

**OVERSIGHT HEARINGS ON EQUAL EMPLOYMENT  
OPPORTUNITY AND AFFIRMATIVE ACTION**

**Part 2**

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**HEARINGS**  
BEFORE THE  
**SUBCOMMITTEE ON**  
**EMPLOYMENT OPPORTUNITIES**  
OF THE  
**COMMITTEE ON EDUCATION AND LABOR**  
**HOUSE OF REPRESENTATIVES**  
NINETY-SEVENTH CONGRESS  
FIRST SESSION

HEARINGS HELD IN CHICAGO, ILL., AUGUST 11,  
AND LOS ANGELES, CALIF., AUGUST 14, 1981

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STATEMENT OF **AUDREY DENECKE**, MIDWEST WOMEN'S  
CENTER

Ms. DENECKE. My name is **Audrey Denecke** of the Midwest Women's Center. I am the director of the women's preapprenticeship program and a member of the Youth Committee of the Governor of Illinois Employment and Training Council. Our organization is also a member of the Illinois Coalition of Women's Employment.

I wanted to make one brief point, or actually one point that has two subparts. Since Owen Johnson from Continental Bank referenced our organization as an organization that they sponsored in the model employment and training program, and seemed to allude, at least to me, that that kind of model training program superseded the need for affirmative action, I wanted to clarify the position of our center on that issue.

We would commend the Chicago Alliance of Business and the Continental Bank for sponsoring the many and diverse model training programs through their bank, and in particular our program for training women in auto mechanics. We would also recommend corporations to implement similar types of programs. However, we don't see this happening in any massive way in the private sector.

Our program was very limited in scope. We were able to have 15 women trained through a local retail organization. That's a very small number of women, given the massive unemployment for women in this city.

We would strongly support, second, the need for the maintenance of the enforcement provisions of OFCCP. The center has been active in the employment sector for approximately 5 years, and at that time 5 years ago we could not even get meetings with unions or contractor associations. Now, with the 1978 regulations in place, and specific goals and timetables for women, we have seen some limited movement toward affirmative action for women and, in particular, we have seen some strong action on the part of OFCCP to increase the number of women being hired by contractors, but there is also a need within OFCCP for more staffing so that additional onsite monitoring can be done. Presently, only a very small percentage of contractors that have Federal contracts can be monitored, and we have been told by staff that many of those reports just sit on desks and never get reviewed. So we have a concern that OFCCP be given the funding and staffing that they need to do effective enforcement and, if anything, the goals for women need to be increased and that enforcement needs to be increased.

Well, it is true that there is a need for many model employment and training programs to demonstrate, No. 1, that women are capable of doing these positions, and to also provide models for employers and contractors that wish to see more women employed by them. That alone will not fill the need for increased numbers of women in the work force.

So that briefly is what I would like to say today, while it is fresh in everyone's mind and before that gets lost in the record some place.

So just very strongly, I would underline all the statements that were made by the women's panel. We are in full support of the positions taken by the members of the women's panel. But in particular, employment and training programs alone will not do the job.

Thank you.

Mr. HAWKINS. I think you touched on a very sensitive area. It seems many individuals are saying that if you just get rid of affirmative action and get rid of the Government and the private sector intervention, do all of these things, that training and employment programs are going to be sponsored and everybody is going to get jobs and everybody is going to be prosperous and everybody is going to be middle class and everything is going to be rosy. It seems a condition precedent to something that is not likely to happen, or hasn't happened in the past.

I think your point is well taken. As I understand it, the training and employment program to which you have referred and which has previously been referred to might not have happened if we had not had affirmative action, and why should it happen—if it's going to happen, why shouldn't it happen anyway? Who is to keep anyone from going ahead with it, with or without affirmative action.

Ms. DENECKE. The sad effect, though, is that so many of the employment and training programs that were sponsored under CETA will be gone by October, so many of the community-based organizations that were involved in employment and training will no longer be able to provide that to their community residents. So even those opportunities are going to be cut back and limited. So it seems like on all fronts we are losing ground.

Mr. HAWKINS. From your organization's point of view, do you see any such alternative being presented at the same time something is being dismantled, any alternative being presented in its place?

Ms. DENECKE. No; because even on the State level the Federal moneys that are funneled through the State are being cut back, and the number of model training programs that the State will be able to sponsor are going to be cut back. I see nothing that is replacing either Federal or State initiatives.

Mr. HAWKINS. Miss Williams, in your statement you made one remark that I didn't quite understand. Maybe I misunderstood. You said something about black women taking jobs from our men; did I understand that to be your statement?

Ms. WILLIAMS. That is a comment that we hear constantly.

Mr. HAWKINS. Do you agree with that?

Ms. WILLIAMS. Absolutely not.

Mr. HAWKINS. I thought you were stating that as a fact.

Ms. WILLIAMS. By all means, let me clarify that. The statistics are very clear, that it gets somewhat complex because the economy itself is changing from an industrial base to a service base. That in and of itself raises a lot of issues in terms of just basic economics, the export-import theory, and as I said, it gets very complex.

But the fact is there are no indicators that, in fact, black women are replacing black men or anyone else really in the job force.

Mr. HAWKINS. You mentioned the enterprise zone legislation. Are you supporting the enterprise zone legislation?

Ms. WILLIAMS. That is a difficult—

Mr. HAWKINS. With or without conditions.

Ms. WILLIAMS. No; not without conditions. My hesitation to answer that is that I have been involved as a member of the Illinois Employment and Training Council Economic Development and Jobs Committee in addressing our State legislation here introduced by State Senator Totten. I have probably been one of those most adamantly opposed to that legislation.

On the other hand, I tend to be somewhat of a pragmatic person in that if there are resources that can be utilized to improve the conditions of our communities, then I am in favor of those being designed in such a way that we can, in fact, have some input and make some determinations.

One of the critical concerns, for instance, is in the face of reduced funds available for training. What is it about enterprise zones that is going to make our inner-city communities attractive to private industry, particularly since people will have to be trained and employed for specific kinds of jobs.

Mr. HAWKINS. Is it really your position that you have an open mind with respect to the enterprise zone, depending on the way it is crafted, in order to insure that certain protections be granted in terms of black business and black employment, black training programs and so forth?

Ms. WILLIAMS. That would be the most accurate description of my attitude.

Mr. HAWKINS. Thank you.

Mr. Washington?

Mr. WASHINGTON. Just two brief questions.

Recently Phyllis Schafly testified in opposing the ERA that equal rights for women was a threat to the family; yet all of you suggest that equal rights should be enforced.

Would you want to go on record in reference to Mrs. Schafly's position?

Ms. WILLIAMS. Let IWEDC go on record as being fully in favor of the ratification of the Equal Rights Amendment. In fact, with the number of women who are the support of their families, either solely or in conjunction with their husbands, there is no way we can accept that argument.

Ms. DENECKE. I would also say that the Midwest Women's Center has been working long and hard on the issue of the Equal Rights Amendment and would support it and sees that as being no threat to families. In fact, when women can provide for their families adequately and are fulfilled in the work that they are doing, there are happier families as a result of that.

Mr. WASHINGTON. Miss Williams, the EEOC sexual harassment guidelines have been used as an example by the Reagan people of the EEOC overstepping its legislative mandate. Yet you maintain there are still sexual harassment problems in the workshop.

What would be your comment to the Reagan position?

Ms. WILLIAMS. I could only reiterate what is contained in our statement, that it is a phenomenon that continues to exist, that it is another obstacle toward the improvement of working conditions for women, in that a great number of women choose, as opposed to fighting back, as opposed to filing lawsuits, a great number of women try to seek other employment or to quit their jobs in the first place. They feel they have no recourse.

In too many instances, for instance, women themselves have been challenged, accused of bringing on this kind of action. They just feel they don't have very much recourse. So the numbers of cases that we are aware of is probably minimal in comparison to the actual existence of the problem in society.

Mr. WASHINGTON. No further questions, Mr. Chairman.

Mr. HAWKINS. I again would like to thank the witnesses for their patience and for their very excellent presentation.

That concludes the number of scheduled witnesses. We have several statements that have been suggested for filing for the record, including one from Miss Blackwell, Mr. Stampley, Mr. Braden, and Mrs. Perkins. Those will be entered in the record, without objection.

The subcommittee would like to express its appreciation to Mr. Washington and to his staff for their very generous cooperation and attention to myself and to the staff traveling with us to Chicago.

We also would like to express our appreciation to the University of Chicago and finally to a very understanding audience that stayed with us all day and was very attentive.

This concludes the hearing in Chicago. The next hearing will be in Los Angeles, Calif. the day after tomorrow. Mr. Washington, we invite you to come to the beautiful, sun-kissed beauties of the west coast, the beautiful palm trees, the balmy breezes, and the Pacific Ocean.

Mr. WASHINGTON. I wish to say just one thing. The chairman ordered me to be there. [Laughter.]

Mr. HAWKINS. Thank you very much.

[Whereupon, at 2:15 p.m., the subcommittee was adjourned.]

[Material submitted for inclusion in the record follows:]