

Annual Report



2011

Submitted to the Mayor and Council of Tucson, The Board of Supervisors of Pima County, and distributed through our website to the residents of the city and the county: Pimatucsonwomen.org

Pima
County/Tucson
Women's
Commission

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December 31, 2011

Dear Mr. Mayor, Members of the City Council, Members of the Board of Supervisors:

Per the requirements for appointed commissions, I am pleased to submit herewith the 2011 Annual Report of the Pima County/Tucson Women's Commission (PCTWC).

This has been an extremely active year in which much was accomplished. We are an all-volunteer commission, functioning without paid staff or support from any governmental agency. While we have been successful in raising limited funds from generous private donors, we can accomplish much more with the reinstatement of city and county financial support.

The enclosed report describes the 2011 PCTWC activities. Recommendations that address identified issues in the report are dispersed throughout. These are directed to a variety of governmental and non-profit agencies as well as to educational institutions.

Highlights of some of our 2011 activities include the creation of Women in Government day in which we acknowledged the contributions of women working in Pima County and Tucson city governments. This activity gained the Commission a 2011 national award for innovation from the National Association of Commissions on Women.

Also in 2011 we addressed a number of issues pertaining to gender discrimination. These are described in this report. Finally, we reached out to girls by sponsoring an extremely successful girls' art competition which focused on the historic contributions and challenges of women and girls.

Sincerely,

Alison Hughes, MPA
Chair

The Purpose of the Pima County/Tucson Women's Commission

The Pima County/Tucson Women's Commission provides Pima County and the city of Tucson with an official agency to assist women to achieve equality of opportunity in all aspects of life in our Republic, and to take positive action to expose, eliminate, and prevent the practice of discrimination against women.

Commission Funding

Government Funding -- The Commission has continued to function as an all-volunteer agency without the benefit of City of Tucson or Pima County funding. No doubt lack of local governmental financial support has impeded our capacity to take a larger leap forward on behalf of the women of Tucson and Pima County. Women have been hit hard by the economic crisis in the nation and the state; we acknowledge the funding limitations inherent during governmental financial crises, and remain hopeful that PCTWC funding will be re-instated as the economy improves.

Foundation Funding -- *The Commission* received a generous donation from the Kaimas Foundation to support our activities in 2011. This foundation has once again generously donated funds to support our program activities work in 2012, and its representatives have been actively engaged in major Commission undertakings. Every Voice In Action (EVIA) foundation provided a small donation to the Commission to support the girls' art competition that is described in this report.

Individual Giving -- The Commission received numerous small donations from community members who value our purpose and want the Commission to succeed in achieving its aims.

Industry/Agency Giving

- Raytheon employees donate a small check on a quarterly basis to the Commission.
- County employees donate a small check on a quarterly basis.
- University of Arizona employees donate a small check on a quarterly basis
- City of Tucson staff unfortunately omitted a listing of the Commission in its employee giving program, in spite of our having submitted the paperwork on time.

Building Maintenance Income

- Three different groups rent parts of our building. These contributions are used for building maintenance. Other groups contribute a small fee in return for using our meeting room.
- Commissioners organized an event we called "Treasures Sale" in which we raised sufficient funds to pay for termite treatment of our building.

Funds for staff support

Donations received have supported the activities described in this report. As yet, however, they are insufficient to hire staff to support the work of the Commission. The 2011 accomplishments represent

the work accomplished by volunteers who willingly and unhesitatingly gave of their time and resources because of their deep commitment to the Commission's purpose.

Women in Government

In concert with Women's History Month, the Commission launched a March 25 event to honor the contributions of women working for the City of Tucson and Pima County governments. Announcements seeking nominations were disseminated with the cooperation of the City and County Managers' offices. Forty four nominations were received. A judging panel composed of Councilmember Regina Romero, Board of Supervisors Chair Ramon Valadez, and Jan Vasilus of the Kaimas Foundation selected the top winners. The awards ceremony drew almost 150 city/county workers to the Commission building during their lunch period. Lunch was served to the guests, and the anticipated winners were announced. Every nominee received a certificate of accomplishment from the Commission. The following winners were announced:

- Leadership – Olga Osterhage, City of Tucson Department of Public Housing, nominated by Richard Miranda and Emily Nottingham
- Unsung Heroine – Monica Tyra, City of Tucson, Police Department, nominated by Johnny Walker
- Community volunteerism – Chris Lopez, City of Tucson Information Technology Office, nominated by Blanca Espino
- Community volunteerism -- Margaret McKenna, Pima County Fiduciary's Office, nominated by Marcia Roberts
- Pathfinder – Amelia Craig Cramer, Pima County Attorney's Office, nominated by Barbara LaWall
- Legacy – posthumously awarded to the family of Tedra Fox, former Sustainability Manager for Pima County, nominated by Lillian von Rago.

To publicly recognize the contributions of women in local government, the Commission generated proclamations from Board of Supervisors Chair Ramon Valadez and Tucson Mayor Bob Walkup declaring March 25, 2011 as Women In Government Day in Pima County and in the City of Tucson. The proclamations were read during the opening of the awards ceremony

Kidco

At the March 16 Commission Mr. Fred Gray of the City of Tucson discussed the history and purpose of the Kidco Program, as well as the City of Tucson's fiscal challenges in continuing to fund the program. Because the program provides essential support to low-income, out-of-work mothers by making available activities that keep their children in structured programs after school, the Commission voted unanimously to recommend that the City of Tucson continue to fully fund the program. A letter was promptly submitted to Mayor and Council to this effect.

Women's Health Review

In our 2010 annual report, we briefly addressed plans underway to implement a health needs assessment of targeted women in Pima County. We completed this effort in 2011, and released a 24-page report entitled, "Pima County Women's Health Review." The report was officially submitted to the

Mayor and Council and the Board of Supervisors on December 21, and has since been widely distributed through e-mail lists and Websites.

The report cites numerous challenges faced by elderly women living in the Green Valley area, and economically disadvantaged women living in Tucson's south side area. The report finds that the lack of access to health care services is devastating to both physical and mental health when a woman in Pima County cannot afford to pay for health care for herself or her minor dependents. When a person does not have the financial resources to pay for medical and/or diagnostic care, medications, dental or visual care, these problems and concerns do not go away. Instead, they usually worsen until serious problems develop and the individual then is forced to seek care in the emergency room, a far more expensive solution than if the problem had been dealt with in the first place. The report also addresses the seriousness of issues that face elderly women raising children. These are women whose struggle is enormous. In their so called "golden years" they find themselves raising grand children who they have adopted or are fostering in order to keep their families together.

To help to resolve some of the issues identified in the report, the Commission makes recommendations to Pima County Government, the Arizona Division of Aging and Adult Services, the Pima Council on Aging, the University of Arizona, the Kinship and Adoption Resource and Education (KARE) Family Center, the Tribal nations of Pascua-Yaqui and Tohono O-odham, and the Women's Foundation of Southern Arizona. The recommendations may be found in the report which is available on the Commission's website: pimatucsonwomen.org

DISCRIMINATION REVIEW

Tucson Country Club

The Commission heard a complaint of sex discrimination practices at the Tucson Country Club, a private club located at 2950 Camino Principal in Tucson. The practices that were alleged included:

- Refusing to allow its female members the use of its "Men's Bar and Grill"
- Penalizing their golfing practice through unfair tee-time scheduling
- Providing female certificate holders with fewer services than those given to male certificate holders at the same membership cost.
- Penalizing widows of members by requiring that they continue to pay dues until the membership sells, with the females not being knowledgeable about the realities of the membership responsibilities.
- Permitting non-members to use its golf course
- Permitting the non-member Salpointe swim team to use its pool for practice.
- Permitting the non-member general public to use its barbershop.

Commissioners learned that over 245 Club members signed a petition opposing the Club's discriminatory practices, and some filed a complaint of sex discrimination at the Arizona Attorney General's Office. It was also learned that some of the complainants felt they were experiencing severe retribution by the Club leadership because of their stances. The complainants also noted

that The University of Arizona faculty and staff and The University of Arizona Foundation are regular users of the Club's facilities for university-related business. The Commission obtained a copy of the Club's Bylaws and membership list. We were surprised at the number of well-known Tucsonans, including judges and attorneys, who frequent the establishment, given its apparent historic practices impacting women. The University of Arizona and The University of Arizona Foundation are well represented in Club membership! Notably, we understand the University's golf coach is now a Club board member. We believe that membership by members of the judiciary and legal profession is particularly egregious as these professionals are often responsible for pursuing and/or hearing legal cases of sex and race discrimination. To that end, we wonder how members of the legal profession can fairly examine or rule on sex discrimination cases if in their private lives they knowingly join a club that allegedly discriminates. Further, we believe that The University of Arizona and The University of Arizona Foundation should not use tax dollars, or donor dollars to pay for Club membership, if indeed that is the case.

Concerned about the seriousness of the grievances, the Commission wrote to Attorney General Tom Horne asking him to reconsider the case. We received a response from Chief Counsel Melanie Pate of the Attorney General's Office indicating that they cannot confirm or deny that a charge was filed, with refusal to comment specifically about Tucson Country Club. Private clubs may be exempt from civil rights laws, but they are nevertheless impacted by the power of public opinion.

The Commission next invited Arizona Civil Rights Division attorneys to a Commission meeting to update us on current discrimination laws. Patti Bianca was assigned to represent the Division at the August meeting. Ms. Bianca described the role of the Civil Rights Division in processing discrimination cases. She explained the nature of federal and state laws that cover employment and public accommodations. She noted current trends in discrimination cases based on appearance. She also noted trends in cases of harassment by landlords toward women who live alone. She explained that while anti-discrimination laws do not include "appearance," case law is used in determinations. She also explained that private clubs are exempt from public accommodation laws, and volunteered that she could not discuss the Tucson Country Club case.

Based on the above information, the following recommendations are offered:

Recommendations

County and City governments should ensure its employees do not transact any governmental-related business in this facility until the Club leadership provides assurance that the Club will not discriminate on the basis of sex, race, ethnicity, sexual preference.

The University of Arizona and The University of Arizona Foundation leadership should adopt policies that prevent employees from using the Tucson Country Club as representatives of UA and UAF until the club provides assurance that it has adopted a non-discrimination policy.

The Arizona Bar Association and the Arizona Women Lawyers Association should encourage their members not to join or to use the services of the Tucson Country Club until the club provides assurance that it has adopted a non-discrimination policy.

The U Visa Program

The Commission was asked by staff members in Councilmember Regina Romero's office to examine U visa policies and to determine if inequities exist in how the program impacts immigrant women. Accordingly, the Commission examined the issue during the May, June, and July monthly meetings.

First, the Commissioners studied the history and purpose of the program. The U visa program was enabled through the Violence against Women and the Department of Justice Reauthorization Act of 2005. Regulations governing the program were released in September, 2007. U visas enable undocumented victims of crime to report crimes without fear of deportation. The program covers 25 eligible crimes that are listed in the federal statute¹ that governs the visa. Applicants whose petitions are approved get three years of temporary legal status and automatic work authorization. At the end of this period, most U visa holders will be able to apply for lawful permanent resident status. U visa regulations allow the spouse and children of a U visa applicant — and, if the U visa applicant is under 16, his or her parents — to qualify for U visa status as well. Even if removal proceedings are underway, undocumented immigrants are allowed to apply for U visa protection.

In May, Valerie Hinkman and Mary Day, attorneys with the Southern Arizona Legal Aid (SALA), attended the Commission meeting to explain their experiences with the U visa program and to seek support for local policy changes pertaining to U visa authorization. They emphasized that domestic violence toward undocumented women is a major issue, with victims often not reporting severe cases of domestic violence due to deportation fears. They pointed to limitations they experience in moving forward with a case if that case has been closed by the Tucson Police Department or the County Attorney's office, and if new evidence has surfaced that benefits the victim.

¹ Eligible crimes: Abduction, abusive sexual contact, blackmail, domestic violence, extortion, false imprisonment, felonious assault, female genital mutilation, hostage situations, incest, involuntary servitude, kidnapping, torture, obstruction of justice, peonage, perjury, prostitution, rape, sexual assault, sexual exploitation, slave trade, torture, trafficking, unlawful criminal restraint, witness tampering. In addition, U visa regulations require that the victim has suffered substantial physical or mental abuse as a result of having been a victim of the crime; the victim has useful information concerning the crime which occurred; the victim has helped, or likely to help, in the investigation or prosecution of the crime; the crime committed violated the laws of the United States or occurred in the United States.

Mr. Baird Green of the City Attorney's Office also attended this meeting. He explained that domestic violence and drunk driving make up the largest number of cases. He noted that a special victims crime unit was created and that one person handles the worst domestic violence cases. In follow up action, the Commission invited the Chief of Police and the County Attorney to address the Commission during its May meeting.

Tucson Police Department (TPD) Chief Roberto Villasignor, accompanied by Deputy Chief Sharon Allen and Assistant Chief Kathleen Robinson attended the May meeting during which they explained TPD's policies for implementing the U visa program. Chief Villasignor explained the financial impact of re-opening closed cases, but he also announced his decision to not only elevate the U-Visa program to the office of Assistant Chief Kathleen Robinson but also to hold a review of the cases every six months.

[The County Attorney was unable to send a representative to this meeting, but Lt. Deanna Coultas attended, representing Sheriff Dupnik. Lt. Coultas reported that County policy is similar to that of the City. Chief Deputy Pima County Attorney Amelia Craig Cramer wrote a substantive letter to the Commission on May 12 explaining the County Attorney's policy regarding the U visa program. She noted that victims' services and victims' rights are a priority for the County Attorney and explained the importance of the U visa system to that office. Regarding closed cases, she pointed to the ambiguity of statutory language regarding closed cases, and noted the County Attorney's office policy not to provide a U visa certification after a case has been closed when there is no further opportunity or need for the victim to assist the investigation or prosecution. Craig Cramer added, however, that in rare instances when the facts of the situation support the intent and purpose of the U visa program, the Pima County Attorney has been willing to make an exception and certify a victim's cooperation in closed cases.

Guests Montserrat Caballero, director of the Southern Arizona Crisis Center Against Sexual Assault (SACASA) and attorney Mary Day (SALA) argued for opening closed cases depending on the severity of the victim's situation and the importance of new evidence uncovered. (Notably, the Commission continued to discuss this issue during its July meeting when attorney Siovhán Sheridan provided further history of the U-Visa program and relayed her experiences working with law enforcement offices in Oregon to successfully establish new protocols for program implementation.)

In May, the Commission chair wrote to the U.S. Citizenship and Immigration Services (USCIS) in the U.S. Department of Homeland Security seeking further information about that office's policies with regard to conditions in which closed cases may be reopened at the local level. We received a follow up note from Mr. Scott Whelan on behalf of Laura Dawkin to whom our letter was addressed. To stay on top of the issue we worked closely with SALA attorneys. By November, SALA attorneys informed us that USCIS was in the process of clarifying its policy. On December 8 we were delighted to hear from Deputy County Attorney Amelia Craig Cramer that USCIS clarification had been received. Craig Cramer informed us as follows:

"I write to inform you that the Pima County Attorney's Office procedure with respect to U-Visa and T-Visa certifications is being amended in light of a new written communication from the U.S. Department of Homeland Security, U.S. Citizen and Immigration Services.

Homeland Security has now clarified in writing that a prosecution or law enforcement agency “may sign a declaration or certification if the case is closed” and that “[a] declaration or certification may be provided for cases that are closed or investigations for crimes that occurred months or years ago, as long as the victim was helpful to law enforcement.” Accordingly, the Pima County Attorney’s Office henceforth will provide certifications in all cases in which the victim has been helpful and cooperative, including closed cases.”

We since learned that TPD has also begun to hear some closed cases. The Commission wishes to express appreciation to the Southern Arizona Legal Aid office, the Tucson Police Department, the Pima County Attorney’s office, and the U.S. Immigration and Naturalization Service for their willingness to work together in order to ensure fairness and equity in addressing issues faced by undocumented victims of crimes, particularly women.

TOHONO O’ODHAM WOMEN

The commission held a meeting in Topawa, a Tohono O’odham (T.O.) village situated close to the T.O.-Mexico Border. Thirteen tribal members spoke with the commission about the challenges and issues they face. Physical health issues were notably presented as a large challenge.

Theresa Choyguha educated commission members about desert living and the lives of the people of the Tohono O’odham Nation. Ms. Choyguha explained her career working for the Nation, and noted the importance of the passage of a new tribal Constitution². Ms. Choyguha spoke about the increase in obesity among tribal members with accompanying diabetes and related complications. She explained some of the efforts being introduced to overcome health issues. For example the reintroduction of toca, a field game in which players use sticks and balls. Marathon running has also been reintroduced with runs that begin at Baboquiviri and end in Topawa. Ms. Choyguha pointed to the importance of recognizing our ability to heal ourselves without relying on wonder drugs. When asked how the Commission can help to address the issues she described, Ms. Choyguha responded, “Walk with us,” a statement that became an overriding theme of the meeting.

Regina Siqueros, one of the presenters, advised that if someone is dedicated to helping to overcome the challenges, s/he will have to come into Tohono O’odham land to talk with the people and learn first-hand about the health disparities that exist. Ms. Siqueros pointed to the importance of building trust in this situation. Ms. Siqueros advised Commission members that

² Tohono O’odham Nation Constitution passed by the people on January 18, 1986.
<http://www.narf.org/nill/Constitutions/tohono/Constitution.pdf>

this theme represented the importance of getting to know T.O. women better, of understanding why and how they function, their beliefs, what things are not shared and why. She added that women have learned the rituals inherent in tribal customs. An example is respect for animals and the apology that is given before anything is done to them. She closed her presentation with a sacred song while everyone in the meeting room stood silently respecting the rhythm of the rattle and the beauty of the song. Picking up on the theme, Ms. Siquieros said, "If you walk with us, we can work together and heal our Nation."

Verlon Jose, Chairman of the Topawa District Council also spoke to the commission. His first words were, "The Women's Commission is sacred." He pointed to the suffering in Mother Earth, noting that some call it global warming and others human destruction – destruction of plans to make baskets and build homes. Mr. Jose provided commissioners with a detailed history of the roles of women and men over time, accompanying his remarks by a colorful power point of old photographs and new statistics. He proudly spoke of the extensive number of women serving in T.O. elective office today and their many contributions. He suggested that the women's commission partner with T.O. to accomplish some of the things the Commission was founded to protect. He then turned to a second presentation that focused on the US-Mexico border environment. He showed photographs of the trash left in the desert by border crossers, and the "moon dust" effect on the desert resulting from Border Patrol vehicles tracking on the land. He spoke of the drug trade in the area that results in families feuding with each. He noted that women are being taken advantage of; they are drugged on alcohol and cocaine then forced into smuggling, and into using children and disabled people as decoys as drugs are smuggled across the border. He added T.O. people also get harassed by Border Patrol agents, and he hears that these agents now discriminate against women. During the discussion which followed a number of Tohono O'odham women described their experiences of being harassed by Border Patrol agents who demand that the women stop their vehicles to answer questions.

Francine Jose, a driver and rancher who lives close to the Mexico border, spoke next. Ms. Jose spoke of witnessing about 50 vehicles abandoned in and around her yard by border crossers, forcing her to call rangers to have them removed. She understood the vehicles mostly were stolen. She noted that home break-ins are frequent. Homes are ransacked and food is stolen. This is extremely inconvenient for villagers who have to travel long distances to restock their groceries. Tahnee Jose is Francine Jose's niece. She also spoke about the break-ins and her lack of sleep for worrying about the situation. She noted they do not yet have electricity hooked up at their house, and that flashlights are necessary for checking on animals and other outside necessities. Due to the remoteness of the residences in this area of the T.O. Nation, Ms. Jose indicated it can take hours, sometimes days, to get help, and sometimes help does not arrive. They choose to live here as their home has been in the family for a long time.

Many smuggler trails lead to their home. Ms. Jose spoke of the foot tracks, of the clothing left behind, and of the old shoes to which pieces of carpet have been taped to the soles. She noted that they often wake with the dogs barking and find the intruders are at the water faucet. The nearest neighbor is eight miles away and cell phone coverage is spotty. There is a border patrol camp one mile from the house, but Ms. Jose feels they are of little help.

When asked about Border Patrol assistance, Ms. Jose answered that the Border Patrol often pulls you over without a reason, or they make up a reason. She noted that the people representing law enforcement are supposed to protect women, not harass them.

Responding to a question regarding strengthening T.O. law enforcement, Chairman Jose indicated that the Nation already pays thousands of dollars for autopsies that should be the responsibility of the federal government. He also noted that last year 1192 undocumented people were treated at Sells hospital, costing the Nation a lot of money that could be better directed to care for tribal members. Chairman Jose emphasized that there are child molesters, rapists, and killers coming through the Nation, and he reached out to the women's commission for help. He added that the Pima County Board of Supervisors could partner with the tribe to support more services on the Nation.

An active domestic violence program is located in the Nation's Community Health Division, Department of Health and Human Services. The program, funded by a grant from the Health Resources and Services Administration (HRSA) supports four positions that handle all aspects of the domestic violence support system. The DV staff is composed of women who are cross-trained to work one-on-one with survivors providing support services and awareness education. Two members of the DV program, Yuriko Toro and Shannon Jose described the program, and indicated that one of the difficulties is lack of a SANE nurse (Sexual Assault Nurse Examiner) on the Nation, resulting in sexual assault victims having to receive medical treatment in Tucson. Another barrier is lack of transitional housing for victims. When asked about prostitution issues, Ms. Toro responded that she knows of no cases on the Nation, but has heard of trafficking of young Tohono O'odham women across the border, emphasizing this is hearsay, as they do not know of cases on a first-hand basis.

Commission Action: Three members of the Pima County/Tucson Women's Commission are also members of the Tohono O'odham Nation. Conferring with them regarding next steps, it was agreed that the Commission would prepare a grant application for submission to the T.O. Nation proposing the creation of a documentary film that speaks to the experiences of T.O. women living at the T.O.-Mexico border. Subsequently, a grant application was prepared, approved by the Commission, and submitted to the Nation under the Nation's priority area entitled "Public Safety." Chairman Norris responded with a letter addressed to the Commission

indicating that due to the high number of grants received, the Commission's proposal was not funded.

Recommendations

1. The Tohono O'odham Nation should
 - Collaborate with the Indian Health Service hospital in Sells to seek funding to hire a Sexual Assault Nurse Examiner who will be stationed in a location that allows for close coordination with the Domestic Violence Program staff.
 - If it is felt that insufficient DV cases exist to hire one FTE SANE, it is recommended that the job description for this position allow for multi-tasking with the nurse also being assigned to other duties in the hospital or the T.O. Department of HHS.
2. The U.S. Border Patrol should receive sensitivity training on cultural beliefs and practices of Tohono O'odham women, and be particularly responsive to requests for assistance from women who living in remote areas of the Nation near the Mexico border.
3. The Tohono O'odham Nation leadership should create an Advocate or Ombudsperson position, into which a woman should be hired to handle and negotiate with U.S. Department of Homeland Security, Border Patrol officials regarding harassment complaints by women by Border Patrol agents.

Women Veterans

In July, the Commission heard Major Susan Parker Hotchkiss (U.S. Army ret'd.) discuss some issues experienced by women veterans. Major Parker Hotchkiss served in the Army for 20 years prior to her retirement in 1994. She pointed to the changes that have occurred for women interested in military service since she started in 1974. The Major received financial support to attend law school. She noted that when she started in the service women were rarely permitted into the military academies; further, they had to leave the service if they were pregnant. She pointed out that during Desert Storm she volunteered but her offer was declined. Another attorney did participate in Desert Storm because she was able to accompany her boss as a legal advisor. The Major added that women are the invisible veterans – people tend not to think of women as veterans, yet women along with men are returning from Iraq and Afghanistan with PTSD (post traumatic stress syndrome). She informed the Commission that the Arizona Veterans Administration is building a home for veterans in Tucson; however, there is uncertainty about the extent to which this facility will provide equal access to women veterans. It was noted during the meeting that there are a large number of women veterans who are members of the Tohono O'odham Nation who could benefit from a similar service.

The Commission researched the veteran housing issue and learned that the construction of the veteran home was completed in fall 2011. Called the Arizona State Veteran Home, the facility is located at 555 E. Ajo Way, adjacent to the Southern Arizona VA Health Care System (SAVAHCS) which donated 8.54 acres of land for the home. The U.S. Department of Veterans Administration provided 65 percent of the cost, while the Arizona State Legislature contributed 35 percent. There are four 30-bed, long-term care units available. The facility is expected to serve veterans located in the state's "southern tier" counties of Cochise, Graham, Greenlee, Pima, Pinal and Santa Cruz. Applications for admission to the home are available online. While the applications require information on ethnicity, religious preference, and marital status, gender is not addressed. The footnote below provides the Website link to the application form.³

Recommendation

- The Arizona State Veterans Administration should ensure equal access for women veterans to the new Arizona State Veteran Home located in Tucson.

Under-Age Women and Nude Dancing

The Commission addressed this issue in our 2010 report, but since that time there is more to report. The Commission took the position that young women under age 18 should not be permitted to dance nude in the bars that do not sell liquor. Drugs use and violence among customers has been reported by police as a common occurrence in many of the strip joints in town, and the Commission has been concerned about the influence of these environments over the long-term on the young women who succumb to the promise of large paychecks in exchange for dancing nude in the juice bars.

The City Council addressed this issue at a Council meeting, and with the leadership of Councilmember Steve Kozachik, passed an ordinance amending Chapter 7 of the City Code to increase the minimum age of adult entertainment license applicants to 21 years of age throughout the City of Tucson. Unfortunately, the Council had to rescind this ordinance in 2012 based on a recommendation from City Attorney to the effect that the First Amendment to the U.S. Constitution⁴ gives the girls the right to self expression.

³ Arizona State Veteran Home application form:

<http://dvs.az.gov/Departments/State%20Home/Application%20for%20Admission.pdf>

⁴ Amendment 1, U.S. Constitution: "Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof; or abridging the freedom of speech, or of the press; or the right of the people peaceably to assemble, and to petition the Government for a redress of grievances."

Meantime, Club Turbulence, a warehouse located near the Tucson airport, was hiring young women to dance nude prior to obtaining a liquor license in 2011 from the State of Arizona. (The Commission joined the Sunnyside Neighborhood Association in opposing issuance of this liquor license to no avail.) With its liquor license now firmly in place, this warehouse “club” purportedly no longer hires under-age girls to dance nude. Instead, the strippers are required to cover their bodies to some degree.

Trafficking, Prostitution, Rape

Dr. Elise Collins-Shields and Dr. Mary Koss addressed the commission in September on the topics of trafficking, prostitution, and rape. Dr. Collins-Shields noted that trafficking in children is a \$14.5 billion a year enterprise next only to the drug trade. She cited a study on trafficking of domestic minors by “Shared Hope,” and noted that while the study highlights strong evidence of child trafficking in the Phoenix area, it is sorely lacking in information regarding the Tucson metropolitan area. Puzzled about the absence of Pima County data, Dr. Shields researched the question, and found that data are no longer collected since the 2008 disbanding of the Tucson Police Department Vice Squad Unit. She indicated that she had been informed this closure was because “the low level of vice-related crime did not warrant funding.” Collins-Shields pointed out that the average of children entering prostitution is 13, with the average age in Phoenix at 14.8 years. The average death age of prostitutes is 34. They are 51 times more likely to be killed by homicide than in the next most dangerous field: working at a liquor store. She pointed to the fact that 25,967 runaways were reported in 2008. She also addressed the issue of prosecution and arrest, noting that TPD does not provide training in how to determine when a child is a victim of sex trafficking, when a runaway, or a drug addict. She also indicated that there are major delays in reporting that cannot comply with state law requiring reports 72 hours of the incident, and children are not in a position to report within this time period. She also spoke of the difficulty showing evidence of money exchange as this is done with cash, and no record keeping.

Dr. Koss spoke of her concern regarding possible unintended consequences of legislation, and the importance of knowing who will benefit. She emphasized that under federal law all prostitution involving kids is trafficking. She indicated that if a policy exists through which a prostitute is not arrested without naming others to arrest, this becomes a *de facto* policy that represents a “hands off” attitude toward prostitution, which would not be healthy. She emphasized the importance of how legislation is shaped, as 16-17 year olds are prosecuted as adults. She pointed to Juvenile Court, Child Protective Services, and other community-based services that exist to serve runaways or thrown away children, and opined that situations

should not occur in which children are labeled as prostitutes and funneled away from services that exist to serve them.

The Commission agreed to further examine this issue in 2012. Three commissioners currently serve on a community committee formed by Councilman Steve Kozachik to examine diversion programs for young prostitutes.

Pima Community College Change in Admissions Policy

In December, the Commission discussed the new admissions policy of Pima Community College that replaces the open admissions policy with one that requires students to have a high school diploma or GED for college entry. Attending this meeting to discuss the policy were Marty Cortez, current member of the college Governing Board, Susan Miles, Provost and Executive Vice Chancellor of the college, and Rick Richmond of the college's education planning office. Representing the Pima Open Admissions Coalition at the meeting were Richard Fridena, Georgia Cole-Brousseau, and Phil Lopes. Ms. Cortez explained the governing board's reasons for modifying the admissions policy. She focused on the costs of developmental/remedial education that had to be invested in students who are not graduating. She emphasized that developmental education is not being eliminated, but the change will affect those who score in the bottom third as far as academic preparedness to start classes at the college. Georgia Cole-Brousseau, a former college Governing Board member spoke against the policy change. She told her personal story of having been a student at Pima Community College, entering as a working mother and attending classes in the evenings. She took three developmental courses in math, and then took a semester off. She noted that the college's current data analysis system would show her as an unsuccessful student, but in fact she continued her college studies and ended up in a career as a school principal. Provost Miles emphasized that the college will always be an open admissions school. She said they are not saying "no" to students, but directing them into a program which will help them to succeed. Richard Fridena pointed to the fact that those enrolling in the lowest level education classes are primarily people of color, women, and the working poor. He projected that this could mean the removal of about 60 percent who are minorities and women. He added that the direct impact on women by closing the admissions door places them in a position that they cannot have financial aid to improve their education. He said the Coalition supports remediation, but does not support barriers put in the way of women, and he feels the policy closes the door to access.

After an extensive question and answer period, followed by substantive discussion by the commissioners, it became evident that the Commission needed to further study the issue. A motion was passed unanimously to further discuss the issue, with some commissioners offering

to do some research and look at testing issues. The Commission agreed to revisit the issue at its meeting in February 2012.

Pima County and the City of Tucson Sexual Harassment Policies

In late 2012 national attention was drawn to the presidential campaign that got underway. When the issue of alleged sexual harassment on the part of one candidate drew national attention, the Commission became concerned that local governmental policies may not necessarily reflect current views on the topic. Accordingly, we reviewed the policies that had been adopted by the Pima County Board of Supervisors and the Tucson City Council. We found both policies to be extremely acceptable but also felt that the national situation may have caused some nervousness on the part of women in government regarding policies impacting behavior toward them. We wrote to the Board of Supervisors recommending that they re-affirm their commitment to the policy they adopted on July 7, 2009. The City Council updated their excellent policy on February 25, 2011 with no action necessary on the part of PCTWC. We laud both public bodies for their commitment to the elimination of sexual harassment in the work place.

Promoting Culture, Music, and Art

The integration of music and art into those activities directed toward organizational goals can add a sense of joy and belonging to the demands of daily duties. This is particularly important in an organization such as the Commission that depends wholly on the good will and commitment of an all volunteer group that is bound together by a common mission.

In this spirit, the Commission generated two separate programs that brought young artists to the forefront, and also brought women musicians together to share their music with each other and the community.

Women's Music Jams

In Spring, 2011, the Commission collaborated with the Tucson Kitchen Musicians and the Tucson Folk Festival offered a women's song and jam circle using the Commission building as a center of activity where women musicians could network and share music together. On April 30, the first music jam drew a standing only crowd at the Commission, and also saw musicians spontaneously stopping by to sing and play music instruments.

The success of this event inspired the creation of a monthly concert series at the Commission – an event that offered a place for local and touring women's folk musicians to gather, meet and network. Two anonymous donors stepped forward to support the featured artists. The series also attracted donations to the Pima County/Tucson Women's Commission. KXCI Broad

Perspectives Radio collaborated with the series organizers to promote the musicians. Between June and October almost \$500 was received in donations to PCTWC from the participants.

The following women performed between June and November. They are each accomplished performers, and most are original songwriters. All are from Tucson.

June -- Victoria Armstrong
July -- Sabra Faulk
August -- Ann English
September -- To Ree Nee Wolf
October -- Sweet Adelines
November -- Kathleen Williamson

Girls Art Competition

The Commission obtained a \$600 grant from the Every Voice in Action (EVIA) Foundation to organize an art competition directed to high school girls in grades 8-16. Funds from the earlier Kaimas Foundation award to the Commission were also used to offset the competition expenses.

The objective was to reach out to high schools girls to encourage them to create art that represents the contributions women have made to the community, the state, and/or the nation. A competition announcement was prepared and disseminated to all public and charter schools in Pima County, and a press release was printed in the Arizona Daily Star. Along with their art submission, the young artists were asked to submit a brief paragraph describing their creation and its meaning. Sixteen winning entries were selected by a panel of judges composed of three local artists, the EVIA Foundation, and the Kaimas Foundation. The winners, their families, and some art teachers were hosted at the Commission on December 21 at which time certificates and prizes were distributed. The chart which follows lists the names and entry descriptions of the competition winners.

2012 GIRLS ART COMPETITION
Marian Bustillos, Salpointe High. "Best sculpture representing the competition theme." First prize winner.
Carolina Martinez O'Daly, Salpointe High. "Best representation of the status of woman." Second prize winner.
Maria Jimenez, San Miguel High. "Best representation of women's contributions through history." Third prize winner
Sophie Clark, University High. "Best statement and vision."
Carolina Figueroa, Safford Middle School. "Best drawing."
Carolina Marquez, Salpointe High. "Best achievement in photography."
Serena Mesa, Pistor Middle School. "Best recognition of the community of women."
Dani Morrill, Mountain Rose Academy. "Best in digital art."
Erin Nekolek, TAG Middle School. "Best in recognizing the importance of mentoring and teaching."
Brook Patrick, Mountain Rose Academy. "Best Revision of Myth."
Lauren Schwartz, Salpointe High. "Best sculpture installation."
Autumn Vogel, Marana Middle School. "Best painting."
Anna Petronella, Salpointe High. "Best in ceramics."
Samirah Qabazard, Salpointe High. "Best composition."
Xian Qin, Mountain View High. "Best in Portraiture."
Stephanie Tineo, Mountain View High. "Best representation of gender-challenging roles."

Promoting Skill Development and Knowledge Retrieval

The Commission continued to support and to generate activities that offered skill development opportunities to women and girls. Following are some of these events.

February, 2011: Co-sponsored with Pima County Parks and Recreation, a workshop on bicycling safety for women, held at the Women's Commission building.

April, 2011: Co-sponsored, with the Arizona Business and Professional Women organization, a presentation by Lilly Ledbetter about her wage discrimination lawsuit against Goodyear Tire Company and the subsequent passage of the 4 Ledbetter Fair Pay Act.

April, 2011: Co-sponsored with Girls Making Media, a screening event to support the artistic achievements of young women learning media development skills.

November, 2011: Co-sponsored, with the League of Women Voters and the American Association of University Women, a day-long seminar for high school girls in how to run for political office. 76 students participated in this event.

Fall, 2011: Sponsored a seminar series on the following topics:

- September – How to get your news in print and on the air. Speakers from local media generously gave their time and expertise to event participants.
- October – How City Government Works, a discussion with Councilmember Steve Kozachik about the roles of Council members and staff.
- October – How State Government Works, a discussion with State Senator Linda Lopez about how state laws are created and passed.

October, 2011: Co-sponsored with the League of Women Voters a candidate forum that engaged all candidates for City Council and Mayor of Tucson, and attracted over 200 participants.

Community Outreach Activities

The Commissioners collaborated in representing the Commission by attending a variety of events sponsored by community organizations whose goals were supported by the Commission. A brochure describing the Commission, its purpose, and activities was created and published for dissemination to individuals and organizations, including the following events at which the Commission was represented.

Black Women’s Task Force Annual Conference
Pride on Parade
Sunnyside Neighborhood Association/National Night Out
Metropolitan Education Commission Teen Town Hall
Southern Arizona Women’s Foundation annual luncheon
National Association of Women’s Commission’s annual meeting

The Commission generated Women’s Equality Day proclamations in collaboration with the offices of Governor Brewer and Mayor Walkup. August 26, 2011 commemorates the 1920 passage of the 19 amendment to the U.S. Constitution granting women the right to vote. The proclamations were disseminated widely by the Commission.

October, the Commissioners organized a “Treasures Sale” from which was raised \$1600 in donations used for termite treatment of the Commission building at 240 North Court Avenue.

Special Recommendations Addressed to the Mayor and City Council

1. Teleconference Meetings: The Pima County/Tucson Women's Commission has achieved a quorum at all monthly commission meetings in 2011 thus allowing us to proceed with ongoing business. However, circumstances that prevented some commissioners from missing the meeting such as illness can be overcome if teleconferencing is permitted for a limited number of commissioners to attend meetings.

PCTWC requests that the Mayor and Council pass an administrative ruling that permits commissions to use teleconferencing at Commission meetings and Commission subcommittee meetings, with specific criteria being put into place for utilization of teleconferencing.

2. City of Tucson Jobs At The Top: The Commission learned that some City of Tucson top departmental positions will be vacated in 2011-2012 due to anticipated employee retirements.

PCTWC requests that recruitment for the vacancies includes targeted outreach to professional organizations that involve women and people of color. Our goal is to see the City of Tucson be acknowledged as a leader in placing women and minorities into top positions in government.

MEMBERS OF THE PIMA COUNTY/TUCSON WOMEN'S COMMISSION (Appointment Source)

EFFECTIVE DECEMBER 28, 2010

Nena Ashton (Ray Carroll, District 4)
Joyceen Boyle, Ph.D. (Paul Cunningham, Ward 2)
Maxine Goodman, MA (At-Large)
Lucy Howell (At-large)
Alison Hughes, MPA, *Commission Chair* (Steve Kozachik, Ward 6)
Lucinda Hughes-Juan, MPA, *Commission Vice-Chair* (At-Large)
Debra Johnson, (Regina Romero, Ward 1)
Emma Juan (At-Large)
Marietta Martin (At-Large)
Lori Mennella, CPA, *Commission Treasurer* (At-Large)
Martha Moore-Monroy, MPH (Ann Day, District 1)
Denise Morse, (Shirley Scott, Ward 4)
Shirley Muney, (Sharon Bronson, District 3)
Mohar Sidhwa, MA (Richard Elias, District 5)
Deena Stewart-Hitzke (Mayor Walkup)
Sheila Tobias, *Executive Committee Member* (At-Large)
Mercy Valencia, Ph.D. (Ramon Valadez, District 2)
Cecilia Vindiola, MA (At-Large)
Donna Whitman (Richard Fimbres, Ward 5)
Kathleen Williamson, Ph.D., J.D. (Karen Uhlich, Ward 3)

