

WHEREAS, it is also difficult to obtain information about reproductive services in the community;

THEREFORE BE IT RESOLVED, that the National Organization for Women (NOW) actively campaign for the distribution of condoms, lists of community resources, and safer sex information in secondary schools.

SCHOOL VOUCHERS

1993

WHEREAS public schools offer education to all children in our communities and public education can serve as a democratic force to increase opportunities for women and people of color and of low income, and

WHEREAS school vouchers have been backed by the right wing, the catholic bishops and are the number one priority of the Heritage Foundation, and

WHEREAS initiatives and legislation are currently being considered throughout the country which would fund private schools at the expense of public education and would allow such private schools to be formed with as little or no requirements for such things as safety, curriculum, minimum standards for teachers, and policies against racial, gender or religious discrimination, and

WHEREAS school vouchers will not result in increased choices for most students because there are already waiting lists for good private schools and those schools usually cost more than the amount of the voucher, thus limiting their use by low and moderate income families, and

WHEREAS school vouchers will leave public schools to educate those with disabilities, the hard to educate and the poor, while lowering support for public education, and

WHEREAS the Supreme Court has indicated that it may rule school vouchers to fund discriminatory religious schools if the choice was made by individuals and not the state would be constitutional.

THEREFORE BE IT RESOLVED that National Organization for Women oppose the use of school vouchers being used to fund private schools.

SEXUAL HARASSMENT IN SCHOOL

1993

WHEREAS, sexual harassment against women is prevalent throughout our society, including our schools, our workplace and our government;

WHEREAS, sexual harassment in our schools is epidemic, 89% of girls reporting that they are subject to sexual comments, gestures, and looks denying students their right to a healthy, supportive and encouraging environment for all;

WHEREAS, a school environment that tolerates sexual harassment perpetuates acceptance of hostility and repression that carries over into the workplace;

WHEREAS, current strategies for litigating sexual harassment cases tend to punish the victims and have not resulted in improvements in school and work environments;

THEREFORE BE IT RESOLVED that the National Organization for Women actively assist women, especially young women in school, through public education, visible support at all levels of NOW, and continuing education of National Organization for Women members on the situations of sexually harassed

EDUCATION

women & girls; and

BE IT FURTHER RESOLVED that as school systems, businesses, and government agencies develop curricula and training materials about sexual harassment, NOW encourages them to include feminist experts on sexual harassment, training and prevention and intervention; and

BE IT FURTHER RESOLVED that as school systems develop these policies, NOW encourage them to include the input and active participation of girls and young women in creating and implementing these policies; and

BE IT FURTHER RESOLVED:

- 1) that school administrations be held responsible for the inclusion of programs in the curricula that educates administrators, students and faculty on the definition and effects of sexual harassment,
- 2) that both students and school officials be held accountable for final compliance with those policies,
- 3) that schools be required to adopt & post the policies and regulations concerning sexual harassment; and

BE IT RESOLVED that NOW work with other feminist organizations to developed effective strategies for dealing with instances of sexual harassment, including: extending the statutes of limitations increasing penalties, requiring settlements be made public, and using testers.

TITLE IX - SEX DISCRIMINATION IN SPORTS

1993

WHEREAS, over 20 years ago the U.S. Congress passed Title IX of the 1972 Education Amendments which made it illegal for schools, colleges and universities to discriminate against women if the schools received federal tax dollars;

WHEREAS, Title IX was one of the most important pieces of legislation ever passed for women and girls and opened up graduate education for women; and

WHEREAS, despite the passage of Title IX, educational institutions continue to discriminate against women, giving twice as much funding to men's sports as to women's sports, and violating Title IX in the area of athletic recruiting and operating budgets; and

WHEREAS, in order to begin to enforce Title IX Representative Cardiss Collins has introduced legislation, HR 921, mandating that school records of money spent for men's vs. women's sports be kept and made available to the public;

WHEREAS, sports programs are important for the physical well-being, and self-esteem, and access to scholarships for women;

THEREFORE BE IT RESOLVED, that the National Organization for Women support HR 921 and work for its passage, doing everything possible to gain enforcement of Title IX;

BE IT FURTHER RESOLVED, that NOW work with NOW LDEF, the Feminist Majority and other feminist and profeminist organizations to develop alternative methods to gain enforcement of Title IX (i.e. civil suits, informational pickets, demonstrations, etc.);

BE IT FINALLY RESOLVED, that local and state NOW chapters are encouraged to form gender equity committees to investigate Title IX compliance in their local areas.

ATHLETIC EQUITY

12/93

WHEREAS, NOW has had policy opposed to discrimination against women and girls in recreation and sport since 1973, and policy in support of Title IX as early as 1974 and most recently in 1992; and

EDUCATION

WHEREAS, women athletes and the coaches of women's teams continue to be denied equal opportunity in athletics programs at virtually all levels in all parts of the country; and

WHEREAS, opportunities for female athletes have remained stagnant in and some cases have actually declined in number in the past ten years thus denying women students equal educational opportunities as promised in 1972 by Title IX; and

WHEREAS, numerous NOW chapters and states have taken action on this issue including California NOW's recent lawsuit against the 20 campus California State University system resulting in a precedent setting consent decree; and

WHEREAS, the Office of Civil Rights of the Department of Education issued a Title IX Athletics Investigator's Manual in the spring of 1990 which contains a number of serious deviations from the governing regulations and the Policy Interpretation of December 11, 1979 allowing investigators to overlook and/or permit egregious violations of Title IX; and

THEREFORE BE IT RESOLVED, that National NOW (1) send a letter by January 10, 1994 to Norma Cantu, Assistant Secretary for Civil Rights (U.S. Department of Education, 330 C Street SW, Washington, DC 20202, phone 202-205-5413) urging that the Title IX Athletics Investigator's Manual be withdrawn and revised so that it will give both OCR investigators and the many institutions which rely on the Manual's guidance, workable standards which are in full accord with the governing law, and (2) work with other organizations such as AAUW, the Women's Sports enforcement of Title IX, most especially, working to see that girls and women have the opportunity to participate proportionate to their enrollment at each school; and

BE IT FURTHER RESOLVED, that NOW send a letter to each woman member of Congress by January 15, 1994 seeking their support in this effort to have the Title IX Athletics Investigator's Manual withdrawn and revised; and

BE IT FURTHER RESOLVED, that all levels of NOW consider;

- (1) sending a letter or calling Norma Cantu, the Assistant Secretary for Civil Rights, urging the withdrawal and revision of the Title IX Athletics Investigator's Manual and
- (2) other actions on the issue of athletic equity especially around National Girls and Women in Sport Day, February 3, 1994.

20th ANNIVERSARY OF TITLE IX

1992

WHEREAS June 23, 1992, was the 20th anniversary of Title IX (the Education Amendments to the Civil Rights Act) which says: "No person in the United States shall on the basis of sex, be excluded from participating in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving Federal financial assistance," and

WHEREAS progress has been made in the elimination of many of the most blatant forms of gender discrimination, such as gender segregated classes, and

WHEREAS bias against females in our nation's schools continues to be pervasive - and harmful - because girls receive significantly less attention from classroom teachers than do boys, the contributions and experiences of girls and women are still marginalized or ignored in many of the textbooks used in our nation's schools, and girls are less likely than boys to be encouraged to take the most advanced math and science courses, and

WHEREAS even though Title IX was supposed to put boys and girls on a level playing field in the area of sports and athletics, women and girls continue to be shortchanged, and

WHEREAS twice as many men as women have an opportunity to play sports, men receive more than \$2 to every \$1 of scholarship monies that women receive and men's sports receive more than 3 times as much in operating and recruiting expenses as do women's sports at the average Division I university, and

EDUCATION

WHEREAS women have actually lost jobs when athletic departments have been consolidated and the number of programs headed by female administrators declined from more than 90% in 1972 to 15.9% in 1990 and the percentage of women coaching women's teams has dropped from more than 90% in 1972 to 47.3% in 1990, and

WHEREAS in February 1992, the Supreme Court decided unanimously that the right to sue for monetary damages exists in Title IX discrimination cases,

THEREFORE BE IT RESOLVED that NOW reconfirm our demand that Title IX be fully implemented, and **BE IT FURTHER RESOLVED** that NOW call for the full implementation of the 31 state Title IX laws and the passage of additional state educational equity laws, and

BE IT FURTHER RESOLVED that NOW take action to end discrimination against girls and women in educational institutions at all levels, and

BE IT FURTHER RESOLVED that national NOW, states and chapters take action to end discrimination in education -- another 20 years is too long to wait -- and

BE IT FURTHER RESOLVED that the National NOW Vice President Action prepare materials to implement this resolution.

EQUITY IN EDUCATION/ATHLETICS - TITLE IX

1991

WHEREAS, 31 states have sex equity in education legislation mandating equal educational opportunities for male and females, and

WHEREAS, 19 states and Washington, D.C. do not have such legislation, and

WHEREAS, Federal Title IX is not adequately enforced, and

WHEREAS, too many schools continue to deny males and females equal educational and athletic opportunities.

THEREFORE BE IT RESOLVED, that NOW urges young feminists in West Virginia, Louisiana, Washington D.C., Missouri, New Mexico, Ohio, Utah, Kentucky, North Dakota, Tennessee, Oklahoma, Texas, Virginia, Delaware, Arkansas, Georgia, Mississippi, Nevada, Alabama, and South Carolina to work for the passage of sex equity in education legislation in their states.

EARLY CHILDHOOD EDUCATION BILL

3/89

Moved the following policy on components important to an adequate Early Childhood Education Bill:
"Early childhood development involves education, nutrition and socialization. This bill creates a system of public early childhood education within the department of Education.

This bill will provide for an extended school year and/or a publicly funded summer program. This bill will provide a publicly funded program for 6-11 year olds for after regular school hours in the public school setting. This program will be an enhancement program for physical fitness and an enrichment program in math, science, technology and the arts. This program will serve to promote national security, preserve and promote effectiveness in the world markets and fight substance abuse.

This bill will guarantee adequate salaries for child care workers. The funding required for this system will be a combination of federal, state and local monies with local control of programs and expenditures. There will be an option for contracting out for services.

Due to the training required to create quality workers and the necessity of maintaining stability in the workforce, the funding must be multi-year and must be adequate."

EDUCATION

3/89

Moved that NOW support HR 3 (Hawkins) Child Development and Education Act of 1989 and HR 1089 the Child Care and Education 2000 Act (Edwards).

TITLE IX

1/88

WHEREAS, the National Organization for Women opposes the Danforth Amendment and any other anti-abortion amendments to Title IX; and

WHEREAS, NOW censures the Republican and Democratic Senators who required that young women trade off their reproductive rights in order to gain educational opportunity; and

WHEREAS, supporters of the Amendment have demonstrated their insensitivity to the needs and inequities facing young women;

THEREFORE BE IT RESOLVED, that NOW will continue to work for a clean Title IX bill in the House. While we disagree with the strategy of the Leadership Conference on Civil Rights we will not stand in its way in pursuing its strategy, but we will not work for a bill that has an anti-abortion amendment.

RELIGIOUS RIGHT AND TEXT BOOKS

2/86

WHEREAS, Secretary of Education Bennett has authorized the use of over \$70,000 of discretionary Department funds to study how religion and traditional values are portrayed in public school textbooks; and **WHEREAS**, this study which is usually described as dealing with the issues of the existence, history, contributions and roles of Protestantism, Catholicism and Judaism in textbooks is actually a study of the pet issues of the religious right in textbooks--especially the roles of women; and

WHEREAS, plaintiffs in Smith, et al. v. The Board of School Commissioners of Mobile County, et al., and Smith, et al., v. George C. Wallace, Governor of Alabama, et al., seek to have the "findings" of this study imposed as court ordered standards for the development of curriculum and selection of textbooks throughout Alabama;

THEREFORE BE IT RESOLVED, that the NOW board refer these cases to NOW-LDEF for their review and evaluation and recommends that NOW-LDEF investigate ways of highlighting the feminist issues of these cases.

CIVIL RIGHTS RESTORATION ACT RESOLUTION

1985

WHEREAS, Title IX is the only law protecting women and girls from sex discrimination in education; and **WHEREAS**, Title IX has provided women and girls with access to opportunity in education and opened doors previously closed to them; and

WHEREAS, the Reagan administration has systematically attempted to overturn civil rights protections for minorities, the disabled, and the aged, as well as women and girls; and

WHEREAS, the Reagan administration issued an opinion to narrow Title IX protections with which the Supreme Court agreed in its Grove City v. Bell decision; and

WHEREAS, the Reagan administration has announced its intention to apply the Grove City decision to civil rights statutes protecting the handicapped, the aged, minorities and women; and

WHEREAS, this action by the Court necessitated the introduction of the Civil Rights Restoration Act to overturn the Grove City decision and restore the civil rights of women, the aged, the handicapped and minorities; and

WHEREAS, the Reagan administration and the U. S. Catholic Conference of Bishops is leading the

EDUCATION

opposition to the Civil Rights Restoration Act of 1985 with their efforts to attach damaging anti-abortion amendments; and

WHEREAS, the civil rights of blacks, Hispanics and all minorities, women, the disabled and the aged, gained so laboriously and at great cost over the past 25 years, are now threatened by the infamous Grove City decision of the United States Supreme Court; and

WHEREAS, in response to that threat, numerous members of the Congress have sponsored the Civil Rights Restoration Act of 1985 to re-establish the intent of Congress to prohibit all federal funding of discrimination; and

WHEREAS, the rights of all women to equal educational opportunity will be wiped off the books if Title IX remains gutted by the Grove City decision;

THEREFORE BE IT RESOLVED, that the National Organization for Women shall immediately launch an emergency campaign to pass the Civil Rights Restoration Act of 1985 reported out by the Judiciary Committee of the House of Representatives, without further amendment; and

BE IT FURTHER RESOLVED that this campaign shall:

- a. re-activate the nationwide phonebank system to maintain instant communication with the states and chapters of NOW;
- b. target and organize the key congressional districts needed to win with massive POMs and letters, lobbying and rallies;
- c. develop campaign buttons and slogans;
- d. step up the public awareness and pace of this campaign through a Public Awareness Campaign and events;
- e. continue to expose the Reagan administration's and the U.S. Catholic Conference of Bishops' ongoing opposition to women's rights and civil rights; and
- f. hold campus actions and massive in-district lobbying campaigns during August and September and until the Civil Rights Restoration Act is passed with no substantive, damaging amendments; and

BE IT FINALLY RESOLVED that this Campaign shall achieve major impact by October, 1986, so that the present 49 Senate sponsors and 209 House sponsors will be joined by many other Senators and Members of Congress, who will recognize the Restoration Act as a major election issue of 1986 which cannot be denied.

TUITION TAX CREDITS

1983

WHEREAS, when the federal government is cutting back on support for the ill, the handicapped, the school children, the poor and the needy, there can be no justification for launching a massive new government subsidy for the wealthy and for church schools; and

WHEREAS, a Congress that is committed to reduced spending cannot justify the creation of an expensive new program that will result in an unpredictable cost result, and

WHEREAS, private and parochial schools provide a valuable educational alternative public money should be reserved for public schools, and

WHEREAS, tuition tax credits are bad economic policy, bad educational policy, bad public policy, and would violate the spirit and letter of the Constitutional separation of church and state,

THEREFORE BE IT RESOLVED, that the National Organization for Women goes on record in opposition to tuition tax credits/deductions and will cooperate with groups working to defeat legislation establishing tuition tax credits.

EDUCATION

EDUCATIONAL EQUITY

1983

WHEREAS, all pieces of equity legislation are currently threatened by Congressional and Administrative actions; and

WHEREAS, women and girls still remain under-represented in many educational and vocational programs -- especially in the growing scientific and technical fields; and

WHEREAS, parents across the nation are extremely concerned about the education their children receive in the nation's classrooms; and

WHEREAS, national, state, and local governments are currently developing new educational initiatives; and **WHEREAS**, the presidential candidates have announced new, national education programs;

THEREFORE BE IT RESOLVED, that the National Organization for Women work for preserving and expanding educational equity, including enforcing Title IX and all other Civil Rights Laws at the national, state, and local levels, and

BE IT FURTHER RESOLVED, that NOW encourage and support local NOW chapters to establish Education Task Forces to promote educational equity, and

BE IT FURTHER RESOLVED, that NOW inform the membership of key education issues; and

BE IT FURTHER RESOLVED, that NOW use active support for educational equity as a criterion for endorsement of presidential and other candidates.

SEXUAL HARASSMENT

1981

WHEREAS, sexual harassment of female student, faculty, and administration staff is a widespread and continuing problem in academic institutions; and

WHEREAS, such practices have been shown to effectively limit women's participation and achievement in the educational process; and

WHEREAS, NOW is committed to helping women to achieve access and opportunity in all areas of society;

THEREFORE BE IT RESOLVED, that the National Organization for Women condemns sexual harassment in education as it does wherever it occurs and pledges its support toward the identification and eradication of such practices, and further urges NOW LDEF to become a leading resource on the problem of sexual harassment.

SUPPORT OF TITLE IX

7/79

NOW supports the Declaration in Support of Title IX proposed by the Women's Sports Foundation as follows:

In the interest of developing all Americans as healthy, strong and physically sound individuals, we, the undersigned, declare that the teaching of physical fitness and athletics are and should be an important and integral part of all school programs; that all children and young adults in our education systems should have an equal opportunity to discover their full physical potential through all physical education, athletic and sports programs; that the regulations for enforcing Title IX, as they pertain to physical education, athletics and sports, be put into effect; that girls and women should be taught to develop their full physical potential; that legislation which would deprive girls and women of any equal opportunity in sports or any other area is against the best interests of all Americans. For these reasons we ask Congress to stand firm on its original intent to include all athletics in the Education Amendment and we ask the president to see that the appropriate government agencies enforce this legislation.

EDUCATION

ESTABLISHMENT OF TITLE IX COMMITTEE

1977

WHEREAS, HEW is denying equal education opportunities to all students by its lack of responsiveness to complaints and lack of enforcement of Title IX of the 1972 act;

WHEREAS, the Title IX complaints procedure is slow and unresponsive; and

WHEREAS, PEER has been funded to monitor Title IX enforcement and will issue a report in July on the poor enforcement of Title IX;

THEREFORE BE IT RESOLVED, that NOW set up a national committee whose charge is to ensure better enforcement of Title IX by publicizing the PEER report, asking Congress and the Carter Administration to reorganize HEW so that it will be more responsive to Title IX complaints, to apply pressure to HEW to gain a prompt response to complaints and a major effort by it to enforce all aspects of Title IX to gain equal educational opportunities for all students and, if necessary, by instituting legal action of HEW for non-enforcement of Title IX.

TOWER AMENDMENT

1974

WHEREAS, the U.S. Senate has already approved the Tower Amendment removing all revenue-producing sports from the Title IX requirement to end sex discrimination,

WHEREAS, if enacted, the Tower Amendment will end hope of immediate action towards equal athletic opportunity for women in most intercollegiate and many high school sports teams.

WHEREAS, Title IX regulation;

- not yet issued two years after the law's enactment,
- are crucial for the enforcement of nondiscrimination in all areas of education.

THEREFORE BE IT RESOLVED that NOW move immediately to defeat the Tower Amendment to H.R. 69 by:

- Sending telegrams to all conferees on behalf of this conference, urging decisive defeat of the Tower Amendment.
- A letter and telephone campaign from local chapters and individual NOW members to all conferees.
- Other appropriate means of expressing the concern of this conference that Title IX must protect the rights of all women to equal athletic opportunity in our schools and colleges,

BE IT FURTHER RESOLVED, that NOW continue to work to assure that Title IX is not weakened by other legislative amendments limiting its coverage in any area of education.

BE IT FURTHER RESOLVED, that NOW demand immediate release of the Title IX regulation.

SUSAN B. ANTHONY

7/73

Motion adopted by acclamation that the birthday of Susan B. Anthony, February 15, be officially designated as Susan B. Anthony Day, to be observed by public schools and educational institutions with suitable ceremony, calling attention to the efforts of Susan B. Anthony in the development of the political and economic status of women in the United States, and that NOW initiate and support the introduction of bills at both the national and state levels for the purpose of giving her a place of honor on the American calendar.

EDUCATION PRIORITIES

1970

BE IT RESOLVED, that NOW support as priorities in education:

1. The establishment of female studies, which we envision as interdisciplinary courses, both

EDUCATION

curricular and for credit, and extracurricular, designed to raise consciousness about and expose the biases against and ignorance on women, especially in the fields of history, literature, psychology, sociology, and marriage and family courses.

2. The mobilization of, support for, erasing sex discrimination wherever it exists in education as in admissions, scholarships, fellowships, loans, textbooks, guidance counseling, division of students by sex in home economics, shop, sports and vocational training. We also urge the erasing of sex discrimination in policies on marriage, pregnancy or parenthood as related to students, faculty and staff, stocking of libraries with appropriate books, day care for all students, faculty and staff, in hiring, salaries, tenure and nepotism, in appointments such as college presidencies, in teacher training curricula, in provision of role models outside the traditional sex role stereotypes, in part-time employment and schooling policies, and in language, which must be restructured to reflect a society where women have status equal to men. We suggest studies of hiring and other forms of discrimination against women, faculty on the model of the analysis at Columbia University.
3. The encouragement of any action to require universities and colleges that are federal contractors to end discrimination against women in conformity with the guidelines of the Office of Federal Contract Compliance under Executive Orders 11246 and 1375 or to extend Title VI of the 1964 Civil Rights Act to cover sex discrimination in educational institutions and force compliance with its provisions.
4. The seeking of funding for female studies, scholarships, fellowships, loans and research, from foundations, corporations, alumni and alumnae groups, and such organizations as the BPW, AAUW, and NOW itself, and from bequests and donations from individuals.

PRIORITIES FOR ACTION

1969

RESOLVED that NOW commend President Martin Meyerson of State University of New York at Buffalo for his interest in equal employment opportunity for women and particularly for his recent request that thenceforth each committee searching for personnel for major academic and administrative positions locate at least one female candidate as well as candidate from other minority groups. This commendation should be sent to Pres. Meyerson along with a copy to Vice Pres. Warren Bennis, who is in charge of this, as well as copies throughout the system of the State University of New York and to the Association of Higher Education of the National Education Association. NOW will urge other university presidents to follow Dr. Meyerson's example.

NOW BILL OF RIGHTS EQUAL OPPORTUNITY IN EDUCATION

1968

There should be no discrimination on the basis of sex in schools that receive federal funds. Award of scholarship, fellowship and other benefits should be made without regard to sex.

EMPLOYMENT

VIOLENCE AND SEXUAL HARASSMENT IN THE WORKPLACE

1996

WHEREAS employers are increasingly using tactics to limit their own liability under federal and state laws and to limit access of their employees to civil rights laws and

WHEREAS employers including Saks Fifth Avenue and Purity Supreme have asserted that employees who are victims of rape and/or sexual assault in the workplace can only seek redress through workers compensation boards and not through the civil courts, and a recent decision from the highest court in Massachusetts has already interpreted state law to restrict employees' rights in this manner, and

WHEREAS the securities industry requirement that all employee disputes including allegations of sexual harassment and assault, must go before employer-selected arbitration panels and this has created a hostile work environment for women in the securities industry, and

WHEREAS mandatory arbitration having been approved by the courts, is spreading to other industries through employee manuals, pre-employment contracts, court decisions, and legislation.

THEREFORE BE IT RESOLVED that the National Organization for Women (NOW) educate its membership through the National NOW Times about the legislation, court decisions, and employer tactics to deny employees access to Title VII protection against discrimination, a hostile work environment, sexual harassment and assault; and

BE IT FINALLY RESOLVED that the Action Center develop a national press and legal strategy in opposition to these tactics.

See Also: Violence Against Women

A MOTHER'S DAY CALL TO ACTION

5/96

WHEREAS, the Equal Employment Opportunity Commission (EEOC), as a result of its investigation of complaints of sexual and racial harassment at a Mitsubishi Motor Manufacturing Corporation (Mitsubishi) plant in Normal, Illinois, has filed a massive federal lawsuit alleging pervasive sexual harassment at the plant; and

WHEREAS, Mitsubishi responded to the allegations by paying employees and providing transportation to a protest at a Chicago EEOC office, thereby encouraging further harassment of women at the plant; and

WHEREAS, many women who work or worked at the plant have detailed harrowing accounts of verbal harassment and physical violence at the hands of their male co-workers and supervisors without any action on the part of Mitsubishi to stop the abuses; and

WHEREAS African American employees at the plant have also filed complaints of racial harassment by their co-workers; and

WHEREAS, in addition to the federal suit, 28 women have filed a private civil suit against Mitsubishi in an effort to remedy the hostile work environment at the plant and to recover damages for the physical and emotional abuse they suffered;

THEREFORE, BE IT RESOLVED that the National Organization for Women (NOW) formally calls upon Mitsubishi to take immediate action to stop harassment of women and people of color at its plants; and

BE IT FURTHER RESOLVED that NOW chapters across the country are urged to take part in a National Mother's Day of Action launching a campaign of informational pickets beginning on Mother's Day weekend, outside of car dealerships where Mitsubishi vehicles are sold; and

BE IT FURTHER RESOLVED that NOW continue a national campaign to resolve the issue of abuses against women and people of color at Mitsubishi.

See Also: Sexual Harassment

EMPLOYMENT

CAMPAIGN FOR FAIR FEDERAL WORKPLACES

2/94

WHEREAS, the U.S. Government's lack of response to the sexual harassment and job discrimination, suffered for years by women and people of color employed at the National Institutes of Health (NIH) clearly demonstrates the need for radical reform to remedy the hostile atmosphere; and

WHEREAS, evidenced by the abuse suffered by Anita Hill at the Equal Employment Opportunity Commission, Suzane Doucette at the Federal Bureau of Investigation, and countless other women who have bravely spoken out against sexual harassment and discrimination within the federal government, the injustices perpetrated by NIH are endemic throughout the federal bureaucracy; and

WHEREAS, the very institutions and agencies charged with enforcing laws and serving the public are hostile workplaces for women and people of color; and

WHEREAS, we are forced, with our tax dollars, to fund these edifices of discrimination and sexual harassment;

BE IT RESOLVED, that the National Organization for Women (NOW) move forward with a national campaign to make federal workplaces fair workplaces; and

BE IT FURTHER RESOLVED, that this campaign work to build the public awareness and pressure necessary to move the U.S. Government to take progressive action not only to remedy existing problems, but also to compensate those women and people of color who have suffered harassment and discrimination while employed by the government; and

BE IT FURTHER RESOLVED, that a future leadership mailing include an action organizing packet which encourages NOW chapters and states to conduct zap actions at Post Offices and federal buildings around the nation as part of this campaign.

ECONOMIC SURVIVAL -- TITLE VII

1993

WHEREAS, the U.S. Supreme Court has already made it very difficult for plaintiffs to win intentional discrimination cases; and

WHEREAS, the Supreme Court ruled on June 25, 1993, regarding the standard of proof necessary to prove a violation of intentional discrimination under Title VII, 42 U.S.C. Section 2000(e) et.seq., the federal law prohibiting employment discrimination based on race, sex, national origin, religion or color; and

WHEREAS, the Supreme Court, by a 5 - 4 vote, made it difficult for plaintiffs in race and sex discrimination cases to prove intentional discrimination, stating that a showing of pretext is not sufficient to prove a violation of Title VII;

THEREFORE BE IT RESOLVED, that National Organization for Women support amendment of Title VII to clarify the standards of proof in intentional discrimination cases so that if plaintiffs show that an employer's asserted reason for a job action (termination, denial of promotion, etc.) is false, the employer must then introduce and prove that there was a non-discriminatory reason for the action, and if the employer fails to meet its burden of production and proof, the plaintiff will have proved discrimination.

RESOLUTION ON THE CIVIL RIGHTS ACT

1991

WHEREAS, the United States is in a deep recession which is being borne disproportionately by women, people of color and the poor;

WHEREAS, greed and corruption in high places is being rewarded by bailouts, cover-ups, and a staggering level of acceptability;

EMPLOYMENT

WHEREAS, President Bush and members of Congress have set out to gut and defeat the Civil Rights Act of 1991 (which could restore the guarantees that could lead to economic justice) by creating different treatment for women and people of color and capping punitive damages for sex discrimination in an attempt to divide women's rights and civil rights groups;

WHEREAS, President Bush and the Republican Party will use the issues of crime, Kuwait and quotas in the 1992 elections much the same way they used Willie Horton in the 1988 elections; and

WHEREAS, "quotas" has become the catchword for opponents of civil rights, women's rights and economic justice, and has been used to attack affirmative action, when in fact, quotas are used to exclude women and minorities from institutions and positions of power and to guarantee that the overwhelming underrepresentation of women in decision making positions is maintained;

THEREFORE BE IT RESOLVED, that the National Organization for Women intensifies its commitment to the passage this year of a strong and uncompromised civil rights law to restore the rights of women and people of color so decimated by the Reagan/Bush Supreme Court, and that NOW will hold every member of Congress and the President accountable for the watering down or defeat of the Civil Rights Act; and

FURTHER BE IT RESOLVED, that NOW will not endorse any political candidate who backs away from full and unqualified support for affirmative action and the Civil Rights Act and will work to defeat any candidate who uses the phony issue of quotas to deny women and people of color economic justice.

4/91

MOVED that NOW work to keep "women" in the title of the Civil Rights and Women's Equity in Employment Act of 1991 and to ensure that the Act guarantees women full protection against discrimination in employment.

"MOMMY TRACK"

3/89

Moved that the National Board of NOW oppose the "mommy track" for women in management as blatant sex discrimination and launch a public education campaign refuting the myth that women employees or managers cost more than male employees or managers.

"FETAL PROTECTION POLICY"

4/88

In UAW v. Johnson Controls, the company's "fetal protection policy" keeps women of reproductive age out of certain jobs due to lead contamination. NOW's position is that failure to provide a healthy environment for workers is not overcome by prohibiting one sex from working there.

Moved that NOW sign on as amicus in the case of UAW vs. Johnson Controls provided that we see and approve the brief in advance.

FAMILY AND MEDICAL LEAVE BILL

10/87

The National Organization for Women will support and put its energies behind the passage of Senator Dodd's Family and Medical Leave Bill S249 and will oppose the House compromise as inadequate. **See also: Child Care.**

SEARS INTERVENTION

12/81

The National Organization for Women will seek to intervene in the case of EEOC v. Sears Roebuck and

EMPLOYMENT

Company and that the President (Executive Committee) is (are) directed to work with NOW attorneys in determining the specifics of the intervention effort and the scope of relief sought.

SEXUAL HARASSMENT

1979

WHEREAS, nine out of ten women employed outside of the home have experienced some form of undesired sexual attention on the job, including verbal harassment or abuse, subtle pressure for sexual activity, rape and attempted rape; and

WHEREAS, the threat of losing out on promotions, raises, benefits, and jobs are the only options women face when they reject sexual advances from bosses, clients, co-workers, and subordinates; and

WHEREAS, contradictory legal precedents limit the remedies for individuals with sexual harassment complaints under Title VII of the 1964 Civil Rights Act;

THEREFORE BE IT RESOLVED, that the National Organization for Women and the NOW Employment Committee take the following steps towards eliminating sexual harassment in the workplace:

1. Provide legal analysis and support for a test case to go to the high Court, if necessary, to establish a clear cut precedent that sexual harassment is indeed sex discrimination and prohibited under Title VII;
2. Evaluate the feasibility of introducing legislation into the U.S. Congress defining Title VII jurisdiction in sexual harassment cases; and
3. Develop specific projects which can be carried out by local NOW groups interested in taking action to publicize the issue, and victims, and eliminate the problem of sexual harassment.

FEDERALLY EMPLOYED WOMEN (ESTABLISHMENT OF COMMITTEE)

2/79

WHEREAS, over 740,000 women are employed full-time by the Federal government, 77% of whom are in the lowest pay brackets (\$6,219 to \$8,902) and who hold only 3.4% of the most highly paid positions; and

WHEREAS, recently issued guidelines mandating affirmative action programs for women and minorities in the craft building trades are not applicable to the Federal sector; and

WHEREAS, laws prohibiting discrimination are not applicable to the 17,000 women employees of Congress; and

WHEREAS, the recent defeat of Veterans' Preference modifications in Congress requires new and more strenuous effort to address this major obstacle to equal employment in the Federal government for women; and

WHEREAS, the impact of Federal policies and programs on women as employees, citizens, wives, mothers,

daughters, and independent beings is neither monitored nor assessed; and

WHEREAS, the National Organization for Women is the world's largest feminist organization with many members who are Federal employees;

THEREFORE BE IT RESOLVED, that the National Organization for Women establish a Committee on Federal Women and Federal Programs whose membership will consist of one Federally employed member from each NOW Region, and at least three members from the District of Columbia metropolitan area.

EQUAL PAY ENFORCEMENT

2/78

The National Board adopts as policy of the National Organization for Women that NOW favors maintaining Equal Pay Act Enforcement in the Department of Labor as opposed to being moved to EEOC under President Carter's civil rights enforcement reorganization plan.

EMPLOYMENT

DISPLACED HOMEMAKERS

1977

WHEREAS, as stated in H.R. 28 and S. 418, "Homemakers are an unrecognized and unpaid part of the national work force who make an invaluable contribution to the welfare and economic stability of the nation but who receive no health, retirement, or unemployment benefits as a result of their labor";

WHEREAS, "An increasing number of homemakers are displaced in their middle years from their family role and left without any source of financial security because of divorce, the death of their spouse, or the loss of family income"; and

WHEREAS, "Displaced homemakers are often without any source of income because they are ineligible for social security benefits because they are too young, or because they are divorced from the family wage earner; they are ineligible for welfare assistance if they are not physically disabled and their children are past a certain age, and they are ineligible for unemployment insurance because they have engaged in unpaid labor in the home";

BE IT RESOLVED, that NOW, through its chapter, state, and national organization, work for passage of displaced homemaker legislation as an essential first step to help such women move from dependency to self-sufficiency (H.R. 28 and S. 418 as well as bills now pending in 28 states);

BE IT FURTHER RESOLVED, that this organization promotes inclusion of displaced homemakers under federal and state unemployment compensation laws by consideration of full-time homemakers as workers eligible for such benefits or programs as would be initiated by the federal displaced homemakers legislation; and

BE IT FURTHER RESOLVED, that this organization urge government creation of new jobs which would utilize the skills and experience of displaced homemakers to fill unmet community needs.

COMPLIANCE

1974

WHEREAS, the discriminatory employment practices pervasive in this society impose a terrible burden upon all women workers, a burden which weighs most heavily upon minority women and poor women, and

WHEREAS, federal legislation passed in the early 1960's guaranteed equal employment opportunity for all persons, and

WHEREAS, one of the specific founding purposes of the National Organization for Women was to ensure that this guarantee was honored, and

WHEREAS, in fact discrimination has continued unabated and the relative status of women workers has significantly declined,

THEREFORE, on this tenth anniversary of the Civil Rights Act of 1964, be it resolved that NOW declares employment discrimination a priority issue for the coming year and dedicates itself to national, state and local actions to obtain expansion, development, and enforcement of anti-discrimination laws, and to such further actions as will ensure truly equal employment opportunity for all persons.

SEARS

1974

WHEREAS, the retail industry is sustained by the underpaid work of women, and

WHEREAS, Sears, the largest retail corporation, is a major offender in failing to meet equal employment opportunity standards, and

WHEREAS, Sears' disregard of equal employment opportunity laws affects thousands of women nationwide, **THEREFORE BE IT RESOLVED** that NOW take action both nationally and locally against Sears to insure their compliance with equal employment opportunity laws.

EMPLOYMENT

CIVIL AND HUMAN RIGHTS AGENCIES (Establishment of NOW Members' Caucuses)

1971

WHEREAS, women suffer gross discrimination in employment, education, public accommodations, housing and the law, etc., and

WHEREAS, existing human and civil rights agencies are male dominated and directed, resulting in little more than token involvement with women's rights, and

WHEREAS, this male dominance and direction has resulted in the same discrimination against the women working within these organizations, and

WHEREAS, the International Association of Official Human Rights Organizations (IAOHR) in conference passed a resolution on this subject urging that agencies take a leadership role to define and limit such discrimination and act in a positive manner on relevant legislation;

THEREFORE BE IT RESOLVED, that NOW rename its Task Force on Federal Compliance to the Task Force on Compliance and that part of the work of that Task Force be to study and initiate positive changes in the action policies and hiring practices of all human and civil rights agencies as they relate to women, and **BE IT FURTHER RESOLVED**, that NOW establish a caucus of its members employed by or members of civil and human rights agencies in order to combat blatant sex discrimination and the indifference towards women's rights that exists within these agencies, and

BE IT FURTHER RESOLVED, that NOW urge NOW chapters to establish similar caucuses at state and local levels to work with state and local agencies.

EMPLOYMENT ACTION PROGRAM

1971

BE IT RESOLVED, that NOW take action on the following items;

1. That NOW urge the House Government Operations Committee to hold hearings to evaluate federal enforcement against sex discrimination in its internal and public programs, covering all agencies and executive departments, including evaluation of their in-house programs, enforcement programs and procedures, enforcement records and allocation of resources, and that the Conference direct the Federal Compliance Task Force to adopt the securing of these hearings as its immediate priority.
2. That NOW request a meeting with the U.S. Civil Rights Commission (CRC) to inform them of our program to secure extension of their mandate to include jurisdiction over sex discrimination with the necessary increase in appropriations, and NOW offer information and assistance to the CRC in developing relevant policies and programs to protect and secure women's rights.
3. That NOW call upon the Office of Federal Contract Compliance (OFCC) to amend its rules and regulations to require Federal Contractors to issue a semiannual progress report on their Affirmative Action Plans to all affected classes in their employment and to the public whose taxes finance their contracts.
4. That NOW support passage of the Equal Employment Opportunity Enforcement Act without weakening amendments, to grant cease and desist enforcement authority to the Equal Employment Opportunity Commission (EEOC), and to cover teachers and federal, state and local employees.
5. That NOW demand that the Department of Labor adopt the provision of childcare facilities as a work place standard and that OFCC include the requirements to provide child care as an ingredient of Affirmative Action Programs.
6. That NOW oppose any state, federal, county or municipal employment law or program giving special preference to veterans.

EMPLOYMENT

7. That NOW demand of Government Services Administration (GSA), Small Business Administration (SBA), and the Department of Commerce that the advantages of the Minority Business Enterprise program be extended to women of all races and that all such federal programs, now or in the future, define the word "minority" to include women of all races.
8. That NOW demand the Department of Labor drop the term "Manpower" and substitute a non-sexist term like "Workpower."
9. That NOW insist that the following federally required forms - EEO-1, breakout of the workforce, which shows the pattern of employment in a company with relation to race, ethnic group and sex; EEO-2, Union membership; EEO-3, participants of Joint Apprenticeship Committee-sponsored apprenticeship programs - be made public documents. Such public reporting may be made on the basis of a percentage of the total workforce.
10. That NOW call on the EEOC to issue an immediate ruling prohibiting applications that require information on sex, including given name of the applicant, and that NOW demand that the EEOC prohibit questions concerning marital or parental plans or status and other such invasions of privacy from pre-employment inquiries of any sort.
11. That NOW urge the EEOC, OFCC, and CSC sponsor conferences or educational forums on discrimination against women for employers, public and private employment agencies, college and university placement offices, labor unions and government agencies.
12. That NOW call upon the EEOC to withdraw from circulation its publication "Equal Job Opportunities - A National Goal" until it is revised to eliminate such sexist phrases as "appoint a man" and until it includes guides for affirmative action for equal opportunities for women, and to review all its publications and to withdraw all other such sexist publications.
13. That NOW demand that the OFCC, EEOC and the Wage and Hour Division prohibit employers from discriminating against women by issuing immediate rulings requiring employers to provide equal contributions and equal benefits in all fringe benefit, including retirement, programs.
14. That NOW calls upon the Office of Management and Budget immediately to issue form A as proposed by OFCC with the inclusion of women in items concerning promotion.
15. That NOW calls upon the Office of Management and Budget to evaluate Equal Opportunity Enforcement Programs for women as they are now so doing for the other minorities.

WOMEN-OWNED BUSINESSES

1971

WHEREAS, we wish to encourage support of business and professional women, and businesses owned by women;

THEREFORE BE IT RESOLVED, the National Organization for Women develop such lists on national and local levels and disseminate them for the purpose of encouraging support of the businesses or practices of such women.

GENERAL RESOLUTION

1970

I. RESOLVE TO SUPPORT AND WORK FOR LEGISLATION TO PROVIDE EQUAL EMPLOYMENT AND BUSINESS OPPORTUNITIES FOR ALL WOMEN.

We recognize that passage of the equal rights amendment would negate the need for much of this legislation. Until the amendment is adopted, NOW must work aggressively to achieve the following:

1. The minimum wage act should cover all female employees.

EMPLOYMENT

2. All women employees should be covered by Title VII of the Civil Rights Act of 1964.
3. All titles in the Civil Rights Act should contain a provision to eliminate sex discrimination.
4. NOW chapters should institute fair employment practices laws covering sex discrimination in states where none exist and should work to strengthen those state laws now on the books. Only 22 states have such laws.
5. NOW declares support of the Senate bill S 2454 to grant enforcement powers to the Equal Employment Opportunity Commission.
6. NOW endorses Rep. Edith Green's bill HR 15871 and HR 16098 to amend the Federal Fair Labor Standards Act to require equal pay for equal work for female professional, executive or administrative positions.
7. We call upon the government to provide a more practical, realistic and effective way for all federal, state, city and/or public employees to have recourse for filing sex discrimination complaints in employment.
8. We urge repeal of state and local laws which deny women the same freedoms, conditions and privileges as men have for borrowing money, owning real estate and operating businesses.
9. NOW calls for repeal of all restrictive and protective legislation which discriminates against women and requests inclusion of men in all valid state protective laws.

II. RESOLVE THAT NOW PROVIDE AN AFFIRMATIVE ACTION PROGRAM TO ASSIST WOMEN IN FILING COMPLAINTS ON SEX DISCRIMINATION.

We recognize the need for all chapters to appoint an employment committee chairwoman to spearhead activities. To assist the programs in each chapter, we offer:

1. New York Chapter employment action plan.
2. A fact sheet on filing a complaint of employment discrimination for female employees of government and private industry which will be prepared and sent to chapters and submitted to NOW ACTS.
3. We ask that NOW's board of directors appoint an employment coordinator who will disseminate information to chapters on the subject; prepare recommendations for actions; compile data on sex discrimination cases filed and won by women. We suggest that pertinent material be printed in NOW ACTS.

III. RESOLVE THAT CHAPTERS PERSIST IN NOW'S GOAL TO INTEGRATE ALL NEWSPAPER HELP WANTED ADVERTISEMENTS.

We recommend continued confrontation with newspaper publishers, picketing, filing complaints with local civil rights commissions. We would like to see a NOW chapter or member prove that a newspaper does exercise judgment in accepting and printing classified advertisements by trying to place a racist and sexist help wanted ad. We ask the board of directors to appoint a coordinator for this project.

IV. RESOLVE TO ENCOURAGE AND SUPPORT WOMEN TO BE ECONOMICALLY INDEPENDENT.

We recommend the following chapter actions:

1. Offer career counseling to all women.

EMPLOYMENT

2. Encourage and support the formation of businesses for women and women in business.
3. Provide information on securing Small Business Administration loans and obtaining government contracts available to minority businesses.
4. Encourage and suggest procedures for women who wish to pool money to form economic co-ops for businesses, etc.

V. RESOLVE TO MAKE A COMMITMENT TO HELP WOMEN IN POVERTY.

We recommend that NOW chapters give their support and take action where possible to aid women in poverty. Areas of concern are given below:

1. Whereas we believe in the right of all sisters to employment; and whereas there are not enough jobs to go around; and whereas this situation is expected to worsen in the 1970's be it resolved that we support a shortened work week which will open more jobs to women and allow men more time to spend in the home.
2. Be it resolved that we support full employment for our sisters and we believe that when the private economy cannot provide decent jobs, the public economy must.
3. Whereas over 10 percent of women are ill-fed because they are too poor, and whereas this organization is on record as bringing our sisters out of poverty; be it resolved that we look toward the future by supporting in principle a guaranteed income.

GENERAL RESOLUTION

1968

Moved that all chapters develop employment institutes or conferences on employment problems. The purpose: the implementation of NOW policy on equal opportunity in employment; the dissemination of information on problems in a) opportunity for employment and promotions b) wages c) hours d) working conditions e) protective laws f) fringe benefits (pension, leave, etc.); the development of actions which groups and individuals could support.

"HARD CORE UNEMPLOYED"

1968

NOW will urge the Urban Coalition, National Alliance of businessmen and similar organizations to seek the participation and advice of women in efforts to deal with problems of "hard core unemployed" -- the majority of who in many communities are women -- and go to John Gardiner of Urban Coalition and other appropriate officials to implement this.

LEGISLATIVE PROGRAM FOR 1969

1968

Equal opportunity in employment:

- (a) enforcement of Title VII;
- (b) enforcement of federal contract compliance;
- (c) equal treatment for women in federal training and job opportunity programs, such as OEO, MDTA, and Vocational Education Act;
- (d) extension of Fair Labor Standards Act and Equal Pay Act to cover all workers;
- (e) child care facilities for working parents (facilities adequate to needs of children from pre-school age through adolescence as a community resource available to all citizens from all

EMPLOYMENT

income levels.

PRIORITIES FOR ACTION HELP WANTED ADS

1968

NOW shall take every possible means to press for prompt enactment and enforcement of EEOC guidelines for desegregating the help wanted ads and NOW shall combat the ANPA (American Newspaper Publishers Association) suit against the EEOC with every means at NOW's disposal.

NOW BILL OF RIGHTS FOR 1968

1967

Enforce law banning sex discrimination in employment.

We demand that equal employment opportunity be guaranteed to all women, as well as men, by insisting that the Equal Employment Opportunity Commission enforces the prohibitions against sex discrimination in employment under Title VII of the Civil Rights Act of 1964.

Maternity leave rights in employment and in Social Security benefits.

We demand that women are protected by law to ensure their rights to return to their jobs within a reasonable time after childbirth without loss of seniority or other accrued benefits, and be paid maternity leave as a form of Social Security and/or employee benefit.

PROTECTIVE LABOR LAWS

1967

WHEREAS, NOW is vitally concerned with the existing and continuing disadvantages to working women arising out of state protective laws applicable only to women.

THEREFORE BE IT RESOLVED, that NOW chapters, in states having protective labor laws applicable only to women, on a priority basis seek to:

- 1) amend those laws to include men under those protections which establish fair labor standards;
and
- 2) to repeal those laws which raise barriers based on sex.

ENVIRONMENT

NUCLEAR WASTE AND POWER POLICY

1994

WHEREAS, many nuclear waste and power sites are located on the historical lands of indigenous people; and **WHEREAS**, even though Secretary of Energy Hazel O'Leary has in recent months opened the lines of communication between the Department of Energy and the public, the Department of Energy has history of irresponsible behavior towards the environment and the health of surrounding communities; and

WHEREAS, a safe level of exposure to radiation has not yet been determined; and

WHEREAS, leaked radiation from past nuclear testing has broad effects and the resulting subsequent deaths have created many single-parent families; and

WHEREAS, the Department of Energy is under Congressional mandate to find a single repository site (that will serve for 10,000 years) for storing spent fuel from nuclear reactors; and

WHEREAS, the United States government and private industry are not investing an adequate amount of resources to develop clean alternative energy sources;

THEREFORE BE IT RESOLVED, that the National Organization for Women urge the Department of energy to conduct feasibility studies of multiple potential sites for this single repository; and

BE IT FURTHER RESOLVED, that NOW encourage and support efforts to motivate elected officials and members of private industry to invest more resources towards developing clean energy alternatives such as solar, wind, and tidal.

RESOLUTION TO ENDORSE THE NATIONAL CAMPAIGN FOR PESTICIDE POLICY REFORM

1994

WHEREAS, one in nine women will suffer from breast cancer in her lifetime and there is increasing scientific date, including an article in a February, 1994 issue of the Journal of the American Medical Association, suggesting that pesticide exposure is among the environmental sources that may be responsible; and

WHEREAS, about one billion pounds of pesticides - including probable and suspected carcinogens, reproductive and developmental toxins, chemicals that persist in the environment and bio-accumulate, and neurotoxin - are applied to U.S. food crops each year, with pesticides banned from use in this country returning on imported food; and

WHEREAS, the Environmental Protection Agency's methods for establishing pesticide tolerances are seriously flawed, and the EPA understates the health risks of pesticides by implying that people are exposed to one pesticide at a time in their diet and that exposure to several pesticides in a single food or a meal has no health significance, in spite of the reality that people are exposed to as many as eight pesticides in a single piece of fruit; and

WHEREAS, the National Campaign for Pesticide Policy Reform, comprised of local and national consumer advocacy, environmental, health, women's rights, civil rights and pesticide reform organizations, was established to educate the American public about the need to change the way pesticides are regulated in this country and to facilitate the actions of people who care about the overuse of pesticides;

THEREFORE BE IT RESOLVED, that the National Organization for Women endorse the National Campaign for Pesticide Policy Reform which supports state and national legislation calling for the EPA to phase out the pesticides that pose the greatest health risks; to carry out the recommendations of the National Academy of Science report and ensure that infants and children have adequate protection from pesticides; to require the EPA to inform the public of its exposure to high hazard pesticides containing suspected carcinogens; and to support alternative methods of farming production such as integrated pest management and organic farming.

ENVIRONMENT

WOMEN AND THE GLOBAL ENVIRONMENT

1991

WHEREAS, the current environmental crisis threatens women's health and well-being and the very existence of life on the planet;

WHEREAS, the success of all our endeavors depends on a focus on the protection and preservation of our global environment;

THEREFORE BE IT RESOLVED, that the environment be considered a priority issue at the upcoming Global Conference, and that the conference organizers solicit expertise for a panel involving women activists from around the globe to educate our members on environmental issues.

BAN ON NUCLEAR TESTING

1/87

WHEREAS, nuclear weapons testing is an act detrimental to the peace and health of all the world's people; and

WHEREAS, the Soviet Union has had an 18-month moratorium on nuclear testing; and

WHEREAS, the Soviet Union has said it will not resume testing unless the United States does; and

WHEREAS, the United States has scheduled a test for February 5th at the Nevada nuclear test site;

WHEREAS BE IT RESOLVED, that NOW abhors and condemns any resumption of nuclear weapons testing and urges the U.S. Congress to halt the February 5th test and any future testing.

CONSTITUTIONAL EQUALITY FOR ALL WOMEN

1995

WHEREAS, the National Organization for Women (NOW) is staunchly committed to constitutional equality for all women; and

WHEREAS, the recent pointed attacks on affirmative action, welfare, health care, lesbian and gay rights, and reproductive rights, led by Congress, serve as a stark reminder that legislative action alone will never ensure equality; and

WHEREAS, an effective Constitutional strategy requires a broad-based coalition of activists from diverse communities and organizations;

THEREFORE BE IT RESOLVED, that the National Organization for Women (NOW) adopt the following as a working draft:

- 1) Women and men shall have equal rights throughout the United States and every place and entity subject to its jurisdiction; through this article, the subordination of women to men is abolished;
- 2) All persons shall have equal rights and privileges without discrimination on account of sex, race, sexual orientation, marital status, ethnicity, national origin, color and indigence;
- 3) This article prohibits pregnancy discrimination and guarantees the absolute right of a woman to make her own reproductive decisions including the termination of pregnancy;
- 4) This article prohibits discrimination based upon characteristics unique to, or stereotypes about any class protected under this article. This article also prohibits discrimination through the use of any facially neutral criteria which have a disparate impact based on membership in a class protected under this article;
- 5) This article does not preclude any law, program or activity that would remedy the effects of discrimination and that is closely related to achieving such remedial purpose;
- 6) This article shall be interpreted under the highest standard of judicial review;
- 7) The United States and the several states shall guarantee the implementation and enforcement of this article; and

BE IT FURTHER RESOLVED, that by January 1, 1996 NOW will prepare and distribute to all of its units educational materials and action-organizing kits on this inclusive constitutional equality amendment;

BE IT FURTHER RESOLVED, that NOW will convene meetings with historic allies and other progressive groups who have a stake in an inclusive equality amendment, to develop and forward a shared progressive agenda through 1996 election strategies and to discuss the amendment and a long range constitutional strategy; and

BE IT FURTHER RESOLVED, that NOW hold day-long education/action training sessions on the equality amendment to be held in geographically diverse areas in conjunction with the regularly scheduled NOW National Board meetings over the next two years; and

BE IT FURTHER RESOLVED, that an ad hoc committee, on the model of the NOW Legislative Intent Committee, be appointed to study, analyze, and formulate appropriate constitutional language to include people with disabilities and age within the constitutional protections of "A WOMAN'S EQUALITY AMENDMENT" and that such committee submit recommendations to the National NOW Board to be transmitted to the NOW leadership by the 1996 National NOW Conference and that such proposals be slated for discussion at a constitutional strategies hearing at that Conference; and

BE IT FINALLY RESOLVED, that NOW urges the National PAC to create specific endorsement guidelines to help assess candidates' positions on the equality amendment.

ERA AND LESBIANS

1995

WHEREAS, the National Organization for Women (NOW) supports full equality for lesbians; and
WHEREAS, lesbians have made significant contributions to the women's rights movement; and
WHEREAS, in the twenty-three years since the Equal Rights Amendment was voted out of Congress, the lesbian and gay rights movement has matured;
THEREFORE BE IT RESOLVED, that the Equal Rights Amendment pursued by NOW must specifically include equal rights for everyone regardless of sexual orientation.

See Also: Lesbian/Gay Rights

ERA

9/94

The ERA Strategy Summit [mandated by the 1994 National Conference Resolution] will be held January 27, 7-10 pm & January 28, 9 am to 10:30 pm at the NOW Action Center, 1000 16th St NW #700, Washington, DC. NOW's national and state leaders will meet to propose Equal Rights Amendment language and strategies for adoption at the 1995 NOW National Conference.

WOMEN'S CONSTITUTIONAL EQUALITY

1994

WHEREAS, an Equal Rights Amendment would establish the constitutional principle prohibiting sex discrimination in the making, interpretation, and enforcement of the laws, regulations and treaties in the United States of America, and its several states and all under its jurisdiction; and

WHEREAS, the 1993 National NOW Conference adopted a resolution initiating a comprehensive plan for review and consultation with the membership concerning the substance and intention of a new Equal Rights Amendment; and

WHEREAS, the ERA Grassroots Discussion Committee distributed materials to NOW chapters initiating discussion and communication with the Legislative History Committee; and

WHEREAS, the Legislative History Committee has reviewed the 1972 Congressional legislative history, when the ERA was first passed by Congress, and the 1983 legislative history when it was reintroduced into Congress, discussed the standard of review which has been used for various state ERAs and what standard of review should be sought for a future amendment, and has drafted issue papers for discussion at this conference; and

WHEREAS, at this National Conference, we devoted a full plenary session to dialogue on certain issues critical to our understanding of women's Constitutional equality;

THEREFORE BE IT RESOLVED, that the National Organization for Women commit itself to ratification of a Constitutional amendment that includes but is not limited to the following principles:

Women and men shall have equal rights throughout the United States and in every place subject to its jurisdiction, which shall include equal protection and equal benefit of the law without discrimination based on gender, sexual orientation, reproductive decisions or reproductive status.

BE IT FURTHER RESOLVED, that NOW proceed by:

- * beginning a massive visibility campaign involving all levels of NOW to educate the public on the need for Constitutional equality for all women;
- * authorizing the ERA Legislative Intent (formerly History) Committee to continue its process of developing the full meaning of the new Equal Rights Amendment;
- * holding an ERA Strategy Summit, composed of the National NOW Board, state

- presidents/coordinators, or their representatives, and the ERA Legislative Intent Committee, and when the ERA discussion is on the agenda that advance notice be given in the "National NOW Times" of the time and place of that meeting, to be held by the end of January, 1995, with the sole intention of the summit being to develop recommended language, along with a national and state strategy to launch and ratify the Equal Rights Amendment to be presented for adoption at the 1995 National NOW Conference;
- * launching an ERA Campaign on August 26, 1995, the 75th Anniversary of the women's suffrage amendment.

4/94

Moved that at least one hour at the plenary session on either Friday or Saturday of the 1993 National Conference be devoted to a committee of the whole style discussion of the Equal Rights Amendment, including short, general presentations of major alternatives, such as retaining the "traditional" wording and expanding the amendment to include privacy and reproductive rights issues;

Further **move** that an issue hearing following the plenary be devoted to the Equal Rights Amendment; And **move** further that a leadership mailing be prepared by the Constitutional Strategy Committee, in consultation with the Executive Committee, to inform the membership of this proposed process, including the major alternatives that will be covered at the plenary session, and that similar information be included in a pre-conference issue of the National NOW Times.

EQUAL RIGHTS AMENDMENTS MEMBERSHIP REVIEW CONSULTATION

1993

WHEREAS, 1993 marks the seventieth anniversary of the creation and introduction of the Equal Rights Amendment into the U.S. Congress; and

WHEREAS, constitutional equality for women and girls is the legal cornerstone and foundation to end sex discrimination in all sectors of society; and

WHEREAS, the Equal Rights Amendment would establish a constitutional principle prohibiting sex discrimination in the creation, interpretation, and enforcement of the law; and

WHEREAS, millions of women and men are not aware of the extent of discrimination against women and girls on our current system; and

WHEREAS, the wording of the Equal Rights Amendment as written by Alice Paul in 1943, modeled after the Nineteenth Amendment guaranteeing women's right to vote, can be interpreted to include every aspect of women's rights; and

WHEREAS, alternative wording with expanded meaning is being discussed within NOW as to adopting the models of the Massachusetts and Canadian Equal Rights Amendment;

THEREFORE BE IT RESOLVED, that the National Organization for Women implement a comprehensive plan for review and consultation with the membership to develop grassroots understanding and consensus in the application of the ERA or an expanded version; and

BE IT FURTHER RESOLVED, that the product of this national process be a document identifying the elements of a legislature history to be discussed and voted on by the body after due consideration at the 1994 National Conference in a plenary session dedicated to this purpose and schedule for a minimum of two and a half hours; and

BE IT FINALLY RESOLVED, that after completion of this process NOW launch a massive public education campaign on the need for constitutional equality for women.

ERA RESOLUTION

11/90

WHEREAS, the theme of the 1990 National Conference was "No Turning Back" and the National Organization for Women has constantly fought for the dream of the constitutional guarantee of equality for all women; and

WHEREAS, the Equal Rights Amendment is the only way to provide that guarantee;

THEREFORE BE IT RESOLVED, that NOW vigorously continue its fight for the ERA and that NOW;

- 1) put the ERA back on the front burner; and
- 2) lead a massive public education campaign to all members, the public and elected officials on the importance of this issue on the NOW agenda.

**BILL OF RIGHTS
FOR THE 21ST CENTURY**

1989

WHEREAS, we are determined that an Equal Rights Amendment that bans sex discrimination in the United States Constitution be ratified; and

WHEREAS, the Supreme Court has begun to dismantle women's reproductive rights; and

WHEREAS, the Supreme Court has refused to grant the right to privacy on the basis of sexual preference; and

WHEREAS, the Supreme Court has dismantled affirmative action plans that fight institutional practices of race and sex discrimination; and

WHEREAS, the original Bill of Rights was passed in the year 1789 at a time when slavery was legal and women were considered legal chattel by our revolutionary founders; and

WHEREAS, it is time to complete the promise of liberty and justice under the law for all; and

WHEREAS, our nation faces new problems of catastrophic environmental conditions which could not have been conceived of by the country's founders; and

THEREFORE BE IT RESOLVED, that it is time for an expanded Bill of Rights for the 21st Century which will ensure that all of the citizens of the United States enjoy basic, inalienable and indivisible human rights to which must be added:

1. the right to freedom from sex discrimination
2. the right to freedom from race discrimination
3. the right of indigent women to public funds for abortion, birth control and pregnancy services and the right of all women to freedom from government interference in abortion, birth control and pregnancy;
4. the right to freedom from discrimination on the basis of sexual orientation;
5. the right to freedom from discrimination based on religion, age, ongoing health condition, or a differently abled situation;
6. a right to a decent standard of living, including adequate food, housing, health care and education;
7. the right to clean air, clean water, safe toxic waste disposal, and environmental protection; and
8. the right to be free from violence, including freedom from the threat of nuclear war; and

BE IT FURTHER RESOLVED, that the National Organization for Women will immediately begin research and development of an expanded Bill of Rights for the 21st Century to be ready for launch by January 22, 1990.

EQUAL RIGHTS AMENDMENT

1988

WHEREAS, as the Reagan Era (submerged in scandal and discredited) draws to a close, strong, forceful action becomes even more urgent; and

WHEREAS, we cannot wait for others to shape the new era to follow, but must be architects of our own future; and

WHEREAS, NOW believes that the road to equality and justice requires the courage to organize on a massive scale, the boldness to take risks that may go against the conventional wisdom, and the determination to confront those who are trying to neutralize the women's movement and write our epitaph; and

WHEREAS, the 1984 gutting of Title IX by the Supreme Court and the four-year campaign to restore federal protection against sex discrimination in education proved beyond a reasonable doubt that congressional legislation is neither adequate enough nor permanent enough to protect women and girls from sex discrimination in America; and

WHEREAS, the Title IX experience and the foot-dragging on other federal legislation crucial to the economic, legal and social advancement of women demonstrates that the Equal Rights Amendment is more important than ever as a constitutional standard for the elimination of sex discrimination;

THEREFORE BE IT RESOLVED, that the National Organization for Women will launch a new campaign for the Equal Rights Amendment, to be introduced in the 101st Congress, and will institute a direct action campaign of sit-ins, pickets, and truth squads, aimed at the White House and other national symbols of government, the fifty state capitols, among other sites as necessary. Traveling throughout the country educating the public, and exposing the politicians bought by business shall be a part of this campaign to involve each constituency of women who suffer discrimination including:

1. elderly women who suffer poverty due to low social security payments and low or mostly non-existent private pensions;
2. employed women who suffer lower pay than men in the same jobs or jobs of equal value;
3. college students who are being harassed and attacked on campuses with no adequate response for their protection from college administrations; and
4. single heads of households trying to raise children on minimum wages, without health insurance or decent affordable housing;

BE IT FURTHER RESOLVED, that we will support the Feminization of Power Campaign to change the legislative face of this country so that we will have a solid majority vote in state legislatures for ERA ratification;

BE IT FURTHER RESOLVED, that NOW call an action in New Orleans on Sunday, August 14, 1988 before the opening of the Republican Convention in the traditional Mardi Gras style, to focus national attention on the continued strong support for ERA and women's rights and to remind the Republican Party that the women of America have not forgotten their rejection of women's rights and that WE WILL REMEMBER IN NOVEMBER!

BE IT FURTHER RESOLVED, that the National Organization for Women call and organize a march on the 101st Congress in the Spring of 1989, the National March for the Equal Rights Amendment, in a massive demonstration for justice and equality to let the newly-elected government and the U.S. Supreme Court know that, no matter who wins the election or sits on the highest bench, we will no longer tolerate public policies or laws that discriminate against women and girls in the United States of America, and we will pass the Equal Rights Amendment;

BE IT FURTHER RESOLVED, that the NOW Officers and Board implement an orderly procedure for review and consultation with the membership to further develop understanding at all levels of NOW on the application of the Equal Rights Amendment in all areas.

ERA CAMPAIGN

10/88

Moved that NOW prefer the Alice Paul language or a slight variation of it for the ERA and that preferably [that version of] ERA be introduced into the 1989 Congress and that [it] be used as a media focus for the April March for Women's Equality. The ERA Campaign will include outreach to women of color, lesbians, differently abled women, older women, and women from all walks of life, to be a full part of the campaign and that the campaign shall initiate CR [consciousness-raising] on racism and homophobia.

ERA CAMPAIGN

6/88

Moved that at the next National NOW Board Meeting time be set aside for discussion of goals, timetables, etc. to plan the next ERA campaign.

ERA RESOLUTION

10/87

WHEREAS, polls indicated majority ERA support in Vermont; and

WHEREAS, the Schlafly et al forces mounted a massive hate campaign shortly before the Vermont election; and

WHEREAS, the thrust of that campaign concerned the issue of sex; and

WHEREAS, use of the word "sex" was sufficient to arouse homophobia; and

WHEREAS, the original wording of the ERA as written by Alice Paul in 1923 excludes that word and contains more positive wording;

THEREFORE BE IT RESOLVED, that National NOW investigate the elimination of the ratification deadline period in the states.

ERA BICENTENNIAL RESOLUTION

1987

WHEREAS, the Bicentennial Celebration of the U.S. Constitution will extend from 1987 to 1992, the 200th year observance of the ratification of the Bill of Rights; and

WHEREAS, reapportionment will occur in 1992 offering a huge opportunity to gain seats for which feminist candidates could run; and

WHEREAS, the largest number of open seats at both state legislative and congressional levels usually occur after reapportionment every ten years; and

WHEREAS, the Equal Rights Amendment has been reintroduced in the 100th Congress as H.R. 1 and S.R. 1 with over 51 sponsors in the Senate and 163 sponsors in the House; and

WHEREAS, the Equal Rights Amendment is supported by 75% of all Americans -- the highest percentage in history; and

WHEREAS, for the first time ever we have pro-ERA chairs of both the House and Senate Judiciary Committees and we have the opportunity to build a positive legislative history at the federal level for the ERA;

THEREFORE BE IT RESOLVED, that the National Organization for Women in an effort to rectify this 200 year old mistake will continue its drive for the ERA using the Campus Campaign Kit and the Bicentennial ERA kit and build on our past experiences by developing effective strategies to organize in workplace and rural settings and to reach low income women and other constituencies critical to passage of the ERA. This campaign will keep the issue of the ERA at the center of the Bicentennial activities in Philadelphia and nationwide through 1992.

ERA

BE IT FURTHER RESOLVED, that the National Organization for Women intends to use the Equal Rights Amendment in state and national races to gain victories in the wake of reapportionment.

RECOMMITMENT TO ERA

1/87

WHEREAS, the Equal Rights Amendment was first introduced in Congress in 1923 at the urging of Alice Paul and has been introduced in every succeeding Congress; and

WHEREAS, the Woman's Suffrage Amendment was introduced in every Congress from 1878 until it was ratified on August 26, 1920; and

WHEREAS, suffragists Susan B. Anthony, Elizabeth Cady Stanton, Carrie Chapman Catt and others, took the 19th amendment through 56 campaigns of referenda to male voters; 480 campaigns to get legislatures to submit suffrage amendments to voters; 47 campaigns to get state constitutional conventions to write woman suffrage into state constitutions, 277 campaigns to get state party conventions to include woman suffrage planks; 30 campaigns to get presidential party conventions to adopt woman suffrage planks in party platforms, and 19 campaigns with 19 successive Congresses; and

WHEREAS, the National Organization for Women has supported the introduction of the ERA in every Congress since NOW was founded in 1966; and

WHEREAS, women's equality is the central issue of the National Organization for Women; and

WHEREAS, while trying is an uncertainty -- we may try and we may not succeed -- but not trying is a certainty -- if we do not try, we shall surely fail; and

WHEREAS, victory goes to the tireless; and

WHEREAS, Eleanor Smeal and other NOW leaders have never given up on the dream of the constitutionally guaranteed right of women's equality;

THEREFORE BE IT RESOLVED, that the National Board of the National Organization for Women pledge its support to the introduction of the Equal Rights Amendment in every Congress until it is ratified.

ERA IN 1987

11/86

WHEREAS, the National Organization for Women at its 1985 conference reaffirmed its commitment never to lose sight of our dream of legal equality and to develop a viable national program for the Equal Rights Amendment; and

WHEREAS, historically, feminists have reintroduced an Equal Rights Amendment in every Congress since the early 1920s; and

WHEREAS, in 1987 which is the bicentennial of the United States Constitution, NOW has an opportunity to focus national attention on the continued failure to include women fully in the Constitution and highlight the need for the Equal Rights Amendment;

NOW, THEREFORE BE IT RESOLVED, that NOW will vigorously pursue reintroduction of the Equal Rights Amendment in the 100th Congress and actively seek sponsors who will reintroduce the ERA using, if possible, the original historic language drafted by Alice Paul.

ERA EDUCATION

11/86

Moved that the National Organization for Women develop a process to encourage discussion and education at all levels of NOW for the purpose of developing an understanding of the applications of the ERA in significant areas of concern to the membership. This issue shall be referred to the Chapter and State Development Committee of the Board to come up with a recommendation on developing this process. In the interim, Board

ERA

members shall ask for the results of such discussions from local and state levels.

VERMONT ERA/MADELINE KUNIN CAMPAIGN

1985

WHEREAS, we shall never lose sight of our dream of legal equality; and

WHEREAS, we must develop a viable national program for the Equal Rights Amendment; and

WHEREAS, it is essential that we start now to re-invigorate the climate for ERA by beginning a series of carefully selected state-by-state ERA victories leading eventually to a renewed federal campaign; and

WHEREAS, there will be an ERA on the ballot in Vermont in 1986; and

WHEREAS, Vermont is the only state that has a feminist woman governor, Madeline Kunin, who was elected in 1984 by 52 votes and who will be up for re-election in 1986; and

WHEREAS, the re-election of Governor Kunin must be a priority for feminists, and the strategy of the Right Wing is to defeat Kunin and the ERA at the same time with a unified campaign against both; and

WHEREAS, Madeline Kunin was instrumental in passage of the ERA through the Vermont legislature and strongly supports its ratification by the voters of Vermont; and

WHEREAS, the defeat of Madeline Kunin would be a tremendous blow to the cause of women in politics and would be a loss of national significance;

THEREFORE BE IT RESOLVED, that the National Organization for Women organize national support and funding for the 1986 Vermont ERA referendum; and

BE IT FURTHER RESOLVED, that NOW work in cooperation with Governor Kunin and other Vermont feminists for her election and for ratification of the Vermont ERA in an effort that will include, as appropriate, a speaking tour by National NOW officers, voter education designed to expose the lies and rebut the distortions which are at the foundation of the Right Wing, anti-feminist, anti-ERA campaign; and

BE IT FURTHER RESOLVED, that we develop for the Vermont campaign a hard hitting TV and radio campaign to counter the sensationalism of the homophobic and anti-abortion campaigns directed by the New Right against equality for women in all ERA campaigns; and

BE IT FURTHER RESOLVED, that we develop a detailed package to get out the ERA vote in Vermont that does not depend on either the Democratic or Republican parties; and

BE IT FINALLY RESOLVED, that NOW recommends to the NOW Equality PAC that it make the re-election of Governor Kunin and the ratification of the Vermont ERA priorities in the 1986 election.

ERA ENFORCEMENT CAMPAIGN

1985

WHEREAS, there are numerous states that have incorporated ERAs into their constitutions; and

WHEREAS, enforcement of these provisions would both enhance the position of women in the states and would also demonstrate the tangible benefits to be obtained from an ERA; and,

WHEREAS, in several states, there are efforts underway to limit and revise existing ERAs so as to minimize their impact, as in the efforts of the insurance industry in Pennsylvania to exclude coverage of sex discriminatory insurance pricing from coverage of the ERA;

THEREFORE BE IT RESOLVED, that NOW will initiate an ERA enforcement campaign that will identify opportunities for filing lawsuits to end insurance discrimination, implement pay equity and develop other innovative uses for these protections.

FEDERAL ERA

12/84

BE IT RESOLVED, that NOW strongly urge the ERA supporters in Congress to introduce the federal ERA

only after consultations with and the agreement of NOW.

ERA AND THE REPUBLICAN PARTY

9/84

WHEREAS, the anti-woman record of the Reagan Administration must be highly visible to activate the gender gap; and

WHEREAS, Ronald Reagan is the political leader of the anti-ERA movement in the nation;

WHEREAS, the New York Senate Republican Conference voted to kill the State ERA which had passed the New York State Assembly; and

WHEREAS, the New York State Senate is controlled by moderate Republicans who also voted to kill the ERA to protect President Reagan in an election year; and

WHEREAS, moderate Republican leadership has been strangely silent in calling for the defeat of a President who is diametrically opposed to their position on women's rights and human rights;

THEREFORE BE IT RESOLVED, that the National Organization for Women reaffirm and reassert the absolute necessity of winning the ERA as fundamental to the achievement of equality for women.

BE IT FURTHER RESOLVED, that we call upon moderate Republicans to form a movement of Republicans committed to women's rights, civil rights and justice, opposed to the policies of the President and to express their outrage against his attacks on women and minorities.

BE IT FURTHER RESOLVED, that the Reagan Truth Squad display with high visibility ERA rounds and buttons, while wearing green and white, at appearances of Reagan and other administration officials in order to remind the American women of his opposition to women's equality.

CONGRESSIONAL HEARINGS

1983

WHEREAS, the Equal Rights Amendment embodies the fundamental principles of women's equality and has been studied and explained, and interpreted for some fifty years; and

WHEREAS, it is patently obvious that the current hearings are being used by the opposition as a dilatory and divisive tactic; and

WHEREAS, talk is no substitute for action and whereas the ERA is not negotiable; and

WHEREAS, both the gender gap and women's political power are a direct result of the drive for the ratification of the ERA; and

WHEREAS, the members of Congress introduced the ERA because they believed the time was right for ERA passage; and

WHEREAS, we vowed on June 30th not to beg male legislators for our rights any longer but to replace anti-women's rights legislators with feminist candidates to achieve direct political power for women; and

WHEREAS, people have the right to know where their Representatives and Senators stand on this fundamental issue before the elections;

THEREFORE BE IT RESOLVED, that the National Organization for Women serves notice on Congress that we will accept no amendments to the ERA and that any sponsor willing to accept amendments should remove her or his name from the list of sponsors.

THAT WE DEMAND a vote on the Equal Rights Amendment before the 1984 primaries.

AND WE PLEDGE that the ERA will be a central national domestic issue for the 1984 elections -- not only will we remember in November, but we will make sure the nation does also.

RATIFICATION METHOD**4/83**

Assuming that the procedural, technical, and political questions are answered favorably, then NOW will advocate in the Congress the adoption of the state ratifying convention route for the Equal Rights Amendment currently under consideration.

REAFFIRMATION OF SUPPORT**2/83**

WHEREAS, the Equal Rights Amendment has been introduced in Congress; and
WHEREAS, this action of Congress is clearly and directly related to the 1982 elections, which confirmed the reality of the gender gap and demonstrated the growing impact of women as a potent political force; and
WHEREAS, the Equal Rights Amendment and full equality for women will be significant issues in the critical elections of 1984; and

WHEREAS, full equality for women will be achieved only through a three-pronged strategy that includes;

- (1) the politicization of American women,
- (2) a comprehensive and vigorous program to eliminate sex discrimination, and
- (3) passage of the Equal Rights Amendment;

THEREFORE BE IT RESOLVED, that NOW reaffirms its commitment to the ratification of the Equal Rights Amendment and resolves to take action at the state and national level to achieve that goal.

BE IT FURTHER RESOLVED, that we reaffirm our commitment to a National program emphasizing the full range of priorities of the organization including reproductive freedom, lesbian rights, and the elimination of racism.

STATE ERAs**1/82**

WHEREAS, the National Organization for Women has an unwavering commitment to the ratification of the federal Equal Rights Amendment as the best way to achieve equal rights under the law for all American women; and

WHEREAS, political strategies which divert resources and energies from the achievement of that goal undermine our effectiveness; and

WHEREAS, political realities and experience reveal that campaigns on behalf of constitutional issues requiring referenda, like election campaigns for political candidates, are enormously expensive and require the energies of large numbers of people; and

WHEREAS, NOW is dedicated to focusing feminist energies to achieve long-term gains for women through the political process in a planned and coordinated approach which recognizes political realities and time lines;

THEREFORE BE IT RESOLVED, that the National Board of NOW is firmly opposed to:

- 1) The introduction or advancement in 1982 of state Equal Rights Amendments that will divert attention and resources from the federal ERA and from the 1982 federal and state election campaign is crucial to reversing the tide of governmental action detrimental to women;
- 2) The introduction in 1982 of bills to adopt the federal ERA in those unratified states not likely to achieve ratification according to NOW analysis;
- 3) The future introduction of state Equal Rights Amendments outside of a carefully coordinated national/state strategy which schedules the timing of such campaigns based on the ability to mobilize the resources necessary to win them.

MINORITY WOMEN AND THE COUNTDOWN CAMPAIGN

1981

WHEREAS, ratification of the Equal Rights Amendment is an issue of concern to all people who believe in individual worth and dignity; and

WHEREAS, women of all races have traditionally worked for the peace and survival of our sisters and our families in ways as diverse as the colors of our skin, the accents in our voices and the customs of our foremothers; and

WHEREAS, there are those who attempt to divide us by focusing on our differences in a negative way, while we recognize that those differences do not reflect a difference in our goal for equality;

THEREFORE BE IT RESOLVED, that the National NOW ERA Countdown Campaign more vigorously integrate into the campaign a strategy to emphasize the positive impact of the ERA on minority women and to emphasize solidarity with women of all races in the fight for equality.

MISSIONARIES

1981

WHEREAS, we hail those feminists who heeded the Call of the 1980 NOW Conference to establish a volunteer unit of ERA missionaries to go to the heartland of the ERA opposition, Utah, the home of the Mormon Church, both to expose this opposition and to make it face its own sexism;

WHEREAS, the ERA missionaries have, day in and day out, walked the neighborhoods of Salt Lake City and other communities, going door-to-door to talk to Mormon women and men, explaining what the Equal Rights Amendment is and what it will mean to women who are discriminated against economically;

WHEREAS, they have leafleted outside the Mormon Temples, have appeared on radio, television and in the print media, both in their home states and in Utah, exposing the opposition of the Church to the Amendment and making a significant contribution in the battle for ratification. In the process, the ERA Missionary Movement has spread to Hawaii, California, Idaho and Arizona;

WHEREAS, the ERA missionaries have pioneered, and in doing so have blazed a new trail to reach the hearts and minds of our fellow citizens. They have demonstrated that there is enormous support for ERA in Utah. The Church and the political leadership of Utah are well aware of the ERA missionaries and know that their presence is leading to a silent resolve of many Utahans to express their dissatisfaction with the opposition to ERA;

WHEREAS, the ERA missionaries have been inspired by their work and have in turn inspired us to extend the missionary project to key unratified states and key legislative districts to take the message of women's equality to every city, every town, every hamlet, and to talk face-to-face with people in their homes to convince them of the absolute necessity of working to win those legislators' votes of the Equal Rights Amendment.

THEREFORE BE IT RESOLVED, that we will build our corps of ERA missionaries and raise funds for their expenses. By these efforts we shall have the certain knowledge that our dreams for our children and grandchildren and for our future have been given the greatest gift we have to give-- our hearts, our minds, our energies, our all for Justice and Equality; and

BE IT FURTHER RESOLVED, that missionaries be sent to targeted unratified states and be coordinated with the National NOW ERA Countdown Campaigns in those states.

REINTRODUCTION IN CONGRESS

1981

WHEREAS, the women of this nation deserve the most modern and comprehensive campaign possible in pursuit of their justice;

WHEREAS, a several states media campaign is an essential part of a successful contemporary national

political campaign;

WHEREAS, in the words of Congresswoman Patricia Schroeder, "we're not going home if the Equal Rights Amendment is not ratified by the June 30 deadline,"

THEREFORE BE IT RESOLVED, that NOW, its states and chapters, pledge to raise 10 million dollars of the ERA Countdown Media Campaign;

BE IT FURTHER RESOLVED, that we reaffirm the multi-tactical, comprehensive nature of the national ERA Countdown Campaign which employs political and legislative pressure, mass organizing, grassroots lobbying, coalition building, and which, combined with the national media campaign, will create the climate of national pressure for comprehensive ratification campaigns in key unratified states;

FURTHER BE IT RESOLVED, that we roll with the momentum of the campaign and reintroduce the Equal Rights Amendment in Congress if it is not ratified by the June 30th, 1982 deadline.

BOYCOTT SUIT COUNTERCLAIMS

4/81

WHEREAS, in 1977 NOW resolved, as many other organizations before had done, that until ERA is ratified NOW will hold no meetings or conventions in unratified states; and

WHEREAS, NOW also resolved to urge other organizations to adopt similar resolutions to express the depth of their support of the ERA; and,

WHEREAS, hundreds of other organizations thereafter did adopt similar resolutions and several dozen cities and counties resolved not to authorize funds for employee travel to attend meetings held in unratified states, except in critical cases; and

WHEREAS, such strong and widespread support dramatically improved the prospects for ratification of the ERA and helped persuade Congress to extend the deadline for ratification; and

WHEREAS, NOW was accused in two Federal courts by two State Attorneys General and in a third Federal court by a private group, of entering into an illegal conspiracy in violation of the Federal antitrust laws by advocating the adoption of such resolutions; and

WHEREAS, such actions compelled NOW and other organizations to deploy substantial resources to defend these court actions, to counteract adverse publicity, and otherwise to ameliorate the damaging impact of the accusations on the organization and on the ERA ratification campaign; and

WHEREAS, notwithstanding the deployment of such additional resources, the accusations of illegal conspiracy made in formal court papers by the Attorneys General of two States and their conduct associated with prosecuting the lawsuit, have caused substantial harm to the goal of securing ratification of the ERA; and

WHEREAS, two Federal trial courts and one Federal appellate court have confirmed that NOW's actions were not an illegal conspiracy and that such actions also are immune from legal challenge because they constitute the exercise of NOW's rights under The First Amendment to the Constitution; and

WHEREAS, The Supreme Court of the United States has declined to review the appellate court decision although urged to do so by the Attorney General of Missouri; and

WHEREAS, NOW firmly believes that the actions of its accusers were taken in bad faith, for personal, political reasons, and because of opposition to NOW's ideas and goals, to the ERA, and to the ideals and goals of the women's rights movement generally, and that such accusers should be held to account for their actions and for the serious injury they have caused;

NOW THEREFORE, be it this 26 day of April, 1981, RESOLVED:

1. That the National Board ratifies and reaffirms the decisions to file counterclaims for damages under the civil rights laws and The Constitution of the United States against the Attorney General of Nevada and the private tourism group and its attorney.
2. That the National Board authorizes the filing of a claim for damages under the civil rights laws and

The Constitution of the United States against the Attorney General of Missouri.

NATIONAL CAMPAIGN

1979

WHEREAS, we have less than 1000 days in which to win ratification of the Equal Rights Amendment; and
WHEREAS, equality in this century will not be achieved without the Equal Rights Amendment;
NOW, THEREFORE, BE IT RESOLVED, that the National Organization for Women pledges to continue to build a massive national campaign with:

- thousands of ERA action teams across the country
- ratification projects employing our research and analytic skills, our proven techniques of massive lobbying, its visibility, and grassroots organizing
- vigilance to stop rescission drives, wherever they may come, using the techniques employed so successfully in 1979
- an ERA presence of proportions which cannot be ignored inside and outside the 1980 Democratic and Republican nominating conventions
- an electoral strategy to protect the gains of the extension drive and to strengthen the drive for ratification
- the continuation and intensification of the boycott including a nation-wide spring break boycott by students which will involve their lobbying in state capitals of unratified states
- outreach activities strengthened by expanding our alliances with labor, minorities, senior citizens, students and religious groups
- a media and information campaign to put the opposition on the defensive
- the recruitment of additional full-time activists
- continuing focus on ERA ratification as NOW's highest priority.

ACTION TEAMS

2/79

Motion adopted that we proceed with the ERA Action Team concept.

EXTENDING THE STATE OF EMERGENCY

1978

WHEREAS, the need for Equal Rights Amendment remains as great today as it was in 1923; and
WHEREAS, the ERA is the bottom line issue for the feminist movement; and
WHEREAS, Congress on October 6, 1978, passed final approval of ERA extension for 3 years, 3 months, 9 days; and
WHEREAS, the National Extension Campaign has produced organizing skills throughout the organization and a communications network unparalleled in recent history; and
WHEREAS, we have established our credibility as a viable politically sophisticated organization and thereby advanced our efforts on other issues; and
WHEREAS, victory on this issue will further enhance our gains on all other issues of primary importance to women and is fundamental to successful outcomes on these; and
WHEREAS, we have expended inestimable time and energy toward ERA ratification and have created a precedent in constitutional law in order to assure constitutional equality for women in this century; and
WHEREAS, the Extension Campaign was not an end unto itself but rather a major strategy to effect the ultimate ratification of the Equal Rights Amendment,
THEREFORE BE IT RESOLVED, that the ERA State of Emergency be extended until October 4, 1979, the

ERA

date of the next National Conference, or until ratification, whichever occurs sooner, the ERA State of Emergency being defined in the following manner:

- that the ERA continue to be the primary national focus of our activity and our resources;
- that the ERA Ratification Campaign continue to be a national campaign, active in all states with a single unifying theme with as many materials and technical skills supplied at the national level as possible;
- that, in addition, there be a national campaign to combat rescission in all ratified states;
- that at the same time we translate the political skills and organization gained in the ERA battle into specific action on other issues of significance for the continued progress and well-being of women;
- that the maintenance of administrative functions be recognized as essential to this ongoing campaign.

BE IT FURTHER RESOLVED, that NOW reaffirm its commitment to immediate ratification of the ERA.

EXTENDING THE STATE OF EMERGENCY

7/78

Motion adopted that the ERA State of Emergency be extended through October 6, 1978.

WALKATHON PROCEEDS

5/78

Motion adopted that at least 80 percent of each Walkathon's net proceeds should be sent to National NOW for the ERA and the remaining 20 percent be used for ERA at the local level.

CLARIFICATION OF THE STATE OF EMERGENCY

3/78

Motion adopted that during the National ERA Emergency we concentrate on increasing the energy and output of our membership in order to deal with the ERA ratification, extension and boycott and deal with other issues which are in crisis. We will work to utilize the resources of other issue areas for the ERA including ratification, extension and boycott and restrict the initiation of new non-crisis related projects.

DECLARATION OF A STATE OF EMERGENCY

2/78

We declare a State of Emergency for the National Organization for Women in which we turn all our resources to the ratification effort and to extension of the deadline for ratification an additional seven years.

There comes a time when the harsh political realities must be recognized: the major interests of our country have hypocritically given lip service to the ERA while sabotaging its ratification by political deals, trade-offs and do-nothingness.

There comes a time when a movement must decide its own destiny -- when it must determine on what line it will stand and fight.

The ERA is the foundation on which all our gains rest. If the ERA is defeated, it will be perceived as a vote against equality for women. The gains women have made in the past 15 years will be eroded and erased. Worse yet, every future effort we make will be dismissed with the excuse that when the ERA failed, it proved that the women of this country didn't want equality.

ERA

Never mind that only 7% of those voting on the ERA in their state legislatures - where it counts - have been women.

Never mind that 80% of those women at the National Women's Conference - where it could have no binding effect - voted for the ERA.

Never mind that public opinion polls have time again proved majority support.

Never mind that 2/3 of the states with 3/4 of the population have ratified the ERA.

Political leaders do not want to be diverted by the truth or confused by the facts. And an indifferent national press refuses to consider the life and death issues facing women as hard news.

The burden on those of us who know the truth is to explode the myths, to confront the realities.

There comes a time to stand and fight and it is NOW.

The ERA is the last best hope in this century of committing this country to the principle of human equality -- regardless of sex. It has been 55 years since the ERA was first introduced in Congress as the second step in guaranteeing full citizenship to women. Two generations of women have now struggled for its ratification. If it fails, it will take 2 more generations to recover from the loss. There comes a time when we must have the courage to declare "This ABOVE ALL."

If we do not say this, who will?

If we who believe most passionately that all women and men are created equal are not willing to fight when the last chance to realize that dream in our lifetime is in dire peril, who will?

If we who know the hypocrisy that has almost turned our victory into defeat will not expose it, who will?

If we back away from a last ditch, all-out fight for the ERA today, what compromise of our convictions will we tolerate tomorrow?

WE MUST NOT REFUSE THIS CHALLENGE.

We must not deceive ourselves into believing that we can proceed with business as usual while the victory we have so nearly won is stolen from us.

Most of the traitors who switched votes and sold us out cannot be held accountable until after March, 1979 because they are not up for election until 1980. There is no longer one full legislative session left before the deadline is reached and our opposition is stalling with parliamentary delaying tactics and is prepared to stonewall it until time runs out.

We cannot fool ourselves. We have done less than the best. We cannot fail to recognize that we in fact have not adequately alerted our own membership and indeed the nation to the peril to those of us who dream of full equality for women.

ERA

Therefore, we declare a State of Emergency for the National Organization for Women in which we turn all our resources to the ratification effort and to extension of the deadline for ratification of the ERA an additional 7 years.

That we emphatically state that the extension of the deadline is necessary. Necessary for the real impact of the ERA boycott of convention business in unratified states; necessary for an electoral strategy to have full impact; necessary to remove time as the issue and to place the ERA before the public in an atmosphere in which the merits of the ERA itself are the only issue, necessary to erase the half-truths and distortions of the opposition and that we state emphatically that we are not willing to accept the false hope of reintroduction of March 23, 1979 that erases 55 years of work.

Rather we recognize that a vote against extension of the deadline is a vote against equality for women in this century.

There comes a time to gather the courage of our convictions, the strength of our unity, the passion of our commitment and declare we are pledged to do all that is humanly possible to pass H.J. Res. 638 - the extension of the time line in this session of Congress. We are determined to be victorious because we will not tolerate the possibility of living lives in which there is no realistic hope of sisters and brothers, wives and husbands, mothers and fathers, women and men, living together, working together as equals.

WE HAVE PASSED THE POINT OF NO RETURN!

ESTABLISHMENT OF THE STRIKE FORCE

1977

WHEREAS, the ratification of the ERA is our top national priority; and

WHEREAS, we recognize the significant efforts of the targeted unratified states; and

WHEREAS, those efforts which were carried out under such isolated state strategies were not as effective as the successful focusing of national resources and talent in the Indiana ratification campaign; and

WHEREAS, the final critical stages of the campaign compel us to draw upon the accumulated resources, talent, and expertise available;

BE IT RESOLVED, that the ERA resolution passed at the 8th National Conference in October 1975 be hereby rescinded; and

BE IT FURTHER RESOLVED, that a national ERA Mobilization Strike Force, chaired by the president of NOW, be established. The Strike Force chair shall immediately appoint the members of the Strike Force with the advice and consent of the National Board; and

BE IT FURTHER RESOLVED, that the Strike Force be charged with planning overall strategy, mobilizing all the available resources of the organization, and utilizing all the necessary tactics in order to secure the ratification of the ERA; and

BE IT FURTHER RESOLVED, that all ERA funds of the National organization shall be administered by the Strike Force. The Board may additionally fund the Strike Force from general funds necessary. (Rescinds 1975 ERA Resolution)

PUBLIC EDUCATION CAMPAIGN

1977

WHEREAS, even though national polls have shown that the majority of the American people favor certain

ERA

broad goals of the Women's Movement, the Equal Rights Amendment continues to suffer defeats and the deadline for ratification, March of 1979, is nearing;

WHEREAS, opponents of the ERA and the Women's Movement continue to distort the purpose and meaning of the amendment as well as the purpose and meaning of the movement itself;

WHEREAS, to succeed in its second decade, NOW needs to increase the general public's awareness of the justice of feminist goals, to broaden its base among all sectors of the American society, and to increase the number of women and men committed to and working for feminist goals;

BE IT THEREFORE RESOLVED, that the national level of the National Organization for Women commit itself to a massive public education campaign, using advertising, public relations and other communications techniques to the fullest extent possible to inform the American public on feminism, feminist organizations, and feminist issues, with the ERA being top priority until it is ratified;

BE IT FURTHER RESOLVED, that local units of NOW, both states and chapters, commit themselves;

- (1) to local public education campaigns,
- (2) to increased involvement in their communities, and
- (3) to improved communication and collaboration among all units of NOW.

COMPOSITION OF THE STRIKE FORCE

7/77

Motion adopted that the ERA Strike Force be composed of the following groups: the Executive Committee, the ERA staff, the ERA Special Projects Committee Chairs, and the ERA Board Committee; the decision-making will be done by the Strike Force Chair and Executive Committee after consultation with the respective committee chairs, and when necessary, the National Board.

ERA ACTIONS

1975

(Rescinded by 1977 Resolution)

RESOLVED, that ERA funds be distributed immediately and directly to no more than six priority unratified states upon collection

- That page one coverage be given in "Do It NOW" of ERA activities in all states in which the amendment has not been ratified or in which a change of ratification is possible,
- That the president, vice president-legal, and vice president-public relations involve themselves personally in ERA efforts, insuring as well that "Do It NOW" information is accurate, current, and includes data on actions by other states or chapters which might help in the ERA effort,
- That the six targeted states be selected by coordinators of the unratified states during this Conference, and that the selection be reviewed every six months by the coordinators of the targeted states, and
- That a national Mass Lobbying Day be held in Illinois in 1976 to pressure legislators to pass the ERA with the participation of as many NOW chapters, states, organizations and members as possible.

DEMONSTRATION

1970

We support the May 9th New York City demonstration against Rep. Emmanuel Celler of Brooklyn to protest his opposition to the Equal Rights Amendment.

If possible, the National NOW Board meeting should be held in Washington, D.C. May 2-3, immediately before the hearings on the Equal Rights Amendment so that we can call attention to the hearings and urge that national attention be focused on the problems of women.

ERA

SUPPORT OF ERA

12/69

Motion passed that NOW support the Equal Rights Amendment.

ERA AND POLITICAL PARTIES

9/68

It was agreed that NOW should express to both political parties its dismay that advocacy of the Equal Rights Amendment was not included in the 1968 platform.

LEGISLATIVE PRIORITIES FOR 1969

1968

Passage of Equal Rights Amendment to U.S. Constitution which would provide 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" without change.

NOW's role in 1969 falls into these categories: public education via demonstrations, pamphlets, publicity; letter campaigns to congressmen and personal visits to gain their support; cooperation from other organizations, perhaps organizing a coalition to get ERA passed; testify on behalf of ERA before Judiciary Committee in both houses and meetings with committee chairmen.

PASSAGE URGED

1967

WHEREAS, the National Organization for Women (NOW) is incorporated for the purpose of taking action to achieve equal rights and responsibilities in all aspects of citizenship, public service, employment, education and family life;

BE IT RESOLVED, that NOW urge the House and Senate Judiciary Committees to immediately report favorably on the Equal Rights Amendment and call upon the Ninetieth Congress to approve this amendment, without qualification, for submission to the states for ratification.

NOW BILL OF RIGHTS FOR 1969

1967

WHEREAS, We demand that the United States Congress immediately pass the Equal Rights Amendment to the Constitution to provide 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," and that such then be immediately ratified by the several states.

FEMINIST HISTORY

VETERAN FEMINISTS

1996

WHEREAS, it is important for the future of the feminist movement that we maintain continuity with our foremothers and forefathers so that their experience and wisdom are available to us; and

WHEREAS, too often the voices of such women and men have been lost with each reincarnation of the modern feminist movement;

THEREFORE, BE IT RESOLVED that the National Organization for Women (NOW) maintain, with input from the Veteran Feminists of America, a contact list of early activists, with particular emphasis on those who have played key roles in the NOW; and

BE IT FINALLY RESOLVED that a dialogue between veteran and newer feminists be scheduled at the 1997 National NOW Conference.

4/88

Moved that NOW begin a campaign to have Congress declare Election Day a national holiday in honor of Susan B. Anthony. There was a discussion, including whether the holiday should be August 26, or March 8 (International Women's Day) instead, and whether it should instead be named for Victoria Woodhull, first woman candidate for President.

SUSAN B. ANTHONY

7/73

Motion adopted by acclamation that the birthday of Susan B. Anthony, February 15, be officially designated as Susan B. Anthony Day, to be observed by public schools and educational institutions with suitable ceremony, calling attention to the efforts of Susan B. Anthony in the development of the political and economic status of women in the United States, and that NOW initiate and support the introduction of bills at both the national and state levels for the purpose of giving her a place of honor on the American calendar.

FOREIGN POLICY

HAITIAN IMMIGRANTS

9/94

WHEREAS, the need to improve treatment of immigrants and refugees has recently been demonstrated by increased numbers of Haitians arriving in the U.S.; and

WHEREAS, the INS, FBI, Attorney General, and State Department have acted in a way to allow anti-immigrant sentiment to build among the American public;

THEREFORE BE IT RESOLVED, that the NOW officers with the assistance of the NOW Board Global Committee will contact the INS, FBI, Attorney General, and State Department to:

1. Release the names of all Haitians currently being detained,
2. Monitor health conditions in all detention centers,
3. Provide immediate medical aid and due process for all charges of rape, physical abuse, and harassment in all detention centers,
4. Release the report of the investigation of rape charges at the Krome Detention Center,
5. Release all children from detention camps to family agencies willing to care for them except where the child's parent or guardian is in the same center and objects to the child's transfer.
6. Expedite the process for awarding green cards to children of legal residents or citizens -
 - a. Do all processing in the U.S. or where the child is residing, not the country of birth,
 - b. Eliminate blood tests which are allegedly used to determine parentage.

CENTRAL AMERICA DEATH SQUAD

1/88

Moved that NOW urges Don Edwards to hold hearings on Central American Death Squad threats and violence occurring in the United States, and that an article be published in the NNT about Death Squad attacks and threats on Salvadorans in this country.

CONTRAGATE RESOLUTION

10/87

WHEREAS, the foremost opponent of the rights of women and the National Organization for Women is the right wing movement; and

WHEREAS, this right wing movement spreads disinformation about the feminist movement, rolls back our gains, erodes civil liberties; and prioritizes an overblown military budget; and

WHEREAS, the Christic Institute has filed a lawsuit against the "Secret Team" of the National Security State; and

WHEREAS, the National Security State, an important feature of the right wing movement, carries out foreign and domestic programs which are undemocratic, deceitful, and dangerous to the American people; and

WHEREAS, this "Secret Team" has been legally charged in the lawsuit with massive smuggling of heroin and cocaine into our country to fund their covert programs, which include overthrowing governments and political assassination programs; and

WHEREAS, these programs are covert precisely because the public will not support these activities and Congress has created laws expressly to prohibit them; and

WHEREAS, no major public interest efforts can achieve its goals until this apparatus is exposed, politically debated, and defeated; and

WHEREAS, the Select Committee charged with investigating the Iran/Contra scandal has failed to expose this deep problem in our body politic; and

WHEREAS, the Christic Institute is the only private, independent organization which is utilizing the subpoena power of the Federal Courts compelling documents and testimony, and is a long-time ally of the women's

FOREIGN POLICY

movement;

THEREFORE BE IT RESOLVED: That National NOW will support the Christic Institute, the U.S. journalists Martha Honey and Tony Avirgan, in their lawsuit against this "Secret Team" of the National Security State apparatus in the following ways:

1. Endorse the Christic Institute lawsuit, the Contragate Project, and help educate the public and the Congress;
2. Disseminate information about the work of the Christic Institute through state and local chapters, newsletters, speaking engagements and other educational vehicles;
3. Encourage state and local chapters to lobby their congressional representatives for a deeper, more aggressive investigation into the Iran/Contra scandal;
4. Work for the impeachment of federal officials who defied Congress and violated the Constitution;
5. Work to insure that the 1988 Presidential and Congressional candidates are committed to resolving this constitutional crisis.

Any questions or comments regarding this document should be directed to Kathy Spillar of California NOW or Sara Nelson of the Christic Institute.

INTERVENTION IN DEVELOPING COUNTRIES

10/87

The officers of the National Organization for Women will construct and make public NOW's concerns regarding governmental and corporate intervention in developing countries particularly as it impacts on women and children.

BENJAMIN LINDER PEACE TOUR

1987

WHEREAS, the Iran-Contra hearings have made public a vast, illegal network in the U.S. government to finance and train the Contra mercenaries in Nicaragua; and

WHEREAS, in 1985 the National Organization for Women took a strong stand against U.S. military intervention in Central America; and

WHEREAS, Benjamin Linder, a young U.S. engineer working on a rural electrification project in Nicaragua, was brutally murdered by the U.S.-financed and -trained Contras on April 28, 1987; and

WHEREAS, the Ben Linder family members are touring the United States to honor Ben's life by telling the truth about his murder and the human toll of the Contra war which Washington is waging against the people of Nicaragua, and by raising funds to complete the project Ben was working on to bring electricity to the Nicaraguan people; and

WHEREAS, the National NOW Board voted unanimously at its July 16, 1987 meeting to become a sponsor of the Benjamin Linder Peace Tour and to disseminate information on the tour to NOW membership and chapters; and

WHEREAS, the NOW conference, as the supreme governing body of NOW, can add strength to and reinforce this decision of the National Board,

THEREFORE BE IT RESOLVED, that the NOW conference, meeting in Philadelphia July 17-19, 1987, go on record as a sponsor of the Benjamin Linder Peace Tour.

BENJAMIN LINDER PEACE TOUR

7/87

NOW will co-sponsor the Benjamin Linder Peace Tour and will make information available to our chapters in

FOREIGN POLICY

areas where the tour will be going, so that they can publicize it to their members.

MOBILIZATION FOR PEACE AND JUSTICE IN CENTRAL AMERICA AND SOUTHERN AFRICA

11/86

WHEREAS, the U.S. government's policies in Central America and Southern Africa are morally wrong and violate our nation's democratic ideals; and

WHEREAS, our government in Central America is escalating its terrorism and war against the people and government of Nicaragua through CIA-directed contra forces; and

WHEREAS, our government has rejected all opportunities to end the conflicts through peaceful negotiated settlements, thus implicating us all by using our tax dollars for the killing of innocent women, men, and children; and

WHEREAS, our government continues to support the South African government through a sanctions policy that contains major loopholes that allow U.S. companies to continue to profit from the suffering of Black South Africans; and

WHEREAS, our government persists in intelligence cooperation with South Africa's military and security forces even as those forces repress and torture people, including church, trade union, student, and women's movement leaders; and

WHEREAS, the South African government, with the assistance of the U.S. government, continues to invade its neighboring countries and imposes economic sanctions on other Southern African countries opposes to apartheid; and

WHEREAS, the South African government refuses to end its illegal occupation of Namibia and end its covert war against Angola and Mozambique;

BE IT THEREFORE RESOLVED, that the National Organization for Women supports and endorses the "Mobilization for Justice and Peace in Central America and Southern Africa" to be held Friday and Saturday, April 24-25, 1987 in Washington, DC. We join the call for action by the United Auto Workers, The Quixote Center, and the Rainbow Coalition in calling on all progressive women to join this mobilization.

GLOBAL FEMINISM

ELIMINATION OF DISCRIMINATORY LABOR PRACTICES IN MAQUILA FACTORY INDUSTRIES

1996

WHEREAS, the global economy promotes slave-like conditions and sweatshops in "Maquila" (piecework) factory industries throughout the world, including Nike subcontractors in developing countries; and
WHEREAS, women who are forced to migrate due to economic or political conditions lack basic human and labor rights throughout the world;

THEREFORE, BE IT RESOLVED that the National Organization for Women (NOW) in conjunction with other human rights organizations and with the labor movement expose the companies that practice or allow discriminatory labor practices against women workers and demand a change in policy.

See Also: Human Rights, Labor

AFRICAN NATIONAL CONGRESS WOMEN'S LEAGUE

1994

WHEREAS, on May 10, 1994 Nelson Mandela, representing the African National Congress (ANC), became the first democratically elected president of the National Government of Unity (NGU) of South Africa; and
WHEREAS, the NGU is mandated to develop, over the next five years, a permanent constitution for South Africa that among other things, guarantees the rights of women; and

WHEREAS, the ANC Women's League is urging the NGU to include in the new constitution many women's rights, including opposition to sexism, the legalization of abortion, and free health care;

THEREFORE BE IT RESOLVED, that the National Organization for Women support the efforts of the ANC Women's League to include women's rights in the new South African constitution by initiating dialogue and organizing solidarity activities for the purpose of developing, supporting, and learning from each other about constitutional provisions for women.

4/94

Moved that NOW send at least one officer in the delegation to both UN Conferences in Cairo and Beijing.

INTERNATIONAL CONFERENCES SUPPORT

2/94

WHEREAS, we are activists and support Global Feminism; and

WHEREAS, there are two upcoming global conferences which impact women's lives;

THEREFORE BE IT RESOLVED, that National NOW send delegations to:

1. The International Conference on Population and Development - September, 1994 in Cairo, Egypt; and
2. The Fourth World Conference on Women in Beijing, China - September 4 - 15, 1995.

BE IT FURTHER RESOLVED, that National NOW and the Board urge the region, state and local chapters to participate in the conferences, and that fundraising activities include approaching major donors and foundations and possibly having a raffle/s (whatever is legal) of a trip to the conferences; and

BE IT FURTHER RESOLVED, that the NNT publish articles encouraging NOW members to participate in the conferences.

OPPOSING TRAFFICKING IN WOMEN AND CHILDREN

1993

WHEREAS, NOW affirms the equality and dignity of women and girls; and

WHEREAS, since 1973 NOW has taken a strong position supporting the decriminalization of prostitution in

GLOBAL FEMINISM

support of a woman's choice what to do with her own body; and

WHEREAS, trafficking is the sexual slavery of women and children; and

WHEREAS, the incidence of trafficking in women and children, who are bought and sold in the U.S. and abroad for the purposes of prostitution and the commercialized sex industry, has reached 30 million women and children bought and sold since the mid-1970s; and

WHEREAS, the commercialized sex industry and sex tourism have become global multi-billion dollar industries because of the exploitation of economically, politically and socially oppressed women; and

WHEREAS, the enslavement of women and children in prostitution and the commercialized sex industry involves torture, rape, degradation, murder and the infliction of sexually transmitted disease; and

WHEREAS, the fastest growing area of forced prostitution is child prostitution;

THEREFORE BE IT RESOLVED, that the National Organization for Women urge members, legislators, politicians and government

- 1) to support and promote legislation to prevent and punish trafficking in women and children in the U.S. and abroad;
- 2) to support and promote foreign policy that takes into account human rights violations against women and children;
- 3) to support and promote law enforcement in their pursuit of traffickers in the U.S. and abroad;
- 4) to support and promote education of individuals, government officials, law enforcement officials, business and legal professionals, the military, women's groups, human rights groups, religious groups and the media as to the violent and enslaving nature of illegal immigration and the trafficking of women and children in commercialized sex industries; and

BE IT FURTHER RESOLVED, that the National Organization for Women confront and fight the buying and selling of women and children here and abroad; and the exploitation of poor, young and powerless women in forced prostitution here and abroad.

See Also: Prostitution

BOSNIA AND RAPE CRIMES

2/93

WHEREAS, civilian women in Bosnia and Herzegovina report the use of systematic rape and sexual assault as a weapon of war in the ongoing conflict in the former Yugoslavia; and

WHEREAS, rape is known to be an act of violence and not an act of passion; and

WHEREAS, systematic acts of violence upon civilian populations are regarded as war crimes under international law; and

WHEREAS, any woman, regardless of nationality or the conflicts within her country, is entitled to safety from such acts of violence; and

WHEREAS, recourse to civilian law is unavailable to these women;

THEREFORE, the National Organization for Women hereby demands that systematic rape be documented and prosecuted as a war crime.

WOMEN IN KUWAIT

4/92

WHEREAS, the National Organization for Women is committed to the empowerment of women both at home and abroad; and

WHEREAS, all women have the fundamental right to be free of sexual and racial violence, and economic exploitation; and

WHEREAS, Kuwait, which enjoys one of the world's highest standards of living, relies on half a million immigrant workers from economically disadvantaged countries to perform its menial labor in conditions

GLOBAL FEMINISM

resembling indentured servitude; and

WHEREAS, in 1986 the Phillipine government responded to reports of widespread abuses and rapes of Filipino workers by Kuwaiti employers by issuing a ban against organized recruitment efforts, Kuwait continues to actively recruit women from the Phillipines, India, Sri Lanka and Bangladesh; and

WHEREAS, 400 women from the Phillipines, India, Sri Lanka and Bangladesh have managed to escape the rape and abuse by their employers and have taken refuge in their countries' embassies in Kuwait, countless numbers of other women may still be trapped in the homes of their employers; and

WHEREAS, these women are unable to go home because their employers confiscated their passports, and Kuwaiti officials are demanding an exorbitant amount in airfare to fly the women home; and

BE IT THEREFORE RESOLVED that the United States take a leadership role in remedying these heinous crimes, and that the Bush Administration use diplomatic pressure in securing the safe return of these women to their respective countries; and

BE IT FURTHER RESOLVED that the situation of other women who are presently working in Kuwait be investigated for similar human rights violations; and

BE IT FURTHER RESOLVED that the rapes and abuses that these women have suffered be acknowledged as violations of their human rights and therefore be subject to sanctions from the international human rights community.

BE IT FURTHER RESOLVED that NOW act to inform our membership of this outrage

KATHERINE DUNHAM

2/92

WHEREAS, Katherine Dunham, world-renown dancer, choreographer, activist and teacher, initiated a hunger strike on February 1, 1992, in protest of the Bush Administration's decision to repatriate Haitian refugees; and **WHEREAS**, she has called for temporary protective status of the refugees for strict observance of the U.S. of OAS sanctions against the current illegal Haitian government and restoration of the legitimate government to Haiti in the person's of the democratically-elected leaders; and

WHEREAS, Katherine Dunham's life-threatening sacrifice focuses public attention on the fact that people who share her skin color are suffering loss of life and freedom in Haiti and are being discriminated against by our government's immigration practices as they attempt to flee political persecution and death seeking sanctuary in the United States;

THEREFORE BE IT RESOLVED, that the National Board of NOW expresses pride and support to this great artist and activist for her courage and determination during the fast and acknowledge her leadership; and **BE IT FURTHER RESOLVED**, that this elected body of diverse feminist leaders commits itself to follow the leadership of Katherine Dunham by helping to expose the racist and inhuman forced repatriation of these Haitian refugees until the legitimate and democratically-elected government of President John Bartan Arestide has been fully restored and the safety of Haitian citizens are insured and respect for global human rights of all persons of all colors is recognized and expressed.

MYRNA MACK

7/91

Moved that NOW join in an expression of concern about the death of Myrna Mack and urge a more vigorous investigation by the government of Guatemala.

THE CASE OF SISTER DIANNA ORTIZ

1991

WHEREAS, Sister Dianna Ortiz of the Ursuline Order of Maple Mt. Kentucky, a United States Citizen, was

GLOBAL FEMINISM

on November 2, 1989, kidnapped from the Belen Retreat Center in Antigua, Guatemala, detained at a secret location, then brutally tortured, sexually abused, and repeatedly raped by three men. Dianna Ortiz accuses the National Police of Guatemala and the security forces of Guatemala, specifically including the military, as having been involved in her surveillance, kidnap, torture, and rape; and

WHEREAS, the human rights situation in Guatemala continues to deteriorate according to human rights organizations such as: Amnesty International, Americas Watch, The Organization of American States Inter-American Commission on Human Rights, The United Nations Commission on Human Rights as well as the U.S. State Department Report on Human Rights in Guatemala; and

WHEREAS, Not one member of the Guatemalan security forces has ever been convicted of a serious human rights abuse, despite overwhelming and credible evidence of their involvement in the extrajudicial killings, massacres, disappearances, torture, sexual abuse, and rape; and

WHEREAS, the government of Guatemala has failed to conduct a professional investigation and prosecution of those responsible for the hideous crimes committed against Dianna Ortiz; and

WHEREAS, the U.S. government has given millions of dollars to the Guatemalan government in the form of military aid, economic support funds, development assistance, and other foreign aid despite the lack of democratic principles, political pluralism, and the rule of law in this country. Further, the U.S. has continued political support and foreign aid to the Guatemalan government despite the atrocious human rights record of the Guatemalan police and security forces.

THEREFORE BE IT RESOLVED, that the National Organization for Women calls on President Jorge Serrano of Guatemala to immediately implement a special commission to investigate the Ortiz case and to include Sr. Ortiz's legal representative on this commission. NOW calls on the U.S. Senate and U.S. House of Representatives to demand that the Guatemalan government implement the commission to investigate the Ortiz case, to cease all military aid to Guatemala and to cease or severely restrict economic support funds and development assistance. NOW calls on all U.S. Senators to co-sponsor S 1243 "Promotion of Democracy and Respect for Human Rights in Guatemala Act of 1991", and to ensure that any legislation passed regarding suspension or restriction of foreign aid to Guatemala includes language on the resolution of the Ortiz case before U.S. funding can be restored. Further, NOW calls on the U.S. House and Senate to investigate the possible role of the U.S. Embassy in circulating the rumor that this was a self-kidnapping due to an alleged lesbian relationship and the presence of an alleged U.S. citizen at the place of her detention and torture.

BE IT FURTHER RESOLVED, that the National Organization for Women send a letter to President Serrano of Guatemala asking him to implement the Special Commission to investigate the Ortiz case; Make this resolution available to all U.S. Senators and Representatives; Encourage NOW members to ask their Senators to co-sponsor S 1243.

SUPPORT FOR SAUDI ARABIAN AND KUWAITI WOMEN

11/90

WHEREAS, both Saudi Arabia and Kuwait subjugate and systematically oppress women, denying them basic human rights of self-determination, freedom of speech, association, transportation, and the right to vote; and Saudi Arabia further denies women by isolating them in purdah, denying them employment opportunities and education; and

WHEREAS, some 47 Saudi Arabian women demonstrated great courage, at risk of their lives and livelihoods, by daring to drive their cars in public; and

WHEREAS, women in the military, in greater numbers than ever before, are being used to defend and protect a country that subjugates women and protects reactionary and barbaric behavior; and

WHEREAS, the President of the United States was quick to compare Iraq's Hussein to Hitler and should be as quick to remember that the United States demanded and ensured inclusion of equal rights and voting rights in

GLOBAL FEMINISM

both Germany's and Japan's constitutions after World War II, despite cultural barriers;

THEREFORE BE IT RESOLVED, that;

- (1) the NOW National Board of Directors calls for a protest at the Saudi Embassy in Washington, D.C., and solicits women's organizations in the United States and worldwide to join in similar protests; and
- (2) we petition the United Nations to condemn the human rights violations by the Saudi government towards Saudi women; and

BE IT FURTHER RESOLVED, that we demand President Bush act immediately to make basic civil rights for Saudi and Kuwait women a pre-condition for continued United States support of these countries.

SUPPORT OF CENTRAL AMERICAN AND CARIBBEAN WOMEN

11/90

WHEREAS, tens of thousands of women in Central America and the Caribbean have given their lives to organize for social justice, self-determination, and basic human rights, among them Salvadoran labor leader Febe Elizabeth Velasquez who was killed along with nine other civilians when a bomb exploded in the FENASTRAS union office in El Salvador in October, 1989; and

WHEREAS, the Committee of Relatives for Freedom of Political Prisoners and the Disappeared of El Salvador (CODEFAM) has requested the support of the international community for hundreds of imprisoned political dissidents in El Salvador, and other women's organizations throughout Central America and the Caribbean now seek moral, political, and material support from the international community, particularly the United States; and

WHEREAS, progressive Central American and Caribbean women's organizations, which now work and organize to overcome devastating political repression and economic injustice, hold the key to the future of the women's movement in Central America and the Caribbean; and

WHEREAS, the United States government continues to spend millions in U.S. tax dollars to support military aggression and massive military aid to prevent any and all political change in Central America and the Caribbean; and

WHEREAS, the United States has invaded numerous countries in the area, including Cuba, Panama and Grenada, to secure business and economic interests;

THEREFORE BE IT RESOLVED, that NOW provide moral and political support to women in Central America and the Caribbean who are working for social justice and self-determination, and engage in dialogue with the leaders of Central American women's organizations to seek out joint actions promoting peace and national self-determination.

GLOBAL FEMINISM CONFERENCE

1990

WHEREAS, NOW's participation in the global feminist network allows us to share strategies and support with feminists around the world; and through global feminist work we learn a great deal; we have already gained valuable ideas from feminists in countries who have succeeded in winning higher proportions of women in elected office and stronger social policies that support women and their children; and

WHEREAS, women around the world face many common problems, such as the overwhelming prevalence of violence against women, which cuts across all racial, ethnic, economic and cultural lines and serves to enforce the oppression of all women; and

WHEREAS, our opposition is organized globally; the struggle for the right to abortion and birth control is world-wide, and anti-abortion extremists in the U.S. have taken their campaign of intimidation and violence against women patients, health care workers, and clinics to other countries in the Americas and Europe; and

GLOBAL FEMINISM

WHEREAS, we can provide support to feminists struggling in other countries: at the request of abortion rights supporters in England, NOW has given training and materials to fight back against the anti-abortion bullies; and women in former Eastern-bloc countries have called on us for assistance in organizing their fight against the loss of abortion and other rights, erosion of their economic security and reduction in women's access to positions of power; and

WHEREAS, we gain valuable support for our work in the United States through global feminist work: when NOW called for global solidarity with our April 9th and November 12th demonstrations, feminists around the world responded by sending delegations to attend our actions, organizing simultaneous demonstrations at the U.S. embassies and generating world-wide media coverage and attention to the fight for abortion rights in this country; and

WHEREAS, the global feminist network enables us to work on joint projects across the national borders: NOW's contacts in France, Germany, and England will enable us to develop coordinated strategies for making RU486 available to women around the world;

THEREFORE BE IT RESOLVED, that NOW organize a global feminist conference in December, 1991 to bring together activists from around the world to help NOW celebrate our 25th Anniversary by expanding our ties to the global feminist movement and strengthening our ability to work in solidarity with and for all women; that we investigate a world-wide campaign to stop the war of violence against women; that we exchange strategies with feminists in other countries to fight back against the international campaign of anti-abortion harassment and violence at women's health centers; that we provide technical assistance and other support to the women in Eastern Europe and the USSR who have requested our help; and that we initiate a coordinated international campaign to make RU486 available to women around the globe.

FEMALE CIRCUMCISION AND GENITAL MUTILATION

1990

WHEREAS, Female Circumcision/Genital Mutilation (FC/GM) includes such practices as Sunna circumcision, Excision-clitoridectomy, and Infibulation, has no foundation in any religion, although often perceived as such by public opinion, and is rooted in economic, social and cultural traditions to control women's sexuality, yet has been routinely performed on females from birth onward; and

WHEREAS, FC/GM is widely practiced in Africa and the Mid-East, and because of explosive demographic growth in those areas is increasing in spite of local and international efforts to eradicate such mutilations; and

WHEREAS, FC/GM results in acute, life threatening situations, chronic medical diseases, and lifelong emotional trauma, all increased by lack of medical care in the areas in which FC/GM is commonly practiced; and

WHEREAS, the Inter-African Committee (IAC) has an effective action plan in 16 African/Mid-East countries, several African governments are officially fighting the practice of FC/GM, and a large number of international organizations, including the World Health Organization (WHO) are actively engaged on the side of the IAC; and

WHEREAS, the IAC is requesting assistance from the international feminist, human rights and medical organizations;

THEREFORE BE IT RESOLVED, that NOW views FC/GM as an attack on the bodily integrity of females, and sees the practice as a grave and preventable major health risk for females; and

BE IT FURTHER RESOLVED, that NOW stands with the IAC and its affiliates, supports governmental efforts and health education in Africa by international women's networks working together to eradicate FC/GM; and that NOW will establish formal ties with IAC and follow their guidelines for action as applicable; and

BE IT FURTHER RESOLVED, that NOW calls on U.S. Agencies to allocate a percentage of U.S. aid

GLOBAL FEMINISM

monies to education and health programs specifically aimed to stop FC/GM, and that NOW calls upon our representatives in Congress, and particularly on the ones who enjoyed NOW's support to obtain their position, to give the highest priority to the human and civil rights of our sisters in all countries and especially to strongly oppose the granting of "most favored nation" status to any country where FC/GM is practiced, and whose government is not actively engaged in opposing, outlawing and eliminating Female Circumcision/Genital Mutilation.

IRISH ABORTION MOVEMENT

4/90

Motion adopted that NOW join the Campaign Against Irish Censorship on Abortion, and that as part of that campaign:

- (1) NOW communicate with Cosmopolitan Magazine with the goal of reversing its decision, at the request of the Irish Censorship Board, to withdraw from Cosmo's Irish edition advertisements of the names and addresses of abortion clinics in the UK outside of Ireland which it previously carried;
- (2) NOW contact the Irish Embassy, the Prime Minister, and the Minister of Justice, and urge its subunits and members to contact them, protesting the censorship on abortion information and the prosecution of Union of Students in Ireland and others working for the right to information on abortion; and
- (3) contact sympathetic European Members of Parliament and ask them to raise this issue in the European Parliament; and
- (4) publicize the situation in the media and to other organizations.

NEW SPEAKER EAST GERMAN PARLIAMENT

4/90

Motion adopted that NOW send letters of congratulations to Dr. Sabine Bergmann-Pohl, the newly elected speaker of the East German Parliament, and to the Honorable Ertha Pascal-Trouillot, the recently appointed President of Haiti, a former Supreme Court Justice and an expert on women's legal status in Haiti.

CUBAN WOMEN'S FORUM

1/90

Moved that NOW accept the invitation to send a representative to the Cuban Women's Forum which will be held in March.

WOMEN IN TODAY'S AFRICA SYMPOSIUM

1/90

Moved that NOW accept the invitation to participate in the Women in Today's Africa Symposium which will be held on March 8 (International Women's Day) in Washington, DC.

CONVENTION OF THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

1/90

Moved that NOW continue to pursue ratification of the Convention on the Elimination of All Forms of Discrimination Against Women and to work with the NCO's Working Group and to recommend \$200 from NOW or NOW Foundation; and to participate in the 3/8/90 meeting in DC.

Moved that NOW include mailings on the Convention (CEDAW) (Fact sheet and information on the order

GLOBAL FEMINISM

form and the new UN Package on CEDAW) for International Women's Day program ideas for chapters.

GLOBAL FEMINISM

1989

WHEREAS, the April 9th March for Women's Equality/Women's Lives demonstrated to the world that feminism is global by including delegations from West Germany, Japan, France, Mexico, Eritrea, Britain, Brazil, Norway, Canada; and

WHEREAS, the subsequent panel discussion on Global Feminism at the French Embassy emphasized how interdependent women's rights issues and women's rights activists are worldwide; and

WHEREAS, the intent and effect of both U.S. foreign and domestic policy is to slam the door on women's economic and reproductive options;

THEREFORE BE IT RESOLVED, that the National Organization for Women will continue developing this international network of feminist leaders and organizations, seeking opportunities for further joint actions on the common issues of abortion, RU 486, birth control research and development, nuclear disarmament, the elimination of the apartheid system in South Africa, the environment, peace, national self determination and accessibility to food and health care, among others,

BE IT FURTHER RESOLVED, that NOW take affirmative action to include international speakers, performers or events in each National Conference; and

BE IT FURTHER RESOLVED, that global feminist communications be included in every National NOW Times, and in at least one leadership mailing per year so that NOW members at every level begin to think and take action more globally.

INTERNATIONAL WOMEN'S RIGHTS ACTION WATCH CONFERENCE

12/89

Moved that NOW Foundation be asked for no more than \$700 to fund the participation of Dixie Lee Riley, Chair of the International Feminism Committee to the International Women's Rights Action Watch Conference in New York City, January 20-22, 1990.

COUNCIL ON THE RIGHTS OF WOMEN IN BRAZIL

9/89

Moved that NOW oppose the recent appointments to the Council on the Rights of Women in Brazil of persons who are not experienced in women's rights work and not supportive of women's rights. We urge the Brazilian government to reconstitute the council, and will forward notification of our action to the President of Brazil, the Brazilian Minister of Justice, and the United States Department of State.

PROPOSED WOMEN UNDER SIEGE AROUND THE WORLD RESOLUTION

3/89

WHEREAS, the National Organization for Women knows that the struggle for justice and equality for women is worldwide; and

WHEREAS, feminists in Malaysia are even now locked in jail for their efforts to inform low-income women about their democratic rights; and

WHEREAS, women in Iran and Pakistan and certain other countries are trying to organize against their loss of civil rights after the re-imposition of discrimination and persecution under oppressive regimes; and

WHEREAS, we know that feminists have lost not only their rights but their lives; and

WHEREAS, NOW has been contacted formally and informally by feminists from these countries and others,

GLOBAL FEMINISM

some of whom have requested anonymity for fear of their lives, not only for support but also that we will know their names and organize for their rescue should, they, too, "disappear";

THEREFORE BE IT RESOLVED, that NOW establish and implement a system for states, chapters, and activists to support feminists, world-wide who are jailed, missing or persecuted for their feminist activities and beliefs; and

BE IT FURTHER RESOLVED, that the Executive Vice President report on the methods and results of such contacts at the next National NOW Conference.

GLOBAL FEMINISM COMMITTEE

1/89

Moved that the International Feminism Committee name be changed to "Global Feminism."

Moved that the Board request that the officers of the NOW Foundation allocate \$2,000 to be used for global feminist educational materials, including international publications and subscriptions and expenses, and for grassroots communication.

AID

4/88

Moved that NOW endorse HR 4049. [Which would require that the Agency for International Development (AID) include women in their development programs. They currently involve very few women, even though their own research shows that when they do not include women their programs are less successful. For example, in a part of Africa where women are the primary food growers, AID spent its funds to teach men new technologies for growing food. In Africa, only 20% of the people receiving AID grants are women, and in Asia it is only 15%].

GENERAL RESOLUTION

1986

WHEREAS, 1976 - 1985 was the U.N. Decade for Women that resulted in millions of women around the world organizing for feminism in villages, towns, cities, states, countries and continents; and

WHEREAS, the 1979 Copenhagen U.N. Decade for Women Mid-Decade Conference adopted the Convention on the Elimination of all Forms of Discrimination Against Women ("Convention") which is an international Bill of Rights for women; and

WHEREAS, the U.N. General Assembly adopted this Convention on 12/18/79 and opened it for signature; and

WHEREAS, the Convention obligates those countries which have ratified or acceded to it to take "all appropriate measures" to ensure the full development and advancement of women in all spheres--political, educational, employment, health care, economic, social, legal, marriage and family relations--as well as to modify the social and cultural patterns of conduct of men and women to eliminate prejudice, customs and all other practices based on the idea of the inferiority or superiority of either sex; and

WHEREAS, 52 countries, including the U.S., signed this Convention during the 1980 Conference, and the Convention came into effect in 1981 when 20 countries had ratified or acceded to it; and the Committee of 23 experts, established by the Convention to monitor the progress made to implement it, came into existence in April, 1982, and 87 countries representing over 1/2 the countries of the world have now ratified or acceded to this Convention as of May 1986, *and the U.S. has NOT*; and

WHEREAS, at the 1985 Nairobi U.N. Decade for Women World Conference a world consensus was reached on a feminist agenda by adopting the Forward Looking Strategies ("FLS") document outlining the strategies to promote the themes of the Decade of Peace, Equality, Development, Education, Health, and Employment for

GLOBAL FEMINISM

all women by the year 2000; and

WHEREAS, NOW's agenda is increasingly a global agenda that parallels much of what feminists worldwide are struggling to achieve, and the Right Wing is organizing with and supporting the repressive, militaristic and dictatorial regimes worldwide; and we are just beginning to demonstrate the power of women worldwide when organized. It is women who are leading in the overthrow of oppressive dictatorships in the Philippines, the brave Mothers of the Disappeared in Argentina, and the women in South Africa such as Winnie Mandela showing leadership and commitment;

THEREFORE BE IT RESOLVED that NOW recognizes the U.N. Decade for Women events and that NOW actively supports the U.S. ratification of the U.N. documents: the Convention and the FLS, and that NOW urge the U.S. Senate Foreign Relations Committee to immediately start hearings on the documents for U.S. ratification; and

BE IT FURTHER RESOLVED that NOW will participate in all follow-up Decade conferences to implement these documents, that NOW hold a meeting of international feminists, and that NOW in organizing major events will take into consideration international feminist events and happenings; and

BE IT FURTHER RESOLVED that NOW develop an independent "global network" of feminists in various nations with particular efforts to include feminists from developing countries, and that NOW make special efforts to build links with international feminists with an emphasis on united actions towards peace and disarmament; and

BE IT FINALLY RESOLVED that NOW develop a feminist strategies advisory group that will more fully develop NOW positions on foreign policy and that NOW, in developing its issue positions, will consider the impact of these positions in the U.S. and globally.

PHILIPPINES

2/86

The following telegram shall be sent to Corazon Aquino: "On behalf of the entire membership of the National Organization for Women, the President, Officers and members of the Board, we send you our congratulations and enthusiastic support for your election as President. You are a woman of extraordinary courage. We are with you all the way. We also applaud the people of the Republic of the Philippines for their courage and determination in electing you to office. On behalf of NOW --Eleanor Smeal, President."

UN REPRESENTATIVE

5/79

APO-Affiliate and NGO Status -- **motion** adopted that the National Board confirm the President's appointment of Elain Livingston as NOW's NGO Representative to the UN to December, 1979 and that the Board appoint Uki Heineman as NOW's alternate NGO Representative to the same.

IWY MEETINGS

1977

WHEREAS, NOW organizations in several states have experienced barriers to adequate participation in their IWY state meeting process and refusal to remove these barriers from their state IWY Coordinating Committees,

BE IT RESOLVED, that NOW demands that the National Commission on IWY rectify the complaints lodged with it from states who have found that their IWY Coordinating Committees are preventing significant segments of women from attending state conferences, and NOW strongly urges that the National IWY Conference not be held in Houston and that NOW members attend state conferences and urge that the national Conference be moved to Pittsburgh.

HEALTH

BREAST IMPLANT RESOLUTION

1996

WHEREAS, the National Organization for Women (NOW) has a longstanding policy of supporting health care, true informed consent, and safe products for women; and

WHEREAS, breast implants contain toxic chemicals, known carcinogens, and heavy metals such as aluminum and platinum, which bleeds into the body for decades at levels exceeding OSHA maximum allowable levels in the *workplace air* by 1,500%; and

WHEREAS, cancer victims have been further injured by silicone implants, and early research suggests that some children may also have silicone-related illnesses; and

WHEREAS, over one million American women, and thousands more worldwide, were told silicone breast implants were safe and would last a lifetime without any clinical trials, and even after 30 years of use, safety data is still inadequate; and

WHEREAS, hundreds of thousands of women have manifested a constellation of atypical illnesses, whose common link is breast implants, which are known to bleed silicone within 24 hours of insertion into the human body; and

WHEREAS, the use of breast implants continues today even though the rupture rate is reported as high as 71%; implant manufacturers have been found guilty of fraud with one charge upheld by the U.S. Supreme Court; and doctors and manufacturers continue to profit from women, while scientific data is still inadequate; and

WHEREAS, the Breast Implant Accountability Act (H.R. 2796), was introduced in Congress to aid victims by making manufacturers responsible for the removal recall of their ruptured or defective products; to require further research on the physiological, neurological, and immunological effects of the toxicity of silicone and other chemicals in breast implants; and to ensure that no physician refuse to treat a woman because she has breast implants.

THEREFORE, BE IT RESOLVED that NOW work to educate women and men about the details of the breast implant issue and to continue to empower people to accept their bodies as they are; and

BE IT FINALLY RESOLVED, that NOW support individuals affected by the breast implant issue by supporting legislative intervention and avenues of relief.

MANDATORY HIV TESTING RESOLUTION PROPOSAL

9/95

WHEREAS the HIV status of a newborn cannot be accurately established until 15-24 months after birth, therefore, the testing of newborns effectively establishes only the HIV status of the mother; and

WHEREAS far reaching efforts at the federal, state and local levels target child-bearing women through their newborns for mandatory testing for HIV/AIDS, putting pregnant women in a category separate from all other individuals; and

WHEREAS the National Organization for Women (NOW) has held a position against mandatory HIV testing since the 1980's, which has been repeatedly affirmed; and

WHEREAS NOW has opposed all efforts to introduce into state legislatures, city, county, or federal governments any bills or ordinances whose effect would be to: limit the civil rights of persons with HIV/AIDS, persons with HIV antibodies, or persons in groups thought to be at higher risk of infection than the general population, including mandatory testing, reporting and quarantine; and

WHEREAS the many variations of mandatory testing programs that have been proposed do not provide any necessary or useful information and/or medical services for women and newborns that could not otherwise be obtained voluntarily; and

WHEREAS NOW holds that women's privacy rights and choices are as constitutionally valid as those of any

HEALTH

other citizen, regardless of a woman's reproductive status; and

WHEREAS 75% of newborns testing positive at birth eventually shed the HIV antibodies and, therefore, are put in jeopardy because their mothers are afraid to seek routine health care and immunizations; meanwhile healthy babies are getting drugs that the medical community has not fully tested for efficacy and side effects; and

WHEREAS mandatory testing places women and their newborns in an adversarial relationship with their physician(s), the medical community, and possibly the father of the child;

THEREFORE BE IT RESOLVED that NOW reaffirm its emphasis and its opposition to mandatory testing, including what amounts to *de facto* mandatory testing of women through their newborns; and

BE IT FINALLY RESOLVED that NOW initiate a campaign through the media and NOW chapters to educate the public and members about the real issues and real dangers that mandatory HIV testing poses to the civil rights of women and newborns.

4/94

Moved that Board members call the state coordinators in their regions by April 20th to urge the coordinators to activate their chapters to take part in the National Pro-Choice Coalition's National Call-In Day on May 18th to pressure Congress to include abortion rights in any national health plan and that the Board members contact their members of Congress to urge them to include full reproductive health services in the Health Plan.

SINGLE PAYER HEALTH CARE

1993

WHEREAS, the current United States health care system cannot offer complete care to all its citizens; and
WHEREAS, the insurance companies charge women disproportionately more in the long term for health care; and

WHEREAS, health insurance companies currently discriminate in coverage of adoptive children by:

- 1) refusing to cover pre-existing conditions that would automatically be covered if the child were a biological child;
- 2) refusing to cover birth cost of the adoptive child; and
- 3) selectively covering an adoptive child on a case-by-case basis; and

WHEREAS, health care is a right not a privilege; and

WHEREAS, large numbers of families, including working families, cannot afford health care coverage as it now exists; and

WHEREAS, women are primary health care givers in their families;

THEREFORE BE IT RESOLVED, that NOW endorses a single-payer health care program which must cover all women for all aspects of their health care, including, but not limited to;

- a) reproductive health care (birth control, pregnancy care -- both prenatal and postnatal, and pregnancy termination and fertility treatment) without parental notification/consent requirements;
- b) coverage of all adoptive children, regardless of age, on the same basis as coverage of a child born into a family;
- c) diseases that predominately affect women such as chronic fatigue syndrome, endometriosis, and others;
- d) a prescription plan that covers birth control and all required drugs and devices;
- e) mental health services;
- f) adequate home nursing care provided to patients released from the hospital before they are able to care for themselves;

HEALTH

- g) elder care for those in the later part of their lives; and
- h) long term care for health disorders.

GENDER BIASED MEDICAL DEFINITIONS

1993

WHEREAS, gender bias in the medical profession has resulted in insufficient and/or discriminatory definitions of certain diseases and medical conditions such as AIDS and PMS; and

WHEREAS, the current Center for Disease Control definition of AIDS continues to exclude the primary symptoms of killing diseases -- bacterial pneumonia and pulmonary TB (tuberculosis); and

WHEREAS, women with AIDS are subsequently diagnosed too late in the disease to survive, making AIDS the leading cause of death among women between the ages of 25 and 44 years of age, with a female infection rate approaching 5 HIV positive women per 1000 reported cases; and

WHEREAS, the nation will face an estimated 72,000 motherless children by the year 2000; and

WHEREAS, women's behavior has always been devalued as a mere byproduct of their hormones; and

WHEREAS, the American Psychiatric Association Task Force considered the inclusion of forms of PMS to be classified as a mental disorder in the Association's 4th Edition of the Diagnostic and Statistical Manual (DSM-IV); and

WHEREAS, this diagnosis could be used against women in child custody battles, job discrimination suits and/or mental competency hearings; and

WHEREAS, this classification would be the only hormonally-based diagnosis in the DSM that affects only one sex;

THEREFORE BE IT RESOLVED, that the National Organization for Women include as part of any national health care plan a comprehensive definition of AIDS in women as being an integral component in halting the ever worsening epidemic among women; and

BE IT FURTHER RESOLVED, that NOW actively pressure the new AIDS Czar, as well as the CDC and National Institutes of Health to immediately expand the current definition of AIDS in women; and

BE IT FINALLY RESOLVED, that NOW publicly oppose the APA's ongoing attempts to classify PMS as a mental disorder through press conferences and by continuing to work with the National Women's Health Network to oppose the classification out of any future editions of the DSM. **See Also:** AIDS

PROMOTION OF ABORTION TRAINING

1993

WHEREAS, it is the role of the OB/GYN and family practitioner to provide the full spectrum of available medical services and to provide patients with the information to make intelligent choices regarding all their options;

WHEREAS, most medical schools do not require OB/GYN and family practitioner residents to be practiced in performing abortions to obtain their licenses;

WHEREAS, OB/GYNs are often called upon to do medically necessary therapeutic abortions without regard to choice;

WHEREAS, many abortion providers are reaching retirement age and no incentives are being offered for new doctors to learn to perform abortions;

WHEREAS, midlevel clinicians such as nurse practitioners, physician's assistants, and certified nurse midwives are barred from performing abortions in many states;

WHEREAS, accessibility to abortion does not exist in many areas and availability is declining everywhere;

WHEREAS, in counties where there are many abortion providers it is more difficult for anti-choice groups to target them and their clients for harassment; and

HEALTH

WHEREAS, a legal right to abortion is meaningless without the access to exercise it,

THEREFORE BE IT RESOLVED, the National Organization for Women fully and actively supports the actions of organizations such as the National Abortion Federation and the American College of Obstetricians and Gynecologists in their efforts to promote training in contraception and abortion services as a required component of OB/GYN and Family Practice residency training and residency and board certification exams and advocates the training and licensing of midlevel clinicians to perform abortions;

AND BE IT FURTHER RESOLVED, the National Organization for Women will support legislation, legal activity, or policy changes that furthers these ends and actively oppose legislation that would be contrary to achieving these ends.

SUPPORT OF CHOICE AND ACCESS TO ALTERNATIVE HEALTH CARE

1993

WHEREAS, National Organization for Women recognizes that many women choose alternative health care such as acupuncture, homeopathy, herbology, nutrition therapy, biofeedback, body work, etc.

THEREFORE BE IT RESOLVED, that NOW support women's choices and access to alternative health care.

CHOOSING OUR TIME

1992

WHEREAS, nothing is more fundamental to women than the dignity and freedom of choice, which, according to the Supreme Court's Opinion in Cruzan, encompasses the right to choose the circumstances of one's own death; and

WHEREAS, medical technology cannot yet provide adequate relief from pain, protection of dignity or clarity of self to many terminally ill persons who must endure tortuous pain; sleeplessness, confusion and fear of losing self before losing life, and

WHEREAS, older women are too often alone and unsupported and are at the mercy of doctors, hospitals and courts when they must make decisions about artificial life support treatment for themselves and/or their spouses/partners; and

WHEREAS, women living with partners to whom they are not married are denied the right to be informed and consulted about medical conditions, decision-making or access to their partners; and

WHEREAS, the majority of patients in long-term care facilities are older women who have survived their partners, whose caretakers are more apt to be challenged and who lack an advocate at the time of their dying; and

WHEREAS, low income women and women of color and women with disabilities are subjected to greater economic coercion in making medical decisions, and

WHEREAS, most state laws fail to protect low income women and/or women of color, who lack access to legal counsel concerning right-to-die decisions, and therefore are subject to biased and unequal treatment; and

WHEREAS, pregnancy or possible pregnancy can override a woman's express wishes concerning terminal care; and

WHEREAS, the "Right to Life" movement has intruded into the most private sphere -- making decisions about life or death, usurping the right of the individual and/or loved ones to make those private decisions;

THEREFORE BE IT RESOLVED, that the National Organization for Women affirm that the right to make decisions about terminating one's life is inherent to feminist principles of self-determination and autonomy; and

BE IT FURTHER RESOLVED, that NOW support legislation safeguarding against coercive intrusion into such choices, especially for women of color and low income women; and

BE IT FURTHER RESOLVED, that NOW educate its members on this issue.

HEALTH

BREAST CANCER: ALL WOMEN ARE AT RISK

1992

WHEREAS, one in nine women living in the United States will develop breast cancer at some time during their lifetime (in 1960, it was 1:20); and

WHEREAS, cancer is the leading cause of death among women aged 35-55, and approximately 1/3 of these deaths are due to breast cancer; and

WHEREAS, approximately 180,000 women in the United States will be diagnosed with breast cancer this year and 46,000 women will die of it; and

WHEREAS, 25% of white women and 40% of black women diagnosed with breast cancer will be dead within 5 years; and

WHEREAS, every 4 minutes a woman is diagnosed with breast cancer and every 13 minutes a woman dies of breast cancer in this country; and

WHEREAS, women without recognized risk factors constitute 75% of new breast cancers; and

WHEREAS, women that do not have children are at higher risk for breast cancer; and

WHEREAS, mammography is a diagnostic procedure and is not a cure for breast cancer; and

WHEREAS, early intervention through access to mammograms, physical examination and education is critical, but unfortunately too many insurance policies do not cover such diagnostic procedures as mammograms and Pap smears and women without medical insurance are even less likely to have access to information and services; and

WHEREAS, many breast cancer detection centers have substandard equipment and untrained staff which allow for false and misleading readings; and

WHEREAS, there has been little progress in either prevention or the rate of cure of breast cancer in the past 25 years; and

WHEREAS, funding for breast cancer research, treatment, and education has not received priority consideration in the past, and President Bush's recent veto of the National Institute of Health's reauthorization bill, appropriating an additional 300 million dollars for breast cancer research because it rescinded the ban on fetal tissue research; and

WHEREAS, RU-486, a potential cure for some forms of breast cancer, is being blocked from entry to the U.S. by anti-abortion extremists because it is an effective abortifacient;

THEREFORE BE IT RESOLVED, that the National Organization for Women join efforts nationwide to eradicate breast cancer particularly during Breast Cancer Awareness Month (October); and

BE IT FURTHER RESOLVED, that NOW work with the National Breast Cancer Coalition, which promotes research and improves access and influence of those living with breast cancer; and

BE IT FURTHER RESOLVED, that breast cancer and other women's health issues assume their rightful place as high priorities of NOW.

BE IT FURTHER RESOLVED, that NOW oppose the import ban on RU 486.

MEDICAL ACCOUNTABILITY

9/91

WHEREAS, the United States must create a national health system similar to those in Europe and Canada because over 37 million people in this country without health insurance cannot afford basic medical care; inability to pay medical bills is now the leading cause of personal bankruptcy; and even families with health insurance spend an average of twelve percent of their income on medical care; and the U.S. population spends more per capita on health care than most first world countries and statistics show the actual level of health of the U.S. population to be lower than most first world countries; and

WHEREAS, currently education, research, and hospital operations are heavily subsidized by taxes at all

HEALTH

levels, yet citizens have virtually no say in how this money is spent; and

WHEREAS, the insurance industry discriminates blatantly against women both as health workers and as consumers by practices such as prohibiting direct reimbursement to non-physician workers, most of whom are women, and by discriminatory pricing and exclusion of medical services, such as contraception, mammography screening, and abortion services; and

WHEREAS, women are the majority of consumers of medical services, but as Representative Patricia Schroeder has stated, "America's health care system fails women" by excluding them from most clinical research studies and by not conducting research studies on women's health problems so that knowledge about how certain drugs or procedures affect women is often limited; and

WHEREAS, irresponsible doctors often foster medical dependence among women, perform unnecessary surgical procedures on their reproductive organs, and over prescribe sedatives and tranquilizers for them, and yet this conduct is rarely reported to disciplinary boards and even these limited complaints rarely result in loss of licensure; and

WHEREAS, some hospitals have adopted policies and practices that deny pregnant women patients medicine or services in order to "protect the fetus" and the only recourse the families of "A.C." in Washington, DC and Nancy Kline on Long Island, NY have had to reverse these antiabortion policies have been malpractice suits; **NOW, THEREFORE BE IT RESOLVED**, that the National Organization for Women supports the creation of a national health system that ensures access to quality care for all residents without discrimination on the basis of gender, race, age, sexual orientation, marital status, disability, economic status, or condition of pregnancy; and work actively toward passage of legislation creating this system.

BE IT FURTHER RESOLVED, that NOW develop and support plans for a comprehensive national health system that provides women with family planning and abortion services without restrictions; that ensures a public process of accountability to citizens and consumers; and prevents the emergence of a system that only perpetuates the monopoly of the insurance industry and physicians in the decision-making process and resource allocation process of health service delivery;

BE IT FURTHER RESOLVED, that NOW supports the 1991 Women's Health Equity Act introduced by Representatives Patricia Schroeder and Olympia Snowe which includes provisions to increase funding for research on women's health problems, including contraception and infertility, and increased funding and Medicaid coverage for the screening and treatment of AIDS and cancer; and

BE IT FURTHER RESOLVED, that NOW opposes legislation introduced into Congress by President Bush and by Senator Peter Domenici on medical liability that prohibits jury trials in medical malpractice suits, requires all federal employer-provided health plans to resolve medical injury claims in arbitration, and limits recovery of non-economic damages; and

BE IT FURTHER RESOLVED, that NOW reviews the effects on women of changes that have already taken place in product liability and medical malpractice laws.

HPV INFORMATION

1991

WHEREAS, Human Papilloma Virus, a sexually transmitted disease affecting women of all ages, is reaching epidemic proportions in excess of 500,000 new cases discovered annually; and

WHEREAS, of the more than SIXTY known strains of HPV, at least three are known to be associated with cervical cancer; and

WHEREAS, HPV and cervical cancer may be asymptomatic until reaching critical and life threatening stages; and

WHEREAS, cervical cancer, if detected early through a diagnostic PAP smear, can have a 90% cure rate; and **WHEREAS**, education efforts on the part of the medical community and the government are virtually non-

HEALTH

existent;

THEREFORE BE IT RESOLVED, that the NOW Task Force on Women's Health include prevention, risk, and detection information concerning HPV in a women's health issue information packet to be made available to NOW chapters and members.

TOBACCO

1/91

WHEREAS, each year more than 110,000 women die from tobacco-related health problems; and
WHEREAS, the tobacco industry has promulgated a cynical, sexist advertising campaign, targeting young women, where now more young women than young men are taking up smoking; and

WHEREAS, studies have shown that women have a harder time giving up smoking than men, and that 93% are addicted rather than casual or social smokers, and that there is only a 10% chance that a woman will begin smoking if she does not do so in her teens, and that 60% of smokers begin by age 15;

THEREFORE BE IT RESOLVED, that the National Organization for Women condemns the tobacco industry for its targeted promotional campaigns aimed at encouraging women, and particularly young women, to become casual users and, most often, addicts of their products; and

BE IT FURTHER RESOLVED, that we endorse programs restricting tobacco products distribution methods, including free samples handed out by tobacco companies; and

BE IT FURTHER RESOLVED, that we will work at getting anti-smoking information to women, and vigorously oppose cigarette advertisement or promotions in women and teen publications.

FAMILY MEDICAL LEAVE/NATIONAL HEALTH PLAN

11/90

WHEREAS, President Bush vetoed the Family & Medical Leave Act, despite his campaign promises; and
WHEREAS, the final version of that bill was inadequate to the needs of American families; and

WHEREAS, economic equality will not be achieved until job protected, paid leave to care for family and household members is a reality for all United States residents; and

WHEREAS, single-parent households form an ever-growing percentage of American families; and

WHEREAS, the United States and South Africa are the only industrialized nations without such protection for its citizens;

THEREFORE, BE IT RESOLVED that the National Organization for Women mount a campaign for national legislation to provide paid, job protected family and medical leave and a comprehensive national health plan for all United States residents, the costs for which will be shared by government, employers, and employees and which will be an automatic benefit; and

BE IT FURTHER RESOLVED that NOW will lobby Congress members and candidates to sponsor and pass such act immediately.

RU486 SUMMIT

1990

WHEREAS, it is intolerable that RU486, hailed by physicians as the most significant breakthrough in reproductive medicine since the invention of the birth control pill, is not available to women and girls in this nation and throughout the world; and

WHEREAS, RU486 has been tested as an abortifacient for nearly a decade in France with the result that approximately one in three abortions in that country are now performed using RU486 with an effectiveness rate of 96% and no lasting harmful side effects; and

WHEREAS, RU486 promises a future in which unwanted pregnancies can be terminated in their earliest

HEALTH

stages and in the privacy of the home, without interference from the government or from religious zealots; and
WHEREAS, a 1988 Louis Harris poll found that 59% of adults believe that RU486 should be made available in the U.S., and 37% of women polled said they would use it if it were available; and
WHEREAS, it is unconscionable that threats of a boycott from a small group of anti-abortion extremists are being allowed to thwart distribution of RU486 which has also shown promise as a treatment for other serious medical conditions such as breast cancer, endometriosis, meningioma, and caesarean births; and
WHEREAS, Roussel-Uclaf, the developer and manufacturer of RU486, and its parent company, Hoechst AG, have more to fear from a boycott from the overwhelming majority of Americans who want access to important medical advances than the company has to fear from any boycott of the anti-science, anti-birth control opponents of abortion; and

WHEREAS, NOW has identified a number of companies in the medical field who are ready to distribute RU486 and have informed Roussel-Uclaf of their willingness, and are thwarted only by Roussel-Uclaf's reluctance to license an American distributor; and

WHEREAS, a comprehensive, national strategy of direct action aimed at making RU486 not just the "moral property" of French women, but the moral property of all women, needs to be developed to convince Roussel-Uclaf to allow the distribution of RU486 in the United States and around the world, or to sell or relinquish its rights to the drug to an entity that is willing to do so;

THEREFORE BE IT RESOLVED, that the National Organization for Women call a "Summit on RU486" to be held, involving women's health and rights organizations, scientific and medical communities, and feminist pharmacists, in a forum to discuss strategies for bringing RU486 to the U.S., to influence U.S. foreign policy on behalf of other nations that desperately need the use of RU486 and to expose the opponents of abortion as anti-science, anti-birth control and anti-women.

WOMEN'S HEALTH RESEARCH

1990

WHEREAS, adequate health care should be a basic right for all Americans; and

WHEREAS, there are an estimated 37 million Americans with no health insurance, and up to 70 million Americans with inadequate health insurance; and

WHEREAS, the inaccessibility of health care services disproportionately impacts women, children, people of color, people with disabilities, and people living in non-traditional families; and

WHEREAS, the inadequacy and racism of our health care system is clearly illustrated by the infant mortality rate for the United States where for the white population the rate is 8.6 deaths/1000 live births (equivalent to a rank of 14th in the world), while the infant mortality rate for the black population is 17.9/1000 (equivalent to a rank of 28th in the world); and the life expectancy for the black population is 5.8 years shorter than the life expectancy for the white population; and

WHEREAS, each year 142,000 women are diagnosed with breast cancer; and uterine, ovarian, and breast cancers combined result in 65,000 deaths per year; and

WHEREAS, there are a number of diseases that primarily effect women, such as lupus, chronic immune dysfunction syndrome (chronic fatigue syndrome or Epstein-Barr), and osteoporosis, about which much more research is needed; and

WHEREAS, the federal government is woefully neglecting women's health issues as evidenced by the fact that only 13.5% of the National Institutes of Health's budget is spent for research on women's illnesses;

THEREFORE BE IT RESOLVED, that NOW will pressure the federal government, and NIH in particular, to include women in current research projects and to allocate adequate resources for education, research, prevention, and treatment of health issues specifically affecting women.

HEALTH

FEMALE CIRCUMCISION/GENITAL MUTILATION

1990

WHEREAS, FC/GM, which includes such practices as Sunna circumcision, Excision-clitoridectomy, and Infibulation, has no foundation in any religion, although often perceived as such by public opinion, and is rooted in economic, social and cultural traditions to control women's sexuality, yet has been routinely performed on females from birth onward;

WHEREAS, FC/GM is widely practiced in Africa and the Mid-East, and because of explosive demographic growth in those areas is increasing in spite of local and international efforts to eradicate such mutilations;

WHEREAS, FC/GM results in acute, life-threatening situations, chronic medical diseases, and lifelong emotional trauma, all increased by lack of medical care in the areas in which FC/GM is commonly practiced;

WHEREAS, the Inter-African Committee (IAC) has an effective action plan in 16 African/Mid-East countries, several African governments are officially fighting the practice of FC/GM, and a large number of international organizations, including the World Health Organization (WHO) are actively engaged on the side of the IAC;

WHEREAS, the IAC is requesting assistance from the international feminist, human rights and medical organizations;

THEREFORE BE IT RESOLVED, that NOW views FC/GM as an attack on the bodily integrity of females, and sees the practice as a grave and preventable major health risk for females.

BE IT FURTHER RESOLVED, that NOW stands with IAC and its affiliates, supports governmental efforts and health education in Africa by international women's networks working together to eradicate FC/GM; and that NOW will establish formal ties with IAC and follow their guidelines for action as applicable.

BE IT FURTHER RESOLVED, that NOW calls on U.S. Agencies to allocate a percentage of U.S. aid monies to education and health programs specifically aimed to stop FC/GM, and that NOW calls upon our representatives in Congress, and particularly on the ones who enjoyed NOW's support to obtain their position, to give the highest priority to the human and civil rights of our sisters in all countries and especially to strongly oppose the granting of "most favored nation" status to any country where FC/GM is practiced, and which government is not actively engaged in opposing, outlawing and eliminating Female Circumcision/Genital Mutilation.

See Also: Global Feminism

DALKON SHIELD

3/89

WHEREAS, hundreds of thousands of women have been injured, disabled, or killed by the Dalkon Shield I.U.D.; and

WHEREAS, the resolution of the Dalkon Shield survivors' claims against A.H. Robins Company will set important precedents for corporate responsibility and the health of women world-wide;

FURTHER BE IT RESOLVED, that NOW call upon the World Health Organization to undertake a global notification recall campaign to remove the Dalkon Shield I.U.D. world-wide; and

FURTHER BE IT RESOLVED, that NOW call upon the Congress of the United States to investigate the FDA and its failure to recall the Dalkon Shield I.U.D.; and

FURTHER BE IT RESOLVED, that NOW call upon the Department of Justice of the U.S.A. to investigate the A.H. Robins Company for criminal misconduct in the corporate boardroom;

BE IT FINALLY RESOLVED, we urge NOW to take action on behalf of the interest of the Dalkon Shield Claimants.

AIDS/WOMEN'S HEALTH

10/88

Moved that NOW form an "AIDS and the Politics of Women's Health Committee" to address such issues as:

HEALTH

AIDS and HIV infection; intravenous drug and alcohol treatment programs for women; lupus; cervical, breast and uterine cancer; chronic fatigue syndrome and other illnesses; and issues of discrimination in testing and research.

DALKON SHIELD NETWORK

1/88

Moved that NOW endorse the work of the Dalkon Shield Network in attempting to locate and support Dalkon Shield survivors not only in the United States but rather world-wide; NOW will work with the Dalkon Shield Complainants' Committee and the Network in obtaining a fair and adequate settlement for the Dalkon Shield survivors in the bankruptcy proceedings; and NOW will work with the Network to publicize world-wide the need to recall Dalkon Shields that are already in use and to ensure that Dalkon Shields are no longer given to women.

FEMINISTS' INSPECTION OF HOSPITAL

1977

For 25 years, childbirth groups in the United States have been seeking through education to provide women with some small measure of control. Childbirth used to be a woman-controlled experience, but now we are not even allowed to participate in our own experience of childbirth, let alone assist each other. Childbirth is a normal experience, not an illness. We have no choice about the conditions under which we labor and give birth. Women still give birth strapped, draped, shaven, drugged, and numbed.

Witnesseth therefore:

WHEREAS, on March 6, 1977, feminist health activists from all over the country conducted an unannounced inspection of the Obstetrical Unit at Tallahassee Memorial Hospital (a public hospital). The women found the following maternity care practices of Tallahassee Memorial Hospital to be substandard, although typical of most hospitals:

1. Babies were crying in a soundproof nursery, separated from their mothers, who had been given sleeping pills, although they were told that rooming in was available.
2. Several containers of Phisohex, a cleansing chemical that has been found to cause brain damage in newborns, were found in the Obstetrical Unit.
3. Mothers were found in a prison-like atmosphere in which they were not allowed outside the post partum area of the hospital.
4. Internal fetal monitors are used routinely in Tallahassee Memorial Hospital. A small electrode is put in the head of the baby before birth.

WHEREAS, from this action, Carol Downer, Janice Cohen, Linda Curtis and Ginny Cassidy were arrested for criminal trespassing. We support the action of these women as being representative of our rights as women. Now, therefore, the National Organization for Women resolves that:

1. As women, we have the right to control our own bodies.
2. As consumers, we have the right to inspect our health care facilities.
3. We demand the immediate halting of dangerous medical practices, and further demand that we have control of our health care.

BE IT FURTHER RESOLVED, that there is no justification for arresting women for exercising our rights as consumers of health care. We demand the charges of trespassing against Carol Downer, Janice Cohen, Linda Curtis and Ginny Cassidy be dropped.

HEALTH

ESTABLISHMENT OF TASK FORCE

8/76

Motion adopted that the National Organization for Women form a Task Force on Mental Health to combat forced psychiatric procedures, to investigate alternatives, and to raise the consciousness of the professionals to the particular vulnerability of women due to sex role stereotyping.

GENERAL RESOLUTION

1974

WHEREAS, because our society reveres doctors, patients are at the mercy of their doctor's knowledge and skill (or lack of same), and at the mercy of their doctor's assumptions which also influence her/his decisions; and

WHEREAS, it is necessary to counter the sexist assumptions of doctors and health care agencies;

THEREFORE BE IT RESOLVED, that NOW develop strategy to educate both doctors and the public by:

- Educating women to know more about their bodies, about disease and physical function, about choosing good health care personnel and services, about exercising patient's rights. These can be done through national media, local chapter programs, in cooperation with local health services, and in health courses in school and college; self-help clinics; and
- Educating practicing physicians and other health personnel to treat their clients as people not bodies and diseases through media, medical literature, chapter presentations at local medical society meetings;
- Educating future health care personnel through courses with a feminist perspective in their training programs;
- Implementing affirmative action plans both in the admissions to medical and professional schools and in hiring practices by medical institutions and agencies.

FURTHER BE IT RESOLVED, that NOW, through its women and health task force, develop a position on a national health insurance plan which would provide quality health care for all persons irrespective of age, sex, race, national origin, economic status, marital status, parenthood, or sexual preference.

Implementation of this position must utilize consumers of health care and insurance at all stages of devising and implementing the plan. Since a sense of urgency on this point exists, this plan should be devised and submitted to the Board as soon as possible.

Also See: Lesbian Rights

HUMAN RIGHTS

ELIMINATION OF DISCRIMINATORY LABOR PRACTICES IN MAQUILA FACTORY INDUSTRIES

1996

WHEREAS, the global economy promotes slave-like conditions and sweatshops in "Maquila" (piecework) factory industries throughout the world, including Nike subcontractors in developing countries; and
WHEREAS, women who are forced to migrate due to economic or political conditions lack basic human and labor rights throughout the world;

THEREFORE, BE IT RESOLVED that the National Organization for Women (NOW) in conjunction with other human rights organizations and with the labor movement expose the companies that practice or allow discriminatory labor practices against women workers and demand a change in policy.

See Also: Global Feminism, Labor

ACTIVISM ON NATIVE AMERICAN ISSUES

1996

WHEREAS, Native Americans have alarmingly high rates of health problems such as alcoholism, heart disease, diabetes, Fetal Alcohol Syndrome and Fetal Alcohol Effects, suicide or attempted suicide, death from breast cancer, and accidental death; and

WHEREAS, economic conditions on reservations are appalling including contaminated water, no electricity or plumbing, and a lack of adequate housing; and

WHEREAS, many young Native Americans are growing up in a dangerous and even lethal environment demonstrated by the high incidence of gang rape, teenage pregnancy, sexually transmitted diseases, murder, and child sexual and physical abuse; and

WHEREAS, the future of Native Americans has been jeopardized by the loss of their children through such programs as forced attendance at boarding schools and adoption and placement outside the tribe without tribal permission; and

WHEREAS, obstacles to reproductive freedom abound such as limited access to safe contraceptives, lack of access to safe abortions, and a history of forced sterilization which has now evolved into coerced sterilization; and

WHEREAS, Native Americans' culture has been debased through forced assimilation, laws forbidding religious practices, and disrespect of sacred sites; and

WHEREAS, governmental policies have fostered extermination of Native Peoples (i.e. genocide), as demonstrated by the fact that Native Americans currently number less than 2 million people nationwide with an average life expectancy of 45 years.

THEREFORE, BE IT RESOLVED that the National Organization for Women (NOW) solicit input from Native American women on current problems and issues affecting them; and

BE IT FURTHER RESOLVED that NOW develop educational materials on Native American issues to be distributed to chapters and the general public; and

BE IT FURTHER RESOLVED that NOW encourage chapters to increase participation of Native Americans in NOW events by such means as fundraising for NOW memberships or conference attendance; and

BE IT FURTHER RESOLVED that NOW calls upon Congress and the President to respect tribal sovereignty with regard to placement of their children by amending the 1996 Child Welfare Act to reinstate tribal permission regarding adoption and placement outside the tribe; and

BE IT FINALLY RESOLVED that NOW form alliances with Native American groups to actively promote reversal of the damage done to Native American cultures and encourage the nation to celebrate the strengths and acknowledge the contributions, both current and historical, of Native American groups.

HUMAN RIGHTS

INDIGENOUS HAWAIIAN PEOPLES RESOLUTION

1996

WHEREAS, the Native Hawai'i peoples are the indigenous peoples of the islands of Hawai'i; and
WHEREAS, Queen Lili'uokalani did not abdicate her throne, but was forced to relinquish it on January 16, 1893, in order to protect her Hawai'i peoples from certain violence and genocide; and
WHEREAS, in the 1993 Apology Bill to the Native Hawai'i peoples, President Clinton acknowledged the illegal overthrow of the Kingdom of Hawai'i and formally recognized the American and the Hawai'i peoples; and

WHEREAS, prior to statehood, Hawai'i was scheduled to become an independent nation recognized by the United Nations; and

WHEREAS, under statehood the children of the indigenous Hawai'i peoples have experienced a U.S. government-imposed, two-tiered system of discrimination based on fifty percent blood quantum, both below and above, which has divided the indigenous Hawai'i peoples; and

WHEREAS, the indigenous Hawai'i peoples have been deprived of the exercise of their sovereignty, including self-determination, control of their islands and ocean resources, use of their language, and exercise of their cultural and religious practices; and

WHEREAS, the self-determining indigenous Hawai'i rights movement has sustained momentum from the first contact with other nations; and

WHEREAS, the Hawai'i National Organization for Women (NOW) has formally recognized the existence and work of the independent indigenous Hawai'i peoples' NOW VISION SUMMIT self-determining grassroots sovereignty movement since October 1, 1994; and

WHEREAS, the U.S. government is currently conducting a sovereignty vote through the State Office of Hawai'i Affairs (SOHA);

THEREFORE, BE IT RESOLVED that NOW provide moral support for and encourage political recognition of the self-determining indigenous Hawai'i peoples and the newly forming independent indigenous Hawai'i women's non-governmental organization.

See Also: Racial/Ethnic Diversity

MANDATORY HIV TESTING RESOLUTION PROPOSAL

9/95

WHEREAS the HIV status of a newborn cannot be accurately established until 15-24 months after birth, therefore, the testing of newborns effectively establishes only the HIV status of the mother; and

WHEREAS far reaching efforts at the federal, state and local levels target child-bearing women through their newborns for mandatory testing for HIV/AIDS, putting pregnant women in a category separate from all other individuals; and

WHEREAS the National Organization for Women (NOW) has held a position against mandatory HIV testing since the 1980's, which has been repeatedly affirmed; and

WHEREAS NOW has opposed all efforts to introduce into state legislatures, city, county, or federal governments any bills or ordinances whose effect would be to: limit the civil rights of persons with HIV/AIDS, persons with HIV antibodies, or persons in groups thought to be at higher risk of infection than the general population, including mandatory testing, reporting and quarantine; and

WHEREAS the many variations of mandatory testing programs that have been proposed do not provide any necessary or useful information and/or medical services for women and newborns that could not otherwise be obtained voluntarily; and

WHEREAS NOW holds that women's privacy rights and choices are as constitutionally valid as those of any other citizen, regardless of a woman's reproductive status; and

HUMAN RIGHTS

WHEREAS 75% of newborns testing positive at birth eventually shed the HIV antibodies and, therefore, are put in jeopardy because their mothers are afraid to seek routine health care and immunizations; meanwhile healthy babies are getting drugs that the medical community has not fully tested for efficacy and side effects; and

WHEREAS mandatory testing places women and their newborns in an adversarial relationship with their physician(s), the medical community, and possibly the father of the child;

THEREFORE BE IT RESOLVED that NOW reaffirm its emphasis and its opposition to mandatory testing, including what amounts to *de facto* mandatory testing of women through their newborns; and

BE IT FINALLY RESOLVED that NOW initiate a campaign through the media and NOW chapters to educate the public and members about the real issues and real dangers that mandatory HIV testing poses to the civil rights of women and newborns

HARASSMENT OF FEMINIST ACTIVISTS

2/94

WHEREAS, feminist activists of the UF/SFCC Campus and Gainesville Area NOW chapters have reported harassment and intimidation by members of the Gainesville Police Department and the State Attorney's office; and

WHEREAS, questionable interrogation tactics and misrepresentations of the law such as have been alleged against the State Attorney's office and Gainesville Police Department, would contribute to an environment which is hostile and dangerous to our constitutional rights; and

WHEREAS, intimidating law enforcement behavior has historically been used to influence and thwart grassroots organizing in the civil rights movement;

THEREFORE BE IT RESOLVED, that the National Board join the UF/SFCC Campus and Gainesville Area NOW chapters in condemning all intimidation and harassment of civil rights activists by law enforcement; and

BE IT FURTHER RESOLVED, that National NOW join the UF/SFCC Campus and Gainesville Area NOW chapters in demanding a non-biased investigation by Gainesville State Attorney Rod Smith and the Chief of the Gainesville Police Department Wayland Clifton into the allegations made by feminist activists in Gainesville;

BE IT FURTHER RESOLVED, that there be a story in the next issue of the National NOW Times about these allegations written by the Gainesville activists and Subject to normal editorial process.

DEATH PENALTY

10/93

BE IT RESOLVED, that National NOW calls for a moratorium on and the abolition of the death penalty.

IMMIGRATION

10/93

WHEREAS, the philosophy of NOW is to oppose any discrimination based on race, color, gender, sexual orientation or national origin and has a stated policy that it will not trade the rights of one group over another;

WHEREAS, the President of the United States has called for an expedited hearing procedure for political asylum which effectively denies individuals due process as well as the right to healthcare and the constitutional right to an education;

WHEREAS, NOW does not, in any measure, believe that immigrants are the cause for the economic recession, societal problems, or government budgetary shortfalls, but have, in fact, contributed significantly in building both this state and the country;

WHEREAS, any scapegoating of immigrants as the source of our societal problems is a dangerous diversion

HUMAN RIGHTS

from real solutions for these problems and can contribute to an increase in hate crimes against targeted immigrant groups;

THEREFORE BE IT RESOLVED, that NOW firmly oppose any legislation which attempts to limit the rights of immigrants, or to blame immigrants for societal and economic problems;

THERFORE BE IT RESOLVED, that NOW work to oppose anti-immigrant legislation, and to maintain NOW's conviction to defend human rights;

THEREFORE BE IT FURTHER RESOLVED, that NOW inform our NOW/PAC endorsed elected Political Officials of this resolution and our expectations that they will be supportive of this position.

CHOOSING OUR TIME

1992

WHEREAS, nothing is more fundamental to women than the dignity and freedom of choice, which, according to the Supreme Court's Opinion in Cruzan, encompasses the right to choose the circumstances of one's own death; and

WHEREAS, medical technology cannot yet provide adequate relief from pain, protection of dignity or clarity of self to many terminally ill persons who must endure tortuous pain; sleeplessness, confusion and fear of losing self before losing life, and

WHEREAS, older women are too often alone and unsupported and are at the mercy of doctors, hospitals and courts when they must make decisions about artificial life support treatment for themselves and/or their spouses/partners; and

WHEREAS, women living with partners to whom they are not married are denied the right to be informed and consulted about medical conditions, decision-making or access to their partners; and

WHEREAS, the majority of patients in long-term care facilities are older women who have survived their partners, whose caretakers are more apt to be challenged and who lack an advocate at the time of their dying; and

WHEREAS, low income women and women of color and women with disabilities are subjected to greater economic coercion in making medical decisions, and

WHEREAS, most state laws fail to protect low income women and/or women of color, who lack access to legal counsel concerning right-to-die decisions, and therefore are subject to biased and unequal treatment; and

WHEREAS, pregnancy or possible pregnancy can override a woman's express wishes concerning terminal care; and

WHEREAS, the "Right to Life" movement has intruded into the most private sphere -- making decisions about life or death, usurping the right of the individual and/or loved ones to make those private decisions;

THEREFORE BE IT RESOLVED, that the National Organization for Women affirm that the right to make decisions about terminating one's life is inherent to feminist principles of self-determination and autonomy; and

BE IT FURTHER RESOLVED, that NOW support legislation safeguarding against coercive intrusion into such choices, especially for women of color and low income women; and

BE IT FURTHER RESOLVED, that NOW educate its members on this issue.

CONFERENCE ON HUMAN RIGHTS

6/88

Moved that NOW invite progressive and feminist organizations to attend a meeting with the agenda of formulating a feminist-progressive conference for human rights.

INSURANCE

SINGLE PAYER HEALTH CARE

1993

WHEREAS, the current United States health care system cannot offer complete care to all its citizens; and **WHEREAS**, the insurance companies charge women disproportionately more in the long term for health care; and

WHEREAS, health insurance companies currently discriminate in coverage of adoptive children by:

- 1) refusing to cover pre-existing conditions that would automatically be covered if the child were a biological child;
- 2) refusing to cover birth cost of the adoptive child; and
- 3) selectively covering an adoptive child on a case-by-case basis; and

WHEREAS, health care is a right not a privilege; and

WHEREAS, large numbers of families, including working families, cannot afford health care coverage as it now exists; and

WHEREAS, women are primary health care givers in their families;

THEREFORE BE IT RESOLVED, that NOW endorses a single-payer health care program which must cover all women for all aspects of their health care, including, but not limited to;

- a) reproductive health care (birth control, pregnancy care -- both prenatal and postnatal, and pregnancy termination and fertility treatment) without parental notification/consent requirements;
- b) coverage of all adoptive children, regardless of age, on the same basis as coverage of a child born into a family;
- c) diseases that predominately affect women such as chronic fatigue syndrome, endometriosis, and others;
- d) a prescription plan that covers birth control and all required drugs and devices;
- e) mental health services;
- f) adequate home nursing care provided to patients released from the hospital before they are able to care for themselves;
- g) elder care for those in the later part of their lives; and
- h) long term care for health disorders.

STATE FARM CLASS ACTION

11/86

The National Organization for Women will assume the position of plaintiff (representing the class of all women) in California against State Farm Insurance subject to review by the Executive Committee.

MUTUAL OF OMAHA

2/84

Motion that NOW with the NOW LDEF file a lawsuit against Mutual of Omaha (which sells sex discriminatory insurance policies in the area of health and disability).

PENSIONS AND INSURANCE

1983

WHEREAS, the NOW Insurance Resolution, adopted by the 1982 National Conference sets forth the fundamental conflict in principle between the Equal Rights Amendment and legal sex discrimination in insurance, and continues to guide NOW's "major campaign to outlaw all sex discrimination in insurance as part of the comprehensive action plan for economic empowerment of women;" and

INSURANCE

WHEREAS, the first year's campaign has identified opposition by public officials, as employers and regulators, working through tax-supported national organizations; and

WHEREAS, the Supreme Court's Norris decision affirms Title VII's ban on employer involvement with any sex discriminatory insurance, gives insurers a strong market incentive to adopt sex neutral rates, and intensifies the urgent need for a clear national standard of nondiscrimination by sex in all insurance and pensions, to protect those without access to sex neutral insurance and annuities; and

WHEREAS, the Norris decision also extended into the future the 1978 Manhart decision's denial of backpay remedies to women so that, without corrective legislation, they will remain victims of past sex discrimination throughout their retirement lives; and

WHEREAS, current strategies to amend nondiscrimination legislation in line with the Norris standard of nonequalization and to exempt specific categories from sex neutrality requirements would penalize the victims and permit employers and insurers to perpetuate sex discriminatory systems; and

WHEREAS, sex discrimination in pensions and insurance is so inextricably involved with public and private employment, union, pension plan administration, and all facets of the insurance industry as to make piecemeal elimination of sex discrimination an impossibility;

THEREFORE BE IT RESOLVED, that the National Organization for Women:

1. Condemns judicial perpetuation of sex discrimination and calls for legislative reversal by state legislatures and by Congress (as in the Pregnancy Discrimination Act);
2. Will hold the insurance industry responsible for its anti-women, anti-organizing employment practices, including but not limited to the Boycott of Equitable products;
3. Will expose and hold accountable public officials, and their organizations, who have engaged in tax-supported actions to oppose legislation banning sex discrimination in pensions and insurance;
4. Will monitor employer compliance since August 1 with Title VII's prohibition of sex-based payroll deduction insurance and employer group health insurance converted to individual contracts; and
5. Will intensify the campaign to enact comprehensive federal and state legislation to deliver immediate economic benefit to all women by raising insurance and pension credits and payouts to sex neutral levels, with no discriminatory exceptions.

ALLSTATE DAY

7/83

Moved that NOW sponsor a nationwide 'Allstate Day' to inform the public about the efforts of Allstate's female agents to correct their pay discrimination.

GENERAL RESOLUTION

1982

WHEREAS, the basic feminist principle that there is no such thing as "fair" sex discrimination, a principle which the Equal Rights Amendment would establish as a national legal standard, is on a collision course with the insurance industry's sex-segregated pricing schemes; and

WHEREAS, sex-segregated pricing of insurance is a major factor in the impoverishment of women and gives incentive to the insurance industry to block ratification of ERA; and

WHEREAS, the continuing existence of legally sanctioned sex discrimination by the insurance industry threatens present laws against sex discrimination in other areas; and

WHEREAS, the advance of women's rights depends on widespread understanding by the public that (1) all sex discrimination hurts women, and that (2) sex discrimination is strongly defended, and the ERA strongly opposed, by those who profit from sex discrimination;

RESOLVED, that the National Organization for Women will mount a major campaign to outlaw all sex

INSURANCE

discrimination in insurance as part of a comprehensive action plan for economic empowerment for women. The campaign will focus efforts and public attention through specific legal and regulatory challenges based on state ERAs, fair trade acts, and other anti-discriminatory statutes. Such challenges will form bases to inform and involve activists and the public through mass demonstrations and the application of economic and political pressures.

NOW ACTION ALERT ON "FATHERS' RIGHTS"

1996

WHEREAS organizations advocating "fathers' rights," whose members consist of non-custodial parents, their attorneys and their allies, are a growing force in our country; and

WHEREAS the objectives of these groups are to increase restrictions and limits on custodial parents' rights and to decrease child support obligations of non-custodial parents by using the abuse of power in order to control in the same fashion as do batterers; and

WHEREAS these groups are fulfilling their objectives by forming political alliances with conservative Republican legislators and others and by working for the adoption of legislation such as presumption of joint custody, penalties for "false reporting" of domestic and child abuse and mediation instead of court hearings; and

WHEREAS the success of these groups will be harmful to all women but especially harmful to battered and abused women and children; and

WHEREAS the efforts of well-financed "fathers' rights" groups are expanding from a few states into many more, sharing research and tactics state by state; and

WHEREAS many judges and attorneys are still biased against women and fathers are awarded custody 70% of the time when they seek it per the Association of Child Enforcement Support (ACES);

THEREFORE BE IT RESOLVED that the National Organization for Women (NOW) begin a national alert to inform members about these "fathers' rights" groups and their objectives through articles in the *National Now Times* (NNT); and

BE IT FURTHER RESOLVED that, as a part of this alert, NOW establish a clearinghouse for related information by sharing with NOW state and local Chapters the available means to challenge such groups, including the current research on custody and support, sample legislation, expert witnesses, and work done by NOW and other groups in states where "fathers' rights" groups have been active; and

BE IT FURTHER RESOLVED, that NOW encourage state and local Chapters to conduct and coordinate divorce/custody court watch projects to facilitate removal of biased judges; and

BE IT FINALLY RESOLVED, that NOW report to the 1997 National Conference on the status and result of this national alert whereupon its continuation or expansion will be considered.

See also: Mother's Liberation

FAIRNESS IN COURTS DEALING WITH FAMILY MATTERS

1996

WHEREAS, an estimated 40% to 50% of men who frequently abuse their spouses also seriously abuse their children (Finkelhor, 1990; Gondolf and Fisher, 1991; Walker and Wolovick, 1994); and

WHEREAS, nearly three-fourths of all spousal assaults nationwide involve separated or divorced victims (House Hearing, Violence and the Law, 1987); and

WHEREAS, abusive fathers often ask for custody in order to gain control in divorce cases (American Psychological Association Study on Family Violence, 1996); and

WHEREAS, women seeking relief from domestic violence through divorce are often required to give primary or joint custody of their children to the abuser due to gender bias in the courts (Minnesota Supreme Court Justice Rosalie E. Wahl, 1993);

THEREFORE, BE IT RESOLVED that state and local National Organization for Women (NOW) chapters are encouraged to take steps to make the justice system and the public aware of this trend by working with existing women's shelters and court advocates to establish court watches, document cases of court gender bias, document cases of abusers gaining custody and issue press releases;

BE IT FINALLY RESOLVED that state and local NOW chapters be encouraged to take steps to change the

JUDGES/LAW

justice system, protect women and children from domestic violence by calling for review of suspect judges, work to recall or defeat judges that do not treat domestic violence as a serious issue, and lobby for laws that require courts to take domestic violence into account when determining custody.

See Also: Violence Against Women

IMPEACHMENT OF CLARENCE THOMAS

1/95

WHEREAS, the Congress plans to wreak havoc on our nation and destroy the few rights that women have won, and

WHEREAS, women willing to testify against Clarence Thomas' confirmation were silenced with malicious disregard for the truth, and

WHEREAS, by this elevation of Clarence Thomas to the Supreme Court, the Senate trampled not only on the lives and reputations of the women directly involved, but also on the lives and reputations of all women, and

WHEREAS, Clarence Thomas committed perjury throughout his confirmation process, and

WHEREAS, before the Senate can do further harm, it must first eliminate the harm it has already created.

THEREFORE BE IT RESOLVED, that NOW initiate a campaign calling for the immediate impeachment of Clarence Thomas under Article III, Section 1 of the U.S. Constitution.

LONG RANGE PLAN FOR THE FEDERAL COURTS

12/94

WHEREAS, the Committee on Long Range Planning for the Judicial Conference of the United States has proposed a "Long Range Plan for the Federal Courts" which includes, among others, the following recommendations:

1. Congress should refrain from providing federal agency or court jurisdiction over disputes involving economic or personnel relations or personal liability arising in the workplace;
2. Existing federal jurisdiction in these matters should be eliminated in favor of dispute resolution or compensation mechanisms available under state law; and

WHEREAS, these proposals would urge Congress to pass legislation removing from federal court to state court lawsuits involving any of the myriad federal labor statutes, as well as all cases brought under such legislation as:

Title VII
Employment Retirement Income Security Act (ERISA)
Equal Pay Act
Age Discrimination in Employment Act
Americans with Disabilities Act
Family and Medical Leave Act
Rehabilitation Act of 1973

WHEREAS, the public comment period is insufficient for adequate response from members of the public (the report is dated November 1994 and the comment period ends on December 16, 1994).

THEREFORE BE IT RESOLVED, that members of the NOW National Board of Directors immediately call and/or fax the Long Range Planning Office of the Administration Office of the United States Courts to urge extension of the comment period on this proposal; and

BE IT FURTHER RESOLVED, that the National Board urge NOW activists from all over the country to immediately communicate to the Long Range Planning Office of the Administrative Office of the United States Courts our strong objections to these proposed changes in federal court jurisdiction.

ESTABLISHMENT OF THE STOP THE RESCUE RACKET FUND

4/94

WHEREAS, the United States Supreme Court has upheld the use of the RICO law to stop the anti-abortion terrorists, thereby clearing the way for litigation to go forward in the NOW v. Scheidler case; and

WHEREAS, the Pro-Life Action League's Joe Scheidler, Operation Rescue's Randall Terry, and Rescue America's John Burt has consistently and continually organized and incited their anti-abortion minions to commit acts of violence, harassment and intimidation;

-- including documented cases of arson, kidnapping, attempted murder and murder;

-- against abortion providers and the women they serve; and

WHEREAS, the NOW v. Scheidler case if successfully concluded, will help to ensure that women have full access to their civil and constitutional rights;

-- including access to abortion, birth control and reproductive health services; and

WHEREAS, despite the generous in-kind contributions by activists and activist attorneys, the litigation expenses of the NOW v. Scheidler case have been astronomical; and

WHEREAS, future litigation costs will be an even greater burden, because;

-- due to the obstructionist tactics employed by uncooperative defendants like Randall Terry, who ran up deposition costs by taking the Fifth Amendment more than 100 times;

-- extra fees will be incurred for private investigators, since the normal discovery process is insufficient to win this case; and

WHEREAS, the ability of donors to make tax deductible contributions to support NOW's efforts in the NOW v. Scheidler case will enhance NOW's ability to raise the financial resources necessary to successfully litigate this case;

THEREFORE BE IT RESOLVED, that the National Organization for Women Foundation establish the STOP THE RESCUE RACKET FUND as a separate line item of the foundation's budget; and

BE IT FURTHER RESOLVED, that the STOP THE RESCUE RACKET FUND monies be separate funds earmarked for NOW v. Scheidler litigation costs and related expenses.

4/94

WHEREAS, women make up 51% of the population and thus should hold 5 of the 9 positions on the Supreme Court;

THEREFORE BE IT RESOLVED, that NOW research and submit a list of qualified feminist women jurists to the press and to President Clinton for his consideration. The list should reflect the ethnic and racial diversity of this country.

RUTH BADER GINSBURG

7/93

Moved that NOW endorse the nomination of Ruth Bader Ginsberg to the Supreme Court of the United States.

RESOLUTION TO OPPOSE CLARENCE THOMAS

1991

WHEREAS, George Bush's nomination of Clarence Thomas is an insult to the legacy of Thurgood Marshall and a whole generation of work for human rights; and

WHEREAS, the Reagan appointed chairman of EEOC, Clarence Thomas, allowed 13,000 age discrimination cases to lapse through neglect; and

WHEREAS, he did not enforce the previously established goals and timetables to insure fair hiring practices, instructing staff to abandon these rules as a remedy; and

JUDGES/LAW

WHEREAS, his anti-Affirmative Action stance has been repeatedly demonstrated; and
WHEREAS, Thomas' second term at EEOC was opposed by people in and out of the Administration and members of both political parties, and members of the Senate Sub-Committee with jurisdiction over the EEOC stated that Thomas "demonstrated an overall disdain for the rule of law"; and
WHEREAS, Clarence Thomas has given a clear indication that he will vote to overturn Roe v. Wade and place the lives of all women in jeopardy;
THEREFORE BE IT RESOLVED, that NOW oppose the confirmation of nominee Clarence Thomas to the Supreme Court of the United States; and
BE IT FURTHER RESOLVED, that NOW will pressure the Senate Judiciary Committee, especially Senator Biden and Senate Majority Leader George Mitchell, as well as the entire Senate to oppose his confirmation; and
BE IT FURTHER RESOLVED, that since members of both political parties are responsible for the confirmation of the current anti-women Supreme Court majority and these members are now in a position to vote against nominee Thomas, that NOW will target for defeat any Senators who do not oppose the confirmation of Clarence Thomas for the U.S. Supreme Court.

SUPREME COURT NOMINATION

9/90

Moved that the National Board of Directors declare a State of Emergency to save the country from Souter.

SUPREME COURT NOMINATION ACTION

9/90

Moved that NOW have a "Do or Die Rally" on September 25, 1990 at 10:00 am at the U.S. Capitol to stop Souter's nomination to the Supreme Court.

RESOLUTION AGAINST FBI SPYING IN DEFENSE OF DEMOCRATIC RIGHTS

10/87

WHEREAS, it has been established that the Federal Bureau of Investigation and other U.S. government agencies have violated the constitutionally protected rights of political activists in the feminist, union, Black, anti-war, solidarity and socialist movements, namely, the First Amendment right of freedom of speech and association and the Fourth Amendment right of privacy of individuals and organizations against arbitrary search by government agents; and

WHEREAS, federal district Judge Thomas Griesa handed down an opinion in SWP v. Attorney General et al in August 1986 affirming the right of the Socialist Workers Party and Young Socialist Alliance to publicize their views and engage in political activity free from infiltration by undercover informers, covert break-ins, and disruption operations; and

WHEREAS, Attorney General Edwin Meese and eleven other government agencies are presently challenging the right of the court to issue an injunction barring use of millions of pages of illegally gathered documents; and

WHEREAS, the impact of this decision goes far beyond the SWP and YSA. It is a contribution to constitutional law, extending important new protection to the rights of all politically active individuals and organizations; and

WHEREAS, the Political Rights Defense Fund was established to organize support for the lawsuit filed by the SWP and YSA and has to date gathered close to 4,000 endorsers, including Lois Galgay Reckitt, Vice President Executive of NOW; William Winpisinger, President, International Association of Machinists; and

JUDGES/LAW

the National Association for the Advancement of Colored People; and American Federation of State, County & Municipal Employees;

THEREFORE BE IT RESOLVED, that the National Organization for Women add its name to the growing list of endorsers of the Political Rights Defense Fund.

AND BE IT FURTHER RESOLVED, that National NOW be urged to inform the members of the facts and developments of the case in the NOW Times.

NATIONAL NOW NETWORK ON WOMEN AND THE LAW

10/87

WHEREAS, women and children are often discriminated against by the present male-oriented legal/judicial system in both:

- 1) Civil cases such as divorce, custody and property settlements
- 2) Criminal cases, both when women are charged with a crime for defending themselves and/or their children against male violence; and, conversely, when male assaulters are not charged and/or sentenced appropriately, if at all, for physical and/or sexual abuse of women and children; and

WHEREAS, women convicted of crimes are most often given substantially longer sentences than men convicted of similar crimes; and

WHEREAS, NOW, as a leader in the fight for justice for all people, recognizes the discrimination against women and children as an ongoing problem affecting all of our society; and

WHEREAS, useful and important information such as statistics, strategies, statutes, and judicial opinions are often unknown or unavailable to interested parties;

THEREFORE BE IT RESOLVED, that the National NOW Board appoint a National NOW Network on Women and the Law, with one (1) representative from each NOW region; to take action to gather and disseminate information, advice and referrals for the support of women involved with the legal/judicial system; and

BE IT FURTHER RESOLVED, that each Regional Director will [additionally] designate a representative from her NOW region to gather information for referrals of women involved with the legal/judicial systems.

SUPREME COURT NOMINATION ACTION RESOLUTION

1987

WHEREAS, the need for Women's Civil Rights is as great today as at any time in our history; and

WHEREAS, these women's civil rights are in greater jeopardy today than they have been at any time subsequent to 1973; and

WHEREAS, the confirmation of Judge Robert H. Bork to the Supreme Court of the United States of America would place all of the rights we have won since 1973 and before at great risk;

THEREFORE BE IT RESOLVED, that a state of emergency exists and that preventing the confirmation of Judge Bork be a priority of the National Organization for Women; and

BE IT FURTHER RESOLVED, that National NOW take a leadership role by providing to all states the information to form broad-based coalitions with other civil rights organizations so that a concentrated national effort be mounted in every state of this country to prevent the confirmation of Judge Bork.

GENERAL RESOLUTION

1973

WHEREAS, the Federal, State, and local judiciaries of this country are solely lacking in feminist judges and judges committed to the fair and equal treatment of women; and

JUDGES/LAW

WHEREAS, this administration has displayed no concern for a system of justice that will achieve equality for all human beings, regardless of sex, sexual preference or race; and

WHEREAS, the bar associations throughout this country have generally disregarded the needs of women litigants and the abilities of women lawyers, law students and para-professionals,

BE IT RESOLVED, that NOW impress upon this administration, our judicial system, political parties and bar associations by all effective means that NOW will work against the election or appointment of a candidate if that person has not demonstrated a commitment to civil rights, including civil rights for women.

LABOR

ELIMINATION OF DISCRIMINATORY LABOR PRACTICES IN MAQUILA FACTORY INDUSTRIES

1996

WHEREAS, the global economy promotes slave-like conditions and sweatshops in "Maquila" (piecework) factory industries throughout the world, including Nike subcontractors in developing countries; and
WHEREAS, women who are forced to migrate due to economic or political conditions lack basic human and labor rights throughout the world;

THEREFORE, BE IT RESOLVED that the National Organization for Women (NOW) in conjunction with other human rights organizations and with the labor movement expose the companies that practice or allow discriminatory labor practices against women workers and demand a change in policy.

See Also: Global Feminism, Human Rights

DOLE FOOD

5/95

WHEREAS, Dole Food Company is the largest employer of farm workers in California, with over 20,000 farm workers, half of whom are women; and

WHEREAS, Dole should be ashamed that its farm workers in the Coachella Valley's grape vineyards live in their cars, and have no toilet or clean bathing facilities; and

WHEREAS, Dole had sales in 1993 of \$3.47 billion and its billionaire chair David Murdock received a salary of \$1.7 million; and

WHEREAS, Dole refuses to negotiate with the UFW in Coachella; and

WHEREAS, Dole is charged with many unfair labor practices in Oxnard, California, at its Oceanview Produce subsidiary for using violence and racism to attempt to prevent its workers from organizing; and

WHEREAS, Dole has had a sexual harassment suit filed against it in Ventura, California; and

WHEREAS, Dole in Oxnard had its agents tell the farm workers they were "ignorant Mexican animals and fools" for wanting the UFW to represent them; and

WHEREAS, the UFW under the leadership of Arturo Rodriguez, President, and Dolores Huerta, Co-Founder and First Vice President, is dedicated to Cesar Chavez' dream of a national union of farm workers;

THEREFORE BE IT RESOLVED, that the National Organization for Women will support the UFW's organizing campaign at Dole; and

BE IT FURTHER RESOLVED, that NOW contact Dole chair Dave Murdock, to urge in the strongest possible language that Dole Food Co negotiate in good faith with the United Farm Workers, AFL-CIO; and
BE IT FURTHER RESOLVED, that NOW continue to support the California table grape boycott until pesticides, which harm farm workers, consumers, and the environment, and which are linked with breast cancer, birth defects and deaths, are removed; and

BE IT FURTHER RESOLVED, that NOW support a UFW-led boycott of Dole bananas and pineapples if the UFW asks for such assistance in getting Dole to negotiate in good faith.

See Also: Boycotts & Rural Women

IN SUPPORT OF TEMPORARY AND PART-TIME EMPLOYEE RIGHTS AND BENEFITS

4/94

WHEREAS, most temporary and part-time employees are women;

WHEREAS, 25% of the nation's work force is temporary or part-time;

WHEREAS, more than half of all jobs created in 1992 and 1993 were temporary or part-time positions;

WHEREAS, the majority of temporary and part-time employees do not receive any benefits from their

LABOR

employers;

WHEREAS, temporary and part-time employees characteristically are paid less than permanent full time employees performing the same job descriptions;

THEREFORE BE IT RESOLVED, that NOW urge support of the Part-Time and Temporary Workers Protection Act of 1993 sponsored by Representative Patricia Schroeder.

THEREFORE BE IT FURTHER RESOLVED, that NOW support additional legislation providing temporary and part-time employees with guaranteed benefits. These benefits would include health, pension, vacation, holiday, sick leave, and accrued seniority; and

THEREFORE BE IT FURTHER RESOLVED, that NOW support civil rights legislation to insure that temporary and part-time employees earn a pay rate equal to that of permanent full time employees performing the same job descriptions, based on hours worked.

4/94

Moved that NOW stand in solidarity and support of the United Farm Workers of America and the farm workers they represent, many of whom are women and children. **BE IT FURTHER RESOLVED**, that NOW endorse the 1994 UFW pilgrimage; and

BE IT FURTHER RESOLVED, that NOW members be urged to support the pilgrimage and participate by attending scheduled rallies and donating needed resources.

SEXISM AND RACISM AT THE NATIONAL INSTITUTES OF HEALTH

12/93

WHEREAS, women are systematically discriminated against and sexually harassed at the National of Health (NIH); and

WHEREAS, women's mobility within the NIH hierarchy is generally determined by their relationships with their male seniors in an "old boy network" of sexism, racism, nepotism, and favoritism; and

WHEREAS, NIH intramural women scientists experience disparities and/or inequities in the areas of promotion, visibility, pay and tenure; and

WHEREAS, most female employees do not file complaints due to fear of retaliation; and

WHEREAS, those who have sought recourse through the process of Equal Employment Opportunity have found it inadequate; and

WHEREAS, women who pursue justice in cases of sexual harassment and/or sex/race discrimination are forced to confront the sexism on the NIH campus with the necessary measures; and

WHEREAS, harassers and discriminators at the NIH are not held accountable for their actions; and

WHEREAS, sexual harassment, discrimination, and retaliation against woman researchers negatively impact upon the focus, quality, and quantity of medical research, and therefore have serious ramifications for women's health and for the nation's health care system(s);

THEREFORE BE IT RESOLVED, that the National Organization for Women demand that President Clinton appoints a commission to investigate the problems of sexism and racism at the NIH and to implement the necessary reforms;

BE IT FURTHER RESOLVED, that NOW seek commitment from Vice President Al Gore to actively address sexual harassment and discrimination at the NIH through the National Performance Review by following through on recommendations set forth by Self Help for Equal Rights and the Institute for Research on Women's Health;

BE IT FINALLY RESOLVED, that NOW provide visible support at all levels to actively assist the women and people of color in increasing public awareness of the discriminatory practices problems at the NIH and of

LABOR

their significance to health care.

PARC 55 HOTEL

9/91

WHEREAS, NOW strongly supports organized labor's efforts to further the rights and dignity of workers; and **WHEREAS**, the Hotel Employees and Restaurant Employees Union (HERE) Local 2 organizes and represents workers; and

WHEREAS, a clear majority of the workers working at Parc 55 Hotel in San Francisco, California have expressed the desire to be represented by the union by signing union cards; and

WHEREAS, management began an attack against their employees' efforts to gain union recognition that was in fact so vicious that over 90 separate violations of federal labor law were filed against the Parc 55 Hotel over the last two years; and

WHEREAS, the hotel recently slashed medical benefits, causing many workers and their families to lose their health insurance entirely, and at the same time eliminated the employees' retirement plan; and

WHEREAS, the St. Anthony Hotel in San Antonio as well as the Parc 55 Hotel in San Francisco, is a Park Lane Hotel owned by Larry Chan, HERE Union Local 2 is encouraging people of conscience to not patronize the St. Anthony Hotel; and

WHEREAS, the San Francisco Chapter of the National Organization for Women has already endorsed the Parc 55 Boycott, along with many other organizations and elected officials;

THEREFORE BE IT RESOLVED, that the National Board of Directors of the National Organization for Women endorses the boycott of the Parc 55 Hotel in San Francisco and encourages our members as individuals to honor this boycott and also not to patronize the St. Anthony Hotel in San Antonio.

BE IT FURTHER RESOLVED, that the National NOW Executive Committee is directed to send a copy of this resolution to Larry Chan, owner of the Parc 55 Hotel, and HERE Local 2. **See Also: Boycotts**

SUPPORT FOR STRIKERS (Greyhound)

4/90

Motion adopted that NOW support the Amalgamated Transit Worker Union's strike against Greyhound and deplores the violence that has occurred regardless of the source of violence.

SUPPORT FOR STRIKERS (Eastern Airlines)

1989

WHEREAS, the Eastern Flight Attendants, who are represented by the Transport Workers Union of America (TWU), have been honoring the strike of the International Association of Machinists (IAM) since March 4, 1989; and

WHEREAS, the Eastern Flight Attendants, of whom more than 80 percent are women, have endured more than 13 years of wage and work rule concessions and 3 1/2 years of increased discipline, terminations and utter disregard for the labor agreement, at the hands of owner Frank Lorenzo; and

WHEREAS, the strike fund, created with donations when Eastern Airlines Flight Attendants decided to support the IAM, is nearly depleted; as the strike completes its fifth month, the Eastern Flight Attendants, many of whom are single women with and without children, suffer greater hardship each day; and

WHEREAS, the United Mine Workers of America (UMWA) have been on strike against the Pittston and Beckley Coal Companies over many contractual issues, including the denial of benefits to disabled miners and their dependents; and

WHEREAS, UMWA members are being arrested and jailed, causing great economic hardship for mining families, creating the need to form new support groups such as the Daughters of Mother Jones, and Friends and

LABOR

Family of the UMWA;

NOW, THEREFORE BE IT RESOLVED, that the National Organization for Women support Eastern Airlines Flight Attendants' "Counterattack '89", an educational campaign, which includes caravans, "human billboard" demonstrations, and promotion of the boycott of Frank Lorenzo's Texas Air corporation airlines, Eastern, Continental, and SAS; and

BE IT FURTHER RESOLVED, that the National Organization for Women endorse the UMW strike against the Pittston and Beckley Coal Companies and the TWU strike against Eastern Airlines, which have given inspiration to the entire labor movement during this era of unprecedeted attempts at union busting.

INTERNATIONAL ASSOCIATION OF MACHINISTS

3/89

WHEREAS, the solidarity of the International Association of Machinists, and their allies in Transport Workers Union Local 533 and the Airlines Pilots Association are an inspiration to all working people who struggle for justice on the job, and

WHEREAS, the Bush administration has actually supported the employers; not only by refusing to appoint an emergency panel under the Railway Labor Act, but also by threatening to introduce restrictions on secondary boycotts; and

WHEREAS, the National Organization for Women with support from the International Association of Machinists and many other trade unions is organizing a demonstration of solidarity for women by the April 9th March for Women's Equality/Women's Lives in support of the Equal Rights Amendment and to keep abortion safe and legal, while the Bush administration is actively supporting right-wing reactionaries who would deny women and their families reproductive choices and the guarantee of legal equality; and

WHEREAS, all of us are working to maintain our freedom and need to support one another;

NOW THEREFORE BE IT RESOLVED, that NOW supports the strikers and their allies in their struggle against Eastern Airlines and Frank Lorenzo and urges members not to cross picket lines at Eastern or Continental, or apply for any jobs at Eastern or Continental until they are union jobs.

FLIGHT ATTENDANTS RESOLUTION (Eastern Airlines)

1988

WHEREAS, Eastern Airlines, once an independent and proud company which was over 25 percent employee-owned, was stolen from its employees in 1986 by Frank Lorenzo, who acquired it for far less than its actual worth and forced Eastern to pay more than half the cost of its purchase; and

WHEREAS, Frank Lorenzo has plundered Eastern's most valuable assets--the Air Shuttle, the reservation system, routes, and aircraft--by transferring them to Lorenzo's other subsidiaries at a far below market value, a strategy designed to terrorize employees into an unconditional surrender; and

WHEREAS, Frank Lorenzo has forced Eastern Flight Attendants to reduce their wages and work ruled by more than 30 percent with a new hire starting base pay of \$817 per month, and has indicated that he wants another 69 million dollar give-back thereby driving many of our members well below the poverty line; and

WHEREAS, Lorenzo has orchestrated a reign of terror and intimidation among employees with a seven-fold increase in firings, pervasive invasions of privacy, threats to dismantle the Company completely, and a wide range of other devices of psychological warfare; and

WHEREAS, Lorenzo has created a level of organizational turmoil that has cost the efficiency of all Texas Air subsidiaries to deteriorate significantly, and has distracted employees from their primary responsibility of service and safety; and

WHEREAS, Eastern workers must helplessly witness the flying public's taking of abuse, through willful overbooking, canceling flights, mishandling baggage and deceptive advertising; and

LABOR

WHEREAS, Lorenzo's tactics severely threaten the economic stability of major cities where Eastern and its employees spend hundreds of millions of dollars annually; and

THEREFORE BE IT RESOLVED, that this conference condemn the efforts of Frank Lorenzo to further demoralize and destroy the Unions at Eastern Airlines, especially the TWU Local 553, which has a membership of more than eighty percent women, and;

BE IT FURTHER RESOLVED, that the members of the National Organization for Women support the efforts of the Eastern workers by joining them in actions at airports and other locations in Lorenzo's hub cities of Miami, Atlanta, Washington, Philadelphia, New York, Boston, Cleveland, Houston, Denver, Kansas City, as well as other cities to be announced; and

BE IT FURTHER RESOLVED, that the National Organization for Women support the efforts of airline workers to obtain legislation for Labor Protective Provision (LLP's), which would provide protection for airline employees adversely affected by mergers, takeovers and acquisitions, and "whistleblower" protection, which would prohibit the disciplining of airline employees who bring safety matters to the attention of the proper authorities, as well as House Concurrent Resolution 262 and Senate Concurrent Resolution 107, which calls on the Secretary of Transportation to conduct a full and complete investigation into the management of Texas Air and Eastern Airlines since Texas Air's acquisition of Eastern; and

BE IT FURTHER RESOLVED, that this Conference support the efforts of Flight Attendants from all airlines in their efforts to legislate coverage under the Fair Labor Standards Act. This legislation would protect all Flight Attendants by providing mandatory minimum rest breaks, maximum on-duty periods, and wages which are above poverty level; and

BE IT FURTHER RESOLVED, that members of this Conference will show solidarity with the Eastern workers by informing Flight Attendants on their return flights (whatever the airline) of the vote at this Conference.

SUPPORT FAIR LABOR STANDARDS FOR FLIGHT ATTENDANTS

1987

WHEREAS, the more than sixty thousand U.S. Flight Attendants are one of the largest groups of predominantly female occupations in America; and

WHEREAS, U.S. Flight Attendants have long recognized the need to fight for the rights of women, having been organized into unions since the 1950's; and

WHEREAS, Flight Attendants play a vital role as protectors of passenger welfare and safety, being responsible to aid and evacuate passengers in the event of an emergency -- a crash landing, ditching, hijacking, or other unusual situations; and

WHEREAS, air carriers under deregulation have forced Flight Attendants to work long hours for lower pay; and

WHEREAS, Flight Attendants routinely work ten to sixteen hours each day, and can, and do occasionally, remain at their posts for much longer; and

WHEREAS, Flight Attendants many times are without the opportunity to eat during their workday, either because there is no food on board or there is no time provided for a meal; and

WHEREAS, Flight attendants are the only predominately female occupation in aviation not regulated by the Federal Aviation Administration for hours of work or rest; and

WHEREAS, Flight Attendants are excluded from Section 7 of the Fair Labor Standards Act protections of time and a half for every hour worked above forty in a week;

THEREFORE BE IT RESOLVED, that the National Organization for Women recognizes the need for Federal standards to protect the health and wages of Flight Attendants as working women and men; and

LABOR

BE IT FURTHER RESOLVED, that the National Organization for Women supports the efforts of Flight Attendants to achieve the protections provided by Section 7 of the Fair Labor Standards Act.

AT&T SOLIDARITY

10/86

BE IT RESOLVED, that the members of the National Organization for Women, through letters to AT&T executives, strongly urge that the company recognize the true value and contribution of its female employees and continue its strong record of support for working women's needs; and

BE IT FURTHER RESOLVED, that we refuse to "electronically scab" on our AT&T sisters by continuing to use AT&T services when others are available. Accordingly, we will use long distance services, other than AT&T, in local telephone exchanges which have been converted to equal access (where local telephone users have selected a primary long distance company). NOW members who have selected AT&T as their carrier should use alternative services; and

BE IT FINALLY RESOLVED, that NOW will join our striking AT&T sisters on the picket lines in solidarity.

WOMEN AND LABOR

1978

BE IT RESOLVED, that the National Organization for Women will take the following steps toward closing the wage gap and improving the status of women in the work force:

1. Continue to work cooperatively with the organized labor movement on our common goals and against our common enemies;
2. Take action to stimulate and support the organizing efforts of women and men workers into bona fide collective bargaining units;
3. Utilize, on the National level, materials carrying the union label, and urge our members, local and state NOW organizations to do the same;
4. Actively work with organized labor to repeal section 14-B of the Taft-Hartley Act and to defeat efforts to pass "Right to Work for Less" legislation;
5. Work with the organized labor movement to renew and win the fight for labor law reform;
6. Pressure the EEOC and the U.S. Department of Labor to implement the concept of equal pay for work of comparable value; work to amend the 1963 Equal Pay Act to require equal pay for work of equal (equivalent) value;
7. Make an immediate request to the leaders of the Senate-House Conference Committee to meet with our President to discuss the importance of passing Pregnancy Disability legislation in this session of Congress;
8. Endorse and support the WINN-DIXIE Boycott in 14 states, thereby supporting the rights of their employees -- over 50% female -- to the benefits of unionization;
9. Support women who are fighting sexual discrimination within their unions and remain sensitive to their situation;
10. Urge local and state NOW bodies to form Labor Task Forces;
11. Take an official position against Weber and file an amicus curiae (friend of the court) brief with the United Steelworkers of America in the Supreme Court and reaffirm our support of affirmative action as a method of overcoming the effects of past discrimination and immediately begin a national education campaign through articles in the National NOW Times and local NOW press on the Weber case and extend this campaign to programs, reports and public activities;
12. Plan and sponsor a national conference to be implemented in 1979 on Women in Unions and Worksite

LABOR

- Organizing;
13. Continue to support and urge active participation in November 13 Silkwood Memorial Day actions and the national rally in Oklahoma City, thereby upholding the right of workers to health and safety protection on the job and redress under the Civil Rights Act for severe harassment of union leaders;
 14. Continue to support the boycott against J.P. Stevens products and urge active participation in planned actions around the country against J.P. Stevens, the United States' most notorious labor law violator, on November 30.

WORK IN THE HOME

1977

NOW will avoid the use of descriptive terminology which has the effect of putting down the homemaker's role, e.g., the term "working women" used to refer solely to those women gainfully employed outside the home. The National Organization for Women will urge the "working women's" groups to recognize that this term is divisive among women and perpetuates the myth that women's work in the home has no economic value and is essentially not work.

WAGE AND PRICE FREEZE

1971

WHEREAS, roughly two-thirds of the American people over the age of sixteen who live in poverty are women; and

WHEREAS, the impact of inflation on women in this country is particularly severe; and

WHEREAS, NOW is opposed to a wage-price freeze without controls on profit and interest while the government continues to hand out tax rebates to big business;

BE IT RESOLVED, that NOW call on women and the labor movement to take the initiative in formulating a more effective and equitable program for combating inflation than that which is embodied in the administration's economic stabilization package; specifically, a more equitable program should rectify the two major weaknesses of the existing government policy:

1. that it favors the interests of profit receivers over those of wage earners;
2. that it freezes the existing wage structure with its many inequities, and in particular those which discriminate against women;

BE IT FURTHER RESOLVED, that any structure set up to deal with this problem should reflect the sex compositions of the population, as well as consumers, labor, and so forth.

LEGISLATIVE GOALS

ANTI-LESBIAN AND GAY BALLOT INITIATIVES AFTER AMENDMENT 2

1996

WHEREAS the National Organization for Women (NOW) has been fighting anti-lesbian and -gay ballot initiatives for over 20 years; and

WHEREAS civil rights activists recently celebrated the Supreme Court's decision to declare Amendment 2 (Colorado's anti-lesbian and -gay ballot) unconstitutional; and

WHEREAS the ruling in Romer v. Evans, while historic, may not close the door on further attempts to legalize discrimination against lesbians and gay men; and

WHEREAS the hateful rhetoric that permeates anti-lesbian and -gay ballot initiatives incites a severe increase in violence against lesbians and gay men;

THEREFORE BE IT RESOLVED that NOW continue to monitor anti-lesbian and -gay ballot measures, organize to defeat any future such initiatives, and provide materials to NOW members and to the general public as necessary to defeat such initiatives

See Also: Lesbian/Gay Rights

MOVING THE FEMINIST AGENDA IN STATE LEGISLATURES

1996

WHEREAS, many, if not most, state organizations of the National Organization for Women (NOW) work in state legislatures to pass a feminist agenda and/or to stop the anti-woman agenda promoted by the radical right; and

WHEREAS, our experience shows that the radical right is engaged in organized campaigns to introduce model or "boilerplate" legislation on topics such as abortion, sex education, child custody, marriage and divorce, lesbian and gay rights, AIDS, and other issues of concern to NOW into state legislatures around the country; and

WHEREAS, such bills are typically part of a national effort that provides local right-wing organizations and networks model legislation, lobbying strategies, "fact sheets," model testimony, and other assistance in nationally orchestrated campaigns; and

WHEREAS, many of these bills are identical or nearly identical to legislation introduced at the federal level; and

WHEREAS, NOW's effectiveness will be greatly increased if campaigns to support or oppose legislative measures are waged at the state as well as the national level;

THEREFORE, BE IT RESOLVED that NOW undertake a coordinated program to promote a feminist legislative agenda and to "fight the right" in state legislatures through the following actions:

- 1) Continue to include state legislative issues and organizing in the job description of at least one current staff position in the NOW Action Center;
- 2) Promote networking on legislative issues among the states by committing each state to identifying and providing a list of legislative/lobbying contacts in the states;
- 3) Support state legislative efforts and empower NOW's membership by publishing a kit on grassroots legislative lobbying;
- 4) Work with state NOW coordinators/presidents or their designees through the Chapter and State Development and/or Legislative department to forge strategies for effectively combating anti-feminist boilerplate bills introduced in state legislatures and to disseminate research, statistics, legislative testimony, and lobbying strategies for moving a feminist agenda through state legislatures;
- 5) Identify feminist legislative initiatives introduced and/or passed in state legislatures across the nation and encourage NOW state organizations to organize statewide campaigns to introduce and pass legislation supported by NOW;

LEGISLATIVE GOALS

- 6) Commit the state organizations to initiate contact with national NOW regarding legislative issues and strategies active in their states.

POLICE DEPARTMENTS

10/93

WHEREAS, studies over the last 10 years have shown that women police officers treat crimes of violence against women more seriously than their male counterparts and respond more comprehensively and compassionately; and

WHEREAS, studies -- including the Christopher Commission convened to investigate the Los Angeles Police Department in the wake of the Rodney King beating -- have shown that women officers are less likely to escalate confrontations with citizens that result in excessive force and are more likely to engage the community in seeking solutions to problems of violence; and

WHEREAS, women are dramatically underrepresented in law enforcement, comprising only 10% of police officers nationwide, and are virtually absent from the ranks of commanding officers and policymakers; and **WHEREAS**, the dearth of women in policy in policing exacerbates the problems of police violence and the inadequate and inappropriate response to violence against women, despite the fact that half of all 911 calls are from women who are victims of violence.

THEREFORE BE IT RESOLVED, that NOW endorse gender balance for police forces and provide materials to local and state NOW chapters and urge that chapters work to secure local and state laws requiring gender balanced police departments.

BILL OF RIGHTS FOR THE 21ST CENTURY

1989

WHEREAS, we are determined that an Equal Rights Amendment that bans sex discrimination in the United States Constitution be ratified; and

WHEREAS, the Supreme Court has begun to dismantle women's reproductive rights; and

WHEREAS, the Supreme Court has refused to grant the right to privacy on the basis of sexual preference; and **WHEREAS**, the Supreme Court has dismantled affirmative action plans that fight institutional practices of race and sex discrimination; and

WHEREAS, the original Bill of Rights was passed in the year 1789 at a time when slavery was legal and women were considered legal chattel by our revolutionary founders; and

WHEREAS, it is time to complete the promise of liberty and justice under the law for all; and

WHEREAS, our nation faces new problems of catastrophic environmental conditions which could not have been conceived of by the country's founders; and

THEREFORE BE IT RESOLVED, that it is time for an expanded Bill of Rights for the 21st Century which will ensure that all of the citizens of the United States enjoy basic, inalienable and indivisible human rights to which must be add;

1. the right to freedom from sex discrimination
2. the right to freedom from race discrimination
3. the right of indigent women to public funds for abortion, birth control and pregnancy services and the right of all women to freedom from government interference in abortion, birth control and pregnancy;
4. the right to freedom from discrimination on the basis of sexual orientation;
5. the right to freedom from discrimination based on religion, age, ongoing health condition, or a differently-abled situation;
6. a right to a decent standard of living, including adequate food, housing, health care and

LEGISLATIVE GOALS

education;

7. the right to clean air, clean water, safe toxic waste disposal, and environmental protection; and
8. the right to be free from violence, including freedom from the threat of nuclear war; and

BE IT FURTHER RESOLVED, that the National Organization for Women will immediately begin research and development of an expanded Bill of Rights for the 21st Century to be ready for launch by January 22, 1990.

DECLARATION OF WOMEN'S POLITICAL INDEPENDENCE

1989

WHEREAS, women are grossly underrepresented in the legislative halls of this country at the national, state and local levels; and

WHEREAS, without the equal representation of women our legislation advancing women's rights will not move from committee hearings to final passage,

THEREFORE BE IT RESOLVED, the National Organization for Women recognizes the failure of both major political parties to address women's needs and serves notice on the parties that NOW will support and seek to elect candidates who will move toward the feminist agenda, notwithstanding party affiliation; and

BE IT FURTHER RESOLVED, that NOW form an exploratory commission to investigate the formation of a new party dedicated to equality for women, and an expanded Bill of Rights for the 21st Century, including but not limited to:

1. the right to freedom from sex discrimination;
2. the right to freedom from race discrimination;
3. the right of indigent women to public funds for abortion, birth control and pregnancy services and the right of all women to freedom from government interference in abortion, birth control and pregnancy;
4. the right to freedom from discrimination on the basis of sexual orientation;
5. the right to freedom from discrimination based on religion, age, ongoing health condition, or a differently-abled situation;
6. a right to a decent standard of living, including adequate food, housing, health care and education;
7. the right to clean air, clean water, safe toxic waste disposal, and environmental protection; and
8. the right to be free from violence, including freedom from the threat of nuclear war.

EQUAL REPRESENTATION

1989

WHEREAS, women comprise only 5% of the members of the United States Congress and only 17% of the members of state legislatures nationwide; and

WHEREAS, women legislators are more likely than male legislators to have held appointive government offices which served as stepping stones for a political career; and

WHEREAS, studies have shown repeatedly that women in elected office support in higher percentages equality for women, abortion, reproductive rights and economic equity; and

WHEREAS, in European countries, positive quotas for women candidates in the major parties have resulted in women holding between 30% and 40% of the seats in their national parliaments in nine countries; and

WHEREAS, 95% of all Congressional incumbents in the U.S. get re-elected.

THEREFORE BE IT RESOLVED, that just as the suffragists fought for and won the right to vote for women, we must now win direct and equal representation for women in elected office at all levels of government by:

LEGISLATIVE GOALS

- Giving preference to feminist women candidates over men candidates and encouraging far more women and feminists to run for elected office;
- Passing Gender Balance Laws at the national, state and local levels to mandate that half of all appointments to public office be women and that appointments to committees, boards and commissions be balanced by gender. Gender Balance Laws have already been introduced or passed in eight states;
- Developing and supporting reapportionment and redistricting plans and initiatives and referendums that decrease the power of incumbency, and that place redistricting responsibilities in independent commissions where women have equal representation, rather than in the State Legislatures. Pursuing legal strategies which challenge reapportionment plans for gender and racial bias. Requiring redistricting guidelines that make gender balance and increasing representation for women a priority;
- Passing equal representation laws that cover every elected office in every district, at every level of government, and eliminate run-off primaries;
- Changing political party rules to ensure equal candidacies for women and equal representation in party endorsements and decision-making.

**See also Politics
Declaration of Women's Independence**

ABORTION RIGHTS

12/89

Moved that NOW and its subunits will count members of Congress as pro-choice or "for" abortion rights only if they are co-sponsors of RHEA (Reproductive Health Equity Act), FCA (Freedom of Choice Act of 1989), as well as teenagers access to abortion without parental consent or notification.

Moved that in light of the need for continuing negotiation on the wording of S. 1912 (Freedom of Choice Act), NOW affirms its commitment to support no erosion of the protection of women's right to choose abortion already present in Roe v. Wade.

Moved that the National Organization for Women and NOW subunits will count public officeholders and candidates for public office as pro-choice or pro-abortion rights only if they are supporters of Roe v. Wade, Medicaid funding, and teenagers' access to abortion without parental notification or consent.

HATE CRIMES BILL

12/89

BE IT RESOLVED, that the National Organization for Women shall work to amend the federal Hate Crimes Statistics Bill to require the Attorney General to acquire data on the incidence of criminal acts that manifest prejudice based on gender and age, in addition to the existing categories of hate crimes included in the pending bill before Congress.

ABORTION RIGHTS

9/89

Moved that NOW's position on referenda and initiative campaigns shall not compromise the unlimited right of all women and girls to abortion. An ad hoc committee shall be appointed to construct language for a model referendum and talking points, to be presented for consideration by the Board in December and then supplied to all NOW states.

LEGISLATIVE GOALS

EARLY CHILDHOOD EDUCATION BILL

3/89

Moved the following policy on components important to an adequate Early Childhood Education Bill:

"Early childhood development involves education, nutrition and socialization. This bill creates a system of public early childhood education within the department of Education.

This bill will provide for an extended school year and/or a publicly funded summer program. This bill will provide a publicly funded program for 6-11 year olds for after regular school hours in the public school setting.

This program will be an enhancement program for physical fitness and an enrichment program in math, science, technology and the arts. This program will serve to promote national security, preserve and promote effectiveness in the world markets and fight substance abuse.

This bill will guarantee adequate salaries for child care workers. The funding required for this system will be a combination of federal, state and local monies with local control of programs and expenditures. There will be an option for contracting out for services.

Due to the training required to create quality workers and the necessity of maintaining stability in the workforce, the funding must be multi-year and must be adequate."

3/89

Moved that NOW support HR 3 (Hawkins) Child Development and Education Act of 1989 and HR 1089 the Child Care and Education 2000 Act (Edwards).

HATE CRIMES

1/89

Moved that NOW continue its effort to have gender added to the Hate Crime Statistics Bill and that a staff member be assigned to lobby at all levels, with guidance from the Action Vice President.

1/89

Moved that NOW sign onto the Family and Medical Leave Act with reservations.

EQUAL REPRESENTATION

1988

WHEREAS, women are severely underrepresented in the governing bodies of this nation: only five percent of Congress, and 15 percent of state legislatures; and

WHEREAS, at the current rate of growth, it will take until the year 2333 to obtain equal numbers of women and men in Congress; and, until the year 2038 to have equality in state legislatures; and

WHEREAS, the major national political parties give endorsements to candidates running for public office at the state, local and federal levels; and

WHEREAS, the Democratic Party already has equal representation within the party at national conventions and on working party committees, and

WHEREAS, it is imperative to extend equality from the convention floors and onto the ballots;

WHEREAS, major parties in other countries have adopted rules to increase the participation of women, such as the Labor Party in Norway, which now has a feminist woman president;

THEREFORE BE IT RESOLVED, that NOW endorse the "Change the Rules" Campaign to pledge the

LEGISLATIVE GOALS

National Democratic and Republican Parties in this nation to mandate equal representation in candidate endorsements for public office at the local, state and national levels;

BE IT FURTHER RESOLVED, that NOW endorse the Feminization of Power Campaign to dramatically increase the numbers of women in public leadership;

BE IT FURTHER RESOLVED, that NOW expand a network of "Take the Power" briefings to encourage chapters to spread the message of the Feminization of Power;

BE IT FURTHER RESOLVED, that NOW fully endorse the Feminization of Power Campus Campaign to inspire women on campuses to take power.

CIVIL RIGHTS ACT

4/88

Moved that NOW endorse the bill by Rep. Gerald Kletska (Wisconsin) to extend protection of Section 1981 of the Civil Rights Act of 1866 to women, and that if the Supreme Court reverses Runyon vs. McCrary and limits the coverage of Section 1981, we urge Kletska to include extension of that coverage to include women.

AID

4/88

Moved that NOW endorse HR 4049, [which would require that the Agency for International Development (AID) include women in their development programs. They currently involve very few women, even though their own research shows that when they do not include women their programs are less successful. For example, in a part of Africa where women are the primary food growers, AID spent its funds to teach men new technologies for growing food. In Africa only 20% of the people receiving AID grants are women, and in Asia it is only 15%.

TITLE IX

1/88

WHEREAS, the National Organization for Women opposes the Danforth Amendment and any other anti-abortion amendments to Title IX; and

WHEREAS, NOW censures the Republican and Democratic Senators who required that young women trade off their reproductive rights in order to gain educational opportunity; and

WHEREAS, supporters of the Amendment have demonstrated their insensitivity to the needs and inequities facing young women;

THEREFORE BE IT RESOLVED, that NOW will continue to work for a clean Title IX bill in the House. While we disagree with the strategy of the Leadership Conference on Civil Rights we will not stand in its way in pursuing its strategy, but we will not work for a bill that has an anti-abortion amendment.

LEADERSHIP CONFERENCE ON CIVIL RIGHTS

1/88

Moved that the officers of NOW express our outrage at the lack of support by the Leadership Conference on Civil Rights for our issues by sending a letter to the Leadership Conference on Civil Rights' Executive Committee and that this statement be made public.

CIVIL RIGHTS RESTORATION ACT RESOLUTION

1985

WHEREAS, Title IX is the only law protecting women and girls from sex discrimination in education; and

WHEREAS, Title IX has provided women and girls with access to opportunity in education and opened doors

LEGISLATIVE GOALS

previously closed to them; and

WHEREAS, the Reagan administration has systematically attempted to overturn civil rights protections for minorities, the disabled, and the aged, as well as women and girls; and

WHEREAS, the Reagan administration issued an opinion to narrow Title IX protections with which the Supreme Court agreed in its Grove City v. Bell decision; and

WHEREAS, the Reagan administration has announced its intention to apply the Grove City decision to civil rights statutes protecting the handicapped, the aged, minorities and women; and

WHEREAS, this action by the Court necessitated the introduction of the Civil Rights Restoration Act to overturn the Grove City decision and restore the civil rights of women, the aged, the handicapped and minorities; and

WHEREAS, the Reagan administration and the U. S. Catholic Conference of Bishops is leading the opposition to the Civil Rights Restoration Act of 1985 with their efforts to attach damaging anti-abortion amendments; and

WHEREAS, the civil rights of blacks, Hispanics and all minorities, women, the disabled and the aged, gained so laboriously and at great cost over the past 25 years, are now threatened by the infamous Grove City decision of the United States Supreme Court; and

WHEREAS, in response to that threat, numerous members of the Congress have sponsored the Civil Rights Restoration Act of 1985 to re-establish the intent of Congress to prohibit all federal funding of discrimination; and

WHEREAS, the rights of all women to equal educational opportunity will be wiped off the books if Title IX remains gutted by the Grove City decision;

THEREFORE BE IT RESOLVED, that the National Organization for Women shall immediately launch an emergency campaign to pass the Civil Rights Restoration Act of 1985 reported out by the Judiciary Committee of the House of Representatives, without further amendment; and

BE IT FURTHER RESOLVED that this campaign shall:

- a. re-activate the nationwide phonebank system to maintain instant communication with the states and chapters of NOW;
- b. target and organize the key congressional districts needed to win with massive POMs and letters, lobbying and rallies;
- c. develop campaign buttons and slogans;
- d. step up the public awareness and pace of this campaign through a Public Awareness Campaign and events;
- e. continue to expose the Reagan administration's and the U.S. Catholic Conference of Bishops' ongoing opposition to women's rights and civil rights; and
- f. hold campus actions and massive in-district lobbying campaigns during August and September and until the Civil Rights Restoration Act is passed with no substantive, damaging amendments; and

BE IT FINALLY RESOLVED that this Campaign shall achieve major impact by October, 1986, so that the present 49 Senate sponsors and 209 House sponsors will be joined by many other Senators and Members of Congress, who will recognize the Restoration Act as a major election issue of 1986 which cannot be denied.

APARTHEID

6/85

WHEREAS, the national protests against apartheid, which has consisted of concurrent demonstrations in various parts of the country at embassies and consulates; sit-ins at coin dealers and merchants; pickets at banks; have been so effective at bringing the issue to the attention of the public; and

LEGISLATIVE GOALS

WHEREAS, the Reagan Administration refuses to abandon its policy of constructive engagement and adopt a more aggressive stance toward the racist policies of the white ruled South African government; and
WHEREAS, not only has this effort on the part of the Free South Africa Movement been successful, it has been the first to break through the complacency of today's college students, and it has prompted members of congress to submit legislation calling for sanctions against South Africa.

THEREFORE BE IT RESOLVED that the National Organization for Women endorse and work for passage of H.R. 1460 and its companion bill in the Senate, S. 635. This sanctions legislation would:

1. ban new investments and bank loans to the South African public sector;
2. prohibits the export of computer goods and technology to the South African government; and
3. prohibits the importation of Kruggerands to the U.S.

D.C. STATEHOOD

6/85

WHEREAS, the right to legislative representation is fundamental in a democratic society; and
WHEREAS, feminists have always recognized and fought for universal suffrage as a basic human right; and
WHEREAS, the nearly one million persons who reside in the District of Columbia have been denied this basic right; and

WHEREAS, the amendment to the U.S. Constitution providing for voting rights for residents of the District of Columbia has failed to be ratified by the necessary three-fifths of the states; and

WHEREAS, a bill has been introduced into the U.S. Congress mandating statehood for the District of Columbia (to be called New Columbia); and

WHEREAS, the proposed Constitution of New Columbia contains provisions for equal protection of all people regardless of sex, sexual orientation, race or other status;

THEREFORE BE IT RESOLVED that the National Organization for Women supports statehood for the District of Columbia and encourages all NOW members and sub-units to lobby their representatives in the U.S. Congress to vote for statehood so that citizens of the District of Columbia will have the full rights of all U.S. citizens.

LEGISLATIVE LANGUAGE

1971

WHEREAS, derogatory terms such as bastard, illegitimate, and unwed mother are used in legislation dealing with welfare and other concerns of women in poverty in order to intimidate them,

THEREFORE BE IT RESOLVED, that NOW demand the removal of such words from national, state, and local statutes.

1970 LEGISLATIVE GOALS

1970

The major goal for the national drive is the Equal Rights Amendment. Other goals are:

- equal opportunity in education. Elimination of exemption of teaching profession from coverage under Title VII.
- equal opportunity in employment. NOW advocates action to require all federal contractors and subcontractors to conform to the specific provisions against sex discrimination under Executive Order 11246 as amended by 11375 and administered by the Office of Federal Contract Compliance of the Department of Labor.
- review of income tax laws, social security laws and retirement plans.
- identifying and reporting on sex discrimination

LEGISLATIVE GOALS

- including women in appointive positions in government
- public accommodations; including sex in Title II
- including sex in all titles of the Civil Rights Act.

Goals for state and city level action:

- repeal of abortion laws
- repeal of restrictive and discriminatory state protective legislation for women only and extension of valid labor protection to men
- establishment of (or pressuring for action) states' commissions on the status of women.

To promote better legislative activity on the local level, each chapter should make up a local legislative kit which would propose action needed on the local level.

INCLUDING "SEX" IN NON-DISCRIMINATION LEGISLATION

3/69

Motion adopted that NOW push to include "sex" in all non-discrimination legislation.

LEGISLATIVE PROGRAM

1969

I. EQUAL RIGHTS AMENDMENT

"Equality of rights under the law shall not be denied or abridged by the United States or by any States on account of sex." NOW supports this amendment without change.

II. EQUAL OPPORTUNITY IN EDUCATION

- a) There should be no discrimination on the basis of sex in schools that receive federal funds.
- b) Award of scholarship, fellowship and other benefits should be made without regard to sex.

III. EQUAL OPPORTUNITY IN EMPLOYMENT

- a) Enforcement of Title VII, Civil Rights Act of 1964.
- b) Enforcement of federal contract compliance.
- c) Equal treatment for women in federal training and job opportunity programs, such as OEO, MDTA, and the Vocational Education Act.
- d) Extension of Fair Labor Standards Act and Equal Pay Act to cover all workers.
- e) Child Care Facilities for Working Parents.
- f) Protection of Employment Rights during Maternity. Women should receive maternity leave as a form of social security and/or employee benefit (similar to sick leave or job security because of the draft for men). Women must be ensured the right to return to their jobs within a reasonable time after childbirth, without loss of seniority or other accrued benefits.

IV. REPEAL OF ABORTION LAWS

V. REVIEW OF INCOME TAX LAWS, SOCIAL SECURITY LAWS AND RETIREMENT PLANS

- a) Eliminate tax provisions that discriminate against single persons.
- b) Allow deductions for child care, whether or not child may be listed as Dependent.
- c) Social security laws should be revised to eliminate discrimination against working wives.
- d) Social security laws should be revised to eliminate discrimination against divorced women.
- e) Retirement and Pension Plans should be revised to eliminate discrimination on the basis of sex.

LEGISLATIVE GOALS

VI. IDENTIFYING AND REPORTING ON SEX DISCRIMINATION

Agencies should be established on all governmental levels to investigate, study and report on sex discrimination in all areas of life. NOW supports the Griffiths bill (HR 837) to broaden the Civil Rights Commission mandate of studying and reporting on discrimination based on race, color, religion, or national origin to include sex.

VII. INCLUDING WOMEN IN APPOINTIVE POSITIONS IN GOVERNMENT

There should be legislation to include women on all commissions, boards and other appointive bodies at all governmental levels.

VIII. NON-DISCRIMINATION IN PUBLIC ACCOMMODATIONS

"Sex" should be added to Title II of the Civil Rights Act of 1964.

NOW BILL OF RIGHTS FOR 1968

1967

BE IT RESOLVED, that the national officers be directed to implement the Bill of Rights for Women in 1968 by urging support by appropriate officials of the executive and legislative branches of government and other organizations, specifically the President of the United States and members of Congress and the State Commissions on the Status of Women, and by the Republican and Democratic parties by inclusion in their party platforms.

I. Equal Rights Constitutional Amendment

We demand that the United States Congress immediately pass the Equal Rights Amendment to the Constitution to provide 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," and that such then be immediately ratified by the several States.

II. Enforce Law Banning Sex Discrimination in Employment

We demand that equal employment opportunity be guaranteed to all women, as well as men, by insisting that the Equal Employment Opportunity Commission enforces the prohibitions against sex discrimination in employment under Title VII of the Civil Rights Act of 1964 with the same vigor as it enforces the prohibitions against racial discrimination.

III. Maternity Leave Rights in Employment and in Social Security Benefits

We demand that women be protected by law to ensure their rights to return to their jobs within a reasonable time after childbirth without loss of seniority or other accrued benefits, and be paid maternity leave as a form of social security and/or employee benefit.

IV. Tax Deduction for Home and Child Care Expenses for Working Parents

We demand immediate revision of tax laws to permit the deduction of home and child care expenses for working parents.

V. Child Care Day Centers

We demand that child care facilities be established by law on the same basis as parks, libraries, and public schools, adequate to the needs of children from the pre-school years through adolescence, as a community resource to be used by all citizens from all income

LEGISLATIVE GOALS

levels.

VI. Equal and Unsegregated Education

We demand that the right of women to be educated to their full potential equally with men be secured by Federal and State legislation, eliminating all discrimination and segregation by sex, written and unwritten, at all levels of education, including colleges, graduate and professional schools, loans and fellowships, and Federal and State training programs such as the Job Corps.

VII. Equal Job Training Opportunities and Allowances for Women in Poverty

We demand the right of women in poverty to secure job training, housing, and family allowances on equal terms with men, but without prejudice to a parent's right to remain at home to care for his or her children; revision of welfare legislation and poverty programs which deny women dignity, privacy and self respect.

VIII. The Right of Women to Control their Reproductive Lives

We demand the right of women to control their own reproductive lives by removing from penal codes the laws limiting access to contraceptive information and devices and laws governing abortion.

LESBIAN/GAY RIGHTS

ANTI-LESBIAN AND GAY BALLOT INITIATIVES AFTER AMENDMENT 2

1996

WHEREAS the National Organization for Women (NOW) has been fighting anti-lesbian and -gay ballot initiatives for over 20 years; and

WHEREAS civil rights activists recently celebrated the Supreme Court's decision to declare Amendment 2 (Colorado's anti-lesbian and -gay ballot) unconstitutional; and

WHEREAS the ruling in Romer v. Evans, while historic, may not close the door on further attempts to legalize discrimination against lesbians and gay men; and

WHEREAS the hateful rhetoric that permeates anti-lesbian and -gay ballot initiatives incites a severe increase in violence against lesbians and gay men;

THEREFORE BE IT RESOLVED that NOW continue to monitor anti-lesbian and -gay ballot measures, organize to defeat any future such initiatives, and provide materials to NOW members and to the general public as necessary to defeat such initiatives.

See Also: Legislative Goals

NATIONAL DAY OF ACTION IN SUPPORT OF SAME-SEX MARRIAGE

1996

WHEREAS, the National Organization for Women (NOW) has been on the cutting edge of supporting equal rights for lesbians and gay men; and

WHEREAS, in 1995, NOW acknowledged that marriage is a basic human right and an individual's personal choice that should not be denied to lesbians and gay men; and

WHEREAS NOW has endorsed Lambda Legal Defense and Education Fund's "Marriage Resolution" and is an integral part of the coalition fighting for the right of same-sex marriage; and

WHEREAS thirty-six states have faced bills, banning same-sex marriage, and the radical right has pledged to introduce similar bills in all fifty states; and

WHEREAS a bill banning same-sex marriage has been introduced in Congress;

THEREFORE, BE IT RESOLVED that NOW encourage its state and local chapters to organize coordinated nationwide actions supporting same-sex marriage to take place on Valentine's Day 1997; and

BE IT FINALLY RESOLVED that NOW provide state and local leadership with resources to assist in planning and implementing these actions, including but not limited to: talking points, fact sheets, sample action plans, sample speeches and letters to the editor.

See Also: Domestic Relations

MAINE WON'T DISCRIMINATE

1995

WHEREAS, in November 1995, the voters of the State of Maine will be voting on the first East Coast "Colorado style" referendum in opposition to lesbian and gay rights; and

WHEREAS, the National Organization for Women (NOW) has a long history of opposition to this kind of oppressive legislation;

THEREFORE BE IT RESOLVED, that NOW will mobilize in opposition to this right wing effort by:

1. Providing staff support to a field organizing effort in Maine in conjunction with the NOW activists and chapters, students on college campuses and the statewide anti-referendum efforts led by Maine Won't Discriminate;

2. Undertaking targeted fundraising among NOW members in New England to support NOW's efforts; and

3. Making, if feasible, a monetary contribution to the efforts of Maine Won't Discriminate to ensure

LESBIAN/GAY RIGHTS

adequate media in support of the campaign.

ERA AND LESBIANS

1995

WHEREAS, the National Organization for Women (NOW) supports full equality for lesbians; and
WHEREAS, lesbians have made significant contributions to the women's rights movement; and
WHEREAS, in the twenty-three years since the Equal Rights Amendment was voted out of Congress, the lesbian and gay rights movement has matured;

THEREFORE BE IT RESOLVED, that the Equal Rights Amendment pursued by NOW must specifically include equal rights for everyone regardless of sexual orientation.

See Also: Lesbian/Gay Rights

MARRIAGE AS A FUNDAMENTAL RIGHT

5/95

WHEREAS, NOW has a strong history of opposing all forms of discrimination against lesbians, gay men, and bisexuals; and

WHEREAS, NOW has resolved to support the legalization and protection of lesbian and gay families; and
WHEREAS, the United States Supreme Court has declared marriage a fundamental right under the Constitution; and

WHEREAS, no state, or the District of Columbia, affords same-sex couples the rights and privileges of marriage, including the eight states that prohibit discrimination on the basis of sexual orientation; and

WHEREAS, in reaction to the recent decision in the Hawaii Supreme Court, legislation has been introduced in a number of states to deny Full Faith and Credit to same-sex marriages performed in other states; and
WHEREAS, denying same-sex couples the right to marry violates the civil rights of lesbians and gay men, and fosters discrimination in areas such as health benefits, taxation, child custody, insurance benefits, survivor benefits, inheritance benefits, and community property rights;

THEREFORE BE IT RESOLVED, that the National Organization for Women affirms the choice of marriage as a fundamental constitutional right, protected under the equal protection clause of the Fourteenth Amendment, that should not be denied because of a person's sexual orientation; and

BE IT FURTHER RESOLVED, that NOW urges its state and local chapters to actively oppose further homophobic legislation which denies equal marriage rights to same-sex couples; and

BE IT FURTHER RESOLVED, that National NOW join other organizations in support of Lambda Legal Defense and Education Fund's "Marriage Resolution:"

Because marriage is a fundamental right under our Constitution, and because the Constitution guarantees equal protection of the law,

Resolved, the State should permit gay and lesbian couples to marry and share fully and equally in the rights and responsibilities of marriage.

See Also: Domestic Relations

4/94

Moved that NOW organize a visibility campaign at Stonewall 25;
that the expenses of this campaign be paid by low and high cost fundraising events;
that work exchange be available to attend these events;
that Board members commit to organize in their regions to support NOW's actions at Stonewall 25.

LESBIAN/GAY RIGHTS

SUPPORT FOR CAMP SISTER SPIRIT

2/94

WHEREAS, the feminist retreat, camp Sister Spirit located in rural Ovett, MS continues to be the target of vicious anti-lesbian and anti-feminist harassment and intimidation; and

WHEREAS, Camp Sister Spirit was established in 1993 as a retreat and educational center addressing sexism, homophobia, racism, anti-Semitism, sizeism, illiteracy, domestic violence, hunger and other feminist issues; and

WHEREAS, Sister Spirit, Inc. has provided a food bank, clothing distribution, counseling, referrals and other services in Gulfport, MS for many years;

WHEREAS, community meetings spearheaded by conservative Christians have been held to condemn Wanda and Brenda Henson and to devise a way to oust them and Camp Sister Spirit from Ovett, MS for many years;

WHEREAS, the Henson's lives have been threatened through bomb threats in the mail, death threats over the telephone, and armed men trespassing onto their property; and

WHEREAS, Attorney General Janet Reno has ordered federal mediation in the Hensons' case;

WHEREAS, the pattern of intimidation and violence against the Hensons and Camp Sister Spirit is but one example of the increasing campaign of hate and violence directed against members of the lesbian, gay and feminist communities;

WHEREAS, NOW resolved to publicly oppose any organized or individual efforts to deny full human rights to lesbian and gay men and to join in efforts intended to defeat such organized and/or individual opposition;

THEREFORE BE IT RESOLVED, that NOW demands that the FBI and other state and federal law enforcement agencies take immediate and consistent action to protect the basic human and civil rights of Wanda and Brenda Henson and other residents of Camp Sister Spirit and to secure prosecution of those who harass them.

RIGHT WING OPPOSITION TO LESBIAN AND GAY RIGHTS

1993

WHEREAS, the "New Right" and the Religious Right (hereinafter called collectively "the Right") are increasing their organizing efforts throughout the country, and are increasing their focus on grassroots local organizing; and

WHEREAS, the Right has developed tremendous financial resources, training programs and materials, and is mobilizing and deploying these resources rapidly in an effort to enforce its right wing agenda on the entire country; and

WHEREAS, the Religious Right successfully elected hundreds of candidates to local office in the 1992 elections, and has engaged in "stealth tactics" in local communities to elect candidates to public office who do not divulge their agenda or political affiliations until after they are elected, and intends to become the most powerful political force in the U.S. by the end of this decade; and

WHEREAS, the Right's political agenda includes such elements as opposition to abortion, family planning, women's rights, civil rights enforcement, affirmative action programs, comprehensive health curricula including sex and AIDS/HIV education and condom distribution in the public schools, and in particular a virulent and inflammatory anti-lesbian/gay/bisexual hate campaign; and

WHEREAS, the Right is specifically mounting statewide anti-lesbian/gay/bisexual campaigns in numerous states, including Arizona, California, Florida, Idaho, Michigan, Ohio, Oregon, and Washington in order to deny lesbians, gay men and bisexuals basic civil rights, portraying simple civil rights as "special privileges"; and

WHEREAS, the Right is simultaneously advancing the claim that homosexuality is a fundamental threat to the American family and to so-called "family values", despite the fact that there are many kinds of families in the

LESBIAN/GAY RIGHTS

United States including lesbian, gay and bisexual heads-of-household families, and despite the fact that the majority of the population of the U.S. do not live in "traditional" nuclear families with married heterosexual parents and children living at home; and

WHEREAS, lesbians, gay men and bisexuals are being targeted by the Right in order to deflect attention from the economic difficulties faced by families in particular, but also by the majority of the population of the U.S., caused by the economic policies espoused by the Right; and

WHEREAS, the National Organization for Women has a long, proud commitment to Lesbian Rights and to grass roots activism;

THEREFORE BE IT RESOLVED, that NOW declare a national state of emergency on lesbian, gay and bisexual civil rights and oppose all initiatives and legislation designed to legalize and promote anti-lesbian/gay/bisexual discrimination, and continue our efforts to pass and implement civil rights legislation banning discrimination based on sexual orientation at the federal, state and local levels; and

BE IT FURTHER RESOLVED, that NOW National develop an Action Kit and other necessary tools to train chapters to oppose the organizing efforts of the Right and other homophobic groups, and to reaffirm our commitment to helping chapters deal with homophobia within NOW; and

BE IT FINALLY RESOLVED, that NOW reject the narrow definition of "family" as promulgated by the right wing and that NOW embrace and renew our commitment to support a broad definition of family including lesbian/gay/bisexual, single parent, and other non-traditional family units. **See Also: Right Wing**

LIFT THE BAN

1993

WHEREAS, the ban against lesbians, gay men, and bisexuals serving in the military disproportionately affects lesbians, bisexual women and those women perceived as such; and

WHEREAS, the National Organization for Women has a strong history of opposing all forms of discrimination against lesbians, gay men, and bisexuals; and

WHEREAS, the Clinton administration and the Democratic controlled Congress has wholly failed to take a strong position opposing discrimination against lesbians, gay men and bisexuals in the military and appear willing to deny equal treatment for our lesbian, gay and bisexual service members;

THEREFORE BE IT RESOLVED, that the National Organization for Women strongly opposes any compromise that denies lesbians, gay men and bisexuals the right to equal treatment and civil within the military;

BE IT FURTHER RESOLVED, that Congress and the military decriminalize sodomy by repealing article 125 of the Uniform Code of Military Justice, since this article is used primarily against lesbians, gay men and bisexuals even though this law clearly applies to both homosexuals heterosexuals;

BE IT FURTHER RESOLVED, that the National Organization for Women calls on President Clinton to follow through on his campaign pledge to totally lift the ban on lesbians, gay men and bisexuals in the military;

BE IT FURTHER RESOLVED, that if the ban on lesbians, gay men and bisexuals serving in the military is not fully and completely lifted, the National Organization for Women will embark on a campaign of direct action, including civil disobedience, to demonstrate to President Clinton and Congress our outrage, and that these actions include veterans to further illustrate the irrational discriminatory impact of the ban on peoples' lives and careers.

See Also: Military

LESBIANS AND GAYS IN THE MILITARY

2/93

WHEREAS, President Clinton has taken the first steps toward ending discrimination against lesbians and gay men in the military; and

LESBIAN/GAY RIGHTS

WHEREAS, the response to this modest initiative has included a vitriolic, mean-spirited smear campaign designed to foster the impression that lesbians and gay men are undeserving of basic human rights and simple dignity; and

WHEREAS, this shameful assault is directly linked to the continuing oppression of women, members of racial and ethnic minorities, and others viewed as being outside of the mainstream; and

WHEREAS, the actions of the administration and Congress on this issue will provide a clear indication of the depth of their commitment to fundamental justice;

THEREFORE, the National Organization for Women demands that President Clinton and Congress support an unequivocal ban on discrimination against lesbians and gay men in the military and that they reject such insulting alternatives as segregated units and restricted duties. Nothing less than full equality is acceptable.

See Also: Military

11/92

Moved that National NOW calls on all state NOW organizations to organize for the 1993 March for Lesbian, Gay and Bisexual Rights by local activity leading up to statewide actions, to be decided upon by each state, in each state on March 27, 1993.

COLORADO REFERENDUM

11/92

WHEREAS, the state of Colorado has passed amendment 2, a vicious, mean-spirited initiative which legalizes discrimination against lesbians and gay men; and

WHEREAS, civil rights for lesbians and gay men is a priority issue of NOW; and

WHEREAS, Amendment 2 is likely to foster discrimination and violence against lesbian and gay men, or those perceived to be lesbian, gay or bisexual, living in or visiting Colorado;

THEREFORE, be it resolved that National NOW will not hold any board meetings, conferences, or events in Colorado due to the risk to lesbian and gay members, or those perceived to be lesbian, gay or bisexual, which exists as long as Amendment 2 is in effect.

BE IT FURTHER RESOLVED, that NOW inform its subunits and other organizations of the risks to lesbian and gay members, or those perceived to be lesbian, gay or bisexual, and other units attending events in Colorado.

OPPOSITION TO ANTI-LESBIAN/GAY BALLOT MEASURES

1992

WHEREAS, Lesbians and Gay men have historically been subjected to harassment, violence, and even death due to their sexual orientation; and

WHEREAS, the intimidation and fear caused by homophobia and heterosexism, coupled with the lack of any legal protection from discrimination, prevents 80% of victims of anti-Lesbian and Gay violence from reporting incidents of violence and intimidation; and

WHEREAS, Oregon and Colorado are both facing statewide referenda to amend their constitutions to target Lesbians and Gay men for discrimination, and Alabama has passed a law prohibiting the expenditure of state funds which could in any way be supportive of homosexuality; and

WHEREAS, in 1992 the right wing fundamentalist movement has targeted Oregon, Colorado and Alabama to perfect a model for attacking Lesbian and Gay civil rights gains nationwide; and

WHEREAS, if the bigots succeed in Oregon or Colorado, it will mark the first time in U.S. history that a state constitution has been amended to take away rights from a group of its citizens; and

LESBIAN/GAY RIGHTS

WHEREAS, the rhetoric of discrimination used against Lesbians, Gay men and our allies has now spread to the highest levels of government so that the Vice President bashes "non-traditional families" and uses a definition of "traditional family values" that excludes most families; and

WHEREAS, NOW has a long and proud tradition of leadership in the area of Lesbian rights, including campaigns to defeat anti-Lesbian/Gay ordinances from Dade County in the 1970's to Corvallis, Oregon in 1992;

THEREFORE BE IT RESOLVED, that NOW actively continue to oppose all initiatives and legislation designed to legalize and promote anti-Lesbian and Gay discrimination, while continuing its efforts to pass and implement legislation securing civil rights at all levels for Lesbians and Gay men; and

THEREFORE BE IT FURTHER RESOLVED, that NOW publicly condemn the burglaries, death threats and physical assaults committed against Lesbians, Gay Men and their supporting organizations which resulted from these homophobic initiatives in Oregon and Colorado; and

BE IT FURTHER RESOLVED, that NOW repudiate the hatred and bigotry promoted by the right wing rhetoric and reclaim, for the use of every family, the phrase "traditional family values", which includes a belief in equal treatment under the law, tolerance toward others and which embraces the diversity that our families represent.

MILITARY WITCH HUNTS

1992

WHEREAS, since the Persian Gulf War the military has stepped up the "witch hunts" forcing lesbians out of the military; and

WHEREAS, in 1990 the military spent 27 million dollars to prosecute, discharge and replace service members who are otherwise fully qualified to serve; and

WHEREAS, the Department of Defense policy systematically intimidates and controls women; and

WHEREAS, Colonel Cammermeyer, who was awarded a bronze star, served two tours in Vietnam, was selected Nurse of the year in 1985, and has over 26 years of exemplary military service, is one of the most recent service persons to be unjustly discharged;

THEREFORE BE IT RESOLVED, that NOW strongly supports H.R. 5208, sponsored by Representative Pat Schroeder, which will prohibit discrimination in the military based on sexual orientation; and

BE IT FURTHER RESOLVED, that NOW initiate actions in support of Colonel Cammermeyer and other women who are facing military investigation and discharge based on their sexual orientation.

See Also: Military

12/91

WHEREAS, the theme of the 1991 National NOW Conference is racial diversity; and

WHEREAS, lesbians of color are an integral part of that diversity;

THEREFORE BE IT RESOLVED, that an action at the 1992 National NOW Conference be visible participation in the Lesbian and Gay Pride March and Rally on Sunday, June 28, 1992 and that the National Conference agenda be ordered to allow such participation.

NATIONAL DAY OF ACTION

9/91

BE IT RESOLVED, that the NOW National Board call for a National Day of Action against the Department of Defenses' policy of excluding lesbian and gay men from the military on Veteran's Day weekend November 9-11,1991.

BE IT FURTHER RESOLVED, that the Action include but not be limited to press events, rallies, and

LESBIAN/GAY RIGHTS

pickets at military bases and/or recruiting offices, veterans speak-outs, Lavender enlistment drive, op ed pieces, editorial board meetings and the kick off of a shadow campaign of Dick Cheney and the Joint Chiefs of Staff.

CRACKER BARREL

9/91

WHEREAS, the National Organization for Women (NOW) has declared that discrimination because of race, sex, sexual orientation, national origin, age and disability are inconsistent with good policy; and

WHEREAS, in January, 1991, Cracker Barrel Old Country Store, Inc. issued a company wide policy that stated, in part, "It is inconsistent with our concept and values to continue to employ individuals in our operating units whose sexual preferences fail to demonstrate normal heterosexual values;" and

WHEREAS, Cracker Barrel Old Country Store, Inc. then proceeded to terminate the employment of over 15 employees without consideration to length of employment or the performance of duties of the terminated employees; termination notices stated, "The employee is gay" and "effeminate mannerisms" as reasons for dismissal; and

WHEREAS, on February 22, 1991, Cracker Barrel issued a statement that made it appear they had rescinded the policy against hiring homosexuals while in fact the statement never mentioned rescission but in fact transferred the policy to a store level decision and terminations continued; and

WHEREAS, the board of directors of Cracker Barrel Old Country Store, Inc. does not include women or minorities; and

WHEREAS, groups across the southeast have expressed their exception to the company's stated policy of discrimination; and

WHEREAS, the institutionalized policies of bigotry and discrimination are against the traditional values of the United States;

THEREFORE BE IT RESOLVED, that NOW finds the stated policy and actions of Cracker Barrel Old Country Store, Inc. are discriminatory; and

BE IT FURTHER RESOLVED, that NOW believes in equal opportunity for all persons in all levels of employment and therefore urges Cracker Barrel Old Country Store, Inc. to end its discriminatory practices in hiring by adopting a policy stating, "It is against the company's personnel policy to discriminate against any individual because of race, sex, sexual orientation, marital status, national origin, religion, color, creed and physical or mental disability" and to further end its discrimination in appointment of or election to its Board of Directors; and

BE IT FURTHER RESOLVED, that the National Organization for Women urges Cracker Barrel Old Country Store, Inc. to include sexual orientation in its equal opportunity statement, make restitution to all unjustly fired employees for lost wages, make a public apology to the lesbian and gay community and meet with concerned parties to resolve the stated issues; and

BE IT FURTHER RESOLVED, that the NOW Executive Committee is directed to send a copy of this resolution to Dan Evins, chief executive officer, and each member of the board of directors of Cracker Barrel Old Country Store, Inc.

THE PROPOSED PRIVACY AMENDMENT TO THE U.S. CONSTITUTION

9/91

WHEREAS, the premise of Constitutionally protected privacy has been negated for lesbians and gays by the U.S. Supreme Court's Bowers v. Hardwick decision, and whereas the right to privacy in matters of reproduction has been and continues to be eroded by Webster and subsequent decisions; and

WHEREAS, while the state-by-state legislative methods are perceived by some to be more "realistic" than this

LESBIAN/GAY RIGHTS

umbrella effort, it is a perilous thing to be basing rights upon the advocacy of "criminal" or criminalizable practices, i.e. same-sex relations, abortion, and/or birth control;

THEREFORE BE IT RESOLVED, that National NOW lend its name to this historic national effort to develop a proposed privacy amendment to the U.S. Constitution.

"The right to privacy in matters of birth control, abortion, and consensual adult sexual relations conducted in private shall not be abridged by the United States or by any state."

LESBIAN AND GAY RIGHTS ACTIONS

1991

WHEREAS, Lesbian rights is one of the four priority issues of the National Organization for Women; and **WHEREAS**, NOW supports Lesbian and Gay rights in all aspects and is working to achieve full incorporation of Lesbians and Gays in all aspects of society, and

WHEREAS, it is essential for NOW to continue to be visible and active in our support of Lesbian and Gay rights,

THEREFORE BE IT RESOLVED, that NOW supports the following national actions:

1. The Annual Coming Out Day activities; and
2. The April 1993 March on Washington for Lesbian and Gay Rights; and
3. The Stonewall 25th Anniversary Celebration to be held in New York City in June of 1994.

OUTING

1990

WHEREAS, contemporary U.S. legal and social institutions continue to oppress and punish Lesbians and Gay men; and

WHEREAS, homophobia is a virulent and common form of sexism; and

WHEREAS, acts of violence against all women and Gay men are rising dramatically; and

WHEREAS, to be a Lesbian or Gay man constitutes a criminal act in almost half of these United States; and

WHEREAS, the existence of millions of Lesbian and Gay men in this country is still unknown to the vast majority of people as is the discrimination and oppression we experience;

THEREFORE BE IT RESOLVED, that NOW recommits to an aggressive program of education through all available means which will raise the public's and NOW's membership's consciousness on the reality of being Lesbian/Gay in the U.S.A. today; and

BE IT FURTHER RESOLVED, that NOW promotes and fully participates in coming out programs which encourage Lesbians and Gay men to come out and also urge our chapters, state and other organizations to come out in support of the issue of Lesbian/Gay rights; and

BE IT FURTHER RESOLVED, that NOW recognizes the frustration of Lesbian/Gay rights and AIDS activists who consider that exposing the sexual orientation of closeted Lesbian and Gay politicians and celebrities is an effective means of achieving a raised public consciousness. However, the rights to privacy, self-determination, and self-definition are basic feminist principles which exclude "outing" as a feasible or acceptable strategy to achieve our common goals of equality and liberty; and

BE IT FURTHER RESOLVED, that NOW be a prominent and vocal presence against the practice of "outing" in the spirit of our respect and regard for each individual's right to self-identify, and in keeping with the organization's historical efforts to denounce attacks on personal choice.

LESBIAN RIGHTS AGENDA FOR THE 90'S

1989

WHEREAS, the National Lesbian Rights Conference of 1988 was sponsored by the NOW Foundation; and

LESBIAN/GAY RIGHTS

WHEREAS, lesbian rights continues to be one of the four top priority issues for NOW;

THEREFORE BE IT RESOLVED, that the National Conference officially supports the agenda developed at the October 1988 San Diego Lesbian Rights Conference and encourages all NOW subunits and the National Office to pursue that agenda through their actions, with particular emphasis on the following issues:

- legalizing and protecting lesbian/gay families
- supporting of openly lesbian/gay feminist candidates for political office
- supporting rights of lesbians and gay men in the military
- re-emphasizing feminist consciousness raising to educate new activists of the importance of lesbian rights
- encouraging its membership to be involved in and support the concept of the National Lesbian Conference which is currently being planned
- working for legal protection of the rights of lesbian and gay teachers
- endorsing a national health care plan;

BE IT FURTHER RESOLVED, that NOW recognizes that Lesbians of Color have additional issues facing them, namely racism, cultural diversity, classism and economic conditions and that NOW will specifically address those issues by:

- including in the Lesbian Rights Program an effort to identify the issues of Lesbians of Color through workshops at National, Regional and State Conferences; and
- including in the Lesbian Rights Resource kit a section dealing with the issues of Lesbians of Color; and
- distributing Lesbian Rights Resource Kit's Lesbians of Color section to all NOW subunits (regions, states and chapters) and encouraging its distribution to all NOW Lesbian Rights Task Forces.

BE IT FURTHER RESOLVED, that NOW recognizes that control of our bodies, reproduction, sexuality, lives and liberty are inextricably linked and that Lesbian Rights must be a central part of overall post-Webster strategy of the National Organization for Women.

BE IT FURTHER RESOLVED, that NOW coordinate a targeted voter registration drive for lesbian and gay rights supporters.

10/88

Moved that the Board formally congratulate and commend Rosemary Dempsey and the entire Lesbian Rights CIC for a job extremely well done.

Moved that NOW commend the people of Pittsburgh (not the city council) for its work on behalf of the Gay Rights Ordinance efforts.

MILITARY LESBIAN "WITCH-HUNTS"

1988

WHEREAS, the Armed Forces have a long history of discrimination against women; and that discrimination has often taken the form of lesbian "witch-hunts;" and

WHEREAS, Department of Defense statistics show that women are three times more likely to be discharged due to accusations of homosexuality than are men; and

WHEREAS, NOW has taken a strong stand against all such discrimination against lesbians; and

WHEREAS, the most recent example of this discrimination is taking place at the Marine Corps Recruit Training Depot at Parris Island, South Carolina, where the U.S. Marine Corps has embarked on a major investigation of alleged lesbianism among female Marines; and

WHEREAS, during the course of the investigation the Naval Investigative Service used highly questionable techniques; and

LESBIAN/GAY RIGHTS

WHEREAS, although the Marine Corps has acknowledged that all of these women "had good service records" prior to the investigation, several women have been discharged and one woman has been sentenced to a year in prison, reduced in rank, required to forfeit one year's pay, and discharged dishonorably from the service.

THEREFORE BE IT RESOLVED, that NOW express its outrage at these events, and its outrage at all branches of Armed Forces for their treatment of women and men perceived as lesbian or gay;

BE IT FURTHER RESOLVED, that NOW will work to publicize the situation and with other groups to call for Congressional action of treatment of homosexuality within the military.

NATIONAL NOW LESBIAN RIGHTS CONFERENCE San Diego, California, October 7-10, 1988

1988

WHEREAS, the National Organization for Women (NOW) has recognized "the double oppression of women who are lesbians" since 1971 when our organization resolved to become spokespersons and activists for lesbian rights; and

WHEREAS, NOW has been in the forefront of the struggle for civil and legal rights for lesbians and gay men since that time, including;

- leading the fight for passage of the sexual preference plank at the National Women's conference in Houston in 1977...
- contributing major organizing to the 1979 National March on Washington for Lesbian and Gay Rights and the 1987 National March on Washington for Lesbian and Gay Rights...
- participating in lesbian/gay rights referenda campaigns in Dade County, Florida, St. Paul, Minnesota, and fighting anti-gay initiatives in California in 1978 and 1986...
- protesting the U.S. Navy's attempted ouster of eight women for lesbianism in 1980 and protesting current actions by the U.S. Marine Corps which is conducting a lesbian "witchhunt"...
- campaigning to amend the Democratic Party Charter to prohibit discrimination on the basis of sexual orientation and fighting to keep such protections in the Democratic Party's 1988 platform...
- working with states and cities to promote civil rights statutes for lesbians and gay men and to overturn state sodomy statutes...
- launching a campaign for justice for Karen Thompson and Sharon Kowalski; and

WHEREAS, NOW recognizes that as long as any woman lives in fear of being called a lesbian, of being identified as a lesbian, or of facing retribution for being a lesbian, then no woman is truly free; and

WHEREAS, NOW has concluded that the next step in the struggle to achieve full rights of citizenship for lesbians is the development of a national lesbian rights agenda which will focus on issues unique to lesbians, including their culture, spirituality, sexuality, legal rights in regard to life partners and families, health and aging concerns, legal rights in education, employment and housing and support for "coming out" as lesbians; and

WHEREAS, NOW believes that to develop and promote such an agenda requires the calling of a national meeting of lesbians and lesbian rights activists to discuss, debate and formulate both a lesbian rights agenda and strategies to implement such an agenda;

THEREFORE BE IT RESOLVED, that the 1988 National NOW Conference endorses the decision of the National Board of Directors to call a National NOW Lesbian Rights Conference for October 7-10, 1988 in San Diego, California, and pledges to support fully the efforts of National NOW to carry out the purpose and intent of this unique national conference.

LESBIAN/GAY RIGHTS

1/88

Moved that the National Lesbian Rights Conference be held in San Diego on October 8-10, 1988.

Moved that there be an action component at the 1988 National Conference and the action focus on lesbian and gay rights.

LESBIAN RIGHTS CONFERENCE

10/87

The Lesbian Rights Conference will be held on Columbus Day weekend or September 24-25. The Lesbian Rights CIC will check for conflicts with other organizations/events.

CAMPAIGN TO FREE SHARON KOWALSKI

1987

WHEREAS, Karen Thompson has fought for but been denied access and participation in the rehabilitation of her lesbian lover, Sharon Kowalski; and

WHEREAS, Sharon Kowalski has been effectively denied the right to freedom of association, the Minnesota Patients' Bill of Rights, and the right to counsel of choice; and

WHEREAS, Sharon Kowalski's request to be cared for by Karen has not been respected -- in fact been explicitly denied; and

WHEREAS, the court system and medical profession would rather declare a person totally helpless mentally and physically than deal with the facts of this case; and

WHEREAS, the outcome of this case will set a precedent for future battle over guardianship issues; and

WHEREAS, NOW supports the legislation of the same sex relationships between consenting adults; and

WHEREAS, Karen Thompson has declared that she will never give up her battle to obtain the best possible medical care for Sharon Kowalski;

THEREFORE BE IT RESOLVED, that the National Organization for Women call for a Campaign to Free Sharon Kowalski; and

BE IT FURTHER RESOLVED, that the Campaign will remain in contact with and work with Karen Thompson to develop Chapter actions which will confront the homophobia, handicapism, and sexism which has prevented Sharon from receiving proper medical care; and

BE IT FURTHER RESOLVED, that the National Organization for Women recognizes and applauds the courage and dedication exhibited by Karen Thompson as she speaks out in her efforts to **FREE SHARON KOWALSKI AND BRING HER HOME**.

MARCH ON WASHINGTON FOR LESBIAN AND GAY RIGHTS

1987

WHEREAS, numerous U.S. Supreme Court decisions recognize the Constitutional right to privacy; and

WHEREAS, that right has been cited in Griswold v. Connecticut, granting Constitutional protection to the right to use birth control; in Roe v. Wade, granting the right to legal abortion; and, in many cases, protecting the private decision of consenting married couples; but, that right has been granted unconditionally; and

WHEREAS, the Hardwick v. Bowers Supreme Court decision has seriously damaged the right to privacy for all and has permitted states to criminalize private adult lesbian and gay relationships; and

WHEREAS, the current Supreme Court has shown its willingness to restrict the right to privacy; and the Reagan Administration is attempting to pack the Federal Courts with right-wing constructionists; and,

WHEREAS, the Reagan Administration has allowed thousands of people to die because it has labeled AIDS as a gay disease; and

WHEREAS, the basic human rights of lesbians and gay men are under siege, and incidents of violence against

LESBIAN/GAY RIGHTS

lesbians and gay men are escalating; and

WHEREAS, the right wing has used the issues of lesbian and gay rights, and especially fear of AIDS, to mount a disinformation campaign about the ERA in Vermont; and we may expect the right wing to continue these tactics against passage of the ERA;

THEREFORE BE IT RESOLVED, that the National Organization for Women mobilize major resources and the membership so that the March on Washington for Lesbian and Gay Rights is the largest civil rights event in the history of this country; and

BE IT FURTHER RESOLVED, that the National Organization for Women immediately investigate the introduction of a Privacy Amendment to the U.S. Constitution, forever guaranteeing the right of privacy for all.

NATIONAL MARCH ON WASHINGTON FOR LESBIAN AND GAY RIGHTS

1/87

The National Organization for Women will contribute a minimum of \$2,000.00 to the National March on Washington for Lesbian and Gay Rights before March 1, 1987.

BE IT FURTHER RESOLVED, that NOW will publish promotional articles on the March in the NNT and send leadership mailings which will include (but not be limited to) the March organizing packet.

BE IT FURTHER RESOLVED, that NOW work with the march organizers to develop training materials and packets for the October 13, 1987 Lobby Day in Washington, DC. Further, that NOW officers and Board members shall recruit civil rights organizations to participate in the march. NOW urges her members at every level to help organize and participate in state and local march organizing committees.

LESBIAN RIGHTS AS NOW PRIORITY

1/87

WHEREAS, Lesbian Rights is a priority issue of NOW,

THEREFORE BE IT RESOLVED, that Lesbian Rights be included by name in any NOW publication which lists NOW priority issues.

NATIONAL LESBIAN ISSUES CONFERENCE

1/87

NOW will sponsor a National Lesbian Issues Conference that will include philosophical as well as practical workshops and a resolution session.

The conference will be held between the 1987 National Conference and the next National Conference.

WOMEN'S MUSIC FESTIVALS

1/87

WHEREAS, women's music festivals are important events that provide a safe environment for thousands of women to gather to share culturally and educationally; and

WHEREAS, the festivals are consistently denied the opportunity to rent land on which to hold the events, **THEREFORE BE IT RESOLVED**, that NOW support the Western Women's Music and Comedy Festival's efforts to regain the use of Camp Mather as the site for the festival.

FURTHER RESOLVED, that a letter from Eleanor Smeal be delivered to the appropriate city officials before 2/2/87 which expresses NOW's dismay that San Francisco, which has a national reputation for courageous stands on women's issues, has not only denied equal access for the festival but has flagrantly ignored the festival's contractual rights to use Camp Mather, a city-owned facility.

LESBIAN/GAY RIGHTS

NATIONAL LESBIAN AND GAY RIGHTS MARCH

11/86

The National Organization for Women will support the National Lesbian and Gay Rights March in October 1987 and will participate in all levels in the organizing and planning for same.

ANTI-GAY/LESBIAN INITIATIVES

1986

WHEREAS, the voters of Washington may be asked in Initiative 490 in November, 1986 the following question: "Shall knowingly employing in certain jobs or legislating privileges for, persons hereby declared as sexually deviant including homosexuals, be prohibited?"; and

WHEREAS, Initiative 490, if passed, would eliminate protections against discrimination on the basis of sexual orientation that currently exist in Seattle, Olympia, Pullman and King and Clallam counties, Washington, and prohibit passage of future similar local provisions; and

WHEREAS, Initiative 490, if passed, would make it a crime to employ homosexuals in a variety of job settings, including daycare centers, hospitals, nursing homes, schools or battered women's shelters; and

WHEREAS, Initiative 490 represents a new, aggressive strategy of the anti-gay/lesbian activists of legislating mandatory discrimination that must be answered with an equally aggressive NOW campaign; and

WHEREAS, even the anti-gay/lesbian Bill of Rights Legal Foundation (formerly the Moral Majority of Washington) says "this is the first such attempt in the nation... all... will be watching with keen interest to see what kind of message the voters will pass on..."; and

WHEREAS, a decisive defeat of Initiative 490 in Washington could prevent similar campaigns from being waged in other parts of this country; and

WHEREAS, NOW is uniquely capable of organizing its members and Washington State NOW members have already begun to organize against Initiative 490;

THEREFORE BE IT RESOLVED that NOW, Inc. declares its opposition to Initiative 490 and other similar attempts to legislate discrimination; and

BE IT FURTHER RESOLVED that NOW recognize the urgency in lesbian/gay rights issues and urge chapters and state organizations to contribute what funds they can raise to the Washington State NOW Pac NO on 490 campaign and the NO on LaRouche campaign in California; and

BE IT FINALLY RESOLVED that the National Organization for Women conduct an effective state initiative campaign to defeat the anti-gay/lesbian rights Initiative 490 in Washington State and the NO on LaRouche campaign in California through the NOW Equality PAC in partnership with the state NOW organizations, local chapters, and/or coalitions which include NOW. The defeat of the anti-gay/lesbian rights initiatives will be a priority commitment of the NOW Equality PAC from this time through the November 4, 1986 election.

COMMENDATION RESOLUTION

1986

WHEREAS, in a climate of increasing political reaction and control of social action agendas by the "hellfire and damnation" theology supported by the President of the United States it takes increasing courage to speak out on the tough issues; and

WHEREAS, the fight for full civil rights for all people regardless of sexual orientation is one of the touchiest of these issues and one of the last frontiers of legal discrimination and oppression the society allows; and

WHEREAS, the National Organization for Women has since 1972 had a policy in support of lesbian and gay rights; and

WHEREAS, many people, including members of NOW, do not realize the continuing moral, staff and

LESBIAN/GAY RIGHTS

financial support offered to NOW subunits on this issue by the National office;

THEREFORE BE IT RESOLVED that National NOW, its officers, Board of Directors, State Presidents Council, Lesbian Rights CIC, and staff be commended for their continuing and courageous support of the lesbian and gay rights struggle, specifically in terms of the pilot New Jersey Project (passage of A-1409) and the New York Project which are current efforts; and

BE IT FURTHER RESOLVED that the 20th Anniversary Conference of NOW commends those feminist activists within our ranks, women and men, lesbian, gay, straight, and in-between, who are standing up and speaking out publicly at risk to themselves and their families in support of equality regardless of sexual orientation throughout the nation; and

BE IT FINALLY RESOLVED that this commendation be communicated to all chapters with the report of conference resolutions and that the NNT continue its coverage of NOW activism on this issue.

HARDWICK DECISION

7/86

The National Organization for Women views the Hardwick decision as an extreme, outrageous intrusion by the government into an essential human right and NOW will respond on the national and local levels by organizing through political action to rally public opposition to the Supreme Court decision in order to reverse this serious attack on privacy.

SODOMY LAWS/HARDWICK CASE

11/85

NOW, in cooperation with NOW-LDEF, will file an amicus brief in the Hardwick case in the U.S. Supreme Court (Georgia case involving sodomy prosecution and asserting right to privacy).

LESBIAN AND GAY PARENTING AND CUSTODY

1985

WHEREAS, the rights of gay parents, especially lesbian mothers, have always been in jeopardy; and
WHEREAS, in 25 states, lesbian mothers are consistently denied custody of their children because they are considered criminals under the interpretation of the sodomy statutes; and

WHEREAS, the recent decision of Massachusetts officials to allow only "traditional families" to provide foster care to children threatens gains made for lesbian and gay parents and any "non-traditional families," in recent years; and

WHEREAS, legislation that could jeopardize the rights of other lesbians and gay men who work with children has been introduced in several states; and

WHEREAS, the current rise in teen suicides, runaways and abuse of teens may in part be connected with the lack of support systems for lesbian and gay teens and their families and the lack of adequate sex education; and

WHEREAS, this complex of issues is intrinsically connected to the stereotype that all gay people are child molesters; and

WHEREAS, there is a need for increased visibility of NOW's involvement in lesbian and gay custody cases;
THEREFORE BE IT RESOLVED, that the National Organization for Women opposes legislation and judicial practices that threaten the rights of lesbian and gay parents and other lesbian and gay people who work with children; and

BE IT FURTHER RESOLVED that, wherever possible, NOW shall actively work to repeal state sodomy statutes; and

BE IT FURTHER RESOLVED that we urge NOW-LDEF to take a leading role in defending or assisting in the defense of lesbian and gay families, and in joining with lesbian and gay legal organizations in challenging

LESBIAN/GAY RIGHTS

sodomy statutes; and

BE IT FURTHER RESOLVED that NOW, through its officers, staff and other appropriate bodies, initiate a strategy development program that will challenge the stereotypes on which such legislation is based and that can be used effectively to defeat such legislation; and

BE IT FURTHER RESOLVED that NOW supports and urges its state and local chapters to work for adequate and effective sex education programs that present a positive view of women's sexuality, and of lesbianism and homosexuality, and for the development of programs to support lesbian and gay youth; and

BE IT FINALLY RESOLVED that all units of NOW shall increase their visibility on the issue through publicity, fundraising, and referral of appropriate cases to the NOW-LDEF.

MILITARY DISCRIMINATION

9/84

WHEREAS, the Armed Forces of the United States are a major source of discrimination against lesbians and gay men; and

WHEREAS, such discrimination extends to veteran's benefits and medical support; and

WHEREAS, such discrimination is often used to harass all women serving in the military;

THEREFORE BE IT RESOLVED, that the National Organization for Women shall undertake a program aimed at ending discrimination against lesbians and gay men by the armed forces. Such a program shall include, but not be limited to, the following:

1. Lobbying and other work for the issuance of an Executive Order by the president of the United States which would prohibit the exclusion of or discrimination against lesbians and gay men by the Armed Forces;
2. Instigation of a Congressional investigation into the practices of the Armed Forces investigative services in the area of anti-lesbian and gay witchhunts;
3. Draft of and lobbying for legislation to provide for compensation for those veterans who have been discharged from the Armed Forces because of homosexuality or lesbianism;
4. Lobbying of the Department of Defense, the Department of Health and Human Services and the Veterans' Administration to ensure adequate and fair treatment of any military personnel who are AIDS patients; and
5. Educational efforts aimed at heightening public awareness of the military's discriminatory policies.

GENERAL RESOLUTION

1984

WHEREAS, homophobia is a form of sexism; and

WHEREAS, the perpetuation of heterosexist privilege is a form of homophobia; and

WHEREAS, silence is a great source of oppression, indicating that the mere absence of blatant homophobia is not enough; and

WHEREAS, NOW is committed to eradicate sexism; and

WHEREAS, homophobia is present both within and without the organization; and

WHEREAS, NOW cannot take effective action in the area of Lesbian Rights while internal homophobia is present;

THEREFORE, BE IT RESOLVED, that National NOW be directed to implement an internal education campaign to eliminate homophobia, using, but not limited to, CR programs and road shows developed by various state and regional groups; and

THAT this campaign be implemented from the National level through the chapter level; and

BE IT FURTHER RESOLVED, that NOW combine and associate the concepts of homophobia and sexism

LESBIAN/GAY RIGHTS

in all future communications where feasible, and recommend that states and chapters be encouraged to do likewise.

ELECTORAL POLITICS

1984

WHEREAS, the National Organization for Women has for several years had a policy of support for lesbian and gay rights;

WHEREAS, NOW has included lesbian and gay rights as a priority issue in its examination of candidates for public office;

WHEREAS, NOW has found from its efforts to achieve equal rights for women that achievement of such rights requires the presence of greater numbers of women in public office.

WHEREAS, the lesbian and gay movement is increasingly turning to the electoral arena in order to achieve its goals of full civil rights for lesbians and gay men.

THEREFORE BE IT RESOLVED, that the National Organization for Women, through the efforts of the Lesbian Rights staff person, shall undertake a program aimed at increasing the representation of the lesbian and gay community in legislative and other public offices. Such a program would include:

- a. Encouraging NOW participation in gay and lesbian voter registration drives, such as Lesbian and Gay Vote '84.
- b. Encouraging support by NOW PACs for openly lesbian and gay feminist candidates for office.
- c. Cooperation, wherever possible, with gay and lesbian political clubs, in efforts to achieve greater voice for lesbian and gay and other feminist issues within the political parties.
- d. Development of guidelines for NOW chapters and PACs to use in assessing the positions of candidates on feminist issues, specifically, providing a basis for determining the candidate's position on lesbian and gay rights.
- e. Development of a program to search out districts that might be amenable to openly lesbian and gay candidates for office and to provide support and skills training for such candidates.

NATIONAL MARCH FOR LESBIAN AND GAY RIGHTS San Francisco

2/84

Moved that NOW become a sponsor of "National March for Lesbian and Gay Rights San Francisco" contingent upon their continued inclusion of the following demands: (1) passage of the Equal Rights Amendment; and (2) the right of women, regardless of sexual orientation or economic status to choose if and when to bear children, as well as the right to safe, legal, and accessible abortion with freedom from forced sterilization.

STATE LEVEL LEGISLATION

1983

WHEREAS, passage of legislation prohibiting discrimination on the basis of sexual orientation/preference is an essential first step for changing public attitudes about and achieving equal rights for lesbians and gay men; and

WHEREAS, existing NOW structure and resources can be effective in efforts to pass lesbian and gay rights legislation; and

WHEREAS, passage of state legislation can also have a positive impact on the support for federal legislation, and

WHEREAS, NOW through its past campaigns has developed a political apparatus that can function

LESBIAN/GAY RIGHTS

effectively at a state level;

THEREFORE BE IT RESOLVED, that the National Organization for Women shall undertake a project, entitled "Lesbian and Gay Rights '84" which shall be aimed at the passage of state level legislation to prohibit discrimination on the basis of sexual orientation/preference in targeted states. With detailed and continuing discussions with the state NOW unit in the targeted state(s), a pilot project would be undertaken in one state in the first year and, in the second year, would involve two to six states in which NOW would campaign for passage of such legislation. Targets would be chosen based on the interest of the state NOW unit, the status of such legislation and its potential for passage, and the role of state lesbian and gay rights organizations in that effort. The campaign would involve efforts at the state and national levels to mobilize resources through tactics such as phone banks, POMs, lobbying, and public organization. The January, 1984, Lesbian Rights Conference in Milwaukee would mark the kickoff of the pilot project.

BE IT FURTHER RESOLVED, that NOW shall undertake to examine other legislative strategies for lesbian and gay rights. These shall include the potential for passage of legislation on issues such as anti-lesbian and anti-gay violence, child custody, and the right of lesbians to full access to Alternative Insemination by Donor, and the possibility of inclusion of sexual orientation/preference in legislation on issues such as discrimination in credit or insurance, and the possibility of writing legislation in gender-neutral terms.

SUPPORT/PRIVACY

7/83

Moved that in addition to its nationwide commitment for achieving lesbian rights, the NOW National Board go officially on record as giving full and public support to NOW members and leaders who choose to be open about their lesbianism, as well as supporting and respecting the decision of others to maintain privacy concerning their sexual preferences.

MILITARY

2/83

WHEREAS, there has been a significant increase in the removal of women pioneering in non-traditional jobs in the military, and

WHEREAS, the women have usually been labeled as lesbian as a cause for removal, and

WHEREAS, the investigative service is a civilian contractor of the military which does not have to abide by First Amendment rights, and

WHEREAS, these practices are in opposition to NOW's position on civil rights for all, sexual preference, and right to privacy,

THEREFORE, BE IT RESOLVED, that NOW take action which shall include, but not be limited to:

1. Letters from the President expressing our outrage at these practices to the Department of the Navy and the Commander in Chief of the Armed Services, and all Congresspeople who have become co-sponsors of the Gay Civil Rights Bill and all Congresspeople who are supportive of women's issues.
2. Demand Congressional investigation of these practices and of the civilian investigator system used by the military.
3. Appropriate publicity to expose these practices and state NOW's position with special invitation to National Gay Media Network.
4. Outreach to national gay organizations for support, especially N.G.T.F. and G.R.N.L.
5. In-depth expose in National NOW Times at earliest possible time.
6. Alerts to all units of NOW requesting support in applying pressure on Congress for the investigations outlined above.

LESBIAN/GAY RIGHTS

GENERAL RESOLUTION

1982

WHEREAS, NOW membership has grown over the past five years by 180,000 members, and
WHEREAS, some of these new members are not aware of the destructiveness and divisiveness of homophobia and heterosexism, and

WHEREAS, the implementation of past, current, and future conference resolutions depends upon an informed and educated membership who will be the spokespersons and activists for lesbian rights,

THEREFORE BE IT RESOLVED, that a strong, committed, and activist Conference Implementation Committee be appointed to address the following areas:

A. Education

1. Institute a national, regional, state, and chapter program to encourage schools to ban the military or any other group which discriminates on the basis of sexual preference/orientation from recruiting on their campuses.
2. Organize a National Conference on Lesbian Rights to be held in 1984.
3. Improve education of NOW members by expanding and updating the guidelines for consciousness-raising related to lesbian rights.
4. Develop a video taped series on the lesbian rights issue to be made available to all levels of NOW at little or no cost; series to include video tapes of Regional workshops (with individual permission).
5. Continue through 1983 the state and regional project on lesbian rights, providing speakers/workshop facilitators at no cost to either states or regions.

B. Communications

1. Develop and distribute directories of state and regional activists who are working on lesbian rights to NOW members by March 1983 (with individual's permission).
2. Organize regular regional and national strategy meetings with national organizations working on lesbian rights to share legal and legislative information.
3. Provide regular updates to national, state, and chapter coordinators on the activities of the Conference Implementation Committee, pending legislation, and action alerts.
4. Improve information flow and relations with other lesbian and gay organizations by sending representatives to conferences held by these organizations and by maintaining regular communication with the staff of these organizations.
5. Subscribe to the new lesbian and gay wire services.
6. Contact the lesbian and gay media with press releases at all levels of NOW.

C. Legislative and Legal

1. Develop a systematic and comprehensive legal and legislative analysis to overturn discriminatory sex statutes.
2. Develop legal and legislative model kit containing sample municipal and state laws addressing lesbian rights.
3. Encourage the expanded involvement of NOW LDEF in:
 - a. Lesbian mother custody cases
 - b. Purge of women in the military
 - c. All lesbian litigation issues
 - d. Internal and external education on LESBIAN RIGHTS ISSUES

BE IT FURTHER RESOLVED, that the National NOW/PAC and NOW/Equality/PAC shall continue to use as a top priority in consideration of endorsement, support, and/or financial contributions to political candidates their positions on ERA, reproductive freedom, lesbian rights, economic empowerment of women, and minority

LESBIAN/GAY RIGHTS

rights within an overall political strategy recognizing the importance of the political power structures, balance of power and realistic expectations that continues to further the goals of equality for women.

ARMY RETALIATION AGAINST LAW SCHOOLS

7/82

WHEREAS, several law schools have barred the Army from recruiting on their campuses because the Army discriminates on the basis of sexual/affectional preference, and

WHEREAS, the Army has launched economic retaliation against law schools who bar them from on-campus recruiting, and

WHEREAS, Major-General Hugh J. Clausen, Judge Advocate General of the Army, has written those law schools saying that he would recommend that no further Department of Defense contracts be awarded to them, and

WHEREAS, Clausen has threatened not to allow Army officers to train at those non-discriminatory schools and to remove ROTC units from them, and

WHEREAS, the National Organization for Women opposes all discrimination in employment on the basis of sexual and affectional preference, and

WHEREAS, Clausen has threatened that the Army will not recruit law students from those schools,

THEREFORE BE IT RESOLVED, that NOW:

- 1) applauds those law schools which, at economic risk, have strongly illustrated their commitment to human rights by barring employers who discriminate on the basis of sexual/affectional preference from recruiting on their campuses, and
- 2) immediately urges all major law schools to move to bar Army recruiting on their campuses as long as the Army maintains its discriminatory practices, and
- 3) organizes community support for those schools currently under attack, alerting NOW units close to those institutions, and
- 4) immediately informs the Congress of NOW's opposition to the 1972 federal law prohibiting the Department of Defense from spending money at any institution of higher education from which Army recruiters are barred, and
- 5) enlists organizational support among human rights organizations, labor unions, and the religions and legal communities against the Army's retaliatory proposals.

4/82

Motion adopted that the Board wishes to clarify the 1980 Lesbian Rights conference resolution that the position paper developed and circulated with the resolution was included in the resolution by reference and was intended to be an integral part of the resolution. The resolution is not complete without it; therefore, in all cases of circulation or publication of the resolution, the position paper must be printed as well.

GENERAL RESOLUTION

1981

WHEREAS, there is an all-out assault against the rights of lesbians by several right wing and fundamentalist groups, and

WHEREAS, legislation is being introduced such as that which would exclude lesbians, and/or any persons or organizations which support lesbian and gay rights, from access to federally funded programs, and

WHEREAS, outreach to the lesbian and gay community, particularly to lesbians of color, needs to be intensified by NOW, and

WHEREAS, there is a continuing need for consciousness-raising among our members about the undeniable

LESBIAN/GAY RIGHTS

relationship between lesbian rights and feminism,

THEREFORE, BE IT RESOLVED, that NOW increase action and public education at all levels of the organization on lesbian rights, including, but not limited to the following;

1. National NOW and its subunits continue to recognize lesbian rights as a priority issue, and
2. National NOW strongly encourage all state NOW organizations and local chapters to recognize lesbian rights as a priority issue for ALL feminists, and
3. National NOW and its subunits make a more concerted effort to initiate outreach to the lesbian and gay community, particularly to the concerns of minority lesbians, and
4. Persons speaking on behalf of National NOW shall consistently include lesbian rights in their discussion of priority issues, and
5. Begin a nationwide project to educate all NOW members on the personal, economic, and political repercussions of the so-called Family Protection Act, and to educate all federal legislators about this bill, and to take whatever actions are necessary to ensure defeat of this bill in part or in whole, and
6. Undertake a program for state conferences that will include a speaker or workshop facilitator to be selected and funded by the National Lesbian Rights Committee, and will provide materials and background information on the issues concerning lesbian rights. This outreach program will be available for the next twelve months at no cost to the state organization.

The following resolution was replaced by a 1999 resolution [see issues addendum]:

DELINeATION OF LESBIAN RIGHTS ISSUES

1980

WHEREAS, the National Organization for Women's Commitment to equality, freedom, justice and dignity for all women is singularly affirmed in NOW's advocacy of lesbian rights; and

WHEREAS, NOW defines lesbian rights issues to be those in which the issue is discrimination based on affectional/sexual preference/orientation; and

WHEREAS, there are other issues (i.e., pederasty, pornography, sadomasochism and public sex) which have been mistakenly correlated with lesbian/gay rights by some gay organizations and opponents of lesbian/gay rights who seek to confuse the issue, and

WHEREAS, pederasty is an issue of exploitation or violence, not affectional/sexual preference/orientation, and

WHEREAS, pornography is an issue of exploitation and violence, not affectional/sexual preference/orientation, and

WHEREAS, sadomasochism is an issue of exploitation and violence, not affectional/sexual preference/orientation, and

WHEREAS, public sex, when practiced by heterosexuals or homosexuals, is an issue of violation of the privacy rights of non-participants, not an issue of affectional/sexual preference/orientation; and

WHEREAS, NOW does not support the inclusion of pederasty, pornography, sadomasochism and public sex as lesbian rights issues, since to do so would violate the feminist principles upon which this organization was founded: NOW THEREFORE

BE IT RESOLVED, that the National Organization for Women adopt the preceding delineation of lesbian rights issues and non-lesbian rights issues as the official position of NOW; and

BE IT FURTHER RESOLVED, that NOW disseminate this resolution and the Resolution Concept Paper on Lesbian Rights Issues 1980 attached hereto throughout the national, state and local levels of the organization; and

BE IT FURTHER RESOLVED, that NOW will work in cooperation with groups and organizations which advocate lesbian rights as issues as defined above.

LESBIAN/GAY RIGHTS

CONCEPT PAPER ON 1980 CONFERENCE RESOLUTION

The rationale for the advocacy of lesbian rights by the National Organization for Women has been well documented through National NOW conference resolutions since 1971 and in position papers such as "De-Mystifying the Lavender Menace." In working to achieve the goal of lesbian rights through education and legislation, it is often beneficial and/or necessary to work in single-issue coalition with lesbian and gay rights organizations. Such cooperation can be of great help to all parties concerned as long as the issues that are jointly supported are issues that all member organizations of the coalition advocate.

Difficulties arise when organizations, many of which are exclusively composed of or dominated by non-feminist gay men, seek to raise non-lesbian and gay rights issues as legal or legislative goals toward which all members should work. Often spokespeople for these issues are put forward as spokespeople for the coalition as a whole, thus implying tacit approval by all coalition members.

Finally, the advocates of these issues seek to coerce members who do not agree with them by accusing those members of being fascist, of trying to destroy the lesbian and gay rights movement, of trying to sanitize lesbians and gays to fit middle-class morality, and of being "stupid women." It should be noted that there are many feminist gay men who support a feminist analysis of lesbian and gay rights issues, and who support NOW's definitions of those issues.

What, then, are lesbian rights issues? Exactly what does NOW want when it advocates lesbian rights? There are three major areas of legislation which NOW believes to be necessary to ensure lesbian rights. First, NOW supports legislation which prohibits discrimination on the basis of affectional/sexual preference in such areas as employment, housing, education, public accommodations, military service, social welfare, health sciences, and immigration and naturalization.

These should be civil rights guarantees for every citizen of the United States. Amending the 1964 Civil Rights Act to include the words "affectional/sexual preference" would provide a nationwide foundation for the guarantee of lesbian and gay rights. In addition, state statutes and local ordinances should be amended to include "affectional/sexual preference" in whatever civil rights legislation falls within their jurisdiction.

Second, NOW supports the repeal of any laws which criminalize sexual activity between consenting adults in private (such laws are often referred to as consensual sodomy laws). The U.S. Supreme Court, in March 1976, affirmed the right of states to make laws regulating sexual conduct if the state chose to do so.

Some state courts, most recently in New York (People v. Onofre, 1980), have ruled that the consensual sodomy laws, which are used to harass and imprison gay men, and under which lesbians are presumed felons, are unconstitutional because they violate the basic Constitutional principle which was the basis for the Supreme Court decisions Roe v. Wade, 1973, which upheld the right of women to safe, legal abortions, and Griswold v. Connecticut, 1965, which upheld the right of persons to procure contraceptives.

The third area of lesbian rights legislation which NOW supports is that of custody and/or adoption rights for lesbian mothers. State laws regulating the determination of child custody and visitation usually use "the best interest of the child" as the criterion for judicial decree.

However, in most states either parent can be declared unfit on the basis of affectional/sexual preference. In many instances, the child is thus deprived of the custody or visitation of the more nurturing parent. NOW

LESBIAN/GAY RIGHTS

believes that no presumption as to the fitness of either parent should be based on her/his affectional/sexual preference, and that no single model or definition for family life can be justly applied to a diverse citizenry through legislation or the court system.

These are the lesbian rights issues to which NOW is committed -- the issues of privacy and justice. In affirming each woman's right to control her own body, NOW also affirms each woman's right to the actualization of her sexuality -- her fundamental right to be herself. The passage of the legislation described above provides a legal basis to sue for redress of discrimination when the issue at stake is one of affectional/sexual preference.

There are concerns that are often raised as part of the gay rights movement which advocates of civil liberties are asked to defend and for non-support of which NOW is often castigated. These concerns are not germane to the goals of lesbian and gay rights. They involve exploitation, sexual objectification, violence and invasion of privacy. Thus, by their very nature, they are anti-feminist. These issues include pederasty, pornography, sadomasochism and public sex.

Pederasty is the involvement of children by adults in sexual activity. Advocates of the decriminalization of pederasty favor removal of the age of consent laws, a move which would catastrophically affect minors of either gender by removing legal guarantees for their physical and psychological well-being.

School boards erroneously use the issue of pederasty to discriminate against homosexuals in their hiring practices, although it is well known that over 90% of all pederasts are heterosexual males who seek out young girls as their victims (Sexual Assault Center, Harborview Medical Center, Seattle, WA 1978; Sexually Abused Children, Roland Summit, 1979).

The psychological and often physical damage to the children involved is the same regardless of gender, since pederasty is, by its very nature, exploitative. Pederasty creates a fundamental imbalance of power which is easily manipulated by adults for their pleasure. Adult/child sex is a civil rights issue only from the standpoint of the child's right to freedom from sexual oppression.

Advocacy of pornography (the sexual objectification of the individual which results in the removal of personhood) is neither a feminist nor a lesbian rights issue, and as such, is not supported by NOW. Pornography encourages both exploitation and violence whether or not it is heterosexual or homosexual in content. Pornography is not an issue of affectional/sexual preference.

A third non-feminist, non-lesbian rights issue is sadomasochism. Although sadomasochism is practiced among a small percentage of the overall population, it has been grossly misrepresented as an integral part of gay lifestyles. The attempt to identify sadomasochism as a lesbian and gay rights issue serves primarily to confuse issues and to thwart the drive for lesbian and gay rights.

Sadomasochists seek to legitimize and provide a premeditated structure for violence. NOW opposes any repressive legislation concerning private consensual sexual activity between adults. Nevertheless, NOW opposes institutionalized violence as well as social structures which encourage or advocate the use of physical and psychological violence or domination among individuals. This opposition to violence precludes support or advocacy of sadomasochism as a feminist issue.

LESBIAN/GAY RIGHTS

Situations in which open displays of affection are appropriate are applicable to all persons, regardless of affectional/sexual preference. Sex acts in public are inappropriate. Although NOW supports the right to sexual activity between consenting adults in private, it does not support the violation of the privacy rights of other citizens when sex acts are brought into the public sphere.

NOW is unequivocally committed to lesbian and gay rights -- issues of freedom from discrimination based on affectional/sexual preference. NOW refuses to submit to coercion by those who advocate pederasty, pornography, sadomasochism and public sex as integral parts of, and the price of, lesbian and gay rights.

ACTION PROGRAM

1979

WHEREAS, the National Organization for Women recognizes the double oppression of women who are lesbians, and affirms the right of every woman to define and explore her own sexuality, and to choose her own lifestyle, and

WHEREAS, Lesbian women are still intolerably oppressed by a homophobic society, and

WHEREAS, the political climate of the country has become even more hostile in recent years because of deliberate public campaigns inciting homophobia, and

WHEREAS, the accomplishment of equal rights for Lesbian women has already been designated as a national priority of NOW,

THEREFORE BE IT RESOLVED, that the National Organization for Women strengthen its entire organizational effort in behalf of Lesbian women by employing a staff person full time to work with the Lesbian Rights Committee and the national officers on the development and implementation of legal, legislative and educational strategies for a National Lesbian Rights Campaign, to include the following:

1. A major, long-term legal and legislative analysis to serve as the basis for initiating and coordinating a nationwide campaign for
 - a. The enactment of comprehensive federal Lesbian & Gay rights legislation
 - b. The enactment of state and municipal Lesbian & Gay rights legislation including affirmation of the Sexual Orientation Ordinances adopted by the City of San Jose and the County of Santa Clara
 - c. The repeal of discriminatory legislation or statutes
 - d. Executive orders to be issued at the federal, state and municipal level prohibiting discrimination on the basis of sexual preference
2. Development and distribution of educational materials, informational aids, constituent lobbying kits, consciousness raising materials, sample speeches and sample resolutions for an aggressive internal and external educational and public relations campaign
3. A systematic outreach campaign to develop and expand the grassroots network within NOW, as well as the external list of organizations supporting Lesbian & Gay rights
4. Vigorous support of our allies in the Lesbian & Gay community
5. A national fundraising campaign to help support this enlarged and aggressive action
6. An ongoing effort to eradicate discriminatory hiring practices in private industry
7. A campaign to eliminate discrimination against Lesbians and Gay men in federal and state government agencies which shall especially target those agencies most closely associated with the economic well being of individuals or which have a history of discrimination (e.g., Department of Immigration and Naturalization, the Department of Justice, the Department of Mental Health, HUD & HEW.)

BE IT THEREFORE RESOLVED, that NOW allocate an additional \$25,000 to the Action Program line item of the national budget.

LESBIAN/GAY RIGHTS

ANTI-GAY INITIATIVES

1978

WHEREAS, the struggle for civil rights for lesbians has suffered major setbacks in Dade County, Florida; St. Paul, Minnesota, Eugene, Oregon, and Wichita, Kansas; and

WHEREAS, the Briggs Initiative (Proposition 6) in California and Initiative 13 in Seattle, Washington, represent major threats to the human and civil rights of all people; and

WHEREAS, the National Organization for Women supports "the enactment of civil rights laws" which would extend "to lesbians and gay men the same protections now provided to others"; and

WHEREAS, Eleanor Smeal, National President of NOW, was a speaker at the Gay Freedom Day Parade in San Francisco, California, on June 26, 1978, confirming NOW's support of Gay Rights;

THEREFORE BE IT RESOLVED, that the 1978 National Conference of the National Organization for Women stand absolutely opposed to the Briggs Initiative (Proposition 6) in California and Initiative 13 in Seattle, Washington, and will actively work to oppose them.

GENERAL RESOLUTION

1977

WHEREAS, the National Organization for Women is committed to the principle that all women have an absolute right to full equality under the law; and

WHEREAS, every woman is entitled to the right to her own person, including the right to define and express her own sexuality and her own lifestyle; and

WHEREAS, lesbians have been denied basic civil rights and freedoms; their civil liberties have routinely been violated by society and by the legal branch and other arms of government; and

WHEREAS, the effect of inequitable laws and governmental practices, as well as prevailing arbitrary and erroneous assumptions about the nature of lesbianism specifically, and the nature of homosexuality in general, is to sanction severe and overt discrimination against lesbians; and

WHEREAS, abridgement of the basic rights of any woman diminishes the freedom of all of us;

THEREFORE BE IT RESOLVED, that the National Organization for Women acknowledges that both anti-feminism and homophobia result from institutionalized, ideological sexism, and that those same sexist practices and beliefs that impede full equality for women serve to deny women freedom of choice and freedom of determination with regard to our personal lives; that those same sexist practices and beliefs create an environment which opposes and punishes any true freedom of choice for women and upholds only the most narrow and rigid adherence to traditional gender-based roles; and

BE IT FURTHER RESOLVED, that NOW deplores all public and private discrimination against lesbians and gay men in such areas as employment, education, licensing, housing, credit, public accommodation, religious, social welfare, health services, child custody rights, adoption rights, military service, immigration and naturalization, etc., and declares that no burden of proof of judgment, reliability, ethicality, capability, or entitlement shall be placed upon such persons which is greater or different than that placed upon other persons; and

BE IT FURTHER RESOLVED, that NOW supports the enactment of civil rights laws at the local, state, and federal levels which would provide to lesbians and gay men the same protections now provided to others; to that end, we commit NOW to join in efforts at all levels to initiate and/or work in supportive capacities to achieve passage of such legislation, and that NOW supports the repeal of sodomy and/or those laws which classify as criminal conduct consensual sexual activity of any form in private, between consenting adults, and to that end, we commit NOW to join in efforts at all levels to initiate and/or work in supportive capacities to achieve repeal of such legislation; and

BE IT FURTHER RESOLVED, that NOW will publicly oppose any organized or individual efforts to deny

LESBIAN/GAY RIGHTS

full human rights to lesbians and gay men; to that end, we will join efforts intended to defeat such organized and/or individual opposition; and

BE IT FURTHER RESOLVED, that NOW will continue to work against efforts to deny child custody rights to lesbian mothers solely on the basis of the mother's sexual identity; to that end, we encourage national, state, and local units of NOW to promote and encourage fundraising efforts for lesbian mother/child custody cases; to educate people with regard to these cases via NOW newsletters, press releases, etc.; and to file amicus briefs wherever and whenever possible on behalf of NOW; and further efforts shall be undertaken with regard to initiating a long term educational process directed to personnel in Family/Domestic courts so that discrimination of sexual/affectional preference shall not be tolerated in child custody cases;

BE IT FURTHER RESOLVED, that NOW shall encourage other feminist groups and organizations, as well as various groups or organizations that seek to address issues of particular concern to women, to engage in educational activities for their own members and for the constituencies they seek to reach, by providing information regarding the many adverse effects of homophobia; by providing information regarding the need for action efforts on behalf of lesbian rights; and by promoting an end to the hostilities and/or neglect lesbians have generally been subjected to, even within women's advocacy groups. NOW shall itself undertake such educational efforts as well as encouraging others to do so; and

BE IT FURTHER RESOLVED, that NOW, recognizing that women are all oppressed by one common oppression, and that therefore we must not oppress one another for any reason, shall work to eradicate such vestiges of discrimination against lesbians in NOW that still exist by taking affirmative steps to develop and disseminate to NOW chapters compliance guidelines that will, if acted upon with good faith and with good will, help halt such internal discrimination where it still exists; such person or persons heading the committee or task force charged with implementation of this resolution; and

BE IT FURTHER RESOLVED, that in accordance with the by-laws, an implementation committee or task force charged with implementation of this specific resolution shall be established by the National Organization for Women; funding for this committee or task force shall be determined according to the same procedures that will determine funding for other task forces or implementation committees for other feminist issue areas in NOW. Finally, we reaffirm the 1975 NOW designation of attainment of Lesbian Rights as one of NOW's national priorities.

DADE COUNTY ANTI-DISCRIMINATION ORDINANCE

1977

WHEREAS, NOW recognizes the indivisibility of human rights and has a particular concern for ending discrimination based on sexual or affectional preference;

- And the Dade County ordinance forbidding discrimination on the basis of sexual or affectional preference is clearly consistent with feminist philosophy;
- And a concerted attack on that ordinance has been mounted by the same radical right-wing organizations that oppose the ERA and the right to reproductive freedom;

THEREFORE BE IT RESOLVED, that NOW supports the referendum campaign to retain said ordinance.

MARY JO RISHER (LESBIAN MOTHER CUSTODY)

12/75

Motion adopted that NOW National Board give support to the statement prepared by the National Task Force on Sexuality and Lesbianism regarding the Mary Jo Risher Child Custody Case in Texas. The statement: The National Organization for Women, in accordance with Resolutions adopted by the membership at three national conferences, is committed to the principle that all women, regardless of affectional or sexual preference, have an absolute right to full equality under the law.

LESBIAN/GAY RIGHTS

NOW is outraged that basic legal rights have been compromised in the Mary Jo Risher child custody suit in Dallas, Texas, in which Ms. Risher's right to retain custody of her children is being challenged in court on the basis that she is a lesbian.

NOW believes that an individual's affectional or sexual preference is not a valid basis on which to deny or abridge full legal rights.

NOW further declares that the rights of Ms. Risher have been abridged by a court decision to consider her homosexual lifestyle to be a relevant issue.

Because of previous homophobia in our society, that has, in fact, become the central issue in the case. The court is, in effect, allowing the affectional or sexual preference of Ms. Risher to determine the outcome of the case.

We condemn such a decision and declare that the abridgement of the basic rights of Ms. Risher and every other lesbian mother fighting a similar judgment diminished the freedom of all women; moreover, it constitutes a flagrant denial of equal justice under the law.

The National Organization for Women fully supports Ms. Risher in her struggle to receive a fair hearing in court and calls upon all organizations dedicated to the concept of justice to do the same in this important case.

GENERAL RESOLUTION (NATIONAL PRIORITY)

1975

WHEREAS, the National Organization for Women is committed to the principle that all women have an absolute right to full equality under the law, and

WHEREAS, lesbians in our society are not protected under existing laws against unequal access to employment, housing and public assembly, and

WHEREAS, abridgement of the basic rights of any woman diminishes the freedom of all of us,

RESOLVED, that the accomplishment of equal rights for lesbians be designated as a national priority of the National Organization for Women, and

FURTHER, that annual funding for the National Task Force on Sexuality/Lesbianism shall be at a level appropriate for a NOW national priority, and this shall not be less than 1% of NOW's annual dues;

FURTHER, that implementation will include coordination of legislative strategies for use on local, state, and national levels in order to secure the passage of HR 5452, and appropriate action on other relevant civil and criminal legislation. Under guidelines provided by the National Task Force on Sexuality/Lesbianism, efforts to implement this resolution will be undertaken at all levels.

FURTHER, that a full report on the national activities and accomplishments of the National Organization for Women on the implementation of this resolution shall be presented by the president of NOW during a regular Plenary session of the next NOW National Conference.

GENERAL RESOLUTION

1973

WHEREAS, women have the basic right to develop to the maximum their full human sexual potential, and

WHEREAS, diversity is richly human and all women must be able to freely define and to express their own sexuality and to choose their own lifestyle, and

LESBIAN/GAY RIGHTS

WHEREAS, NOW's public relations and communications have omitted references to the unified efforts of women of traditional and diverse sexual experience, and

WHEREAS, lesbians have formed a caucus in NOW to communicate openly, without fear and hostility, and **WHEREAS**, the threat traditionally felt from lesbianism must no longer be a barrier to open communication between all people, and

WHEREAS, we recognize that women are all oppressed by one common oppression, and therefore, surely we must not oppress one another for any reason;

THEREFORE BE IT RESOLVED, that a statement adopting the sense of this resolution be included in all appropriate NOW publications and policy statements; and,

BE IT FURTHER RESOLVED, that NOW actively introduce and support civil rights legislation designed to end discrimination based on sexual orientation and to introduce with legislation to end discrimination based on sex the phrase "sexual orientation" in areas such as, but not limited to, housing, unemployment, credit, finance, child custody and public accommodations.

CHILD CUSTODY - LESBIAN MOTHERS

1971

WHEREAS, women who are also lesbians are sometimes mothers of children; and

WHEREAS, the courts have repeatedly and arbitrarily denied these mothers custody of their children, forcing them to remain in intolerable marriages or to live a secret and inhuman existence in order to keep their children; and

WHEREAS, we believe a parent's fitness for custody should be determined solely on the basis of the relationship of the parent with the child, rather than the parent's relationship to any other person;

THEREFORE BE IT RESOLVED, that NOW commit itself to offering legal and moral support in a test case involving child custody rights of mothers who are also lesbians.

GENERAL RESOLUTION

1971

WHEREAS, the first wave of feminist anger in this country recognized the fundamental issue of women's liberation as "the most sacred right of all - a woman's right to her own person." This is the right that NOW reaffirmed a century later when it took up the banner and dedicated itself to changing those conditions in society, the laws, the practices, the attitudes - that prevented women from realizing their full human potential. Recognizing that a woman cannot reach this potential if she is denied the basic right to control her own body, NOW has demanded the dissemination of birth control information and contraceptives and the repeal of all laws against abortion. It has stopped short, however, of clarifying its position on every woman's right to define - and express - her own sexuality, to choose her own lifestyle. Specifically, NOW has been silent on the issue of lesbianism. Yet no other woman suffers more abuse and discrimination for the right to be her own person than does the lesbian, and

WHEREAS, the lesbian is doubly oppressed, both as a woman and as a homosexual, she must face the injustices and degradation common to all women, plus endure additional social, economic, legal, and psychological abuse as well. In education and employment, the lesbian confronts more than discrimination or tokenism. She can be arbitrarily rejected or dismissed from many professions, even those - such as teaching - traditionally relegated to women. Married women are denied equality under laws that decree men as head of the household, but a wife is nonetheless allowed some legal protection. A lesbian, however, who shares her home with another woman - regardless of her income or responsibilities - forgoes all the economic and legal compensations granted to the married woman, including the tax deductions, insurance benefits, inheritance rights, etc., and

LESBIAN/GAY RIGHTS

WHEREAS, this prejudice against the lesbian is manifested in the courts as well, and

WHEREAS, most divorced women are conceded the right to their children, a lesbian is automatically presumed unfit for motherhood, and can have her children taken from her, and

WHEREAS, these are but a few of the laws and practices in our society that reflect irrational assumptions about lesbians. Just as the false and demeaning image of all women provides the rationale to keep them subjugated, so does the distorted stereotype of the lesbian sanction her persecution. Not only is she assumed to be unstable or sick or immoral; but because she defines herself independently of men, the lesbian is considered unnatural, incomplete, not quite a woman - as though the essence of womanhood were to be identified with men. Obviously, this Playboy image of the lesbian reduces her to any abject sexual object, deprived of the most basic civil and human rights due every person, and

WHEREAS, because she is so oppressed and so exploited, the lesbian has been referred to as "the rage of all women condensed to the point of explosion." This rage found a natural outlet in the women's liberation movement that seemed to view women in a new way and promised a new pride and sisterhood for every woman, in search of equality and independence. Lesbians became active in NOW and in other groups, fighting for all the feminist goals, including child care centers and abortion repeal. As a result of their activism in the movement, lesbians - as did all feminists - reached a new consciousness, a new sense of their worth and dignity as women and human beings. They began to rebel against the intolerance of a society that condemned their lifestyle. But instead of finding support from their sisters, lesbians discovered that NOW and other liberation groups reflected some of the same prejudices and policies of the sexist society they were striving to change, and

WHEREAS, lesbians were never excluded from NOW, but we have been evasive or apologetic about their presence within the organization. Afraid of alienating public support, we have often treated lesbians as the step-sisters of the movement, allowed to work with us, but then expected to hide in the upstairs closet when company comes. Lesbians are now telling us that this attitude is no longer acceptable. Asking women to disguise their identities so they will not "embarrass" the group is an intolerable form of oppression, like asking black women to join us in white face. Furthermore, this discrimination is inconsistent with NOW's stated goal to "recognize our sisterhood" and to help women "overcome self-degradation." If this pledge is to be anything more than idle rhetoric, NOW must reassess the priorities that sacrifice principle to "image," and

WHEREAS, some members of NOW object that the lesbian question is too controversial to confront right now, that we will weaken the movement by alienating potential and current members who are comfortable with NOW's "respectable" image. The same argument, that women would be frightened away, was raised a few years ago when NOW took a bold stand on the controversial abortion issue. The argument did not prove prophetic then, and we do not believe it is valid now. We are, after all, a reform movement, with revolutionary goals. The D.A.R. can be "respectable," but as **Susan B. Anthony pointed out: Cautious, careful people always casting about to preserve their reputation or social standards, can never bring about a reform...**

WHEREAS, it is encouraging to note that feminists are not so easily frightened. Since the resolution supporting lesbians was passed in Los Angeles two months ago, the chapter has increased, not decreased, in membership. If a few cautious, careful people scurried away, the loss was imperceptible. And we are stronger now because many women feel more relaxed and are freer to work with us towards NOW goals, and

WHEREAS, another objection to the resolution contends that lesbian oppression is simply not "relevant" to the concerns of NOW, "the movement will be weakened or even destroyed" if we diffuse our energies on non-feminist issues. This is a curious argument, since all one has to do is read the NOW Bill of Rights to find that we have pledged support to the cause of "equal rights for all those who suffer discrimination and deprivation;" further, we have recognized a "common oppression that affects all women." If lesbians are women, and if lesbians suffer discrimination and deprivation, then the conclusion is inescapable: their oppression is not only relevant, but an integral part of the women's liberation movement, and

LESBIAN/GAY RIGHTS

WHEREAS, we are affected by society's prejudices against the lesbian, whether we acknowledge it or not; as feminists we are all subject to lesbian-baiting by opponents who use the tactic of labeling us the worst thing they can think of, "lesbians," in order to divide and discredit the movement and bring women to heel. Even within NOW, regrettably, this tactic is employed by some members who conjure up the sexist-image of lesbians and shout "lavender menace" at anyone who opposes their views. NOW is inevitably weakened by these attempts to undermine the spirit and efforts of its members; we can no longer afford to ignore the problem; and

WHEREAS, this resolution does not mean that we are changing our emphasis and concentrating on specific lesbian issues, however. We have not been asked, nor do we intend, to diffuse our energies in any way. The resolution, in itself, is an action - the first step towards breaking down the barriers between women that have kept them weak and suppressed. We are giving notice that we recognize our sisterhood with all women and that we are fighting for every woman's "sacred right to her own person." As feminists, we can do no less;

THEREFORE, BE IT RESOLVED: That NOW recognizes the double oppression of women who are lesbians, and

BE IT FURTHER RESOLVED: That a woman's right to her own person includes the right to define and express her own sexuality and to choose her own lifestyle, and

BE IT FURTHER RESOLVED: That NOW acknowledge the oppression of lesbians as a legitimate concern of feminism.

POLICY STATEMENT CHANGE

1971

BE IT RESOLVED: That the policy statement of NOW which now reads:

NOW endorses the principle that it is a basic right of every woman to control her reproductive life, and therefore NOW supports the furthering of the sexual revolution of our century by pressing for widespread sex education, provision of birth control information and contraceptives, and the repeal of all laws penalizing abortion...

be changed to read: NOW endorses the principle that it is a basic right of every woman to control her reproductive life, and therefore NOW supports the furthering of the sexual revolution of our century by pressing for widespread sex education, provision of birth control information and contraceptives, and the repeal of all laws restricting abortion, contraception and sexual activity between consenting adults in private.