

U.S. Department of Labor

Office of the Secretary
Women's Bureau
Washington, D.C. 20210



To: Working Women Count! Partners
From: Karen Nussbaum
Subject: Status Report
Date: July 29, 1994

Thanks to all of your efforts, the Working Women Count! campaign is reaching millions of working women. We have over 965 partners in 50 states distributing questionnaires--and women are responding.

- The full questionnaire has appeared in over 20 daily newspapers; many have already reported on the results (see the enclosed clip from the Flint Journal).
- Radio public service announcements (featuring actress Dana Delany from *China Beach*) encouraging women to fill out the questionnaire started running in late July--and our phones are ringing off the hook with requests for questionnaires.
- Actress Denise Nicholas (*In the Heat of the Night* and *Room 222*) joined us at the Department of Labor yesterday when Secretary Reich announced that he wanted to hear directly from the women who work here. Every woman who works for the Department will receive a copy of the questionnaire.

WE NEED YOUR HELP

(1) All questionnaires need to be returned to the National Data Collection Center by August 31 for women's voices to be counted. But we want to get a head start. Please send what you have right now so that we can begin to count the questionnaires. Remember to include a completed transmittal form with your package that lists your name and address and the number of questionnaires you have enclosed (call Alice Aiken at 1-800-347-3741 if you need another copy).

(2) Please review the enclosed partner list to make sure we've listed your organization's name correctly. Since everyone's name will appear in the Report to the Nation, we want to make sure we have it right. We need to have any corrections in our office by September 1, 1994 so we can pass them on to the typesetter.

Thanks again for working with us to make this campaign a success. I look forward to putting together a report that will let policy makers, employers, organizations, elected officials, and the media know what women have told us. We're planning to release the report in October--I'll let you know as soon as I have more details.

WORKING WOMEN COUNT!

A NATIONAL QUESTIONNAIRE

Sponsored by the Women's Bureau of the U.S. Department of Labor and

Today, 58 million women hold paid jobs in America. This is the largest number of working women in our history — and the number continues to grow.

If you're one of these women, the Women's Bureau at the U.S. Department of Labor wants to know what you think about your job — how to make it better.

Please answer this questionnaire and return it to the address at right. We'll give the results right to the President and Congress so they'll know what issues are important to you.

As a working woman, your voice counts!

Thanks for your help.

Please return this questionnaire to:



U.S. DEPARTMENT OF LABOR

Robert B. Reich, Secretary

Karen Nussbaum, Director, Women's Bureau

1. Would you describe your main work for pay as:

- ☐ Clerical/support (secretary, receptionist, clerical supervisor, computer operator, stock clerk, insurance investigator)
- ☐ Craft/repair (mechanic, electrical/electronic repair, plumber, painter)
- ☐ Executive or manager (financial manager, buyer, marketing manager, accountant, auditor)
- ☐ Farming, forestry, or fishing
- ☐ Homemaker
- ☐ Operator/fabricator (machine operator, packaging machine operator)
- ☐ Professional (teacher, lawyer, computer scientist, doctor, RN)
- ☐ Sales (sales supervisor, cashier, sales representative)
- ☐ Service (security, childcare, food service, health aid, hairdresser)
- ☐ Technical (LPN, computer programmer, legal assistant, dental hygienist)
- ☐ Transportation (motor vehicle operator, truck or tractor operator)

2. How many paid jobs do you have? _____

5. Are any of the following issues a problem for you at work? (If so, check off how serious a problem it is. If not, check DOESN'T APPLY):

- I don't get paid what I think my job is worth
- I need better benefits
- I work too many hours
- I worry about losing my job
- I don't have the flexibility to meet family responsibilities
- I am under too much stress
- I do not have the skills to get a better job
- It's hard to find quality child or elder care that I can afford
- I have lost a job or a promotion because of my race or sex
- I know someone who lost a job or promotion because of race or sex
- I suffer other problems at my job (please explain below):

One of the most serious	very serious	somewhat serious	not very serious	not at all serious	DOESN'T APPLY
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____

3. How many hours a week do you work for pay? _____

4. The things you like most about your job are (check up to 3):

- ☐ I get paid well
- ☐ I have good benefits
- ☐ My hours are flexible
- ☐ I have job training opportunities
- ☐ I have the authority I need to get the job done
- ☐ My job is secure
- ☐ I am productive
- ☐ I enjoy the company of my co-workers
- ☐ I learn new things
- ☐ I like what I do
- ☐ I like working as part of a team

☐ Other: _____

6. How do you feel about your job overall?

- ☐ I love it
☐ I like it
☐ It's OK
☐ I dislike it
☐ It's totally miserable

7. Please rate the following aspects of your job:

- Pay
 Flexible schedule
 Health care benefits
 Pension/retirement benefits
 Vacation
 Sick leave
 Ability to advance
 Challenging and interesting
 Job security
 Training
 Support for family responsibilities

Excellent	good	fair	poor	none	DOESN'T APPLY
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____

8. Here's a list of changes that might provide you with a better workplace. Please let us know how important each item is to you by rating each one from 0 (not important to you) to 10 (very important to you). You may use any number more than once:

- ____ More flexible work hours
 ____ Information about or support for child or dependent care
 ____ Insuring equal opportunity in the workplace
 ____ Paid leave to care for newborns or seriously ill relatives
 ____ On-the-job training opportunities to learn new skills
 ____ Student loans for courses that would give me new job skills
 ____ Giving employees more responsibility for how they do their jobs
 ____ Health care insurance for all employees
 ____ Improving pay scales
 ____ Other: _____

9. If you could tell President Clinton one thing about what it's like to be a working woman, what would it be? _____

10. What is your age? _____

11. What is the highest level of education you have completed?

- ☐ less than high school
☐ high school diploma or GED
☐ some college or technical school
☐ college degree (e.g. associate or bachelor)
☐ postgraduate degree (e.g. medical, law, MS, MA, PhD)

12. How much do you earn each year before taxes?

- ☐ less than \$9,999
☐ \$10,000-\$24,999
☐ \$25,000-\$49,999
☐ \$50,000-\$74,999
☐ \$75,000 or more

13. What is your total household income before taxes?

- ☐ less than \$9,999
☐ \$10,000-\$24,999
☐ \$25,000-\$49,999
☐ \$50,000-\$74,999
☐ \$75,000 or more

14. Are you:

- ☐ living with someone
☐ married
☐ single, divorced, separated or widowed

15. Do you have children under the age of 18 living at home?

- ☐ yes (how many: _____ age of youngest: _____)
☐ no

16. What state do you live in? _____

17. Just to make sure we're hearing from people of all races, could you indicate your racial designation:

- ☐ White
☐ Black
☐ Asian
☐ Native American
☐ Other

18. What is your ethnic origin:

- ☐ Hispanic
☐ Other

全國性職業婦女問卷調查

由美國聯邦政府勞工部婦女局主辦

在今日的美國，總共有五仟八百萬婦女在工作崗位上，這是有史以來最龐大的數目，而且仍然在繼續增加中，如果您是位職業婦女，我們很希望能多瞭解您及您的工作。本研究計劃是由美國聯邦政府勞工部屬下的婦女局贊助。

在您回答此問卷後，請把它郵寄至右方的地址。我們會把此研究的結果報告給克林頓總統及國會，讓他們能够多瞭解今日美國職業婦女的需求。

您的支持非常重要，多謝合作！

Chinese Progressive Association

地址：U.S. DEPARTMENT OF LABOR

Robert B. Reich, Secretary

Karen Nussbaum, Director, Women's Bureau

1、請問您的職業是：

- ☐ 辦公室職員（秘書、接待員、監督、電腦操作員、証券員、保險調查員）
- ☐ 工藝/修理（機工、電工、水工、油漆）
- ☐ 行政/經理（財務經理、採購、行銷、會計、查帳員）
- ☐ 農/林業、漁業
- ☐ 家庭工作（顧問）
- ☐ 操作員（機器操作、包裝）
- ☐ 專業人士（教師、律師、電腦、醫生、護士）
- ☐ 銷售（推銷、收銀）
- ☐ 服務（保全、褓姆、食品、健康器材、理髮）
- ☐ 技術（電腦程式員、法律顧問/助理、牙齒保健）
- ☐ 交通（司機、卡車司機）

3、您每週工作幾小時？_____

4、您喜歡您的工作是因為：（請挑選三項）

- ☐ 收入好
- ☐ 福利好
- ☐ 工作時間有彈性
- ☐ 有在職訓練的機會
- ☐ 有完成工作的自主權
- ☐ 工作有安全感、有保障
- ☐ 我的生產力高
- ☐ 同事好相處
- ☐ 有機會學習新東西
- ☐ 我喜歡我所做的事
- ☐ 我喜歡和別人一起合作
- ☐ 其他_____

2、請問您有幾份有薪資的工作？_____

5、請看看下列諸事是否為您工作上所遭遇的問題？

（如果有，請在右邊的計量表上，劃上此事之嚴重性，如果沒有，請選不適用）

最嚴重 非常 有點 不太 一點 不適用
之一 嚴重 嚴重 嚴重 不嚴重

我老板沒付給我應值的薪資	_____	_____	_____	_____	_____	_____
我需要比較好的福利	_____	_____	_____	_____	_____	_____
我上班時間太長	_____	_____	_____	_____	_____	_____
我擔心失業	_____	_____	_____	_____	_____	_____
我沒辦法分身照顧家裡的事	_____	_____	_____	_____	_____	_____
壓力太大	_____	_____	_____	_____	_____	_____
我能力不够，無法換個好工作	_____	_____	_____	_____	_____	_____
很難找到好的，而且負擔得起照顧小孩/老人的地方	_____	_____	_____	_____	_____	_____
我曾經因為我的性別，族裔而失業過	_____	_____	_____	_____	_____	_____
我認識曾經因為性別或族裔而失去工作的人	_____	_____	_____	_____	_____	_____
我有其他的問題（請詳解）	_____	_____	_____	_____	_____	_____

6、您覺得您的工作如何？

- ☐ 非常喜歡
☐ 喜歡
☐ 尚可
☐ 不喜歡
☐ 討厭

7、請就以下幾點評量

您的工作	很好	好	尚可	不好	沒有	不適用
工資	_____	_____	_____	_____	_____	_____
彈性工時	_____	_____	_____	_____	_____	_____
健康保險	_____	_____	_____	_____	_____	_____
退休制度	_____	_____	_____	_____	_____	_____
假日	_____	_____	_____	_____	_____	_____
病假	_____	_____	_____	_____	_____	_____
升遷機會	_____	_____	_____	_____	_____	_____
挑戰性、有趣	_____	_____	_____	_____	_____	_____
穩定性	_____	_____	_____	_____	_____	_____
在職訓練	_____	_____	_____	_____	_____	_____
對員工履行家庭責任之支持（如：產假）	_____	_____	_____	_____	_____	_____

8、以下有一些改進您的工作條件的建議，在這些項目裡，請就它們的重要程度給予不同的評價。10是非常重要，0是一點也不重要。每個項目是獨立的，所以不同的項目可得到不同的評價：

- _____ 工作時間有彈性
_____ 有關照顧小孩及家人的資訊及支持
_____ 每個人有公平升遷機會
_____ 有薪資的產假或親屬病假
_____ 在職訓練
_____ 上課薪貼
_____ 更多工作自主權
_____ 家屬健康保險
_____ 加薪
_____ 其他 _____

9、如果您有機會告訴克林頓總統身為職業婦女的感受，您會告訴他 _____

10、請問您的年紀 _____

11、請問您的教育程度

- ☐ 高中以下
☐ 高中畢業
☐ 大學未畢業
☐ 大學畢業
☐ 研究所

12、您的年收入是多少？（稅前）

- ☐ 少于 \$9,999 ☐ \$10,000 - 24,999
☐ \$25,000 - 49,999 ☐ \$50,000 - 74,999
☐ \$75,000 以上

13、您的家庭年收入？（稅前）

- ☐ 少於 \$9,999 ☐ \$10,000 - 24,999
☐ \$25,000 - 49,999 ☐ \$50,000 - 74,999
☐ \$75,000 以上

14、您現在是

- ☐ 已婚 ☐ 單身，離婚
☐ 跟別人同居

15、您有18歲以下小孩跟您同住嗎？

- ☐ 有（有 _____ 個，年紀最小者 _____ 歲）
☐ 沒有

16、您住在哪一州？ _____

17、請問您的族裔背景是：

- ☐ 白人 ☐ 黑人
☐ 亞裔 ☐ 印地安
☐ 其他 _____

18、請問您的族裔背景是：

- ☐ 西班牙裔
☐ 其他 _____

19、您從哪得到這份問卷？

- ☐ 雇主 ☐ 朋友
☐ 一個組織

September 19, 1994

Working Women Count!
Press Summary

Over 500 media outlets throughout the country have spread the word about **Working Women Count!** to their readers, viewers, and listeners. A summary of the coverage follows.

- 4 **national wire services** have run stories on **Working Women Count!**: *Associated Press, Gannett News Service, Scripps Howard News Service, and Knight-Ridder.*
- 300+ **print outlets** have covered **Working Women Count!**, spanning all 50 states, Puerto Rico and the U.S. Virgin Islands.
- 35+ **daily newspapers** printed the **Working Women Count!** questionnaire, including *New York Daily News, Philadelphia Daily News, Atlanta Constitution, Miami Herald (in English and Spanish), The Cleveland Plain Dealer, Houston Post, The Flint (Michigan) Journal, The Los Angeles Sentinel, The Dallas Morning News, The San Juan Star, Anchorage Daily News, and CHI-AM Daily*, many have already reported the results.
- 170+ **radio stations** in 41 states aired **Working Women Count!** public service announcements, spanning 113 markets. All are in the top five stations in their respective markets.
- 9 **national radio shows and services** have aired **Working Women Count!** stories, including *National Public Radio, Marketplace Radio, ABC Network Radio, Associated Press Radio, and Voice of America.*
- 14 **national and union magazines** printed the questionnaire, including *Ms., Essence, Working Woman, Working Mother, Service Employees Union Magazine, AFGE Magazine, and AFSCME Leader.*
- 12 **television news shows** did original stories on the May 5 kickoff at the White House and the tour that followed to Atlanta, Milwaukee, Denver and San Francisco, including *Good Morning America (ABC), Good Morning Atlanta (WAGA-TV, CBS, Atlanta), Channel 4 News (KRON, NBC, San Francisco), and Day Break Report (WTJM TV, NBC, Milwaukee).* In addition, network and independent affiliates throughout the country picked up the feed from the kickoff and ran the story in both Spanish and English.

September 19, 1994

Working Women Count!
Partner Summary

Over 1600 partners have joined us to distribute the **Working Women Count!** questionnaire to their members, readers, constituents, employees and/or customers. The whole list is attached, but the following summary will give you an idea of who's on board.

- 4 **national magazines** printed the questionnaire: Ms., Essence, Working Woman and Working Mother
- 40+ **daily newspapers** printed the actual questionnaire, including the New York Daily News, Philadelphia Daily News, Atlanta Constitution, Miami Herald (in English and Spanish), Cleveland Plain Dealer, Flint, Mi Journal, LA Sentinel, and Chi-Am Daily; many have already reported on their own results
- 300+ **businesses** including big businesses like Xerox, NYNEX and Au Bon Pain, and smaller ones like the West 47th Street Salon and Day Spa in Missouri and Skelly's Pub in SD
- 75+ **labor unions** (including most of the large international unions and a number of locals)
- 58 **Senators and Members of Congress** (bipartisan); list attached
- 75+ **national organizations** like the YWCA, National Council of La Raza, National Black Nurses' Association, National Conference of Black Mayors, 9to5, & BPW
- 900+ **state and local organizations** ranging from grassroots groups like La Alianza Cannery Workers Organization Project; to Native American groups like the Chippewa Cree Tribe; to big city governments like Atlanta, Miami and New York; to small city governments like Fort Collins, CO and Hutchinson, KS; to state governments like AZ, MD, ND, NV and WY; to community colleges and state universities; and women's and worker's organizations
- 10+ **federal agencies** are distributing it to their women employees. Agriculture, Education, Energy, GSA, HHS, Justice, Labor, OPM and Veteran's Affairs are targeting all of their women employees; many others are distributing it to select offices
- 4 on-line services, including Compuserv & Prodigy

Working Women Count!

September 21, 1994

Dear Partner:

Your response to Working Women Count! has exceeded our highest expectations. Over 1,600 partners helped us distribute the questionnaire to millions of working women in all 50 states, Puerto Rico, Guam, Saipan, and the U.S. Virgin Islands.

The returns covered a broad range in scale and scope: Skelly's Pub and Grill in South Dakota returned 26 questionnaires, Y.W.C.A. of the U.S.A. submitted 5,278 questionnaires, and Prodigy Services Company in New York electronically received 23,841 questionnaires. We will release the total number of questionnaires when we present the results to President Clinton in October.

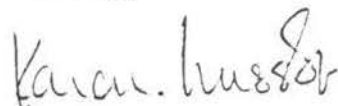
REPORT TO THE NATION

We are just beginning to analyze what women have told us. Women have painted an elaborate picture of their work lives--what they like, what they don't like, and what they'd like to change. We will release the *Working Women Count! Report to the Nation* the week of October 11th at an event at the White House. Look for copies of the report in your mailboxes. You will find your name on the Partner List inside the covers.

In late October, I will travel with Deputy Director Delores Crockett to New York City, Chicago, and Los Angeles to announce the results. Partners in these cities will be invited to join us. Elected officials, media representatives, business leaders, social advocates, labor representatives, and opinion and policy makers will hear about what working women think about their jobs and the issues they want addressed as we enter the next century.

The continuing success of Working Women Count! would not be possible without your dedication, enthusiasm, and creativity. Thank you so much for your important work.

Sincerely,



Karen Nussbaum
Director

Working Women Count! Confirmed Partner List

July 29, 1994

Approximately 965 partners!

Businesses:

ABS Printing (Christainsted, St. Croix)
Abt Associates, Inc. (Bethesda, MD)
Airtouch Communications (Walnut Creek, CA)
Albany Housing Authority (Albany, NY)
Allied Group, Inc. (Denver, CO)
Allied Signal Aerospace Co. (Kansas City, MO)
Allstate Insurance (Northbrook, IL)
Amex Life Assurance (San Rafael, CA)
Ann Peck, Independent Consultant (Sioux Falls, SD)
Asian Business Cooperative (Los Angeles, CA)
ATT (Manassas, VA)
AT&T (Denver, CO)
The Athena Group (Denver, CO)
The Atkins Agency (San Antonio, TX)
Atlanta Desktop (Atlanta, GA)
Au Bon Pain Co., Inc.
Bank of Boulder (Boulder, CO)
Banks & Johnson Associates (Wash., D.C.)
Beacon Community Health Center (Beacon, NY)
Ben and Jerry's Homemade (Waterbury, VT)
Benedict Health Center (Ballston Spa, NY)
Bernie Mercer & Company (Atlanta, GA)
BlouinBachman (Rollinsford, NH)
Blue Cross/Blue Shield of NJ (Newark, NJ)
BioConferences International, Inc. (Bethesda, MD)
BASF Bioreserch Corp. (Worcester, MA)
The Body Shop
The Body Shop (Walimatosa, WI)
Boulder Publishing, Inc. (Boulder, CO)
Boston Federal Savings Bank
Bralower Associates (Boston, MA)
The Briles Group, Inc. (Denver, CO)
CAP Services, Inc. (Stevens Point, WI)
Central Nebraska Community Services, Inc.
(Loup City, NE)
Colorado National Bank (Denver, CO)
Community Coordinated Child Care (Louisville, KY)
ConAgra, Inc. (Omaha, NE)
Conference Associates (Denver, CO)
Consolidated Edison Company (NY, NY)
Corporate Child Care Consultant (San Fran., CA)
Corning, Incorporated
Creation Station, Inc. (Avenel, NJ)
Crystal Stairs Inc. (Los Angeles, CA)
Dames & Moore (Denver, CO)
DDB Needham Worldwide (NY, NY)
DDS Career Search Inc. (Boardmand, OH)
Del Laboratories (Farmingdale, NY)

Del Webb Corporation (Scottsdale, AZ)
 Dime Savings Bank of NY
 Discount Bargain Books (Denver, CO)
 Disсен Swartz P.C. (Englewood, CO)
 Division of Public Health Department of
 Health & Hospitals (Boston, MA)
 EDS (Waltham, MA)
 Empire Blue Cross and Blue Shield (NY, NY)
 Eric Group (Englewood, CO)
 Family Care, Inc. (Pleasanton, CA)
 Fantasy Hair Design (Aurora, CO)
 First Data Corporation (Denver, CO)
 First Interstate Bank (Seattle, WA)
 FirstBanks of Colorado (Lakewood, CO)
 G.R. Klinefelter Underwriters, Inc. (Ephrata, PA)
 General Public Utilities Corporation (Parsippany, NJ)
 Genesee Transportation Council (Rochester, NY)
 Gensler & Associates (Denver, CO)
 Gilead Sciences (Foster City, CA)
 Grissom & Associates, Inc. (Austin, TX)
 Halloran and Co. (Boston, MA)
 Hanna Anderson
 Hasbro, Inc.
 Henry Vogt Machine Company (Louisville, KY)
 Hillside Chapel and Truth Center, Inc. (Atlanta, GA)
 Household International, Inc. (Prospect Hts, IL)
 Information Access Co. (Foster City, CA)
 Institute for Gender Equity
 Joe's Discount (St. John, VI)
 Joe's Discount Pharmacy (St. Thomas, VI)
 Jordan Cummings, LTD - JCL (New Orleans, LA)
 K-Mart (Fredrickstead, St. Croix)
 K-Mart (St. Thomas, VI)
 Kaiser Foundation Health Plan (Oakland, CA)
 Keebler Company - Southwest Snack Plant
 (Haltom City, TX)
 Kevin J. Marshall, D.D.S. (Aurora, CO)
 Lemay Bank & Trust Company (St. Louis, MO)
 Lewan & Associates (Denver, CO)
 Lori Latiolais, Entertainment Department Fiesta 7
 (San Antonio, TX)
 LOTUS Development Corporation (Cambridge, MA)
 M ONE, Inc. (Phoenix, AZ)
 M.A. Martenson, CO (Denver, CO)
 Marriott International
 Marriott Marquis (Atlanta, GA)
 McDonald's Corporation
 MDU Resources Group, Inc. (Bismarck, ND)
 Mental Health Institute of Pueblo (Pueblo, CO)
 Miller Engineers & Scientists (Sheboygan, WI)
 Milwaukee Indian Economic Development Agency
 (Milwaukee, WI)
 Montana - Dakota Utilities Co. (Bismarck, ND)
 National Civic League (Denver, CO)

Network Equipment Technologies (Redwood City, CA)
Nisky Pharmacy (St. Thomas, VI)
Norgren Company (Littleton, CO)
Norwest Banks (Denver, CO)
NYNEX (White Plains, NY)
Oak Park Development Corp. (Kansas City, MO)
Olin Corp. (Stamford, CT)
Passaic County Committee for Planned Parenthood
(Paterson, NJ)
Philips Electronics (New York, NY)
Phone Power, Inc. (San Antonio, TX)
Polaroid Corporation (Cambridge, MA)
Reebok, International
Reynold's Metals Company (Richmond, VA)
Ross & Hardies (Chicago, IL)
Safeway Stores, Inc. (Tempe, AZ)
Sears Roebuck & Co. (Hoffman Estates, IL)
Silicon Graphics, Inc.
Sisters of Charity Health Care Systems, Inc.
Skadden, Arps, Slate, Meagher and Flom (Boston, MA)
Sioux Valley Hospital (Sioux Falls, SD)
Smith Lange & Associates (Highlands Ranch, CO)
Springfield Community Hospital (Springfield, MO)
SRI (Menlo Park, CA)
Stein & Company Female Employment Initiative
(Chicago, IL)
Terry-John Enrichment Production (Raleigh NC)
The Ceridian Corporation (Minneapolis, MN)
The Partnership Group (Philadelphia, PA)
The Perkin-Elmer Corporation (Norwalk, CT)
The Timberland Company (Hampton, NH)
Time Insurance Company (Milwaukee, WI)
Turner Broadcasting
UAW-Chrysler National Training Center (Detroit, MI)
USWEST Communications (Eugene, Oregon)
Viacom (NY, NY)
VICTIM Services (NY, NY)
VITELCO (Christainsted, St. Croix)
Wackenhut Corrections Corporation/INS (Aurora, CO)
Walker's Aviation (Fort Lauderdale, FL)
Walt Disney World Corp., Casting Department
Wells Fargo Alarm Services
West 47th Street Salon and Day Spa (Kansas City, MO)
William M. Mercer, Inc. (Denver, CO)
William M. Mercer, Inc. (San Francisco, CA)
W.R. Grace and Co. (Boca Raton, FL)
Woolworth Department Store (Christainsted, St. Croix)
Woolworth Department Store (St. Thomas, VI)
Work Force Management (Wellesley, MA)
Xerox Corporation (Stamford, CT)
Xerox Corporation (El Segundo, CA)
Xerox Corporation (Rochester, NY)
Yates County Family Planning Services Inc.
(Penn Yan, NY)

Computer On-Line Services

Everywoman Opportunity Center, Inc.
Intelligent Info. Infrastructure Project at the Mass.
Institute of Technology Artificial Intelligence Lab
Prodigy Services Co. (White Plains, NY)
ZiffNet/Women Online (New York, NY)
Compuserve

Federal Agencies

U.S. Department of Education
U.S. Department of Health and Human Services
U.S. Department of Labor

Elected Officials

Senator Robert Bennett
Senator Jeff Bingaman
Senator Barbara Boxer
Senator Hank Brown
Senator Ben Nighthorse Campbell
Senator Paul Coverdell
Senator Tom Daschle
Senator Christopher Dodd
Senator Dianne Feinstein
Senator Edward M. Kennedy
Senator John McCain
Senator Howard Metzenbaum
Senator Barbara Mikulski
Senator Carol Moseley-Braun
Senator Patty Murray
Senator Paul Simon
Representative Robert E. Andrews
Representative Corrine Brown
Representative Leslie Byrne
Representative Eva Clayton
Representative Barbara-Rose Collins
Representative Rosa DeLauro
Representative Jennifer Dunn
Representative Karan English
Representative Tillie Fowler
Representative Elizabeth Furse
Representative Maurice D. Hinchey
Representative Steny Hoyer
Representative Nancy Johnson
Representative Marcy Kaptur
Representative Michael Kreider
Representative Nita Lowey
Representative Cynthia McKinney
Representative Scott Mcinnis
Representative Patsy Mink
Representative Susan Molinari
Representative James P. Moran

Representative Constance Morella
Representative Eleanor Holmes Norton
Representative Nancy Pelosi
Representative Debra Pryce
Representative Jack Reed
Representative Lucille Roybal-Allard
Representative Tom Sawyer
Representative Pat Schroeder
Representative Christopher Shays
Representative Karen Shepherd
Representative Louise Slaughter
Representative Olympia Snowe
Representative Gerry Studds
Representative Jim Talent
Representative Jolene Unsoeld
Representative Nydia Velazquez
Representative Lynn Woolsey
Office of the First Lady (St. Thomas, VI)

Unions:

Amalgamated Clothing and Textile Workers Union
ACTWU (Mt. Morris, PA)
Aerospace Machinist Indust. Dist. Lodge 751
(Seattle, WA)
AFL-CIO (Denver, CO)
AFL-CIO - Department of Civil Rights
AFL-CIO - Federation of Support Personnel
(Grandview, MO.)
AFL-CIO (Indianapolis, IN)
AFL-CIO (Wyoming)
American Federation of Government Employees - AFGE
American Federation of Teachers
American Federation of State, County and
Municipal Employees
AFSCME (Atlanta)
AFSCME (Oregon, Council 75)
AFSCME Local 645 (Milwaukee, WI)
American Nurses Association
Association of Flight Attendants
Bakery, Confectionery, Tobacco
BCT Local 24 (CA)
Coalition of Labor Union Women (CLUW)
CLUW (Denver Metro Chapter)
CLUW (East Bay Chapter - Oakland, CA)
CLUW (Kent County, MI)
CLUW (Metro - Detroit, MI)
CLUW (Nevada)
CLUW (North Central West Virginia)
Communication Workers of America
CWA Loc 2001 (Charleston, WV)
Construction and General Laborers' Local 1353 (WV)
Greater Boston Legal Services Attorneys Union
(Boston, MA)

Hotel & Restaurant Employees Local Union #14
(Denver, CO)
Independent Federation of Flight Attendants
Int'l Association of Machinists, Local 2339
(Commerce City, CO)
Int'l Brotherhood of Teamsters
Int'l Chemical Workers Union (Akron, OH)
Int'l Ladies Garment Workers
ILGWU Lo. 132-98-102 (NY)
ILGWU Lo. 188 (Milwaukee, WI)
Int'l Assn. of Machinists (Commerce City, CO)
Int'l Union of Bricklayers and Allied Craftsmen
Int'l Union of Operating Engineers
Int'l Women's Writing Guild
Iowa Federation of Labor
Laborers
Massachusetts Nurses Association (Canton, MA)
New Mexico Federation of Labor
The Newspaper Guild
National Air Traffic Controllers Association
National Association of Nine to Five Employees
Local 95
National Association of Government Employees,
Local R4-1
National Postal and Mailhandlers Union
New Jersey Nurses Union
New York State AFL-CIO, Statewide Labor Coord. Prog.
NYS Public Employees Federation (Albany, NY)
Office and Professional Employees Int'l Union
Office and Professional Employees Union, Local 8
Office of Professional Employees International
(NY, NY)
Operating Engineers
Retail, Wholesale and Department Store Union
Service Employees International Union
SEIU San Francisco Western Regional Office
SEIU District 925 (Cleveland, OH)
SEIU Local 105 (Denver, CO)
SEIU Local 120 (Everette, WA)
SEIU District 1199 (Huntington, WV)
Teamsters Local 122 (Boston, MA)
Transportation Communications International Union
Twin City Area Labor Management Council
(Minneapolis, MN)
Union Privilege
United Food and Commercial Workers
United Steelworkers Union
United Textile Workers of America
Washington State Labor Council (Seattle, WA)
Welfare Rights Organizing Coalition (Seattle, WA)
Women's Educational & Industrial Union (Boston, MA)
WVA Federation of Teachers
Writers' Guild of America East, Inc.

Magazines/Publications/Broadcast media:

Arizona Daily Star
Asian-American Journalists Association (Seattle, WA)
Atlanta Journal & Constitution
Branson Business Journal (Forsyth, MO)
Career Focus (MO)
Carol Kleiman, syndicated columnist
(column will not include questionnaire)
Chicago Tribune
Cleveland Plain Dealer
Connecticut Post (Bridgeport, CT)
Dallas Morning News
Dayton, Ohio Daily News
The Employment Paper (WA)
Equal Means Journal (CA)
Essence Magazine
Executive Female
Family Circle
The Flint Journal (MI)
Intelligencer/Record (Doylestown, PA)
Kansas City Focus (MO)
KMGH-TV, McGraw Hill Broadcasting (Denver, CO)
The Kansas City Star
The Korea Central Daily News (LA, CA)
The Labor Banner (Laporte, IN)
Lifetime Television
McCall's
Miami Herald
The Milwaukee Journal
Ms. Magazine
Quincy, IL Herald-Whig
Rocky Mountain News
San Mateo Times (San Mateo, CA)
The St. Croix Avis (Christainsted, St. Croix)
St. Paul (MN) Pioneer Press
Syracuse Herald Journal (NY)
The News - Leader (Springfield, MO)
Today's Dallas Woman
Winfield Daily Courier (KS)
Women Today (MD)
Women's Enterprise (TX)
Working Mother Magazine
Working Woman Magazine

National Organizations:

9 to 5, National Association of Working Women
Altrusa International, Brookings (Aurora, SD)
American Agri Women
American Association for Medical Transcription
American Business Women's Association
American Jewish Congress for Women's Equality
American Women's Economic Development Corp.

Association of Bankruptcy Judicial Assistants
 (Philadelphia, PA)
 Association of Part-Time Professionals
 Association of Research Libraries Office of
 Management Services (Wash., D.C.)
 Association for Union Democracy
 Black Women's Agenda
 Business and Professional Women, Inc.
 Businesses for Social Responsibility
 Center for Policy Alternatives
 Child Care Action Campaign (New York, NY)
 Clearinghouse on Women's Issues
 Coalition of Black Trade Unionists, Nat'l Women's Comm.
 Federal Executives Association (Milwaukee, WI)
 Feminist Majority
 Financial Women International (Bethesda, MD)
 Institute for Women's Policy Research
 NAACP Western Region
 Nat'l Alliance of Business
 Nat'l Association for Female Executives
 Nat'l Association Negro Business and Professional
 Women's Clubs
 Nat'l Association of Commissions for Women
 Nat'l Black Nurses' Association, Inc.
 Nat'l Association of Women in Construction
 Nat'l Chamber of Commerce for Women
 Nat'l Coalition for Campus Child Care
 Nat'l Coalition for Sex Equity in Education
 Nat'l Conference of Black Mayors, Inc. (Atlanta, GA)
 Nat'l Council of La Raza (168 affiliates)
 Nat'l Council of Negro Women, Inc.
 Nat'l Education Association
 Nat'l Employment Law Project
 Nat'l Foundation for Women Business Owners
 Nat'l Hispana Leadership Institute
 Nat'l Human Resources Association
 (formerly International Assoc. for Personnel Women)
 Nat'l Immigration Law Center
 Nat'l Organization for Women
 Nat'l Women's Conference Center
 New Ways to Work (San Francisco, CA)
 Organization of Chinese Americans (Wash., D.C.)
 Project Equality, Inc. (Kansas City, MO)
 The Classification and Compensation Society
 The North American Council for Muslim Women
 Pension Rights Center/Women's Project
 People for the American Way
 Planned Parenthood Federation of America
 Soroptimist International of America
 U.S. Dept. of Labor-Federal Women's Prog. (Denver, CO)
 Wider Opportunities for Women
 Women Against Sexual Harassment (Gladstone, NJ)
 Women and Foundations/Corporate Philanthropy
 Women In Communications, Inc.

Women in Community Service, Inc. (WICS)
Women In Management
Women Judges' Fund for Justice
Women Work! Nat'l Network of Women's Employment
Women's Council of Realtors
Women's Division, United Methodist Church
Women's National Democratic Club
Women's Sports Foundation
YWCA of the U.S.A.
Zeta Phi Beta Sorority
Zonta International

Local/State Organizations:

9to5 (DC Network)
9to5 (Chicago, IL)
9to5 (Cincinnati, OH)
9to5 (Long Island, NY)
9to5 (Milwaukee)
9to5 (Washington, D.C.)
Access for Women (Brooklyn, NY)
Adams County School District 14 (Commerce City, CO)
Advocates for the Disabled (Phoenix, AZ)
Affirmative Action Office - IUPUI (Indianapolis, IN)
Agana, Guam: Governor's Bureau of Women's Affairs
Alabama Women's Agenda (Birmingham, AL)
Alaska Department of Education
Alliance of Businesses for Childcare Development (CA)
Alliance of Professional Organizations
(Springfield, MO)
Alpha Kappa Alpha, Sorority (Aurora, CO)
Altrusa International of North Dallas
ALU LIKE, Inc. (Honolulu, Hawaii)
Alumnae Resources (San Francisco, CA)
American Association of Retired Persons - AARP (Chicago)
American Association of University Women of Michigan
American Association of University Women (Pittsford, NY)
American Business Women's Association
(Fort Walton Beach, FL)
American Jewish Congress (New York, NY)
American Physical Therapy Association Office of
Women's Issues (Alex, VA)
American Women's Economic Development Corp. (NY)
Antioch University Seattle
Arizona Business and Professional Women's Foundation
Arizona Department of Administration (Phoenix, AZ)
Arizona Department of Corrections (Phoenix, AZ)
Arizona Department of Economic Security (Phoenix, AZ)
Arizona Department of Transportation
Arizona Governor's Office for Excellence
(Phoenix, AZ)
Arizona Governor's Office for Women
Arizona State University, College of Law
(Tempe, AZ)

Arizona State University, School of Justice Studies
 (Tempe, AZ)
 Arthur Anderson & Co. (Phoenix, AZ)
 Asian American Civic Association (Boston, MA)
 Asian Immigrant Woman Advocates
 Association of Women in Computing,
 New York City Chapter
 The Association of Women in International Trade, Inc.
 (Wash., D.C.)
 Atlanta Women's Fund (GA)
 Atlantic County Advisory Committee on Women (NJ)
 AWWI South Florida Chapter (Margate, FL)
 Balancing Work and Family - Foster City
 Recreation Department (CA)
 Bank One of America (Phoenix, AZ)
 Bay Area Network of Latinas Association (CA)
 Bay Area Women's Resource Center (CA)
 Bay State Skills Corp. - BSSC (Boston, MA)
 Bentley College, Gender Issues Council (Waltham, MA)
 Berkshire Community Action Council, Inc.
 (Pittsfield, MA)
 Big 4 Restaurants (Phoenix, AZ)
 Black Women's Network, Inc. (Milwaukee, WI)
 Black Workers for Justice (Rocky Mtn., NC)
 Bonneville Power Administration (Spokane, WA)
 Boston College Graduate School of Social Work
 (Chesnut Hill, MA)
 Boston Federal Executive Board (Boston, MA)
 Boston Women's Opportunity Committee (Boston, MA)
 BPW (Colorado)
 BPW (Dallas, TX)
 BPW (Dogwood City - Atlanta, GA)
 BPW (Massachusetts Federation, Raynham, MA)
 BPW of New York State, Inc.
 BPW (Southeast of the District of Columbia)
 BPW (Sioux Falls, SD)
 BPW (Fredricksted, St. Croix V.I.)
 Bloomington Human Rights Commission (IN)
 Bloomsburg University/Commission on the Status Women
 (Bloomsburg, PA)
 Broward County Women Lawyers' Association
 Burlington Women's Council (Burlington, VT)
 California Association of Life Underwriters
 California Commission on the Status of Women
 California School Employees Association, CSEA
 (San Jose, CA)
 California Women's Law Center (Los Angeles, CA)
 Cambodian Association of Illinois (Chicago, IL)
 Carolina Alliance for Fair Employment
 (Greenville, SC)
 Career Action Center (Palo Alto, CA)
 Career Choices (Denver, CO)
 Career Learning Center (Brookings, SD)
 Career Transitions (Bozeman, MT)

Carroll Community College (MD)
 Central Exchange (Kansas City, Mo)
 Central Florida Women's Resource Center, Inc.
 (Orlando, FL)
 Center for Advancement in Education (Dallas, TX)
 Center for Economic Options, Inc. (Charleston, WV)
 Center for Immigrants Rights, Inc. (NY, NY)
 Center for Women in Church and Society
 (San Antonio, TX)
 Center on Education and Training for Employees,
 Ohio State University (Columbus, OH)
 Central Alabama OIC (Montgomery, AL)
 Centro Romero (Chicago, IL)
 Century Freeway Women's Employment Program
 (Compton, CA)
 Cheyenne River Community College (Eagle Butte, SD)
 Chicago Council on Urban Affairs (Chicago, IL)
 Chicago Jobs Council (Chicago, IL)
 Chicago Metropolitan Association for the Education
 of Young Children (Chicago, IL)
 Chicago Women in Trades
 Chicanos Por La Causa, Inc. (Phoenix, AZ)
 Child Care Coordinating Council (San Mateo County, CA)
 Childcare and Business (Schenectady, NY)
 Child Care, Inc. (NY, NY)
 Chinese Progressive Association Workers Center (MA)
 Chippewa Cree Tribe (Box Elder, MT)
 Chrysalis, A Center for Women (Minneapolis, MN)
 Cicatelli Associates, Inc. (New York, NY)
 Circle K Corporation (Phoenix, AZ)
 The City Club of NY (NY, NY)
 City & County of Honolulu, Dept of Personnel
 City Hall (Albany, NY)
 City of Atlanta - Bureau of Personnel Administration
 City of Fort Collins (Fort Collins, CO)
 City of Hutchinson, Kansas (Hutchinson, KS)
 City of Miami - Department of Equal Opportunity
 (Miami, FL)
 City of Palo Alto (Palo Alto, CA)
 City of San Mateo - Police Department (San mateo, CA)
 City of Syracuse Office of Community Services Women's
 Commission (Syracuse, NY)
 City of Westminster (Westminster, CO)
 Colorado Christian Home (Denver, CO)
 Colorado Federation of Business & Professional Women
 Colorado Federation of Teachers
 Colorado Housing and Finance Authority (Denver, CO)
 Colorado Women's Agenda
 Colorado Women's Chamber of Commerce
 Colorado Women's Employment and Education
 Comite De Apoyo Alsi Trabajadores Agricultures/
 Farmworkers Support Committee (Glassboro, NJ)
 Connecticut Commission of the Status of Women
 Connecticut Women's Education and Legal Fund

(Hardford, CT)
 Connecticut Women's Education & Legal Defense Fund
 Council on Domestic Violence & Sexual Assault
 (Midland, MI)
 Commission on the Status of Women (San Francisco, CA)
 Community College of Denver (Denver, CO)
 Community Legal Services (Philadelphia, PA)
 Community Outreach Counseling Program (Kansas City)
 Construction Opportunity Center
 Cooperative Extension Service, University of the
 Virgin Islands (Kingshill, St. Croix)
 Cooperative Extension Service, University of the
 Virgin Islands (St. Thomas, VI)
 Cornell-ILR/Trade Union Women's Studies Program
 Cornell University, Institute for Women and Work
 Cornell University, NY School of Industrial & Labor Rel
 (Rochester, NY)
 Corporate Child Care Consultation (CA)
 Dade County Commission on the Status of Women (FL)
 Dakota State University (Madison, SD)
 DARE - Direct Action for Rights and Equality (RI)
 Decatur Alumnae Chapter, Delta Sigma Theta Sorority,
 Incorporated
 Delaware State American Association of University
 Women (Wilm., DE)
 Delta Sigma Theta Sorority, Inc.
 (Randolph, MA)
 Denver Center for Performing Arts (Denver, CO)
 Department of Interior, Office of Surface Mining West
 Support Center (Denver, CO)
 Denver Alumanae Chapter, Delta Sigma Theta Sorority,
 Inc. (Denver, CO)
 The Denver Art Museum (Denver, CO)
 Denver Business Women's Network
 Denver Community College (Denver, CO)
 Denver Indian Center, Inc.
 The Denver Public Library (Denver, CO)
 Denver Women's Commission (Denver, CO)
 Department of Employment, Training & Rehabilitation
 Displaced Homemaker Program (Schenectady, NY)
 DIVNET (Ft. Belvoir, VA)
 Domestic Assault/Rape Elimination Services - DARES
 (Port Huron, MI)
 Eastern Washington University (Cheney, WA)
 Eau Claire Area School District (Eau Claire, WI)
 Ecumenical Social Action Commission, Inc.
 (Jamaica Plain, MA)
 EDCO Youth Alternative (Boston, MA)
 Educational Equity Programs and Services (Denver, CO)
 Education Sciences, University of Wisconsin,
 Center for Education and Work (Madison, WI)
 Employment Opportunities Center (Seattle, WA)
 EOA Washington County (Fayetteville, AR)
 Equal Employment Opportunity Commission

(Kansas City, MO)
 Equal Rights Advocates (CA)
 Equity Office Tennessee Department of Education
 Eugene - Springfield Solidarity Network (Eugene, OR)
 Every Women's Place (Muskegon, MI)
 Family Planning Council of Southeastern Pennsylvania
 (Philadelphia, PA)
 Farm Workers' Self Help (Dade City, FL)
 Federally Employed Women (Aurora, CO)
 Federally Employed Women (Spokane, WA)
 Federally Employed Women (Chicago, IL)
 Federal Executive Board (Fort Worth, Dallas, TX)
 Federal Executive Board (Newark, NJ)
 Federal Highway Administration (Kansas City, MO)
 Federal Women's Program (Seattle, WA)
 Federal Women's Program US Army Corps of Engineers
 (Huntsville, AL)
 Financial Women's Association of NY (NY, NY)
 Fort Belknap Community Council (Harlem, MT)
 Fort Berthold Community College (New Town, ND)
 Fort Wayne Women's Bureau, Inc. (IN)
 Fuerza Unida, Inc. (San Antonio, TX)
 Garment Worker's Center in Sunset Park (Brooklyn, NY)
 Garment Worker's Justice Center, ILGWU (New York, NY)
 General Federation of Women's Clubs - GFWC
 (Brookings, SD)
 Georgia Department of Technical and Adult Education
 Girl Scouts Council (Phoenix, AZ)
 Girl's Incorporated (New York, NY)
 Goodwill Industries of Atlanta (GA)
 Greater Columbia NOW (Columbia, SC)
 Greater Dallas Chamber of Commerce
 (Women's Business Issues Division)
 Greater Houston Women's Foundation (Houston, TX)
 Green River Community College (Auburn, WA)
 Green Thumb, Inc. (Arlington, VA)
 Greensboro Commission on Status of Women
 Hard Hatted Women (Cleveland, OH)
 HHS Region 9 (San Francisco, CA)
 The Harrison Center for Career Education (Wash., D.C.)
 Hawaii State Commission on the Status of Women
 Hawaii Office of Affirmative Action
 HELP of Southern Nevada (Las Vegas, NV)
 Highlander Research and Education Center (TN)
 Hispanic Alcohol and Drug Program (Cleveland, OH)
 Hispanic Coalition (Miami, FL)
 Hispanic Women's Center, HACER Inc.
 Honolulu County Committee on The Status of Women
 (HCCSW)
 Horizon Health Center (Jersey City, NJ)
 Idaho Human Rights Commission
 Idaho Women's Network, Inc. (Boise, ID)
 Indiana Department of Education (Indianapolis, IN)
 Illinois Democratic Women (Orion, IL)

Illinois Department of Employment Security
 (Chicago, IL)
 Illinois Department of Human Rights
 Image de Tejas (San Antonio, TX)
 Independent Instructor - Frank Ong "Balancing
 Work & Family" (Foster City, CA)
 Information & Referral Services, Inc. (San Jose, CA)
 Institute for Childhood Resources (CA)
 Institute for Gender Equity (Lakewood, CO)
 Inter-Tribal Council (Phoenix, AZ)
 International Training in Communication (TX)
 Iowa Commission on the Status of Women
 Itawamba Community College (Tupelo, MS)
 Jack and Jill Denver (Littleton, CO)
 Jewish Family & Children's Services (SF, CA)
 Jobs for Mississippi Graduates, Inc.
 Kaiser Permanente (Denver, CO)
 Kalihi-Palama Health Center (Honolulu, Hawaii)
 Kansas Advisory Committee on Hispanic Affairs
 (Topeka, KS)
 Kentucky Cabinet for Economic Development
 Kentucky Commission on Women
 Kentucky Finance and Administration Cabinet
 Kentucky Labor Cabinet
 Kentucky Tourism Cabinet
 Kentucky Workforce Development Cabinet
 (Frankfort, KY)
 Kinder Care Learning Centers, Inc. (Glendale, AZ)
 Knoxville Women's Center
 La Alianza - Cannery Workers Org. Project (CA)
 La Casa De Esperanza, Inc. (Waukesha, WI)
 La Leche League International (Schaumburg, IL)
 Labette Community College (Parsons, KS)
 Labor Education Program, School of Labor & Industrial
 Relations, Michigan State Univ. (E. Lansing, MI)
 Labor Project for Working Families (CA)
 Labor/Management Council (Kansas City, Missouri)
 Lake Superior Area Labor-Management Association,
 Inc. (Duluth, MN)
 Lansing Community College - Women's Resource Center
 (Lansing, MI)
 Last Monday Club (Oakland, CA)
 Latin American Economic Development Association, Inc.
 (Camden, NJ)
 League of Women Voters (Salt Lake City, UT)
 League of Women Voters of Rhode Island
 League of Women Voters (San Francisco, CA)
 Leeward Community College (Oahu, HI)
 Legal Aid Society of San Francisco
 Life Skills/Women's Programs (Spokane, WA)
 Lincoln-Lancaster Commission on the Status of Women
 (Lincoln, NE)
 Little Big Horn College (Crow Agency, MT)
 Los Angeles Women's Foundation (CA)

Louisiana Governor's Office of Women's Services
 MAAC Project (National City, CA)
 Mabel Wadsworth Women's Health Center (Bangor, ME)
 Maine Tradeswomen Network (Portland, ME)
 Manhattan Borough President's Office (New York, NY)
 Maryland Commission on Human Relations
 Mega - Cities Inc. (NY, NY)
 Metanoia Peace Community (Oregon City, OR)
 Metropolitan Atlanta Chapter - Older Women's League
 Metropolitan State College (Denver, CO)
 Metropolitan Women's Organizing Project (Washington, DC)
 Mi Casa Resource Center for Women, Inc.
 Michigan Department of Education (Lansing, MI)
 Maricopa County Recorder's Office (Phoenix, AZ)
 Midwest Migrant Health Info Office (Monroe, MI)
 Midwest Research Institute (Kansas City, MO)
 Midwest Women's Center (Chicago, IL)
 Milwaukee Indian Economic Development Agency, Inc.
 (Milwaukee, WI)
 Minnesota Commission on the Economic Status of Women
 Minnesota Hispanic Education Program (St. Paul, MN)
 Minnesota Women's Consortium (St. Paul, MN)
 Mississippi A. Philip Randolph Institute
 Mississippi Delta Community College (Moorhead, MS)
 Mississippi Women in Trades (Jackson, MS)
 Mississippi Women Work! (Gautier, MS)
 Missouri Women's Council (Jefferson City, MO)
 Missouri Women's Network (St. Louis, MO)
 Montgomery College (Rockville, MD)
 Motorola, Inc. (Scottsdale, AZ)
 NAACP Mississippi State Conference (Jackson, MS)
 NAF Multicultural Human Development Corporation
 (North Platte, NE)
 NARA, Federal Records Center (Waitham, MA)
 Nat'l Bank Service (Boston, MA)
 Nat'l Women's Political Caucus (Sioux Falls, SD)
 Nat'l Organization for Women (Kansas City, MO)
 Nat'l Renewable Energy Lab (Golden, CO)
 NCO/Advancement Enterprises (Ukiah, CA)
 Nebraska Commission on the Status of Women
 Nebraska Department of Labor
 Nebraska Equal Opportunity Commission
 Networking Project - Young Adults w/ Disabilities (NY)
 Nevada Department of Education
 New Beginnings (NJ)
 New Hampshire Nurses' Association
 New Horizons Program (Brookings, SD)
 New Mexico Commission on the Status of Women:
 Displaced Homemakers Office
 NYC Commission on the Status of Women (NY, NY)
 New York Federal Executive Board (NY, NY)
 New York Women's Agenda
 New York State Division for Women (Albany, NY)
 New York State Job Training Partnership Council

(Albany, NY)
New York Statewide Consortium of Councils for Women
in Non-Traditional Occupations (Port Ewen, NY)
New York Women's Bar Association (New York, NY)
Nontraditional Employment for Women (NY)
Nontraditional Financial Services (Littleton, CO)
North Carolina Equity
North Dakota Commission on the Status of Women
Northeast Women's Center (Denver, CO)
Northern New England Tradeswomen
Northwest Center for Research on Women (Seattle, WA)
Northwest College (Powell, WY)
Northwest Regional Educational Laboratory (OR)
Nat'l Organization of Women - NOW
(Kansas City Urban Chapter)
Office Technology Academy (Milwaukee, WI)
Ohio Department of Education, NOW Program
(Columbus, OH)
Ohio Women's Policy and Research Commission
(Columbus, OH)
Office of Adult Literacy (Atlanta, GA)
Office of the Public Advocate (NY, NY)
OHS (Oakland, CA)
One Small Step - Bay Area Employer Work
Family Coalition
Oregon Commission for Women (Portland, OR)
Oregon State University
Oregon Tradeswomen Network
Owl Illinois (Chicago, IL)
Pacific Asian American Women Bay Area Coalition (CA)
Park Hill for a Safe Neighborhood (Denver, CO)
Palm Beach County Commission on the Status of Women
Pennsylvania Commission for Women
Pennsylvania Young Democrats (Philadelphia, PA)
Penrose St. Frances Health Care System
(Colorado Springs, CO)
Peoples Presbyterian (Denver, CO)
Permanent Commission on the Status of Women
(Hartford, CT)
Philadelphia Unemployment Project
Phillippine Association of Madison & Neighboring Areas
(Madison, WI)
Pima County Attorney's Office (Florence, AZ)
Pima County/Tucson Women's Commission (Tucson, AZ)
Planned Parenthood of Buffalo & Erie County, Inc. (NY)
Planned Parenthood of Boulder, Colorado
Planned Parenthood of the Rocky Mts. (Aurora, CO)
Portland Public Schools (OR)
Private Industry Council (Evansville, IN)
Productivity Tools International (NY)
Professional Dimensions (Milwaukee, WI)
Programs for Educational Opportunity (Ann Arbor, MI)
Public Interest Clearinghouse (San Francisco, CA)
Pyramid Career Services (Canton, OH)

Queens Women's Network (Jamica, NY)
 Radcliffe College Career Services (Cambridge, MA)
 Raritan Traffic Club (Freehold, NJ)
 Redlands Christian Migrant Association (Immokalee, FL)
 Region I Executive Committee for New Jersey,
 New Jersey Dept. of Transportation (Trenton, NJ)
 Region I Executive Committee for New York,
 State Dept. of Transportation (Albany, NY)
 Resource Center for Women (Aberdeen, SD)
 Resource Center for Women (Largo, FL)
 Rhode Island Working Women
 Rice University (Houston, TX)
 Rising Star Missionary Baptist Church (Denver, CO)
 Rocky Mountain Tradeswomen Network (Broomfield, CO)
 Rural Opportunities, Inc. (Rochester, NY)
 Safe Shelta, Inc. (Benton Harbor, MI)
 Salish & Kootenai College (Pablo, Montana)
 SALUD, Inc. (Washington, DC)
 San Francisco Women's Centers (San Francisco, CA)
 San Francisco Women Lawyers Alliance (CA)
 San Jose Area Home Economics Assoc. (San Jose, CA)
 San Mateo County Transit District (San Carlos, CA)
 Santa Clara Center for Occupational Safety and Health
 (San Jose, CA)
 Santa Cruz County Women's Commission
 (Santa Cruz, CA)
 SD NARAL (Sioux Falls, SD)
 Seattle Central Community College (Seattle, WA)
 Seattle Women's Commission
 SER Jobs for Progress (Milwaukee, WI)
 Simmons Institute for Leadership (Boston, MA)
 Small Business Administration (Fargo, ND)
 Small Business Administration (Helena, MT)
 Small Business Administration (Sioux Falls, SD)
 Small Business Development Center (South Bend, IN)
 Snohomish County Clerk's Office (Everett, WA)
 Social Justice for Women (Boston, MA)
 Social Security Administration (Denver, CO)
 Soroptimist International of Boise (Boise, ID)
 Soroptimist International of Trenton (Trenton, MI)
 S.E. Arkansas Economic Development District Inc.
 (Pine Bluff, AR)
 South Dakota Association of Extension Home Economist
 (Brookings, SD)
 South Dakota Department of Education &
 Cultural Affairs
 South Carolina Commission on Women (Columbia, SC)
 Southern California Tradeswomen Network
 (Los Angeles, CA)
 Southeastern Indiana Workforce Development Center
 (Greensburg, IN)
 Southerners for Economic Justice (Durham, NC)
 Southwest Idaho Private Industry Council (Boise, ID)
 Spokane County Human Resources Department (WA)

St. Joseph's Hospital (Phoenix, AZ)
 St. Thomas Aquinas High School (Overland Park, KS)
 State of Nevada Department of Personnel
 (Carson City, NV)
 State of North Dakota (Bismarck, ND)
 State of Wyoming (Cheyenne, WY)
 Step-Up for Women (Burlington, VT)
 Suburban Chicago Council (Northfield, IL)
 Tarrant County Asian American Chamber of Commerce (TX)
 Telephone Pioneers of America (San Antonio, TX)
 Tennessee Industrial Renewal Network (Knoxville, TN)
 The Athena Group (Denver, CO)
 The Center for Women (Tampa, FL)
 The Center for Work and the Family (Berkeley, CA)
 The Chicago Foundation for Women (Chicago, IL)
 The Childrens Foundation (Wash., D.C.)
 The Empowerment Program (Denver, CO)
 The Helping Hands Center (Silver City, NC)
 The Maids (Aurora, CO)
 The Resource Center, YWCA of Camden Cow Vicinity
 (Strat., NJ)
 The Simmons Group (SLC, UT)
 The Sister Fund (New York, NY)
 The Union Institute Center for Women (Wash., D.C.)
 The Women's Foundation (San Francisco, CA)
 The Women's Network of The Red River Valley
 (Moorhead, MN)
 The Women's Office (Chicago, IL)
 The Working Connection Displaced Homemaker Center
 (Kirkland, WA)
 The Workplace Project (Heapstead, NY)
 Top Ladies of Distinction, Area III (Belleville, IL)
 Topeka Mayor's Commission on the Status of Women
 Trades Mentor Network (Seattle, WA)
 Transitions: Maine Displaced Homemakers Program
 (Augusta, ME)
 Tri-State Civil Liberties Department - Elks
 (Washington, DC)
 Triangle Industry Liaison Group
 (Research Triangle Park, NC)
 Tucson Black Women's Task Force (Tucson, AZ)
 Tulsa Mayor's Commission on the Status of Women
 Turning Point (Delta, UT)
 Turning Point Career Center (Berkeley, CA)
 Unitarian Universalist Service Committee
 Univ. at Albany, SUNY - Center for Women in Government
 (Albany, NY)
 University Career Women (Tempe, AZ)
 Univ. of Alabama-Birmingham Center on Education and
 Research

 Univ. of California San Francisco Chancellors
 Committee on the Status of Women
 Univ. of Idaho Cooperative Extension System

Univ. of Iowa Pre Vocational Training Program
 Univ. of Maine Women's Resource Center
 Univ. of Massachusetts at Boston/Labor Studies Program
 Univ. of Michigan Family Care Resources Program
 (Ann Arbor, MI)
 Univ. of Milwaukee, Center for Women's Studies
 Univ. of Missouri-Kansas City (Kansas City, MO)
 Univ. of North Texas
 Univ. of Wisconsin System Women's Studies
 (Kenosha, WI)
 Urban League (Kenosha, WI)
 U.S. Army Corps of Engineers (New Orleans, LA)
 U.S. Army Corps of Engineers (Omaha, NE)
 U.S. Army Corps of Engineers (Waltham, MA)
 U.S. Bureau of Mines, Western Field Operations Center
 (Spokane, WA)
 U.S. Dept. of Commerce (Boulder, CO)
 U.S. Dept. of HUD (Denver, CO)
 U.S. Dept. of Interior (Lakewood, CO)
 U.S. Dept. of Justice (Denver, CO)
 U.S. Dept. of Labor Federal Women's Program
 (San Francisco, CA)
 U.S. Patent & Trademark Office, Office of Civil Rights
 (Wash. D.C.)
 U.S. Small Business Administration (Casper, WY)
 USDA Food and Nutrition Service (San Francisco, CA)
 Utah Issues (Salt Lake City, UT)
 VA Medical Center (Brockton/West Roxbury, MA)
 Valentine Foundation (Bryn Mawr, PA)
 Vermont Governor's Commission on Women
 Vietnamese Fisherman Association of America
 (Oakland, CA)
 Visiting Nurse Association (South Central, CT)
 Wal-Mart (Phoenix, AZ)
 Washington Child Development Council
 (Wash., DC)
 Watertown Area Council on the Aging (Watertown, SD)
 Wayne County Regional Educational Service Agency
 (Wayne, MI)
 Wellesley College Center for Research (Wellesley, MA)
 Westchester County Office for Women (New York)
 Wichita Commission on the Status of Women
 Wisconsin Women's Council
 Wisconsin Women's Network (Madison, WI)
 Wisconsin Minority Women's Network (Madison, WI)
 Women Against Sexual Harassment (Hudson, SD)
 Women at Work
 Women Business Owners (Atlanta, GA)
 Women Employed (Chicago, IL)
 Women Empowered (Kansas City, MO)
 Women Helping Offenders (Minneapolis, MN)
 Women in Community Service (San Francisco, CA)
 Women in State Government (Lansing MI)
 Women In The Trades (MN)

Women Into the Future - Program (Tacoma, WA)
 Women Involved in Giving Support - WINGS (Troy, MI)
 Women of AT&T - WATT-MV (North Andover, MA)
 Women On the Job (Port Washington, NY)
 Women Unlimited (Augusta, ME)
 Women Venture (St. Paul, MN)
 Women Work! The Indiana Network (Vincennnis, IN)
 Women's Action Alliance (New York, NY)
 Women's Alliance for Job Equity (Philadelphia, PA)
 Women's Bureau, Project of Grays Harbor (Hoquiam, VA)
 Women's Business Leadership Council (Edgeley, ND)
 Women's Employment Network (Kansas City, MO)
 Women's Building (San Francisco, CA)
 Women's Business Initiative (Columbus, OH)
 Women's Business Institute (ND)
 Women's City Club of NY (NY, NY)
 Women's Community Foundation (OH)
 Women's Council of the Community College of
 Allegany County (PA)
 Women's Health Task Force (Indianapolis, IN)
 Women's Initiative for Self Employment - WISE (CA)
 Women's Information Network (DC)
 Women's Institute for Housing & Economic Development
 (Boston, MA)
 Women's Law Fund (Cleveland, OH)
 Women's Leadership Center (Delaware)
 Women's Multicultural Leadership Institute (OR)
 Women's Network of Contra Cosia Count
 (Walnut Creek, CA)
 Women's Opportunity Resource Development Center
 (Missoula, MT)
 Women's Resource Agency (Colorado Springs, CO)
 Women's Resource Center (San Louis Obispo, CA)
 Women's Resource Center (Grand Rapids, MI)
 Women's Resource Center of Northern Michigan
 (Petoskey, MI)
 Women's Resource Center of Manatee, Inc.
 (Bradenton, FL)
 Women's Resource Network (Shawnee Mission, KS)
 Women's Rights Office (Tacoma, WA)
 Women's Way (Philadelphia, PA)
 WORD, Inc. (Missoula, MT)
 Work and Family Services, Cornell Univ. (Ithaca, NY)
 WSU Spokane (Spokane, WA)
 Wyoming Dept. of Education
 Wyoming P.A.R.E.N.T. (Cheyenne, WY)
 "Y" Women's Opportunity Center (Mt. Laurel, NJ)
 Yuma Private Industry Council, Inc. (Yuma, AZ)
 YWCA (Albuquerque, NM)
 YWCA (Atlanta, GA)
 YWCA Women's Center (Billings, MT)
 YWCA (Birmingham, AL)
 YWCA (Canton, Ohio)
 YWCA (City of New York, NY)

YWCA (Flint, MI)
YWCA (Fort Wayne, IN)
YWCA (Grand Rapids, MI)
YWCA (Greater Milwaukee, WI)
YWCA (Kalamazoo, MI)
YWCA (Kansas City, Missouri)
YWCA (Jackson, MI)
YWCA (Greater Lansing, MI)
YWCA (Memphis, TN)
YWCA of Metropolitan Dallas (Dallas, TX)
YWCA of the Midlands (Columbia, SC)
YWCA (New York City, NY)
YWCA of O'ahu (Honolulu, HI)
YWCA (Omaha, NE)
YWCA (Pekin, IL)
YWCA (Peoria, IL)
YWCA (Phoenix, AZ)
YWCA (Racine, WI)
YWCA Rochester + Monroe County Resource Ctr.
(Rochester, NY)
YWCA (Rockford, IL)
YWCA (San Francisco, Marin and San Mateo, CA)
YWCA (Santa Clara Valley, CA)
YWCA (Shiawassee County, Owosso, MI)
YWCA of St. Joseph County (South Bend, IN)
YWCA (Sterling-RockFalls, IL)
YWCA (Van Wert County, Ohio)
YWCA (Warren, Ohio)
YWCA of Youngstown (Youngstown, OH)
Zonta Club of Atlantic City Area (NJ)
Zonta Club of Greater Reno (Reno, Nevada)
Zonta International (Mesa, AZ)