

Women In Libraries

NEWSLETTER OF THE
ALA/SRRT FEMINIST
TASK FORCE

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COUNCIL NOMINATIONS

Since 1980, the Committee on the Status of Women in Librarianship (COSWL) has been monitoring the demographic characteristics of the nominees for the position of American Library Association Councilor-at-Large with an eye toward urging ALA membership and the ALA Nominating Committee to strive for equal representation by sex. ALA membership has remained fairly constant at 76% female to 24% male, yet the composition of Council has never reflected this percentage.

Data by type of library and geographical distribution are also available from COSWL as compiled by committee member Ellen Broidy and reported at the 1985 Midwinter Meeting in Washington, D.C. (Send SASE to COSWL, American Library Association, 50 E. Huron St., Chicago, IL 60611.) The sexual composition of Council membership and nominees for Councilor-at-Large are summarized below:

	COUNCIL (%)		NOMINEES (%)	
	Female	Male	Female	Male
1985	66	34	64	36
1984	65	35	72	28
1983	68	32	56	44
1982	65	35	48	52
1981	62	38	69	31

Reported by Katharine Phenix, Chair
Committee on the Status of
Women in Librarianship

SPEAKING OF COUNCIL NOMINATIONS...

Joan Marshall was a "last minute" petition candidate for Council at Midwinter. She is a long-standing feminist and worker for equality. Please give her your consideration as a candidate. Neither Susan Beck, Elections Committee for the Feminist Task Force, nor WIL editors have received further word on other feminist candidates. Let's all work together to see that feminists take a place of leadership in the profession.

WOMEN SCHOLARS DATABANK

The Institute for Research on Women is establishing a cross-reference file on scholars and their research on women's issues. Scholars are encouraged to register their research interests and publications. For information contact: Institute for Research on Women; Douglass College, Rutgers, 302 College Hall, New Brunswick, N.J. 08903.

FRONTIERS CALLS FOR PAPERS

Frontier, a Journal of Women Studies, is soliciting scholarly articles and personal essays for a forthcoming special issue that will also coincide with their tenth anniversary. In this issue, they will present the position and situation of feminist studies inside American institutions of higher education. What have we taught the male academic power structure? What have we learned? What can we teach students? What role has feminist publishing and library collection building played in women's studies? From such a wide range of questions, Frontiers hopes to gather a multitude of answers and a variety of voices.

Articles should not exceed twenty pages of text. Please type, double space, and include a self-addressed, stamped envelope with your submissions. Please send two copies. Deadline for submissions is June 28, 1985. Send articles and essays to Frontiers, Women Studies, University of Colorado, Boulder, CO 80309.

NWSA CONFERENCE

A collective book exhibit is being organized by the NWSA Librarians' Task Force. For a small fee, they will exhibit, but not sell, material for you. The fees for NWSA members are \$40 for a 3 x 3 space and \$75 for a 3 x 6 space; for non-members, the cost is \$75 for 3 x 3 and \$150 for 3 x 6. The contact for the conference book exhibit is Karen Code, Women's Studies Program, GN-45, University of Washington, Seattle, WA 98195.

FEMINIST BOOK FAIR

259; an Introduction to the World of Women's Books, compiled by the Feminist Book Fair Group in London is an excellent annotated catalog of current books published in conjunction with the First International Feminist Book Fair which was held June 7-9, 1984 and is of interest to all scholars. It includes articles on Women's publications in Britain, Zimbabwe, India, the Nordic countries, and the United States. Available now from NWSA, University of Maryland, College Park, Maryland, 20742. Price is \$3 for NWSA members, \$5 for non-members.

WOMEN IN PRINT

The Third National Women in Print Conference will be held on the campus of the University of California, Berkeley from May 29 through June 1, 1985. The Conference is a good opportunity for women of the feminist-and-publications persuasion to network and discuss all aspects of women's print media. The 1985 Conference is especially encouraging women library workers and archivists to participate as planners, workshop session leaders and attendees. Initial plans for the program include workshops on increasing accessibility to feminist materials through libraries, censorship, and a library workers' caucus.

Early registration is urged, and can be arranged by contacting: Women in Print Conference 1985, Box 3184, Oakland, CA 94609 or call (415) 826-8720. The fee is \$200 which includes dorm rooms and meals or \$100 for two meals per day only. There is a one-day pass for \$30. A 50% deposit is accepted until April 1, with full payment due May 1. Make checks payable to "Workshop Cooperative." Child care is available for a minimum additional cost.

COMPARABLE WORTH

Comparable worth is the theory that certain jobs, while not identical, may require similar levels of skill, effort, knowledge, and/or responsibility, and therefore may be comparable in worth or value and should be compensated equally. The fall, 1984, issue of On Campus With Women lists recently filed lawsuits testing the comparable worth issue. The University of Maryland has been charged with discriminating against female employees. AFSCME has filed charges with the EEOC stating "predominately female positions are consistently paid at rates lower than predominately male jobs that require the same or less knowledge, skill and ability." The complaint also said that women who are 54% of the university's employees are only 28% of the faculty and only 1.3% of the skilled craft positions; 97% of the secretarial and clerical staff are women.

AFSCME has also filed a pay equity suit against Nassau County, New York, charging that female workers, including college support staff, are paid less than men for work of equal effort, skill and responsibility. In Park vs. Oregon State Board of Education, the comparable worth charge against the state involved over 2,000 women faculty. Nationally, the earnings gap between men and women faculty is around 20%. The National Academy of Sciences estimates that over half the gap is caused by discriminatory pay-setting practices.

NOW LDEF

A very informative brochure from the NOW Legal Defense and Education Fund points out the far-ranging mission of the group. They founded a Project on Equal Education ten years ago to correct the gross inequities of the American educational system. They feel that dedication to this effort is more than a matter of justice--in the high-tech workplace, it will be a matter of survival. Some of their projects in the past year have been workshops on equal access to computer skills, the publication of the first computer equity report: Sex Bias at the Computer Terminal--How Schools Program Girls, designed a Computer Equity Action Kit to help parents and educators mobilize to end sexism in computer learning, and conducted a nationwide public awareness campaign to inform Americans about the pressing need for equal math and science education for young girls. Obviously, such extensive educational activities cost big bucks. If you are interested in supporting this worthy cause, send your tax-deductible contribution to NOW LDEF, 132 West 43rd St., New York, New York 10036.

WOMEN'S REVIEW OF BOOKS

Sarah Pritchard of the Library of Congress informs us that the fine journal, Women's Review of Books, is having trouble getting academic library subscriptions because it has not been available on microfilm and its tabloid format makes it fragile and hard to bind. University Microfilms would take it on if they felt the demand would justify it. Consequently, we who would buy the microfilm version need to be heard. Linda Gardiner, the WRB editor, can be contacted for more information, c/o Wellesley Center for Research on Women, Wellesley, Mass. 02181, or you might try writing directly to University Microfilms International, 300 North Zeeb Road, Ann Arbor, Michigan 48106.

ISSUES OF PORNOGRAPHY LEGISLATION

By the time you read this, the task force compiling an information packet on the issues of pornography legislation should be ready to respond to your requests. The packet will include one good article, excerpts from several others, and a nice bibliography. You can get a copy for a legal-sized envelope with two stamps, self addressed, sent to Sandy Warmington, Texas A & M Library, Reference Department, College Station, TX 77840. If you are interested in a little more indepth information about the link between feminism and anti-pornography, you may want to correspond with the Pornography Resource Center, 734 East Lake St., Minneapolis, Minnesota 55407. They have an informative little flyer plus some publications available for purchase.

WOMEN'S AGENDA

The Congressional Quarterly: Weekly Report for January 26, 1985, has an interesting article outlining the women's agenda in the 99th Congress. The women are working together to see that women's issues are given due consideration. Before they seek new gains, they will have to protect some ground already won. Many of the most important social programs important to women are likely targets for cuts in the budget battles. Defense of cherished tax breaks, such as the deduction for child care, may be required. Other legislation being supported are for such causes as private pension plans which would broaden the rights of homemakers, pay equity, dependent care assistance, parental leave and other worker protections, insurance equity, improved treatment of women under the Social Security system, and various tax issues.

The priority item for the women's groups, however, is the need to restore the broad scope of Title IX which was diminished by the Grove City case last year. House Bill 700, introduced by Rep. Augustus F. Hawkins, D-California, would make clear a prohibition of discrimination in any institution receiving federal funds. Senate Bill 431, introduced by Sen. Edward M. Kennedy, D-Massachusetts, would similarly restore the broad scope of the 1972 Civil Rights Act. Sen. Robert Dole, R-Kansas, introduced a more limited bill, Senate Bill 272, which is supported by the Reagan administration. Since the Grove City ruling, the Department of Education has ended or restricted the focus of about 60 anti-bias lawsuits, according to the National Women's Law Center. Civil rights attorneys contend that the Supreme Court misread the law, and that Congress intended to prohibit discrimination in any institution receiving federal funds, not just the specific program doing the discrimination.

TRENDS IN DISCRIMINATION

According to the Chronicle of Higher Education for February 20, 1985, the Equal Employment Opportunity Commission is following a new policy which will intensify its investigations of individual discrimination charges but move the agency away from large class-action complaints against employers. EEOC will direct investigators to seek hiring, back pay, or other remedies only for proven victims of discrimination, not for people who are only members of a group that has been discriminated against in the past. In other words, being a member of an oppressed class such as Blacks, Native American, Chicano, or Female will no longer be enough to assume there may be some discrimination; it will have to be proved from scratch every single time. William B. Reynolds, Assistant Attorney General for Civil Rights, said that people should not receive a job or a promotion just because he or she is a member of a particular group. He also suggested for the first time that the federal government should stop requiring employers to submit statistics about the gender or racial composition of their work force.

TIME OF CHANGE

The Department of Labor has come out with a wonderful new source, Time of Change: 1983 Handbook on Women Workers. This is the first edition of the handbook since 1975. It contains retrospective and current information. For example, did you know that more than a million women have joined the labor force each year since the last handbook came out? In 1972, there were 33.5 million women working outside the home; in 1982, there were 47.7 million, accounting for two-thirds of the total labor force growth during that period. It is predicted that women will continue to move into high paying and nontraditional occupations.

The Handbook contains statistics and essays on women as workers and on the laws relating to women's employment and status. Some of the highlights of the book point out that over 34% of the employed women were in clerical jobs, nearly 20% were service workers, and nearly 18% were professional and technical workers. And we still earn 59¢ for every dollar men earn. Women comprise 82.8% of the total number of librarians, archivists, and curators in the country. Only the clerical/office service workers and the health professionals are more often women than librarians.

This Handbook is a monumental work and will be a standard reference source for many years to come.

HIGHER EDUCATION FUNDS

A "Fact-file" on higher education funds included in President Reagan's 1986 budget is included in the February 13, 1985, Chronicle of Higher Education. Priorities of the current administration are certainly obvious. You hear a lot about the cuts in student assistance, but did you know that women's educational equity, which received \$6,000,000 this year, will not be funded at all in 1986 if the President has his way. The one million dollars spent on library resources: training and demonstration this year will disappear. Funds for research libraries were also at \$6,000,000 this year and are slated to receive NO funds. Interestingly enough, the funds for science and math education went from nothing in 1984 to one hundred million dollars requested for 1986...and we all know how much of that is likely to go to women!

WONDER WOMAN

The Wonder Woman Foundation makes several cash awards every year to women over the age of 40 who have demonstrated such strength of character and personal growth that they have been able to make both significant contributions in the past and convincing plans for future work. They are women who have worked in the face of personal limitations and external barriers and have specific traits of character that make them wonderful. Specifically, the awards are made to women pursuing truth, striving for equality and peace, taking risks, working creatively, and helping other women.

If you know such a wonderful woman, ask for a nomination form from the foundation. Self-nomination or nomination of family members is not allowed. The awards have a monetary value of \$7,500 each and are unrestricted. The award money can be used for any purpose except for the support of a political cause. The address from which to request a nomination form is The Wonder Woman Foundation, 200 West 57th Street, New York, New York 10019.

NEW BOOKS

Lesbian nuns: breaking silence, a collection of autobiographical reminiscences by fifty lesbian women who are or were Roman Catholic nuns, has just been published by Naiad Press. Barbara Grier, editor-in-chief, describes it as "the most exciting thing that's happened to us," in an article in the 2/15/85 Publishers' Weekly. Grier said that she always knew that the book would be successful, "but I didn't expect the mainstream interest that has us spinning."

Rosemary Curb and Nancy Manahan selected 50 women from approximately 600 who had responded to questionnaires. The women included have been nuns from 18 months to almost 50 years; nine of the fifty are still in convents. There are Blacks and Hispanics, rich and poor, old and young women.

The serial rights have been sold to Forum magazine and to Ms. It will be a selection of the Century Book Club, a gay book club. The authors will appear on the Phil Donahue Show and the Sally Jessy Raphael show in April. Naiad's average print run has been from 12,000 to 20,000 books, but they have increased the run to 90,000 copies in paperback and 10,000 in cloth.

(Naiad Press, P.O. Box 10543, Tallahassee, FL 32302; \$9.95 paper, \$16.95 cloth)

Report by Linda Lewis, University of New Mexico

The next three titles are reviewed by Mary Paige Smith of Johns Hopkins University.

Theriot, Nancy. Nostalgia on the right: historical roots of the idealized family. Chicago, IL: Midwest Research, c1983.

Theriot's brief (40 p.) monograph traces the history of the family in the U.S. from colonial times to the present. Her thesis appears to be that industrial capitalism, begun in the nineteenth century and continuing to this day, alienates men from their wives and children. This alienation has resulted in the devaluation of fathering and the creation of a new role for women--that of guardian of the hearth, keeper of man's refuge from the outside world. Theriot believes that these polarized roles did not exist in pre-industrial times, when men's and women's roles were "separate but equal". In attempting to prove her point that the New Right's idealized family is only a recent historical occurrence, Theriot has inadvertently idealized the pre-industrial family.

Deming, Barbara. We are all part of one another: a Barbara Deming reader. Philadelphia, PA: New Society Publishers, c1984.

This reader contains selections of both prose and poetry written by non-violent/activist/lesbian/feminist Deming. Including her early writings but emphasizing her writings of the past twenty-five years, the anthology chronicles Deming's political and personal development, and offers a unique perspective on the history of recent American social movements. This is an inspiring book which will be read and re-read by all who cherish the same ideals for which Deming fought.

Learning our way: essays in feminist education. Ed. by Charlotte Bunch and Sandra Pollack. Trumansburg, NY: Crossing Press, c1983.

This group of essays (some previously published, some new) is divided into 3 parts: Feminist education within existing institutions, Alternative structures for feminist education and Approaches to feminist education. The collection is well organized in its interesting presentation of an overview of contemporary feminist education.

MORE NEW BOOKS

Peace & Power: a handbook of feminist process, by Charlene Eldridge Wheeler and Peggy L. Chinn, published by Margaret Daughters (P.O. Box 70, Buffalo, NY) is available for \$5.95. Based on the authors' experiences of working in groups, the book provides details of how to convene gatherings using a non-authoritarian approach yet avoiding the "tyranny of structurelessness." Librarians will find this handbook helpful in professional meetings and in domestic situations as well as in political organizing.

Alternative Library Literature: a biennial anthology, 1982/83. Edited by Sanford Berman and James P. Danky. Phoenix, AZ: Oryx Press, 1984.

The major units of this long-awaited work are: People, Work, Women, Nukes/Peace, Censorship, Alternatives, Service/Advocacy, A/V., and Just for Fun. Unless your school, public, or college library subscribes to numerous alternative library and other magazines, you probably will not have had a chance to read all the articles in this book. Here's your chance, then, to catch up on the theory and practice of such problems as meeting health needs of the unemployed, social justice and access to information, bibliographies about the nuclear threat, library strikes, women's music in the library, comparable worth, and gay and lesbian acquisitions.

Reviews by Leslie Kahn, Newark Public Library

AND MORE NEW BOOKS

Women's Annual (Number 4, 1984) edited by Sarah M. Pritchard. Boston: G.K.Hall
Ten review essays and bibliographies; appendix of recent works in feminist theory. (Some of the essays are by FTF members!)

History of women for children. Written and illustrated by Vivian Sheldon Epstein. VSE Publisher, 212 South Dexter Street, #20, Denver, CO 80222. \$3.35, paper, \$9.95 hard cover, plus 60¢ postage.

For the first time, a chronological story of the history of women for children, pre-school through fifth grade. The book traces society from matriarchy to patriarchy and women's loss of power. Human liberation stressed.

The Music of women; a selection guide, 1984. Compiled by Nancy Vedder-Shults. Wisconsin Women Library Workers, P.O. Box 1425, Madison, WI 53701. \$3.00
The guide is a product of a project designed to aid librarians in their selection of recorded women's music and resource materials and has sections for concert music; jazz, blues, and gospel; folk; and contemporary women's music.

New Lesbian Writing, edited by Margaret Cruikshank. Subco, P.O. Box 10233, Eugene, OR 97440. \$7.95 plus \$1.00 for postage and handling.
Includes lesbian work from the past two decades and is a provocative mix of genres from lyric to short fiction to essay. Traces the shift in emphasis from a focus on shared needs and outlooks in the community, to one on diversity & range.

And two new publications from WREI: Gender at work: perspectives on occupational segregation and comparable worth; and Older Women: the economics of aging. Women's Research and Education Institute, 204 Fourth Street, S.E., Washington, D.C. 20003. \$4 for Gender; \$5.50 for Older Women. Please prepay.

AUDIOVISUAL NEWS

A resource list of audiovisuals detailing the achievements of contemporary women contains short descriptions of over 75 films, videotapes, and filmstrips as well as information on length, type, production date, and rental costs. An index of distributors is also included. The 12-page list, "Women's Achievements: a resource list of audiovisual materials," is published by Catalyst, and is available for \$3 from Kathleen Weir, Media Specialist, Catalyst, 14 E. 60th St., New York, NY 10022.

There are many fine films on women's issues available from The Cinema Guild, so send for their catalog today. The address: CG, 1697 Broadway, NY, NY 10019.

A slide show, "Latin American Women in History," profiles outstanding, yet largely unknown women, from all Latin American countries, deceased prior to 1950. It is educational, historical and entertaining and is available in English (35 minutes long) or Spanish (40 minutes long). Contact H.A.C.E.R., Inc. Hispanic Women's Center, 115 W. 30 St., Room 900, NY, NY 10001.

Send articles or comments to Kay Jones, UNM Library, Albuquerque, NM 87131. WOMEN IN LIBRARIES, Newsletter of the American Library Association Social Responsibilities Round Table Feminist Task Force, is published 5 times a year from September to June. Subscriptions are \$4 for individuals, \$6 for institutions prepaid, and \$8 for institutions invoiced. Send checks, payable to WOMEN IN LIBRARIES, to:

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