

# BROADSIDE



photo by Diana Dry

Title 9 became effective July 21, 1975. See article on page 12.

Vol. 6, No. 8 Houston Area NOW August 1975

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# point of view

## Little Phyllis

Phyllis is a friend of mine.

A refugee from chaos,  
she fled the whispering skirts of nuns  
and ran to find her self.

Phyllis is a Scorpio child.

She parts her hair in the middle  
and boogies around in her funky little shoes  
and throws a mean Frisbee.

Sometimes she brings her guitar  
and we sit and pick awhile  
and smoke too many cigarets  
and have serious conversations  
and Try To Figure It All Out.

Then we fall on the floor and laugh  
and listen to Joni Mitchell some more.

Jan

## broad'side

- 1: a sheet of paper printed on one or both sides and folded
- 2: any strong or comprehensive attack, as by criticism
- 3: the simultaneous discharge of all the guns on one side of a ship

# the cop shop

On June 25, 1975 the Houston Area Chapter of NOW filed a class action complaint with the Equal Employment Opportunity Commission against the City of Houston, the City Civil Service Commission, the Houston Police Department, and the Houston Police Officers Association. The complaint alleges that the hiring and employment practices of the Houston Police Department discriminate against women.

In addition, formal complaints were filed with the Justice Department and the Treasury Department requesting an immediate investigation into the charges. The complaints urged the withholding of Law Enforcement Assistance Administration and Federal Revenue Sharing funds from the City of Houston until the discrimination is stopped. Withholding of such funds will mean a loss of over eighteen million dollars to the City.

Although the Houston Police Department has a long history of practices that discriminate against women, several restrictive policies were dropped early in 1974 with the advent of the administration of Mayor Fred Hofheinz. Major efforts were made to recruit women into the Police Department. Those efforts were quite successful. So successful, in fact, that the cadet class entering training on January 20, 1975 contained 49% women.

On that same day the Police Department raised the height requirement for women from 5'0" to 5'6" and instituted a physical agility test. No physical agility test had previously been used for either men or women. We maintain that these requirements were established with the deliberate intention of discriminating against women. It is important to note that these are requirements for entering cadet school. The Police Department does not require its incumbent officers (mostly male) to regularly pass an agility test as a condition of continuing employment.

What was going on in January? Backlash, that's what was going on. And where did the backlash come from? A likely source could have been the Houston Police Officers Association. After all, they had some perfectly justified complaints about job assignments given to rookie women officers.

Male rookies are usually assigned to Radio Patrol duty. Women have never been assigned to Radio Patrol, nor to several other jobs reserved for men. Initially, women were given assignments in the Juvenile Division or at the Women's Jail. When larger numbers of women began entering the Department, male officers with seniority were "bumped" from desk jobs and sent back out on Radio Patrol to make room for the women.

This was a serious administrative error. It not only denied the women access to all job assignments within the Department, it resulted in some perfectly understandable feelings of frustration and hostility from the men. Unfortunately, the frustration and hostility were misdirected toward the women.

It was a perfect opportunity for the Houston Police Department to throw out its antiquated (and illegal) policies and begin to give women the same job assignments given to men. Instead, they chose the worst possible course of action and instituted the new height and agility requirements, thereby cutting the entrance of women into the Department to almost zero. Eliminate the women and you eliminate the problem.

The Houston Police Department is aware that other major cities in this country have thrown out policies that discriminate against women. They are also aware that women officers in other major cities have performed admirably in all areas of law enforcement on an equal basis with men. They should also be aware that cities attempting to retain discriminatory policies toward women have been soundly censured by the courts.

Nevertheless, we see no indication that the Houston Police Department will voluntarily stop discriminating against women. It is for this reason that we have taken action.

Our action is already beginning to bear fruit. The Treasury Department has acknowledged receipt of our complaint and will soon notify us of the course of action they intend to follow. The Director of the Office of Civil Rights Compliance for LEAA has notified us that our complaint has been given a docket number and that we will soon be visited by one of their investigators. It appears that the Justice Department will thus move quite rapidly.

If you would like to participate in any way in our action to end this discrimination please contact us. Also, if you or any of your friends have been denied the right to apply for employment with the Houston Police Department because of your height or because you were unable to pass the agility test, please contact us. If you have other knowledge of specific instances of sex discrimination by the Houston Police Department we need to know about it.

The Houston Police Department should obey the law.

# miscarriage of justice

Are you a woman? Are you employed outside the home? Are you of child-bearing age? If the answer to all of those questions is YES, you are probably being discriminated against.

The Equal Employment Opportunity Commission (EEOC) Guidelines on Sex Discrimination require that disability caused by pregnancy must be treated by employers like any other temporary disability. Despite the decisions of three U.S. Circuit Courts supporting the EEOC position, virtually all employers in the nation refuse to grant women the pregnancy benefits they are entitled to have. In employer-provided benefits the synonym for "pregnancy" is still "exclusion". In long-term disability insurance plans, you may find pregnancy, childbirth, miscarriage or abortion grouped with war, suicide, and commission of a felony in the list of exclusions.

The following are common, but prohibited, practices:

- Requiring a female employee to insure her husband (or family) or requiring her to be married in order to receive a pregnancy benefit.
- Limiting the pregnancy benefit in employer-provided health plans to a fixed amount. For example, the Houston Independent School District pays a maximum of \$165 for normal childbirth. Other temporary disabilities requiring hospitalization and physician care are reimbursed at approximately 80% of actual cost.
- Excluding pregnancy from major medical coverage or restricting such coverage to only certain "serious complications of pregnancy".
- Excluding pregnancy disabilities from paid leave or disability plans.
- Requiring that conception occur after the woman has been insured or placing a special (and longer) waiting period for eligibility for pregnancy benefits.

In looking at your employer's policies, ask yourself how other temporary disabilities are treated. If you were unable to work, if you were hospitalized because of pregnancy, childbirth, miscarriage or abortion, what benefits would you get? What benefits would you receive if it were because of an appendectomy, tonsillitis, a broken leg, or heart attack? If the benefits are not comparable, women employees are being discriminated against.

Houston Area NOW intends to eliminate pregnancy discrimination and we need your help. The Supreme Court has agreed to hear a pregnancy rights case during its next term. NOW is confident that the high court will support the EEOC guidelines. We expect the court to render its decision between December and February.

What will happen when we win in the Supreme Court? Naturally we'll celebrate. No longer will women be economically penalized by their employers because of pregnancy. But what about the countless women who were illegally denied benefits prior to the Supreme Court decision? Will they get back pay? That depends on you.

If you act now, tens of thousands of Houston women will be entitled to millions of dollars of back pay. If you fail to act, employers will have ripped off women again.

Houston Area NOW has voted to file charges of discrimination with the EEOC against every major employer in our area, challenging their pregnancy provisions. We need at least one charge against each major employer by at least one female employee. Any current female employee of childbearing age can file the charge. She does not need to have been pregnant herself. Although we welcome charges against any employer with more than fifteen employees, the following employers represent our top priority. Each has more than one thousand employees in the local area:

American General Insurance Co.  
Armco Steel Corp.  
Atlantic Richfield Co.  
Brown & Root, Inc.  
Cameron Co.  
Cameron Iron Works  
Champion Paper Co., Inc.  
Dow Chemical Co.  
Dresser Industries  
Exxon Company  
First City National Bank  
Foley's  
General Electric  
Globe Stores, Inc.  
Houston Belt and Terminal Railway  
Houston Chronicle Publishing Co.  
Houston Contracting Co.  
Houston Lighting & Power Co.  
Houston Natural Gas Corp.  
Houston Post

Lockheed Electronic Co.  
Lomas & Nettleton Co.  
Marathon Manufacturing Co.  
Montgomery Ward & Co.  
National Convenience Stores, Inc.  
Parker Brothers & Co., Inc.  
J.C. Penney Co.  
Petro-Tex Chemical Corp.  
Prudential Insurance Co.  
Reed Tool Co.  
Rice Food Markets, Inc.  
Sakowitz, Inc.  
Schlumberger Well Services  
Sears, Roebuck & Co.  
Shell Oil Co.  
Southern Pacific Transportation Co.  
Southwestern Bell Telephone Co.  
Tenneco, Inc.  
Texaco, Inc.  
Texas Commerce Bank

Hughes Tool Co.  
IBM  
Joske's of Houston  
K-Mart  
M.W. Kellogg Co.  
Dentron-Hawaii Ltd.  
Kroger Co.

Texas Instruments, Inc.  
Texas International Airlines, Inc.  
Texasgulf, Inc.  
J. Weingarten, Inc.  
Western Electric Co., Inc.  
WKM Valve Div., ACF Industries  
Wyatt Division, U.S. Industries, Inc.

AND

City of Houston  
County of Harris

Houston Independent School District  
State of Texas

If you are employed by any target employer or know a woman who is, contact the Women's Center. We want women employees of childbearing age to authorize NOW to file discrimination charges on their behalf. To do so, the woman must complete a confidential authorization form. The charge that NOW files with the EEOC on her behalf will require that HER NAME NOT BE GIVEN TO HER EMPLOYER WITHOUT HER PRIOR WRITTEN APPROVAL. No woman need be afraid to help herself and other women receive the maternity benefits they deserve.

Confidential authorization forms will be available at the Women's Center and at our chapter meetings. We need your help in getting them signed and in the drudgework needed to make this action successful. Be sure to attend regular chapter meetings to hear full details.

# We do it

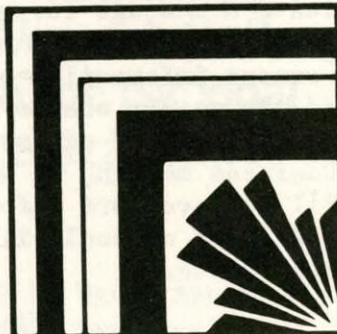
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# task force reports

## WOMEN'S CENTER TASK FORCE

The clean-up session this month will be Sunday, August 10. WEAL and HAFFCU are in charge and need more recruits. Come and work off some of your anger and frustration.

We'll talk about answering housing and employment discrimination calls at the task force meeting on Tuesday, August 5 at 7:30.

Nancy came through with some much-needed envelopes and stamps this month. Now we need some rubber cement and some help with our "library". At the July task force meeting Alice Shrader agreed to coordinate the Center clean-up sessions. Alberta Stephens is in charge of "landscaping" and has already made some significant improvements in the hedge. Those awful orange things we've been sitting on have been moved to the front porch and we now have a new, comfortable sofa, thanks to Poppy.

Jan Pierce

## RAPE NON-TASK FORCE

At the July 7 Board meeting I recommended that we continue not having a Rape Task Force but I encourage NOW members interested in this area to work with the Houston Rape Crisis Coalition. The Board agreed. If you would like to volunteer to do anything for NOW or HRCC regarding rape, please leave a message for me at the Center.

My most recent information on Joann Little's case is that her attorneys requested the murder charge be dropped because the polygraph showed she was defending herself against rape when she killed her jailer. At the July 9 business meeting we decided to postpone any action regarding this case until we have more information from National NOW. If you have any info on the case or would like to work on an action, contact me through the Women's Center.

Alice Shrader

## REPRODUCTION AND HEALTH TASK FORCE

There are four new books in our library: Menstruation, Birth Control, Vaginal Health, and Prepared Childbirth, published by Women's Library. I have read part of Menstruation and Chris Meave is reading Vaginal Health. So far, we approve of both of those. If anyone would care to read either of the others and give me a brief report, we'd all appreciate it.

This task force is taking a rest period and will function as a doctor referral and abortion information service until a specific action is planned. Lest you grow complacent, here's a little something for you to think about. I ran across it last fall in Washington and have edited it to bring it up to date:

### POPULATION PROTECTION

The Swedes have a social system which covers their citizens from the cradle to the grave;

The Russians decided they would have to do better, so they extended theirs from the womb to the tomb;

Not to be outdone, the Chinese went from sperm to worm;

Now the woman-haters want the United States to cover life from erection to resurrection.

Nancy Kuykendall



Celebrate the  
55th Anniversary  
of Women's Suffrage  
with the National  
Organization for Women

Party of the Year  
Saturday, August 23

8 PM Until Exhaustion  
2323 Gramercy

# AUGUST




sun	mon	tue	wed	thu	fri	sat
<p>WOMEN'S CENTER 3602 Milam 524-5743</p> <p>Mon-Thur 7-10 PM Saturday 12-3 PM</p>	<p>All meetings are at the Women's Center unless otherwise noted. To schedule September meetings notify Jan Pierce before August 15.</p>				1 CLOSED	2 Margaret Buchorn
3 CLOSED	4 J.J. Hendricks	5 Debra Danburg	6 Bette Anne Knoll	7 Alberta Stephens Donna Duerk	8 CLOSED	9 Marion Friedman
<p>Clean-up Session, WEAL &amp; HAFFCU, 12-3 PM</p>	<p>Orientation: Introduction to HCWPC; NOW Board Meeting, both 8 PM</p>		<p>NOW Business Meeting, U of H, 8 PM</p>	<p>Sexuality &amp; Lesbianism TF, 7:30 PM</p>	BROADSIDE DEADLINE	
10	11 Linda Hebert	12 Liz Brimm Nancy Levitt	13 Sharon Macha	14 Carolyn Elliott	15 CLOSED	16 Alice Shrader
17 CLOSED	18 Orientation: What is Feminism? 8 PM <i>m.j. white</i> Nancy Kuykendall	19 HRCC Business Meeting, 7:30 PM Pokey Anderson	20 HCWPC Policy Council Meeting, 7:30 PM	21 Ann Robinson Norma Lee	22 CLOSED	23 Kay Whyburn
24 CLOSED	25 Orientation: Rape - The Ultimate Subjugation, 8 PM <i>Nancy</i> Mary Jane White	26 Clara Willing	27 HCWPC Program Meeting, First Unitarian Church, 7:30 PM Donna Lessard Susan Rokes	28 Iris Sizemore Diane Moyer	29 CLOSED	30 Ruth Milburn
						31 CLOSED

# houston area now folk

## OFFICERS

President Jan Dilbeck  
Vice President Nancy Kuykendall  
Secretary Beverly Horton  
Treasurer Norma Lee

## BROADSIDE STAFF

Linda Butler Jan Pierce  
Marion Coleman Alice Shrader  
Jan Dilbeck Mary Ross Rhyne  
Annie Leocadi

- \* CHILD CARE Dianna Vejtasa 772-7393  
Peggy Felix 649-2603
- \* EDUCATION Kay Whyburn 667-8556
- \* EMPLOYMENT Nikki Van Hightower
- LAWYER REFERRAL Mary Jane White 686-9564
- LEGISLATION Betty Barnes
- \* MASCULINE MYSTIQUE Craig Roberts 626-8265
- MEMBERSHIP Mary Jane White 686-9564
- PHYSICIAN REFERRAL &  
ABORTION INFORMATION Nancy Kuykendall 664-4152
- PUBLIC RELATIONS Helen Cassidy 748-5369  
Nancy Kuykendall 664-4152
- RAPE Alice Shrader
- \* SEXUALITY & LESBIANISM Pokey Anderson 528-1859  
Marion Friedman 667-9507
- SPEAKERS BUREAU Ann Robinson 667-2251
- \* WOMEN IN SPORTS Jan Cunningham 522-7164
- \* WOMEN'S CENTER Jan Pierce 524-5743

\* Denotes Active Task Force

Note: To contact those persons whose telephone numbers are not listed above, call the Women's Center, 524-5743.

## title IX arrives

It took three years, but regulations implementing Title 9 of the 1972 Omnibus Education Act finally went into effect Monday, July 21. They are intended to decrease sexism in schools in the areas of admissions, financial aid, faculty hiring, curriculum, athletics and other activities. They will affect every school district in Texas and all colleges and universities which receive federal funds.

Most of the furor has been over the regs for athletics, with the NCAA and UT football coach Darrell Royal both predicting disaster for college athletics. The regs increase, but don't equalize, opportunities for all women in high school and college sports. The possibilities that women's greater participation might raise interest in campus sports in general and might even increase participation among all students are not widely discussed in the media.

# austin track record

By a study of roll call votes, letters, and personal contacts reported from the recent Texas Legislative session, Harris County legislators can be judged according to several areas of feminist concern. Good measures of the official attitudes of legislators are roll call votes on key bills. Letters written by legislators to their constituents are of somewhat lesser significance since a letter may not commit the legislator to any side of an issue at all. Do remember, however, that roll call votes and letters are not a complete guide to legislative activity. Committee work is crucial, yet is difficult to measure. Even a roll call vote is not always a completely accurate guide, since a bill can be voted against because it does not do enough in an area, as well as because it does too much. In any case, the following measures can be of significant aid in judging our legislators on feminist issues.

There were five issues of special concern to NOW members which were considered to some degree by the Texas Legislature in 1975. These were child care, rape, homosexuality, abortion, and the federal Equal Rights Amendment. In the House of Representatives there were specific roll call votes on bills concerning the first three issues.

No abortion bills survived to come to a vote on the floor of either the House or the Senate. This is what we wanted to happen but it also means that we have no real measure of individual legislators' attitudes toward abortion.

The repeal of Section 21.06 of the Texas Penal Code which makes homosexual acts illegal came to the floor of the House but not to the Senate. We therefore have a record of individual Texas Representatives' attitudes toward this important issue, but no such record for Texas Senators.

Rescission of the Texas Legislature's ratification of the ERA never came to the floor in either house. However, we have numerous letters and personal contacts which enable us to come to some conclusions about Harris County legislators' official positions on the ERA.

The bill which established more strict standards for the licensing and inspection of child care facilities became law and we have roll call votes on the bill from both the House and the Senate. An important element in

the debate on this bill was whether or not child care centers operated by religious groups should be exempt from licensing by the State. We have roll call votes on this issue also.

Finally, another bill which became law and had roll call votes in both houses was the bill which established standards and procedures in rape cases that should help rape victims and make it easier to convict rapists.

By the standards listed below, the only Harris County Representative to respond correctly on all these issues was RON WATERS. No Harris County legislator voted wrong on every issue, although some were not right very often.

In the following chart "R" means a "Right" vote (or an expressed attitude in the case of the ERA), "W" means a "Wrong" vote, and "A" means "Absent". The question marks in the ERA column indicate a refusal to commit oneself for or against the ERA.

In the Texas Legislature a bill must be voted on twice by the House and twice by the Senate in order to become law. Where possible, I have recorded the roll call votes for both times a bill was on the floor. Such votes are called "second reading" and "third reading" and are votes on the passage of the entire bill.

A vote for HB 284, the rape bill, is considered to be a "Right" vote.

During the debate on SB 965, the child care bill, there were two very clear votes on exempting religious-oriented child care centers from licensing by the State. There was one such key vote in the Senate. A vote against such exemptions is a "Right" vote. On passage of the entire bill, a vote for the bill is a "Right" vote.

Concerning the vote on Penal Code section 21.06, a vote for repeal is a "Right" vote.

Legislators who indicated by letter or personal contact that they favored rescission of Texas' ratification of the ERA get a "W", while those who wanted to retain Texas' ratification get an "R".

Betty Barnes

HOUSE OF  
REPRESENTATIVES

	Rape - Second Reading	Rape - Third Reading	Child Care - Religious Exemption	Child Care - Religious Exemption	Child Care - Second Reading**	Child Care - Third Reading	Repeal of 21.06 - Homosexuality	Equal Rights Amendment
Joe Allen	A	R	R	R		R	W	R
Kay Bailey	R	A	W	R	W	W	W	?
Bill Blythe	R	R	W	W	W	W	W	?
Bill Caraway	R	R	R	R		R	W	R
Jim Clark	R	R	R	R		R	W	R
Woody Denson	R	R	W	W		W	R	R
Milton Fox	R	R	A	W	W	W	W	?
R.E. "Gene" Green	R	R	W	W	W	W	W	W
Anthony Hall	W	W	A	A		R	R	R
Frank Hartung	R	R	W	W		W	W	?
Don Henderson	R	R	W	W	W	W	W	W
Gene Jones	R	R	R	R		R	W	R
Herman Lauhoff	R	R	R	W	W	R	W	R
Mickey Leland	W	R	R	A		R	R	R
R.C. "Nick" Nichols	R	R	R	R		W	R	R
Joe Pentony	R	R	W	W		R	W	R
Tony Polumbo	R	R	W	W	W	W	W	?
Ben Reyes	W	R	R	R		R	R	R
Senfronia Thompson	W	W	R	R		R	W	R
Larry Vick	R	R	W	W	W	W	W	W
Craig Washington	W	W	R	R		R	R	R
Ron Waters	R	R	R	R		R	A*	R
Ed Watson	R	R	R	R		W	R	R
John Whitmire	R	R	R	W	W	W	W	?

\* Although Waters was absent the day this vote was taken, he insisted that the House Journal record that he would have voted for repeal (an "R" vote) if he had been present.

\*\* The vote was actually a voice vote but the persons listed insisted that their opposition to the bill be recorded.

SENATE

	Rape - Third Reading	Child Care - Religious Exemption	Child Care - Second Reading**	Child Care - Third Reading**	Equal Rights Amendment
Chet Brooks	R	R			R
Bob Gammage	R	R			R
Walter Mengden	R	W	W	W	W
Jack Ogg	R	W			R
A.R. "Babe" Schwartz	R	R			R
Lindon Williams	R	W	W	W	?



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# this & that

Karen Bresenhan, former Democratic candidate for State Representative, will speak on "Women's Involvement in Politics" at the August 6 Program Meeting, 8 PM at the University of Houston Student Center.

Willing hands are needed to address the invitations to our Women's Suffrage Celebration. Please come to the Women's Center Tuesday, August 5, at 7:30 PM. This is a good way to meet other NOW members and enjoy good conversation while doing a vital task.

Thanks to Mary Ross and Kelly for the jazziest garage sale ever.

Both the U.S. House & Senate have passed legislation enabling women to receive appointments to all U.S. military academies. Watch out, Wanda!

## CHILDREN'S BOOKS



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523-2521

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# houston rape crisis coalition

We sent our press releases July 17 announcing our Victim's Advocate Service and at this writing one television show ("Sorting It Out", July 19 on Channel 11) featuring this service has been aired and another TV show and a radio show are tentatively in the works. We offer 24-hour assistance over the phone or in person to anyone (victim or family/friend of victim). Call 228-1505 for moral support and/or information regarding medical-legal procedures in your case. Every phase of our service is confidential.

Some campus security, health center, and counseling and testing personnel from University of Houston, Texas Southern University and Rice University will participate in a one-day seminar on rape. Purpose is to raise individual consciousness and to give these university representatives a starting point for establishing protocol for rape cases on campus. We're really excited that U of H saw the need to initiate this type of program. The two one-day sessions will be August 4-5 and are being organized by HRCC's Bette Anne Knoll and Linda Cryer's office in the City Health Dept.

Deadline for the September-October HRCC newsletter is August 13. Bring your copy to the Women's Center. It may not be enclosed in the BROADSIDE this time because of increasing size. However, copies will be available at the Center, at the business and program meetings and by a request to be added to our mailing list.



**PAY NOW!** Don't Miss the Feminist Retreat.

All persons planning to attend the feminist retreat September 13-14 at Camp Warnecke need to pay their \$7.50 each by August 20. Make checks payable to Judy Anderson Stroud and leave them in the NOW treasurer's mailbox at the Women's Center.

For more information regarding what to take, how to get there, whether or not there are still openings, etc. check the notices at the center or leave a message for Judy. If you've signed the reserved list but won't be able to go be sure to take your name off so someone else can have your place in enough time to pay and make plans. Thanks.

# financial statement

## National Organization for Women houston area chapter

Financial Statement  
June 30, 1975

INCOME	<u>6-1 to 6-30</u>	<u>Year to Date</u>
Dues .....	\$172.50	\$2744.50
Contributions .....	332.58	1143.90
Broadside .....	17.00	126.00
Donations for products .....	15.65	369.65
Fund raiser .....	158.10	170.10
Other .....	<u>-----</u>	<u>32.35</u>
Total	\$695.83	\$4586.50

### EXPENSES

National dues .....	\$ 35.00	\$1710.00
Broadside printing .....	158.34	613.35
Broadside & general postage .....	-----	269.85
Recruitment & orientation .....	5.60	5.60
Meetings .....	-----	84.35
Products and related purchases .....	-----	390.32
Task forces .....	-----	39.50
Center:		
Rent.....	100.00	500.00
Utilities .....	14.71	95.95
Phone .....	35.89	229.18
Supplies & maintenance .....	31.00	116.29
Administration: Officer's expenses.	20.00	109.27
Chapter donations .....	-----	93.85
Miscellaneous .....	<u>25.20</u>	<u>96.84</u>
Total	\$425.74	\$4354.35

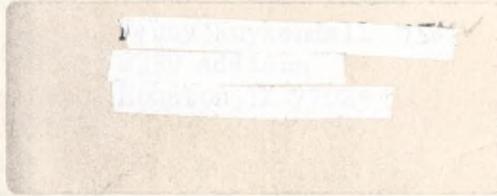
CASH IN BANK, January 1, 1975 .....	\$329.86
NET INCOME, January 1 to June 30, 1975 .....	\$232.15
CASH IN BANK, June 30, 1975 .....	\$562.01

Respectfully submitted,  
Norma J. Lee, Treasurer



Houston Area Chapter  
**National Organization for Women**  
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Mail this form to: Treasurer

Houston Area NOW

3602 Milam

Houston, Texas 77002