

S R R T TASK FORCE

STATUS OF

WOMEN IN

LIBRARIANSHIP

Number 1

August, 1970

The SRR T Task Force on the Status of Women in Librarianship was established this summer at the ALA convention in Detroit. It is one of several new task forces within the Social Responsibilities Round Table. Our purpose is to collect and disseminate information relating to equal opportunity and responsibility for women, particularly with respect to hiring and promotional practices within the library field.

At the first meeting of the Task Force, chaired by Ellen Gay Detlefsen, Anita Schiller gave a background briefing on the history of discrimination against women in librarianship. The participants discussed and unanimously passed the following resolution:

EQUAL OPPORTUNITY FOR WOMEN IN LIBRARIANSHIP

WHEREAS, equal opportunity for women is a growing social concern in American society, and

WHEREAS, within librarianship where women represent the majority, the issue is particularly relevant; and

WHEREAS, statistics show that women librarians typically earn lower salaries than men and are underrepresented in top-level positions in libraries; and

WHEREAS, the underutilization of this talent and education wastes needed professional resources and assaults our sense of human dignity;

THEREFORE, be it resolved that the American Library Association take steps to equalize salaries and opportunities for employment and promotions.

The resolution was admitted to the agenda of the ALA Membership Meeting, but was not discussed before the meeting adjourned. It will be resubmitted at the midwinter meeting in Los Angeles, and if no action is taken there, again next summer at Dallas.

Two national coordinators and several regional coordinators volunteered to keep track of Task Force business: our names and addresses are on page 3-4. This newsletter, edited by Linda Robson, will publicize developments throughout the country. Kay Cassell is the action coordinator for local groups.

Exactly 500 signatures were gathered at the Detroit convention in support of ALA investigation and action on the status of women librarians -- 362 ALA members, 138 non-members. (Our thanks to Junior Members Round Table's allowing us to share their booth in the exhibits area.) How many signatures

It might be argued that the data in this table simply reflect the preponderance of women in positions which require minimal education or experience (Ignoring the question of why women remain in these jobs.) Would the figures be as lopsided if, say, only Slavic catalogers in Los Angeles with fifteen years' experience were compared? The survey team did not attempt to slice the results that thinly. They did, however, re-examine the salaries reported in certain high-paying categories-- law librarians, heads of libraries, people with PhD's, etc. Result: in all analyzed categories, women's salaries hovered around 75% of men's for similar positions and qualifications. Comparing the salaries of head librarians, they found that men average \$16,200; women, \$12,300. Men with doctorates (in any field) make \$19,000; women \$14,500. In the Washington, D.C. area, the mean annual salary for men is \$5,500 higher than it is for women librarians.

The investigators concluded, "In all instances (geographic, job function, subject and highest academic degree,) men's salaries clustered above the overall mean and women's salaries clustered below the mean. In spite of the perhaps independent effects of geographic location, library, subject, academic degree and job title, there is evidence for a real male-oriented sex bias in salaries reported for all categories." (Ibid. p 348.)

#### Academic libraries

In an earlier study of college and university librarians, Anita Schiller compared the median 1966/67 salary of men and women by the number of years of their professional experience:

Years of professional experience	All Median Salary	Men Median Salary	Women Median Salary
Under 5	\$6,940	\$7,330	\$6,750
5-9	7,965	8,950	7,465
10-14	8,930	10,235	8,080
15-19	8,955	10,750	8,275
20 and over	9,205	12,570	8,745
Median, all respondents	7,920	8,975	7,455
Number of respondents	2155	795	1360

(Schiller, Anita. Characteristics of Professional Personnel in College and University Libraries. Research Series no. 16, Illinois State Library, Springfield, 1969. p. 86)

#### LAD/PAS SUBCOMMITTEE ON SEXUAL DISCRIMINATION

Pauline Iacomo reports progress in getting library periodicals to end sex discrimination in classified job listings. American Libraries, College and Research Libraries, Library Journal and Wilson Library Bulletin do now or will soon print a statement to the effect that they will edit out any discriminatory reference in classified advertisements.

Judith Krug, who is on the ALA awards committee, favors adding "or sex" to the ALA scholarship criteria, and will present the proposal to the full committee at midwinter.

## WHAT HAPPENS WHEN WE ELECT OFFICERS?

Men have dominated the presidency of the ALA.

- only 16 of the 85 presidents of the ALA have been women, although women constitute 75% of the membership.
- Since 1950 a woman has been elected president about once every three years: Mrs. Helen Bradshaw is the newly elected president of ALA. Following precedent, her probable successors--the first and second vice-presidents--were elected from an exclusively male field of candidates.
- In the latest ALA elections, 81 people were nominated to fill 36 positions. Of those nominated, 27 (33.3%) were women. Women were subsequently elected to 13 (36%) of the positions.
- In 1970 47% of the voting members of Council were women.

(Sources: Anita Schiller's articles in Library Journal, March 15, 1969 and American Libraries, April 1970; 1970 ALA election returns)

In later issues of the newsletter we will report on national studies of academic libraries and library schools. We have no hard facts as yet on public and school librarians, nor is there much information about academic libraries at the local or regional level. We need your help in getting these data. Individual cases will not be cited in this newsletter, but will be referred to the LAD/PAS subcommittee.

We want to report on progress, as well as problems. What, if anything, is your state legislature doing about your chances for equal employment? What is your state library association's position on the issue of discrimination against women? Does your head librarian even know it's an issue?

Please contact your regional coordinator or the editor if you have any contributions, comments or complaints. (Or if I have completely garbled your name and address!) If you want to add your name to the mailing list, sign the petition on page 6.

### NEW ENGLAND

Sheila Conneen  
Harvard University Library  
Cambridge, Mass. 02138

Judy Watts  
Assistant Director  
Hampshire College Library  
Amherst, Mass. 01002

### CANADA

Susan Geschwinder  
St. Mary's University Library  
5932 Ingils St.  
Halifax, N.S.  
Canada

### MIDWEST

Ruth Beasley  
Regional Campus Libraries  
Indiana University  
Bloomington, Indiana 47401

### SOUTH

Linda Robson  
Undergraduate Library  
University of North Carolina

EAST

\*Kay Cassell  
New Jersey State Library  
185 W. State Street  
Trenton, N.J. 08625

and

Marion Figlio  
West Oak Lane Branch  
Free Library of Philadelphia  
Philadelphia, Pa. 19126

WEST

Beth Rebman  
Meyer Memorial Library  
Stanford University  
Stanford, Cal. 94308

and

Carol Turner  
Meyer Memorial Library  
Stanford University  
Stanford, Cal. 94308

\* Some librarians may want to form local action groups to work on equal rights and related problems. Contact action coordinator Kay Cassell if you are interested.

PRESIDENT'S TASK FORCE ON WOMEN'S RIGHTS & RESPONSIBILITIES

The Task Force report, A matter of simple justice, was released by the White House this June. It recommends, 1) that the Congress pass the equal rights amendment to the Constitution, 2) that Title VII of the Civil Rights Act of 1964 (Equal Employment Opportunity) be amended to extend coverage to state and local government employees and to teachers, and 3) that the equal pay provisions of the Fair Labor Standards Act be amended to cover executive, administrative and professional employees. The Task Force made -- and declined to make -- many other recommendations; the whole report is well worth reading. We will report on what is happening to these recommendations in future issues.

On releasing the report, the Administration announced it would set new guidelines implementing Executive Order 11246 which prohibits discrimination by government contractors. The order was amended to include sex discrimination in October, 1968, but had heretofore not been enforced. This month the Labor Department announced the guidelines were ready.

EQUAL RIGHTS AMENDMENT

"Equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex. Congress and the several States shall have power...to enforce this article by appropriate legislation....

S. J Res 61 91:1

In every Congress since 1923 a Constitutional amendment has been introduced which would guarantee women equal protection under the law. Twice, in 1950 and 1953, it was passed by the Senate, but with crippling riders to the effect that the amendment could not affect any current or future law regarding women's benefits or exemptions.

On the House side, the bill had languished in the Judiciary Committee for 46 years. This year Rep. Edith Green (Mich.) spearheaded a move to bypass the committee and bring the matter to the floor for a vote. On August 10 the House passed the amendment 346 to 15. It now goes back to the Senate,

where passage seems likely. The greatest opposition will come in the state legislatures, 3/4ths of which must approve the amendment if it is to become law.

The main significance to us of this amendment is that, once passed, the United States or the state would have to prove that a given law is not discriminatory, now the aggrieved individual has to prove that it is. So far, the United States Supreme Court has not ruled on the constitutionality of any law or practice which discriminates on the basis of sex.

WOMEN'S SUFFRAGE AMENDMENT  
GOLDEN ANNIVERSARY  
AUGUST 26

Fifty years ago, with the passage of the Nineteenth Amendment to the Constitution, women won the right to vote. How will your library publicize our anniversary? For example: Prince George's County Memorial Library, Hyattsville, Md., has produced a brochure celebrating "Maryland women you might want to know more about." Harvard and the Universities of Indiana and North Carolina will display material on the history of women's suffrage and the women's rights movement today.

Whatever you decide to do, let your regional coordinators know so we can report on it in the next newsletter. Send a copy of programs or leaflets if you have any.

PUBLICATIONS

U.S. President's Task Force on Women's Rights and Responsibilities.

A matter of simple justice. Washington, Govt. Printing Office, 1970.  
Available from Superintendent of Documents, Washington, D.C. 20402. 30  
\$.30

Flexner, Eleanor

Century of struggle; the women's rights movement in the United States.  
Harvard University Press, 1959. Broad history of women's changing role in American society from the early 1800's to 1920. Mainly on the suffrage movement.

Kraditor, Aileen S.

The ideas of the woman suffrage movement, 1890-1920. Columbia Univ. Press, 1965. Why suffrage? This book examines the rationale of the movement by listening to its leading spokeswomen. Up from the pedestal, by the same author (Quadrangle, 1968) is a collection of speeches and writings on both sides of the suffrage issue by such people as Carrie Chapman Catt, Susan B. Anthony and Grover Cleveland (He was against it.)

U.S. Women's Bureau

The Women's Bureau is also celebrating its 50th birthday. Most of its publications are available free from the Bureau, Dept. of Labor, Washington D.C. 20210. Sample titles:

Trends in educational attainment of women. 1969.

Laws on sex discrimination in employment. 1970.

Working mothers and the need for child care services. 1968.

V. I. N. I