

THE EQUAL RIGHTS AMENDMENT

SECTION 1: Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex.

SECTION 2: The Congress shall have the power to enforce, by appropriate legislation, the provisions of this article.

SECTION 3: This amendment shall take effect two years after the date of ratification.

(complete text)



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UNIVERSITY NEWS

M. J. Sommerfeld, President

FOUNDED 1981 NOW at UH

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E. G. Feld, Treasurer

R. Daumas, Membership

J. Evansgardner, Public Relations

THE EQUAL RIGHTS AMENDMENT: IT'S OUR FUTURE.

NOVEMBER NEWS. Jeanne Sommerfeld

This month has been a very busy one for our chapter, and since traditionally November is a month during which we give thanks, I would like to take this opportunity to express my appreciation for those who helped us out in the last month.

— For staffing our information/message brigade table on Nov. 10 & 11.

Judy Swinney
Susan Feagans
RossAnn Daumas
JoAnn Evansgardner
& Kathy Thompson for helping find a place to store the materials.

— For taking the time to be trained for Message Brigade

Felicia Becket
RossAnn Daumas
Gerry Gardner
JoAnn Evansgardner.

— For contributing to the newsletter

JoRae DiMenno-Hackemesser
Sandy Rogers
Judy Swinney
RossAnn Daumas
Debbie Mckenna.

— For working on 'Against Our Will' a workshop on the problem of rape

University of Houston Police Dept.
Sue Stoner
Houston Area Women's Center
Rape Crisis
Judy Swinney
JoAnn Evansgardner
& many many others.

I would also like to thank Sue Mendelsohn and Jeff Basen for working on the Message Brigade. RossAnn Daumas helped develop the phone tree and Sharon Mehrhoff is appreciated for researching the status of women in athletics at the University of Houston (and her husband for typing her report.)

Both Colette Roberts, the Texas National Now Board Member, and Barbara Divine responded to our request for help with a logo.

I know that Nancy Coward George and Muncie McKinney worked very hard on Kathy Whitmire's campaign. I'm sure that many others helped also. And the whole city deserves thanks for electing Kathy Whitmire for mayor of Houston.

In December, the chapter does not have much planned. We do have a very important business meeting on Monday December 7th. At this meeting we will outline our goals for next semester. Please try to squeeze it into your exam packed schedule. Also our program meeting is on a different date than usual. It is on Friday December 18th. I specially chose the day so that no one could have any excuse not to come. It's after exams! Besides everybody usually manages to find time to party.

The one other formalized action going on in December is that NOW will be running an ad in the Cougar asking victims of sexual harassment to come forward and document it with us. We hope to find out from the ad the extent of this problem on our campus.

January will be a very busy month for NOW. On Friday January 22 we will host a reception on campus called A Celebration of Women's Art. It should be exciting and any one interested in working on its development should call me. The following day, NOW at U.H. will host a series of workshops entitled Choices on reproductive rights in commemoration of the Supreme Court decision, Roe v. Wade. Again we need both your ideas and input and would appreciate your labor in ensuring the success of this event.

I think it would be very useful for our new members to receive a membership packet that would inform them of basic NOW policies and structure. If someone else sees this as a need and would like to develop it, I would be more than happy to help with it.

I think this is all the information I have to report for now. I hope you all had a good Thanksgiving and I'm counting on seeing you at the Christmas party.

P.S. We had over thirty people at the Debra Danburg program on November 17th.

IMPORTANT BUSINESS MEETING .

MONDAY DEC. 7th 7:30

BALTIC ROOM



you're invited to a ...

Christmas Party

dec. 18, 7:30 pm

at the home of

JoAnn Evansgardner and
Gerry Gardner

JAPAN Business feels the heat of U. S. antibias laws

Hitachi Consumer Products of America, a producer of color TVs in Compton, Calif., since 1979, is joining a growing list of Japanese-owned companies accused of violating U. S. federal equal employment opportunity laws. On the strength of six individual complaints lodged against Hitachi, the California Fair Employment & Housing Dept. on Oct. 16 charged the company with discriminating against blacks and other non-Asians. Because the company's 300-person work force is about 50% Asian and 25% black in a city that is 75% black and 1.7% Asian, state officials want to determine if a "broad pattern of discrimination" exists at the plant.

At Hitachi, officials are refusing to discuss the investigation or a possible out-of-court settlement. But Hitachi is not the first Japanese company to run afoul of Title VII of the 1964 Civil Rights Act. Other current cases involve such well-known names as Sumitomo Corp. and C. Itoh & Co. And the issue is so timely that two San Francisco attorneys, Bruce A. Nelson and E. Anthony Zaloom, recently visited Japan and lectured to more than 100 Japanese businessmen on equal employment opportunity laws in the U. S. "The unwary [Japanese] manager may violate these laws just by doing what comes naturally," Nelson observes. "Certain employment practices that are standard in most of the world—especially the relegation of women to subordinate roles—are illegal in the U. S."

The 1953 treaty. In Japan, managers are almost always male. In the U. S., this practice is frequently denounced as sex discrimination. In defending their right to import managers from home, Japanese companies have pointed to a 1953 trade agreement that stipulates that Japanese companies can hire executives, technical experts, and other specialists "of their choice." What has remained uncertain is whether this treaty excuses Japanese companies from abiding by the same equal employment opportunity laws that govern U. S. companies.

That point, however, should be clarified soon. On Nov. 2, the U. S. Supreme Court announced that it would rule on the issue in a class action case brought against Sumitomo America Inc. in New York. Female secretarial employees charge that Sumitomo's practice of hiring only male Japanese nationals for management-level jobs discriminates against them. Previously, a court of appeals held that the 1953 treaty does not exempt Japanese businesses in the U. S. from antidiscrimination laws.

But in a similar Texas case against C. Itoh, another appeals court held that the treaty does permit discrimination in favor of Japanese citizens—at least for executive and technical positions. However, American employees who sued the company recently had their request for a rehearing of the case accepted by the same court. So C. Itoh now is in a legal situation where it has nothing to gain—and something to lose—from a reexamination of its employment policies.

58 BUSINESS-WEEK: November 23, 1981

Church of England votes to allow female deacons

LONDON (AP) — Leaders of the Church of England who oppose ordaining women to the priesthood, decided that women may become deacons — members of a holy order without the full authority of priests.

Deacons are allowed to perform all the duties of a clergyman below the rank of priest. They can conduct weddings and funerals but cannot celebrate Holy Communion nor administer blessings and absolution.

The decision was made Thursday by an overwhelming show of hands at a London session of the church's general synod, a leadership council of bishops, clergy and lay members.

Archbishop of Canterbury Robert Runcie supported the move and said the position of deacon could be kept separate from ordination to the priesthood, a pressing question throughout the 65 million-member Anglican Communion worldwide.

Some provinces, such as the Episcopal Church in the United States, ordain women as priests, but the majority do not — for reasons that are mainly biblical-historical and theological.

Besides male deacons, the church has 320 "deaconesses," — laywomen not admitted to holy orders but allowed to assist at services. The rank of "deaconess," which is not a female deacon, will remain.

Church sources said a major reason for Thursday's decision to admit women to the diaconate was the difficulty of finding enough male priests in England — and the enthusiasm and dedication of the deaconesses.

The Rt. Rev. Maurice Wood, Bishop of Norwich, said the issues of women deacons and women priests were separate, adding that some people fear "that if we agree this then we are doing something toward the debate for women priests."

Canon Frank Telfer, who favors ordination of women as priests, opposed the change, saying: "We cannot separate it from the wide issue of the admission of women to holy orders. I just hope that women will have the courage to refuse this spurious offer and go for the real thing."

A&M gay recognition

By DENISE RICHTER

Battalion Staff

After a four-year battle, the Gay Student Services Organization Monday will appear in a Houston court again seeking University recognition.

Texas A&M University is the defendant in the civil trial which will be set during a Monday morning docket call in the U. S. District Court for the Southern District of Texas, Houston Division.

"We're on the docket and we'll probably go to trial that afternoon," defense lawyer Jenny Graffeo said. "We're not certain about (the trial date) but we're preparing for it as if we go on trial Monday."

Texas A&M applied for a continuance in the trial several weeks ago, a motion which was not opposed by the GSSO. However, U. S. District Judge Ross N. Sterling, who will preside during the trial, denied this motion.

Representing Texas A&M in addition to Graffeo will be Lonnie Zwiener and Ann Kraatz, assistant attorneys general; James B. Bond, vice chancellor for legal affairs; and Ted Hajovsky.

Patrick Wiseman, of the Nelson and Mallett law firm in Houston, will represent the GSSO.

Defendants cited in the case are: Dr. John J. Koldus, vice president for student services; the late Jack K. Williams, former president of Texas A&M; Clyde Freeman, executive vice president, and the Texas A&M System Board of Regents, individually and as representatives of the University.

The plaintiffs, Michael Minton, Keith Stewart and Patricia Woodridge, were members of the GSSO when the original federal civil rights suit was filed in 1977.

The organization requested official University recognition in April 1976, a request which was denied the following month.

In November 1976, Koldus stated the University's position in a letter to the GSSO explaining the reasons for the refusal.

In the letter he said according to Texas A&M regulations the University can only recognize organizations whose goals are consistent with the philosophy and goals of Texas A&M. The GSSO conflicts with those goals, Koldus said.

"Homosexual conduct is illegal in Texas," the letter said,

"and, therefore, it would be most inappropriate for a state institution officially to support a student organization which is likely to incite, promote and result in acts contrary to and in violation of the Penal Code of the State of Texas."

Koldus said another reason for denying recognition is that the group wanted to provide services to students, including referrals, educational information and speakers.

"Student organizations do not have the educational experience, the responsibility nor the authority to educate the larger public," the letter said. "The responsibility for the education of the students at Texas A&M resides by law with the University administrative staff and faculty."

The GSSO filed a civil rights suit against the University Feb. 28, 1977. The suit stated denial of recognition forced the group to find off-campus meeting sites which was expensive and limited the number of persons who could attend meetings.

The organization also sought damages to compensate for the lack of recognition and to cover court costs and legal fees.

On March 22, 1977, the Board of Regents said they would "proceed in every legal way" to keep gay groups "from organizing or operating on this or any other campus for which this Board is responsible."

The University argued that it could not be sued for money damages and in November 1977, Judge Sterling dismissed the case. However, in February 1980, the 5th U. S. Circuit Court of Appeals set aside the federal court decision.

The appeals court cited a 1978 Supreme Court ruling which stated that local governing bodies could be sued for money damages under federal civil rights laws.

Local governing bodies include universities, the court ruled.

Texas A&M appealed this ruling to the U. S. Supreme Court in March 1980, arguing that the appeals court decision was in error and conflicted with other rulings.

Lawyers argued that if Texas A&M — "which has no existence independent of the state" — can be sued under a federal civil rights law, then any other agencies of the state of Texas could be subject to the same type of suit.

On Dec. 8, 1980, the Supreme Court refused to hear Texas A&M's appeal. This action meant that the case finally could be heard on its merits in federal district court in Houston.

Due to time pressures and technical problems, we were unable to print the second part of the Lavender Menace. If you would like to see the remainder of the article in the newsletter or receive a copy, please call me at 521-2824.

Jeanne

MEMBERSHIP AND NEWSLETTER REQUEST FORM

1. I wish to join the National Organization for Women, NOW at the University of Houston, Central Campus.

(Dues for NOW are on a sliding scale from \$11.00 to \$35.00. This amount is divided among the Chapter, Texas NOW, and the National. Please send an amount for your dues according to your circumstances.)

2. Enclosed are my dues in the amount of

\$ _____ PRECINCT # _____

Make your check payable to "NOW at the University of Houston, and send to:

NOW at the University of Houston (Membership)
Box 509, University Center
4800 Calhoun
Houston, TX 77004

3. I would like to continue receiving a Courtesy Copy of the Newsletter. (U of H campus mail address only - use address listed in UH phone book.)

4. I would like to talk to someone to get more information.

NAME _____

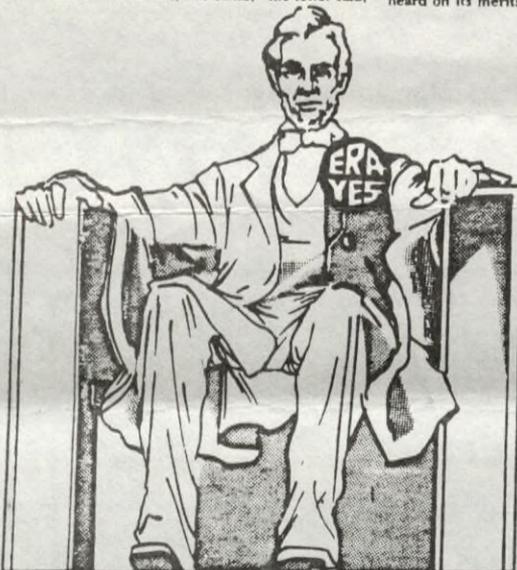
HOME ADDRESS _____

TOWN, STATE, ZIP _____

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HOME PHONE _____ OTHER PHONE _____ (hours)

(Please mail this form to at address above.)



He calls it fun!

Sexual harassment is any unwanted sexual attention directed towards a person. It includes verbal comments, jokes, as well as physical contact. AND IT IS ILLEGAL.

Sexual harassment often occurs in relationships where one party has more power than the other. These types of relationships are common in an university setting. They can include relationships between student-faculty, untenured faculty-tenured faculty and/or staff-administrative boss or faculty supervisor.

In the 1981 National NOW Conference, the body passed the following resolution. It is the official NOW policy.

Sexual Harassment in Education

WHEREAS sexual harassment of female students, faculty, and administration staff is a widespread and continuing problem in academic institutions, and

WHEREAS such practices have been shown to effectively limit women's participation and achievement in the educational process, and,

WHEREAS NOW is committed to helping women to achieve access and opportunity in all areas of society;

THEREFORE BE IT RESOLVED that the National Organization for Women condemns sexual harassment in education as it does wherever it occurs and pledges its support toward the identification and eradication of such practices, and further urges NOW LDEF to become a leading resource on the problem of sexual harassment.

She calls it sexual harassment.

NOW at the University of Houston believes it is an increasing problem on our campus. We are going to place an ad in the Daily Cougar requesting people experiencing this problem to contact NOW. NOW can offer both support and information. It is important to document occurrences even if the person feels it is not in their best interest to risk going through the official grievance procedures.

BLOOM COUNTY / by Berke Breathed



The following is the official University of Houston policy concerning sexual harassment. We clipped it from the Student Life Policies Handbook (1981).

SEXUAL HARASSMENT

Sexual Harassment, like harassment on the basis of color, race, religion or national origin, is a violation of Title VII of the Civil Rights Act of 1964.

All employees and students of the University of Houston Central Campus are expected to refrain from any act which would constitute sexual harassment.

Any student who feels he/she has been subjected to sexual harassment should file a complaint with the Equal Opportunity Officer. The Equal Opportunity Officer is required to take prompt and appropriate action when he/she learns of an alleged instance of sexual harassment.

Sexual Harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a condition of an individual's course/work evaluation, (2) submission to or rejection of such conduct by an individual is used as the basis for evaluative decisions affecting the student's standing, or (3) such conduct has the purpose or effect of substantially interfering with an individual's academic performance or creating an intimidating, hostile or offensive learning environment.

Any student subjected to sexual harassment should file a complaint by contacting the University Equal Opportunity Officer.



Alma 81

How to combat sex harassment

by Dede Graff

Sexual harassment in the workplace for women is common. National studies show that more than half of the women surveyed faced instances of sexual harassment on the job. A recent study of women who work for Dane County found about a third had been sexually harassed on the job.

What is sexual harassment? It is sex discrimination (covered under Title VII of the Civil Rights Act, federal contractors affirmative action regulations and the Equal Employment Opportunity Commission's guidelines). Sexual harassment is any uninvited and unwanted sexually directed behavior of one person toward another in the workplace. Sexual harassment can be verbal abuse, ogling, demands for sexual favors, assault, patting and pinching a woman's body or rape. However, rape and physical assault are criminal offenses.

What can you do when faced with sexual harassment? When feasible, instances of sexual harassment can be resolved internally, avoiding resignations or expensive and time consuming outside complaint procedures and litigation for you.

•Keep a diary and written record of all your actions to resolve the matter, in case you need to pursue a complaint or litigation in the future. Women litigants have been awarded more than \$9 million in sexual harassment suits, according to the U.S. Equal Employment Opportunity Commission (EEOC).

•Determine and document all the facts surrounding the instance of sexual harassment (what, when, where,

who, witnesses, etc.).

•Know your legal rights. Your local, state or federal equal opportunity commission can help you with this or consult an attorney.

•Deal with the harasser in an assertive way by identifying the offensive behavior and ask that it stop.

•If the offensive behavior continues, report this to your supervisor, orally and in writing.

•Talk to your employer to find out what policies and procedures, if any, exist in the firm regarding sexual harassment. You, along with other women workers and women's employment advocates or consultants, can be instrumental in developing such procedures for your workplace. Organize!

•Find out what assistance your union will provide, if applicable.

•Most important, make sure you have a family, friends and/or co-workers to support you throughout this process.

The CAREER CORNER is a regular column of this newspaper which responds to reader inquiries about careers and employment issues. If you have career questions, please write The Feminist Connection, in c/o this newspaper.

Andrea (Dede) Graff is an affirmative action, career development and human resource consultant/trainer. She is the founder and former director of Skilled Jobs For Women, Inc. Special thanks goes to Donna Leonard for her help with this column.

FREE AT LAST

WHY A WOMAN OF COLOR SUPPORTS THE ERA

by

Alma Speed Fox

I am here to speak* to you as a woman of color who supports the ERA and why...

You know every time I address a group of people to speak about equality, I can't help but ask myself, "Dear Lord, How Long?" When I became involved in the Women's Rights struggle, I was not new to the Civil Rights Movement. Practically all of my life I have been struggling for equality. If I wasn't physically involved I was mentally involved, listening to the stories my mother would tell me that had been told to her about the days of slavery (legalized slavery, that is, because from my perspective, most of us who are black and/or female are still in some form of slavery). She also told me of the insults and indignities she was subject to as a young black woman. However dreadful things had been for black folks during slavery, and however oppressive life's situation had been for her as a young black woman, she was optimistic that some day it would all end and black people would be treated equal to white people. So she raised me to be a lady and I dreamed about things that most young girls dream about: growing up, marrying a successful man, having children, a nice home, and playing cards in the afternoon (just as I saw in the movies and read life should be like for successful females.) Because I wanted to be able to get the right man that would provide me my success, I learned to use all the social etiquette that "young ladies should know." And I became very good at it .. so good, in fact, that one of my friends became very angry with me and told me, and I quote, "Look, you are getting ridiculous. You are out-whiting the white folks. Don't you realize that it's not what you do, it's how you look. And as long as you are black, no matter how you act, you are always going to be at the bottom of the heap."

I didn't want to believe that, as long as I was black, I would be at the bottom...I couldn't live and believe that. For as long as I would live, I would be black. So I set aside the idea of being a lady and set about the business of laying my life on the line for equality.

I became a social activist while in high school and sometime later became involved in the demonstrations promoted by the United Negro Protest Committee, which was the action arm of the Pittsburgh National Association for the Advancement of Colored People. We demonstrated against most of the major corporations in the city of Pittsburgh in our quest for jobs. Soon after the beginning of my "peaceful demonstration career," I became Executive Director of the NAACP. That led to more demonstrations, not only in Pittsburgh, but in other parts of the country. I walked picket lines in sub-zero weather. I walked in temperatures in the 100's. I walked in the rain, I walked in the snow, and just like the postal service says of its carriers, "Neither rain, nor snow, nor sleet, nor hail, shall keep me from my appointed duty." I sang freedom songs. I cried. Parts of me died. I laid down in the streets. I was knocked down and literally thrown into a paddy wagon by four big burly cops and I carried bruises for months. I must say, however, that at another demonstration, two police officers helped me into a paddy wagon as if they were assisting a lady into a carriage (so my early dream of being treated as a lady was not entirely lost). I have seen tears in the eyes of some cops, both black and white, because they had to do what they had to do.

During the 60's there was one demonstration after another. If we were not in the streets struggling for jobs and decent housing, then we were running to the schools

to do what we could to keep white kids from killing black kids and black kids from killing white kids. Of course, there was the struggle with the educational system that blacks be placed in their correct historical perspective, so that black youngsters could be allowed some degree of pride in their heritage, and so that white folks could understand that we had made a major positive contribution to the development of civilization.

And, of course, I wasn't alone. I had plenty of company. I was doing what most conscientious black folk felt they had to do, and we had our white friends right alongside of us. A few of these white friends were walking with us at one of our demonstrations. This was one that we held from just before Thanksgiving to the spring of the following year, and it was bitter cold that winter. That particular demonstration was a surprise to most because we had the reputation for asserting ourselves only in hot weather, but there we were in the bitter cold and it was then that I became acquainted with the National Organization for Women. A chapter of NOW had recently been organized in Pittsburgh and they asked me to join, but I said no...one revolution at a time was enough for me. But I did join because some of the members had become my friends, but most of all because they were also members of the NAACP and they had proven themselves to be good active members. But, active as they were in the NAACP, I did not intend to become active in NOW or any other women's right group. I was busy about the business of freeing black folks.

So I continued to demonstrate, and negotiate, and strategize for freedom for black folks. However, occasionally I'd get together with some of my NOW friends for a rap session. There were about 7 of us and we would discuss the inequities between the sexes.

My conversion was not immediate...it took time and I began to analyze the struggle for freedom a little differently than I had before. Learning about sex discrimination was a real shock to me. Here I was, fighting against race discrimination only to learn about this thing called sex discrimination. I was faced with the realization that, if we, as black folks, ever reached that gate to freedom, I could not pass through because, not only was I black, I was a woman...and another part of me died. I could not have felt worse had I just taken years to recover from a massive stroke only to learn that I had cancer. And I cried, "Dear Lord, How Long, How Long will it be before I can ever be free?" And those of you who are women can all send up the same cry, "Dear Lord, How Long, How Long will it be before we can say that we are free?" We have one year, just one short year to get onto the road to freedom and eventually pass through that gate to freedom.

We have one year...just one year...do you hear...and we as women, no matter what the hue of our skin, will be lost until we make the Equal Right Amendment a part of the Constitution of the United States of America.

Rights given to us by various legislative bodies and Executive Orders are too easily taken away. Think of what is now happening to the Voting Rights Act and legislation written re Affirmative Action. Only, and only, after the ratification of the Equal Rights Amendment will I feel free to borrow a line from a person who died for equality and cry, "Free at last! Free at last! Thank God Almighty! I am free at last!"



* Only, and only, after the ratification of the Equal Rights Amendment ..., "Free at last!"

All but war on women

The following article is excerpted from the speech given by Rep. Schroeder at the National NOW conference in Washington D.C.

by Patricia Schroeder

RONALD REAGAN was the only major presidential candidate in the last two elections to oppose the Equal Rights Amendment. While insisting that he supported equal rights for women ("little 'e'" and "little 'r'"), he said that the ERA was not needed because he would push for legislation to advance these rights.

To back up that promise, he issued a "white paper," which stated that he "supports the enforce-

Rep. Schroeder, D-Colo., is co-chairwoman of the Congresswomen's Caucus.

ment of all equal-opportunity laws, and urges the elimination of discrimination against women... (and) therefore pledges vigorous enforcement of laws to assure equal treatment in job recruitment, hiring, promotion, pay, credit, mortgage access and housing."

But, in his nine months in office, the president not only has failed to make good on his campaign promise, he also has moved in precisely the opposite direction. The only exception has been his appointment of Sandra D. O'Connor to the U.S. Supreme Court, in fulfillment of another campaign pledge. It is clear that Reagan is actively opposed to programs designed to further or protect women's rights, and that his administration has all but declared war on women. Here is what the Reagan record shows:

• **Economics:** Earlier this year, the president sought the elimination of the \$122 minimum benefit for recipients of Social Security, a proposal that would have had a disproportionate effect on women. All but 700,000 of the persons who receive minimum benefits are women. The proposal was withdrawn after a storm of protest.

The economic package that Reagan pushed through Congress last summer reduced or eliminated benefits for nearly three-quarters of a million recipients of Aid to Families with Dependent Children and prohibited AFDC recipients from owning more than \$1,000 worth of assets, half the amount previously allowed. Work incentives have been eliminated; consequently, poor women will be forced to choose between keeping their jobs and losing needed additional income or quitting to go on welfare and thereby increase their income. (Eighty percent of all AFDC recipients live in households headed by women.)

• **Sex discrimination:** The Justice Department has abandoned the use of any numerical or statistical formulas in connection with affirmative action, thereby rendering equal-employment goals (for

minorities as well as women) meaningless. The Labor Department has proposed reducing by 75 percent the number of companies that must make written reports and outline recruitment procedures; as a result, most federal contractors will have less incentive to hire and promote women.

In a move apparently aimed at weakening the Labor Department's Women's Bureau, the primary office charged with promoting equal opportunity for women in the job market, its staff was reduced 28 percent. By contrast, across-the-board staff reductions in the department amounted to only 5.5 percent. Similarly, Reagan has left vacant three of the five seats on the Equal Employment Opportunity Commission, the chief federal enforcer of Title 7 of the Civil Rights Act of 1964, which prohibits discrimination in employment. The commission, without its quorum, is limited in the action it can take. At the same time, the Justice Department is seriously considering abolishing class-action discrimination suits.

Other Reagan administration proposals would affect Title 9 of the Education Amendments Act of 1972, which bans sex discrimination in schools that receive federal aid. The Education Department has proposed narrowing the scope of Title 9 to specific programs receiving direct federal aid; these account for only 4 percent of the \$13 billion in federal funds spent on schools. Vice President George Bush announced in August that his Task Force on Regulatory Relief has targeted for review the regulations that protect women from sexual harassment and discrimination in college athletics.

• **Appointments:** Here the president's record is nothing short of dismal. Only 44 of the 398 top-level appointments have gone to women. And the appointments have reflected Reagan's attitudes toward women. For example, Anne M. Gorsuch, head of the Environmental Protection Agency, is well-known to women's groups for her efforts while serving in the Colorado Legislature to dismantle the state Commission on Women. For jobs with particular significance for women, the president named Rex Lee, a leading opponent of the ERA, as solicitor general and Dr. C. Everett Koop, an active opponent of abortion, as surgeon general. Another appointee, Donald J. Devine, director of the Office of Personnel Management, eliminated abortion coverage from all federal employee health-insurance plans. (The decision was struck down by a U.S. district court but is being appealed; meanwhile, Devine has agreed to permit coverage for abortions in a small percentage of the plans.)

The president has yet to appoint a single woman to the federal district or circuit bench or to fill the White House post that oversees the intergovernmental Task Force on Women.

One may quibble with some of these examples. Not every program, just because it seems beneficial to women, is worth maintaining. We need to scrutinize all federal spending as we try to balance the budget.

But there's no question that President Reagan, instead of fulfilling his campaign promise, is moving to weaken, cut back or abolish just about every federal program, law or office designed to advance women.



Reagan's Position

Excerpted from Remarks of the President on his Fifty States Project for Women.

There's a great deal of misunderstanding, I think, that exists over some of the problems today and it was ever thus because back long before there was a question about discrimination, there should have been some forewarnings. And the late Will Rogers many years ago commented on this. I hope you wouldn't disapprove of what he said. He said that women were going to try and become more and more like men until pretty soon they wouldn't know any more than the men did. (Laughter.) But some critics have expressed concern that we're not addressing women's issues. So, let's set the record straight right now. That charge is a bum rap. With respect to our economic program, the well being of women, like all Americans, depends on a healthy economy. And, certainly, women won't benefit from continued inflation and unemployment.

As for appointments, as you've learned already in the meetings that you've been having so far, we've appointed women to high level positions throughout the administration and I've directed that we continue the effort to place qualified women in positions of responsibility. The quality of leadership and the contributions made by these women are an irreplaceable part of our effort to chart a new course for our nation. Many of them are here today as you well know by this time. And I'm particularly proud of one who is not, Sandra O'Connor who now sits on the United States Supreme Court. (Applause.)

Emotions playing big role in ERA, UT study shows

By JUDITH CURTIS
American-Statesman Staff

It could be that emotionalism is keeping Americans from approving the Equal Rights Amendment.

That is a conclusion suggested by a recent UT study indicating as long as students didn't know it was the ERA they were reading about, they liked it. But once they realized it was the ERA, an acronym that often raises the hackles and blood pressure, their approval rate dropped.

Robert P. Leone, an assistant professor of marketing at the University of Texas, conducted a four-week survey last April along with graduate student Mary Garza as part of a marketing research course. The results were released this fall.

Most surprising to Leone after reading the survey results was that "once they had the information, in most cases people changed their minds in favor of the ERA." The survey questioned 391 UT students, split 50-50 between men and women.

When the statement, "I believe we need the ERA and I hope it is ratified," was posed to the students, 51 percent of the males agreed, and 66 percent of the females agreed.

But in another set of questions, Garza and Leone decided to print the House of Representatives bill which seeks to eliminate discrimination on the basis of sex, and avoid any mention of the ERA specifically, "to take away the emotional aspects of people's perceptions of the ERA," said Leone. So, when asked if they would approve a constitutional amendment barring sex discrimination, 62 percent of the males surveyed, and 68 percent of the females said they would.

Apparently, said Leone, "Any time there's any debate on the topic (of ERA), it immediately becomes emotional," said Leone.

Without the ERA acronym involved in the discussion, respondents are far more accepting of the goals of the amendment, said Leone.

And once given the facts about the controversial amendment, survey participants showed a readiness to support the ERA.

For instance, Leone said, respondents showed less inclination to support the amendment until they were told ERA will have nothing to do with the legality of abortions.

Upon learning it has nothing to do with that particular issue, their support for the ERA increased, he said.

Leone said he has sent copies of the 100-page report to the National Organization of Women which is seeking ratification of the amendment.

ERA supporters have until June 1982 to raise the current 35 states to the required 38 states ratifying the ERA for final passage. A NOW official in Los Angeles, where Leone sent his report, said it "looked very interesting" but she and others within the organization hadn't read the survey results.

SECTION 1: Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex.

SECTION 2: The Congress shall have the power to enforce, by appropriate legislation, the provisions of this article.

SECTION 3: This amendment shall take effect two years after the date of ratification.



Houston, Texas 77004
 Box 509, University Center
 4800 Calhoun

NOW AT THE UNIVERSITY OF HOUSTON

NATIONAL ORGANIZATION FOR WOMEN



Sexual Discrimination

Mary Calk, President of Texas State NOW, has asked that all NOW members do everything they can to help a woman, K.K. Coble, in her suit against the Texas Department of Corrections for sexual discrimination in employment practices.

K.K. Coble is a NOW member and past president of Huntsville NOW. She is facing exorbitant legal fees and many other associated expenses.

Mary asks that we:

- 1) Contribute financially
(Would anyone like to organize a fundraiser?)
- 2) Give her our moral support
- 3) If we know anyone who has been discriminated against by TDC or if we have been, contact K.K. and possibly join the class action suit.

The address for K.K. Coble is:
 K.K. Coble
 % Phyllis Tucker
 243 Empress
 Houston, Texas 77034

Protests of coeds force porno film cancellation

HIROSHIMA, Japan (UPI) — There will be no pornographic movies shown at Hiroshima University.

Says who? Say the university's coeds.

The student film club said it had canceled plans to show two pornographic films at this week's campus festival "because of strong pressure from the coeds and female graduates." The women said the two films were "nothing but discrimination against women."

I am asking EVERYTHING YOU HAVE TO GIVE
 We will never give up...
 You will lose your YOUTH, your SLEEP, your ARCHES, your STRENGTH, your PATIENCE, your SENSE of HUMOR... and occasionally... the understanding and support of the people that you LOVE VERY MUCH.

In return, I have nothing to offer you but... your PRIDE in being a woman, all your DREAMS you've ever had for your daughters and nieces and granddaughters, your FUTURE and the certain KNOWLEDGE that at the end of your days you will be able to look back and say that ONCE in your life you gave EVERYTHING you had for JUSTICE.

Jill Ruckelshaus
 NWPC Convention 1977



BOYCOTT



<p style="text-align: center;">THE CAMPBELL BOYCOTT</p> <p style="text-align: center;"><small>DON'T BUY THE PRODUCTS LISTED BELOW & ON THE OTHER SIDE</small></p> <p>Campbell Soup m'... m'... good V-8 Juice Prego Spaghetti Sauce Vlasic Pickles Bounty Products Franco-American Pepperidge Farm Swanson Frozen Dinners Campbell's Fresh Farm Recipe Pet Food Godiva Chocolates Hanover Trail Pietro's Gold Coast Pizza DomSee Efficient Food Service Lexington Gardens Retail Centers Herder Farms Gold Nugget</p> <p style="text-align: center;">Farm Labor Organizing Committee</p> <p style="text-align: center;"><small>"Hacia La Victoria" (415) 243-3488 7140 S. West 4th Street, Dallas, Texas 75226</small></p>	<p style="text-align: center;">THE LIBBY BOYCOTT</p> <p style="text-align: center;"><small>DON'T BUY THE PRODUCTS LISTED BELOW & ON THE OTHER SIDE</small></p> <p>LIBBY, McNEILL, LIBBY PRODUCTS Libby's Libby's Libby's</p> <p>SOUPS SOUPTIME mugg crocks and blackwell</p> <p>FROZEN FOODS STOLPERS</p> <p>COFFEE and TEA TASTER'S CHOICE NESCAFE NESTEA DECAF SUNRISE para</p> <p>HOTELS and RESTAURANTS stouffer rusty scupper</p> <p>CHEESES swiss knight wedge garbar old fort provolone laccailli cherry hill roger's</p> <p style="text-align: center;"><small>SUPPORT THE BOYCOTT OF Libby's parent company NESTLE</small></p>
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AND BE IT FURTHER RESOLVED that, in solidarity with our sisters and brothers of FLOC, we shall participate in the boycott of all products of the Campbell and Nestle Corporations (including products of the Nestle subsidiary Libby, McNeill, Libby), understanding that FLOC has initiated this boycott as it holds these corporations, rather than individual growers, responsible for the substandard conditions endured by the workers.