

TASK FORCE NEWS

Budget

In a recent meeting of the SRRT Action Council, the task force was voted a budget of \$280. \$80 will be used to fund our roster. At the same meeting, AC refused to fund task force newsletters. However, the response of t.f. on Women members has been so good that we expect to publish 4 issues of the newsletter in the coming year. Send in your dollar and help us to keep the newsletter coming.

Roster

According to a recent letter from Margaret Myers, roster coordinator, she has developed a new one page resume form which incorporates many of the ideas suggested at the June meeting. This is being sent to those already on the roster and will be used exclusively in the future. The roster now contains resumes for 57 women and has been requested by 32 employers. Some comments received from employers about the roster have been: "We will be coming back to you for help in the future." "Where are the women with PhD's?" "The roster is an interesting idea." Women interested in inclusion in the roster should contact: Margaret Myers, Graduate School of Library Science, Rutgers University, New Brunswick, N.J. 08903.

LAD meeting in Las Vegas

As you all know by now, the task force is cooperating with the LAD committee on Status, Welfare and Fringe Benefits on a program for the Las Vegas meeting. Wilma Scott Heide, president of NOW has agreed to speak on the general topic of the "welfare of women in librarianship." Members who have ideas about subjects that should be covered should contact Michelle Rudy.

Women's Yellow Pages

The Boston Women's Collective, Inc. has published Women's Yellow Pages, a guide to services for women in the Boston area. According to the preface, the aim of this publication is to put "women in contact with people, organizations, and agencies who can help them meet their needs both in crisis and in daily living."

A range of subjects including child care, education, employment, health, the law and children, the law and women, self-defense and women's groups are covered. Introductory essays to each chapter discuss the topic and then list Boston area agencies and organizations dealing with the subject with a description of their services. There is a subject index, and an index of agencies and names for the entire book.

Typical of the comprehensiveness of Women's Yellow Pages is the chapter on health. It contains an essay on what the complete gynecological exam should include. This is followed by an explanation of the kinds of information asked for by hospitals and clinics listed therein. The compilers indicate prices charged, services and staff available, hours, referral policy, babysitting and transportation provided and, when possible, the names of staff members to contact.

Other information under health includes pregnancy, birth control, abortion, abortion referral, pediatric services, childbirth courses, venereal diseases, vaginal and bladder infections and mental health.

Boston women are fortunate to have the Women's Yellow Pages. We hope that librarians in other parts of the country will make an effort to locate similar directories for their reading public; or even better, compile their own.

(For more information contact Worth Douglas, 19 N. Munroe Terrace, Dorchester, Mass. 02122)

42 USC 2000e-Title VII of the Civil Rights Act of 1964

Enforced by the Equal Opportunity Commission, Title VII outlaws discrimination based on race, color, religion, sex or national origin. It makes it an "unlawful employment practice" for an employer (1) to fail or refuse to hire or discharge any individual, or otherwise to discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment, because of such individual's ...sex; or (2) to limit, segregate, or classify...."

Complaints must be filed with the EEOC within 180 days of the alleged act of discrimination, except that where a complaint is first filed with the local discrimination agency complaints must be filed with the EEOC within 300 days of the alleged act of discrimination.

The EEOC is empowered to receive and investigate complaints and to initiate its own complaints. Before a complaint may be received or initiated, however, such complaint must be sent to the state discrimination agency, if any such agency exists, for a period of sixty days. At the end of sixty days or the termination of the complaint by the local agency, whichever is sooner, the EEOC may take jurisdiction of the complaint. After investigation of the complaint and a determination of probable cause the EEOC will attempt to negotiate a settlement between the parties. Where conciliation fails and respondent is a private employer the EEOC may take the case to the United States District Court or it may notify the complainant of her right to sue on her own. Where the respondent is a state or municipal government the case will be turned over to the U.S. Attorney General who can either sue on his own or notify the complainant of her right to sue. When either agency takes the case to court the complainant has a right to intervene. A complainant who receives a right to sue letter must bring action within 90 days of the receipt of the letter. This is a jurisdictional requirement and is strictly observed. Under Title VII a successful complainant may be (and usually is) entitled to attorney's fees.

29 USC 206(d)-Equal Pay Provisions of the Fair Labor Standards Act

Enforced by the Wage and Hour Division of the Dept. of Labor, the act applies to employers engaged in interstate commerce or in the production of goods for commerce. In general such employers must have an annual gross volume of not less than \$250,000. In addition the act applies to schools and hospitals whether privately or publicly operated. As amended, effective July 1, 1972, executive, professional and administrative employees are covered by this legislation.

The law provides that "no employer having employees subject to any provisions of this section shall discriminate within any establishment in which such employees are employed, between employees on the basis of sex by paying wages to employees in such establishments at a rate less than the rate at which he pays wages to employees of the opposite sex in such establishment for equal work on jobs the performance of which requires equal skill, effort and responsibility, and which are performed under similar working conditions, except where payment is made pursuant to (i) a seniority system; (ii) a merit system; (iii) a system which measures earnings by quantity or quality of production; or (iv) a differential based on any other factor than sex...."

This act is aimed only at economic discrimination among employees engaged in similar work. It should not be used by an employee seeking a promotion to do new work but rather by an employee who believes that she is already doing work similar to male employees.

An employee may sue under this act and collect any back wages owed plus a sum equal to attorney's fee and costs. In the alternative the Secretary of Labor may bring suit for the collection of back pay. The advantage of filing with the Secretary of Labor for the return of back pay is that the employee can remain anonymous. Since the Administrator of the Wage and Hour Division can investigate an employer's records upon complaint or on his own initiative and since complaints are never shown to the employer it is possible in many cases for the employee to remain anonymous through out the entire proceeding.

Complaints must be filed or actions must be brought within two years of the alleged discrimination. This is a limitation on the collection of the back pay which is strictly observed.

Education Amendments of 1972-

"Education Amendments of 1972" was signed into law by President Nixon on June 23 and became effective as of July 1, 1972. Title IX of this Act prohibits sex discrimination in all federally assisted education programs and activities. Academic librarians especially should be aware of the specifics of this Act.

Title IX covers public and private preschools; elementary and secondary schools; institutions of vocational education, professional education, and undergraduate and graduate higher education which receives federal assistance by way of grant, loan, or contract other than a contract of insurance or guaranty. There are some exceptions, and these can be checked in the law (PL 92-318, 92nd Congress, S. 659).

Any individual or organization can file a complaint challenging an unlawful discriminatory practice and if an investigation is warranted, the federal departments which extend aid to the institution will conduct one. (The departments are responsible for enforcement whether or not a complaint has been filed.) If the educational institution cannot be persuaded by the enforcing agency to discontinue the discriminatory practice, federal funds may be withheld or terminated. The Dept. of Health, Education and Welfare will furnish further information.

Executive Order 11246 as amended

Enforced by the Office of Federal Contract Compliance, the order provides that contractors must agree not to discriminate against any employee or applicant because of sex. In addition, they must furnish reports and information to the OFCC as requested, file compliance reports, and include an equal opportunity clause in every subcontract. In addition, the regulations issued by the Secretary of Labor provide that every contractor with 50 or more employees who gets any contract for \$50,000 or more must develop an affirmative action plan, which shall include provisions aimed at sex discrimination.

Sanctions for violation of the Order which may be imposed by the Secretary of Labor include cancellation of contracts and the removal of contractors names from the list of approved contractors used by the federal government.

Complaint process: primary responsibility for the investigation of complaints rests with the contracting agency. All complaints, whether filed with the OFCC or with the contracting agency are initially investigated by the contracting agency. Notice is sent to the Director of OFCC of all complaints filed with any contracting agency. Upon completion of an investigation the contracting agency sends to the Director the case record, a summary of the findings, and a statement of any corrective action taken or proposed. The Director may accept the findings of the contracting agency, order a new investigation by the contracting agency, or order an independent investigation by OFCC. Complaints must be filed within 180 days of the alleged discrimination unless the time is extended by the Director of the OFCC for good cause shown.

Limitations: The regulations issued under the Order atate that "the requirement of the equal opportunity clause in any contract or subcontract with a state or local government shall not be applicable to any agency, instrumentality or subdivision of such government which does not participate in work on or under the contract or subcontract. In addition, state and local governments are exempt from the requirements of filing the annual compliance report...and maintaining a written affirmative action compliance program..." (This applies to public universities and colleges-~~and~~)

Maternity Leave Regulations

According to a National Education Association news release, in a history making decision the U.S. Court of Appeals for the 4th Circuit, Richmond, Va., has ruled that a board of education can not compel a pregnant teacher to go on maternity leave at the end of the 5th month of pregnancy.

The Court stated that it is "self-evident" that the maternity leave regulation is discrimination based on sex since only females become pregnant and that there is no "justification for requiring greater certainty for the effective leave date of pregnant teachers than for any other teacher, male or female, who may be absent for a prolonged period as a result of illness, emergency surgical procedure, or elective surgical procedure."

The case involved a social studies teacher at Midlothian High School, Chesterfield Cty, Virginia who asked the school board for maternity leave beginning with the month before her baby was due and whose doctor had certified her ability to work as long as she wished. The school board told her that her employment had to cease during the fifth month of pregnancy.

Two Cleveland, Ohio junior high teachers successfully challenged a policy of the Cleveland Board of Education which prohibited teachers from continuing to teach after the 4th month of pregnancy in the U.S. Court of Appeals for the 6th Circuit.

These decisions will undoubtable have implications for any unfair library maternity policies--particularly in the case of school and public librarians.

SEX DISCRIMINATION AT THE PURDUE UNIVERSITY LIBRARIES

According to a report not yet officially made public, sex discrimination at the Purdue University Libraries exists on all levels above the rank of instructor. The figures show that women full professors average \$2,800 less than the average salary given their male counterparts even though the women have a longer record of service at the library. Likewise, the woman associate professor receives \$720 less than the average salary paid her male counterpart although she has worked a year longer than the average male. At the assistant professor level, the average male salary exceeds the average female salary by \$136 despite the fact that the average that the average length of service for females is 9.2 years compared with 8.0 years for males.

(For copies of the 2-page report, contact Michelle Rudy, 403 Waldron, W. Lafayette, In. 47906)

NOW

The 6th Conference of the National Organization for Women, Inc. will be held in Washington, D.C. on February 16-19, 1973. The convention theme recommended by the Policy and Planning Committee to the Executive Committee is "Revolution: Tomorrow is NOW." NOW members who attend the conference are asked to stay in Washington on February 20 for the purpose of lobbying Congress.

Organizing Women; the Alinsky Approach

(The following consists of notes resulting from a weekend spent discussing this subject with 40 other women. Dick Harmon of the Industrial Areas Foundation Training Institute and Grace McGinnis Lomm of the Catholic Inter-racial Council acted as teachers and resource persons. MR)

The organizer

Organizing is a way of life, its primary act is to listen to the people being organized and its primary purpose is to gain power for these people.

The organizer must be a stable individual who has the confidence of self-knowledge. To some extent she must have the following characteristics: Rage-a cool, disciplined, premeditated anger that promotes the use of opportunity to achieve the groups goals. Humor-the ability to take oneself and the organization "unseriously" when necessary. A sense of opposites-the ability to perceive situations from many viewpoints (including the enemy's) in order to choose the best course of action. Regard for people is absolutely necessary. The organizer must be able to take risks, and the best organizers are those whose experience with death has resulted in the ability to live life to its fullest and yet not mourn its passing. An organizer is not a leader, rather she works with leaders, people who can bring others with them.

Self-Interest

Self-interest provides individuals and organizations both a motivating factor and a perspective for viewing the world. The organizer must be concerned with the self-interest not only of the people she is working with but also with that of the enemy. One of her chief tasks will be to bring a group to an awareness, an understanding and an acceptance of their self-interest. The motivation of the enemy is his area of self-interest. Recognition here can be used to predict his response to your activity.

Experience

When organizing groups it is necessary to work within their areas of experience. An activity which is outside these boundaries, e.g. a verbal confrontation between women and doctors (a traditionally respected group) will fail unless the women are prepared beforehand thru realistic and repeated role playing. In a similar fashion, an activity outside the experience of the enemy will result in their confusion and disarray. E.g. articulate and knowledgeable women demanding from doctors a voice in the delivery of medical services. It is necessary to broaden the experience of the group being organized if successful actions are to be made.

The enemy

"Enemy" is a realistic definition of your opponent. The enemy should be personalized into a name of a person or his position for each particular issue. The "establishment" or the "administration" are not suitable enemies because they tend to be too amorphous to be good targets. In addition, persons within the establishment will tend to refuse to react to your attack because "it is not my responsibility." So, when the women of Minneapolis-St. Paul organized to win credit in their own names, they chose for their enemy the vice-president of the largest department store in town.

The enemy can be analyzed by a simple technique. List all the characteristics known about the individual-political affiliation, family life, career, sports, etc. Rate them in order of importance to him. A person's weakest point is often the area most important to him. As such, it is also the most vulnerable to attack. Use your enemy's weak point(s) not only for understanding him but also for taking action against him.

The above technique is a disciplined method for processing information held by a group. It can also be used to plan action for winning friends for your issue.

To be continued.

Position Available

The American Council on Education is soliciting nominations and applicants for a person to head the Council's Office of Women in Higher Education. This is a salaried (abt. \$25,000/yr) staff position at the Washington Office; it is scheduled to exist for five years.

Applicants must be energetic, creative, academically recognized professionals with records of substantial achievement and significant involvement in questions affecting the status of women in higher education. Early availability in the first months of 1973 is important.

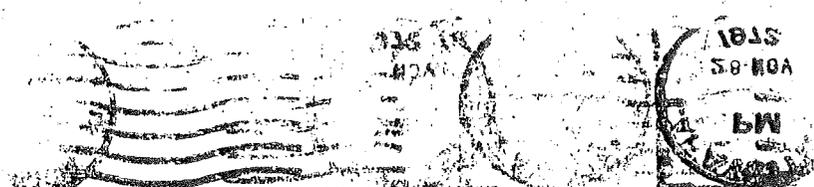
Although I have detailed information and will be happy to recommend individuals interested in applying for this position, potential applicants might also wish to call the Council at 202-833-4765 or write Dr. W. Todd Furness, American Council on Education, 1 Dupont Circle, Washington D.C. 20036.

-Michelle Rudy

Read "Sex and salary survey," by Raymond L. Carpenter and Kenneth D. Shearen. LJ Nov. 15, 1972.

Editors: Worth Douglas
Katherine Dibble

Task force coordinator: Michelle Rudy
403 Waldron Ave.
W. Lafayette, In.



ALA-SRRT Task Force on Women
403 Waldron Ave.
W. Lafayette, In. 47906



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