

PROGRAM SCHEDULE

- June 25 Monday
10-12 noon
Preconference Planning Committee I
Chaired by Kathy Weibel and Betty-Carol Sellen
Theme of the 1974 preconference is: The Woman Librarian: Her Job Situation.
- June 26 Tuesday
2-4 p.m.
"The Economic Status of Women in Libraries." Wilma Scott Heide is the featured speaker. Four well-known women librarians who've made it will discuss the issues.
- June 27 Wednesday
8:30-9 a.m.
Business meeting.
- 12 noon-2p.m. Preconference Planning Committee II
- June 28 Thursday
4:30-6 p.m.
Program meeting. Films: Sylvia, Fran and Joy and Home Movies.
Guerilla theater. Rap sessions.

The SRRT suite will be in the Las Vegas Hilton. I'm staying at the Stardust. See you in Las Vegas!

WE at CPL

Women working at the Chicago Public Library have organized as Women Employed At The Chicago Public Library. The purpose of WE at CPL is:

- to work for women's rights on the job.
- to promote research and discussion of women's issues.
- to use the principle of collective action to bring about constructive changes at the workplace.

WE at CPL is particularly interested in contacting other women's groups in libraries--particularly public libraries. Contact WE at CPL at 2326 North Sheffield, Chicago, Ill. 60614.

Women's History Research Center

Laura X writes that the WHRC continues to survive despite continued cutbacks in funding. However, an added blow was dealt when 90% of the staff was lost due to UC Berkeley cutbacks in work-study students--15 to 0.

If you live in the San Francisco area, you can volunteer your time. If you don't, send \$\$\$ to the Women's History Research Center, 2325 Oak St., Berkeley Calif.

NEWCOTT-CALDEBERRY IS A SPECIAL EVENT

Continuing an annual tradition,, awards will again be given for the books children read at the third Newcott-Caldeberry luncheon.

This year's event will be held June 26th, 12:30-2 (back in time for W.S. Heide) at a church hall offered by Operation Life the programming arm of the Clark County Welfare Rights Organization. Cooks for this session will be Youth-With-A-Purpose operators of a co-op restaurant. Youth-With-A-Purpose was started by a group of young ex-drug users. The group's main thrust has been to provide vocational training in food handling, preparation and restaurant managing.

Cost is \$5.95, transportation will be provided. Contact Kathy Wiebel, 2326 Sheffield, Chicago, Ill. or Linda Crowe 1356 Scott Ave. Winnetka, Ill. 60093 for information and tickets. After June 15th, contact Ms. Crowe only. See you there.

Read: Male Chauvanism: How It Works by Michael Korda. Random House, 1973.

 * Lynne Rhoads, librarian at the Health Sciences Library of the *
 * University of Washington has volunteered to act as task force *
 * coordinator for 1973-74. Ms. Rhoads is very active in the *
 * feminist movement in Seattle and has several good ideas about *
 * future directions for the task force. *
 * Other women who are interested in working on task force *
 * activities should try to contact me before the business meeting *
 * on Wednesday. * Michelle Rudy, Coordinator *

Nepotism Survey

Early in 1973, I sent out a questionnaire to over 100 women on the Task Force mailing list asking 13 questions about their institutions nepotism (or anti-nepotism) policies and nine questions about maternity leave. The questionnaire was developed with the assistance of Jean Coberly, formerly with the Ft. Lauderdale P.L. (she has since disappeared into the wilds of Texas.) We had hoped to throw some light on two aspects of concern to professional women --marriage and family-- with this study. More specifically, we were asking:

--Do institutions prohibit or control employment of spouses and/or immediate family members and to what extent.

--Is maternity leave easily available and under what conditions.

Response was extremely light. 33 women returned questionnaire and of these only 31 were usable. Undaunted by this obvious lack of interest, I compiled the information into two parts. That on nepotism is given here.

Respondents by Type of Library

University/college	19
Public	10
Junior College	1
School	1

Nepotism--University/College

As you may know, the AAUP recommends a fairly liberal nepotism policy which, in effect, states that employment of spouses or immediate family members be limited only if one has the occasion to influence raises and promotions for the other.

Survey cont.

The survey indicated that 10 out of 19 or a little over 50 o/o of the respondents worked for institutions whose nepotism policy approached that recommended by the AAUP. Again 10 out of 19 wrote that good management practice was followed in that the policy was written. In almost every case where such policies exist (12 cases) the policy is that of the parent institution rather than state law or civil service practice.

Only two individuals admitted that nepotism policies had ever affected their filling a position (perhaps we should have asked if it affected the salary received.) In general existing nepotism policies, be they AAUP sanctioned or otherwise, involve all members of the immediate family, not just spouse relationships; and marriage after being appointed to the staff always brings the nepotism policy into effect if . . . Of course, there are always exceptions to the rule. Some of the more interesting included:

--Nepotism policy may be set aside if the supervisor desires.

--In one university with an AAUP type policy, the Acting Director and ILL librarian are married.

--Job title was changed to that of a different department but remained in the original department.

Nepotism--Public Libraries

Among public libraries anti-nepotism policies are apparently not the rule. Only four out of 10 reported such a policy and it is usually of the type that states that employment of immediate family members should be avoided or employment of immediate family members in the same branch is not allowed.

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THE ALA INTELLECTUAL FREEDOM COMMITTEE SEXIST?

The February 1973 American Libraries (p. 110) described a two day "prototype workshop on intellectual freedom" made possible by a \$14,000 grant awarded to the Intellectual Freedom Committee (IFC) and to be held April 16-17 in Chicago. "This is the first national workshop devoted specifically to teaching the principles of intellectual freedom...so that a representative group of librarians will be prepared to handle censorship problems before they develop...Each participant in this first model...is responsible for planning and carrying out a similar program in his home state..." Participation was limited to 125 registrants, but "at least 25 open registrations" were available.

It seemed to me that a library educator might also learn something from the workshop and possibly even contribute to the follow-up. (The workshop staff, planning committee, leaders and recorders, were from library education with the exception of two library consultants and an USOE staff member.) Many of the topics to be covered might be conveyed in library school, I reasoned, e.g. "development of a materials selection statement," "complaint handling procedures," "pressure group tactics and activities," "developing an active PR program," "resources available to help if a censorship incident occurs." I decided to attend and contacted the OIF about an open--\$20--registration.

The packet each registrant received on arrival contained such basic documents as the "Statement on Labelling;" "Sexism, Racism and Other-isms in Library Materials;" (Conclusion: "Toleration is meaningless without toleration for the detestable.") "Policy on Confidentiality of Library Records;" "Free Access to Libraries for Minors;" "Resolution on Governmental Intimidation;" "Expurgation of Library Materials;" "Restricted Access to Library Materials;" "Re-evaluating Library Collections;" "Resolution on Challenged Materials;" the Intellectual Freedom statement; and the Library Bill of Rights in English and Spanish.

The list of registrants indicated that 47 states and the District of Columbia were represented, with eight states in sex balance. My state, Louisiana, was officially represented by two white males--a university librarian and a public library trustee. Louisiana is the home of FOE--Females opposed to Equality, NOW is considered "radical". Volumes per capita are down to 1.22/head as opposed to 1.24 in the last biennium.

Basic to the workshop (as you'll recall a prototype for 47 states and DC) and no. 1 required reading was a document entitled "The Censor; His Motives, His Tactics" by Roger Funk, Assistant Director of the Office for Intellectual Freedom. The six page composition stated that "regardless of specific motives, all would-be censors share one belief--that they can recognize 'evil' and that other people must be protected from it. The censor does not believe his own morals should be protected, but he does feel compelled to save his fellows." "In general, there are 4 basic motivational factors: family life, political views, religion and/or other factors."

Other Factors. Of course, not all censors are interested in preserving traditional values. Now the "conservative" censor has been joined by those who want their own special values recognized. Ethnic minority groups and women struggling against long-established stereotypes are anxious to reject anything that represents a counter-value. And these groups, too, can use the devices of the censor.

Other Factors fascinated me. I asked a chic young female from the South who'd told me she was a feminist how it grabbed her. She explained that it referred

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to the women who are trying to take books out of libraries, mainly children's, and other people. I didn't have the opportunity to determine from whence came her reasoning, and, alas, she didn't seem to feel need to discuss it further.

Dr. Darling, IFC chairman, manifested ignorance of the Women's Movement throughout the conference. E.g. after a statement that women seek to censor, he smirked, "surely not a minority... Mother Goose and even Little Black Sambo."

Is it necessary to say that the Women's Movement takes a positive view, not the censor's negative one? Feminists point out existing non-sexist children's standards and classics, e.g. Little Miss Muffet Fights Back. Some new children's titles have been produced, but I have no knowledge of any being forced on libraries or of censorship of books already in a library collection. The fact is that most people involved in the movement realize that only rarely does such flamboyance as book burning achieve anything. The informed reader-viewer-listener, regardless of his/her point of view, knows that the goal of the contemporary women's movement is not further restriction, but more choice in everything--for ourselves and others!

Please consider this a call for information and exchange on the subject of library censorship by feminists.

--Helen Wheeler

Dr. Wheeler can be reached at Apt. 215, 7940 Jefferson Hwy. Baton Rouge, La. 70809

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Nepotism cont.

In each of these four cases the policy is written, it is that of the library or library board, and it includes all members of the immediate family.

In only one case did an anti-nepotism policy interfere with placement in a library position; Unlike their academic colleagues, public librarians rarely observed exceptions to policies that do exist. Never in the case of this sample.

What does all this prove?

While the sample was not statistically significant, the results do seem to indicate that anti-nepotism policies affect academic librarians primarily. Usually however, their application is not stringent enough to pose a problem for librarians applying for position in institutions where their spouse is also employed. The problem question for the academic librarian is more likely to be "how long does your spouse plan to stay?" --M. Rudy

This issue edited by M. Rudy, Coordinator, ALA-SRRT Task Force on Women

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