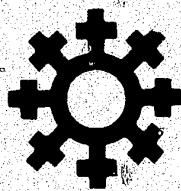


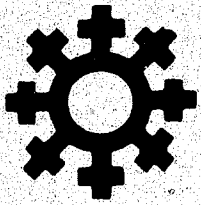
{ 76-DF-99-0033  
76-JS-99-0010  
78-DF-AX-0055 }



NEW  
DIRECTIONS  
FOR  
YOUNG  
WOMEN

# 1978 ANNUAL REPORT

66518



**NEW  
DIRECTIONS  
FOR  
YOUNG  
WOMEN**

1978

BOARD OF DIRECTORS

Ms. Alison Hughes, Chair

Director of the Tucson Women's Commission

Ms. Julieta Gonzalez, Vice-Chair

Pima County Juvenile Court Interpreter

Ms. Angela Atkinson, Secretary/Treasurer

Young Women's Company

Ms. Ann Yellott, Board Member

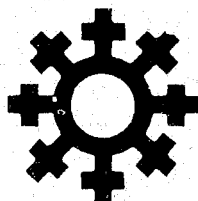
Fundraiser, Tucson Center for Women and Children

Ms. Carol E. Zimmerman, Member

Executive Director, New Directions for Young Women

Ms. Barbara Issacs-Youngwolf, Staff Liaison

Native American Community Member  
Staff, New Directions for Young Women



# NEW DIRECTIONS FOR YOUNG WOMEN

Dear Friends,

It is with deep pleasure that the Board Members of New Directions for young Women present this report of how one agency is attempting to profoundly affect the betterment of our community by addressing the needs of teenage women.

New Directions for Young Women has now completed its third year of operation. Largely due to the creative efforts of the staff of this unique agency, repeat status offenses have been reduced in Pima County by 46 percent. This important work has only just begun, however. For in spite of the many accomplishments described in this annual report, the problems faced by teenage women in our society today, and in our own community in particular, remain critical.

In 1840 the average American woman reached puberty at age 17. Today she attains puberty at age 12, 11 or earlier. In addition to earlier puberty, she tends to marry at a later age. Although the average age at which puberty begins for our young women has been dropping about six months each decade, societal expectations directed toward her have changed little.

She is generally expected to abstain from sexual relations for a longer period than her foremothers, yet she tends to become sexually active at a younger age in spite of these expectations. This has resulted in an astoundingly high rate of teenage pregnancies in recent years. Apprehension over potential pregnancy, coupled with parental pressures against sexual activity, produce high stress levels in our teenage population today.

It is to these serious problems that New Directions for Young Women addresses itself. New Directions is proving to be of immense assistance to young women in this period of societal transition, as well as to parents who face communications barriers with their daughters. It is our sincere hope that the members of our community will continue to support New Directions as we approach the International Year of the Child, and look to this agency for responsible leadership and action on behalf of teenage women.

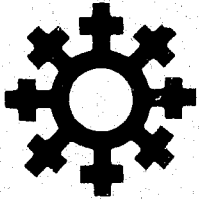
Sincerely,

*Alison M. Hughes*  
Alison M. Hughes  
Chair

## TABLE OF CONTENTS

NEW DIRECTIONS' HISTORY-----	1-4
PROGRAM DESCRIPTION-----	5-16
SPECIAL ACCOMPLISHMENTS-----	17-20
STATISTICS-----	21-23
CLIENT PROFILES-----	24-25
RECOMMENDATIONS AND GOALS FOR THE FUTURE-----	26-28
STAFF PROFILES-----	29-32
FINANCIAL STATEMENT-----	33-38
FUNDING SOURCES-----	39
PRIVATE DONORS-----	40-41

NEW DIRECTIONS HISTORY



# NEW DIRECTIONS FOR YOUNG WOMEN

## NEW DIRECTIONS HISTORY

New Directions for Young Women was created in 1976 with funds provided by the Office of Juvenile Justice and Delinquency Prevention, Law Enforcement Assistance Administration and the U. S. Department of Justice. Our purpose is to provide an alternative to the detention of female status offenders and to work with those institutions and organizations which have the greatest impact on the lives of young women.

New Directions is the only agency funded under the National Deinstitutionalization of Status Offenders initiative currently advocating social change for young women within the area of juvenile justice.

In addition to providing direct services, New Directions' primary goal has been to work for those attitudinal and policy changes which will result in removing females from secure facilities and increase the options available to young women.

## New Directions History

Page -3-

Following are some of the other advocacy changes which have occurred as a result of the New Directions project. New Directions has helped several existing agencies to establish new programs as alternatives to incarceration for females, including:

1. CREATIVE TEEN POWER - A collaborative project with the YWCA and Tucson Urban League which provides practical on-site work experience for females and minority males in non-traditional job areas.
2. TEENAGE WOMEN'S TASK FORCE was established as part of the Tucson Women's Commission. A Young Women's Column was inserted in the Women's Commission newspaper, The Clarion.
3. OVERCOMING SEX-ROLE STEREOTYPING AND DISCRIMINATION TRAINING has been presented to groups such as the State Department of Education, the U. S. Army, and personnel of Tucson Unified School District.
4. SEX-ROLE STEREOTYPING AWARENESS TOOL (SSAT) being developed by New Directions under a grant from Women's Educational Equity Act, Office of Education.
5. ARE MY DREAMS TOO MUCH TO ASK FOR? - A book written by a member of New Directions staff to inform social service personnel about the issues concerning young women. Includes excerpts from 50 interviews with young women at New Directions.
6. TEENAGE SEXUALITY SHROUDED BY IGNORANCE, MYTHS - A newspaper article written by New Directions staff discussing the need for more programs and education for teenagers.
7. ORGANIZATIONAL POLICY HAS BEEN AFFECTED as a result of New Directions advocacy efforts. For example, the Arizona League of Women Voters is addressing the needs of status offenders as a priority issue and the American Association of University Women has voted to bring the issue of female status offenders to their state convention.

## New Directions History

Page -2

To accomplish these goals, New Directions has focused on the following:

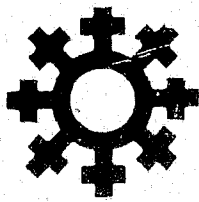
1. Social action
2. Public education
3. Coalition building
4. Public speaking
5. Creating alternative programs
6. Ongoing monitoring of juvenile court and other institutional practices
7. Consultation and training for state-wide organizations, agencies and governmental departments
8. Development of new materials

In contrast to the rest of Arizona, and the nation, Pima County Juvenile Court has virtually eliminated the practices of detaining female status offenders. The initial support for deinstitutionalization came from the Presiding Judge, Court Administrator and several individuals within the Juvenile Court Center. Response from probation officers ranged from hostile to dubious to positive. Invariably, the strongest negative feelings were expressed about the deinstitutionalization of female status offenders. As New Directions demonstrated the ability to handle the problems of dealing with young women, tension decreased and a respectful working relationship began to develop. Ongoing conversations, meetings and training also played an important role in gaining acceptance of the deinstitutionalization of females. Within the Court Center, a great deal of support now exists while the opposition to deinstitutionalization has been effectively neutralized.



8. A NATIONAL CONFERENCE, "CHANGING VALUES: TEENAGE WOMEN IN THE JUVENILE JUSTICE SYSTEM, sponsored by New Directions in November 1977, attracted scholars, educators, youth serving personnel, probation officers and elected officials. That the theme of the conference was taken as a serious political issue was evidenced by the participation of Senator Dennis DeConcini, Representative Morris K. Udall, Presiding Juvenile Judge John P. Collins, Court Director Boyd Dover, and Sheriff Richard Boykin.
9. PROCEEDINGS OF THE NATIONAL CONFERENCE: CHANGING VALUES: YOUNG WOMEN IN THE JUVENILE JUSTICE SYSTEM - a publication. The broad, indepth content of this conference has been acknowledged by the Arizona Council on the Humanities and Public Policy, in cooperation with the National Endowment for the Humanities. The Council has awarded New Directions a grant for the publication of the conference proceedings. This kind of recognition has rarely been given to substantive discussions of females in the juvenile justice system.
10. New Directions has collaborated with numerous youth and female-serving organizations in order to urge them to confront the need for children's rights. New Directions played an instrumental part in organizing the community to respond to the recent Tucson Children's Rights debate.

## PROGRAM DESCRIPTIONS



# NEW DIRECTIONS FOR YOUNG WOMEN

## PROGRAM DESCRIPTION

### DIRECT SERVICES

The direct service component of New Directions for Young Women serves an average of 750 young women a year. The services are designed to meet the special needs of teenage women between the ages of 12 and 21 with particular emphasis on those young women in the juvenile justice system.

A majority of our status offender clientele are referred by the Pima County Juvenile Court, by school personnel or by self referral. The concerns and needs expressed by the young women range from runaway, communication problems with parents, pregnancy or need of a GED (General Education Diploma) program, as a result of dropping out of high school. In many cases concerns involve a legal problem and/or juvenile court appearance.

The services New Directions offers are designed to meet the needs of teenage women who are in need of support, information and guidance, rather than intensive therapy. New Directions offers services in four areas:

- A. Individual and Family Counseling
- B. Educational Alternatives Program
- C. Informational/Support Groups
- D. Retreats

A. INDIVIDUAL AND FAMILY COUNSELING

Clients are seen on an appointment or drop-in basis as desired. Counselors will see a young woman either at the New Directions Center, in school or at the client's home. Any young woman may use New Directions services and all services are free of charge. These are important elements for the successful delivery of services to this age group, to facilitate the voluntary participation by young women. The counselor provides support, a positive atmosphere for the client, and is a resource person to the young woman and her family.

The staff of New Directions is composed of a widely diversified and talented group of women whose interests and expertise reflect a broad range of cultural, social and educational backgrounds. Areas of skill include counseling and guidance techniques, knowledge of career development resources, and experience in facilitating problem-oriented and growth-oriented groups for parents, young women, educators, and community agencies.

In addition, the staff reflects a wealth of in-depth experience dealing with the juvenile court system in Pima County, as well as rich personal and professional experience addressing the needs of the minority community. The staff have made it a point to be informed about the issues directly affecting young people including birth control, rape, sexuality, the job market, and local cultural and educational opportunities.

B. EDUCATIONAL ALTERNATIVES PROGRAM

New Directions has developed and implemented a unique educational experience for young women between the ages of 16-18. With the cooperation and guidance of the Pima County Adult Basic Education Department we have been extremely successful in meeting the wide variety of needs of young women out of school in Pima County.

Our program is unique for a number of reasons:

1. Young women can be 16 years old whereas in other educational programs young people are required to be 18 or older to participate. New Directions has found through informal research that the average young person drops out after their sophomore year of high school or at the age of 16.
2. New Directions is the only educational alternatives program in Tucson that allows young women to bring their children. We provide free day care as well as activities designed to help young women deal more effectively with the stresses of raising children.
3. In addition to providing New Directions' students with the basics of English grammar, English literature, science, social studies and math, we provide job training and independent living skills such as balancing a checkbook, filling out applications, job hunting, etc.

### INDIVIDUALIZED PROGRAM FOR GED

Because not all participants enter the program at the same academic level, the staff works out an individual program for each young woman. A minimum of six (6) hours a week is spent in a combination of classroom and an individual program of study. During this time the young woman makes progress toward each of the five test subjects. Each young woman receives individualized tutoring and works at her own pace toward completion of exams.

### SUPPORT GROUPS

These groups are designed to facilitate problem solving, provide a vehicle to articulate values, and develop group cohesiveness and leadership skills. In addition, this group discusses topics such as birth control, sexuality, assertiveness, rape prevention, childbirth, and communication skills.

### JOB PREPARATION SKILLS

As a young woman nears completion of her GED exams, New Directions provides training in job skills and independent living skills to enable her to find a job more easily and live successfully on her own. Included in these sessions are the following:

#### Job Preparation Skills:

1. Know your job rights
2. Identification of discrimination
3. Filling out job applications and resume writing
4. Job interview skills
5. On the job assertiveness
6. Where to look for a job

### Independent Living Skills

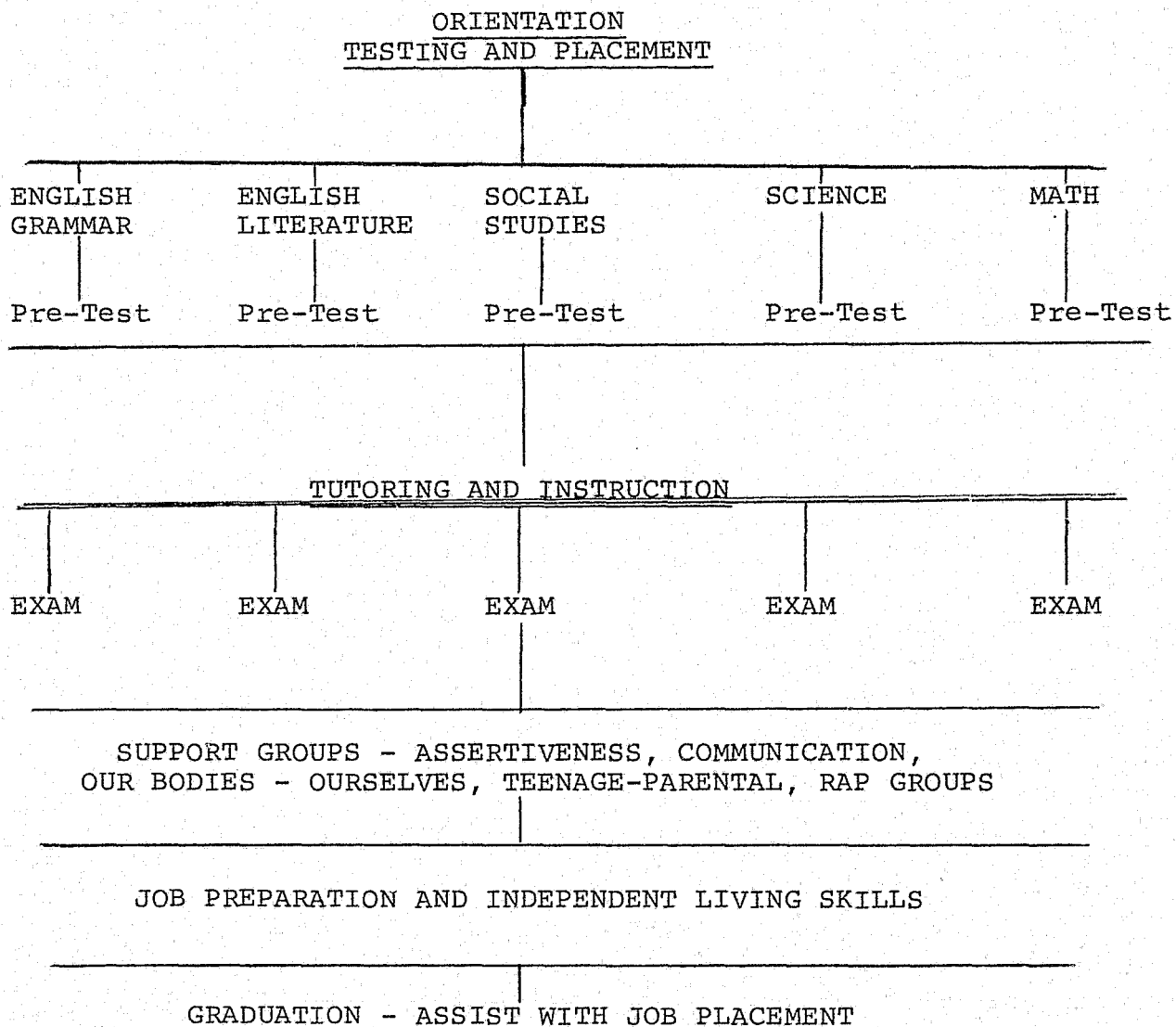
1. Values clarification and future plans
2. Checking and savings accounts
3. Health/car insurance
4. Consumer/credit education
5. Apartment hunting
6. Budgeting
7. Food purchasing
8. Food stamps/public assistance resources

### MATERIALS FOR THE EDUCATIONAL ALTERNATIVES PROGRAM

The majority of the textbooks supplementary subject guides and pre-testing materials for the GED Program are provided by the Pima County Adult Basic Education Department. In addition, Adult Basic Education conducts training workshops four or five times during the year for their certified instructors.

The exam consists of five subjects in which participants must prove competence; English grammar, English literature, social studies, science and math. Pre-tests are to be administered by the Coordinator. Students will take the pre-test to insure their readiness to successfully pass the actual GED exam.

EDUCATIONAL ALTERNATIVES PROGRAM





C. INFORMATIONAL/SUPPORT GROUPS

Most of the groups facilitated by New Directions staff have been developed by the staff over the past three years and used extensively in Tucson schools, other youth serving agencies and at the New Directions' Center. Because program models did not exist for teenage women in many of these areas, these groups and the materials used had to be developed from scratch, tested and refined. In many instances these materials have been requested by other agencies both in Arizona and in other states for use in their own programs. The overall goal of all of these groups is to provide information and support to young women while encouraging them to make their own decisions, resolve conflicts, therefore promoting independence and self confidence.

The following are brief descriptions of the unique groups New Directions offers:

ASSERTIVENESS TRAINING

The goals of the Assertiveness Training Group are to introduce group members to basic assertiveness principles, to apply assertiveness principles to everyday life and to provide alternative ways of dealing with conflict. Once the young woman understands what assertiveness is and what it may mean in her life, she is ready to apply these principles and identify road blocks to assertive behavior. Then the young women can use these skills in specific areas such as dealing positively with her family, friends and relationships.

Many times a young woman's negative behavior is caused by a lack of self confidence. Therefore, one of the goals of this group is to instill a young woman with a sense of self worth and a knowledge of her own strengths.

#### SEX ROLE STEREOTYPING AWARENESS

During the course of our work in the Tucson schools, we became increasingly aware of the extent of sex role stereotyping and its destructive effects on teenagers. It became evident that teenagers and society hold rigid views of male and female roles. Limiting themselves and their peers to narrow arenas of achievement only served to compound the lack of self confidence and low self esteem experienced by most young women.

To help overcome this problem New Directions developed a sex role stereotyping awareness kit which is being disseminated nationally and used as the core of our sex role awareness group. Called INTERACT, the kit consists of a four session package that covers sex stereotyping in the areas of society, family relationships, peer relationships and the school setting. The kit is an activity-oriented, multifaceted program which makes use of cassette tapes, a slide show, posters, a game board and student/leader manuals to make it appealing, interesting and easy to use. The four week group consists of the following sessions:

##### SESSION 1

This session is an introductory session to the INTERACT kit and to the topic of sex stereotyping as a whole. The slide-tape show covers aspects such as media, language and childhood socialization.

## SESSION 2

The 2nd session explores expectations and socialization within families that leads to sex role differentiation and stereotyping of male children and female children. Students participate in activities leading to awareness of how their own families roles, duties, and responsibilities are broken down according to sex.

## SESSION 3

The INTERACT board game helps students explore peer relationships and the influence sex role stereotyping has on the way they interrelate with their friends. Dating, socializing, and expectations come into play.

## SESSION 4

This session looks at the situations and behavior that can occur within a school setting. Students will participate in role playing various scripted and non-scripted situations where sex role stereotyping might take place while interacting with teachers, administrators and counselors.

## SEXUALITY GROUP: "OUR BODIES, OUR SELVES"

The high teenage pregnancy statistics are alarming and painfully real for most of the young women who come to New Directions. No amount of ignoring, blaming or disapproval will change the fact that over 50% of teenagers under 19 will have sexual intercourse and that more than one million 15-19 young women became pregnant in this country this year. These decisions are being made with virtually no knowledge about birth control, venereal disease, pregnancy or abortion.

The goal of the "Our Bodies, Our Selves" group is to provide information and allow discussion about sexuality questions which will form a basis for young women to make informed decisions about how they feel about their bodies and themselves as women. Topics covered include anatomy and physiology, sexuality and reproduction, making decisions about the responsibilities of sexuality, birth control, pregnancy and health care resources available in the community.

#### PARENT READINESS TRAINING FOR TEENS/SINGLE PARENT GROUP

Even though most young people will at some time in their lives be parents, they receive little or no training in effective parenting. Thus, they are ill prepared for what may be a major part of their lives. This group begins with the initial stage of deciding when or if one wants to be a parent. It will also help students learn effective ways to relate to their prospective children, how not to reinforce unacceptable behavior but encourage cooperative behavior. Finally, it deals with preparing young people to handle both career and family aspects of their future lives. The facilitator encourages teenage parents in the group to share their experiences. Weekly topics include: building trust, exploring pregnancy, financial, legal and educational resources, parenting skills, employment and day care information.

#### COMMUNICATION/RAP GROUP

This group provides an opportunity for young women to meet together and share mutual concerns and problems. The goal of this group is to allow freedom of expression, provide a supportive, non-judgmental atmosphere and explore alternatives to dealing with all young women's

concerns. In addition to building trust, positive ways of communicating with others is discussed. Emphasis is placed on values clarification and understanding oneself.

#### PARENT EFFECTIVENESS TRAINING

This group is designed for parents of teenagers, especially those parents who have experienced some communication problems or where the teenagers are status offenders.

People need training to become effective parents. In the past, the only qualification thought to be needed was biological. But now things are different. Our society is undergoing rapid change. Recent movements toward social equality-women with men, children with adults - have presented challenges which most parents are not prepared to meet. The goal is to learn to live with each other as equals.

The parent study group - STEP - Systematic Training for Effective Parenting - is an especially effective method for parent education. In a group, parents and youth can provide encouragement for each other as well as sharing problems, concerns and knowledge. Through discussions, they become aware that their reactions and attitudes may influence one another's behavior. The study groups not only provide a forum for problem solving and sharing, but are a model for using new communication skills between parents and teens. The parents meet every week for nine (9) weeks discussing and sharing problems with the use of handbooks, posters, and cassette tapes.

## RETREATS

Under an original grant from the Ms. Foundation, New Directions expanded its in-center programs to add an intensive retreat program. Combining the relaxation and fun of a 2-day camping trip including many of the groups New Directions offers, we are able to offer a positive and non-threatening way of dealing with problems and building communication.

Accompanied by most of the New Directions staff and other agency personnel who volunteer to participate, retreats are usually held in camping sites in the nearby mountains. Food and equipment are provided for the clients so that cost will not be a prohibiting factor in participation.

This particular program has met with overwhelming approval of clients and parents alike and stimulated participation in other New Directions services.

**SPECIAL ACCOMPLISHMENTS**

## SPECIAL ACCOMPLISHMENTS OF 1978

AWARENESS DAY: On December 5, 1978 New Directions sponsored the second annual Awareness Day at Tucson High School. Fifty youth serving agencies agreed to participate by handing out brochures and literature and personally speaking to students as they passed by. Classroom presentations also took place in the Junior and Senior classes on such areas as rape prevention, self defense, assertiveness training, birth control, drug abuse and to improve communication skills. More than 1,500 students were affected by this day as well as introducing many teachers to the variety of services in the community to be utilized in their curriculum.

PARENTING GROUP: In 1978, New Directions held three Parenting Groups for thirty-two parents. Parents met once a week for nine weeks to discuss and learn more effective ways of relating to their children. By working together in small groups, participants became actively involved in sharing experiences of common concern, discussing weekly readings and learning and practicing specific child-training principles and techniques. Parents can finally admit that they, too, have the right to make mistakes and learn from them; that they too, have rights as well as responsibilities. New Direction's parents are helped toward realizing the goal all parents want most: to raise responsible children who will grow into responsible women and men, capable of living meaningful, happy adult lives.

New Directions Parenting Groups use the STEP (Systematic Training for Effective Parenting) kit by Don Dinkmeyer and Gary D. McKay.



## SEX STEROTYPING AWARENESS TOOL -

SSAT: In 1977, New Directions received a small grant from the Women's Educational Equity Act to develop a sex stereotyping awareness tool to be used with Junior and Senior High students.

Our interest in the area of sex stereotyping and sex bias developed out of our work in presenting workshops and facilitating groups with young women and men in the Tucson area schools. It became evident that teenagers had the same rigid views of male and female roles as teenagers had in the 1950's and 1960's. Additionally, we found that although there were teachers and counselors in schools who were interested in addressing the topic of sex role stereotyping with their students, many did not have the necessary materials.

We believed that if provided with an activity oriented "kit" that required little preparation time, many teachers would willingly utilize the materials with their students. Care was taken with the written materials so that students of varying reading abilities could understand and enjoy the activities.



# INTERACT

**Games  
of  
Change, Chance  
& Choice**

NEW DIRECTIONS RETREAT PROGRAM: Twenty young women and New Directions staff sponsored two retreats for young women held in June and September 1978. Both retreats were made possible by a grant from the Ms. Foundation.

The first June Retreat was held in the cool elevation of Mt. Lemmon. Three days were spent involved in groups such as Assertiveness, Our Bodies, Young Women's Rap Groups, as well as camping activities; campfires, hiking, songs and ghost stories.

The September Retreat was held in Madera Canyon at Bog Springs. In addition to the activities of the first retreat other agencies joined New Directions staff to provide the young women self defense, theatre games and body movement. Everyone shared the chores and all evaluations have shown the Retreat Program offered the young women of New Directions a unique and exciting experience.

TEENAGE WOMEN IN THE JUVENILE JUSTICE SYSTEM: CHANGING VALUES edited by Ruth Crow and Ginny McCarthy. New Directions for Young Women has published the edited proceedings of our National Conference on Females in the Juvenile Justice System. The book is one of the first in-depth examinations of the conditions teenage women face who enter juvenile justice system as status offenders or never having committed a crime. The book includes speeches and papers by notable authors in the field of juvenile justice, women's studies and alternative programming for young women. Copies of the book are available from the New Directions office located at 346 South Scott, Tucson, Arizona.

PUBLIC RELATIONS PROGRAM: As a public service to the Tucson community, New Directions for Young Women schedules the programming for the KZAZ-TV Minority Report on Women. This is a, five minute live interview-type spot which highlights activities and organizations whose focus relates to women. We have hoped to represent as wide a variety as possible of women's concerns; here are some examples of past shows:

-Phyllis Childress (National Association of Women in Construction) on "Workshop for Women in Construction Industry"

-Alison Hughes (Tucson Women's Commission) on "Women's Health Day"

-Carletta Banks (Black Women in Progress) On "Kwanza Celebration"

-Ruth Saludes (Tucson Center for Women and Children) on "Day Care Rally"

JOB PREPARATION WORKSHOP: On June 24, 1978, New Directions and the Tucson Women's Commission co-sponsored a Job Preparation Workshop for young women ages 16-21. Our goal was to help young women become more skilled in the areas of employment applications and resumes, interviewing skills as well as the "do's and don'ts" of job hunting. Thirty young women participated and found the information they gained most helpful as they prepared for upcoming summer employment.

1978 STATISTICS

1978 STATISTICS JANUARY-DECEMBER

		ANGLO	MEXICAN AMERICAN	BLACK	NATIVE AMERICAN	TOTAL
<u>JANUARY:</u>	GROUPS	12	24	11	1	48
	SCHOOL	2	0	10	0	12
	G.E.D.	7	4	0	0	11
	COUNSELING	5	5	3	2	15
	PARENTS	3	0	0	0	3
<u>FEBRUARY:</u>	GROUPS	7	3	1	3	14
	SCHOOL	31	10	1	3	45
	G.E.D.	4	2	0	0	6
	COUNSELING	5	3	1	0	9
	PARENTS	5	0	0	0	5
<u>MARCH:</u>	GROUPS	10	11	5	0	26
	SCHOOL	16	7	0	0	23
	G.E.D.	7	2	0	0	9
	COUNSELING	7	2	4	3	16
	PARENTS	5	0	0	0	5
<u>APRIL:</u>	GROUPS	41	6	5	0	52
	SCHOOL	35	16	1	67	119
	G.E.D.	2	0	2	0	4
	COUNSELING	6	1	2	0	9
	PARENTS	0	0	0	0	0
<u>MAY:</u>	GROUPS	23	8	5	35	71
	SCHOOL	28	3	0	0	31
	G.E.D.	1	0	0	0	1
	COUNSELING	3	2	1	1	7
	PARENTS	0	0	0	0	0
<u>JUNE:</u>	GROUPS	8	53	8	0	69
	SCHOOL	0	0	0	10	10
	G.E.D.	0	1	0	0	1
	COUNSELING	5	0	1	1	7
	PARENTS	0	0	0	2	2
<u>JULY:</u>	GROUPS	19	90	7	12	128
	SCHOOL	0	0	0	0	0
	G.E.D.	0	0	0	0	0
	COUNSELING	3	1	1	0	5
	PARENTS	58	1	1	0	60
<u>AUGUST:</u>	GROUPS	14	58	10	14	96
	SCHOOL	0	0	0	0	0
	G.E.D.	0	0	0	0	0
	COUNSELING	4	2	0	1	7
	PARENTS	0	0	0	0	0
<u>SEPTEMBER:</u>	GROUPS	45	7	1	2	55
	SCHOOL	0	0	0	0	0
	G.E.D.	5	1	1	0	7
	COUNSELING	6	3	2	4	15
	PARENTS	0	0	0	0	0

1978 STATISTICS (Con't)

		<u>ANGLO</u>	<u>MEXICAN AMERICAN</u>	<u>BLACK</u>	<u>NATIVE AMERICAN</u>	<u>TOTAL</u>
<u>OCTOBER:</u>	GROUPS	6	8	1	3	18
	SCHOOL	82	36	0	33	151
	G.E.D.	3	0	0	0	3
	COUNSELING	4	2	0	6	12
	PARENTS	28	1	0	0	29
<u>NOVEMBER:</u>	GROUPS	6	12	0	0	18
	SCHOOL	28	34	5	37	104
	G.E.D.	3	0	2	0	5
	COUNSELING	13	2	1	0	16
	PARENTS	15	1	0	0	16
<u>DECEMBER:</u>	GROUPS	5	7	4	7	23
	SCHOOL	1	7	0	11	19
	G.E.D.	1	0	0	0	1
	COUNSELING	6	1	1	1	9
	PARENTS	0	0	2	0	2

MONTHLY ETHNIC BREAKDOWN OF YOUNG WOMEN SERVED JANUARY/DECEMBER 1978

JANUARY	29	33	24	3	89
FEBRUARY	52	18	3	6	79
MARCH	45	22	9	3	79
APRIL	84	23	10	67	184
MAY	55	13	6	36	110
JUNE	13	54	9	13	89
JULY	80	92	9	12	193
AUGUST	18	60	10	15	103
SEPTEMBER	56	11	4	6	77
OCTOBER	123	47	1	42	213
NOVEMBER	65	49	8	37	159
DECEMBER	13	15	7	19	54

1978 STATISTICS (Con't)

TOTAL YOUNG WOMEN SERVED 1978

GROUPS	618
SCHOOL	514
COUNSELING	127
G.E.D.	48
PARENTS	122

TOTAL YOUNG WOMEN SERVED 1,429

ANGLO	633	45%
MEXICAN AMERICAN	437	30%
BLACK	100	6%
NATIVE AMERICAN	259	19%

CLIENT PROFILES



## NEW DIRECTIONS CLIENT PROFILES

TO ILLUSTRATE THE WAYS IN WHICH THE SERVICES OFFERED BY NEW DIRECTIONS FOR YOUNG WOMEN RESPOND TO THE NEEDS OF THE COMMUNITY WE SERVE, WE PRESENT SOME CLIENT PROFILES:

Jane, a 15 year old Anglo woman, was referred to New Directions by the Guidance Counselor at her high school. She lived with her mother on Tucson's east side and had run away several times in the past. The Counselor explained that Jane was frequently ditching (not attending) classes and occasionally using drugs; Jane appeared cynical at her first meeting with a New Directions counselor and complained of wanting a job but not being able to secure one. During the next couple of months, Jane was provided individual counseling which included emphasis on values clarification and access to factual drug use/abuse information. She attended our Job Preparation Workshop and was given a referral to a local job training project for young women. Also, we provided advocacy services in meeting with her teachers, principal and school counselor. Her mother was referred to our Parenting Group where she acquired necessary communication skills and effective child training skills. At present, Jane's attendance at school has improved considerably and she is training in auto mechanics, which has given her renewed hope of securing employment.

#### CLIENT PROFILES (Con't)

Lisa, a 16 year old Mexican American woman came to New Directions on her own after hearing about us from a friend. She was living at home with her parents and siblings, and was a recent high school dropout. Her problems related to her being sexually active; she wanted information about birth control but could not (or would not) talk to her parents about it. She seemed shy and somewhat scared when we first met her, but seemed to relax somewhat upon discovering that she had been assigned a spanish-speaking counselor. We provided Lisa with general individual counseling focusing on sexuality and values clarification, and she participated in one of Our Bodies, Our-selves Groups. We did joint counseling with her boyfriend and provided them both with advocacy assistance in visiting the local Planned Parenthood Clinic. After several sessions, Lisa became interested in our GED Program and is now in the process of getting her high school diploma.

## RECOMMENDATIONS AND GOALS FOR THE FUTURE

## RECOMMENDATIONS TO THE COMMUNITY AND GOALS FOR THE FUTURE

Over the past year young women, their families and social service personnel have expressed their needs and concerns to us. As much as possible, the staff at New Directions attempts to be flexible in order to meet those needs. Often money, resources and/or time does not permit us to address all the concerns expressed.

The following are some of those areas and our suggestions to community for meeting those needs.

1. **TEENAGE PREGNANCY:** The rate of unwanted teenage pregnancies continues to grow in Pima County. Although, many agencies have made an attempt to deal with individual young women facing this problem, prevention programs remain lacking. There is virtually no information provided in schools or recreation places for teenagers on pregnancy prevention.

The options, once a young woman is pregnant are limited and often painful. The staff and board recommend that our community place a much higher priority on informing youth about birth control, pregnancy and child bearing, and abortion in order to prevent unwanted teenage pregnancies. The cost of these pregnancies is great both in money and in lost human potential for the young women, her child, her family and our community.

2. Over the course of the last three years, young women have come to New Directions facing a crisis at home or leaving an unbearable home situation. Currently, there is no place for teenage women to go who need a temporary place to stay while resolving these home crises. The teenage

## RECOMMENDATIONS Con't

- shelter cares which exist are limited to youth under 18 and do not permit a young woman who is also a mother to bring her child with her. Our community needs a temporary shelter for young women which is not heavily therapeutic but rather provides some crisis counseling, support and resources on a short term basis.
3. The lack of low cost or free day care continues to be a large problem for teenage mothers. The cost and inaccessibility of day care service often prohibits teenagers from attending school programs, holding a job or receiving services from community agencies. Young women have suggested that day care be available on a temporary low cost basis so that they might leave their child for for a few hours when needed.
  4. Transportation, its cost and inaccessibility ranks high on the list of problems young women express. Without a car, obtaining minimal services, such as GED and counseling becomes difficult. Young women are often forced to resort to hitchhiking which is undersirable and often dangerous. Tucson public bus routes need to be expanded and the amount of red tape involved in obtaining a low fare bus pass reduced. Teenagers are often unwilling to go through the lengthy process necessary to get a bus pass or wait for long periods of time for a bus. The chances of rape or other dangerous situations increases with the amount of hitchhiking.

## RECOMMENDATIONS Con't

5. There continues to be a real need for training resources and job opportunities for teenage women. While CETA and TITLE XX provide some funds for teenage employment programs, the need in this area remains critical, and more emphasis should be placed herein through the school systems.
6. Young women of different cultural backgrounds continue to face communication barriers at many agencies because of race. Social service agencies and public agencies need to take a more active look at the affirmative action programs in order to insure they have staff representing various cultural diversities in order to meet the needs of their clientele more effectively.
7. The effort must continue in this community to define and educate youth about their legal rights and to eliminate unjust practices based on age. Our community has begun a notable effort toward deinstitutionalizing status offenders which must be continued in the next coming year. Clearly, our youth have expressed their desire to receive services in the community rather than be incarcerated for a non-criminal act.

## STAFF PROFILES

## STAFF PROFILES

### CAROL ZIMMERMAN

EXECUTIVE DIRECTOR: Carol developed and implemented the project design for New Directions and since 1976 has been responsible for grant writing, staff supervision, public speaking, material development, and program implementation. Carol has co-authored two publications: Changing Values: Young Women in the Juvenile Justice System and Are My Dreams Too Much To Ask For?

### LINDA KEGERREIS

ASSISTANT DIRECTOR: Linda has been with New Directions since April 1976. Her expertise has been in the areas of workshop presentations on Assertiveness and Communication. During the past year she has been conducting inservice training for teachers and counselors in the area of sex stereotyping and role expectations. Linda has designed a Sex Role Stereotyping Awareness Tool, funded by the Women's Educational Equity Act. The "kit" INTERACT, attempts to increase teenagers' awareness of effects of sex role stereotyping on their lives. Over the years, Linda has done individual and family counseling and several parenting groups.



MARIA CORA

COUNSELOR: Maria has been with New Directions since June 1978. As a Black, Puerto Rican woman, Maria bridges many cultural boundaries with the young women at New Directions. She has provided school groups in the areas of sexuality, assertiveness and health and nutrition. Maria also serves as the liaison with a local television station to provide weekly speakers from the community to inform viewers about local activities in the women's community.

DEBBY ROSENBERG

G.E.D. AND SCHOOL COORDINATOR: Debby has been with New Directions since September 1976. As a certified teacher Debby provides the coordination for the educational component both in the center and working closely with teachers in the school. With the teachers, she plans a variety of groups that could be provided in their classroom by the staff at New Directions. Debby also conducted all interviews for the publication: ARE MY DREAMS TOO MUCH TO ASK FOR, co-authored by Carol Zimmerman. Her responsibilities also include preparation of monthly statistics and providing community groups in the areas of job preparation, independent living and job related assertiveness training.

BARBARA ISAACS-YOUNGWOLF

COUNSELOR: Barbara has been with New Directions since March 1978. Barbara's expertise with young Native American women has increased New Directions staff knowledge about unique concerns and needs of Native American women. Barbara has also been providing in-depth community workshops with the Tucson Indian Center, Indian Education of Tucson Unified School District, San Xavier Health Center and New Pascua Yaqui Association. While also carrying a heavy client load both individual and family counseling, Barbara provides Assertiveness, Communication and Cultural Awareness groups in the schools.

NORMA GRIJALVA

COUNSELOR: Norma came to New Directions in July 1977. Her responsibilities include counseling, community and school groups. Norma is very interested in increased health education for young women in the areas of birth control, childbirth, and alternatives to pregnancy. She has made many contacts in the junior high schools providing a special service to the variety of needs for younger Mexican American women.

SANDRA LEWIS

G.E.D. ASSISTANT: Sandra came to New Directions in June 1978. Her responsibilities include orientation of G.E.D. students and coordinating the on-going Job Preparation group for GED students and other New Direction clients.

SHARON HESSE

Sharon provides the major portion of clerical skills needed for the day-to-day operation of New Directions. Her editing and typing skill have greatly improved the volumes of material and correspondence provided the community by New Directions.

TAMAR POZZI

Tamar came to New Directions in July of 1978. As the bookkeeper Tamar's responsibilities include monitoring the many grants that provide New Directions monies while providing the monthly and annual reports to the Executive Director.

NEW DIRECTIONS FOR YOUNG WOMEN, INC.  
BALANCE SHEET  
December 31, 1978  
(unaudited)

GENERAL FUND

<u>ASSETS</u>	<u>RESTRICTED</u>	<u>UNRESTRICTED</u>	<u>TOTAL</u>
Cash in bank	\$3,575	\$452	\$4,027
Cash on hand	-	30	30
Accounts receivable	-	260	260
<b>TOTAL ASSETS</b>	<b>\$3,575</b>	<b>\$742</b>	<b>\$4,317</b>

LIABILITIES AND FUND BALANCE

Liabilities	\$ -	\$ -	\$ -
Fund Balance	<u>3,575</u>	<u>742</u>	<u>4,317</u>
	<b>\$3,575</b>	<b>\$742</b>	<b>\$4,317</b>

EQUIPMENT FUND

Office equipment	\$3,258	\$108	\$3,366
Less: Accumulated Depreciation (Note 1)	<u>(408)</u>	<u>(6)</u>	<u>(414)</u>
	<b>\$2,850</b>	<b>\$102</b>	<b>\$2,952</b>
<b>Fund Balance</b>	<b>\$2,850</b>	<b>\$102</b>	<b>\$2,952</b>

See notes to financial statements

## FINANCIAL STATEMENT

NEW DIRECTIONS FOR YOUNG WOMEN, INC.  
STATEMENT OF SUPPORT,  
REVENUE AND EXPENDITURES  
for the Year Ended  
December 31, 1978  
(unaudited)

GENERAL FUND

	<u>RESTRICTED</u>	<u>UNRESTRICTED</u>	<u>TOTAL</u>
<u>SUPPORT</u>			
Grants and contracts from public agencies (Note 3)	\$91,917	\$ -	\$91,917
Donations	<u>-</u>	<u>3,099</u>	<u>3,099</u>
	\$91,917	\$3,099	\$95,016
 <u>EXPENDITURES (Note 2)</u>			
Program:			
Counseling	\$55,201	\$ 739	\$55,940
Education and research	<u>16,580</u>	<u>246</u>	<u>16,826</u>
	71,781	985	72,766
Administration	19,855	1,067	20,922
Fund raising	<u>-</u>	<u>1,045</u>	<u>1,045</u>
TOTAL EXPENDITURES	\$91,636	\$3,097	\$94,733
Excess of receipts over expenditures	281	2	283

See notes to financial statements

NEW DIRECTIONS FOR YOUNG WOMEN, INC.  
STATEMENT OF CHANGES IN FUND BALANCE  
for the Year Ended  
December 31, 1978  
(unaudited)

GENERAL FUND

	<u>RESTRICTED</u>	<u>UNRESTRICTED</u>	<u>TOTAL</u>
Fund Balance January 1, 1978	\$2,886	\$734	\$3,620
Excess (deficit) of Support and Revenues over Expenditures	281	2	283
Depreciation recorded in Equipment Fund (Note 1)	<u>408</u>	<u>6</u>	<u>414</u>
Fund balance December 31, 1978	\$3,575	\$742	\$4,317

EQUIPMENT FUND

Fund Balance, January 1, 1978	\$3,207	\$ -	\$3,207
Capital outlay from General Fund	51	108	159
Depreciation expense (Note 1)	<u>(408)</u>	<u>(6)</u>	<u>(414)</u>
Fund Balance, December 31, 1978	\$2,850	\$102	\$2,952

See notes to financial statements

NEW DIRECTIONS FOR YOUNG WOMEN, INC.  
 DETAIL SCHEDULE OF SUPPORT,  
 REVENUE AND EXPENDITURES  
 For the Year Ended  
 December 31, 1978  
 (unaudited)

	Program		Total Program	Support Services		Total Support Service	Total Agency
	Counseling	Education & Research		Adminis- tration	Fund Raising		
<u>Support and Revenue Sources</u>							
Restricted:							
Pima County (LEAA)	\$59,670	\$ -	\$59,670				\$59,670
WEEA	-	10,960	10,960				10,960
Council for the Humanities	-	6,354	6,354				6,354
MS	7,500		7,500				7,500
Young Women's Christian Assoc. (YWCA)	2,250		2,250				2,250
City of Tucson	4,627		4,627				4,627
Parent Youth Group (JJG)	556		556				556
Total Restricted	\$74,603	\$17,314	\$91,917				\$91,917
Unrestricted:							
Donations	739	246	985	1,069	1,045	2,114	3,099
TOTAL SUPPORT AND REVENUE	<u>\$75,342</u>	<u>\$17,560</u>	<u>\$92,902</u>	<u>\$ 1,069</u>	<u>\$1,045</u>	<u>\$ 2,114</u>	<u>\$95,016</u>
<u>EXPENDITURES</u>							
Program:							
Salaries	\$44,451	\$12,391	\$56,842	\$15,937	\$	\$15,937	\$72,779
Fringe benefits	1,588	565	2,153	1,124		1,124	3,277
Office & educational supplies	1,509	65	1,574	1,134		1,134	2,708
Printing & postage	1,422	1,710	3,132	-	1,045	1,045	4,177
Rent	2,772	-	2,772	693		693	3,465
Legal & accounting	60	-	60	300		300	360
Consultants	-	1,004	1,004	-		-	1,004
Travel	590	913	1,503	749		749	2,252
Utilities	1,567	-	1,567	392		392	1,959
Insurance	353	-	353	88		88	441
Repairs & maintenance	746	-	746	187		187	933
Workshops & retreats	501	-	501	-		-	501
Miscellaneous	75	25	100	204		204	304
Capital outlay	-	51	51	108		108	159
TOTAL PROGRAM EXPENDITURES before depreciation	<u>\$55,634</u>	<u>\$16,724</u>	<u>\$72,358</u>	<u>\$20,916</u>	<u>\$1,045</u>	<u>\$21,961</u>	<u>\$94,319</u>
Depreciation	306	102	408	6			
TOTAL PROGRAM EXPENDITURES	<u>55,940</u>	<u>16,826</u>	<u>72,766</u>	<u>20,922</u>			
Administration charged to programs	15,691	5,231	20,922	\$(20,922)			
TOTAL EXPENDITURES	<u>\$71,631</u>	<u>\$22,057</u>	<u>\$93,288</u>				

See notes to financial statements



NEW DIRECTIONS FOR YOUNG WOMEN, INC.  
NOTES TO FINANCIAL STATEMENTS  
December 31, 1978  
(unaudited)

Note 1 - SIGNIFICANT ACCOUNTING POLICIES

General

New Directions for Young Women, Inc. is a non-profit corporation providing counseling and development of training materials. The financial statements are based on the accrual method of accounting.

Depreciation

Equipment having an estimated useful life over one year is capitalized and depreciation is provided for on a straight-line basis over the estimated life. All items have been assigned a ten year life.

Note 2 - ALLOCATION OF ADMINISTRATIVE CHARGES

Administrative charges to the programs has been provided for in the financial statements based on the pro-rata share of the programs' total dollar expenditures. Some grants and contracts do not allow for administrative charges as reimbursable expenses, however, the administrative effort is recognized by this allocation method.

Note 3 - GRANTS AND CONTRACTS

Pima County of Arizona - a contract for LEAA monies (\$60,000) to provide counseling for the period of January 1, 1978 to December 31, 1978.

Women's Educational Equity Act (WEEA) - an HEW contract for training materials. The period covered is November 1, 1977 to October 31, 1978 in the amount of \$14,460.

Ms. Foundation for Women, Inc. - a grant of \$7,500 to provide counseling between May 31, 1978 and December 31, 1978.

Arizona Humanities Council - a grant for \$7,060 for training materials. The period of the grant is April 30, 1978 to December 31, 1978.

Young Women's Christian Association (YWCA) - a contract for \$2,225 to provide counseling between January 1, 1978 and August 31, 1978.

City of Tucson - a contract for \$10,000 to provide counseling between July 1, 1978 and June 30, 1978.

Pima County Juvenile Justice Collaboration - a contract for \$2,060 to provide counseling between October 1, 1978 and April 30, 1979.

NEW DIRECTIONS FOR YOUNG WOMEN, INC.  
NOTES TO FINANCIAL STATEMENTS  
December 31, 1978  
(unaudited)

Note 4 - FEDERAL AND ARIZONA INCOME TAX

New Directions for Young Women, Inc. is a non-profit corporation recognized under Section 501 (c) (3) of the Internal Revenue Code as tax exempt, therefore, no provision for corporation tax is required.

## FUNDING SOURCES

NEW DIRECTIONS' FUNDING HISTORY

OFFICE OF JUVENILE JUSTICE AND DELINQUENCY PREVENTION

January-December 1978.....\$60,000.00

To provide above direct services and advocacy for female status offenders.

WOMEN'S EDUCATIONAL EQUITY ACT (WEAA), Department of HEW

September 1977-October 1978.....\$14,460.00

Sex Stereotyping Awareness Tool (SSAT) grant for development of a model tool to help overcome sex-role stereotyping with junior and senior high school students.

ARIZONA COUNCIL ON THE HUMANITIES AND PUBLIC POLICY

April 1978-August 1978.....\$7,060.00

Grant to publish edited proceedings of The National Conference, "Changing Values: Teenage Women in the Juvenile Justice System:

MS. FOUNDATION FOR WOMEN, INC.

April 1978-December 1978.....\$7,500.00

Grant awarded to conduct summer workshop retreats and school programs for teenage women

CITY OF TUCSON

July 1978-June 1979.....\$10,000.00

Grant to provide counseling and groups to young women who are city residents.

PIMA COUNTY JUVENILE JUSTICE COLLABORATION

October 1978-April 1979.....\$2,060.00

Grant to provide four Parent Effectiveness Training sessions of 9 weeks each for 15 parents per group.

PRIVATE DONORS

IT IS WITH SPECIAL THANKS THAT WE ACKNOWLEDGE THE FOLLOWING PEOPLE  
FOR THEIR CONTRIBUTIONS TO NEW DIRECTIONS FOR YOUNG WOMEN SERVICES:

\*\*\*\*\*

M. M. ADELSTEIN	BILL EDMONSTON	SHIRLEY LILLEN
CLAUDIA de ALBANY	BERNICE EPSTEIN	MR. & MRS. LOFQUIST
DABNEY ATTAFFER	GAY EVANS	DORIS LONEY
KATHERINE ALTAFFER	PI FARR	MARY MACKINNON
TONI AMESLOV	ELIZABETH GIBERT	VIVIAN MATSLER
SANDY ANDERSON	MS. GIORGI	ALICE MURCH
RON ASTA	PETER GOUDINOFF	STEVE NEELY
ROSE WOODS BAGLEY	GRANT ROAD LUMBER	JANICE NUSBAUM
ANN BOICE	JACK GREENWAY	BETTY OLSAD
BETSY BOLDING	WINNIE HALL	JEAN PARSONS
ROBERT CANNON	HELEN HEATH	CARLA & LARS PEDERSON
MARIAN CERF	LARRY HECKER	STEVE PHILLIPS
CHOLLA BUSINESS WOMEN	MARGE HILTS	MRS. R. E. PIERSON
BOB CLARK	CANDACE HODGETT	NANCY PITT
EMMERSON CLARK	JEAN HOFFMAN	PLANTSMAN
MR. & MRS. ALBERT COHN	HUGH HOLLUB	PATRICIA POORE
RON CAVIGLIA	CATHERINE JONES	BERNICE PORTER
WM. & KATHARINE DAILY	SUSAN JOSEPH	JAMES PRAY
JINX DAMON	ROSLYNE KAUFMANN	MRS. PRIOR PRAY
D. D. DAVIS	NANCY S. KELLER	JUDY REDEKOP
NATALIE DAVIS	BARBARA KENNEDY	CHARLES RICHARDSON
MR. & MRS. DONALD DIAMOND	DOUGLAS KENNEDY	JOHN RIGGS
MARY PEACE DOUGLAS	MS. FAITH KENNEDY	BILL RISNER
CAROL DORSEY	HELEN KENNEDY	MARCIA ROCHMAN
BARBARA DUNNING	IRMA FREED KRIEBEL	ROSENBERG FAMILY
MS. DUTTON	MYRA & ALAN LEVENSON	ROBERT RUGGILL

DR. & MRS. JOHN SCHAEFER

EVE SCHOCKET

JANE SHELTON

ELLEN SHENKAROW

SHIRLEE SIEVEKE

RITA SIMARD

PAT SIMS

JOE SKINNER

JEFF SMITH

AMY SNOW

BARBARA SOLTZMAN

MR. & MRS. GEORGE SPARKS

MARGARET SPARKS

MS. JAY STERNBERG

ALISON M. HUGHES

ELLY ANDERSON

MARTY STEARNS

JEAN STEELINK

JO ANN SUPES

PAUL SULLIVAN

RON TANKERSLEY

NANCY TYSON

MRS. T. VAN DYKE

WYLENE VINALL

REYE VOEVODSKY

ALICE WALKER

ANN YELLOT

YOUTH MINISTRY/MICHAEL BERGER

PETER ZIMMERMAN

ELIZABETH ZUKOSKI

CATHIE CRAVENS

DARRYL DOBRAS

**END**