



N.O.W. NEWS

BAY AREA CHAPTER

DECEMBER 1989

NATIONAL ORGANIZATION FOR WOMEN

ANNOUNCING THE 1990 OFFICERS FOR BAY AREA NOW!

Co-ordinators: Judy Hofmann and Janice Brooks. Co-ordinators will chair meetings, supervise actions, and attend State Council.

Facilitator: Judy Snyder. Facilitator will chair program planning, long term actions, and meetings when the co-ordinators are absent.

Communicator: Roberta Blackburn. Communicator will set up and administer telephone tree, add new members, and place announcements of meetings in the CLC papers.

Editor: Debbie Watkins. Editor will edit the newsletter and place announcements of the meetings in the Tx.City and Galveston papers.

Recorder: Rusty Richards. Recorder will keep minutes, chapter history, and photo books.

Treasurer: Dorothy Howard. Treasurer will balance books, receive new memberships, keep the membership list, write checks, and receive all money.

Essayist: Elizabeth Borup. Essayist will supervise essay contest in area high schools and write essays for newsletter as inspiration strikes.

Mediator: Claudia Herbert. Mediator will attend coalition meetings and report to the chapter. She will also place Announcements of the meetings in the Pasadena paper.

Representatives: Lois Miller and Jo Danz. Representatives attend State Council Meetings and report to the chapter, and also represent the chapter at the State Convention.

Activator: Rema Lou Brown. Activator calls the chapter to action based on knowledge of:

- 1) pending legislation coming up for votes
- 2) coalition marches, rallies, or other actions to join
- 3) necessity for a letter writing campaign or of telephoning
- 4) candidates that we need to support or to oppose

We still have need for a photographer and a fundraiser. So far we have 12 officers!

Party time!!

Our next meeting, Dec. 7, will be held at A Uniting Church at the corner of Reseda and El Camino at 7:30 pm. This will be our annual Yule party for us to get to know each other better. We will play feminist charades and feminist trivial (or not so trivial) pursuit. COME AND FIND OUT HOW MUCH FUN THAT CAN BE! Refreshments of drinks and snacks will be provided. You can bring holiday cookies if you wish, though. And dress casually!

Milestones

On November 16th, the Canadian Supreme Court ruled that the unborn are not protected by the Quebec charter of right. This ruling came in the case of Chantal Daigle. "A fetus is treated as a person only where it is necessary to do so to protect its interest after it is born," the Supreme Court wrote in its decision.

By their toys tell girls, boys

CHRONICLE
11-17-89

Men collect images of power, women opt for the diminutive

By SANDRA SALMANS
N.Y. Times News Service

WINTERTHUR, Del. — The Hall of Flame in Phoenix houses one man's formidable display of fire engines — the largest in the world, according to its brochure.

In nearby Scottsdale, the Mouse House is an exhibition of 3,000 mice — fabricated from cloth, plastic, wood and other materials — that were collected by the same man's first wife.

Men collect images of power; women collect the diminutive and the domestic.

One always suspected it, but now it has the official stamp of academia from two business professors who have been researching the subject of collecting.

From a sampling of 200 collectors, the professors, Russell Belk of the University of Utah and Melanie Walendorf of the University of Arizona, reported that men tend to collect cars, rare books and sports items, while women go in for animal replicas and the decorative arts.

Their findings were among the papers presented at a conference Nov. 9-11 on gender and "material

culture," anthropologists' term for the study of the objects made and used by a civilization.

The conference was sponsored by Winterthur Museum and Gardens. Winterthur is the former country estate of the du Pont family and is now a museum for American artifacts from the 17th to the 19th centuries.

For three days, about 200 academicians and museum curators explored the way gender has been stamped — either explicitly, through design, or implicitly, through perception — on objects from diapers to cars, and how gender-imprinting affects the way objects that are innately neuter are treated.

Researchers cited several areas of design, such as cars and interior decorating, where objects have become increasingly neutral, but they also found many cases in which gender differences had been created or reinforced through marketing.

Material culture holds a somewhat uneasy place in academia; a graduate student who attended the conference grumbled that one of her professors dismissed it as "pots-and-pans history."

But Michael Aaron Rockland, chairman of the American studies

department at Rutgers University, noted that the "nice thing about material culture is that there are things you can talk about."

Most of those in attendance were women, and there was a general lament that objects stamped with the feminine gender are instantly devalued or trivialized.

For example, Belk noted that visitors must pay to get into the fire-engine museum, while entry to the Mouse House is free.

If there was any consensus, it was "a call for a gender-free approach," said Kenneth Ames, a professor at Winterthur, which offers a degree program.

Baby clothing, which was neutral for centuries, was branded with gender relatively recently, said Dr. Jo Paoletti of the University of Maryland.

Even christening robes — the last vestige of the dress for boys — have been phased out in favor of suits with white satin bow ties.

Initially, the automobile's inventors were convinced that the internal-combustion machine was masculine. They tried to sell women on sluggish electric models, said Virginia Scharff, a historian at the University of New Mexico.

SPECIAL REPORT

Ergonomics:

Women's Workplace Needs

As the percentage of women in the workforce rises toward a projected 47.5 percent in the year 2000, the number of ergonomically related disorders—health problems caused by failure to adapt the work environment to suit the worker—continues to grow, according to safety and health experts.

Role Change

In many cases, women are doing jobs formerly done by men with "little consideration by industry at large to modifying the jobs to accommodate the smaller stature, smaller frame, and reduced muscle mass" women in the workforce represent, according to Fred Freiburger, a safety manager and instructor in biomechanics. While a larger person can have work arranged to accommodate the area that a smaller person can reach, Freiburger says, a smaller person cannot reach as far as a larger person—a situation that "creates" a built-in strain factor."

Women are not more prone to cumulative trauma disorders—problems caused by repetitive, stressful tasks—but rather they tend to have jobs requiring such tasks, says Deborah Berkowitz, health and safety director for the Food and Allied Service Trades Dept. of the AFL-CIO. For example, she says, many FAST members work in the meatpacking industry, where women work in jobs involving hundreds of knife cuts a day to debone carcasses. In some plants, 25 percent to 50 percent of FAST members develop cumulative trauma injuries, she says, adding that "most of the injured workers are women because that is who is working there."

In commercial bakeries, Berkowitz points out, women often develop repetitive motion injuries. While it is usually men who mix the batter and pour it into the pans, women take the cake pan in one hand and spread the frosting with a spatula held in the other, repeating the task over and over. "It's the frosting jobs that cause the cumulative trauma injuries," Berkowitz says.

Expert Opinions

Safety and health experts give several other reasons for the increase in ergonomically related disorders among working women, such as:

► *An explosion in office automation.* While computer work stations have grown from a 675,000 in 1976 to approximately 28 million in 1986, new technology was introduced without corresponding changes in lighting, seating, desks, and other office equipment. The result is an upsurge in "VDT Syndrome"—health problems that range from "eye fatigue requiring changes in eyeglass prescriptions, to wrist inflammations requiring surgery," according to 9 to 5, the National Association of Working Women, which points out the 80 percent of the clerical workers in the United States are women.

► *The drive for productivity and profits in some industries, resulting in a greatly increased pace of work.* In some jobs, productivity has doubled in the last few years while the number of workers has decreased.

The problem, Berkowitz concludes, is not one of gender but one of poor design of production processes. Many jobs "were set up with the average robot in mind," she says, adding that jobs were "not designed for the worker; they were designed for production.

Assembly Line Traits

Perhaps the most publicized ergonomic problem facing a largely female working population is the introduction of computers into the office. Office work is becoming much more like that of a factory, contends Marvin Dainoff, professor of psychology at Miami University and director of the Center for Ergonomic Research. "Production units are equivalent to the old assembly line," Dainoff observes. One of the major problems with office automation is that it encourages, or even requires, people to sit in one place for a long time. "Postural fixedness," whether standing or sitting, is a problem that "becomes worse when the postures you are required to maintain are awkward," he says.

Dainoff's studies indicate that people can sit comfortably in one position for roughly 20 minutes before they need to move. While proper work sta-

tions are one solution to ergonomic problems, he maintains that in addition, "you have to get people away from the work stations no matter how comfortable they are, because movement per se is important." Dainoff's recommendations for the computerized office include:

► Work breaks of 5-10 minutes per hour—these are not necessarily rest breaks, but rather a change in the work pattern that allows movement such as getting a file or delivering a message.

► Proper lighting—VDT users need enough light to read paperwork, but not so much that the VDT screen will be washed out.

► Proper placement of equipment—both the VDT and the keyboard should be on independently adjustable surfaces to avoid the user having to lean forward to work.

► Proper seating—chairs should have some lumbar support and medium softness, and should be adjustable. Moreover, employees must be instructed in how to adjust their chairs and why it is important to do so.

According to Freiburger, it is "crucial to get workers involved in ergonomic considerations." He points out that in a computer terminal layout, even the placement of the copy stand can make a big difference to workers simply because they just may prefer to turn their heads one way, and find it stressful to have to turn the other way. Many firms expect employees "to accommodate the workstation rather than the workstation to accommodate the workers," he adds.

(Stephen G. Minter, *Ergonomists Size Up Women's Workplace Needs, Occupational Hazards*, Vol. 50, No. 8, 110 Superior Ave., Cleveland, Ohio 44114)



The past decade has seen a dramatic increase in the number of working women, two-income families and single-parent households. Currently, two-thirds of women with children under the age of three are in the work force. These demographic realities have created a growing appreciation of the need for national policies to help working American's find appropriate, affordable quality childcare services.

The issue of balancing work and family concerns increasingly is taking a prominent place on labor's agenda. In fact, work and family problems and solutions may become the dominant issues of the 1990's for the American labor movement, as unions seek to address the concerns of the growing proportion of female union members and their male co-workers.

This year has seen a number of key developments signaling the ascent of work and family to the top of labor's agenda, including:

- ▶ In May 1989, the Communication Workers of America reached agreement with the American Telephone and Telegraph Co. on what both sides described as a "breakthrough" contract providing increased childcare benefits, more leave for family problems, reimbursement for adoption expenses, and a host of other work and family benefits.

- ▶ The same month, the Coalition of Labor Union Women of the AFL-CIO and the Department of Labor sponsored seven regional conferences entitled "Bargaining for Our Families," in which union representatives around the nation discussed techniques to bargain and lobby for work and family benefits.

- ▶ CLUW and several unions also recently sponsored an "American Family Celebration" to highlight union interest in work and family issues. The AFL-CIO followed that event with "Children's Day on the Hill" to lobby Congress for passage of two pieces of work and family legislation. Thousands of working parents and their children took part in the event.

- ▶ Earlier this year, the AFL-CIO created an "Ad Hoc Committee on the Needs of the Working Family," made up of top leaders from nine major unions, to increase support for work and family legislation and to help affiliates bargain for family benefits.

Targeting issues from childcare to eldercare, an increasing number of unions, weary of what they feel is inaction by employers and the federal government, are bargaining for work and family benefits to satisfy member demands and to attract new members, according to labor representatives and analysts. As a result, work and family concerns now number among the top priorities of most unions, along with such traditional issues as salaries and working conditions.

Kristine Rondeau, an organizer with the Harvard Union of Clerical and Technical Workers at Harvard

University asserts, "childcare and pay equity are the labor issues of our time". She adds that "they're not just women's issues, they're everybody's issues."

As more women join the ranks of the labor movement and employers become more aware of the importance of providing family benefits to attract and retain workers, the labor movement will increase its activities in the work and family area, predicts DOL's April 1988 report, *Child Care: A Workforce Issue*. "Union members, not only mothers of young children but also men in dual-earner families, have become increasingly vocal in expressing concern about affordable childcare, and their interest in the opportunity for solutions available through the collective bargaining process," DOL points out. "Certainly, with women workers nearly half the labor force and concentrated in areas where unions are not heavily represented," the agency adds, "the appeal of childcare issues is particularly strong".

Activism Reaps Results

The results of union activism seeking to obtain work and family benefits for workers around the country are summarized. For example,

- ▶ A 24-hour, on-site daycare center in Syracuse, N.Y., organized by the American Postal Workers Union, the first such pilot center under an agreement reached with the U.S. Postal Service.

- ▶ The American Federation of State, County, and Municipal Employees' successful attempt to organize workers at Harvard over the lack of affordable childcare services.

- ▶ The extensive childcare network in New York State launched by an agreement between the state and the Civil Service Employees Association. Thirty-nine daycare centers have been established under the agreement, and at least a dozen more are planned.

- ▶ A before- and after-school daycare center won by Local 715 of the Service Employees International Union during negotiations with Santa Clara County, California.

- ▶ The establishment of the first union-operated daycare center, created by United Food and Commercial Workers Local 7 in Grand Junction, Colo., for local grocery workers.

OCAW strongly supports and believes that childcare legislation is urgently needed.

Secretary-Treasurer
James Edwards

OCAW - FOUR FOUR FOUR NINE
NEWS LETTER - NOV. 1989

CHICAGO — The National Organization of Religious Women, an organization of 2,500 Roman Catholic feminists, has criticized the American bishops' new statement condemning abortion. *Calif. Daily News* 11-18-89

EARTH AS MOTHER IS A STRONG ARCHETYPE OF THE NATIVE AMERICAN PEOPLES.

To the Pueblo peoples of the Southwest, many myths and customs from prehistory have survived. The kiva held the sipapu, the symbolic hole of emergence from the underworlds to the sunlit Forth World. The sipapu also represents the womb of Mother Earth.

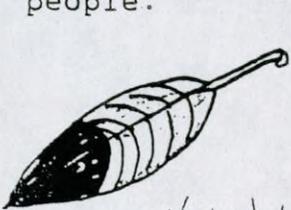
The kivas of early to mid Anasazi, the ancestors of the modern Pueblo tribes as the Hopi, Zuni, Toas, Tewa, Hohokan, were built within the home, the sipapu near the fire. This daily connection to the womb survives. As the population settled and grew, around 700 AD, the kivas were built separate from the jacal homes and increasingly became ritual places, for men only (the first Men's Club!).

Primacy of women is retained among the Hopi and Zuni, as women retain rights to all property (land, cornseed, children, homes). These marti-focal tribes value the giver of life; women's status is high. Spider Woman (Tsitsicinak, Kokyangwati) existed in the beginning. She is Creator, Thought Woman. She and Her twin daughters birth the Sun and Moon, the Star People, and, molding the white, black, red, and yellow clays of the Earth, create the people, covered in wisdom and connected to the Mother by a thread of Her Divine Web. Chanting keeps the connection patent, yet some forgot, and were washed away in great floods. Those who honored Her Way emerged into the Forth and present worlds through the sipapu and were given gifts of corn, prayer sticks, and eagle feathers.

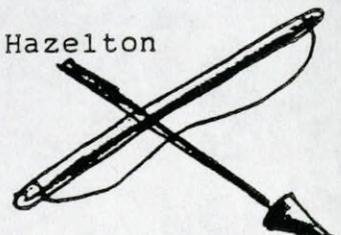
Huring Watiti, the Hopi creator, births woman, Tuasbontums, before the first man, Muingwu, parents to the Hopi people.

Through dreams, Wild Pony, the first woman of the Jicarillo Apache, is given the gifts of life; clay and knowledge of firing it into functional vessels, the horse, and the peace pipe. Today, the words Wild Pony was given by Her teacher continue to be passed to girls during puberty rites: "Now the clay is yours to use" and the sacred peace pipe is still made by girls as they learn the story of Wild Pony.

Spider Grandmother is the Primal Creator to the Kiowa and may be distantly related to the Pueblo account of Spider Woman. She searched for light in eternal darkness, and snatched flame from the Sun People, carrying it back in a clay bowl. Growing hot, She tossed it high into heaven; the Sun is born. She kept a piece, and gave it as flame to the people.



-Chris Hazelton



ANCIENT EGYPTIAN POETRY

Poetry was close to the ancient Egyptian soul...the Goddess was beloved, woman-revered and respected...She transacted business, owned property, and, as revealed by love poems found in Egyptian tombs, wooed her lovers, pleasuring them with intoxicants...come, take joy in a playful verse of love, found inscribed on an earthen vessel, from the Middle Kingdom, 2050-1800 B.C.

"Love, how I'd love to slip down to the pond,
bathe with you close by on the bank.
Just for you I'd wear my new Memphis swimsuit,
made of sheer linen, fit for a Queen-
Come see how it looks in the water!

Couldn't I coax you to wade in with me?
Let the cool creep slowly around us
Then I'd dive deep down
and come up for you dripping,
Let you fill your eyes
with the little red fish I'd catch-
And I'd say, standing there tall in the shadows:
Look at my fish, love
how it lies in my hand
how my fingers caress it
slip down its sides...

But then I'd say softer,
eyes bright with your seeing:
A gift, love. No words,
come closer and look, it's all me."

FROM
The
Witch's
PAGE

-Janet Greanof

Texas Women's Hall of Fame picks 7

ASSOCIATED PRESS ^{Houston Post} 11-14-89

AUSTIN — Seven women have been chosen as inductees into the Texas Women's Hall of Fame, including Gussie Nell Davis, originator of the first girls' drill team to perform on a football field.

The inductees, announced Monday, will be honored at ceremonies in Austin in March, said Sally McKenzie, chairwoman of the Governor's Commission for Women.

Being honored are:

□ Davis, 83, Kilgore, was honored for the arts. She was director of the Kilgore College Rangerettes for 40 years and in 1975 was honored by the Houston Contemporary Museum of Art for creating a "living art form."

□ Margaret Swan Forbes, San Antonio, for athletics. A prominent figure in aquatics, especially synchronized swimming, for 35 years, Forbes was closely involved in the development of another competi-

tive sport, team aerobic dance, for the Amateur Athletic Union.

□ Terese "Terry" Hershey, Houston, for civic leadership. A leading environmental activist for more than 20 years, she is a founding member of Houston and Harris County environmental groups.

□ Jane Allman Wetzell, Dallas, for civic leadership. Her appointment by Gov. Bill Clements to chair the Texas Juvenile Probation Commission followed a career in working for Texas youth. She is a past president of the Texas Coalition for Juvenile Justice and a member of the Governor's Juvenile Justice and Delinquency Prevention Advisory Board.

□ Judith Lynn Berwick Craven, Houston, for education. A physician, she has been chief of family health services for the Houston Health Department, dean of the School of Allied Health Sciences at the University of Texas Health Science Center-Houston, and since 1987 has been a vice president of

the center.

□ Lucia Rede Madrid, Redford, for education. A retired teacher, she created a library for the children of her community, an isolated city along the Rio Grande.

□ L. Ruth Guy, Dallas, for professional leadership. A professor emeritus in the pathology department of the University of Texas Southwestern Medical School, she has published or presented more than 100 scientific papers and organized or taken part in more than 35 workshops on blood banking.

"The antidote for fear is knowledge"
Z. Budapest



CALLING ALL CONTRIBUTORS!!!
NOW NEWS NEEDS CONTRIBUTIONS!
SEND POEMS, ARTICLES, NEWS OF MEMBERS, CLIPPINGS (include date and paper), EVEN NEAT LITTLE DRAWINGS TO
DEBBIE WATKINS
PO BOX 983
LAMARQUE, TX 77568

WHO WE ARE WORKING FOR...

"I'm not going to worry about dying,
I'm not going to worry about having my period,
I'm not going to worry about growing up,
I'm not going to worry about anything right now.
I just want to have fun."

Bethany Martin, aged 10



A POEM (by an unknown author)

Mother,
Take me away and fill my mind with easy thoughts,
pour into me yellow and silver grains of sand,
the rough, comforting bark of old trees,
night and the ocean.
Keep me from remembering what I can see.
Hold my hand and make me younger.
Never mind innocence; restore my joy.
Lead me over the brook on flat grey stones
and carry my fear of slipping in your pocket
for a few more hours.

Mail to:
Phyllis Tucker
243 Empress
Houston, Texas 77034



National Organization for Women

WHO CARES ABOUT WOMEN? NOW CARES! WHAT ARE YOU WAITING FOR? Join NOW, now.

- I want to be a member of Bay Area NOW, Texas NOW and National NOW. (\$35.00)
- I want to be a member of Bay Area NOW, Texas NOW and National NOW and can afford dues of \$_____. (Dues for NOW are on a sliding scale from \$15.00 - \$35.00)
- I am already a member of National NOW and want to join the Bay Area Chapter. (\$8.00)
- I am not a NOW member but want to receive the newsletter for one year. (\$10.00 per year)
- I am making a contribution of \$_____ to NOW.
- I authorize my name and address to be printed on the NOW roster for members.

NAME _____

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TOWN, STATE, ZIP _____

PRECINCT NUMBER _____ (From Voter Registration Card)

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