



Women in Libraries

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Women's March on Washington

The American Library Association will sponsor a delegation to participate in the March for Women's Equality/Women's Lives on April 9, 1989, in Washington, D.C. The March is being coordinated by the National Organization for Women (NOW) and will involve a large number of organizations in a demonstration for women's rights. At the ALA Midwinter Meeting in January, the ALA Council voted to support the march.

The Women's March intends to show the country that those who support keeping abortion and birth control safe and legal are the overwhelming majority. Thousands will march to send an unmistakable message to the nation that women will not go backwards, and to show the country the overwhelming support for passage of the Equal Rights Amendment.

In the tradition of the suffragists, the marchers will wear white clothing. Delegations will carry banners with the names or initials of their sponsoring organizations, and, like those of the suffragists, the banners will be in purple,

white and gold. There will be special transportation for those who are unable to walk.

The ALA Committee on the Status of Women in Librarianship (COSWL), chaired by Gail Warner, is coordinating the ALA delegation. For information on meeting time, basic accommodations, and location, write or call Cinder Johanson, Library of Congress, Marc Editorial Division, Washington, D.C. 20540, 202-707-5261.

NOW is also sponsoring a Congressional Lobby Day for women's rights on Monday, April 10. COSWL will obtain additional information on these efforts for those who might like to participate. ALA members may also wish to combine involvement in the above activities with the ALA annual legislative day in Washington, D.C. on April 11.

For more general information on the march, write to March for Women's Equality/Women's Lives, National NOW Action Center, 1000 Sixteenth Street, N.W., Suite 700, Washington, DC 20036-5705, or phone 202-331-0066. ♡

Awareness/Content Analysis

The Feminist Task Force has been monitoring sexism in library journals for several years, tracking both overt and covert sexism and racism and following up with letters to editors. Two librarians plan to formalize the procedure and make a detailed study of five professional journals.

The journal monitoring project will be assumed by Lucinda Zoe and Sherre Dryden. They have written a research proposal and are working to set standards for judging evidence of bias of coverage in five of the most prominent library professional journals. The goals of the research will be to determine whether professional library periodicals are sexist and/or racist in content. The investigators assume there will be little overt sexism or racism and will search for more subtle, insidious forms which may be even more damaging.

In search of a basis for defining sexism and racism, they will be looking at the McGraw-Hill Guidelines for Bias-Free Publishing, though some dissatisfaction was expressed at its failure to discuss homophobia. Zoe wrote in her research proposal that although librarians like to think of our "feminized profession" as egalitarian and nonsexist, over the years the Feminist Task Force has documented a number of examples of sexism and racism and has attempted to enlighten publishers and editors to the issues by writing letters.

Sexist content has never yet been systematically investigated in the professional literature, however. Dryden and

Zoe hope to explore the extent of sexism in the library profession by comparing and rating the most highly visible and academically credible journals in the field and to determine the degree to which they contain sexist elements. By examining this comparison, they will see how different journals represent women in the library profession and be able to back up any claims of uneven representation with hard data.

Dryden and Zoe will concentrate on sexist biases but also plan to gather information about other biases. The procedure will involve examining the last six issues each of five major library journals including articles, advertisements, visuals, and editorial policy. They will begin by establishing operational definitions of exactly what sexism is in each category in order to assess them systematically. Some assumptions will have to be made about ethnicity based on surnames or appearance in photographs. Then they will create a coding scheme which will enable them to examine different kinds of sexism including linguistic, content, and methods. After rating each journal, the scores will be tallied, resulting in a "sexism subtotal." This total will then be statistically reduced to account for articles, ads, and so on to determine a final "sexism score" for each journal. The score, then, will serve to compare the professional literature and document sexism in librarianship.

Share Directory

A new edition of the Share Directory has reached the planning stages. Cinder Johanson, Library of Congress, Bethany Lawton, Gallaudet University, and Betty-Carol Sellen, Brooklyn College are planning the project.

The directory is a guide to feminist librarians around the country.

Suggestions for compiling the information included recruiting a representative from each state to help in collecting names for inclusion in the directory. Library schools and alumni associations also will be asked in order to reach those people new to librarianship.

Funding ideas were raised. Lawton will write a proposal for an ALA "enhancement" grant, which could meet a major portion of the expenses incurred. When librarians send their biographical information they may be asked for donations, too.

Publicity will be sought from *American Libraries* and *School Library Journal*. Press releases may bring the desired response without the major expense of placing paid advertisements. At the meeting, it was suggested that the directory be produced on computer disks as well as in printed format. It is important to ensure that any graphics reflect a racial and ethnic diversity.

If you would like to be a regional contact, assisting in gathering names from your area for the directory or to contribute in any other way, write to Bethany Lawton, Gallaudet University Library, 800 Florida Ave., NE, Washington, D.C. 20002, phone 202-651-5220, or Betty-Carol Sellen, Brooklyn College Library, Brooklyn College of the City University of New York, Bedford Avenue and Avenue H, Brooklyn, NY 11210, phone 718-780-5618. Write to Sellen for an information form which you may use to contribute data.

ALA Elections/Endorsements

ALA is seeking an Executive Director. The last Search Committee really tried to find a woman for the position but failed; more grassroots recruiting may help to build a pool of women and minorities who could apply.

ALA presidential candidates failed to win an endorsement from FTF. SRRT endorsed Rebecca Bingham. Bingham said her concerns including "access to information, recruitment, and library services to children." The three other candidates are Richard Dougherty, who is interested in "creating a coalition of library special interest groups" to support greater cooperation; Hannelore Rader, of Cleveland State University, who believes "ALA can be our guiding light in getting library programs started"; and Irene Hoadley of Texas A&M University, who says that she "will be bold and take calculated risks for the good of the profession." Though the candidates met with SRRT to discuss their stands on issues of discrimination and recruitment, none

expressed a stand strong enough to satisfy the members of the Feminist Task Force who were present.

Barbara Ford is running for ACRL President. The Feminist Task Force supports her candidacy and encourages its members to support her.

The following candidates for ALA Council received the FTF endorsement:

Edith Fisher
Diane Gordon-Kadanoff
Sal Guarena
Susan Perry
Binnie Tate Wilkin

Remember, the fewer votes you cast, the more they count. ♡

Midwinter Council Resolutions

The ALA Council passed several resolutions at the Midwinter meeting which were of concern to feminists and others who are interested in eliminating discrimination.

First, the Council resolved to support a delegation to the Women's March on Washington. Librarians who wish to attend will thus be able to carry a banner for the American Library Association.

A resolution calling for freedom from AIDS screening for library employees also met with approval. ALA policy will now be against this screening, and at headquarters an office will be designated to distribute information about AIDS testing practices and policies.

ALA will also take a stand in support of an act for better child care. The Council voted that ALA join the Alliance for Better Child Care, with an interest in finding better situations particularly for "self-care" children who wait in public libraries after school until their working parents can collect them.

Because natural disasters can be so devastating to libraries, as the earthquake in Armenia showed, ALA will give the President of ALA power to appoint a committee to assist libraries in stricken areas and to establish emergency funding.

The Council also resolved to support the release of Thiswilandi Rejoice Mabudafhasi who is in prison in South Africa. Mabudafhasi, a librarian at the University of the North in northern Transvaal, has been detained without charge or trial for almost two years because of her support for the United Democratic Front, a national coalition of organizations opposed to the government's apartheid

policies, and other similar groups. ALA will urge that Mabudafhasi's case be brought before the Commission on Human Rights of the United Nations and appeal for her immediate and unconditional release. ♡



Women in Libraries

Women in Libraries, the Newsletter of the American Library Association's Feminist Task Force, is published five times a year, from September to June.

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Programming for Dallas 1989

The women's coalitions program will take place at the Dallas conference on June 26, 11:30 a.m. to 12:30 p.m. Cynthia Fugate is working with MaryLou Goodyear of COSWL to complete arrangements. Polly Thistlethwaite will present the segment about the Feminist Task Force.

There will also be a luncheon for women's groups of ALA at Dallas.

A hospitality suite was mentioned again, but it was felt we could do nothing official because of the cost and the difficulty in obtaining sponsors. Some members of FTF, however, may try to set up their own housing in such a way that it could also be used as a hospitality area. The idea of obtaining housing in the same hotel like some other ALA groups was also considered.

Polly Thistlethwaite will coordinate the Women's Night Out program in Dallas. (She has fond memories of her first Women's Night Out—also held in Dallas!)

Other programming for the Feminist Task Force in Dallas consist of endorsing and/or co-sponsoring programs that the ethnic caucuses are planning. The "Ethnic Caucus

Council" will be doing a program on "Access to Libraries and Information: Service for Special Populations," June 26, 1989, 2-4 p.m. Also the Ethnic Materials Information Exchange Round Table (EMIERT) will be doing a program 9-11 a.m. on June 26. The two programs may be ones that FTF can sponsor; we need more information, for example, whether they include/emphasize women or people with disability.

FTF also voted a grant of \$300 to support the Reference and Adult Services Division (RASD) Women's Materials and Women Library Users Discussion Group's program for Dallas. Their program is titled "Letters, Diaries and Lives: Women's Special Collections and Archives" and will offer a tour of the Women's Collection of Texas Women's University in conjunction with the program.

Programming for future conferences includes the history of women's groups in ALA to celebrate 20 years in 1990, maybe for the annual program in Chicago that year. COSWL would be a possible co-sponsor. The Gay and Lesbian Task Force is doing the same kind of retrospective programming for the Chicago conference.

ALA Midwinter: LAMA Women Administrators Discussion Group

A discussion group of the Library Administration and Management Association (LAMA) met in Washington. Women library administrators talked about the mentor's role and what it has meant for them. Leslie Kahn attended; here is her report:

Discussion groups can get around the requirement to focus exclusively on business, and I was stimulated by the LAMA group's consideration of the practice of mentoring. Indeed, the discussion itself provided some mentoring for me, as I found myself surrounded by top level women library administrators from all over the nation. Some participants contended mentoring to be a poor cousin of proper supervision; asserting that a decent supervisor works hard to develop every member of the staff, these people eschew favoritism by trying to give opportunities to each librarian, according to her/his interests and abilities. When someone remarked that at least in her institution, mentoring is important, since, if it did not exist, only white men would rise in the organization, we examined some problems of mentoring. It is possible to smother a protégé, to lose sight of when it is proper to move from mentor to peer. What are the advantages of a woman's choosing a male mentor? Of a person of color seeking professional guidance from a

white superior? Are women reluctant to mentor because they may be reluctant to be "superior"?

We talked of the conflict between being a professional (doing one's job with expertise) and being a careerist (showing ambition for promotion). If one does look forward to climbing the career ladder, how does she identify opportunities appropriate to her fulfillment and not just take a chance at any better paying position?

Advice to ambitious librarians: get a second degree, write articles, become active in professional organizations. These ideas are especially suitable for academic librarians. Choose several mentors—different strokes for different folks. And think also of peer networking.

Advice for mentors: provide both encouragement and the truth: let staff or protégés know what you perceive to be their strengths and weaknesses; ask them what they hate and love about library work.

Not considered: how subordinates support our supervisors, work to make them look good.

Women in the News

Death and dowries

Indian women are beginning to struggle against the dowry system. In India, arranged marriages and greedy husbands contributed to the deaths of 1,786 women in 1987. These women died in "kitchen accidents" now documented as homicides. Suicide by wives who wish to protect their parents from claims for more wealth by greedy inlaws are also increasing. Now the Indian Parliament has begun to look into the matter. One encouraging development has been the willingness of more families to allow a daughter to return home if she is in danger. New laws also require prosecution for harassment and mental torture as well as physical abuse of wives. Now the work lies in getting the laws enforced, difficult in a country that has neither a philosophy of equality nor a tradition of respect for women. — *The New York Times*, January 15, 1989

Harassment award

In Wisconsin, a sexual-discrimination claim has been overturned on all but one charge. A former professor, Katherine King, filed the suit when she felt that several employees of the University of Wisconsin at Milwaukee had discriminated and retaliated against her when she complained about the sexual advances of an assistant dean. An earlier jury trial found in her favor and awarded her \$345,000 in damages. The federal court dismissed all but one charge of sexual harassment and reduced the award to \$90,000. The University expects to appeal the remaining claim. — *The Chronicle of Higher Education*, December 14, 1988

Pay equity

In Florida, women faculty in the state's university system are fighting for pay equity. In a recent pay equity study, the system's faculty union found that women earn \$1,325 less annually than male faculty members with the same experience and rank. The union is asking the Legislature for \$4 million in order to address pay equity now, hoping in the future to correct the process for determining salary. — *The Chronicle of Higher Education*, December 14, 1988

Her own name

A Japanese professor of library science is suing the state to allow her to use her maiden name professionally. Reiko Sekiguchi is challenging Japan's Civil Code which requires married couples to choose one surname. Her lawyers said the policy threatened her career by denying her recognition for past achievements under her maiden name. — *The Chronicle of Higher Education*, January 11, 1989

Elsewhere in Japan, a recent equal opportunity law is admitting more women into the workplace. Since the law was passed two and a half years ago, women have begun to work at construction sites, collect taxes, and captain patrol boats. The law contains no penalties, however, and some women's groups denounced it for its limitations. Women are being hired into new categories of work but are still denied many promotional opportunities. As is true here, attitudes are changing but progress is slow. — *The New York Times*, December 4, 1988

Maternity or sterility

In Brazil, legislation advancing women's rights is having a bizarre side effect. Brazil's new constitution has extended maternity leave from three months to four; now employers are asking women to prove they are sterile before hiring and are hiring more men. Feminist groups plan to follow up these cases. They are looking for evidence of discrimination strong enough to take the employer to court. — *The New York Times*, December 7, 1988

A Chicago hospital has instituted new policies which reduced the Caesarean rate to half the national average without affecting the death rates. By requiring doctors to get second opinions and setting standards which recommend vaginal deliveries for such complications as breech births and for former Caesarean patients, Mount Sinai Hospital Medical Center reduced its Caesarean rate from 17.5 to 11.5 percent. — *The New York Times*, December 8, 1988

Country librarians

Rural librarians in New York will not have to have professional master's degrees, according to the state Board of Regents. The Board instead asked the Education Department staff to meet with rural librarians and others to develop new training and certification procedures and to make a new report in 1992. — *The New York Times*, January 22, 1989

Gay Marines in trouble

Lesbians have been discharged from the Marine Corps at a rate ten times that of gay men since 1983, though there are far more gay men than lesbians in the corps. Sexual preference alone is not viewed as reason for discharge, but homosexual acts are, according to the Uniform Code of Military Justice. Thomas Stoddard, executive director of the Lambda Legal Defense Fund, a gay rights group based in New York, said that "on the face of it, the only explanation . . . is selective prosecution." — *The New York Times*, December 4, 1988

Acquisitions Notes

Sexual harassment leaflet

A leaflet, *Sexual Harassment in the Workplace*, defines sexual harassment, describes its effects, and lists tips on action to take. It includes some legal definitions and a bibliography, and is available free from the ALA Committee on the Status of Women in Librarianship, 50 East Huron, Chicago, IL 60611.

Library women's groups

The 1988 edition of *Directory of Library and Information Profession Women's Groups* is now available. Thirty-five national and state organizations are listed, plus five foreign groups. For each group, a contact person is named, along with brief information on membership, purpose and dates and locations of meetings. To order, send \$1 to ALA/COSWL, 50 E. Huron Street, Chicago, IL 60611.

Feminist book review sources

The Women's Review of Books seeks to provide criticism representing "the widest possible range of feminist perspectives." Published monthly, it is indexed in *Alternative Press Index* and *Left Index*. Order from 828 Washington Street, Wellesley, MA 02181, \$15 for an individual subscription, \$25, institutional.

Feminist Bookstore News is both a trade journal for bookstore operators and a review source for anyone interested in acquisition of women's publications. Bimonthly, it includes bestseller lists, news notes and commentary, as well as reviews of art books, feminist novels, gay men's literature, and material from small, feminist, university and mainstream presses. Sold from 2120 Market Street, Suite 208, P.O. Box 882554, San Francisco, CA 94188, 415-626-1556. Subscriptions are \$50.

Women in history

There is a new resource for integrating women's experience into college courses on history, *Restoring Women to History: Teaching Packets for Integrating Women's History into Courses on Africa, Asia, Latin America, the Caribbean, and the Middle East*. Published by the Organization of American Historians, the resource is arranged in packets based on regions and is sold complete in a notebook for \$18 or in regional sections, \$8.75 each. The project was initiated by the Women's Studies Program at the University of Illinois at Chicago and the OAH. For information on this work or other publications, write the Directory of Member Services, Organization of American Historians, 112 North Bryan Street, Bloomington, IN 47408-4199.

Spanish magazine restored

A Spanish feminist magazine, defunct since December 1986, is gearing up for publication again. *La Mujer Feminista* is seeking submissions for a new issue. They hope to carry information about the situation of women and feminist campaigns around the world. Write to them at *La Mujer Feminista*, Calle Almagro 28, 28010 Madrid, Spain.

British journal lost

The British women's newspaper *Outwrite* has folded after seven years in print. *Outwrite* promoted an international feminist perspective, including the struggles of Third World women in Britain and elsewhere. The newspaper, published by a collective, ended publication because of lack of funding and "the splintered state of the women's liberation movement in Britain."—From *Womanews*, February 1989.

Announcements

Sex discrimination legal guide

The COSWL publication, "Equality in Librarianship: a guide to sex discrimination laws" is currently being revised by Mary Vela-Creixell and Sandy Peterson, of Yale University. The publication will list additional sources of information, including pamphlets and books available free or at a minimal cost. Most of the listings in the 1981 edition of this guide are no longer available, so they need to find new pamphlets and brochures on equal pay, pregnancy discrimination, sexual harassment, procedures for filing a Title VII complaint and similar subjects. Send information about currently available pamphlets and other publications on any of these topics to Sandy Peterson, P. O. Box 6885, Yale Station, New Haven, CT 06520, or call her at 203-432-3212.

Short stories

The Seal Press Lesbian Short Fiction Collection is a new series scheduled to begin publication this fall. Twice a year Seal Press will publish the work of two lesbian short story writers in a single volume. Send eight to fifteen stories and a stamped, self-addressed envelope to Barbara Wilson, Seal Press, 3131 Western Avenue, #410, Seattle WA 98121.

Conferences

March 18: The HERS Foundation (Hysterectomy Educational Resources and Services) holds its ninth annual conference in Tempe, Arizona. The foundation exists to counsel and educate women who have had or are contemplating this largely unnecessary surgery. Experts will discuss medical and legal aspects of hysterectomy. The keynote speaker is Herbert Keyser, author of *Women Under the Knife*. Medical and legal professionals will discuss the alternatives, risks, and consequence of hysterectomy. Of interest to anyone with a personal or professional interest in hysterectomy, the conference will meet at the Sheraton Tempe Mission Palms Hotel, 60 East Fifth Street in Tempe, from 8:30 a.m. to 5:00 p.m. Call Nora Coffey, founder and president of the foundation, at 215-667-7757, or write her at 422 Bryn Mawr Avenue, Bala Cynwyd, PA 19004.

March 9-12: The Association for Women in Psychology (AWP) hold its national conference, at Newport Rhode Island. The theme of AWP's 14th national meeting is "The Many Faces of Feminist Psychology." For more informa-

tion, write Kat Quina, Coordinator, Department of Psychology, University of Rhode Island, Kingston, RI 02881, or call 401-277-3832.

April 6-8: Women in America: Legacies of Race and Ethnicity. Rayna Green, National Museum of American History; Maxine Hong Kingston, novelist; and Audré Lord, poet, are among the speakers. Write to Caren Kaplan/Susan Lanser, Women's Studies Program, 306 New North, Georgetown University, Washington, D.C., or call 202-687-7538.

April 13-16: The Southeast Conference for Lesbians and Gay Men, the oldest regional Gay/Lesbian conference in the US. Dallas, TX. For details write to: SECLGM, PO Box 190712, Dallas, TX 75219. 214-471-6040.

May 1989: Texas Lesbian Conference. Sponsored by AMIGA. Contact: 713-520-5667.

May 11-13: The Midwestern Society for Feminist Studies will convene at Ball State University. The society exists to encourage research and networking among feminists in the Midwest. For information about membership or to attend the conference, write to Michael R. Stevenson, Directory, Women's Studies, Ball State University, Muncie, IN 47306, or call 317-285-5451.

June 14-18: Feminist Transformations, 1989 National Women's Association Conference. Towson State University, Baltimore, MD 21204. Contact: 301-454-3757.

June 15-18: The Second Annual Lesbian Separatist Conference and Gathering. The sliding scale registration fee of \$85 to \$150 covers everything, including lodging and meals; there are some work exchange slots. Near Milwaukee, WI. For more information contact: Burning Bush, PO Box 3065, Madison, WI 53704-0065.

August 31-September 2: The International and Comparative Librarianship Group of the Library Association of Britain is sponsoring a three day conference called "Nothing to Read?—the Crisis of Document Provision in the Third World." The conference will examine ways to reverse the decline in library acquisitions and document supply. Availability of publications, declining library budgets, literacy and education in the Third World and related topics will be addressed. For registration forms and information, write to the Library Association, ICLG, 25 Bromford Gardens, Westfield Road, Birmingham, B15 3XD, United Kingdom.

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