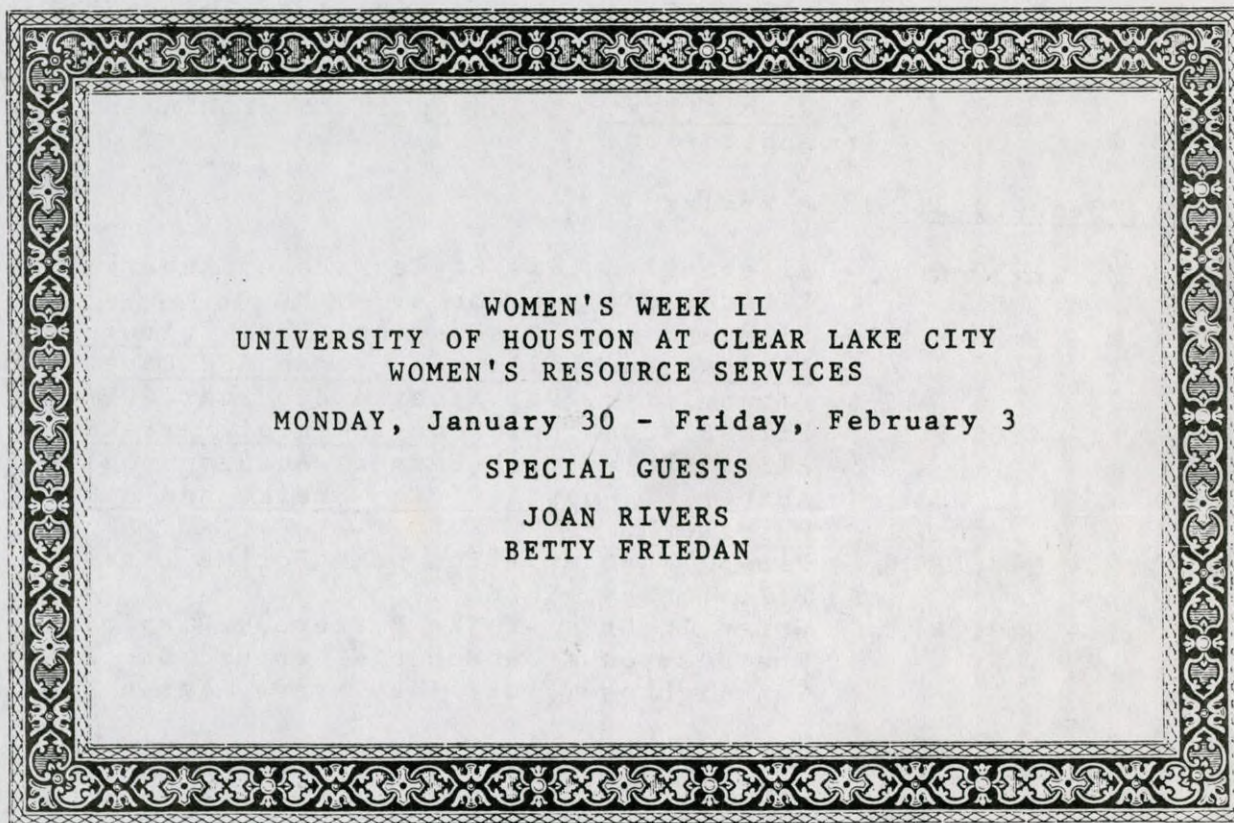


N.O.W. Bay Area Chapter

NEWS

National Organization for Women

Volume VI, Number 2 - February, 1978



Dinner Meeting 6:00 P.M.

Cafeteria, Bayou Building

Thursday, February 2, 1978

University of Houston/CLC

Bay Area NOW members and guests will meet informally for dinner between afternoon and evening events of Women's Week. A good chance to get acquainted and exchange ideas, and to share some of the intellectual stimulation and feminist inspiration that are the benefits of this special week.

Presiding officer for March is Ruth Fruland. Call her (482-2392) for information and communication of agenda items.

NOTE: Call Rema Lou Brown to
volunteer to staff Women's

← WOMEN'S WEEK →

NOTE: Tickets for Friedan lecture are
not reserved. Get yours early.

Resource Services
information table

University Of Houston At Clear Lake City
2700 Bay Area Blvd., Houston, Texas

during Women's Week. (488-9216)

Monday, January 30: As Others See Us

- 10:00 A.M.-11:30 A.M. - Women As Seen In Textbooks, Media, Advertising,
And Education.
- 12:00 P.M.- 1:30 P.M. - Film Discussion: Rookie Of The Year with Jodie
Foster, Dr. Mike Greco, UH/CLC.
- 2:00 P.M.- 4:00 P.M. - Women Portrayed In Art, Dr. Deborah Lipton, UH/CLC
- 6:00 P.M.- 7:30 P.M. - Book Discussion: Not In God's Image, ed. Julia
O'Faolain and Laura Martines; Twiss Butler, WRS
Advisory Council, UH/CLC.
- 8:00 P.M.- - Comedienne Joan Rivers discussing her new film
Rabbit Test and Women in Entertainment - UH/CLC
Auditorium.

Tuesday, January 31: Life Styles

- 10:00 A.M.-11:30 A.M. - Alternative Life Styles. Pokey Anderson, Gay
Liberation Task Force. (2) Single Parents - B. Crane, et al.
- 12:00 P.M.- 1:30 P.M. - Film and Book Discussion: Rape Culture and
Against Our Will: Men, Women And Rape by Susan
Brownmiller, Dr. Nanette Bruckner, UH/CLC.
- 2:00 P.M.- 4:00 P.M. - Film Discussion: Some Women of Marrakesh,
Elizabeth Warnock Fernea, Anthropologist and
Author of Guests Of The Sheikh and A Street In
Marrakesh.
- 6:00 P.M.- 7:30 P.M. - Play: "What Have You Done For Me Lately?", B.J. and
Bill Yonley, UH/CLC.
- 8:00 P.M.- 9:30 P.M. - Women In Crisis: The Battered, Displaced and Raped,
The Houston Area Women's Center, Dr. Nikki
Van Hightower, Dr. Toby Myers, Karen Howes Coleman.

Wednesday, February 1: Women And The Law

- 10:00 A.M.-11:30 A.M. - Homemakers And The Law, Poppy Northcutt, Helen
Cassidy, Women's Advocates, Inc.
- 12:00 P.M.- 1:30 P.M. - Women In History, Herstory, Dr. Jean Quataert, UH/CLC
- 2:00 P.M.- 4:00 P.M. - You Have To Take The Law In Your Own Hands, Poppy
Northcutt and Helen Cassidy
- 6:00 P.M.- 7:30 P.M. - Reading By 7 Voices: "Eve Tells It Like It Is",
Southwest NOW; Pageant of American Women,
- 8:00 P.M.- 9:30 P.M. - After the National Women's Conference, Carolyn
Waddell, UH/CLC, IWY-NWC Delegate, Lynne Mutchler,
Texas NOW Coordinator.

Thursday, February 2: Women And Work

- 10:00 A.M.-11:30 P.M. - Women In Management And Administration.
- 12:00 P.M.- 1:30 P.M. - Book Discussion: The Managerial Woman, by Margaret
Hennig and Ann Jardim, and Dr. Linda Calvert, UH/CLC
- 2:00 P.M.- 4:00 P.M. - Film Discussion: Union Maids, Pat Cearcy, Coalition
of Labor Union Women.
- 4:30 P.M.- 5:30 P.M. - Book Discussion: Of Woman Born, Motherhood As An
Experience And Institution., Dr. Gretchen
Mieszkowski, UH/CLC, Marge Randal, WRS Advisory
Council, UH/CLC.
- ***** 6:00 P.M. - Bay Area NOW
NOTE: dinner-meeting - Cafeteria
***** UH/CLC. Guests welcome.
- 8:00 P.M.- 9:30 P.M. - Panel Discussion: Two-Career Marriage.

Friday, February 3: New Woman, Same Old World

- 10:00 A.M.-11:30 A.M. - Drugs and Health Delivery Systems And Women, Dr. Virginia Davidson, MT, MD, Baylor College of Medicine.
- 12:15 P.M.- 1:30 P.M. - Book Discussion: The Feminine Mystique and It Changed My Life by Betty Friedan, Dr. Nanette Bruckner, UH/CLC, and Dr. Gretchen Mieszkowski, UH/CLC
- 2:00 P.M.- 3:30 P.M. - New Woman, Same Old World: Mental Health and A Raised Consciousness, Dr. Dale Hill, Clinical Psychologist.
- 8:00 P.M.- - Betty Friedan UH/CLC Auditorium.
\$2 UH/CLC Students, \$3 UH/CLC Fac/Staff and Non-UH/CLC Students, \$4 public.

Locations will be posted at Bayou Building Information Desk and Atriums. For further information call: Women's Resource Services, UH/CLC 488-9216 For Ticket information call: 488-9288.

Women's Week, 1978 is coordinated by the Women's Resource Services, UH/CLC with appearances by Betty Friedan and Joan Rivers sponsored by the UH/CLC Cultural Committee.

Older Women's CR Group Meets at NOW House

An older women's consciousness raising group (CR) got underway two weeks before Christmas. This group meets on Sundays at 3 p.m. at 1529 Bonanza (our NOW House).

CR groups have been a springboard for many women on the road to feminism. They have helped women to articulate "where they have come from," "where they are at," and "where they want to go" in the company of other supportive women.

If there are other women who would like to participate in such groups, please call Dorothy Howard at 486-0752, after 7 p.m. Ten members is a fairly good starting figure, because some will drop out and an ongoing group of at least six or seven is desirable. Please do not enroll with relatives or close friends because this will lessen the chances for candor. Participants need not be members of NOW.

About our NOW House. This house was purchased with the aim of availing it to the members of BAY AREA NOW. It houses our chapter library and extensive files. It is available for use on any evening (mornings or afternoons by special arrangement). Suggestions for use (a) open house on weekly, bi-weekly, or monthly basis in order that women might check books from the library or just to come and rap (b) special task force meetings (c) CR group meetings (d) business meetings if we decide to conduct them. Open house would require help in checking books and "house minding" on a volunteer basis. CR group and special meetings will be made by reservation. This is your house. Please bring your ideas to the March program meeting and we shall go forward from there.

--Dorothy Howard

"Get That Job" is the title of an evening workshop series starting March 7. It is based on the principle that if you are willing to put forth considerable effort, you can search out and get the job in which you will be most creative and productive. Call Marcia Elefant 333-3111 for information on this workshop and others being offered by Individual Development Center 1120 NASA Road 1.

"... every man has reserved a special place in his mind for the one woman he will elevate above the rest by virtue of association with himself."

"Love between two equals would be an enrichment, each enlarging [one]self through the other. . . This accounts for the bliss that successful lovers expe-

rience: lovers are temporarily freed from the burden of isolation that every individual bears."

—Shulamith Firestone

"*The Dialectic of Sex*" (Morrow)

A Flash of Power

February 1978/Ms./87

There may have been a time in my life pre-feminism (and pre-adolescence) when love was really love, and not a means to something else; to an interesting life or an identity I couldn't (or thought I couldn't) achieve on my own.

I remember at age six being in love with a boy named Roger, and exchanging solemn, dime-store valentines. (Yes, it begins that early, no matter what the "experts" say. And yes, I still remember his name—I, who can barely remember yesterday.) When I was 11, I remember feeling that another boy was very special: a boy with dark hair and hand-me-down clothes who protected the younger kids in the playground and never threw icy snowballs at the girls as we walked home. Some suffering had made him calm and grown-up, and I was in love with him.

But those feelings were not tied to notions of what their futures would be, or what my life would be like if it were linked to theirs. I went right on dreaming of being a poet, a horse trainer, or a dancer. It didn't occur to me that my dreams would depend on theirs. I only knew that they *touched* me very much, and I wanted to make them smile and to be with them.

Then adolescence arrived, and all that unselfconsciousness went out the window. Suddenly, I was no longer dreaming of raising horses myself, but dreaming instead of being loved and chosen by a seventh-grade classmate who left school for weeks at a time to ride in rodeos (which might explain why he was 16 and still in seventh grade). As a freshman, I was delighted to "go steady" with a high school graduate who was already

working as a checkout packer in a supermarket, and to suppress the fact that my weeknights were spent reading my way through the "fiction" and "dance" sections of the local library. As a junior, I envied the girls who were quitting to marry their boyfriends with jobs in the factories, and still am not quite sure what complicated quirk of fate led me to college instead.

But education and a change in "class" status does nothing to change the pattern I'm talking about. Instead of a rodeo rider and an aspiring factory foreman, there were now a pharmacist, one professor, and several journalists. But my teenage conviction lasted through college and long after: I might work for a few years, even acquire some small professional standing on my own, but my real and lasting identity would come only after I had married it.

True, I continued to choose kind, trustworthy men who did not throw snowballs, and who even encouraged me to do my own work. (The process of finding a man who will tell us to do what we *want* to do is only one of the time-wasting, life-wasting penalties of leading a derivative life.) Most of all, I chose men whose professions I wanted to share; men whose work I wanted to be my own. And no matter how much they supported me in pursuing my work, I went right on assuming that their careers were more important than mine, that their life patterns and friends should be substituted for mine, that their work and schedules were the "givens." My work was okay, providing it fitted into the nooks and crannies of that scheduling.

Is there any more sure way to strangle a friendship? I don't think so. Creeping self-sacrifice (and

creeping resentment of same) meant that sooner or later the only way to regain myself and my own work was to leave. It was drastic, often surgical, and it hurt the other person, but I knew of no other way to end the lopsidedness and loss. If women can't be whole and together with men, then eventually we will pull apart from men in order to be whole. That remains true even if the model of inequality is in our heads, and not theirs.

Only now that I'm beginning (finally) to trust my own worklife and identity can I finally stop giving in, accumulating resentments, and rediscovering with anger the truism I should have known all along: no one can give anyone else an identity. It has to be earned.

I'm not pretending that old patterns don't get repeated, though in ever smaller, concentric cycles. Organic change takes a while. In the meantime, the instant gratification of being "chosen" (as opposed to the effort of personal accomplishment), the flash of power at causing someone to "fall in love" (as opposed to the enduring power of developing our own strength), and the social forces that make women feel odd or crazy if we are not addenda to men—all these will only diminish in a long spiral of small repetitions until they disappear into the distance of change.

But I can now be friends again with men, as I could be before the masculine-feminine roles came down over us like prisons. I can care about the welfare of another person—not *more than* my own, as I had been trained to do, or *less than* my own, as men have been trained to do, but *as much as* my own. With friendship and empathy to break the barriers, love can sometimes follow.

—Gloria Steinem

PUBLISHER'S NOTE

There is an impending employee shortage facing the businessman today which, if not recognized and acted upon, can become as critical a shortage as any of us have ever faced. Highly skilled, dedicated, efficient and absolutely essential to the successful operation of any company, these employees too often are unrecognized for their value, given tasks inconsistent to their importance and taken for granted as much as our desks, chairs and ashtrays.

The employees to which I am referring are secretaries. In recent months I have talked to quite a few secretaries. In virtually every instance these bright, skilled and ambitious women told me their long-term goals were to grow out of the secretarial ranks and "get into management." And therein lies the very cause of the problem.

Not the ambition of these secretaries. Certainly that is exactly what we want from every person we hire. To grow in job responsibility, to face and meet new and ever more difficult challenges, to carry a bigger load in the company, are precisely the characteristics which identify the valuable employee.

No, it is not that our secretaries have these ambitions that is creating this potential shortage. It is the failure of us executives to recognize these ambitions, and to provide the necessary job functions which will fulfill them, that is turning off secretaries from wanting to continue in this vital role.

As the leading forces in our companies, we can read financial reports, sales charts, computer printouts of complicated engineering formulas with practiced ease. We scan the business news in papers and magazines, we pore over surveys and recommendations and make consequent decisions of enormous importance to our companies. We read the prognosticators and make decisions based on their predictions and our own. This is our job. The ability to do these things, with ease and practiced confidence, is what has put us where we are.

But . . . we are failing to read a condition in our society which is now more than a decade old and which is growing in importance: the women's liberation movement. There is no doubt as to the justness of the movement and the worthiness of the causes it is espousing. Women certainly are just as smart and capable as men, and, given the education, training and acceptance, can perform as well as men in executive roles.

And today's young women, the secretaries I have been talking to, are aware of the changes that are coming about. The whisper of opportunity is beginning to

sound loud in their ears. So they chafe under the seemingly dull unimportance of their jobs as secretaries . . . yearning with increasing frustration for the chance to "get into management."

In fact, they are a part of management. At least those who are lucky enough to work with executives who recognize their importance and worth as management partners in the running of the business. And those women are not only the lucky ones, but the happy ones as well, precisely because they have been made a part of the management team.

And the secretary whose boss treats her as a combination Waitress — ("Get me some coffee, empty my ashtray, etc."); Maid — ("Sew this button back on my jacket"); Messenger — ("Run down to the lobby and get me a pack of cigarettes"); and even sex object (no quotes necessary) is certain to be in the forefront of the women who want to get out of secretarial and "get into management." And who can blame them? In today's world of opportunity for women, they don't need to settle for that kind of job.

The business world depends to a huge and generally unrecognized degree on the skills and dedication of its secretaries. To head off this impending shortage, we must do what we should have been doing all along. Simply stated, we must "get them into management." We must make them our working partners, our assistants in performing the day's tasks, our confidants. If we give them the responsibilities to make decisions, the challenges to think, the opportunities to share in the day-to-day management of our jobs, they will be fulfilled in their work, just as we are. And our jobs will be easier and more productive.

Let your secretary handle some of your phone calls. She'll know which ones she can and which she can't. Let her answer some of your correspondence. Let her meet with some of the people who are looking to you for decisions. Sure, there will be some mistakes made. But if she's any good, only once. And soon you'll have an addition to your company's management team you'll never want to lose.

Let your secretary "get into management." This way you and she will both be enjoying happier and more rewarding careers. The alternative, a never-ending succession of incompetents, is too frightening to consider.

Lawrence M. Martin
Lawrence M. Martin
Publisher

Most of the "leading forces in our companies" mentioned in the fifth paragraph probably have executive secretaries who are long-since performing the tasks suggested in the next-to-last paragraph. Who then is addressed by this note and what is it about?

Well, the most important thing about this piece is its complete failure to mention money as a motivation for anyone's work---certainly as a motivation for the widespread wish among secretaries to "get into management." Male managers are not encouraged to think about the chasm between their salaries and those of secretaries, only about how hard it is to find, train, and keep a competent secretary. I hear conversations between them are like those between wealthy mansion-dwellers when they can't find good servants. The obstinacy of office temporaries is becoming notorious.

We can only register amusement at the anachronistic wistfulness of Mr. Martin, whose whole magazine seems designed to protect the egos of businessmen from real knowledge of coming social change.

- Marjorie Randal



THE CASE OF THE MISCHIEVOUS DOLL (Perry Mason) 43

Drake parked his car in front of the Parkhurst Apartments. Paul Drake and the lawyer cautiously emerged.
 "See anyone watching the building or spotting a car, Paul?" Mason asked.
 "Not yet," Drake said, his trained eyes moving swiftly from side to side. "Do you know what kind of car she drives, Perry?"
 "No, I don't," Mason said. "She's been a working girl. Probably it'll be a medium-priced model four or five years old."
 "Lot of those here," Drake said. "Probably second cars that the wife uses in going shopping while the head of the house takes the good car to work."
 "Rather charitable for a bachelor this morning, aren't you?" Mason asked.
 "Romantic as hell," Drake said, his eyes still restlessly searching. "It must have been something in that bicarbonate of soda I had last night. It *couldn't* have been anything in the hamburger. . . . Okay, Perry, the place is clean down here. Not even anyone in a parked car."
 "Okay, let's go up," Mason said.

You girls know you are not supposed to discuss salaries.

Contributed by:
 Marjorie Randal

Dorothy Howard

JOHNSON SPACE CENTER

IT

enter

NASA

DATE	1/23/78	NO.	78-5
DIST.	E		
APPROVED	(see below)		

In NOW NEWS (1/78) we promised to report the outcome of our protest to NASA on its subverting of civil service procedures, meant to insure fair competition for jobs, by secret appointment of a management-selected appointee. Our report consists of this document and no further comment.

MULTISUBJECT INFORMATION

1. FEDERAL WOMEN'S PROGRAM COORDINATOR. The appointment of Virginia B. Hughes as the Federal Women's Program Coordinator at Johnson Space Center became effective on January 1, 1978. In this assignment, Ms. Hughes will be responsible for promotion of those policies which enhance opportunities for all women in the JSC workforce and the building of additional female resources to support missions and operations at NASA and Johnson Space Center.

Ms. Hughes will be located in building 1, room 172D. Her extension is 4831.

Christopher C. Kraft, Jr.
 Christopher C. Kraft, Jr.
 Director

How the Top 50 Companies See Women

By Jane Trahey

“... There are so few women pictured in annual reports that I was able to itemize their roles. The smell of tokenism is everywhere ...”

Since 99 percent of all corporation board members and executives are male, pictures of men dominate the laminated, four-color, handsomely designed annual reports these companies put out. These men are the confident members of the managerial elite, filling their leadership roles in a variety of predictable positions. There are the skilled technicians, the account managers, the senior supervisors, research developers, the creative directors, the investment advisers, the inspectors, the planners, the inevitable research chemists.

The 1 percent on the distaff side present a different picture, however. There being so few in this category, I was able to itemize the pictorial roles women play in the annual reports of the top 50 American corporations. The smell of tokenism is everywhere.

1. Exxon: Flag-wavers.
2. General Motors: Props for cars.
3. Ford Motor: Factory workers.
4. Texaco: Surfactant tester, computer programmer, chemist, steno, student, operator of alkylation unit.
5. Mobil: Trainer, shopper, research technician.
6. Standard Oil of California: Geologist.
7. Gulf Oil: None.
8. IBM: Shopper, teacher, library worker, computer analyst, bank teller, office worker, typist, sales clerk, trainee, computer operator, photocopier, student.
9. General Electric: Cook, apprentice, hair-dryer demonstrator, bulletin-board reader, office worker, computer operator.
10. Chrysler: None.
11. International Telephone & Telegraph: Factory worker, demonstrator, processor, cosmetician, consumer, health representative, underwriter, telephone operator, student.
12. Standard Oil (Indiana): Credit-card user, spectator at plant dedication.
13. Shell Oil: Chemist, secretary, TV interviewer, tester, machine operator, nurse.
14. U.S. Steel: None.
15. Atlantic Richfield: None.
16. E. I. du Pont de Nemours: Biologist, doctor, technician.
17. Continental Oil: Geologist, Junior Achievement participant.
18. Western Electric: Unskilled worker, computer analyst.
19. Procter & Gamble: Clerk, packer, shopkeeper, office worker, spectator.
20. Tenneco: Color mixer.
21. Union Carbide: Trainee, chemist, technician, housewife, histologist.
22. Westinghouse Electric: Assembly-line worker, typist.
23. Goodyear Tire & Rubber: Specialized worker.
24. Phillips Petroleum: Affluent shopper, candy striper, patient, housekeeper.
25. Dow Chemical: Chemist.
26. Occidental Petroleum: None.
27. International Harvester: None.
28. Eastman Kodak: Microfilm retriever, technician, family on vacation, sound/slide operator, housewife, machine operator, office worker, model, stylist, plant waterer, photographic-paper sensitizer, film demonstrator.
29. Sun: Applying lipstick in car mirror, shopper, painter, Coca-Cola consumer.
30. Union Oil of California: Driver filling up tank at station.
31. RCA: Opera singer, Scarlett kissing Rhett, puppeteer, old factory worker (very old), driver, tourist, newscaster.
32. Esmark: Door-to-door interviewer, home economist, shopper, black-board user, service-station attendant, stockholder.
33. Bethlehem Steel: None.
34. Rockwell International: None.
35. United Technologies: A hand operating microwave oven, assembly-line worker, librarian, interviewer or interviewee, helper in clinic, wheelchair occupant.
36. Caterpillar Tractor: Technician, engineer.
37. Kraft: Cafeteria worker, assembly-line worker, cheese stacker, child with Vegemite on face and bib.
38. Beatrice Foods: Story dummy in academic gown.
39. LTV: Housewife, hot-dog inspector/rejector, marketing researcher.
40. Xerox: Systems representative, message conveyor, secretary, sales and customer representatives, trainee.
41. R. J. Reynolds Industries: Market researcher, cigarette vendor, mother, food researcher, ballerina.
42. Monsanto: Grape picker, packager, aspirin taker, traveler with 25 suitcases, swimmer, secretary, hot-air-balloon passenger, seat-belt user, fashion model, research specialist.
43. Ashland Oil: None.
44. General Foods: None.
45. Cities Service: None.
46. Firestone Tire & Rubber: Store manager, student, factory worker.
47. Boeing: Observer of computer.
48. Amerada Hess: None.
49. Greyhound: Cafeteria diner, pharmaceutical staffer, traveler, bus-booking agent, cafeteria worker, assembly-line worker, Pearl Bailey, tourist.
50. W. R. Grace: Shopper, dancers, guitar players, lunchers, trainee.

8.
215 South Cascade Street

Otter Tail

POWER COMPANY

Fergus Falls, Minnesota 56537

Phone 218-736-5411

May 19, 1977

Ms. Margaret S. Maynard
1994 Portland Avenue
St. Paul, MN 55104

Dear Ms. Maynard:

Thank you for the question which you returned with your proxy in connection with the Otter Tail Power Company 1977 Annual Meeting.

You asked the question of why there was still no woman on the Board of Directors. You also indicated by your question that a previous answer that there was no suitable woman to be found in the area was not acceptable to you.

It may well be that my responses will also not be acceptable to you. However, they are not particularly based on the view that there is no suitable woman to be found.

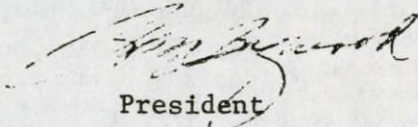
Let me first say that I do not feel that a woman should be on the Board of Directors as a token--in other words, merely because she is a woman. A woman should be on the Board if she can contribute and represent those who might not otherwise be represented. I in no way believe that there has to be a woman on the Board of Directors in order to have a woman's interests properly represented in that Board.

I have no doubt but what there are women who would serve very capably and convincingly on our Board of Directors. Quite frankly, however, a woman has not been identified who wants to serve on the Board or who could be viewed as bringing more desirable qualities and competencies to the Board than reside in those who are now serving.

Our interest is in having a Board of Directors that will provide management with the best possible evaluations and direction in these trying times, regardless of whether the membership of that Board is made up of men or women or both.

Again, thank you for your letter. I hope that you feel I have been somewhat responsive to your question.

Yours very truly,


President

Robert M. Bigwood:bn

Last year, La Porte ISD had NO women in school administration.

This year we have FOUR. What happened?

April 1976 Asked to be included on the school board agenda regarding the Title IX self evaluation which would be due in July. Urged the use of the HEW guidelines which had been sent to all school districts by TEA. These covered employment, sports, etc. Board accepted my offer to participate but I was never invited.

May 1976 Learned that Ms. W, a woman teacher with administrative certification would probably be turned down for third time from assistant principal job she had been promised. Favored candidate was Mr. O, a man recently credentialed.

June 1976 Through inside source, got a copy of new high school handbook and saw that Mr. O was already listed as assistant principal although board was not scheduled to take official vote on his appointment until July, three weeks hence. Called Dallas HEW office and was advised that I had grounds for a complaint on basis of pre-selection. Kept mum about this while thinking what to do.

July 1976 Secured a roster of teachers and administrators and did some counting. Females in teaching 74%. Females in administration 0%. Addressed school board in July at open meeting, using these figures and asking "How come?" Put burden on them. Was told that women don't apply. Women aren't qualified. Women don't want 12 month jobs. (Actually 11 months plus vacation.) Board voted for Mr. O.

August 1976 Angry, I decided to check the truth of these off-hand assertions. Worked up a questionnaire for teachers ...to determine level of aspiration, level of administrative training and to find out how teachers learn about administrative vacancies. The good ole boys have traditionally kept vacancies a secret until new appointments are made.

December 1976 Decided to go ahead and file the HEW complaint before expiration of 180 day time limit. Informed PEER in Washington, D.C. of every step along the way. PEER advised me and it was PEER pressure on HEW chief which effected the continuation of the case when HEW tried to reject my complaint on a technicality.

January 1977 School received a copy of my complaint from HEW and was notified of impending investigation. School had to respond on paper to inquiries from HEW. News leaked out to teachers. Meanwhile I requested a copy of the Title IX self evaluation filed in July. It turned out to be a mere policy statement with no examination of practices.

February 1977 The local chapter of Delta Kappa Gamma, a society of professional educators, decided to implement my questionnaire because they, too, were aware of barriers to women in administration. Data was collected. Administration was informed of the study and given a copy of the questionnaire.

March 1977 Two investigators from HEW conducted three days of interviews with administrators and teachers. They were fair and thorough. Vacancy announcements for administrative jobs were posted and noticed.

10.
April 1977 Something was brewing. Teachers were talking. A new superintendent took over. Several women were applying, including one teacher close to retirement who had long ago given up on using her administrative certificate.....she said "I might as well go out in a burst of glory."

July 1977 Two women were appointed to administration jobs to fill vacancies left by men who were promoted. School board postponed action on Ms. W. She was made to sweat it out a little longer.

August 1977 Ms. W. was appointed assistant principal. Another position was created and filled by a woman, bringing the total to FOUR. Happy? Yes! But remember that this is four women out of a total of twenty three administration jobs.

Be persistent. Keep plugging. Anger helps to keep you going. Work with others if you can. Talk to teachers who are leaders. Work closely with PEER.

Even though the final report has not been issued (everything has to go through HEW in Washington) a lot has already been accomplished by stirring the pot and shaking things up.

Your efforts combine with other currents such as the changing "spirit of the times." Who cares as long as we accomplish our goal!

-submitted by Jeanne Saletan

TITLE IX WHO?? Bay Area Coalition Probes the Collective ISD Unconscious

Members of the Bay Area Coalition for monitoring Title IX come from NOW, AAUW, and LWV. It is a small replica of a work force, drawn from the same three organizations, that culled HEW records in four U. S. cities for several years past to produce the data backing the recent charge by the NOW Legal Defense and Education Fund's PEER Project that HEW simply was not enforcing Title IX's requirements for equal treatment of the sexes in education.

The Bay Area Coalition has made preliminary surveys of the compliance assurance statements of eight local school districts and of UH/CLC, and are now moving into a more detailed study of Title IX compliance in the Clear Creek ISD. Small teams of interviewers will be contacting school officials and staff on such specific subjects as employment and promotion practices, counseling, etc. Additional people to work with team leaders are very much needed.

In almost every case so far, we have found Title IX to be honored more in letter than in spirit. And much of the time, since school people assume the heat is off, it is not honored at all. Our efforts can effect significant change, so join us for an adventure in education.

Elizabeth Glenn (482-1067)

HAFFCU: Loan Rates Go Down

The Houston Area Feminist Federal Credit Union now offers lower interest rates on A-1 car loans (10%), and share-secured loans (9%). Regular loans are 12%. Another new service HAFFCU offers its members is the automatic drafting of a member's checking account, either to add to her share account or to make a loan payment.

For information, call the HAFFCU office (Wed. 11-3, Thurs. 3-8, or Fri. 11-6). 527-9108. If you haven't joined HAFFCU, do it!

[Feb. 1978] 11

CLEAR CREEK INDEPENDENT SCHOOL DISTRICT

CLEAR LAKE INTERMEDIATE SCHOOL
15545 El Camino Real
Houston, Texas 77058

ROSS E. MCGLOTHLIN, Principal

(713) 488-1296

December 1, 1977

Ms. Elizabeth B. Glenn
Chair, Committee on Woman
Clear Lake City Branch, AAUW
607 Mary Ann Drive
Friendswood, Texas 77546

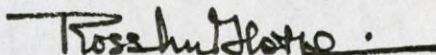
Dear Ms. Glenn:

Clear Lake Intermediate School will implement the following steps in order to comply with Title IX procedures as they relate to student or faculty grievances.

The "administrative procedures for processing grievances" has been posted in the teacher's workroom. Teachers have also been informed of the grievance procedures via teacher's meetings with the principal.

Next year we plan to add a rather inconspicuous note to the student handbook that will inform students that such a procedure does exist. We will also mention it at student orientation meetings held at the beginning of each year. However, students will also be informed that things exist as they always have. They are the students; we are the adults and teachers. Since the great majority of our teachers are also mothers and fathers I can assure you every child will be handled in a fair and impartial way. However, the dictates of sound educational principles will always outweigh any other considerations.

Sincerely,



Ross E. McGlothlin
Principal

See "Flash of Power" by Gloria Steinem, p.4.

"'Falling in love' is no more than the process of alteration of male vision—through idealization, mystification, glorification—that renders void the woman's class inferiority. However, the woman knows that this idealization, which she works so hard to produce, is a lie, and that it is only a matter of time before he 'sees through her.' . . . Thus her whole identity hangs in the balance of her love life. She is allowed to love herself only if a man finds her worthy of love."

—Shulamith Firestone

"The Dialectic of Sex" (Morrow)

Evie Whitsett: Texas NOW ERA Task Force

From deep within the confines of a ratified state, what can a person do for ERA?

- 1) Write ERA YES in large magic marker on the back of all mail to unratified states. Mention the ERA in your correspondence.
- 2) To the extent possible, refrain from buying products from, or travelling to, unratified states. Boycott products of anti-ERA manufacturers.
- 3) Whenever you do so refrain, write the appropriate manufacturer, distributor, or Chamber of Commerce informing them of your economic boycott, and urging their support for ratification.

(continued bottom of next page)

January 13, 1978

Carolyn Waddell
P.O. Box 1275
League City, Texas 77573

Jim McConn
P.O. Box 1562
Houston, Texas 77001

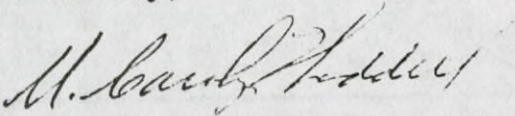
Dear Mr. McConn:

I am involved with working with women at the University of Houston at Clear Lake City in the field of career counseling. My job is to help assure them that they can enter positions in a competitive professional world and to provide whatever advice and assistance I am able to offer.

Because of my personal and professional concerns, I was extremely disappointed in your handling of Dr. Hightower. I have seen a copy of Dr. Hightower's resume, which couldn't be more impressive, and feel that your assessment of her was an injustice to her qualifications. What was particularly denigrating to Dr. Hightower, however, was your insistence on calling her "Miss" rather than her deserved title of "Dr."

The City of Houston has made great strides towards having women in positions where they can be of help to other women, and this progress seems to have been arrested with the election of Jim McConn. It seems particularly indicative of your administration that you should announce your decision about Dr. Hightower at an all-male rotary club meeting. If your handling of Dr. Hightower is any indication of the position you will be taking towards women's rights, then I certainly feel betrayed in my support of you for the mayoral position. I can't express strongly enough the indignation I felt at your offensive handling of a most worthy woman, Dr. Nikki van Hightower.

Sincerely,



N. Carolyn Waddell

NCW:sc

Whitsett: Texas NOW ERA Task Force (cont.)

- 4) Read "FIGHT ANTI-ERA WITH FACTS", Part 1, in this issue of NOW NEWS so that you will be better able to speak on this matter.
- 5) Share your actions, ideas, and comments via (a) announcements at meetings, (b) newsletter items, and (c) phone calls to Evie Whitsett, member Texas NOW State ERA Task Force. (488-1777).



National Organization for Women, Inc.

425 13th Street, N.W. Suite 1048 Washington, D.C. 20004 • (202) 347-2279

January 16, 1978

PUT YOUR MONEY WHERE YOUR RIGHTS ARE!

To: NOW Chapter and State Activists
Re: NOW ECONOMIC BOYCOTT CAMPAIGN

As part of NOW's overall strategy to ratify the ERA, a campaign has been initiated to convince organizations to pass resolutions stating that they will not hold meetings, conferences, or conventions in states which have not ratified the ERA. Following their withdrawal from these convention sites, letters and statements of commitment are sent to convention bureaus and key state legislators. This campaign has been very successful with over 75 supporting organizations. There are thousands of organizations in the country. Over 250 of them support the ERA. It is imperative that we all work together to double and triple the list that we have now. The economic pressure must be large enough so that it cannot be ignored. YOU CAN HELP.

Any NOW chapter can have an Economic Boycott Campaign project simply by having an initial strategy session using the enclosed guidelines. Take an inventory of your unique situation. To what organizations do your members belong? Who do you know in your city government who could sponsor a resolution? Do you have an organizational headquarters in or near your city? Can you develop a media strategy through your local contacts?

NOW National ACTION Center will act as a resource for any chapter action or project. We have brochures and buttons which can be ordered. The National Committee is made up of the following persons:

- Fran Kolb -- Chair (201) 526-6822
- Martha Buck -- Executive Committee (202) 347-2279
- Zelle Andrews -- Volunteer House* (914) 337-8011
- Lana Moresky -- Unratified State support (216) 932-1986
- Alice Chapman -- Tourism (203) 354-2261
- Wilma Scott Heide -- Trouble Shooter (International Nurses) (617) 877-5391
- Laurel Egenberger -- California coordinator (415) 524-3478
- Sandra Porter -- Staff Consultant (202) 347-2279
- Sally Craig -- Staff - Volunteer House (202) 347-2279
- Kathy Sullivan -- January Intern (202) 347-2279

*A volunteer house is being set up in Washington, D.C. to be used for both the extension campaign and the boycott campaign. This house will be the national telephone link-up for activities in the next critical three months. If your chapter is within striking distance of this house, you may want to provide staff for one or two weekends as your contribution to the project.

More Boycott information (rationale, answers to questions of legality, etc.) available from Dorothy Howard (486-0752)

NOW ECONOMIC BOYCOTT CAMPAIGN

Guidelines for Action

GOAL:

- To add more organizations to the list of boycott supporters.
- Assure media attention to campaign as often as possible.
- Keep the campaign figures in front of the state legislators and convention bureaus, and affiliates, in unratified states.

STRATEGY:

- Take a chapter inventory of organization affiliations.
- Prepare a city resolution to be presented by a friendly council-person.
- Alert media for action.
- Order multiple brochures and buttons for your campaign.
- Take a city or town inventory to identify organizations to which a large number of women belong.
- Key in on the following areas if at all possible:
 - Insurance
 - Health
 - Financial
 - Legal

In other words, doctors, lawyers, bankers, and insurance agents. They represent the largest number of high-income conventions.

- Alert all nurses in your area to be in touch with the American Nurses Association. The international congress is meeting 40,000 strong in Kansas City. Wilma Scott Heide is personally spearheading the effort to get the nurses to cancel the site of their convention.
- Inform as many people as you possibly can about the boycott. Use all available means. If you have a headquarters or central office of an organization in your area, contact your state coordinator so that she can link up several chapters to multiply the pressure.
- Remember -- most of the resolutions so far passed have been spearheaded by just a few women. Individuals can make this happen.

THIS PROJECT IS CRITICAL TO THE ERA RATIFICATION STRATEGY. ORGANIZE A BOYCOTT CAMPAIGN PROJECT IN YOUR CHAPTER TODAY.

FIGHT ANTI-ERA WITH FACTS¹

The following is the first in a four-part serialization of "The Equal Rights Amendment: How Do I Love It...Let Me Count the Ways" by Anna Hobson.

Feminists know that the major strength of the contemporary women's movement is its diffuseness; its lack of a single, concrete political goal; its seeming gadfly quality. I would never, therefore, try to convince a feminist to go on a demonstration for abortion law repeal, if what interested her/him was equal pay for women at their company. Nor would I try to whip up support for equal pay for female executives from a woman whose battle lines are drawn at getting her four children and long-time husband to prepare their supper one night a week so that she can be free to go out. For each person the totality of feminism means something quite unique and personal and often seems to bear no resemblance to what feminism means to another person.

For me it is the Equal Rights Amendment that embodies the quintessence of feminism, and for that reason I love the ERA.

I love the ERA because that one simple sentence embodies simultaneously conservative and radical goals of feminism. It fulfills conservative feminists' desire to work within the existing political system. It satisfies a radical's desire to work within a context of pure feminist theory.

I love the ERA because it challenges some philosophical assumptions of western civilization but at the same time acknowledges the oldest and most noble ideals on which this country was founded - the individual's right, regardless of group identity to aspire to life, liberty and the pursuit of happiness.

I love the ERA because its support comes from such a mixed bag of folks. To have Republicans, Democrats, Liberals, Conservatives, Blacks, Whites, young, and old in the same cheering section warms the heart. Having the radical right and the radical left join in opposition is bemusing.

I love the ERA because with it feminists have triumphed as purists in a political system where compromise is the only game in town. For a half-century they have defeated all attempts to compromise on the wording of the Amendment. They have understood, if only by instinct, that anything but the clearest, cleanest sentence would destroy the intent of the Amendment.

Finally, I love the ERA because it is a link to our historical past and proves the staying power of feminists. In 1923 when Alice Paul first formulated the ERA, she was already a veteran of the last part of the arduous fifty-year suffrage campaign. In 1972 when the Equal Rights Amendment finally was passed by Congress - another half-century struggle - the remarkable Miss Paul was not only still alive (in her eighties), but she began immediately working on the campaign for state ratification.

Other links to the past emerge on reading about the suffrage campaign. The words of Martha Griffiths, Edith Green, and Betty Friedan could be those of Sarah Grimke, Susan B. Anthony, and Elizabeth Cady Stanton. So also, lamentably, could the statements of that arch anti-feminist Senator Sam Ervin be those of his nineteenth century counterparts.

There are some of the ways I love the ERA. But loving is no longer enough.

By 1972 the contemporary renaissance of feminism had touched almost every aspect of American life. Women's groups had become as common in the suburbs and in large companies as the PTA and bowling teams. Legislation banning sex discrimination was finally being enforced by government agencies vigorously and even with a little enjoyment. The latest campaign for congressional passage of the ERA had been intelligent, well-orchestrated and forceful. Some moderates felt that it had lent legitimacy to the burgeoning movement - it was not one of the issues "women's libbers" talked about. It was constructive reform. The political atmosphere was so right that when the House and the Senate responded with resounding "yeas", supporters and opponents alike assumed that the necessary ratifications by three-quarters of the states would be pro forma.

¹with thanks to NOW HEAR THIS, Dallas County NOW.

Then, quite mysteriously, the admittedly defeated opponents got an injection of spirit, organization, and most critically, funding. The backlash to the ERA could put its money where its mouth was. By 1975 a real threat to ratification had been created. The pressure had made legislators change their promised pros to cons. (It's always easier to vote for the status quo than to vote for change.) More and more often newspapers and magazines carried articles on how the ERA would damage rather than aid the American woman. And, the image of ERA supporters had become so distorted that many people perceived them as creatures so different from themselves as to be from another world. The most dramatic example of the growing anti-ERA momentum was the defeat in New York and New Jersey of proposed state Equal Rights Amendments. The symbolic blow those votes had on the federal ERA campaign may be sizeable.

That's where we stand right now, in the middle of what may become the third major feminist struggle of the last 125 years - state ratification of the Equal Rights Amendment. And while it may be very satisfying for me to wax poetic about my great affection for the ERA, the political realities make those activities time-wasting luxuries.

The ERA may be in trouble, and the major reason why is that potential supporters have been cowed and confused by the opposition's scare tactics and half-truths. Worse than that, supporters don't know where to go for the counter-arguments. When Sam Ervin, a foremost constitutional authority, states flatly that under the ERA it will be unconstitutional to have separate lavatory facilities, most of us don't know how to refute that, or worse how the courts could refute it.

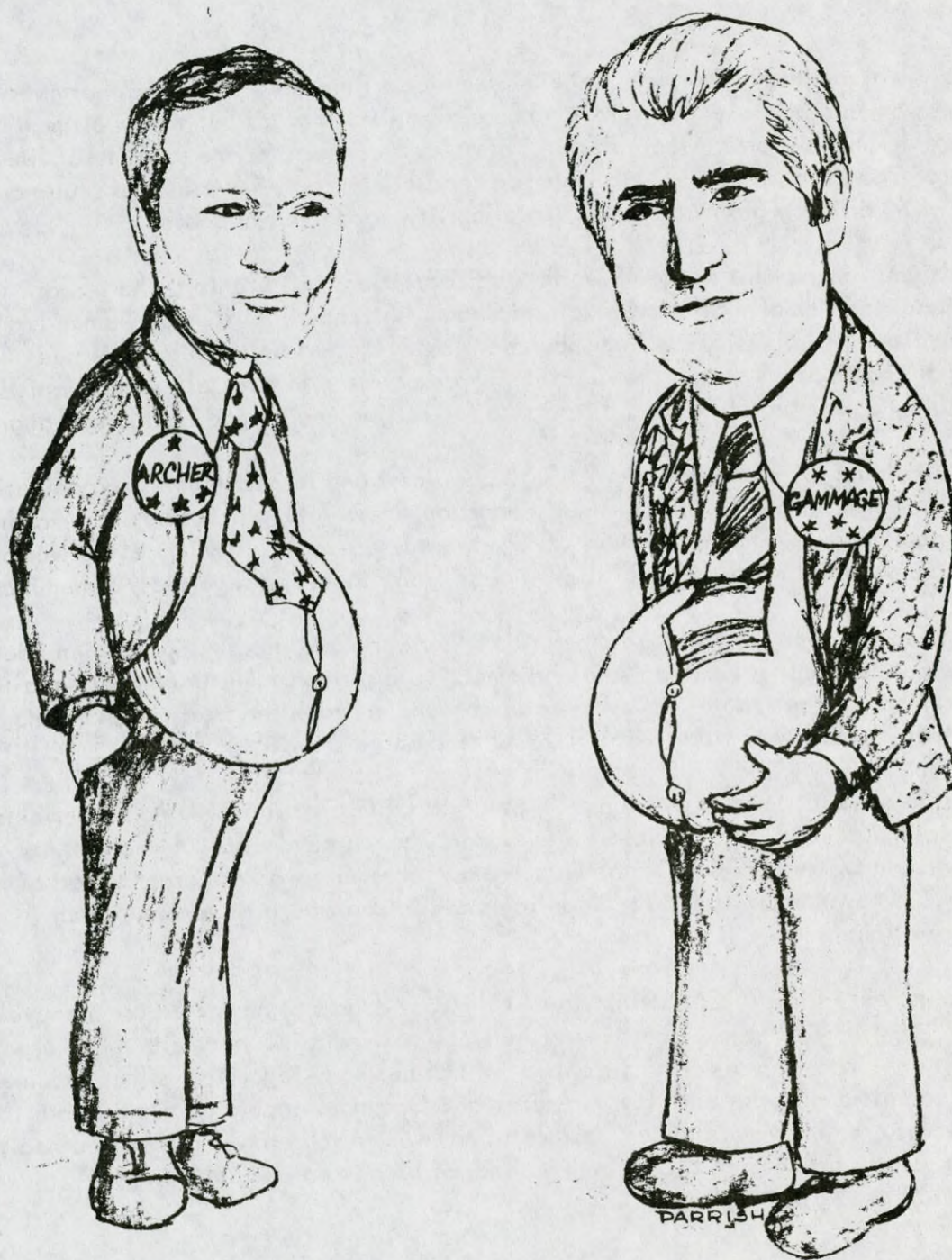
What follows then is less a sonnet to the ERA than an arsenal of facts with which to arm supporters, so that they can transform the ideal of equal treatment under the law into a political reality. Before getting to specifics, however, there are some things about the American legislative process that are important to understand.

When the ERA is ratified, legislators will have to bring existing laws into compliance with the Amendment's intent. If there is disagreement about which laws should be struck down and which extended, the courts become the arbiters. Where will legislators and judges look for guidance in interpreting the ERA? Opponents would have us believe that they will go off half-cocked having listened to the pros and cons on the "David Susskind Show" or maybe having flipped a coin. Not at all. They will go to the "legislative history" just as they would on any new piece of legislation. Known also as "congressional intent" it comprises the views expressed by the major congressional proponents of a bill. The single most important thing to know when interpreting a new law is how did the proponents intend that it be interpreted. I think the single most important thing for ERA supporters to know is exactly what makes up the legislative history of the Amendment and then use those arguments to right for ratification. In writing this article I have only used sources that are included in the ERA's legislative history.

NEXT MONTH: WHAT DOES EQUALITY MEAN, ANYWAY???

NEW SERVICES FROM YOUR CREDIT UNION

- o SEMINAR SERIES - "Give Women Credit" developed by B.L. Jamail. The seminars will be held bimonthly at 7:30pm at the University Club, room 455 Post Oak Tower, 5051 Westheimer. The March seminar will be on the 6th with Gretchen Davis Stephens to discuss the needs women have in the way of insurance. Hazel McKee will be a future speaker.
- o FINANCIAL COUNSELLING SESSIONS - Members of the HAFFCU Board of Directors will be on hand at the office, 2418 Travis, from 6 to 8pm every fourth Monday to discuss financial solutions to our money managing dilemmas. The first session will be February 27.
- o CREDIT ESTABLISHING LOANS - Borrow up to \$1000 which will be added to your share account and paid back at the low share-secured rate of 9%/year. You end up with a substantial savings account plus a credit rating. Your loan will only cost you 9% minus the dividend for the period of your loan.



*If men got pregnant, Congress
would open its own abortion clinic.*

Today is the fifth anniversary of the Supreme Court decision promising that every American woman shall have the right to choose abortion. For all but the wealthy, that guarantee has become meaningless. Professing a concern for the sanctity of life, members of Congress, including Bob Gammage and Bill Archer, have in fact sentenced millions of American women to despair, to disability, and even to death.

The Hyde Amendment to the 1977 HEW appropriations bill prohibits the use of federal funds for virtually all Medicaid recipients. Already one Houston woman has died from a botched abortion. Other poor women, who previously could have had safe, legal abortions, have now been driven by desperation to back alley abortionists. Once again 12 year old children are resorting to knitting needle and coathanger abortions.

The National Organization for Women, the oldest and largest feminist organization in the world, has worked to remove those conditions in society which contribute to the need for abortions. We maintain that while unwanted pregnancies exist, every woman in this society should have the right to a medically safe abortion regardless of her income.

The need for abortion will no longer exist when rape and incest stop...when adequate sex education is a reality...when safe and effective birth control is universally available...when every pregnancy is safe and every fetus is sound...when the smut merchants no longer portray women as sexual property to be used and discarded.

And the need for federal assistance in obtaining safe abortions will no longer exist when there is a decent job available for everyone who wants to work...when the average woman worker earns 100% of what the average male worker earns instead of only 57%...when the sexist and racist policies which contribute to poverty in our society are eliminated.

We urge you to join NOW's fight to end the root causes of unwanted pregnancy. But until discrimination stops, abortion for millions of women is a necessity. We urge you to send letters supporting a woman's right to control her body regardless of her income to your Congressional representatives. Archer and Gammage should be made aware that, by their votes, they have sentenced countless poor women to death and impaired health. They must assume the responsibility for thousands of bloody botched abortions.

Houston Area NOW
P.O. Box 66351
Houston, TX 77006
713-524-2411



Jane Salton

"Who Remembers Mama?" is an hour long documentary about the divorced displaced homemaker. NOW members who were in FT. Worth for the state and regional meetings in January saw it on Channel 13 Dallas and we were moved to tears and anger. It re-enacts the courtroom divorce of a middle aged couple in which the husband wants a divorce and the wife doesn't. How equal are the economic positions of the wife and husband after the divorce? Who gets custody of the children and for what reasons? The drama is supplemented by comments from divorced women, attorneys and legislators.

Ask your local TV stations to show "Who Remembers Mama?" soon, available from Channel 13 Dallas or from Women in Communications, Inc., SIX 5215 Homer, Dallas. Credits to Charlotte Stewart of Dallas NOW who initiated the project by telling her life story instead of suffering silently.

Why should YOU care about Displaced Homemakers if you are employed for money, young, happily single or happily married?

.....because the Displaced ^{vi}Homemaker Act is a start in recognizing the economic value of homemaking

.....because our society does not value that which has no economic (monetary) value

..... because homemaking, like most monied work, is a combination of skilled work and shit work and we need to end our schizy attitude toward it.
Congressperson

Write to your ~~US~~ U.S. ~~SENATOR~~ and request a copy of the 1978 National Displaced Homemaker Assistance Act, H.R. 10270. This puts you on record as being interested in the bill. Even Bob Gammage is for it!!!

JOIN N.O.W.: Clip and mail with your check to Marjorie Randal, 1922 Redway, Houston 77062.

___ I would like to become a member of Bay Area NOW and National NOW. (\$22)

___ I am already a member of National NOW and wish to pay local dues. (\$ 7)

___ I want to join but can only afford \$___ .

___ I am not a member but would like to receive the NEWSLETTER for a year. (\$4)

___ I would like to make a contribution of \$___ to NOW.

___ As a NOW member, I authorize my name and address to be published on the chapter roster.

NAME _____ Home Phone _____ Other Phone _____

ADDRESS _____ City and Zip _____

Occupation _____

Interests and/or skills which I can contribute to Bay Area NOW projects:

Comments on Bay Area NOW's program, organization, goals:

