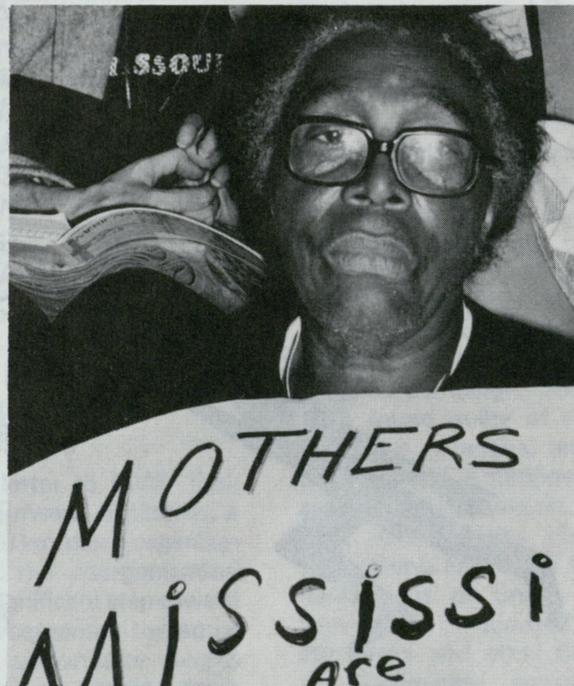
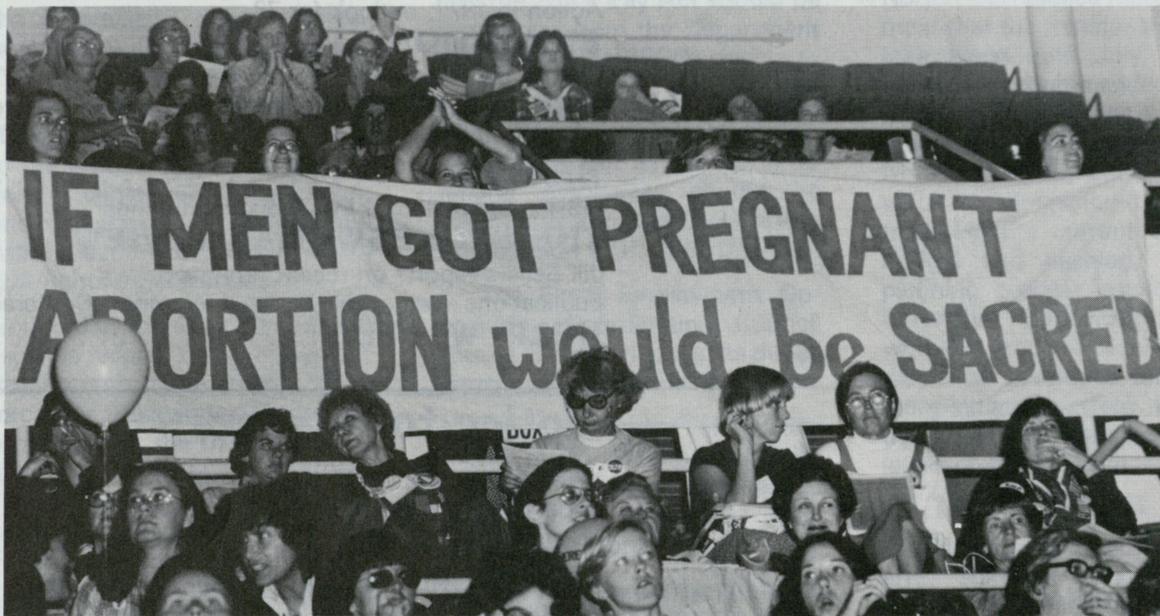


the Spokeswoman

December 15, 1977

Volume 8, Number 6



from seneca falls to houston

In this Issue

EMPLOYMENT	1
OMB submits civil rights reorganization plan Carter signs minimum wage bill	
ABORTION	3
Still no compromise on Medicaid funds bill	
ERA	4
Action in 1977, outlook for 78	
EDUCATION	6
Title IX enforcement report	
REPORT FROM HOUSTON	8
Analysis of the biggest women's meeting ever held	
HEALTH	11
OSHA report finds 1 in 4 workers in danger	
THE SPOKESWOMAN REVIEW	12
Jill Sellers reports on recent reprints and publications seen at the National Women's Conference	
HELP WANTED	15

Notice to Readers

With this issue, the *Spokeswoman* introduces a new, expanded format. We're still working on it and, as always, welcome feedback from readers.

We'd also like to announce that we are taking a short working "vacation," and will not publish in January. We'll be back February 15 with a double issue. See you then. Happy holidays!

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CIVIL RIGHTS REORGANIZATION PLAN UNVEILED

The Office of Management and Budget has submitted recommendations for reorganization of the federal civil rights enforcement effort to President Carter. The recommendations, developed by the OMB Task Force on Civil Rights Reorganization, were sent to Carter following a lengthy process of constituent consultation, and have the general support of a wide spectrum of women's and civil rights organizations.

Noting that there are currently 40 separate federal equal employment opportunity requirements, enforced by 18 separate departments and agencies, the OMB memo to the President notes that the Task Force "has concluded that ultimately there should be one Federal equal employment agency." But because of past management and leadership problems in existing agencies, the memo continues, "we do not believe that it is prudent to attempt that goal at this time." Acknowledging its desire to move toward a single agency in the future, the Task Force therefore recommends the reorganization and consolidation of certain functions and the creation of "effective coordination mechanisms" to reduce current overlap, duplication and inconsistency. Specifically, the OMB report recommends the following:

- Executive Order 11246 enforcement authority should be consolidated in the Labor Department's Office of Federal Contract Compliance Programs (OFCCP). (Eleven separate agencies now administer the Executive Order.)
- OFCCP should retain its authority to enforce the Executive Order and veterans' and handicapped programs for at least two years. At the end of that period, transfer to the EEOC will be re-evaluated.

EMPLOYMENT

- Enforcement authority for the Age Discrimination Act of 1967 and the Equal Pay Act should be transferred from the Department of Labor to the EEOC.
- Enforcement of the Equal Pay Act, Title VII and the Age Discrimination Act *as they apply to federal employees* should be transferred from the Civil Service Commission to the EEOC.
- The Equal Employment Opportunity Coordinating Council should be abolished and its duties transferred to the EEOC.
- The Department of Justice should retain its authority to litigate Title VII pattern and practice cases against state and local government employers.

The Task Force also recommends that the President announce his intention to propose "a comprehensive civil rights bill covering all civil rights areas," and urges consideration of several legislative proposals. Among them are giving the EEOC cease and desist authority, amending Title VII to include prohibitions against discrimination on the basis of age or handicap and amending Title VI to add employment to its current coverage.

Response from Women's Groups

In a recent letter to OMB Task Force chair Howard Glickstein, a coalition of 20 women's organizations called the reorganization package "a significant step toward making enforcement of the equal employment opportunity laws a reality." The only aspect of the package the women's groups took issue with is the timing of the transfer of Equal Pay Act enforcement from Labor to the EEOC. Noting that "women's organiza-

tions have a unique stake in seeing that the Equal Pay Act is administered as well as it has been under the Department of Labor," the groups said that they had met with EEOC chair Eleanor Holmes Norton and reached mutual agreement that the transfer should not take place until July 1, 1979. (OMB had recommended transfer after only six months.) Commitments were also obtained from Norton that the Equal Pay Act would be administered separately from EEOC's current structure, budget and backlog, that the planning process would involve extensive participation from women's groups and that systems would be developed for government-initiated pattern and practice equal pay cases involving all levels of employment.

IN THE COURTS

- The Amalgamated Clothing and Textile Workers Union (ACTWU) has filed a massive antitrust suit against J.P. Stevens Company. The suit charges the giant textile manufacturer with conspiring with public officials, corporations, financial institutions, trade associations and chambers of commerce to thwart unionization in the South, and also with conspiring to violate civil rights laws. The antitrust suit is the latest move in the union's 14-year drive to organize Stevens workers; in the process of the ACTWU campaign, Stevens has been found guilty of dozens of labor law violations, and is also the target of a nationwide consumer products boycott. The antitrust suit includes charges of wage fixing and illegal firing and harassment of union activists. Stevens is also accused of inducing banks and other businesses to discriminate against union supporters, of conspiring to drive out unionized companies and of "inciting and exploiting racial discord and tensions."

- *Reader's Digest* and two of its



EMPLOYMENT

affiliates have agreed to settle a sex discrimination lawsuit dating back to 1973 for \$1.5-million. The agreement, entered as a consent decree in U.S. district court in Manhattan, provides \$1,375,000 in back pay to some 2,600 current and former employees, and \$200,000 in salary adjustments for 142 present employees.

The lawsuit, a class action filed by eight women in 1973, charged discrimination in hiring, promotion, job assignment, salary and other terms and conditions of employment. Under the terms of the settlement, salaried employees will share \$1-million in back pay and hourly employees \$375,000. No woman who submits a claim will be paid less than \$1,000 or more than \$5,500. Lump-sum salary increases will range from \$500 to \$8,000, averaging \$1,400. The eight women who brought suit will receive only their proportional share.

• *Before the U.S. Supreme Court:*

— *City of Los Angeles Department of Water and Power et al v. Marie Manhart et al* — Can an employer require women workers to make larger pension fund contributions than men on the grounds that they have longer average life spans? The plan at issue required women workers to contribute 15% more than men until 1975, when the California legislature outlawed such differentials.

— *Nashville Gas Company v. Nora Satty and Richmond Unified School District v. Berg* — Can employers (a) deny pregnant workers sick leave benefits and (b) force a woman who has taken maternity leave to forfeit accumulated seniority benefits?

EQUAL PAY FOR EQUAL WORK

• A retired Federal Aviation Administration (FAA) employee has been awarded more than \$11,000

in back wages in settlement of an Equal Pay Act lawsuit. The court found that statistical assistant Betty Cayce and a male co-worker "were performing equal work on jobs requiring equal skill, effort and responsibility, under similar working conditions" from early 1974 to December, 1976. Cayce was paid at a Grade 8 salary level, however, while the man was paid at Grade 11. FAA job classifiers found that Cayce was, in fact, being paid at the proper pay scale for the work, and Judge Gerhard Gessell recommended that the man's pay level be downgraded to that scale. Gessell's decision is believed to be the first time that the Equal Pay Act has been applied to the Civil Service Commission's job classification system.



• The U.S. Department of Labor is suing K Mart stores in Colorado and North Dakota for violations of the Equal Pay Act. The separate legal actions charge that K Mart has been discriminating against women employees in 19 different job categories since October, 1974, and has failed to keep adequate records required by the Act.

• The Seventh Day Adventist Church will pay \$650,000 in back wages to some 600 teachers and administrative workers in 146 church operated schools in California. The U.S. Department of Labor had filed an Equal Pay Act lawsuit against the church because it provided a head of household pay differential for some employees. The church had

contended that it was exempt from the statute; a federal court in Los Angeles ruled last March that it was not. A similar agreement between the Labor Department and the church's University of Loma Linda calls for the payment of \$6,737 in back wages to administrative and janitorial workers at that institution.

CARTER SIGNS MINIMUM WAGE BILL

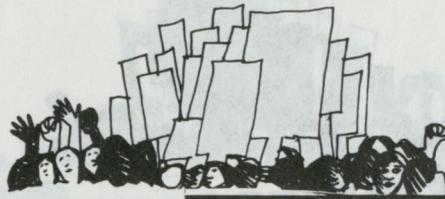
Two-thirds of all minimum wage workers are women. Under legislation signed by President Carter November 1, the minimum wage will rise from the current \$2.30/hour to \$2.65 January 1, 1978, \$2.90 in 1979, \$3.10 in 1980 and \$3.35 in 1981. Other provisions of the new law include:

- The number of small businesses exempt from paying the minimum wage has been increased. Currently, firms with gross annual sales under \$250,000 are exempt; by 1982 the base will be raised to \$362,000 in annual sales — removing an estimated 85,000 workers from coverage.

- Tipped employees (e.g., waiters and hotel workers) must currently be paid only 50% of the minimum wage. The new bill raises their coverage, in stages, to 60%.

- Babysitters working less than 20 hours per week need not be paid the minimum wage.

The new law is regarded as a compromise measure. Organized labor and the Carter Administration had sought a three-year wage scale with an automatic indexing provision which would have raised the wage floor each year after that by tying the minimum wage to the average production worker's pay. Business groups succeeded in knocking out this provision in the House, but failed in their attempts to establish a lower minimum wage for teenagers.



CONGRESS STILL DEADLOCKED ON MEDICAID ABORTIONS

House and Senate conferees on the \$61-billion Labor-HEW appropriations bill have *still* not reached agreement on how far to limit federal spending for abortion. The Senate agreed November 3 to language which would permit government-funded abortions for poor women in life-threatening cases, in cases involving rape and incest and in "those instances where severe and longlasting physical health damage to the mother would result if the pregnancy were carried to term." The House, which has steadfastly refused to budge from its anti-abortion position in *four months of conference proceedings* rejected even this diluted language (a far cry from the Senate's original willingness to fund all "medically necessary" abortions) by a vote of 172 to 193. Representative Daniel Flood (D-PA), chair of the House conferees, told his colleagues: "I wish I could vote for this motion, but I cannot; it is not restrictive enough."

Following its vote on the Senate compromise proposal, the House voted another "continuing resolution" allowing HEW and Labor programs to receive funding under last fiscal year's appropriations bill until November 31. Because last year's bill prohibits federal funding for all abortions except those necessary to save a mother's life, the Senate attempted to substitute its current language on the issue in the temporary financing measure. Faced with certain rejection by the House, however, and with the spectre of payless paydays for federal employees, that body gave in and agreed to the continuing resolution by voice vote. Conferees will have to meet again before the continuing resolution runs out. As this issue of the *Spokeswoman* goes to press, however, there is no indication of

ABORTION

when the current impasse will end.

ON OTHER FRONTS

- The national board of directors of the American Civil Liberties Union (ACLU) voted recently to make defense of abortion rights its top priority for the coming year. The group has earmarked \$200,000 for a legislative, legal and educational pro-choice campaign, and has assigned eight national staffers to the effort. At a recent press conference, ACLU leaders predicted a "concerted movement" to take abortion rights away from all women, "a movement which also threatens all the basic liberties that the ACLU defends." The organization suggested that radical right-wing groups are attempting to forge an alliance with those opposed to abortion on religious grounds who are seeking a constitutional convention on the issue. "If such a convention were called," the ACLU warns, "it could well run amok and try to repeal major sections of the Bill of Rights."

- The National Abortion Rights Action League (NARAL) has announced formation of a political action committee to support pro-choice candidates in next year's Congressional elections. According to NARAL executive director Karen Mulhauser, NARAL-PAC hopes to raise an initial \$100,000, and will interview new candidates, publicize voting records, provide financial support and organize local volunteer efforts. NARAL also recently released a study of the voting records of the 225 members of the U.S. House who have consistently opposed abortion rights. One hundred seventy-six of them (78%) opposed more than half of the 32 major pieces of social welfare legislation in the last three Congresses. "These members may

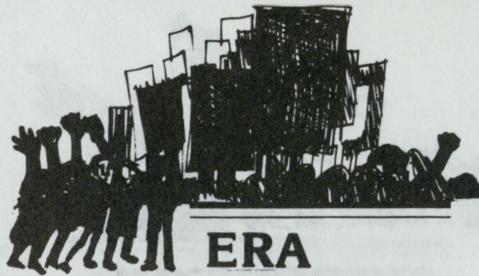
claim to care for the welfare of poor women and children in America," said Mulhauser, "but our research shows that they just don't vote that way."

WHILE MEN DEBATE ON CAPITOL HILL ...

The federal Center for Disease Control in Atlanta confirmed at the end of October that the Medicaid abortion fund cut-off had claimed its first fatality. A 27-year-old Mexican-American mother of a four-year-old child died in a Texas hospital October 2, after obtaining a \$40 abortion in a Mexican border-town "pharmacy." The victim would have been eligible for a Medicaid abortion before the funds cut-off, and had been told of the change in policy. The Atlanta center also confirmed that four other women, two of whom carried Medicaid cards, had been hospitalized for complications after undergoing abortions at the same facility that treated the woman who died.

In Washington, DC, some 300 people attended a memorial service for the first known victim of the abortion ban, where Elisa Sanchez, president of the Mexican-American Women's National Association, decried "the death of a sister we view as needless and unconscionable, when the only thing that stood between her and life was a Medicaid card that wouldn't buy her an abortion she chose to have." Earlier, U.S. Representative Henry Hyde (R-IL), author of the Medicaid funds cut-off, had noted that "every abortion results in at least one death, that of the unborn fetus." Representative Hyde is not a reasonable man. If he were, he would understand, as a recent *New York Times* editorial put it, that "the Government cannot stop abortions. It can only stop paying for them." The tragic evidence of that truth has only *begun* to confront us.

SUBCOMMITTEE HEARS EXTENSION ARGUMENTS



The House Subcommittee on Civil and Constitutional Rights held three hearings last month on the proposed extension of the deadline for ERA ratification. HJ Res. 638, introduced by Representative Elizabeth Holtzman (D-NY), would extend the ratification deadline an additional seven years — until March 22, 1986.

If the hearings failed to provide any definitive answers for Congress, they did at least clarify the questions. The most crucial issue, of course, is whether it can be done. The U.S. Department of Justice and several constitutional authorities testified that it can. Opinion differs, however, on whether the move would require a two-thirds or simple majority. (A two-thirds vote is required for Congressional passage of a constitutional amendment, but the original ERA ratification deadline was contained in the *proposing* part of the Congressional resolution, and is not part of the amendment itself.) The Justice Department believes a simple majority will suffice. Two Yale Law School professors, Charles Black and Thomas Emerson, agreed that Congress has the

power to extend, but offered opposite opinions on the majority required to extend.

The rescission issue was also discussed at the hearings. Assistant U.S. Attorney General John Harmon, the opening witness, argued that rescission is illegal under *any* circumstances: Article V gives the states the power to *ratify* amendments only, not to reject them, he said. Yale Professor Black and Harvard scholar Laurence Tribe both said that they thought rescission was perfectly legal, however, with Tribe noting that the ultimate decision rests with the Congress that is sitting at the time the required 38 states have ratified.

According to *Women's Washington Report*, subcommittee chair Don Edwards (D-CA) has solicited written testimony from additional experts, and has asked his staff to compile a report by January. Action beyond that date is uncertain. Readers are urged to write and visit their legislators, asking them to support the extension.

OF NOTE

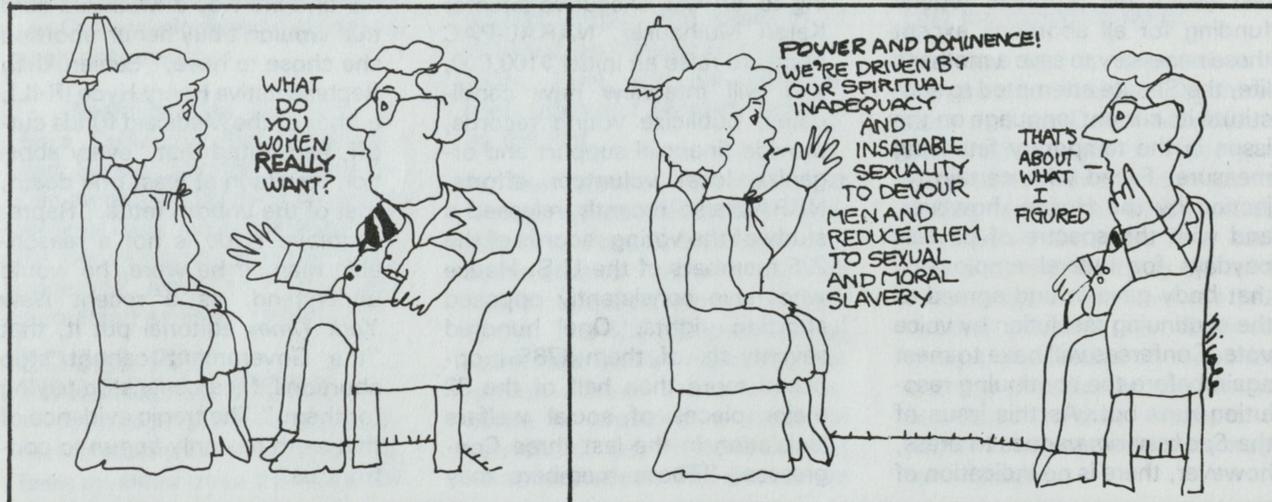
- The Quixote Center has released a new study which it says "explodes commonly held beliefs" about Catholics who

support the Equal Rights Amendment. The survey, which involved 5400 churchgoers in 19 states, found 68% in favor of the ERA — 12 percentage points above the national average. ERA support among the group was *not* linked to abortion views; in fact, pro-ERA Catholics tended to have the strongest anti-abortion positions.

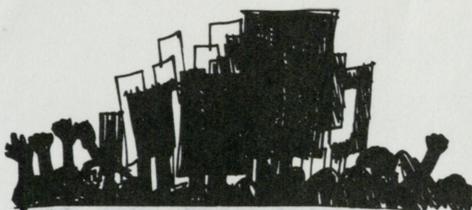
"ERA and abortion are two separate issues," said Dolly Pomerleau, one of the coordinators of the study. "Organizations like the National Council of Catholic Women and spokespersons like Phyllis Schlafly who have tried to link ERA with abortion are not only out of touch with the issues, but out of touch with the way Catholics think."

- *Women's Washington Report* notes that on November 8, Virginia voters overcame one of the greatest obstacles to an ERA vote in that state's legislature by defeating Representative James Thomson (D-Alexandria). As chair of the committee considering ERA, Thomson had managed to keep the matter from ever coming to a vote in the Virginia House of Delegates. ERAmerica co-chair Liz Carpenter noted after the defeat that "Jim Thomson wanted ERA passed over his dead body, and it *is* his dead body — his dead *political* body."

the feminist funnies



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ERA UPDATE

RATIFIED STATES: Alaska, California, Connecticut, Colorado, Delaware, Hawaii, Idaho, Indiana, Iowa, Kansas, Kentucky, Maine, Maryland, Massachusetts, Michigan, Minnesota, Montana, Nebraska, New Hampshire, New Jersey, New Mexico, New York, North Dakota, Ohio, Oregon, Pennsylvania, Rhode Island, South Dakota, Tennessee, Texas, Vermont, Washington, West Virginia, Wisconsin, Wyoming.

RESCISSION ATTEMPTS: Idaho (2/8/77), Tennessee (4/23/74) and Nebraska (3/15/73) have voted to rescind ERA ratification. 1977 rescission resolutions were introduced in Indiana, Iowa, New Hampshire, Ohio, Texas and Wisconsin. Rescission attempts were defeated in 1977 in Connecticut, Kansas, Montana, North Dakota, Oregon, Rhode Island, South Dakota and Wyoming.

UNRATIFIED STATES: Floor action on ERA is summarized below.

Alabama: Legislature convenes January 10, 1978 for 30 legislative days. Operating under 3/5s majority rule to ratify. No floor vote ever in House; Senate rejected once. No 1977 floor action.

Arizona: Convenes January 9, 1978 for unlimited session. House rejected once and Senate three times. 1977: Senate defeated 5/5/77, 11-18.

Arkansas: Legislature does not meet unless a special session is called. House and Senate each rejected once. 1977: House defeated by standing vote.

Florida: Convenes April 4, 1978 for 60 calendar days; post-election special session possible in 1978. House passed twice and defeated once; Senate rejected three times. 1977: Senate defeated 4/13/77, 19-21.

Georgia: Convenes January 9, 1978 for 40 legislative days. House and Senate each rejected once. No 1977 floor action.

Illinois: Convenes January 11, 1978 for unlimited session. Operating under 3/5s majority rule to ratify. House passed once, rejected three times; Senate passed once (before 3/5s rule invoked), rejected twice. 1977: House defeated 6/2/77, 101-74 (107 votes needed). House rules permit later reconsideration.

Louisiana: Convenes April 17, 1978 for 90 calendar days. House defeated once; Senate passed once. No 1977 floor action.

Mississippi: Convenes January 3, 1978 for 90 calendar days. No floor vote ever in either house.

Missouri: Convenes January 4, 1978; session ends May 15. House passed once, rejected once; Senate rejected twice. 1977: Senate defeated 3/15/77, 12-22.

Nevada: Legislature does not convene. House passed once, rejected once; Senate passed once, rejected twice. 1977: Senate approved 2/8/77, 11-10; House defeated 2/11/77, 15-24.

North Carolina: Legislature does not meet unless a special session is called. House passed once, rejected once; Senate defeated twice. 1977: House passed 2/9/77, 61-55; Senate defeated on second reading 3/1/77, 24-26.

Oklahoma: Convenes January 3, 1978 for 90 legislative days. House defeated three times; Senate passed once by voice vote. No 1977 floor action.

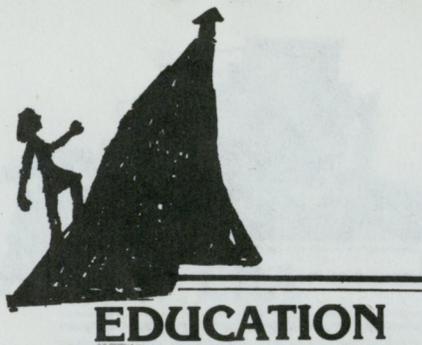
South Carolina: Convenes January 10, 1978 for 60 calendar days. ERA on special calendar in Senate for 1978 consideration. House passed once, tabled twice; no vote ever in Senate. No 1977 floor action.

Utah: Convenes January 9, 1978 for 20 calendar days. House rejected twice; no vote ever in Senate. No 1977 floor action.

Virginia: Convenes January 9, 1978 for 60 calendar days. ERA lost on procedural vote once in each house; Senate defeated once; no floor vote ever in House. 1977: Senate defeated 1/27/77, 20-18 (21 votes needed).

1978 LEGISLATIVE ELECTIONS: All seats in both houses are up for election in 1978 in the following unratified states: Alabama, Arizona, Georgia, North Carolina. The House and half the Senate are up in Arkansas, Florida, Missouri, Nevada, Oklahoma and Utah. The House and about 2/3 of the Senate are up in Illinois. The House only is up in South Carolina. There are no 1978 legislative elections in Louisiana, Mississippi and Virginia.

— data from materials compiled by ERAmerica and the League of Women Voters



NEW REPORTS DOCUMENT FEDS' FAILURE TO ENFORCE EQUAL OPPORTUNITY IN THE SCHOOLS

Illegal practices and policies perpetuating sex discrimination are still legion in the nation's schools and colleges as a result of the federal government's failure to enforce Title IX. Title IX, enacted in 1972 to assure equal educational opportunity in schools and colleges receiving federal assistance, is enforced by the Department of Health, Education and Welfare (HEW). Two new studies which present an alarming array of statistics on the minimal enforcement effort to date reveal, however, that HEW is simply not doing its job.

A major study by the Project on Equal Education Rights (PEER) analyzes HEW's handling of Title IX complaints brought against elementary and secondary schools. Its findings are far from hopeful:

- Of 859 complaints received by HEW in four years, only 179 had been resolved — after an average delay of 14 months.
- Title IX gives HEW extensive investigative powers. Nevertheless, 76% of resolved complaints were settled without investigation and 22% of *all* complaints were *dropped* without investigation.
- Under Title IX regulations, HEW is responsible for initiating independent investigations of discriminatory practices in individual school districts. Only four of 16,000 districts covered by Title IX have been investigated in four years.
- The major component of HEW's investigative "technique" seems to be reliance on verbal assurances of compliance by school districts. Although empowered to secure documents, visit schools

EDUCATION

and conduct interviews, agency officials apparently prefer simply to exchange correspondence with school officials. Where settlements have been reached, HEW has made no effort to monitor schools' subsequent compliance.

Overall, the report charges, HEW has been notorious for its indecisiveness, delayed response to complaints, superficial investigations and general indifference toward complainants. Indecision by top policy makers in Washington and fear of controversy have also caused a generally high level of confusion about what Title IX means. "HEW itself has been tied up in knots trying to interpret its own regulations, and enforcement has been tied up in knots with it," PEER says.

HEW defends its lackadaisical approach to Title IX enforcement by contending that staff resources are insufficient to keep up with the large volume of complaints. PEER researchers counter that this claim is groundless. During the past four years, 100 to 150 staff members have been assigned to investigate discrimination in elementary and secondary schools; the total number of complaints received during that same period averages out to six charges per investigator per year — clearly, a moderate caseload. Staff resources don't seem to be the problem; a conscious attitude of benign neglect is a much more convincing explanation.

In addition to its neglect of sex bias in existing programs, the government is also making no affirmative effort to see that educational assistance is awarded on a non-discriminatory basis in the first place. A second study, conducted by the National Advisory Council on Women's Educational Programs, found that the govern-

ment is spending more than \$8-billion per year to fund educational programs and activities which discriminate against women and girls. The study, "Efforts Toward Sex Fairness in the Use of Education Division Funds," examined the federal government's use of education funds in three major areas — formula grant programs, discretionary programs and student financial aid programs — and found no coordinated effort to eliminate sex discrimination in any area. Although all schools, colleges, projects and contractors receiving federal funds are prohibited from practicing sex discrimination under Title IX, the Office of Education (OE) has made no attempt to consider compliance in its funding decisions.

Title IX could be an effective tool for eliminating sex bias in the formula grant programs which comprise 53.8% of OE's \$8-billion budget. Since funds for these programs are administered directly by other educational agencies and distributed according to formulas established by law, OE has little direct discretionary power over this money. OE *is* authorized, however, to monitor recipients' compliance with Title IX and deny funding if violations are discovered. In the discretionary programs, OE does have direct authority to decide which projects will be funded and which contractors will carry out programs. Attempts could be made in this area to promote sexual equality in project content and staffing, but until now such efforts have been the result of individual initiative, not established policy. When it comes to OE's student financial aid programs, the report found, women in general are awarded fewer grants than men, and are less likely to receive loans. In addition, part-time students (many of them women) are restricted by legisla-



EDUCATION

tion from receiving grants and loans.

Calling for more vigorous enforcement of Title IX and more coordination between the Office of Education and the Office of Civil Rights, the report recommends that "concern with sexual fairness should be made a priority of the Educational Division and should be reflected in all programs." Specific recommendations include reserving 10% of the appropriation for every discretionary program to fund projects contributing to women's equality and achieving sexual balance in the composition of the review and advisory panels which evaluate and decide on project funding. The report also recommends that contractors be required to submit information on their own staffing patterns when bidding on educational programs. For copies of the full reports, contact PEER, 1029 Vermont Ave., NW, Suite 800, Washington, DC 20005, and the Council at 832 M St., NW, Washington, DC 20036.

IN BRIEF

- *On Campus with Women*, newsletter of the Project on the Status and Education of Women, Association of American Colleges, notes:

- Men still dominate academic administration. A recent Higher Education Research Institute study found women in substantial numbers only in those middle and low level administrative jobs that rarely lead to top academic posts. Only 6.8% of all college presidencies are held by women, the majority of them at Roman Catholic or women's schools. Another study on the same subject, this one funded by the Ford Foundation and released by the College and University Personnel Association, found that white males held 79% of all administrative posts in 1000 col-

leges and universities surveyed, and that women were paid only about 80% as much as men with the same job title when employed by the same kind of institution.

- The Board of Governors of the California Community Colleges will require all state community college districts to develop affirmative action plans and submit them for approval. Plans must include goals and timetables for hiring and promoting women and minorities, and must be submitted by July, 1978. Districts which fail to comply may have state funds withheld.

- The Project on Equal Education Rights (PEER) reports that HEW has started issuing Title IX policies and interpretations again. The first new rulings in response to inquiries from school districts, organizations and individuals cover athletics (baseball is not a contact sport, HEW ruled), coaches' pay, scholarships, em-

ployment, sexual preference (not a prohibited basis of discrimination under Title IX, HEW says) and other areas. Contact PEER (1029 Vermont Ave., NW, Washington, DC 20005) for more details.

- The College Entrance Examination Board has released a study attributing between two-thirds and three-quarters of the Scholastic Aptitude Test (SAT) score decline between 1963 and 1970 to "the notable extension and expansion of educational opportunity in the United States." According to a *Women Today* report, the study cites changes in the test-taking population (more students with lower high school grades, more from low income and minority groups and more women — traditionally lower scorers on the mathematics section of the test) as causing the original score decline. The study does not blame women and minorities for the *continuing* score decline, however, since there has been little change in the test-taking population since 1970.

BAKKE UPDATE

Both the University of California and the U.S. Government have asked the Supreme Court *not* to rely on Title VI of the 1964 Civil Rights Act in deciding the *Bakke* "reverse discrimination" case. Title VI is the general anti-race bias provision of the Act, forbidding discrimination in all federally assisted programs. Bakke originally filed suit under both Title VI and the Equal Protection Clause of the Fourteenth Amendment; the trial court ruled in his favor on both grounds, but in affirming the California Supreme Court relied on the constitutional ground only. The High Court justices requested briefs on the application of Title VI to *Bakke* from all parties after they heard oral arguments in the case.

The University of California argued in its supplemental brief that Bakke, as an individual, lacked standing to sue under Title VI, that only governmental agencies had such standing. The Justice Department disagreed, but again asked the High Court to return the case to the trial level because of its defective record. Since Title VI is compatible with the Fourteenth Amendment, Justice said, the issues are unchanged, and the constitutional question deserves full attention.

Report from Houston



Tens of thousands of people flocked to Houston, Texas the weekend of November 18 for the most remarkable women's gathering of the second wave of feminist struggle. The occasion was the National Women's Conference (NWC), the culmination of 56 state and territorial meetings held earlier this year, and coordinated by the National Commission on the Observance of International Women's Year (IWY). Anti-feminist Phyllis Schlafly had confidently predicted that the NWC would mark "the death of the women's movement." It didn't. Instead, the message from the nearly 2,000 delegates and some 10-15,000 observers meeting at the first publicly funded national women's gathering was that the spirit of feminism has touched and moved a very diverse population indeed, and that the status of women in American society is, more than ever before, a serious mainstream political concern.

The Meeting

If the Houston conference was a significant political event, it was also notable public theatre. Three days of serious discussion in plenary sessions were preceded and accompanied by dozens of celebrations and related attractions: women runners carried a torch from Seneca Falls, New York to Houston, with Bella Abzug and Billie Jean King running the last mile side-by-side; continuous entertainment was offered at the Albert Thomas Convention Center; organizations and women's businesses and presses passed out literature and sold buttons, books and T-shirts in a crowded exhibit hall; distinguished women in government gave a series of "Briefings from the Top." Rosalynn Carter and former First Ladies Betty Ford and Lady Bird Johnson joined hands at the podium; Susan B. Anthony's grandniece gave an impassioned speech for ERA from the floor; feminist celebrities were everywhere; Washington dignitaries

and women office holders abounded. Nearly 2,000 members of the press were credentialed to cover the conference; the Houston public television network broadcast the plenary sessions live; the feminist monthly *Houston Breakthrough* published daily. Commissioners, speakers, delegates and observers were a veritable "Who's Who" of American women.

The Delegates

Some 130,000 American women attended the state and territorial IWY conferences at which delegates to the NWC were elected. The legislation establishing the conference called for diverse representation in state delegations, and with a few notable exceptions, it was achieved. The 1,442 elected delegates, plus the delegates-at-large appointed by the National Commission, were women of all ages, incomes, backgrounds and ethnic, racial and religious groups. Minority representation was much higher than at other women's movement events — 17.4% of the delegates were black, 8.3% hispanic and almost 10% members of other minority groups.

Political office holders dominated the podium; leaders of women's organizations shared the spotlight only sporadically. Among the delegates, however, organizational presence at the conference was strong, if somewhat uncoordinated and not always publicly acknowledged. Only a small number of delegates-at-large were specifically appointed as organizational representatives, but hundreds of delegates wore NOW, CLUW (Coalition of Labor Union Women) and AAUW (American Association of University Women) buttons. Leaders and members of BPW (Business and Professional Women), the League of Women Voters, the Girl Scouts and a wide spectrum of other women's professional, political and religious groups were also present.

The Issues

Resolutions passed at state and territorial meetings, plus recommendations contained in the National Commission's original report, *To Form a More Perfect Union*, were incorporated in a proposed "National Plan of Action," which served as the agenda for the conference plenary sessions. The 26-point plan, which reads, as one delegate put it, like "the familiar laundry list of feminist issues," included detailed resolutions on arts and humanities, battered women, business, child abuse, child care, credit, disabled women, education, political participation, employment, the ERA, health, homemakers, insurance, international affairs, media, minority women, offenders, older women, rape, reproductive freedom, sexual preference, statistics and welfare, plus a resolution calling for the establishment of a cabinet-level federal women's department. All but the women's department resolution, which was opposed because it would "ghettoize" women's concerns at the federal level, were adopted by overwhelmingly favorable

Report from Houston

margins. Specifics included support for inclusion of women in programs administered by the Office of Minority Business Enterprise, comprehensive, federally funded child care programs, the elimination of sex role stereotyping in educational materials, strong enforcement of anti-bias statutes, a national full employment program, national health insurance and a minimum guaranteed income.

Most resolutions were adopted in the same form that they appeared in the National Plan of Action. Where substitutions and amendments were made, they generally liberalized, clarified or extended original proposals. Overwhelming delegate support for the National Plan of Action was facilitated by an active network called the "Pro-Plan Caucus," organized shortly before and during the conference to promote unity and an orderly progression of the agenda that would allow consideration of all issues. The strategy was largely successful, with Pro-Plan leaders loosely coordinating floor action, explaining conference rules to delegates and generally moving the agenda forward.

"Human rights apply equally to Soviet dissidents, Chilean peasants and American women."

— Barbara Jordan, U.S. Representative

The Big Three

The most anxiety, as well as the most enthusiasm at the conference was generated during consideration of three issues — the Equal Rights Amendment, abortion ("reproductive freedom") and lesbian rights ("sexual preference").

ERA

Years of determined struggle by feminists have succeeded in making ratification of the Equal Rights Amendment a majority political concern, and a remarkable array of forces supports that effort. Never has this been more clear than at the National Women's Conference. If there was *one* issue in Houston, *every-one* agreed it was ERA. The Plan of Action statement on ERA says simply that it "should be ratified," and conference delegates and observers overwhelmingly agreed. Spontaneous pro-ERA floor demonstrations erupted again and again during debate and speeches on numerous issues. *Every* ceremonial and substantive speaker at the podium addressed the issue. Majority sentiment was summed up by ERAmerica co-chair Liz Carpenter, who told some 5,000 people attending that group's cocktail party fundraiser, "If I die, don't send flowers — just three more states."

Abortion

The reproductive freedom plank of the National Plan of Action, which includes support for federal funding of abortions for poor women, family planning services for teenagers and sex education in the schools, provoked the most emotional debate of the conference. Right-to-lifers sported glossy photos of aborted fetuses, and called the resolution the "antithesis of the women's movement" because it promotes the "oppression of the less powerful." The abortion vote was probably the "closest" of the conference, but at least 75% of the delegates rose in favor of a woman's right to choose.

Lesbian Rights

Veteran feminists who have participated in dozens of conferences addressing the same issues that were discussed at the NWC uniformly noted at least one significant difference in Houston — the overwhelming acknowledgement by delegates of lesbian rights as a women's issue. The resolution on sexual preference, debated and passed in a relatively short period of time, supports civil rights for homosexuals, the repeal of laws restricting private sexual behavior between consenting adults and the prohibition of a parent's sexual preference as a consideration in child custody cases. (Similar resolutions were adopted at 30 state and territorial meetings, largely because of organizing efforts coordinated by the women's caucus of the National Gay Task Force.) During debate, only one speaker made it to a microphone to denounce homosexuality as anti-family and contrary to "natural law," while two speakers urged defeat of the resolution on the grounds that gay rights is an "inappropriate" issue for the women's movement, and that public acknowledgement of it as a serious concern would further impede ERA ratification.

The latter arguments, which have had widespread acceptance in women's movement circles for years, were rejected in Houston. Former NOW president Betty Friedan, previously a vocal proponent of the old line, urged support for lesbian rights as a women's issue, noting that the ERA by itself would "do nothing for homosexuals." Other speakers reminded the delegates that lesbians have worked tirelessly for years in the movement on the full range of feminist issues, and that the fundamental philosophical basis of the movement is a woman's right to choose how she will live, and to control her own body, a concept which clearly must include the right to exercise one's sexual preference.

Straight feminists who earlier translated their own fears into political "reality" have apparently learned that the opposition will call *any* woman who dares to challenge the patriarchy on *any* grounds a lesbian, no matter what she calls herself or how she lives. The overwhelming acceptance of the sexual preference resolution by the very diverse group of women meeting at the NWC hopefully implies a new level of pro-woman awareness and unity.

Report from Houston

The Right Wing Presence and Strategy

The threatened right-wing disruption of the NWC itself failed to materialize, although some 10,000 people did attend a counter rally at the Houston Astro-Arena. Right-wing political elements, as well as anti-abortionists and religious conservatives had descended *en masse* at several of the state IWY meetings — stalling plenary sessions, disrupting workshops, electing some delegates and passing anti-woman resolutions. These tactics were largely unsuccessful, however, in all but a few states, and the right controlled less than 20% of the voting body at the NWC. The “pro-life, pro-family coalition,” as these delegates called themselves, succeeded in some attempts at parliamentary delay, and made a substantial amount of noise during debate on ERA, abortion, child care and lesbian rights, but generally failed to influence proceedings in any substantive way. (The right-wing presence at the conference *did* serve to draw other delegates closer together.) Substitute motions and amendments were prepared on almost every issue, but few reached the floor. The minority complained constantly of being “railroaded” and not having their opinions heard, but as one feminist sitting in a divided delegation put it, “They never got out of their chairs.” Of 24 anti-ERA delegates in the Illinois contingent, for example, only three ever made it to the microphone in all four plenary sessions.

More significant, perhaps, than the minority's strategy (or lack of it) during the plenary sessions, was its rhetoric.⁹ For the first time in a women's movement arena, the focus on abstract “ideals” of family and exalted womanhood gave way to ringingly clear expression of more traditional right-wing concerns. A compilation of proposed substitute motions circulated to the press calls for provision of social services by the private, volunteer sector, decreased federal regulation and spending and the return of government control to the state and local level. The document is also riddled with homages to the “free enterprise economic system.” Similarly, in floor debate on the ERA, con speakers passed over the spectre of unisex toilets and young mothers in combat zones to denounce instead “section two” of the proposed constitutional amendment, which gives Congress legislative enforcement authority. This would lead, opponents said, to further federal intrusion on individual rights.

Some political observers have been suggesting for some time that the right-wing has targeted the women's movement because it needs a platform from which to gain public visibility and, by playing on emotional issues, promote an entire political agenda. This analysis was brought into sharp relief, and the links of the right-wing political coalition now in the process of formation be-

came eminently clear in Houston — as delegates sprinkled across the floor rose together again and again to vote against every issue except enforcement of the Equal Credit Opportunity Act, as ERA opponents wept for aborted fetuses, as right-to-lifers denounced child care centers and social security for homemakers.

“A reporter asked me yesterday whether Houston was going to be the death of the women's movement. Well, look at us! We are a multitude. We are alive and kicking, and we shall get even livelier.”

— Bella S. Abzug, presiding officer, National IWY Commission

From Seneca Falls to Houston to ...?

As speaker after speaker ascended the rostrum, delegates heard the Houston conference called an “historic” event. The NWC was likened again and again to the first national women's rights convention, held in Seneca Falls, New York in 1848. Many were anxious to draw parallels between the first, suffragist wave of American feminism and the current rebirth of women's struggle.

Houston was historic, at the very least as the first Congressionally mandated and publicly funded national women's meeting *ever* held. With national attention focused upon them, the largest and most diverse group of women *ever* to meet together on their concerns *as women* reached consensus on a broad range of policy issues. The potentially enormous impact of the modern feminist movement was made abundantly clear as members of women's organizations of the political center, union women, staunch feminists, civil rights activists and elected officials — people who only a few short years ago couldn't even agree on the need for ERA — joined hands in an attempt to place women's equality squarely on the American political agenda.

Whether we will succeed, how Congress and the President will respond to the NWC recommendations, what the effect of anti-woman right-wing escalation will be, remains to be seen. If history was made in Houston, it is also *in the making* in Congress, where men debate women's right to choose, in the state legislatures, where ERA ratification is stalled, in the courts, where affirmative action is under attack and in the job market, where women still earn only 59 cents for every dollar earned by men. Sisterhood triumphed in Houston, and women's consciousness and spirit are wonderful indeed. But by themselves they are not enough. History is made by those who have power. The National Women's Conference was perhaps the strongest affirmation ever that American women *do* share common concerns, and that by joining together can force attention to those concerns. We must continue to do that.



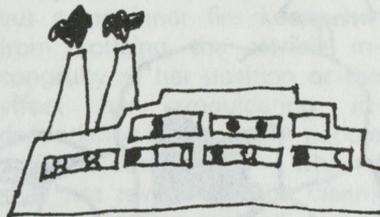
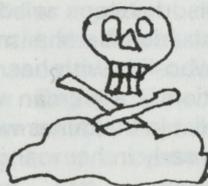
IN BRIEF

• The Fourth Circuit Court of Appeals recently upheld a doctor's right to require women whose health care is paid through Medicaid to agree to sterilization. According to *Health Law Newsletter*, the case (*Virgil Walker et al v. Dr. Clovis H. Pierce et al*) involved an Aiken County, South Carolina physician who requires Medicaid patients to agree to sterilization as a condition of his providing them with obstetrical care. (He does not require patients with other forms of health insurance to agree to sterilization.) Two women brought suit against Pierce — one who first objected to the operation, but later signed a consent form and was sterilized, and a second who became Pierce's patient while covered by private health insurance, and refused sterilization when her private insurance lapsed and she became eligible for Medicaid. The trial court ruled against the woman who had signed the consent form, but awarded a \$5 judgment to the woman who had objected to Pierce's policy. Pierce and the women then appealed, with the Fourth Circuit ruling that there was no reason Pierce could not pursue his policy.

• The Institute for the Study of Medical Ethics, a Los Angeles-based patients' advocate group, has turned up evidence that local doctors are still prescribing Depo-Provera as a long-term contraceptive, despite the fact that the FDA has not approved it for that use. The drug, given in injection form once every three months, is associated with a serious list of side effects, and has caused cancer in laboratory animals. Depo-Provera is currently approved by the FDA only for use in treatment of certain kinds of rare uterine cancer, although Upjohn Company, the drug's manufacturer, has been trying to get the FDA to approve it for contraceptive use

HEALTH

for 20 years. An FDA spokesman quoted in a recent *Newsday* report said that "the truth of the matter is that we know that Depo-Provera is being used by doctors for the purpose of birth control . . . Doctors are free to innovate."



OCCUPATIONAL HEALTH AND SAFETY

The first comprehensive national study of health and safety conditions on the job has revealed that one out of every four American workers is regularly exposed to substances known to cause death and disease. The National Occupational Health Study, conducted by the Occupational Safety and Health Administration (OSHA) of the U.S. Department of Labor, surveyed health and safety conditions at 4,636 workplaces throughout the country, investigating medical care, illness and injury records and chemical and physical hazards faced by workers. Some 985,000 people working in steel mills, hospitals, chemical factories, banks and family machine shops participated in the survey.

OSHA researchers found that employers and employees alike are often ignorant of chemical

hazards in the workplace because substances used in production are frequently known only by trade name, *not* by chemical composition. Only 5% of the workplaces visited by OSHA had made any plans to reduce chemical exposure or improve physical plant conditions. OSHA estimates that it would cost about \$54-billion to provide warnings and health surveillance services for the 21 million American workers exposed to occupational health hazards. The agency also noted, however, that the cost of reducing exposure is far less than that of treating workers victimized by cancer and other illnesses and injuries caused by unsafe and unhealthful working conditions. Industry has always cried "inflation" when asked to clean up the workplace; the current study points out that inflationary impact statements prepared in the past have never balanced the costs of industrial clean-up against the enormous health care costs of maintaining the status quo.

Apparently spurred on by the new study, the Labor Department recently issued a new proposal designed to reduce the legal complexities of OSHA's industrial standard-setting procedure. Currently, attempts to regulate industrial chemical exposure are made on an individual, one substance at a time, basis. Under the new proposal, a set of procedures would be established and applied across the board for all known or suspected carcinogens. A standardized procedure would allow OSHA to act more effectively in setting standards, and should help eliminate the controversy over testing procedures and results which has bogged down past enforcement efforts. Whether OSHA can take this necessary first step toward protecting American workers remains to be seen. Opposition from industry is likely to be strong.

THE SPOKESWOMAN REVIEW

THE FAMILY OF WOMEN

Effie Briest, by Theodor Fontane. Translated and with an introduction by Douglas Parmee. (New York, Penguin Books, 1967. Paper, \$1.95)

Work, by Louisa May Alcott. (New York, Schocken Books, 1977. Paper, \$5.95)

The Land of Green Ginger, by Winifred Holtby. (Chicago, Academy Press, 1977. Paper, \$5.00)

It's a good season for reprints, and a good season for talking about friendship between women. The special nature of women's friendships is a hot and confusing topic, but it's not a new one — we just haven't noticed how often in good books a woman is strengthened by the blessing of a friend or destroyed by the lack of one. When husbands and lovers are not peers, they have neither the inclination nor the capacity to be women's friends. When women are badly educated, stunted in mind, plumped and primed for marriage at the earliest opportunity, set against one another in passive struggle for a little borrowed power, they can rarely be friends. Three very different works of fiction re-issued this year explore the psychological isolation of women in patriarchal societies.

Effie Briest is a study of individual conflict in masculinist Prussian society, written by a man who was always concerned with "the woman's predicament," and first published in 1894. Fontane's Effie is a charming, open-hearted girl, married too young to an ambitious older man and transplanted to his bleak home in the forests and dunes of the north German coast. Effie dislikes the place, hears ghosts there, has lonely fancies, and although busy as a provincial governor's wife and young mother, has no "real" work. Her mind is a desert place

where natural gaiety and unformed intelligence are idle, dangerous winds. She is seduced by a young officer, and burdens her isolation with guilt. Long after the affair is over, her proud husband finds evidence and turns her out. She lives the rest of her brief life alone, fading undramatically away, puzzled rather than bitter. The author knows and enters Effie's isolation. In the vacuum of her life, how can she judge her actions or develop wisdom? Starved for friends, she meets only men who flirt with her. The one exception is a woman wandering derelict in the dunes whom Effie meets early in her marriage.



Across the gulf of age and class Effie recognizes something like herself in Roswitha, and makes an extraordinary gesture of friendship: she asks the stranger to be nurse to her unborn child. She seems to be saying "nurse me," but Roswitha is more than a mother substitute. She is a dimly realized alter ego, a life-battered, scarcely suitable companion, but the only one Effie chooses for herself. Effie shows sympathy for Roswitha; what she *feels* is deep empathy. The woman remains an intimate servant. Never an equal, she is a presentiment of Effie's fate, a sign that she needs and will not find a strong friend. Later, Roswitha will be the only one of Effie's associates to share her shamed exile; they will talk and comfort one another.

Effie Briest is a rich, gentle book; it is also a film, newly released in America. I haven't seen it, but will be interested to see how the film treats Effie and her relationship with Roswitha. The book should be read first, I suspect.

Louisa May Alcott's *Work*, the semi-autobiographical story of a "moderately talented," "true-hearted" girl who must make a home for herself, is in many ways a flawed, clumsy effort. Alcott's Christie enters the nineteenth century female ghetto of actresses, governesses, seamstresses and companions. She is miserably paid, demoralized, worn down, lost among the frivolous and hardened women who share her lot. For their sake and her own she laments the conditions that make useful labor degrading to women, rather than a source of pride and pleasure. Despite some mawkish moralizing and a too perfectly happy ending, the book is a poignant, sharply detailed picture of alienation and despair — a picture clearly drawn from hard experience.

Christie accepts loneliness like a martyr's crown. In the dressmaking shop where "dress, gossip and wages" are the topics of conversation, she retreats into her thoughts until she notices one "quiet and skillful" girl with haunting eyes and an expression of "mute eloquence." She makes many friendly signs, but gains little ground with the intensely private Rachel until she finally addresses her directly: "Why can't we be friends? I want one sadly, and so do you, unless your looks deceive me. We both seem to be alone in the world, and to like one another. I won't annoy you by any impertinent curiosity, nor burden you with uninteresting confidences; I only want to feel that you like me a little, and don't mind my liking you a great deal." Rachel breaks down gratefully — they kiss, but agree to wait a little before making a home together.

THE SPOKESWOMAN REVIEW

In the interim, Rachel's past comes to light. She has been seduced and abandoned, and for all her skill she is dismissed from the shop. Christie resigns indignantly in defense of her new friend, but Rachel disappears. Christie falls into bottomless depression. Neither religion nor common sense makes up for the lack of a "loving voice, the touch of a friendly hand," and Christie reaches the brink of suicide before events take a turn for the better. After many improbably lucky twists, Christie's path leads her to Rachel's brother: she marries and is reunited with her friend in one fell swoop. Interestingly, her respect and affection for David are not nearly so passionately felt as her love for sweet Rachel. David she must deserve; Rachel is a pure gift. Christie has a daughter, David is killed in the Civil War, and Christie's home becomes "a loving league of sisters." Her child is "a hopeful omen, seeming to promise that the coming generation of women will not only receive but deserve their liberty." For all its faults, *Work* is a satisfyingly unambiguous statement of a feminist ideal — meaningful work in a community of loving women.

Effie's appeal to Roswitha has in it the child's appeal for mothering, and Christie's feeling for Rachel is in large part sexual. These are important elements of female friendship. Joanna, the heroine of *The Land of Green Ginger*, adds another dimension in her deep, disembodied affection for her schoolgirl friend Agnes. Joanna, also an orphan, sees strange avenues everywhere that lead away from a dull, pleasant life with guardian aunts, but is never allowed to follow them. On the eve of war and separation, Joanna and Agnes dream, talk and smile "at one another, lazily, secretly, sharing a deep extravagant love of the strange places where both had been born."

These girls, in this consciously feminist novel, understand the limits of their lives and offer one another "pleasure and consolation." Joanna leaves school to work in a hospital, where she loses herself in linen closets with Walter Scott's fiction. She becomes Queen Elizabeth, sending knights and scoundrels to explore the worlds she imagines. When a real young man cryptically tells her that he's been given the world as a golden ball to wear on a chain, she falls easily into a new romance which ends on a cold, poor English farm. Joanna is hemmed in by narrow, suspicious neighbors, a consumptive husband, two young daughters. Things are as bad as they look, but some inner fire keeps her from noticing the terrible incongruity of her position or the effect her smouldering independence has on other people until the denouement — which I shall not reveal. Joanna clearly should not have married, and as she awakens she draws comfort from the idea of living the rest of her life with Agnes, whom she has not seen in years. We feel that she can make this, the most passionately satisfying of her dreams, happen.

Joanna knows what she lacks. "The matter with you, my girl," she tells herself, "is that you know so few women. You always live among men . . . they just won't do. Not as friends. Men are always wanting to be listened to. They feel tragic and want to be comforted, then they feel humiliated and want to be grand again. You've all the time got to be nursing their vanity..." We can go further and say that men must control; their affections cannot be disinterested.

Effie, Christie and Joanna all mother daughters; there is not a son in the lot. At the close of *Green Ginger*, Joanna, sailing at last from England, is confident that the child she carries is a

daughter who will be born in freedom. The love of mothers for daughters is closest, at its best, to the strong yet undemanding love of friends. Blood ties do not change with circumstances. Daughters are the part of ourselves we can let go; chains are unnecessary. Between sisters, mothers and children honest feelings can flow; despite irritation, regret, anger and boredom, the fact of deep and enduring relationship remains. Actual lineage, proprietary paternity, is important to men; women pass on their bodies, but not their names or fortunes. Perhaps that is why sisterhood easily transcends consanguinity; perhaps the root of women's love and need for one another lie here.

BIBLIOFILE

The Albert Thomas Convention Center at the National Women's Conference in Houston housed a glorious exhibition of women's products and services — including presses and bookstores. Diana Press shared a booth with Motherroot and others where demand was heavy for Rita Mae Brown's *Plain Brown Rapper* (1977). I didn't see the book; most copies were destroyed by vandals in October, when Diana was invaded and trashed. Diana is in trouble and needs to sell the remaining stock: books displayed were Judy Grahn's *The Work of a Common Woman* (\$6.00) and Rita Mae Brown's *Songs to a Handsome Woman* (\$3.00) — both feminist classics. Contributions are also welcome; write Diana Press at 4400 Market Street, Oakland, CA 94608. Other publications I saw in Houston for the first time:

Women: Images by 12 Women Photographers. (Sher Art Images, Inc., 60 East 12th Street, New York, NY 10003. \$5.95) One of the most beautiful 1978 calendars. Good black and white pho-

THE SPOKESWOMAN REVIEW

tographs on good paper and a good size (12 1/4" x 9 1/2") show women in various moods and poses. Strong, unsentimental, a feast for the eyes.

Woman: Inner Reflection. (Breakthrough Foundation, P.O. Box 88072, Houston, TX 77004. \$6.95) A 1978 weekly calendar with 50 excellent black and white photographs by Texas artists. Impossible to choose between this calendar and the one above; get both for gifts.

Houston Breakthrough. (Breakthrough Publishing [see above]. Monthly except July-August. \$5.00/year) A well-produced, substantial Houston women's paper with articles and features to interest a wide audience. The staff put out a daily during the IWY conference — filled with good photographs and information — free, of course. Back issues include in-depth stories, poems, graphics, photos, local and national reporting. Well worth a subscription. Thank you, *Breakthrough!*

The Common Woman. (109 Loretta Street, New Brunswick, NJ 18901. Two issues/year, \$2.00) Essays, reviews, art, stories, poems, songs by known (e.g., Adrienne Rich) and unknown women. Modestly produced, lively, literate and varied content.

Giovanni's Room Review. (Giovanni's Room, 1426 Spruce Street, Philadelphia, PA 19102. Quarterly, \$1.00) An annotated catalog and review of books — graphically arresting, intelligent. Emphasis on gay materials for men and women.

Pointblank Times. (P.O. Box 14643, Houston, TX 77021. Bi-monthly, \$5.00) Communications journal for Texas lesbians/feminists with letters, reviews, articles, event calendars and ads. Needs subscribers, contributors and workers.

Calyx. (Route 2, Box 118, Corvallis, OR 97330. Three issues, \$5.00) Sixty-page art and literature journal in 7" x 8" format on glossy paper. Nicely put together and a pleasure to look at, browse through, for the "original, provocative work" it includes.

The Longest Revolution. (Center for Women's Studies and Services, P.O. Box 350, San Diego, CA 92101. Bi-monthly, \$3.00; \$4.50 outside the U.S.; \$6.00 to institutions) National and international news, profiles, reviews, editorials, letters, graphics, calendar of local events, ads — an all around newspaper with "progressive-feminist views" — from the group that sponsors an annual women's festival of the arts and the Feminist Free University.

Touchstone is a poetry evaluation service by Robin Ton Trusty-Hiersche, P.O. Box 06341, Portland, OR 97206. For \$3.00 and up, depending on your income, the poet will help you rewrite, prepare for publication, find a market. Trusty-Hiersche has written *Songs and Dances of the Woman Within* (7071 Convoy Court, Suite 310, San Diego, CA 92111. Paper, \$3.95). Check it out. If you like her poems you may want to use her services.

Solving Women's Problems, by Hogie Wyckoff. (P.O. Box 5625, Berkeley, CA 94705. Paper, \$4.30) This self-published book offers a real alternative to male-originated, male-centered therapies. The author is a therapist, a lucid writer, a reasonable and innovative thinker who does not equate health with orthodoxy or confuse vague generalizing with theory. Hers is a practical, careful analysis of how society traps us in its own sickness, and a powerful method for changing our relations with society.

Women and the Law, by Eve Cary and Kathleen Peratis.

(Skokie, IL, National Textbook Company/New York, ACLU, 1977. Paper, \$6.95) A summary of the legal processes that have been making women's constitutional rights more and more (though far from perfectly) explicit. Composed of the significant cases and opinions themselves — selected, edited, and arranged in seven sections — this is a compelling and densely informative book, unique for its brevity and accessibility. The editors "hope this book inspires readers to action. Lay people armed with knowledge . . . can change the world." Knowledge, at least, can change your head. Every library should have this.

ANNOUNCEMENTS

Sandra Tangri and Jeana Wirtenberg are soliciting articles on work, education, health, culture and leisure, living arrangements, child care and the delivery of other support services for a special issue of the *Psychology of Women Quarterly*, "Women and the Future." Must deal with the future, not necessarily statistical, but that too; should be broad in coverage. Send a 300 word abstract to: Office of Research, U.S. Commission on Civil Rights, 1121 Vermont Ave., NW, Washington, DC 20425 by January 31, 1978.

The Women's History Research Center announces that the Women's History Library, formerly of Berkeley, is now at the Archive of Contemporary History, University of Wyoming, Laramie, WY 82071. Most of the collections and business records are available for use by phone, mail or visit. In addition, the staff of the Archive will photocopy or microfilm at cost some materials. Write for more details.



HELP WANTED

Dean, School of Fine Arts

Applications are invited for Dean of the School, effective July 1, 1978. Responsibility for leadership and administration of the Departments of Art, Music, Theatre Arts, Dance. University teaching and administrative experience and a record of creative or scholarly accomplishment.

Applications by January 13, 1978 to Fine Arts Search Committee, Office of the Vice President, Academic Affairs, California State University, 1250 Bellflower Blvd., Long Beach, CA 90840.

Equal Opportunity Employer

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Positions Available

The Kendall Demonstration Elementary School is an experimental, flexible twelve-month program for hearing-impaired children which includes developmental and research components. Excellent salary benefits. Skill in or willingness to learn manual communication required. Gallaudet College is an Equal Opportunity Employer/Educational Institution.

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REQUIRED QUALIFICATIONS: 1) M.A. or Ph.D. in Educational or Clinical Psychology; 2) three years experience in psycho-diagnostic testing and projected testing; 3) experience in evaluating hearing-impaired children; 4) experience with children age — infant to 15 years; 5) certification in school/clinical psychology (APA and/or State).

PREFERRED QUALIFICATIONS: 1) knowledge of manual communication; 2) experience as a member of a diagnostic team; 3) experience in counseling families.

Diagnostic/Prescriptive Classroom Teacher

REQUIRED QUALIFICATIONS: 1) M.A. or above in Education of the Deaf or Learning Disabilities; 2) a minimum of three years experience in diagnostic, classroom and/or clinical setting with multi-handicapped deaf children of various ages; 3) demonstrated ability to work as team member; 4) SED or appropriate certification; 5) skill in manual communication.

PREFERRED QUALIFICATIONS: 1) demonstration of supervisory and organizational management skills; 2) training in differential diagnosis.

For either position above: apply immediately. Starting salary range: \$14,378 - \$19,277. Send letter of intent, resume, and transcripts of academic record plus three letters of reference to: Dr. Robert R. Davila, Director, Kendall Demonstration Elementary School, Gallaudet College, Kendall Green, Washington, D.C. 20002, (202) 447-0561.

**Kendall Demonstration
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Assistant Professor Science and Technical Policy

The Program on Science, Technology and Society at Cornell University announces an Assistant Professorship in Science and Technical Policy.

Applicants should have a Ph.D. in political science or a related field. Responsibilities will include the development of new courses in these areas and participation in research, including the training of graduate students.

The appointment will be for a three year term beginning September 1978. The starting salary will be commensurate with qualifications.

Applications should include: 1) a description of teaching interests and an account of research interests, including specification of a potential research project; 2) complete curriculum vita including a summary of the doctoral dissertation and a list of courses taught. Manuscripts and offprints may be included; 3) three letters of reference sent directly to The Program.

Application materials should be sent to: Lloyd Carter, Manager, STS Program, Cornell University, Ithaca, New York 14853.

Deadline for applications is February 17.

**Cornell University
Ithaca, New York**

Director Department of Financial Aid Division of Student Services

The University of Wisconsin-Milwaukee is an urban university with 24,300 students. The Department of Financial Aid has a professional staff of twelve, and a clerical staff of nine, as well as student employees. It processes approximately 12,000 financial aid applications each year, with use of the computer. The Director reports to the Assistant Chancellor for Student Services.

QUALIFICATIONS: Ph.D. preferred; prior financial aid experience; excellent communication skills, human relations and management skills; and knowledge of data processing.

SALARY: \$19,100 - \$25,000

APPLICATION DEADLINE: March 31, 1978

Send letter of application and vita to: Ms. M. Susan Churchill, Program Administrator-Personnel, 116A Chapman Hall, University of Wisconsin-Milwaukee, Milwaukee, Wisconsin 53201. (414) 963-4113.

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**The University of Wisconsin
Milwaukee**

HELP WANTED

Vice President for Research

Applications and nominations are invited for the position of Vice President for Research at Montana State University.

RESPONSIBILITY: Reporting directly to the President, this administrator is charged with developing, coordinating, and supervising the university's research and creative activity programs in conjunction with private, state, federal and international funding organizations. This includes the supervision of the operations of the university's Grants and Contracts Administration Office (annual volume of \$8.5-million) as well as assistance to faculty in developing proposals for grant and contract procurement.

QUALIFICATIONS: Terminal degree in a professional discipline; established reputation for creativity in that field; knowledge of broad research trends and current developments; experience in applying for, securing and utilizing grants in the sciences or humanities; and demonstrable leadership and administrative capabilities.

MONTANA STATE UNIVERSITY, located on an 1170 acre campus in Bozeman, is the state's land-grant institution and has an enrollment of 9800 students. It is a multi-faceted university, conferring doctoral degrees in 19 fields and masters degrees in 34 fields of the arts, humanities and sciences, in addition to functioning as the agricultural and technological center of a six-unit state university system.

APPOINTMENT: Fiscal year.

SALARY: Negotiable.

APPLICATION: Submit letter of interest, resume and names and addresses of three references to: Professor James McMillan, Chairman, VP for Research Search Committee, 310 Lewis Hall, Montana State University, Bozeman, Montana 59717.

DEADLINE: February 1, 1978.

Montana State University is an Equal Opportunity/Affirmative Action Employer.

**Montana State University
Bozeman**

Position Available

Mississippi State University — College of Education announces an opening for Director of University Bands. Appropriate academic training and experience required. Deadline for receipt of applications February 16, 1978. Contact: Dr. Max O. Heim, Associate Dean for Instruction, College of Education, and Chairman of the Screening Committee, P.O. Box 5365, Mississippi State University, Mississippi State, Mississippi 39762. Mississippi State University is An Equal Opportunity/Affirmative Action Employer.

Mississippi State University

Search Re-opened for Chairperson, Communications Department

Position: Stephens College invites applications and nominations for a person to coordinate several existing programs in mass communications and to chair the department that will result from their merger. The new department will combine programs now offered in TV-Radio-Film and Journalism and possibly portions of the programs in photography and graphic arts, and it will include the technical support staff of an Instructional Systems Office. Five full-time faculty members, complemented by seven technical service personnel, teach between eight and nine hundred students each year. The position is tenurable, the salary negotiable.

Responsibilities: Department chairpersons at the College ordinarily teach half-time but during the first year of the appointment the teaching assignment could be reduced to one-fourth if need be. In addition to the usual administrative responsibilities expected of department heads — curriculum development, budget preparation, personnel decisions and the like — the chairperson will supervise technical services.

Qualifications: The ideal candidate would hold an earned doctorate, have experience both as a teacher and practitioner in one of the fields that constitute the department, and be able to articulate and effect a commitment to liberal arts education and women's education. Administrative experience is desirable.

Applications: Send vitae and/or letters of nomination to Betty Littleton, Associate Dean of the Faculty, Stephens College, Box 2005, Columbia, Missouri 65201. Deadline for the receipt of applications is February 15, 1978.

Stephens is an Equal Opportunity/Affirmative Action Employer.

**Stephens College
Columbia, Missouri**

Position Openings

The University of Michigan School of Natural Resources seeks applicants for academic-year, teaching-research positions at the entry level in the following areas: ECOLOGY (2 positions) and RESOURCE POLICY & MANAGEMENT (2 positions). An earned Ph.D. or equivalent career experience is desired. Apply to: Dean William J. Johnson, School of Natural Resources, The University of Michigan, 3516 Dana Building, Ann Arbor, MI 48109. A non-discriminatory affirmative action employer.

**University of Michigan
Ann Arbor**

HELP WANTED

Director of Student Affairs

Educational administrative position at a residential two-year post-secondary state-owned school of technology having full responsibility for campus housing and campus life. Primarily the duties include administrative responsibility for the supervision of dormitories, intercollegiate and intramural programs, all social and cultural student affairs, and enforcement of students' rights and responsibilities and other similar and related duties. Questions regarding this position can be directed by mail to Dr. Kenneth W. Schuler, Vice-President, Thaddeus Stevens State School of Technology, 750 East King Street, Lancaster, PA 17602. Applications and resumes can be forwarded to Dr. Alan K. Cohen, President, at the same address. An equal opportunity, affirmative action employer.

**Thaddeus Stevens
State School of Technology
Lancaster, Pennsylvania**

Search Reopened Law School Dean

Seton Hall University School of Law invites applications for the position of Dean. The Law School is housed in a new facility in Newark, New Jersey, ten miles from New York City. Day and evening divisions enroll 1100 students. The faculty numbers 31 full-time and 28 part-time members. The Law School is a member of the Association of American Law Schools and is accredited by the American Bar Association.

Qualifications should include full-time teaching experience, a strong record of scholarship, and demonstrable administrative ability. A statement of the anticipated need of the school and the roll of the Dean will be sent to all candidates. The new Dean will assume office on July 1, 1978. Salary is competitive. Resumes must be received no later than January 15, 1978. Address all resumes and inquires to: Chairperson, Search Committee, Seton Hall University, School of Law, 1111 Raymond Blvd., Newark, New Jersey 07102.

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**Seton Hall University
Newark, New Jersey**

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HELP WANTED

Vice President for Academic Affairs

The University of Louisville invites applications and nominations for the position of Vice President for Academic Affairs. The University is a comprehensive and diverse institution located in the major metropolitan and population center of the state. There are currently 17,500 students enrolled in the University representing a spectacular near doubling of the enrollment since the University became a state institution in 1970. The mission of the University has a distinct urban thrust, and applicants must have a good understanding of the nature of the mission of an urban university. It is also desirable that they have some experience in meeting the educational and service needs of an urban community.

The Vice President is the chief academic administrative officer under the President with responsibility for the planning, programming, implementation, and maintenance of the academic programs of eleven colleges and schools (Arts and Sciences, Business, Education, Engineering, Graduate, Law, Library, Music, Police Administration, Social Work, and University College). The Health Sciences Center is a separately administered but closely related enterprise. The Vice President for Academic Affairs will play a dynamic role in the development of interdisciplinary programs, development of the University Library, interpretation of academic programs to local, state, and national agencies, promotion of sponsored research, and enhancement of faculty development programs. In carrying out the above functions, the Vice President promotes excellence by shaping budgets to meet the programmatic needs of the units and the effective management of a faculty personnel policy.

In the search for this post the University is looking for a record of excellence in teaching and of high-quality research or creative activities as well as for appropriate experience in leadership and administration in a comprehensive university. An earned doctorate or its academic equivalent is required.

Applications should include a full curriculum vitae with names of at least 3 references and must be received no later than January 14, 1978.

Please send applications and nominations to:

Dr. Thomas H. Crawford, Vice Chairman
Search Committee for Vice President for Academic Affairs
Office of the President
University of Louisville
Louisville, Kentucky 40208

The University is an Equal Opportunity Affirmative Action Employer.

University of Louisville
Louisville, Kentucky