



# Social Responsibilities Round Table Newsletter ALA

NEWSLETTER #41

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## WHO PAYS? WHO PROFITS?

### Corporate Funds Resolution

On Friday, July 23, ALA membership considered a resolution on the use of private or corporate funds to maintain services and personnel in urban library systems facing budget reductions. These monies were defined as income from sources other than government funding -- this might include overdue fines, fees from photocopy machines, or interest from previously earned income, as well as other means, depending upon particular circumstances.

The resolution strongly urged "...major library systems to conform with ALA procedure, and to utilize all available private or corporate funds to rehire the maximum number of staff possible to serve the library needs of the community..."

During the debate, various speakers stated that there was no need for such a motion, since they assumed that all libraries facing financial cutbacks from municipal allocations are doing everything possible to maintain services.

The director of a major library recently admitted in a newspaper article that his system has a \$200,000 annual income from private sources. The funds are being used to buy books, to send employees to conferences and training programs, to pay some part time workers, and

to provide a number of other "amenities" including retirement parties.

The same library recently reduced service in forty-one branches as a result of fifty-one layoffs. The director correctly maintained that private funds, which represent a mere short term solution, can rehire only a handful of staff. While the motion was easily defeated at ALA, library users back home wondered - when will that handful be forthcoming?

The Council stated in policy document 107.3 (jan, 1968) that "Work must proceed simultaneously on carefully established short, intermediate, and long term goals, and not be limited to long-range goals only," when referring to the creation of a National Library Information Program. In our current crisis, libraries must continue to lobby for increased federal and state aid as long-term solutions to its problems. At the same time, however, they cannot afford to ignore various short-term solutions.

All readers are invited to comment.

Edward Herman  
150-52 Melbourne Avenue  
Flushing, NY 11367

The new SRRT Task Force is called Strategies on Facing Financial Crises.

Sourcebook

The following are brief reviews of journals, books, and other stuff.

We have been running out of space in the last few issues and so can only give brief mention to some of the interesting things that pass our way. These are not intended as carefully considered critical reviews.

GLIDE PUBLICATIONS has published another terrific book: The Kids Do It Book. The book details myriads of imaginative activities and ideas for learning for children. For example, have you ever tried to explain the concept of "zero" to a child? Here's help. \$3.95 from GLIDE, 330 Ellis St., San Francisco, 94102.

JUDITH D. KING is selling a very detailed and inclusive Women's Studies Sourcebook: A Comprehensive Classified Bibliography that she has compiled. It is available for \$37 postpaid from Ms. King at 3327 Campus View Apts., Allendale, Mich. 49401

Vol. 7, No. 4, 1976 issue of Interracial Books for Children Bulletin is all about action programs for librarians, the censorship controversy, and racism and sexism awareness resources. Subscribe for \$8 (915 for institutions) at 1847 Broadway, NYC 10023.

We may have mentioned this goodie before, but a second mention won't hurt: Inside/Outside is a newsletter on library services to youth & adults in prisons, jails, & detention centers. Send \$3.50 (or \$1 for a sample) to PO Box 9083, Berkeley, CA 94709.

Ves. Virginia, there is a group working for amnesty for Vietnam War resisters. It's called SAFE RETURN (Suite 1010, 175 Fifth Ave., NYC 10010) and they need your contributions to help with cost for advertisements and other publicity for the cause.

The Children's Book Council, 67 Irving Pl., NYC, 10003, has a new catalog of their materials, with this year's reading program theme being poetry. We think that there are many very good poetry journals (see COSMEP Lists) that can be used to tie in with this theme.

The AFRICA FUND (305 E. 45th St., NYC 10017) has published a Southern Africa Literature List 1975-1977. It is very timely and also recommended by Sandy Beriman. Send a donation and a self-addressed stamped envelope.

On the ACLU's 1976 publications list is Punishing Pregnancy: Discrimination in Education, Employment and Credit. \$1 from the ACLU, 22 E. 40th St., NYC 10016.

Mirror, mirror, on the wall, SRRT has the most beautiful brochure of them all. Request copies thru the Clearinghouse (60 Remsen St., #10E, Brooklyn, NY 11201.)

RESOURCES FOR COMMUNITY CHANGE (2115 S. St., NW, Wash., D.C. 20009) has published Gonna Rise Again, an organizer's manual listing of over 70 groups that are organizing to protect the interests of poor and working people. The emphasis is on information on union labor organizing. \$1.75 from RCC, P.O. Box 21066, Wash., D.C. 20009.

Send 50¢ for the EARS Energy Catalog #6 to 2239 East Colfax, Denver, Colo., 80206, and you will be happy with the result. The ENVIRONMENTAL ACTION REPRINT SERIES will send you a whole earth catalog of information on energy and conservation of same.



## AFFILIATES

### Washington State

The results of the questionnaire dealing with the extent of library service to city and county jails in Washington State were presented. It was a modified form of the one developed by the California State Lib. and national SRRT/task Force on Library Services to Prisoners.

The actual mechanics of selecting the individuals to whom the questionnaires were sent and the necessary follow-up was handled by a joint SRRT/OPEN (Out-reach Programs for Essential Needs Interest Group) task force.

All the jails in Washington State were cross-referenced to the nearest library. The selected librarians were contacted to determine the appropriate individual to whom the questionnaire should be sent.

As of the time of the annual Wash. SRRT conference, 68 out of 93 questionnaires were returned. Unfortunately, not all who responded supplied all the information requested. The members of the joint task force intend to develop a final summary of the data.

Robert D. Cooper, a part president of the Washington State Jailers' Assoc. and a retired jailer, presented a resource pamphlet on local library service to local jails which he produced and printed at his own expense. This fifteen page pamphlet gives an excellent overview on the value of library service to inmates, points to consider in arranging for the extension of library service to a jail and similar subjects treated briefly.

What the joint task force would like to do in the next six months would be to develop a companion pamphlet dealing more with specific problems in the extension of library service to jails as well as sample contracts for the provision of library service geared to the size of the particular jail facility. This, however, is still in the future.

The pamphlet described above: "Library Service to Municipal and County Jails" — a guideline for library service programs to municipal and county jails in the State of Washington" is available (50¢ for postage and handling) from Robert D. Cooper, Library Service to Jails Pamphlet, 408 W. 5th Ave., Ellensburg, WA 98926.

Don Willis & Bob Polishuk King Co. Lib., Wash. 98109

### Women Library Workers

At the July MIA Conference, Carole Leita of WLN spoke about strategies for change. She used a chart which outlined some useful developmental criteria as follows:

Goals — eg., eliminate sexist terminology by the MIA.  
Organizational Considerations — eg., a victory on this goal will provide useful visibility and help with other goals.

Constituencies — Both members of your group and other allied groups.  
Targets — people who have power to make the change.

Tactics — by resolution, through publicity, attendance at meetings, etc.

Implementation — who will watchdog to make sure agreed-upon goal is implemented if it is adopted?

Sonja Morris, National Coordinator of Women Library Workers has written in protest the LIBRARY JOURNAL for excluding feminist library press people in their article on "Feminist Publishing" in the June last issue.

Booklegger, Emergency Librarian, Women in Libraries, and Women Library Workers were all ignored in the article.

The Chicago Chapter of WLN prepared a list of Chicago feminist resources for those attending the AIA Conference. It included Women's Centers, Referral Services, Galleries, Presses and Publications, Theater, Ideas and Resources (including a Women's Credit Union, a women's career counseling service, and a group that does job discrimination counseling), and Special Women's library collections.

All this and a map too!

On July 22, WLN presented the classic 1953 film "Salt of the Earth" to a small but enthusiastic audience. The quasi-documentary was based on a long and bitter strike by Mexican-American mine workers which was eventually won through the solidarity and persistence of male and female pickets and activists. The cast was primarily composed of actual participants in the strike and was directed by Martin Biberman and other filmmakers who had been blacklisted by the censors of the McCarthy era. "Salt of the Earth" is highly recommended and is available through Macmillan.

## MEMBERSHIP MEETING

# SRRT at ala - SRRT

Three resolutions were presented to ALA membership this year (see stories on sexism and racism resolution and use of corporate funds). All three resolutions were brought by SRRT members and two were co-sponsored by Action Council.

The worst travesty, however, occurred when the SRRT/Tri-Continental Resolution was lost by ALA while being duplicated. The resolution to condemn the classification of Tri-Continental as subversive by the Justice Department therefore never was presented to membership. The Intellectual Freedom Committee's resolution to abolish the entire Act under which Tri-Continental is being judged was presented and did win. SRRT members are still warned that a letter to Attorney-General Edward Levy in Washington to specifically protest the Tri-Continental ruling is still in order. (For more information, see June '76 SRRT Newsletter).

The battle with COPEs on how much SRRT will have to contribute to ALA was won, lost, won, and then lost again. ALA Council reversed the Executive Board's ruling and deemed that a contribution between 5 and 10%, depending on the amount of services provided, would be exacted from each of the Round Tables. This is gonna cost us -- about \$250.

The good news is that SRRT membership (and therefore dues) is up.

## Ad Hoc Committee on Women

ALA Council gave a strong affirmative vote to the following resolution prepared by an Ad Hoc group (Liz Dickinson, chairperson, Clara Jackson, Linda Crowe, Karen Jackson, Beth Marshall and Margaret Myers, ALA staff liaison).

That a Standing Committee of Council on the Status of Women in Librarianship be established. The purpose statement of the proposed Committee are to:

1. Officially represent the diversity of women's interests within ALA and to ensure that the Association considers the rights of the majority (women) in the library field;
2. To promote and initiate the collection, analysis, dissemination, and coordination of information on the status of women in librarianship;
3. Coordinate the activities of ALA units which consider questions having special relevance for women;
4. Identify lags, gaps, and possible discrimination in resources and programs relating to women;
5. Help develop evaluative tools, guidelines, and programs in cooperation with other ALA units designed to enhance the opportunities and the image of women in the library profession, thus raising the level of consciousness concerning women;
6. Establish contacts with committees on women within other professional groups and to officially represent ALA concerns at interdisciplinary meetings on women's equality; and
7. Provide Council and Membership with reports needed for the establishment of policies and actions related to the status of women in librarianship, and monitor ALA units to ensure consideration of the rights of women.

Membership: 11 members. Anyone with some expertise in the area and interested in serving on the Committee on Women should contact the Committee on Committees through Eric Moon, ALA Vice President/President Elect at Scarecrow Press.

Liz Dickinson

## Assessment: Women in ALA

A one-day women's workshop devoted to strategies for working within ALA was held on Sunday, July 18th, at the Eleanor Association in Chicago by the SRRT Task Force on Women. Kay Cassell gave a history of the Task Force on Women. Pat Schuman discussed the political structure of ALA. She stressed that the goals of ALA are institutionally oriented. It is an association of libraries and librarians.

Two key committees for accomplishing goals are COO (Committee on Organization) which decides on what units can be formed and COPEs (Committee on Program Evaluation and Support) which decides on all budgetary matters. The Executive Board is where things start and is one of the policy making bodies of the association. Council must pass on all policy.

Pat pointed out the need to send a list of qualified women to the incoming ALA President each year, the need for the Task Force to have a group working on resolutions during the year, the need to make suggestions for ALA staff appointments and the need to formalize a lobbying network.

At the Tuesday Task Force business meeting a study committee for identifying goals and objectives and directions for the Task Force was established. Diane Kadanoff, Cumberland Public Library (Rhode Island) will chair the study committee and will also be the Task Force co-ordinator.

Kay Cassell suggested that discussion groups be set up within divisions of ALA. So far CSD has a group on sexism in materials for children. YASD is forming a committee on sexism in young adult materials, and ad-hoc discussion groups for women in administration and women in library education have been formed.

Kay Cassell

Joslyn Williams and Gerald Shields presented a program to membership on Change Procedures Within ALA. The program was well done and well received, even though it followed a heated debate on whether or not programs should be planned for membership meetings.

Jos Williams prepared an extensive pamphlet on who's who and what's what in the ALA organization. A copy can be obtained from the Clearinghouse (60 Remsen St., Brooklyn, NY 11201) if you send a self-addressed 8 1/2 x 11 stamped (26¢) envelope to Apt. 10E at the above address.

## TASK FORCE ON WOMEN

The Task Force has put together an impressive list of their achievements to date. Some highlights from that list:

- a continuing job information service since 1972
- non-sexist job advertising in library periodicals
- Non-sexist language in ALA documents and publications
- a preconference on women in 1974 and annual day-long meetings at ALA ever since
- a list of non-sexist subject headings is near completion
- an ALA Committee on the Status of Women in Librarianship
- a Children's Services Division discussion group on Sexism in Library Materials for Children
- a breakdown by sex in the annual LIBRARY JOURNAL article on placement and salaries of library school graduates
- now 55% of Council are women (47% in 1970)
- a bibliography of "Women in Librarianship"

Some of the need and current goals include the following:

- a series of position papers on shared employment and flexible scheduling, maternity leave, retirement benefits, horizontal career development, library education, etc.
- a talent bank of women qualified for ALA appointments and other committees in federal and state governments
- feminist book awards
- guidelines for better bibliographic control of feminist material
- more efforts to end salary and promotional discrimination
- career development for women

Kay Ann Cassell  
Bethlehem Terrace H181  
Slingerlands, NY 12159

## TF on Gay Liberation

No gay book award was presented this year. Instead, the Task Force is making available an excellent Gay Materials Core Collection List.

The list is small (9 books, 3 pamphlets, and 5 bibliographies and directories) and so is in reach of the smallest library budget. The list is recommended for small and medium sized public libraries, and also for colleges.

The list is offered by the Task Force (Box 2383, Phila., Pa., 19103) in recognition that standard development tools such as Wilson's PUBLIC LIBRARY CATALOG have failed to reflect publishing trends with respect to gay materials.

A Summer '76 Supplement to the 5th edition of a GAY BIBLIOGRAPHY with over 200 non-fiction entries will be available at the above address. For a copy, please send a stamped reply envelope, indicating whether you want the Supplement only or also the bibliography.

## Multi-lingual NEW TF: LIBRARY SERVICE OF LANGUAGE COLLECTIONS

The SRRT Action Council has accepted a task force charged with studying ways and means to facilitate library services with materials in unfamiliar (non-English) languages, and to users speaking unfamiliar languages.

While many libraries in Canada and the US have built up impressive collections and developed competent staff to service them, there are many others which are still far behind. There is no lack of goodwill: concern for ethnicity is now motherhood. But there are many practical problems that only the largest public libraries have the potential to solve. The problems are of the following order:

**SELECTION:** Reliable bibliographic information is often difficult to find, and when found not always usable by English-speaking librarians.

**ACQUISITION:** It is not easy for a small library to find a competent bookseller experienced in dealing with the English market.

**PROCESSING:** Whether cataloged or not, books in languages foreign to the staff need separate treatment e.g. translation and transliteration.

**PROMOTION:** The resources of the library must be made known to potential users, many of them unacquainted with public libraries.

There are many possibilities to cope with any or all of these problems:

- co-ordination and exchange of bibliographic information on the national and international plane.
- co-operative book acquisition at home and abroad.
- rotating collections
- fast liaison and communications among libraries giving multi-lingual service.

The Task Force will be composed of YOU. An urgent invitation is therefore extended to all SRRTers to offer advice, comments, and willingness to serve on the Task Force. The first step is the preparation of relevant points for discussion at the ALA Midwinter meeting. Please enclose self-addressed (but not stamped) envelopes when writing.

For general ideas on the function of a multilingual service you may wish to read "New Canadians and the Public Library" in UNESCO BULLETIN FOR LIBRARIANS, May-June 1974, and "Multi-culturalism and Public Libraries" in CANADIAN LIBRARY JOURNAL May-June, 1973. (Some reprints are still available

from the TF Coordinator: L. Wertheimer, Languages Coordinator, Metropolitan Toronto Library Board, 229 College St., Toronto, Canada M5T 1R4).

## Multi-\$ FORD, ALA, NCLIS and YOU

In a move unprecedented in recent political history, Gerry Ford issued a revolutionary statement in honor of ALA's birthday shabang. In essence Ford said, "Libraries are good, ALA is good and the White House Conference sounds good too." He pledged to urge Congress to appropriate the necessary funds to get his buddies together at 1600 Pennsylvania Ave.

Access to the proposed White House Conference will be through individual state governor's conferences. The National Commission on Libraries and Information Science (NCLIS), by law, will plan the national Conference with the help of an advisory committee consisting of 5 members appointed by the House of Representatives, 5 by the Senate, 15 by the President and 3 members representing NCLIS.

Once the Conference reaches this stage, NCLIS will be in complete control. Al Trezza, director of NCLIS, assured SRRT Newsletter that all segments of our society will be represented at the Conference. He claimed that nothing exists in the final NCLIS report which runs counter to grass roots service.

But he also said some other interesting things! Such as:

--"We (NCLIS) know what people want; we've spent 3 years studying that."

--"The business community is an underserved minority group in public library communities."

--"I see no real competition between technology and people."

Mr. Trezza feels that one problem of the Conference will be to fulfill the needs of two "public"--the information elite and the information poor." It is evident from the direction NCLIS has taken to date that it will take some work to keep the elite from becoming elitier and the poor from total poverty.

The best hope for the people to be represented at the White House Conference is to get to work not on your state governor's conference. NCLIS will be forced to deal with the delegates and ideas which emerge from 50 state conferences. It is essential that SRRT members act now.

**WRITE** to your governor and the head of your state library agency. Let them know your concerns about the condition of library/info services in your state. Make sure that they know that NCLIS does not represent all library workers and that linking every major research library and info system into a computer network has nothing to do with local service.

**TALK** with power people in your state associations and library agencies. Find out how delegates are to be selected and get SRRT people at the conference. Identify local people not directly involved in library work (users, consumers, patrons, etc.) who would be interested in participating in the state conference. Two-thirds of the conference participants are to be from this group.

**KEEP US INFORMED** of all developments in your state. We will get you in touch with other interested SRRTers from your area. How are delegates to be selected? Who is planning the governor's conference? Send info/alerts to Rick Speer, Community Library of Allegheny Valley, 315 E. 6th Avenue, Tarentum, PA 15084. These will be disseminated through the Newsletter.

The end result of this proposed conference will undoubtedly be a whole shiload of "professional" rhetoric. We might as well inject some people rhetoric. This may be our last chance. ----RICK SPEER

## Task Force on Service to Prisoners

The two TFSP meetings at the ALA Conference upheld the mail vote on the status of the Task Force. The 13 present at the meeting on July 20 voted unanimously for the Task Force to go inactive.

This decision was reached after the July 19th combined Task Force and HRLS Section meeting at which 12 of the 38 people present were involved in the Task Force (although only four belonged to SRRT exclusively.)

Rhea Rubin, Past SRRT TFSP Coordinator brought the decision to the SRRT Action Council meeting on July 21st. The Action Council accepted the decision, but declined to give the Task Force "inactive status", preferring to consider the Task Force finished until and if the Action Council hears a motion to re-instate it.

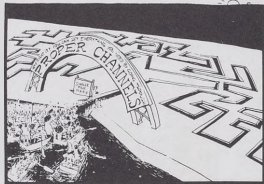
Any inquiries about the new HRLS Section on Library Service to Prisoners should be addressed to Ed Seidenberg, Institutional Library Consultant, Texas State Library, Rhea Rubin

Comment Jim Dwyer

Although the RISO Cataloging Norms Discussion Group may be of interest to only a relatively small group of people now, its eventual decisions could be of far-reaching importance. Although many of the participants had expected a discussion of qualitative standards, much of the emphasis of the meeting was on quantitative measures, i.e., measuring and comparing cataloging output.

If such standards are to be applied only to "comparable institutions" (to the extent that such things exist), they may be of some value. What, however, if they are eventually applied to individual librarians? Given such variables as format, fullness of cataloging, difficulties relating to individual items, levels of searching, authority work and the amount of time spent on other activities, could such standards be realistically applied to people? Will these standards become quotas within certain libraries? Is this a harbinger of the day that administrators can ask "How many reference questions did you answer today?" rather than "How well are we providing services?" Welcome to the sweatshop.

ALA's Position Statements and Policies and Procedures Item 107.5 stipulates that "librarians, whenever possible, dispose of discarded paper in a manner to make it available for recycling purposes." This reporter searched high and low for recycling bins at the convention but could find only general waste baskets which held all manner of rubbish, the contents of which presumably were not to be recycled. Is it too much to ask the conference arrangers to abide by what is theoretically ALA policy or am I just a recyclophat?



## Multi-ethnic WORKSHOP

In a four-hour workshop organized by Coordinator David Cohen on July 22nd, a wide variety of creative programs were presented showing how to make the most out of ethnic collections. More than a dozen librarians came to tell about successful library programs reaching Afro-Americans, Belgians, Italians, Mexican Americans, Native Americans, Polish, Puerto Ricans, etc.

Emphasis in the programs was placed on awareness, community involvement, diversity, identity, outreach, sensitivity training and affirmative action recruitment.

Opening the program, David Cohen said that next year we could look forward to a forum on cultural pluralism which hopefully would lead to a policy commitment by ALA in this area.

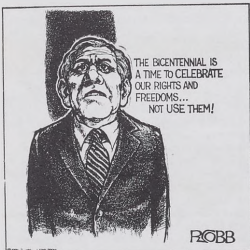
Dr. Hardy Franklin, Director, Washington, D.C. Public Library, said in summary, that there is a need for the use of multi-ethnic books in the suburbs for white children as well as in the cities for minority children. Further, meaningful service to ethnic groups can only be effective as an integral part of the library program and not simply be tacked on as an afterthought.

Panel leaders and active members of the SRRT Task Force on Ethnic Materials Information Exchange included Carmine Diodate of the NY Public Library, Clara Jackson of Kent State Univ., Joan Neumann of the Brooklyn Public Library, and Beth Shapiro of Michigan State Univ.

Ms. Shapiro has just completed two important directories soon to be published by ALA: A DIRECTORY OF ETHNIC LIBRARIANS and A DIRECTORY OF ETHNIC PUBLISHERS AND RESOURCE ORGANIZATIONS.

At a business meeting held by the Task Force, the following decisions were made:

1. Publication of a bimonthly bulletin by a task force editorial board including Carmine Diodate, Carmen Driskell, Joseph Stetson, and Beth Shapiro as a consulting editor;
2. Compilation of a basic ethnic collection for school, public and academic libraries including films and recordings;
3. Promotion of one day seminars in various local communities around the country stressing identification of the ethnic groups in the community and building the library collections reflecting the needs of these groups. The successful prototype of this kind of a seminar was conducted in Rhode Island by SRRT under the leadership of Carol A. Hryciw;
4. The program for Detroit in 1977 will deal with special aspects of Cultural Pluralism in its meaning for libraries. The program will be jointly sponsored by the task force and Jean Coleman's Office of Library Services for the Disadvantaged.



After an incredible week of shuttling back and forth between committees, Bradford Chambers of the Council on Interracial Books for Children achieved a goal for all of us: approval of a resolution calling for ALA to actively combat racism and sexism in the library profession and in library service.

Some of the highlights of the Action appear here, excerpted from the excellent, complete coverage in the CIBC Bulletin (Get extra copies at \$1.50 of the Bulletin, vol. 7, no. 4 and 5 from CIBC, 1841 Broadway, New York, NY 10023 to share among colleagues).

"...In the course of the week-long convention, the proposal for lib-rarian action against racism and sexism first set forth in our special ALA edition of the Bulletin evolved into a formal resolution that was voted upon by the membership and adopted as official policy by the ALA Council. ...Interestingly, what turned out to be a major role for the CIBC at the convention seemed at first to be no role at all. For several years CIBC representatives had attended the annual event conducting workshops, providing speakers and panelists and distributing anti-racist anti-sexist materials. This year for the first time we were not scheduled to participate. Since the controversy between ALA's Intellectual Freedom Committee and CIBC had been well-publicized in the library journals during the preceding year, we--and many librarians--began to wonder if ALA did not want to confront the issues we had raised. ...First off consideration of the CIBC proposal for ALA action came from the SRRT Action Council. ...The final membership vote endorsing the entire resolution was nearly unanimous. ...In an unprecedented move, the ALA Council voted both to suspend a rule requiring the lapse of 24 hours before consideration of a membership action and to give the CIBC resolution priority over all other business. The ALA Council then voted overwhelmingly in favor of adoption. ...We urge readers to send messages to ALA lauding the organization for its new stance and encouraging implementation of the anti-racism anti-sexism program."

## An Action Program for ALA



**RESOLUTION ON RACISM AND SEXISM AWARENESS:** Adopted by the ALA Membership and Approved by Council in Meetings Friday, July 23, 1976  
 WHEREAS, during the last 200 years the U.S. has failed to equalize the status of racial minorities and of women, and  
 WHEREAS, the ALA has professed belief in the principle of equality yet has failed to aggressively address the racism and sexism within its own professional province;  
**THEREFORE BE IT RESOLVED,** That the ALA actively commit its prestige and resources to a coordinated action program that will combat racism and sexism in the library profession and in library service by taking the following steps:

THE ALA WILL SURVEY LIBRARY SCHOOLS TO DETERMINE THE EXTENT TO WHICH RACISM AND SEXISM AWARENESS TRAINING FORM A PART OF THE CURRICULA AND URGE THAT SUCH TRAINING BE ADDED TO THE CURRICULA IN EVERY LIBRARY SCHOOL WHERE IT IS NOT INCLUDED.

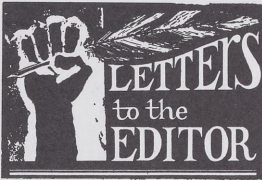
THE LIBRARY ADMINISTRATION-PERSONNEL ADMINISTRATION SECTION WILL DEVELOP A MODEL IN-SERVICE PROGRAM PROVIDING RACISM AND SEXISM AWARENESS TRAINING FOR LIBRARY PERSONNEL.

THE PUBLIC LIBRARY ASSOCIATION, THE AMERICAN ASSOCIATION OF SCHOOL LIBRARIANS, THE CHILDREN'S SERVICES DIVISION, THE YOUNG ADULT SERVICES DIVISION, THE REFERENCE AND ADULT SERVICES DIVISION, AND THE ASSOCIATION OF COLLEGE AND RESEARCH LIBRARIES WILL BE URGED TO DEVELOP A PROGRAM TO RAISE THE AWARENESS OF LIBRARY USERS TO THE PRESSING PROBLEM OF RACISM AND SEXISM.

THE RESOURCES AND TECHNICAL SERVICES DIVISION WILL DEVELOP A COORDINATED PLAN FOR THE REFORM OF CATALOGING PRACTICES THAT NOW PERPETUATE RACISM AND SEXISM.

BE IT FURTHER RESOLVED, That the President and Executive Board assess the extent of implementation of these steps and report on progress by the 1977 Annual Conference.

As amended and adopted: Original resolution endorsed by Asian American Caucus, Black Caucus, Board of Directors of REFORMA, SRRT Action Council, SRRT Chicano Task Force.



Dear Ms. Katz:

The "Beyond the Director's Office Wall" article in the June SRRT Newsletter seems a good idea in its encouragement of applicants to be aware of the way in which interviewers may view their behavior. I am somewhat puzzled by the general intent of the article, however, since the female director, nondiscriminatory pay scales, hiring of the Spanish-surnamed applicant, etc., seem all intended to reinforce a complimentary picture of the employers described, in spite of some rather questionable behavior.

What I find disturbing is the way in which the article seems to encourage the acceptance of the employer's point of view on the child care issue as justifiable. The implication seems to be that only an E.C. Jones would be so uncouth as to find questions about children (not asked of the male "Applicant No. 2") offensive, particularly since the exemplary "Ms. Garcia" responds graciously to them and the director later explains that they are a necessary means of "ascertaining whether a prospective employee has any condition/motherhood?/ that would interfere with our scheduling."

Perhaps it is simply that trying to foster an awareness of the employer's point of view in job-seekers will not mix well with attempts to make the rights of applicants plain. But since both employers and applicants read the SRRT Newsletter and many of us are inclined to view its contents less critically than those of some other publications, one might hope for a more carefully balanced presentation of the conflicting interests of both employers and applicants. If, in the interests of realism, it was necessary to present the child care issue as the sole indicator of employee reliability, would not realism also permit the depiction of an interviewer with a character at least somewhat questionable? It is all too easy to sin in the article a justification of this attitude, and I fear reading it might be, to some employers, a consciousness-lowering experience.

Sydney Pierce  
Division of Librarianship  
Emory Univ.  
Atlanta, Georgia

Ed.: In fairness to the author of the article, I would first like to mention that I have received several compliments on it verbally (therefore cannot print letters). However, I think you raise several valid issues, and I think the basic intent of the author was to further discussion of these issues as you have ably done. I do agree that the question "Do you have any problems/conditions, etc. which will interfere with your job performance?" is a different one (or should be) than "Do you have any children?"



#### A DISCLAIMER AND A HALF:

This newsletter is brought to you late by the U.S. Postal Service. The original (and unexpurgated) version of this newsletter was lost by the above fly-by-night outfit, and had to be completely retyped and re-edited, with the result of a one-month delay. We apologize.

Dear Editor:

I urge school librarians to read regulations for compliance with Title IX of the Civil Rights Acts of 1972. All local education agencies expecting to receive federal funds must 1) adopt a policy against sex-discrimination; 2) designate a person responsible for compliance with that policy; 3) adopt grievance procedures; 4) conduct a self-evaluation and 5) issue compliance statements.

In my opinion, step four is a key; honest appraisals will identify sexist materials. Since the First Amendment does not allow federal restriction, responsibility for dealing with sex stereotyping in educational materials is placed squarely at the district level. I hope that school librarians will participate in the prescribed self-evaluation in each district and will act to a) add sexism to the list of criteria for weeding texts and library materials; b) place sexist materials on a first priority for weeding; c) develop guidelines for helping teachers and students to deal with sexist materials until weeded; d) establish needs assessments for budgets to buy replacements for sexist materials and e) develop guidelines for choosing new materials which are fair and positive for both sexes.

I believe that many school districts have not yet faced the issue, even though the first four steps were to be completed by July 21 of this year. Forms for compliance statements are now on the desks of our superintendents and are to be returned to HEW's Office of Civil Rights by September 30, 1976. Now is the time for all good . . .

Doris Lund Freeman  
Upper Merion Area School District  
King of Prussia, PA 19406

Dear Linda:

To me it seems unlikely that we'd be able to produce entire card sets (whether Bay Area SRRT or a National Task Force), as proposed on page 4 of the June '76 newsletter.

However, what our library (along with a lot of other libraries) needs that we might be able to do, is to prepare a set of "see references" from the HCL Cataloging Bulletin, and/or Sanford Berman's book, and sell those at cost to libraries.

If you can get a lot of interested letters, we could try to parcel out the work among libraries or librarians, dividing up the alphabet among them.

Around here, the cheapest catalog card duplication we've found is 4¢ per card. Multiply the number of cards we end up with by that (or less if we can do better), add the postage fee, and we get a cost that (I hope) a lot of libraries could afford to pay.

Hardly anyone can afford to go back and re-catalog or change subject headings; but I think a lot of libraries would love to have up-to-date, non-pejorative cross references. We would.

Hope something can be worked out.

Lois Huish  
Solano Co. Library  
P. O. Box 272, Vallejo, CA 94590

Ed. Reply:

I think it would be a great help to many libraries to have ready-made "see" references. However, I would add to the cost (although I have not spoken to Sandy Berman about this), royalties to Sandy for his work.

MEMBERS OF SRRT ACTION COUNCIL - 1976-77

Barbara J. Ford - Coordinator  
University of Illinois Library  
at Chicago Circle  
Box 8198  
Chicago, Ill.

Joslyn N. Williams - Conference Program  
1311 Delaware Ave. SW  
Washington, D.C. 20024

Avery Williams - Conference Arrangements  
Roosevelt University Library  
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Chicago, Ill. 60605

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70 E. 10th Street  
New York, N.Y. 10003

Minne Motz - Conference Program  
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Board of Education  
110 Livingston Street  
Brooklyn, N.Y.

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Laboratory Schools  
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Chicago, Ill. 60637

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Bristol, R.I. 02809

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Studies  
Buffalo, N.Y.

Elizabeth Morrissett - Task Forces Coordinator  
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Bronley Library  
1100 Fourteenth Street  
Denver, Colorado 80202

ALA/SRRT CLEARINGHOUSE  
60 Remsen Street, #10E  
Brooklyn, New York 11201



CLEARINGHOUSE, 1976-77

Future deadlines are Dec. 1,  
Feb. 1 and May 1.

Linda Katz, Wolfsohn Library, 180 Town Center  
Road, King of Prussia, PA 19406 (EDITOR)  
Jim Dwyer, Catalog Dept., University of Oregon  
Libraries, Eugene, OR 97403  
Jackie Eubanks, Brooklyn College Library,  
Brooklyn, NY 11210  
Patrice Harper, 3627 Corlear Avenue, Bronx,  
NY 10452  
Rick Speer, 332 E. 7th Avenue, Tarentum,  
PA 15084  
Barbara Zang, 5 High Street, New Brunswick,  
NJ 08901



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TASK FORCE COORDINATORS, 1976-77

ALTERNATIVES IN PRINT, ETC.: Mimi Penchansky,  
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CHICANOS TASK FORCE: Patricia Tarin, 4602 Los  
Feliz Blvd., Los Angeles, CA 90027.  
ETHNIC MATERIALS INFORMATION EXCHANGE: David  
Cohen, 68-71 Bell Blvd., Bayside, NY 11364.  
FARMWORKERS TASK FORCE: Martin Zonlgt, Stanis-  
laus Cnty Free Library, 1402 Eye St.,  
Modesto, CA 95354  
GAY LIBERATION: Barbara Gittings, PO Box 2383,  
Philadelphia, PA 19103  
LIBRARY SERVICE OF LANGUAGE COLLECTIONS: L.  
Wertheimer, Metropolitan Toronto Library  
Board, 229 College St., Toronto M5T 1R4 Canada  
STRATEGIES ON FACING FINANCIAL CRISES: Ed Herman,  
150-52 Melbourne Avenue, Flushing, NY 11367  
TASK FORCE ON WOMEN: Linda Crowe, 1356 Scott  
Avenue, Winnetka, IL 60093

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