

WHEREAS many library organizational structures are hierarchical, and

WHEREAS these hierarchical structures perpetuate traditional sexist divisions between administrative and non-administrative staff, and

WHEREAS the actual skills involved in doing both service and administrative work, although different in nature, are comparable in social importance, complexity, difficulty, degree of responsibility, degree of independent judgment and decision making, and,

WHEREAS a non-discriminatory valuation of service and administrative skills would demonstrate them to be much more nearly equal than is commonly reflected in salaries, advancement, recognition and other forms of reward;

THEREFORE BE IT RESOLVED that the ALA direct the Office of Library Personnel Resources to develop guidelines whereby persons in both administrative and service positions may receive the comparable rewards resulting from an accurate, non-discriminatory valuation of these two major categories of employment within the library field.

Pat Schuman

SRRT Task Force on Women: Pre-Conference on Women

Endorsed by SRRT Membership

Resolution on the J. Michael McConnell SCMAI Case (CD #62) - Exhibit 24. In submitting the Resolution for Council adoption, Mrs. Crawford struck from the Resolution, paragraphs 7 and 8 as presented, omitting reference to IFC and ACRL, and pointed out that the question in point is whether or not SCMAI conducted a formal inquiry. Mrs. Crawford was granted a point of privilege in asking Barbara Giddings, coordinator of the SRRT Gay Liberation Task Force to speak for Mr. McConnell. The Executive Director responded briefly as to the procedures SCMAI follows under the program of action endorsed by Council, and pointed out that if Council directs, SCMAI's funds would adequately support an inquiry, whereupon the Resolution was put to a vote and was ADOPTED.

Equal Pay for Equal Skills (CD #68) - Exhibit 25. Councilor at large Schuman, moved, and Council ADOPTED the Resolution with an editorial change changing the word "membership" to "Association in the Resolved paragraph.

Resolution #70 encouraging a deliberate policy of nominating women to ALA committees, Council and executive positions, originally placed on the agenda by Councilor Schuman, was withdrawn.

Child Care for Library Employees (CD #71) proposing that ALA "as a step towards correction of the disproportionate burden of child care provisions borne by women, direct its Washington Office to lobby towards the governmental funding and establishment of child care centers" and "support the implementation of affirmative action mandates by recommending that individual libraries provide child care services to parents in their employ, was MOVED by Mr. Josey. Councilor Duggan without prejudice to the intent of the resolution suggested that the progress made in Washington has been due to the concentration of the Washington Office on library matters and she cautioned against burdening the Office with more and more diffuse matters. The motion was DEFEATED, and the President expressed the feeling that the action probably was because of the financial implications and not out of prejudice about the principle the resolution involves.

Sexist Terminology in ALA Publications (CD #72) to eliminate the use of nouns and pronouns denoting masculine gender to describe the membership and specific positions and titles which the SRRT Task Force on Women termed discrimination against women, was placed before Council for adoption by Councilor Schuman. Mrs. Shepard and Miss Molz felt that this action may be as distasteful to others approaching invasion of privacy as the terminology the SRRT Task Force seeks to eliminate. Treasurer Sessa moved an amendment to change the resolved paragraph directing the revision of ALA publications to read, That future publications and official documents of ALA avoid sexist terminology and forms of address that indicate marital status; this was defeated. Ms. Schuman accepted Councilor at large Kilgour's proposed the substitution then in the Resolved paragraph of Therefore be it Resolved that the future publications and official documents of ALA avoid sexist terminology,