

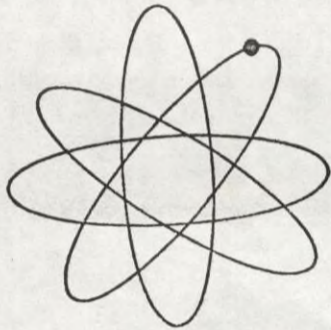


N.O.W. NEWS

National Organization for Women

VOL. 8 No. III FEBRUARY 1981

Bay Area Chapter



PROGRAM MEETING: 5 February 1981 Thursday 7:30 pm

PLACE: A Uniting Church, Clear Lake City
corner of El Camino Real and Reseda

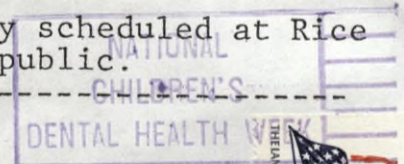
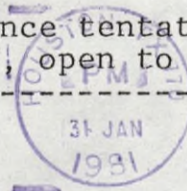
FEATURING: The Mockingbird Alliance

This Houston anti-nuclear group will present a talk and program about nuclear energy and their opposition to it.

CALENDAR

- 2-5 BANOW Program Meeting. The Mockingbird Alliance (anti-nuclear group) will provide the program. See above. (This is a change!)
- 2-18 BANOW Business Meeting. 1529 Bonanza, 7:30 pm.
- 2-21 Women's Lobby '81 Alliance workshop on how to lobby for our issues. At the Easter Seal Society, 3630 Dallas, Houston, 10:00 am. Cost is \$5/person. Lunch will be available.
- 2-23-27 Women's Week at UHCLC.
- 3-5 CACTUS FLOWER, Clear Creek Country Theatre. Fundraiser for BANOW. (See inside.)
- 3-8-14 Women's History Week. Conference tentatively scheduled at Rice University. Sponsored by AAUW, open to the public.

2270 Gemini
Houston, TX 77058



WOMEN'S WEEK V

University of Houston
at Clear Lake City
2700 Bay Area Boulevard

MONDAY, FEB. 23: WOMEN AND CHANGING ROLES

- 10:30 AM 2-532 Film: Shopping Bag Ladies, Discussant: Carolyn Waddell
- Noon Forest R. Book Reviews: The Right Stuff with Mary Kegg and The Hazards of Being Male with Dr. Craig Oettinger
- 1:30 PM 2-532 Workshop: Financial Fitness for Women, Laury Adams and Katherine Molder, CPA, Spons. Acc'tg Ass.; Soc. Women Mgrs.
- 3:00 PM 2-508 Workshop: Stand Up, Speak Up, Shut Up, Effective Presentation for Women, Evelyn Cox.
- 5:30 PM 2-504 Lecture: Influence of Mothers on Children's I.Q. Development, Dr. Zena S. Blau.
- 7:30 PM Forest R. Panel: Juggling Family and Career, Tina Kirby, Stennie Meadows, Linda Myers, Sadie Stanley. Moderator: Mary Moore.

TUESDAY, FEB. 24: WOMEN AND HEALTH

- 10:00 AM 2-532 Talk: The Women's Self-Help Movement, with film, Dr. Caroline Whitbeck.
- Noon Forest R. Book Review: Growing Up Free, with Dr. Elizabeth Reynolds.
- 1:30 PM 2-508 Panel: Lesbians and the Women's Movement, Dr. Barbara Ellman, Kris Halstead, Judi Hoffman, Barbara Kelly, Phyllis Tucker
- 3:00 PM 2-508 Panel: Health Consumers: Caveat Emptor, Tampons-Judy Isaacson RN, Anorexia Nervosa-Leean Sweeney RN, Steroids, Dr. Carrie Lee Warren, Alcohol-Karen Zuckerman.
- 6:30 PM 2-504 Panel: Holistic Health: A Joyful Responsibility, Jana Arent, Liane Crawford, Carole Brennan, and Peggy Landrum.
- 8:00 PM 2-504 Open Rap Session: Previous panel, moderated by Fern Hartshorn.

WEDNESDAY, FEB. 25: WOMEN AND THE PATRIARCHY

- 10:00 AM 2-532 Films: Violence Behind Closed Doors and Why Women Stay, Discussant: Dr. Barbara Ellman.
- Noon 1-216 Talk: Moral Majority and Immoral Minority, Dr. Nanette Bruckner.
- 1:30 PM 2-504 Talk: On Sexual Harassment, Dr. Cheryl Rampage.
- 3:00 PM 2-504 Panel: Is Playboy only Playing? Kathy Beard, Margaret Gorton, Mary Moore, Kit Van Cleave. (Women on Pornography.)
- 5:30 PM 2-504 Book Review: Ordeal with Rena Lou Brown.
- 7:30 PM TBA Workshop: Self-Defense for Women: The Chimera System, with Marilyn Luther.

THURSDAY, FEB. 26: WOMEN AND CREATIVITY

- 10:30 AM 2-532 Film: Right Out of History. Discussant: Dr. Carol Snyder.
- Noon 2-515 Book Review: Silences, with Dr. Carol Snyder.
- 1:30 PM 2-532 Film: Anonymous Was a Woman, Discussant: Kathy Beard.
- 3:00 PM 2-504 Discussion: Contemporary Feminist Poets, Dr. Gretchen Mieszkowski.
- 1:30 to 5 Atrium II Informal poetry reading, women's arts and crafts.
- 5:15 PM 2-532 Talk: Accountability as City Controller, Kathy Whitmire CPA. Sponsored by Accounting Association.
- 7:30 PM 2-504 Discussion: Future Roles for Women, Dr. O. W. Markley.

FRIDAY, FEB. 27: WOMEN AND POLITICS

- 10:00 AM 2-532 Film: It Happens to Us, Discussant: Kitty Sullivant, MSW.
- Noon 2-532 Book Reviews: When God Was a Woman, with Dr. Margaret Henson, and Woman, Church, and State, with Marjorie Randal.
- 1:30 PM 2-504 Workshop: E.R.A. for the Uninformed, Twiss Butler.
- 3:00 PM 2-504 Demonstration: Consciousness-Raising for Women, by Bay Area Chapter, N.O.W., Mary McFadin, Jeanne Saletan, Marie Stinson.
- 7:30 PM AUDITORIUM GLORIA STEINEM SPEAKING ON RACISM AND SEXISM. Tickets are \$5.00 Gen. Ad., \$3.00 Students. All other Women's Week events are free and open to the public.

FOR FURTHER INFORMATION, CALL WRS AT UH/CLC: 488-9216. Events are in Bayou Bldg.

ALL EVENTS ARE FREE AND OPEN TO THE PUBLIC
EXCEPT THE GLORIA STEINEM APPEARANCE

Sexual Harassment: No Longer a Hidden Issue

"10 to 20 percent of female students across the country have been subjected to some form of sexual harassment."

For too long a female student has had to bear alone the guilt, anger and fear resulting from sexual harassment by her male professors. But not so anymore, for the issues of what constitutes sexual harassment, how it can be eliminated and what its impact is on students are now controversial and much publicized topics of concern on college campuses across the country.

A recent study concludes that "sexual harassment of postsecondary students is an increasingly visible problem of great, but as yet unascertained, dimensions." The results of this study are available from the National Advisory Council on Women's Educational Programs, 1832 M St., N.W., Room 821, Washington, D.C. 20036.

The study revealed that 10 to 20 percent of female students across the country have been subjected to some form of sexual harassment. The report urges the Department of Education's Office for Civil Rights (OCR) to establish a regulation specifically making sexual harassment a violation of Title IX of the 1972 Education Amendments, which prohibit sex discrimination in federally funded education programs. This regulation is now in the "formative stage" according to a spokesman for the OCR who was quoted in the September 15 issue of the *Chronicle of Higher Education*.

Other studies report similar findings:*

- At the Massachusetts Institute of Technology (MIT), a committee reported that the number of complaints for the school year 1978-79 had increased three to four times over the rate for the preceding five years.

- At the University of Washington, the associate dean of the graduate school and ombudsman for sexual harassment estimated that she dealt with one case a week until the university president spoke out strongly against sexual harassment. Subsequently, the complaints decreased to about one a month. Additionally, the "get-tough" policy amended the university code by stating that sexual harassment is considered to be sex discrimination and that illegal coercion would be punished with various sanctions, including firing.

- In 1979, at the University of Florida,

a Ph.D. candidate conducted a pilot study in preparation for her dissertation on sexual harassment. Of the women surveyed, 87.5 percent had experienced negative remarks about women as a group, 50 percent had experienced unwarranted sexual attention from instructors, 29 percent had experienced unnecessary and unwarranted physical contact from instructors and 12.5 percent had been propositioned by an instructor or had been asked for sexual favors in return for better grades. Additionally and

The women are also pressing the faculty union to include sexual harassment as grounds for dismissal under the union's contract.

surprisingly, this study found that 70 percent of the students would not report the harassment. This is significant because most educators speculate that the recent increase in sexual harassment complaints is not due to an increase in sexual harassment, but to an increase in the number of cases being reported.

Organized student groups are surfacing on college campuses to fight sexual harassment and to provide emotional support for its victims. Following are descriptions of some of these groups:

- In 1978 at the University of California at Berkeley, Women Organized Against Sexual Harassment (WOASH) was formed to represent 12 women who had complained of being harassed by the same professor. The professor was subsequently suspended without pay for one academic quarter. WOASH has recently completed a handbook for students and employees of Berkeley to combat sexual harassment on campus. *Sexual Harassment: What Is It, What To Do About It* is a useful model for other colleges developing similar materials. The handbook defines sexual harass-

ment and explains why it is a sex discrimination issue. It also describes and critiques current avenues for handling harassment complaints, offers suggestions and advice for women who are experiencing or have experienced sexual harassment and proposes a rapid response to charges of sexual harassment. For more information or a copy of the handbook write to WOASH, 300 Eschman Hall, University of California Berkeley, Berkeley, CA 94720.

- The Commonwealth Association of Students (CAS), the state student association for the 14 state-funded colleges in Pennsylvania, received funding from the Women's Educational Equity Act to develop a model grievance procedure for handling sexual harassment complaints. CAS will be holding workshops on several of its member campuses to inform the college communities about the problem and to discuss solutions. In addition, it will publish a pamphlet for students and employees containing information similar to that produced by WOASH. For more information write to CAS, Room 410, Payne Shoemaker Bldg., 240 North Third St., Harrisburg, PA 17101.

- At the University of Massachusetts Amherst, women students are working with campus lawyers to draw up a formal grievance procedure that they hope will gain support from faculty members. The women are also pressing the faculty union to include sexual harassment as grounds for dismissal under the union contract.

Generally, institutions have found that where administrators make widely circulated statements about sexual harassment, faculty members are less likely to abuse a student in that manner. If your school has not already done so, we urge you to initiate a grievance procedure for sexual harassment complaints. If your school has a working process which you would like to share with others, send a description to the Women's Leadership Network.

*Some of these examples are from *On Campus With Women* (Number 27), published by the Project on the Status and Education of Women of the Association of American Colleges, 1818 R St., N.W., Washington, D.C. 20036.

PRO-CHOICE ACTIONS

Barbara Pollock

In conjunction with National NOW's suggestion, members of BANOW canvassed a portion of Middlebrook Saturday 24 January. Our goals were not only to locate and activate community support already present, but to provide literature and information to those who are unaware of the issue. We plan to use this new-found support to help initiate a letter writing campaign to state and federal legislators. Hopefully this will only be the first of several chapter actions in this area to involve the community as we begin a new year and new goals related to women's rights.

CANVASSING RESULTS IN BRIEF

Total homes visited	126	39%
Not home	49	39%
Signed pro-choice petition	44	35%
Pro-choice (did not sign)	7	6%
Anti-choice	8	6%
No answer/No clue	18	14%

* * * * *

* LEGISLATIVE TASK FORCE is setting up BANOW files for quick response to legislation in Austin and Washington. You will get calls from Judy Blanchard, Sandra De Vasier, Bonnie Huval, Victoria Franchetti, Nora Mertz, Fran Kelley and Jeanne Saletan. HLA is first action item.

* * * * *

MAJOR FUNDRAISER!

BANOW has bought the house at Clear Creek Country Theatre for the 5 March performance of Cactus Flower, to be accompanied by a champagne reception. This is a major fundraiser for the chapter, and since it requires a sizable capital investment (\$285), members' assistance in making it successful is urgently needed. Each member will be asked to sell some tickets (if someone wants to contribute but cannot attend the play, we certainly accept donations). More details will be forthcoming at the program meeting. Please help!

HERE'S HOW TO GET THE INFORMATION YOU NEED:

Subscribe today, either on behalf of your organization or as a concerned individual, to WOMEN'S LOBBY '81, a bimonthly professionally prepared newsletter, published by the Texas Women's Political Caucus. This lobby report will research and monitor all legislative activities during the 1981 session, and it will inform you when action is needed. A total of 10 newsletters will be mailed to you, beginning with the first day of the session, on January 13, through May 26.

(Clip and mail with your check to: Texas Women's Political Caucus, 815 Brazos, Suite 304, Austin, Tx 78701)

Women's LOBBY '81

Check one of the following:

Individual Subscription (10 issues for \$10.)

Group Rates (10 issues for each member; attach complete mailing list)

100 or more _____ copies x \$6.25 per person = \$ _____

50 - 99 _____ copies x \$7.50 per person = \$ _____

25 - 49 _____ copies x \$8.50 per person = \$ _____

In addition to my subscription, I want to contribute \$ _____ for the Lobby effort.

NAME _____

NAME OF ORGANIZATION _____

MAILING ADDRESS _____ ZIP _____ COUNTY _____

PHONE _____ AMOUNT ENCLOSED _____

Name of Your State Representative: _____ Your State Senator: _____

Group subscriptions are payable in 5 equal monthly installments. Enclose first month's payment with order.

I also want to know more about the TWPC Alert System. Tell me/my group how the TWPC can contact legislators quickly and at nominal cost to me.

Please send me membership information about Texas Women's Political Caucus.

FROM NOW HEAR THIS, newsletter of Dallas County Chapter, National Organization for Women, October, 1980.

FEMINISM AND THE GAY MOVEMENT

(The following was written in response both to an article in Dialogue, the Dallas Gay Political Caucus newsletter, and to the attitudes that the writer finds prevalent among gay men in Dallas. Because of its dual "inspiration," it seemed appropriate that the Dallas womyn's community have an opportunity to read it and respond.)

If the resistance of gay men to feminism mostly is caused by the dogmatism espoused by radical feminists, then there is truly no hope of getting together behind a "humanist" movement.

It is time we stopped treating feminism as if it were a mildly interesting idea to be discussed over coffee in our spare moments. Feminism is radical. And if what you hear sounds like dogma, perhaps it's because you haven't been listening.

1. Our society's heritage is Judeo-Christian. Misogyny is at the base of the Judeo-Christian ethic. A. The Levite priests who wrote the first laws for the early Hebrews were willing to burn their daughters alive if they had sexual relations outside marriage. Prior to those laws, marriage was not necessary for a women's sexual activity. Under those laws, men were of course allowed to have sex outside marriage. B. If a married woman were raped, she was put to death under those laws. You may remember some "dogma" about holding the victim responsible. C. Christ is quoted, "I have come to destroy the works of the female." D. The whole myth of creation ignores biological fact: how can woman come from man (via the rib or anything else) when we all know that, when babies arrive, they are born of woman. Yet how often, how long, has that myth been used to excuse woman's secondary status?

2. Given the misogynist nature of our backgrounds, who can blame women for our anger? Now that we are no longer turning it inward, suddenly we are to blame for our not being accepted by men. (When were we?) Now that we are turning to men and saying that each and every one of you is responsible for our continuing oppression UNLESS you are actively working against it, we women are being told how very uncompromising we are.

3. The gay man is in a unique position in our society. He has taken the male-oriented teachings of our society and carried them to what should be the logical conclusion: greater intimacy with men. On the one hand his sexual expression is punished--if he's caught. On the other hand, with no family to support, he's in a position to take high-paying jobs, promotions, etc., and keep all the income for his own use.

4. A. Any woman is automatically steered toward the lower-paying jobs. She is expected to be married eventually and then, so the reason goes, she will be gone or at least won't need the money. B. Unlike gay men--who can hide their gayness and get on the inside track of corporate money, the lesbian is cuaght on the outside either way. If she hides her lesbianism, she is still a woman, to be channelled into the lower eschelon. If she's out, she simply won't get the job.

Even in San Francisco, supposedly the great mecca for gay people in general, lesbians who are working their ways up the corporate ladder to money are closeted. They do not march in gay pride week, or for anything. Gay men can be out, whether they're corporate VPs or bartenders.

- continued on next page

TEXAS NOW STATE COUNCIL REPORT

10 JANUARY 1981

State Council met in Houston. The Texas NOW lobbyist covering Austin this session, Aralyn Hughes Cepeda, was introduced. New appointments were also made: Aileen McMurrer (Houston Area) as Legislative Committee Chair and Gloria Sprinkle (Austin) as Homemakers' Rights Task Force Chair. The Membership Coordinators gave generally encouraging reports, but added that the present Area boundaries create operational problems for them. They are devising a new Area boundary system (hopefully) for adoption at the next State Convention.

The 1981 State Convention will be held in Dallas one of the last two weekends in June. Jean Lentz of North Dallas NOW is its coordinator. The exact date will not be set until the March Council meeting. Although the Regional Conference will also be held in June, because it is usually poorly attended and June appeared to be the best month (except for the Regional meeting), Council decided the closely-spaced meetings would not be much of a problem.

The Reproductive Rights Task Force gave an extensive report and brought new brochures, just in time for use during activities honoring the 1973 Supreme Court decision legalizing abortion. Chapter reports indicated this issue is receiving much attention and generating much action across state, although task forces on other issues seem to be gathering steam (with the exception of ERA action teams, which are already quite active).

The last major topic of the meeting was money. The 1981 budget was adopted, allocating a record amount of expected funds. Central dues collection has generated enough income to at least give Texas NOW a fatter shoestring to work with. The Political Action Committee approved at this meeting is not part of that budget; its funds will be generated and spent separately. Some of Council's pending considerations could significantly change both the budget and Texas NOW's composition, however. Some state offices, particularly that of the State Coordinator, have become too large to be successfully managed on a volunteer basis. Proposed remedies range from creation of new offices to perform some of the duties of current ones (dividing the work load further) to paying at least a small salary to the State Coordinator so that she would not have to decide between a full-time paying job and her NOW duties. In a little more than a year, we have seen three State Coordinators, each of which has found the size of her office difficult or impossible to reconcile with a full-time paying job. Council remains open to other ideas, but needs to hear them by March; the necessary bylaws changes must be written shortly afterward.

State Council's next meeting will be in Austin 14 March. NOW members who are not delegates can not only attend and speak on issues, but can also introduce motions.

FEMINISM AND THE GAY MOVEMENT continued

Every man who makes more money than a woman doing similar work--and that's just about every man--benefits AT THE EXPENSE OF EVERY WOMAN. If you want to talk compromise, let's talk about compromising your economic advantage (headstart); let's talk about your making substantial donations of money to women's groups. But you don't want to lower your standard of living, do you?

BAY AREA NOW BUSINESS MEETING

21 JANUARY 1981

Present: Judy Blanchard, Rema Lou Brown, Sandy Devasier, Dorothy Howard, Bonnie Huval, Dana Kelly, Pat Kuhlmann, Susan Lab, Barbara Pollock, Marj Randall, and Evie Whitsett.

Rema Lou volunteered to be the Hospitality Chair. She will find name tags and provide an eye-catching place for members to leave theirs between meetings, etc.

Bonnie, temporary newsletter editor, asked for information for the February issue. Printing will be done through private arrangements. It was noted that Susan Lab, who has produced the newsletter for several months, would like to pass this duty to a volunteer.

Barbara became the new activator for the telephone tree.

Judy and Barbara shared their plans for the 24 January door-to-door action on reproductive rights. The script allowed an informal survey; printed materials included a petition and informational flyers.

Announcements:

Women's Lobby '81--see information elsewhere in newsletter.

Women's Lobby '81 Alliance--will offer a workshop Saturday 21 February at 10 a.m. at the Easter Seal Society, 3630 Dallas, Houston. The workshop costs \$5 per person and focuses on how to lobby for our issues. Lunch will be available.

Women's Career Convention--30-31 January. Rema Lou suggested carpooling for members who plan to attend.

Women's History Week--8-14 March. A Conference is tentatively scheduled that week at Rice University with Sandra Karp as keynote speaker. Two panels will discuss the history of women and family/religion. Sponsored by AAUW, open to the public.

Women's Week at UHCLC--23-27 February.

Fundraiser: 5 March, CACTUS FLOWER at Clear Creek Country Theatre. The chapter pays \$250 + \$35 royalty to buy the house of 240. Arrangements for ticket design--tentatively Marj's daughter. There will be a champagne reception. Sandy volunteered to help whoever steps forward as the coordinator for this event (and its ticket sales).

The tough issue of the meeting was the February program planned by Barbara, which would feature one pro-choice speaker and one anti-abortion one. Although the proposed format was not a debate, but separate presentations followed by a question-answer session, concern was voiced about our ability to maintain a reasonable atmosphere, the possibility of attracting several ardent anti-abortionists/disruption of the meeting, and the question of whether this might jeopardize the hosting church's relationship with the community (remembering that the fire there last year was caused by arson). This led to serious questioning of the purpose of our program meetings: are they meant to be entirely public, or somewhat private? Are there implicit restrictions on a program coordinator; should there be explicit guidelines? Eventually, a motion that the February program be presented as planned was defeated. A motion to change the topic of the program was passed. The questions of purpose and process that arose are to be addressed more fully at the next business session, and everyone who can attend is urged to do so, bringing their ideas about the intent and possible limitations of our program meetings.

BAY AREA NOW POSITIONS/RESOURCE CONTACTS

COORDINATORS	Pat Kuhlmann	488-3278
	Rema Lou Brown	488-1896
Treasurer	Dorothy Howard	486-0752
Newsletter Editor	Susan Lab	480-3356
Newsletter ads	Mary McFadin	332-5774
Telephone Tree	Barbara Pollock	486-8269
Publicity	Dana Kelly	488-4107
Task Force Liason	Marie Stimson	534-4724
Handicap Assistance	Cynthia Sutton	486-1426
Fundraising	Jean Bettencourt	538-1271
Medical Information	Jo Shannahan	488-0190
BANOW Library	Dorothy Howard	486-0752
Texas NOW State	Rema Lou Brown	488-1896
Council Delegates	Pat Kuhlmann	488-3278
ERA Action Team &	Jeanne Saletan	471-2862
Legislative Task		
Force		
Aluminum for ERA	Betty Yancey	337-1383
Lesbian Concerns	Phyllis Tucker	944-0033
Reproductive Rights	Lynn McGregor	488-1901
Title IX	Twiss Butler	333-4764
Consciousness	Jane Markley	334-5057
Raising		
Rape & Abuse	Mary McFadin	332-5774

VIEWS AND OPINIONS
EXPRESSED IN THE
BANOW NEWSLETTER
ARE THOSE OF INDI-
VIDUAL AUTHORS AND
DO NOT NECESSARILY
EXPRESS THOSE OF
ANY N.O.W. CHAPTER
OR NATIONAL N.O.W.

BANOW WELCOMES
PHYSICALLY DIFFERENT
PERSONS. OUR MEET-
ING FACILITIES ARE
NOT ALWAYS BARRIER
FREE, BUT WE ARE
ACCESSIBLE AND WILL
BE PLEASED TO PROVIDE
MOBILITY ASSISTANCE.
GIVEN NOTICE, WE WILL
TRY TO PROVIDE AN
INTERPRETER FOR DEAF
PERSONS AND ANY
REQUIRED ASSISTANCE
FOR THE BLIND. CALL
CYNTHIA SUTTON AT
486-1426.

CONTACT REMINDERS

TEXAS NOW: 713-947-9678 contacts the state leadership (or the Houston or Bay Area chapters, also in the vicinity).

TEXAS LEGISLATIVE INFO: 1-800-252-9693

U.S. LEGISLATIVE INFO: 1-800-424-9717 (courtesy of AAUW)

WOMEN U.S.A. HOTLINE: 1-800-221-4945 offers economic, social and political info regarding issues of concern to women.

WESTERN UNION: 1-800-325-5300 (Public Opinion Messages of 15 words cost \$3.50 to Washington, D.C. and \$2.00 to Austin)

REMEMBER--800 numbers are toll-free!

WHAT ARE YOU WAITING FOR? JOIN NOW. Clip and mail to Dorothy Howard, 1529 Bonanza,
Houston, Texas 77062

___ I want to be a member of Bay Area NOW and National NOW (\$30)

___ I am already a member of National NOW and want to join the Bay Area Chapter (\$8)

___ I want to join NOW and can afford dues of \$ _____

___ I am not a NOW member but want to receive the newsletter for one year (\$5)

___ I am making a contribution of \$ _____ to NOW

___ I authorize my name and address to be printed on the NOW roster for members.

NAME _____ HOME PHONE _____

ADDRESS _____ WORK PHONE _____

ZIP _____