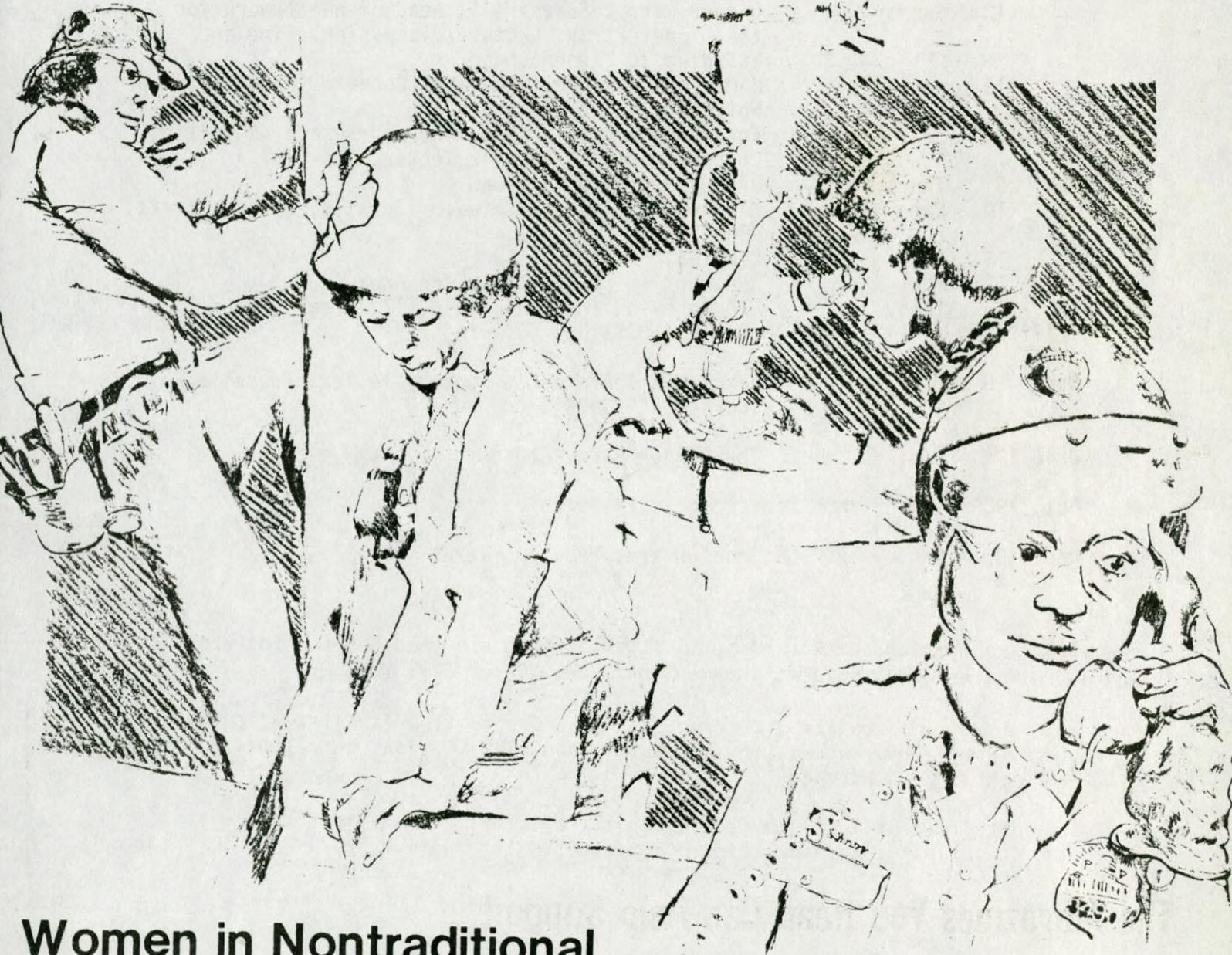


N.O.W. NEWS

Bay Area Chapter

National Organization for Women

Vol. 8, No. 4, April, 1980



Women in Nontraditional Jobs:

PANEL

Gertrude Barnstone, welder and sculptor
Becky Cottingham, unit operator, local refinery
Beverly Board, cook, offshore vessel, working toward able-bodied seaman
Carolyn Conley, engineer/scientist

Program Meeting
7:30 p.m.

The Uniting Church
El Camino and Reseda,
Clear Lake City, Texas

CALENDAR

- March 31-
April 6 Dinner Party, BANOW will coordinate docent staffing for this week. If you can volunteer some time, call Marie Stimson, 534-4724
- 3 Thurs. 7:30pm BANOW Program Sandra Linton 486-5827
- 13 Sunday Dinner Party, Susan Hill, head of needlework for the Dinner Party. Lecture/discussion. Time and building to be announced.
- 16 Wed. BANOW Business Meeting, 1529 Bonanza (details, Evie Whitsett, 488-1757)
- 29 Sat. 10-4 Texas NOW Council, El Camino and Reseda, A Uniting Church (details, Phyllis Tucker, 994-003)
- May 8 Thurs. 7:30 BANOW Program, Susan Lab
- 10 Sat. 10 am National ERA March, Chicago (details, Evie Whitsett, 488-1757)
- 11 Sun. Leaflet, Chicago
- 12 Mon. ERA work in the Chicago Loop Area
- 13 Tues. ERA lobbying in Springfield, Ill. area.
- ?????? RATIFICATION OF ILLINOIS!
- May 16-18 Texas NOW Conference, Huntsville, Tex. (details, Phyllis Tucker, 944-0033)
- June 1 Sun, The Dinner Party closes
- Oct. 1980 NOW Conference, San Antonio
- Dec. 13 Sat. NOW National Board, Houston, Texas

The views and opinions expressed in this publication are those of the individual authors and do not necessarily reflect those of Bay Area NOW or NOW, Inc.

BANOW welcomes physically different persons. Our meeting facilities are not always barrier-free, but we are accessible and will be pleased to provide any needed mobility assistance

Given notice, we will try to provide an interpreter for deaf persons and any required assistance for the blind. For further information, call Cynthia Sutton at 488-7936.

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94144

DINNER PARTY
Bay Area NOW has volunteered to coordinate docent staffing for Judy Chicago's Dinner Party for the week of Monday, March 31 to Sunday April 6. Marie Stimson is coordinating. Call her at 534-4724. This is a very enjoyable experience.

BUSINESS MEETING
March 19, 1980

Present: Evie Whitsett, Phyllis Tucker, Terry Sherwin, Mary McFadin, Susan Lab, Pat Kuhlmann, Jean Bettercourt, Sandra Linton, Bonnie Huval, Gail Anderson, Mikki Schiff, Lynne McGregor, Judy Blanchard, Jeanne Saletan, & Twiss Butler.

It was unanimously agreed that the Chapter extend a vote of thanks officially to Marj Randal for her efforts on behalf of Women's Week. Likewise, a vote of thanks is extended to Rema Lou Brown and Pat Kuhlmann of BANOW and Dr. Calvin Cannon, Jean Quartaert, Deborah Lipton, and many others who had a part in bringing the Dinner Party to this area and staffing the exhibition during its stay.

Barbara Duke, National Board Member from our Region (Austin) has proposed and National has adopted a plan whereby all resolutions for the 1980 Conference must be approved by the appropriate workshop. Workshops are limiting the number of resolutions proposed.

It was brought to the Members attention by Phyllis Tucker that of the ten (10) members of the National Committee who are from Texas, five (5) are from BANOW: Twiss Butler Education Discrimination, Carolyn Waddell - Minority Women, Phyllis Tucker-Lesbian Rights, Charlotte Smith and Evie Whitsett-Disabled Women.

Mary McFadin presented her design for a quilt from BANOW to be presented as part of the International Quilting Bee. For more information, Call Mary, 332-5774.

National Advisory on Women's Educational Programs wants to know about cases of sexual harassment of students. For information, contact Evie.

There is a movement being started to combat and boycott and film called "Windows" which is an unflattering view of the lesbian community and women in general. Evie has more information.

Rep. Ron Paul is holding a reception in Alvin on April 26. This is an opportunity for those interested to present to him a different perspective on issues related to women. Call Evie for more information.

Pat Kuhlmann explained the docent program for the Dinner Party and asked for volunteers.

A docent is simply someone to help staff the ticket sale table, the materials sales table, and patrol the floor of the exhibit during operating hours for crowd control, answering questions or referring questions. It is helpful to be somewhat familiar with the exhibit, but there will be training sessions for orientation set up when the need occurs. The week of April 1 through 7 has been designated as Bay Area NOW Week to help staff. Hopefully, each week will have such a community organization to back-up the regular docent program. If members could each donate 3½ hours during that week, it would give a welcome break to the docents who will be working on a regular basis until June 1. Marie Stimson 534-4724 is in charge of that week. For general Dinner Party information, call Rema 488-1896 or Pat 488-3278.

There will be a March in Chicago on Saturday, May 10 promoting Illinois' ratification of the ERA. On Sunday, May 11, leaflets will be distributed, Monday, demonstration at the Loop, and Tuesday, travel to Springfield to lobby before the vote. The main thrust is the March on Saturday, hopefully one to rival the March on Washington to support the extension which was so effective; those who can will stay the other days. There was talk of the possibility of raising money to send a representative(s) from BANOW. Coordinator for BANOW participation and general information is Evie.

Phyllis Tucker announced there will be a Pro-Choice March and Rally in Corpus Christi on Saturday, March 22. Call her for more details, 944-0033.

Phyllis Tucker also discussed the Texas NOW State Council Meeting on March 29.

Susan Lab volunteered as a replacement to coordinate the May program meeting. Terry Sherwin volunteered for August meeting. Susan also offered to edit the May Newsletter. Please help her by submitting articles to her promptly in copy-ready condition if possible. Please call Evie for information on getting material to Susan.

Phyllis Tucker is running for State Coordinator and needs help with composing and distributing flyers, composing nominating speech, etc. Gail Anderson volunteered to help, but Phyllis could use more support. Call her and see what you can do.

BUSINESS MEETING, cont'd

A message has been received from Joan Glantz in regard to Sen. Birch Bayh's re-election campaign. There will be a fundraiser on April 18, from 6:30pm - 8:30pm at:

St. James
5555 Del Monte

Sponsorships cost \$30, with a request to recruit ten (10) other sponsors; Host memberships are \$250. Sen. Bayh, who has been a great proponent and supporter of women's issues during his years in the Senate, is facing a virulent, well-financed attack by the right wing in his bid for re-election and needs all the support he can get. For more information, call Phyllis Tucker.

Board Meeting was adjourned to be followed by ERA Action Team activities including solicitation of signatures on ERA Action cards and letter-writing on behalf of those already signed up.

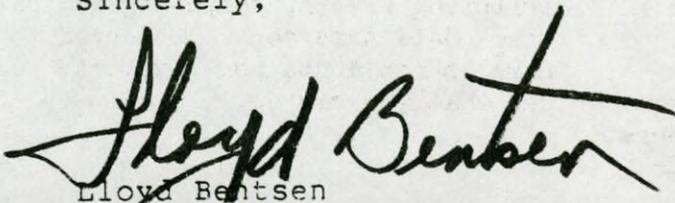
Respectfully submitted, Pat Kuhlmann

As you know, Child Health Assurance Program legislation has passed the House and has been referred to the Senate Finance Committee.

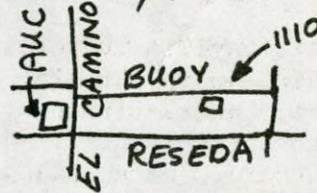
Prior to receiving the House passed measure, the Senate Finance Committee favorably reported its own version of CHAP legislation which contains no anti-abortion language. I can certainly understand your concern over such a provision in the House bill and share your views in support of a woman's right to choose. You can, therefore, be sure that I will be continuing to give this issue my close attention. Having the benefit of your views will be most helpful to me.

Again, I appreciate your taking the time to contact me.

Sincerely,


Lloyd Beetsen

FILM, FOOD & CONVERSATION



EVERY SUN 2PM
AT Evie Whitsett's
1110 Buoy - Clear Lake

Several TV recordings available including interviews with Sonia Johnson (Mormons For ERA), Twiss Butler (textbook review), Wanda Schultz (anti ERA), etc. Evie is willing and eager to disclose unpublished details of D.C. trip. Food/drink contributions welcome but not necessary. Y'all come!

OPPORTUNITY

After the program meeting on June 5th Bay Area NOW will have an election. As always, self nominations will be the only format. Consider your personal goals and your objectives for BANOW. Maybe this is the time for you to help shape destiny. Contact Evie 488-1757 to discuss possibilities.

National March for ERA Ratification

Illinois-1980

18 South Michigan Avenue, Suite 1110 Chicago, Illinois 60603
(312) 782-7205

NATIONAL ERA MARCH AND SUPPORT ACTIVITIES FOR RATIFICATION - ILLINOIS, 1980 MAY 10, 11, 12, 13

FACT SHEET

- PURPOSE:** To demonstrate nationwide support for ratification of the ERA and to urge its passage by the Illinois legislature in 1980.
- WHEN:** Saturday, May 10, 1980 MARCH and RALLY
Sunday, May 11, 1980 National ERA LEAFLET DAY - Chicago Area Shopping Centers
Monday, May 12, 1980 National ERA SUPPORT DAY - Chicago Loop
Tuesday, May 13, 1980 LOBBYING IN SPRINGFIELD, ILLINOIS
- WHERE:** Chicago, Illinois - March and Rally, Leaflet Day, ERA Support Day
Springfield, Illinois - Lobbying Day
- TIME OF MARCH:** Marchers assemble at 9:30 a.m.
March and rally will be completed by 6:00 p.m.
- MARCH ROUTE:** South on Columbus Drive to the Old Band Shell Area (Roosevelt Drive end of Grant Park) (4/5 mile). Map on back.
- DELEGATIONS:** Any group having 20 or more participants may be classified as a delegation. Two members of this delegation should be designated as marshals. All delegations must register with the March Office no later than April 24, 1980. Individual participation is also welcome.
- SPECIAL FEATURES:** Participants will wear white clothing and will march in delegations (the Chicago Lakefront will be chilly, so bring a white jacket).
Delegations can, upon registration, purchase a banner bearing their name or initials. Banners will be the same style as the purple, white, and gold banners used for the July 9th ERA March in 1978.
Special transportation will be available for those who are unable to walk or negotiate the March route.
- HOUSING:** Space is tight. Hotel/motel reservations should be made as soon as possible. Each delegation should appoint a housing coordinator.

Saturday May 10, 1980

Coordinated by the National Organization for Women

Black women encouraged to join liberation battle

By MONICA REEVES
Post Reporter

Although some blacks dismiss the women's liberation movement as a white battle they should avoid, black women will not become first-class citizens until they realize there is no inherent conflict between striving for racial equality and sexual equality, a Houston lawyer said Sunday.

The same kind of tenacity black women exhibited in rising from slavery to peonage to the second-class citizenship they hold now must be used to help them climb from the bottom rung of the social, economic and legal ladder, Myrtle McKinzie asserted.

McKinzie's lecture at the Jungman Branch of the Houston Public Library was the fifth in a 10-week series on the role of women in the city's development. Her topic was the changing legal status of black women.

Most black women in Houston have shown "little enthusiasm" for the Equal Rights Amendment, believing black men must be liberated first, she said. They believe the ERA is a quarrel



McKINZIE

between white men and white women, she said.

They say "let's not get involved in the white sisters' fight," she explained.

And "black men are opposed to their (black women's) involvement in the movement," she said. Their unspoken message is that "any more aggression and freedom for black women would be intolerable," she said.

What black men and black women must realize is that "racial and women's liberation can go hand in hand," she said.

McKinzie said her husband is "a male chauvinist" and didn't want her to bring up the topic. Nor do many blacks want it aired in front of whites because of a belief it is a "family" quarrel that should be handled out of sight of white scrutiny, she said.

Black women can use the same means to achieve sexual equality as they did everything else: the "strength of will, plus the encouragement of many generations of mothers who never ceased to dream dreams for their daughters," she said.

It was a Houston woman, Fannie M. Jackson, who perhaps said it best at an address to the Texas Women's Congress of 1891, McKinzie said.

"Not till race, color, sex and condition are seen as the accidents and not the substance of life, not until the universal title of humanity to life, liberty and the pursuit of happiness is conceded to be inalienable to all, not till then is woman's lesson taught and woman's cause won, not the white woman's, nor the black woman's nor the red woman's, but the cause of every man and every woman who has suffered silently under a mighty wrong."

Nation

Rights panel rules for Eaton
IOWA CITY, Iowa (AP) — An Iowa Civil Rights Commission hearing officer Tuesday ruled that Iowa City firefighter Linda Eaton was a victim of sex discrimination when superiors denied her request to breastfeed her son at the fire station. The hearing officer, William Stansberry, issued his opinion in favor of Eaton on all three issues in the discrimination case. The full commission will consider Stansberry's ruling at a meeting next month. He ruled that Eaton, 27, was discriminated against, that she was entitled to back pay while she was suspended without pay and the city must pay her legal fees.

FEMINIST HANDICAPPED READER NETWORK

The Library of Congress provides books for the blind and physically handicapped in several formats: cassettes, braille and large print. Due to the limited offerings of feminist books, a network of these books is being formed (notices have appeared in several National NOW Times). A mailing was sent in January to all who responded. The network will determine which feminist writings are most important and provide Library of Congress with periodic suggestions. For more information contact Evie Whitsett, member NOW Committee on Women with Disabilities, 1110 Buoy, Houston TX 77062 (713) 488-1757 (evenings and weekends).

Item in NOW Times 9/79, 11/79 + 1/80. Those responding were sent a letter 2/80.

NETWORKING

Which brings us directly to *Networking: The Great New Way for Women to Get Ahead* by Mary Scott Welch (Harcourt, Brace, Jovanovich, February). This is an instruction manual which tells you how to set up networks and establish contacts in an organized fashion. Indeed, \$9.95 could hardly buy a more effective tool: The possibilities opened up by networking are immense and they are all catalogued here. Even if you're not interested in operating as a full-fledged, card-carrying networker, the book is useful for its appendix, which lists

professional mutual-support organizations nationwide. The author reminds us, too, that the very simple concept that underlies networking accounts for why it works: People like being consulted, asked for advice, opinions, help. Especially women; especially now.

6A / The Houston Post / Wed., Feb. 20, 1980

ACTIVIST REPORT - Evie Whitsett

Dressed for D.C.'s "very cold" and leaving Houston's 70° on Feb. 14, I predictably worked up a sweat - my last for 18 days. I had sent in my application and resume of feminist activities and been accepted as an "activist" with the ERA Strike Force.

When I arrived at the new streetfront location - downstairs from NOW Headquarters, the staff noted with delight my green & white outfit. Selection of clothes had been simple - green: parka with hood, jeans, vest, V-neck pullover and Texas border picket tee-shirt; and white: 3 prs pants, assorted pullovers & sweaters & short pant boots. My high warm boots were brown, but inside were white sox with green stripes.

Pam Pierce showed me around a bit, checked me out on the action team system, and gave me the current alerts and status reports. Soon I was on the phone making my first call, assigning alerts, updating statistics, taking notes and filling out an order for ERA related materials.

Friday the 15th was Susan B. Anthony's birthday and an official NOW Holiday. The officers and several of the staff were gone to Portland for a Board meeting. Nevertheless, the office was busy. Soon I got into the routine of pulling cards and notebooks, recording data, conferring with Pam on which side-issue questions should be referred to what expert.

As the days passed, I talked to Action Team Coordinators or Contacts in Maine & Calif., N. Carolina and N. Dakota, and most of the other states. I heard their triumphs and tribulations, gained energy from their innovations, and shared ideas. One Action Team in a college community found pizza and beer after the team effort a drawing card. Another said their volunteers were more the yogurt & wine type. Some teams were financially embarrassed & with these I shared Bay Area NOW's "Ask & Ye Shall Receive" formula. One team had so much ERA money they were spending time discussing the merits of money market certificates, etc. I suggested that a donation to National for use there, or in unratified states could solve their dilemma and free their energies for more productive effort. I made notes about several demonstrations for and appearances of Sonia Johnson, lobbying efforts, plans for a "Fathers Day for ERA" event, and a "Pay to Play with a Pro" fundraiser, etc.

I heard of activities on many other issues, most notably the White House Conference on the Family. A "just-got-in-the-door" report from Tennessee shared the triumph of a liberal coalition comprising about half the voters, that won all delegate positions.

My extracurricular activities included a House Task Force Hearing on the registration & drafting of women. Testifying were Pat Schroeder, D Colo; Bella Abzug; Eleanor Teague, Eagle Form, Judy Goldsmith, NOW; Prof. Munsie, Economist from NWU.

Bonnie Huval had told me about "Off Our Backs", a feminist newspaper produced in D.C. I helped with headlines, proofreading, and mailing of an issue.

Several evenings were spent in "The 19th Amendment", a newly opened women's restaurant & bar. Five cents from every beverage goes to ERA, and they feature such sandwiches as the Gloria Steinem (ham & cheese), Ellie Smeal (club), and Bella Abzug (with carrot strip hat).

It was cold as predicted, but quite dry and I was much more comfortable than expected. During my last few days 6-8 inches of snow fell. I learned to locate curbs by sighting down a line of parked cars, meters, or whatever. Also learned that when walking in falling snow an open-top purse should be covered.

Just before I left there was a new alert announcing the National March in Chicago on Sat., May 10. This history-making event will once again demonstrate to the nation the determination that women and men have EQUAL RIGHTS NOW - guaranteed by the Constitution. We will break the logjam. We will push Illinois over the top despite their unique 3/5 rule. We will not be silenced!

During my stay in D.C., I had the sensation of being in the pit with an enormous orchestra. At the conductor's signal, various instruments played with increased intensity making the hall reverberate and reaching out to many ears beyond the hall. For the length of my stay, I was one of the ever-changing pool of folks trained to wield the conductor's baton. In the wings the score was constantly being written.

During the Chicago march our orchestra will expand to include not only the audience, but throngs from outside the hall. We will become a marching band and our music will be heard to the farthest limits of this land so that all who have ears may hear. When future generations ask "What did you do for ERA?" We will have tales to tell!

For NOW, Evie



Study on women city workers

Mrs. Tinsley says their abilities are being wasted

BY RAUL REYES
Chronicle Staff

Women city employees are utilized too little and on the average earn lower salaries, a two-month study by Councilwoman Eleanor Tinsley's office shows.

Mrs. Tinsley said Thursday that "although the city is making some progress in overall female representation," some city departments are lacking in affirmative action goals.

Total female representation in the city's work force, including the Police and Fire departments, is 25.3 percent, up from 20.2 percent in 1977, the study shows.

Texas Employment Commission figures show that about 36.4 percent of the work force in the greater Houston area is composed of women.

The highest concentration of women, 51 percent, is in the clerical-related positions, usually the lowest paying jobs. And 93 percent of those in clerical positions are women.

The study was conducted by Goldie Waghalter, a political science graduate student at the University of Houston. Statistics were provided by the Affirmative Action Division of the mayor's office.

The preliminary report shows that average starting salaries for males are higher than they are for females in most categories.

Biweekly average salaries for males hired since Jan. 1, 1977, is \$430, or \$11,180 annually. For women beginning on the same date, biweekly average salaries were \$341, or \$8,866 annually. These figures do not include new police officers or firefighters.

The report shows that several departments — City Planning, Traffic and Transportation, Real Estate, and Aviation — do not have any women in key positions.

The Traffic and Transportation Department shows that it only has women employed in clerical positions.

The following is a summary of the city's work force, beginning with the upper-level jobs:

- Administrators represent 4 percent of city employees. Of that total, 74 percent are males, 26 percent female.

- 12 percent of city employees are in the professional category, and 48 percent are males and 52 percent, women.

- Technical workers comprise 13 percent with 71 percent male and 29 percent female.

- Protective service, excluding police and firefighters, comprises 3 percent and

shows 77 percent are male and 23 percent are female.

- Paraprofessional, 1 percent of city employees, shows 11 percent male and 89 percent female.

- Clerical workers comprise 18 percent and, of those, 7 percent are male and 93 percent are females.

- Skilled workers, 13 percent, is composed of 99 percent males and 1 percent female.

- Service and maintenance workers, 36 percent, is 90 percent male and 10 percent female.

The city has different categories within each job description and persons are hired into a classification depending on experience and education. Whether by design or not, women are often hired into the lower classifications within a job de-

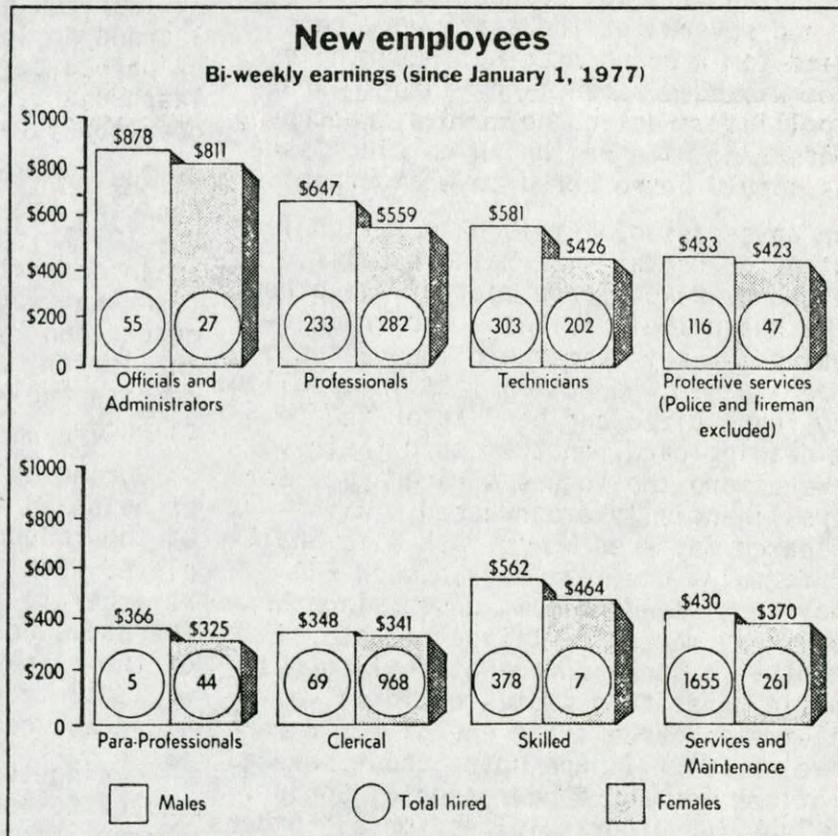
scription, Mrs. Tinsley said.

Mrs. Tinsley emphasized that she is not accusing the city of discrimination but that "the city is not taking advantage of the wealth of talent and skill women have to offer. That is the city's and the taxpayers' loss."

The mayor's and city controller's offices were lauded by Mrs. Tinsley as showing the best utilization of women.

Mayor Jim McConn's spokesman Jim Young said the mayor has stated "he is surprised that other departments are not up to par as we are." McConn is on vacation this week but had seen a preliminary draft of the report, Young said.

He said McConn does support affirmative action goals and will work to help city departments achieve them.



This graph compares the average bi-weekly salary of men and women hired by the City of Houston since Jan. 1, 1977. The graph, which shows that the average pay in each category is lower for women than men, is based on information released by Councilwoman Eleanor Tinsley's office. Since Jan 1, 1977, the city has hired 1,838 women and 2,814 men.

PARTIAL LIST OF CHAPTER POSITIONS
AND RESOURCE PERSONS
(Home #'s, except as noted)

Coordinator	Evie Whitsett	489-1757; 488-1777 if urgent (o) 226-5444
Treasurer	Marjorie Randal	488-4396
Newsletter*	Sandra Linton	486-5827
	Pat Kuhlmann	488-3278
Newsletter Ads	Peggy Cook	471-6353
Phone Tree	Wendy Rudnicki	488-7803
Publicity	Peggy Cook	471-6353
Visitors & New Members	Gail Anderson	538-1084
	Bonnie Huval	331-0444
Assistance to Handicapped	Cynthia Sutton	488-7936
Fundraising	Jean Bettencourt	538-1271
Medical Information	Jo Shanahan	488-0190
BANOW Archives & Library	Dorothy Howard	486-0752
Texas NOW	Phyllis Tucker	944-0033
National NOW	Evie Whitsett	488-1757
Rape & Abuse Reproductive Rights	Nora Mertz	554-6738
Title IX	Lynn McGregor	488-1901
ERA	Twiss Butler	333-4764
Aluminum/ERA	Jeanne Saletan	471-2862
Lesbian Concerns	Betty Yancy	337-1383
Textbook Review	Phyllis Tucker	944-0033
Consciousness Raising	Elizabeth Glenn	482-1067
	Jane Markley	334-5057

Texas NOW Conference

by Janet H. Yeager, Coordinator
1980 Convention Committee

The 1980 Texas NOW Convention, "NOW and the Future" will be held May 16-18, 1980, on the campus of Sam Houston State University, Huntsville, Texas.

Registration will begin Friday, May 16, and there will also be a Feminist Film Festival that evening.

The first plenary sessions and the workshops will be held on Saturday, May 17. There will be provisions made at the Convention to elect delegates to represent Texas at-large members at the National Conference in October.

In conjunction with the Convention, there will be a Women's Art Exhibit. Anyone interested in participating should contact Tina Morian, 111 Pine Valley, Huntsville, TX 77340, (713) 291-0891 or Lois Pierce, 1715 Ave. P, Huntsville TX 77340, (713) 291-1992.

Arrangements are in progress to provide transportation from the Convention to Houston for Judy Chicago's Art Exhibit, *The Dinner Party*. This exhibit is a rare feminist artistic and spiritual experience.

Registration information may be obtained by writing 1980 Texas NOW Convention, "NOW and the Future," P.O. Box 1803, Huntsville, Texas 77340.

Dormitory rooms will be available during the Convention at a rate of \$6.00 per night. Information on dorm rooms and prepaid meal plan may also be obtained by writing the Convention address above.

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

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

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

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

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

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

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

NAME _____ Home Phone _____ Other Phone _____

ADDRESS _____ City and Zip _____

Occupation _____

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

6/E

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Sandra Linton
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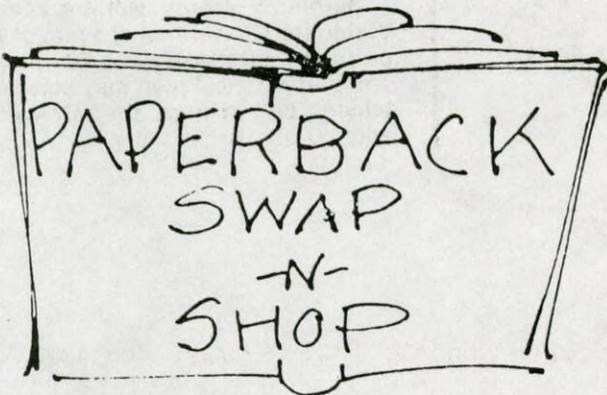
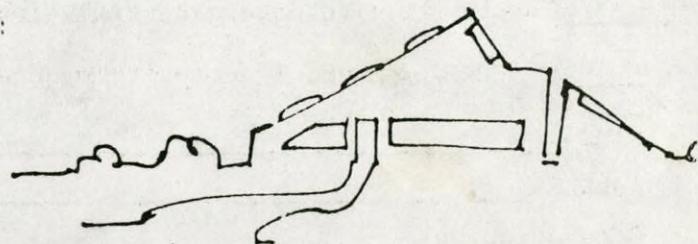
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