

ALA Annual Meeting

Program Meetings

The jointly sponsored TF and LAD programs presenting Wilma Scott Heide, President of NOW, was one of the more successful programs of the convention. Attendance was estimated at 600 (LJ) and audience reaction was enthusiastic. Ms. Heide set the tone of her speech in her opening remark that the feminist movement meant, among other things, that 'She has risen', following this statement with a discussion of the modus operandi of discrimination against women and a call to action against this discrimination. The full text of her speech will be printed in the School Library Journal, bound into the January 15 issue of LJ.

A second TF program meeting was devoted to feminist AV material. A slide show 'This book is rated S*' discussed sex-role stereotyping the film "Home Movies" presented insights into the lesbian experience and the film "Sylvia, Fran and Joy" explored other alternative life styles for women (marriage or non-marriage and if marriage, what kind?).

"Sylvia" of the film is the daughter of Dr. Fay Blake, University of California, Berkeley, School of Librarianship, who taught the first (to our knowledge) course on women and librarianship (Spring, 73).

Business Meeting

The business meeting covered accomplishments and concerns of the past year and discussed activities for the coming year. Anna Lee Bundy reported on the Boston SRRT TF activities, Anita Schiller reported on ALA ad hoc Committee on Equal Employment Opportunity, of which she is a member. Initial draft of Committee's policy statement appears in American Libraries, October, p.560. Comments and suggestions may be sent to Ms. Schiller, Library Reference Department, University of California, La Jolla, Calif., 92037.

Retirement and health insurance plans were discussed. ALA policies will be investigated by TF and discriminatory aspects pointed out in a letter to ALA headquarters.

A women's "Talent Bank" has been started as a resource of women qualified for and interested in serving on advisory (non-salaried) governmental boards and commissions. Women wishing to be included in the Talent Bank should send a self-addressed stamped envelope, together with a request for the necessary form, to Sherrie Bergman Friedman, Roger Williams College Library, Bristol RI 02809.

Laura X gave a report on the status of the Women's History Library internship program (see p.4) and their difficulties with Bell & Howell's microfilming of the periodical collection. The film "Herstory" is endorsed by WHL (who required Bell & Howell to refilm the collection properly) and is recommended to all libraries interested in current movements. Royalties from the sale of this film will help WHL to recover some of the losses to which they have been subjected by the difficulties with Bell & Howell and may eventually aid in getting the rest of this magnificent collection microfilmed. Financial contributions to the Women's History Library, 2325 Oak Street, Berkeley, Cal. 94708 are vital and all feminist groups be informed of the library and

asked for support. TF members are requested to present the WHL situation to feminist organizations they work with and suggest support.

Margaret Myers, Job Roster Coordinator, gave a report on last year's activities. The complete report is given following summary of business activities.

Suggestions for future action included:

1. TF programs for U.S. Bi-Centennial, Library Centennial. Something retrospective, historical.
2. Award to be given to women writers (historical) and bibliography of women writers compiled
3. Newsletter contributions. Feminist activities all over the country are of interest and would be material for the Newsletter. (Please send information about what your groups are doing so that the Newsletter can serve as information exchange. ed.)
4. Trying to change ALA practice of listing men's names only, but women's names and titles (Miss, Mrs.).
5. Action on sexist remarks and jokes of speakers at ALA. Start documenting Also remarks, etc. in professional literature. (LJ, p.2238 for example in reporting on ALA conference describes the TF as "threatening" to hold a pre-conference at 1974 conference. Other groups "plan" - our plan is a threat!!.)

Volunteers are needed for child-care arrangements for New York.

Report On Task Force On Women Roster

Since spring 1970, the ALA Social Responsibilities Round Table Task Force on Women has been collecting resumes of women interested in administrative and specialist positions in libraries and sending them to prospective employers upon request. In the fall of 1972, a standardized form for the roster was introduced to provide a basis for broad screening based on type of library and geographical areas preferred.

As of July 1973, 68 women are on the roster. Seventeen of these received their MLS degrees prior to 1960; 33 received the degree in 1960 and 18 since 1970. Sixteen women have a second master's degree and 4 have a doctoral degree; while eight are currently working on a subject MA or Ph.D. and 11 others have at some time taken additional graduate credits. Twenty-eight have no geographical restriction; some indicate a broad geographical area preference (e.g. east coast, midwest, New England, etc.) and only a few have a restricted metropolitan area in which to accept a new position.

In June 1973, a form was sent to women on the roster inquiring as to contacts from prospective employers as a result of the roster. Of 32 returned, 13 had received no contacts; 7 had one contact; 6 had two contacts; 4 had three contacts and 2 persons had more than three contacts. Most contacts were a request for further information or references or an inquiry as to whether an individual was interested in formally applying for a particular position. In some cases, correspondence "died" but in some 14 instances, women withdrew their names from consideration because they were either not interested in the type of job, there was not enough salary or they did not prefer that geographical area. Those who received the most contacts seemed to be the women with more experience.

To date, 102 requests for the roster have come from employers. Of these, 43 were for specific vacancies and the remainder were simply requests for the list. Twenty positions were for heads of libraries; 18 of these were large university library directorships. The remainder of the positions were primarily for associate directors, and heads of technical or public services or a division. The majority

of the requests have come from academic institutions, with 12 requests from special libraries, 7 from library schools, 4 from public libraries, and one from schools. Thirty-two of the requests were from affirmative action directors or academic administrators rather than from library directors or library search committees. About 25 positions came to the attention of the roster coordinator which were non-library jobs. Many of these were academic administration jobs. Three women on the roster have indicated an interest also in non-library positions. In addition, 15 employers requested information about the roster and in a few cases wrote back for the resumes.

During the year and half of operation, the Task Force has spent \$122 on postage and photocopying. Employers are asked to return resumes when finished so that they can be 'recycled'. Although employers were asked to report hirings as a result of the roster, only one hiring has been recorded so far. However, each publicity notice brings in additional resumes from interested women and requests from employers, so considerable interest has been shown. There are definitely many women who have received their degrees within the last 10 years who are interested in moving into administrative positions; however, many would not yet have had enough experience for the large university directorships which were received. It is hoped that more employers will use the roster to hire middle-management and that other types of librarians will show an increased interest. Therefore, the Task Force will continue the roster and advertise more widely in additional sources and do more follow-up with employers. Margaret Myers of Rutgers will be turning over the roster coordination to Liz Dickinson, Technical Services Division, Hennepin Co. Library, 7001 York Ave. So., Edina, Minnesota 55435 as of August 1, 1973.

Preconference Planning Committee Meetings: (New York)
The Woman Librarian: Her Job Situation

The idea of the preconference arose spontaneously among several different librarians who want to examine the future for women librarians and local & national trends of the profession. The preconference is intended as an organizing tool for raising consciousness, gaining skills etc. It will utilize talents and abilities already present among women librarians.

Strategies and plans for gaining ALA support were formulated. [We do now have ALA support conditional on co-sponsorship by the Office of Personnel Resources - see progress report]

The content and mechanics of the preconference were discussed. It was noted that New York women librarians should be responsible for locating facilities. An in-depth study of the status of women librarians is needed. This would form background material for Day-1 panel discussion on the reality of women in the profession where we're at. Day 2 would involve in-depth discussions of problems that could be brought into the convention later in the week.

It was pointed out that we would need resource people to act as "floaters" among the discussion groups.

At the second meeting of the preconference planning committee it was suggested that participation be limited to 100. It would then be necessary to find a facility that could provide rooms, cooking facilities, child care, one large meeting room, 10 small meeting rooms and convenient transportation at a minimum. Various facilities were discussed and the following suggested as preconference sites: Columbia University.

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International House, City University's SEEK Center. Kay Cassell in New Jersey and Betty-Carol Sellen and Joan Marshall in NYC volunteered to check out these possibilities. Betty Turbock, Montclair Public Library, Montclair, N.J. will coordinate site data.

What kind of papers and information sheets would be distributed or mailed to registrants was discussed next. Bonnie Dawson, 29 Dove St., Albany, N.Y. 12210 volunteered to collect sexist comments for CR use. The upcoming BLS survey and the Advance in Librarianship 4 article by Anita Schiller will provide broad background materials. Fact sheets based on the library literature were suggested by Margaret Meyers, 3 W. Union, Bound Brook, N.J. who volunteered to do the same.

Areas of interest for which we will need resource people and background information were listed.

1. How to file complaints
2. Age
3. Library education and continuing education
4. Child care
5. Ethnic groups
6. Salaries, benefits, unionization
7. How to CR
8. Administration
9. Getting the facts
10. Self-image
11. Women and the law.

The following people volunteered to research and gather information on these questions. Reports are to be submitted to Kathy Weibel by December 1st.

Filing complaints
Joan Marshall
Brooklyn College Library
Brooklyn, N.Y.

Age:
Joyceanne Kent
Seattle Public Library
Seattle, Wash.

Library Education:

Liz Futas
Queens College Library
Queens, N.Y.
(Betty-Carol Sellen as
silent partner)

Child care:
Nancy Schimmel, Rita Kort suggested.
(Federal City College has a child
care program established).

Salaries, etc.

Margaret Myers
3 West Union
Bound Brook, N.J.

Unionization:
Sue Critchfield
Bay Area Reference Center
72 Ord St.
San Francisco, Calif. 94103
(Sue will coordinate West Coast activities).

Administration:

Sherrie Bergman Friedman
Roger Williams College Library
Bristol, RI.
(Betty Turbock will also assist.)
et

Self-image:
Pat Schuman
77 Fulton
NYC, 10038

Margaret Meyers volunteered to write Densy Sargeant as a possible speaker on CR.

Please write Kathy Weibel, 2326 N. Sheffield, Chicago, 60614, if you are interested in working on any of these program topics.

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WOMEN'S HISTORY LIBRARY GRANT ANNOUNCEMENT

The Women's History Library has received a small grant from the Fund for the Improvement of Post-Secondary Education (N.E.W.) to partially fund an innovative Internship and Consultation Program beginning July 1, 1973. The program will train students, teachers, librarians, and women's center's organizers for at least three-month periods in the collection and organizational procedures of the Library.

The Library will become a training center for interns through this grant. By actively participating in the collecting, cataloging, and organizing of ephemeral material on women, interns will learn how to create or augment women's centers in their own localities. Although the Fund did not allow stipends for interns under the grant, interested institutions can cooperate by granting academic credit to students, and sabbaticals to teachers and librarians. For those institutions who cannot send interns to the Library for training, staff members may be commissioned for on-site consultation in 1974.

Because no major funding has been received for the enormous operating costs of the Topical Research Library and International Women's History Archive, which constitute the Women's History Library, it cannot be open as a public library. Instead, the staff's efforts will be focused on intern training and microfilming the material for national distribution and use through local libraries.

The Internship and Consultation Program will be a success only with your help. The Program was only partially funded, and the Library must seek outside funding for intern stipends, operational costs, and staff salaries. You can help by becoming a volunteer, donating money, supplies or equipment, or telling us of your contacts with corporations or foundations.

The first training period for interns through the grant will start January, 1974 and enrollment is limited to twelve interns. On-site consultation will begin in Spring, 1974. Interested individuals or institutions should contact:

Ms. Connie Maske
Program Director
Women's History Research Center
2325 Oak St.
Berkeley, Cal. 94708

The deadline for filing intern applications is October 31, 1973.

PRE-CONFERENCE PROGRESS REPORT

The Pre-Conference Planning Committee has still not had confirmation as to ALA sponsorship. Executive Director Robert Wedgworth informed Kathy Weibel in July that ALA had approved the pre-conference and that the Office of Library Personnel Resources would be co-sponsor.

However, OLPR is apparently having severe doubts as to this co-sponsorship and has not yet voted to confirm it. This lukewarm, patronizing, and sometimes insulting tone of OLPR's staff is a discouraging and shocking manifestation of sexism and a fanatical reactionary pattern of thought. Sample excerpts from their internal memos are:

"The Task Force is not composed of radical lesbian librarians."

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"Serious Librarians are apt to look at the preconference as 'just' another SRRT project" (underlining ours)

"It (SRRT) has the connotation of being entirely composed of radicals, be they homosexual or communist. Obviously this is not true. This connotation, though, will operate to the detriment of the preconference. It may attract the radical librarian...it may repel the conservative and middle of the road librarian."

"...they have requested a pre-conference designed to discuss a topic with only a select group of women for self-education."

In addition to the quoted reaction from OLPR, the Pre-Conference Planning Committee is encountering a complete lack of communication from ALA executive offices. At this point the Planning Committee is giving some hard thought as to whether there are more advantages than drawbacks to working with ALA. It does not appear that ALA is at all interested in the consideration of employment problems which affect 80% of the profession it purports to represent.

NEWSLETTER FUNDING

The newsletter will again be issued this year. However, because of the SRRT decision not to fund TF newsletters, we must support the the newsletter ourselves. Some persons have already contributed. If you wish to continue receiving the newsletter, please send \$1.00 to cover postage and paper costs.

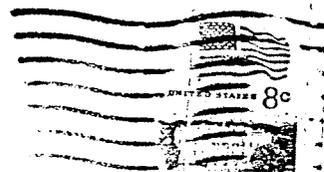
PANDORA

Seattle's independent women's newsletter, Pandora, will send a free copy of an issue to anyone requesting it, in the hope of thereby increasing circulation. Women interested in receiving a free copy of Pandora should write to Pandora, 1408 N.E., 43rd St., #203, Seattle Wash. 98105.

INFORMATION

Newsletter contributions, questions, etcl should be addressed to TF Coordinator Lynne Rhoads, 4004 Whitman Ave. N., Seattle, Wash. 98103.

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*Kay Cassell
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