

# Women In Libraries

NEWSLETTER OF THE  
ALA/SRRT FEMINIST  
TASK FORCE

Volume 11 Number 3

January 1982

Editor: Michele Leber

## ALA MIDWINTER MEETINGS

Agenda items for three Feminist Task Force meetings at the ALA midwinter conference in Denver include committee reports, monitoring exhibitors' booths, ERA Task Force update, and plans for programs and meetings at the ALA annual conference in Philadelphia in July.

Meetings of FTF and the Committee on the Status of Women in Librarianship (COSWL) are listed below.

Saturday, Jan. 23	4:30-5:30pm	FTF	Auditorium Rm 3D
	8-10pm	COSWL	Hilton Silver Rm
Sunday, Jan. 24	2-4pm	FTF	Hilton Century Rm
Monday, Jan. 25	2-5:30pm	COSWL	Auditorium Rm 3D
Tuesday, Jan. 26	11:30am-12:30pm	FTF	Auditorium Rm 3A
	11:30am-12:30pm	COSWL	Auditorium Rm 3D

## SRRT MEMBERSHIP DRIVE

Members of the 10 Task Forces (including FTF) supported by the Social Responsibilities Round Table do not have to belong to SRRT. But for just \$5 a year, SRRT hopes they will. SRRT's goals are "to provide a forum for the discussion of the responsibilities of libraries in relation to the important problems of social change which face institutions and librarians; to provide for exchange of information among all ALA units about library activities with the goal of increasing understanding of current social problems; to act as a stimulus to the association and its various units in making libraries more responsive to current social needs; to present programs, arrange exhibits, and carry out other appropriate activities." Contact SRRT membership coordinator Linda Pierce, 3634 Edwards Rd. #27, Cincinnati, OH 45208.

## PAY EQUITY CONFERENCE REPORT

Pay equity has become a more public issue because of the Gunther decision and the San Jose strike. But while there are victories to celebrate, there is more work to be done, as speakers and staff noted at Leadership Strategies: The Third Annual Meeting of the National Committee on Pay Equity held December 5, 1981 in Washington D.C.

\* Carin Clauss, Professor of Law and former Solicitor of Labor, explained the strategies for developing the Equal Pay Act: a very carefully chosen first case, a search for equal pay cases with flagrant Title VII violations and employers who had "ghettoized" women, then broadening the concept by moving away from equal jobs to "different work being equal work" with jobs requiring the same skill, training, and effort. Cases to bring now are those for which the employer has no job evaluation (clerical and pink collar); the defense will be market rate, which reflects sex bias and can be tampered with (Milwaukee, faced with a shortage of nurses, brought 500 from Ireland). For professional jobs, a whole continuum could be taken to court, as was done with AT&T five years ago. Problems with litigation are that courts require intent to discriminate (not just lower pay, ghettoization, and higher point value for women's jobs); courts look at history, which is tainted by sex bias; and courts are concerned about market rate (as were the four dissenting justices in the Gunther case) and how employers can respond to market rates.

\* Carole Wilson, Associate General Counsel for International Union of Electrical, Radio, and Machine Workers, AFL-CIO-CIC, reviewing the IUE Title VII compliance program, noted that many women don't realize they're being discriminated against. Litigation is part of the collective bargaining process, and courts have said that employers must provide information to unions even if the union intends to use the information to file suit against the employer.

\* Winn Newman, General Counsel, American Federation of State, County, and Municipal Employees, AFL-CIO and Coalition of Labor Union Women, gave a chronology of the San Jose case, which started with the recognition that professional women were being paid less than blue collar men. ("People who watch over buildings and trees are generally thought to be worth more than people who watch over people and children.") While San Jose received major publicity, AFSCME also has filed charges in several other states. Pay equity is pure and simple job equity, Title VII is consistent with trade union principles, and "a lot of union leadership would welcome pressure from the bottom to do what they want to do anyway." A significant union action on the national level was the unanimous passage at the November 1981 AFL-CIO convention of the "Equal Pay for Work of Comparable Value" resolution, which concludes "The AFL-CIO will take all other appropriate action to bring about true equality in pay for work of comparable value and to remove all barriers to equal opportunity for women."

\* Wanda Flowers, Attorney, Working Women: National Association of Office Workers, said the cost of pay equity has become the final argument against it; yet such costs are a small percentage of overall budgets and they would be phased in. (The same money argument was made about slavery and child labor.) Unorganized women will win pay equity only through organization; we must publicize litigation, use networks to reach unorganized women, build strong alliances with public employees' unions on the state and local levels, and - most important - refine and promote the rhetoric of the pay equity issue.

\* Bert Gottlieb, AFL-CIO industrial engineer and job evaluator, discouraged too much reliance on job evaluation as a pay equity tool. "If you can get what you want without it, do it," he said; good employee witnesses who can describe their work well may be better in court than opposition expert witnesses on job evaluation, especially since "there is no such animal" as "bias-free job evaluation."

\* Heidi Hartmann, Associate Executive Director, Assembly of Behavioral and Social Sciences, National Research Council, noted that the limitations of pay equity strategy have been that most action has involved just single firms (thus the pay equity effect has not spread) and that relying on job evaluation puts you in the hands of technocrats. Yet despite the problems with job evaluation - the lack of scientific basis, the importance of market forces in determining weights of some factors - its use on even a limited basis tends to raise salaries.

Action plans were presented by each NCPE task force after meetings at the end of the conference:

LITIGATION AND AGENCY ENFORCEMENT TF will start a newsletter with attorneys writing up and commenting on post-Gunther cases; compile information on all pertinent pending cases; build an information bank of expert witnesses; monitor the Federal Register for items on which NCPE should comment; and plan a conference on litigation strategy.

ORGANIZING AND BARGAINING TF plans include building a network, getting the AFL-CIO to join NCPE, producing a brochure in February 1982, and holding a conference for key union leaders in March 1982.

EDUCATION AND LEGISLATION TF will select five to 10 cities with active local affiliates and make plans to replicate the first NCPE conference at these locations.

FEDERAL SECTOR TF will do homework on federal job classifications, meet with OPM officials, and look for new allies.

RESEARCH TF will collect data on state and municipal job evaluation studies, compile a directory/roster of unpublished data, get job evaluators and their critics together, and work up the dos and don'ts of doing job evaluation.

(The National Committee on Pay Equity, 1201 16th St. NW, Room 615, Washington, D.C., 20036, telephone (202) 833-4324, is the only national coalition of organizations and individuals working to advance the issue of comparable worth. Dues are \$50 for organizations, \$15 for individuals, \$7.50 for low income individuals, and \$1000 or more for charter members.)

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PAY EQUITY: COMPARABLE WORTH ACTION GUIDE, written by Helen Josephine for the ALA Committee on the Status of Women in Librarianship and the Office for Library Personnel Resources, will be published in early 1982 as TIP KIT No. 2 in the OLPR Topics in Personnel series for \$10 prepaid. Contents include methods of making inequities visible, case summaries of library related actions, a checklist for eliminating inequities, comparable worth definitions, a reprint of Equal Pay Fight by Sandra Stencel and a copy of Equal Pay for Work of Comparable Worth: An Annotated Bibliography compiled by the Business and Professional Women's Foundation and published by ALA (available for \$4 separately). Order from OLPR/ALA, 50 E. Huron St., Chicago, IL 60611.

## EQUALITY IN LIBRARIANSHIP

Just published by the Committee on the Status of Women in Librarianship, the 24-page pamphlet "Equality in Librarianship: A Guide to Sex Discrimination Laws" looks like the next best source to a lawyer (though it carefully notes that the information contained is general and does not carry the force of legal opinion). Author Jane Williamson has put together a concise, up-to-date guide to handling sex discrimination problems in the workplace - equal pay, hiring and promotion, pay equity, pregnancy discrimination, sexual harassment - with recommended procedures and resource lists. An important source for libraries and librarians.

The pamphlet is available to individuals for \$1 for each copy, to help meet printing and postage costs. However, if groups would like to distribute multiple copies at a conference or meeting, they will be made available at no cost; notify COSWL as to the number of copies, date needed, and meeting at which they will be distributed. Order from Committee on the Status of Women in Librarianship, American Library Association, 50 E. Huron St., Chicago, IL 60611.

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## CONFERENCES, ETC.

"Washington Women in Business" is the subject of a luncheon discussion scheduled for February 8 at the Sheraton Carleton Hotel in Washington, D.C. Speakers at the luncheon, sponsored by National Training Laboratories (NTL) Institute for Applied Behavioral Science, will be authors Natasha Josefowitz (Paths to Power) and Alice Sargent (The Androgynous Manager and Beyond Sex Roles); Edith Whitfield Seashore, business consultant, and Connie Sutton, a vice president of the American Association of Community and Junior Colleges. Registration for the luncheon, which costs \$25, is due by February 3 to Lynn DeGroote, NTL Institute, 1501 Wilson Blvd., Suite 1000, Arlington, VA 22209, telephone (703) 527-1500.

\* \* \*

The fourth annual conference of the National Women's Studies Association - "Feminist Connections Throughout Education" - will be held June 16-20, 1982 at Humboldt State University, Arcata, CA. For information contact conference coordinators Phyllis Chinn and Rosalind Ribnick, Women's Studies, Humboldt State University, Arcata, CA 95521.

\* \* \*

The Office of Management Studies (OMS) of the Association of Research Libraries will give basic and advanced Library Management Skills Institutes at various locations during 1982. The institutes, which have been given since 1973 and focus on the specific concerns of librarianship, are designed to advance the supervisory skills of library staff and the overall performance of the library organization.

The basic 3½-day institutes, geared for the library professional with some managerial, administrative, or supervisory responsibilities, will be given April 6-9 in Nashville, TN; July 20-23 in Santa Barbara, CA; and October 26-29 in Boston, MA. The 5½-day advanced session, for those in senior management positions or with previous training, will be given November 14-19 in Columbia, MD. Costs for the basic and advanced institutes are \$250 and \$400 respectively; enrollment for each is limited. Contact OMS, Association of Research Libraries, 1527 New Hampshire Ave. NW, Washington, D.C. 20036, telephone (202) 232-8656, for further information.

LEGISLATION OF INTEREST

A new 4-page publication from the Project on the Status and Education of Women details the effect of Sen. Orrin G. Hatch's proposed bill (S.361) to narrow the scope and coverage of Title IX of the Education Amendments of 1972. Hatch calls his bill "a limited but significant start in restoring restraint to federal involvement in education." A spokesperson from Women's Equity Action League said that under the bill "only a few students would remain protected by Title IX, and then only in a limited number of situations. Most students would no longer be covered by the law at all."

"Summary of Proposed Amendment to Title IX: Impact on Postsecondary Institutions" notes the effects of the Hatch bill on a variety of educational programs. (In athletic programs, for instance, "A school could abolish or diminish its women's program; buy new uniforms for men but have women purchase their own; refuse to give women athletic scholarships, or give them smaller amounts; use all of the money from compulsory student athletic fees for men's programs only; refuse to pay women's travel expenses to games; and exclude women from any sport or team.") The publication is available for \$1 from the Project on the Status and Education of Women, Association of American Colleges, 1818 R St. NW, Washington, D.C. 20009. (S.361 is currently pending in the Senate Subcommittee on Education, Arts, and Humanities; hearings on it will probably be held in late February.)

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Consumers United Insurance Company is calling attention to two bills - the Non-Discrimination in Insurance Act (H.R. 100) and the Economic Equity Act (Title V or S. 88 and H.R. 3117) which are designed to end sex-based discrimination by the insurance industry and to prevent future distinctions resulting in the inequal treatment of men and women.

Company officers, who note that they are in the process of eliminating sex bias from their own rate schedules, say that arguments being made against these bills are similar to those made when attempts were made to ban racial discrimination in insurance. Both race and sex are arbitrary discriminations, unrelated to the risk the individual presents to the underwriting company, according to Consumers United President Robert Freeman, who urges support of the two bills.

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FYI...

In the November 1981 issue of the Phyllis Schlafly Report, titled "How to Improve Fairness in Your Library," Schlafly notes that "the librarians' union, the American Library Association, has been active in the National Organization for Women's (NOW's) boycott of the 15 states which have not ratified ERA.... the ALA's record on the boycott has transformed it into a political organization, and the burden of proof is now on the ALA to prove that it can be fair in allowing anti-ERA books in libraries. All the ALA resolutions about 'standing firm' against citizens' pressure groups that want to remove obscene books from libraries are as phony as a \$3 bill. No pressure group in the history of America has ever so effectively banned books from libraries as the way the pro-ERAs have banned the leading books against ERA."

The 4-page report includes tips on how to get conservative books into library collections, plus booklists (pro-defense, pro-family, pro-basic education, pro-life, and - for a "fairness test" - pro-lib).

## SOURCES & RESOURCES

A special 1982 Women's History Week poster set, with 16 posters of women in the arts, politics, science, and other fields, is available from TABS at the discount price of \$25.60 through March. Posters are 11 by 17 inches, most in black and one other color on white or ivory paper; women featured include Alice Paul, Susan B. Anthony, Marie Curie, Fannie Lou Hamer, Louisa May Alcott, Frances Perkins, Amelia Earhart, Harriet Tubman, Wilma Rudolph, and Kate Chopin, and short biographies are included with the posters. With each set ordered, a free TABS Women's History Week Poster will be included. Order from Organization for Equal Education of the Sexes, Inc., TABS: Aids for Ending Sexism in School, 744 Carroll St., Brooklyn, NY 11215. Women's History Week will be observed March 7-13, 1982.

\* \* \*

A new, updated version of Financial Aid: A Partial List of Resources for Women lists scholarships and grants available to women students including older women, minority women, women considering non-traditional careers, and others at all levels of post-secondary education. Available for \$2.50 from REQUESTS, Project on Women, Association of American Colleges, 1818 R St. NW, Washington, D.C. 20009.

\* \* \*

A Woman's Yellow Pages: 570+ Organizations Concerned with Women's Issues, a comprehensive, up-to-date national directory, has been published by the Federation of Organizations for Professional Women (FOPW). The 100-page book lists national organizations concerned with women's issues with separate listings for their women's committees, caucuses, and divisions. Groups providing resources on women's issues - such as government agencies, research institutes, clearing-houses, and publishers - also are included. To order send a self-addressed mailing label and check for \$5 (payable to FOPW) to Federation of Organizations for Professional Women, 2000 P St. NW, Suite 403, Washington, D.C. 20036.

\* \* \*

A review of current research and literature on the effects of maternal employment on women and their families is among the recent publications from the Business and Professional Women's Foundation. Determinants and Consequences of Maternal Employment, an annotated bibliography by Marsha Hurst and Ruth Zambrana of Mt. Sinai Medical Center, includes a 10-page analysis of current findings. Available for \$3.75 plus postage from BPW Supply, 11722 Parklawn Dr., Rockville, MD 20852.

Also new from BPW is The Woman Manager in the United States by Linda Keller Brown, an analysis of more than 200 current studies and reports about women as business executives. Topics include the historical contributions of women to the development of management, social forces contributing to the change in the situation of women executives, and the social and business impact of a dual career lifestyle. Available for \$5.50 plus postage from BPW at the address above.

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Women Helping Women: A State by State Directory of Services is a directory of more than 2,000 nontraditional counseling and shelter services across the country which offer help to women, published by the Women's Action Alliance and distributed by Neal-Schuman Publishers. Services listed deal with problems including health, unemployment, and physical abuse. Available for \$14.95 plus \$1 postage and handling from Neal-Schuman Publishers, Inc., 23 Cornelia St., New York, NY 10014.

NWSA NEEDS SUPPORT

The National Women's Studies Association was founded in 1977 to further the social, political, and professional development of women's studies throughout the country, at every education level and in every educational setting. Its membership consists of individuals, academic and community-based programs, projects, and groups interested in or involved in feminist education. NWSA's aims include the elimination of oppression and discrimination based on sex, race, age, class, religion, and sexual orientation, as well as other barriers to human liberation inherent in our social structure.

The overwhelming problem is that NWSA is broke. It is altogether possible that we will cease to exist if we do not secure substantial sums of money immediately. The current political climate makes it more imperative than ever that NWSA survive. The New Right would welcome our demise as another victory for them and their views on what women's role should be. Our survival right now affects the lives of not only our sisters and ourselves but those of our daughters and granddaughters as well.

As a central clearinghouse and coordinator, NWSA has provided a forum in which feminist educators can come together both to share information resources and support and to engage in critical debate with each other. Librarians can make a substantial difference in the effectiveness of NWSA, for we are clearly involved in all levels of education and in widely divergent types of communities.

As librarians we can contribute to the accomplishment of NWSA's goals and to the furtherance of feminist ideals. As of right now, NWSA cannot survive another year without a sizeable increase in membership. Become a member now. Encourage others to join, including your library. Get your library to subscribe to our journal, Women's Studies Quarterly, if it can't join; request a review copy from the NWSA National Office at the address on the membership form below. If you absolutely cannot join, send any contributions you can to the same address. Do please care enough to make a difference.

- Beth Stafford & Angelika Bammer  
NWSA Coordinating Council

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NWSA MEMBERSHIP FORM - 1982 - Members receive a subscription to Women's Studies Quarterly and may register for the annual NWSA conference at reduced rates. Each U.S. member is also a member of one of 12 regional associations and may choose to affiliate with any of the recognized caucuses or task force of the association. Check to receive information about one or more caucus:

Individual Membership	Group Membership	
Income under \$ 5,000	\$15	\$75
\$5,000 - 9,999	20	
10,000 -14,999	30	
15,000 -19,999	40	
20,000 -29,999	50	
30,000 +	60	

- Community College Caucus
- Lesbian Caucus
- Pre-K through 12 Caucus
- Program Administrator Caucus
- Staff Caucus
- Student Caucus
- Third World Caucus
- Librarians' Task Force

Name \_\_\_\_\_

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(zip) \_\_\_\_\_

Phone ( ) \_\_\_\_\_

Check one:

Affiliation \_\_\_\_\_

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Amount enclosed: \$

Make check payable to National Women's Studies Association

1000 University of Maryland, College Park MD 20742

THE WOMEN AND RADIATION PROJECT of the Health & Energy Learning Project seeks to inform women about radiation dangers (from medical x-rays and radioactive materials used in medicine, industry, uranium mining and processing, and nuclear production) and how to avoid them.

- \* Women are twice as susceptible as men to cancer caused by radiation, according to the National Academy of Sciences. Cancer is the leading cause of death of females aged 35-54 and the second leading cause up to 75 years.
- \* Unborn children are extremely susceptible to radiation damage. Cell damage to the unborn can result in miscarriage, deformity, disease, or stillbirth.

For tax deductible contributions of \$25 or more, the Health & Energy Learning Project is now offering a special bonus of a new one-year subscription to Ms. Magazine or a copy of the book Who Killed Karen Silkwood? by Howard Kohn (also available from Health & Energy Learning Project for \$8.95 plus \$1.05 postage and handling). Contact Health & Energy Learning Project, 236 Massachusetts Ave. NE, Suite 506, Washington, D.C. 20002.

NEXT NEWSLETTER DEADLINE - March 1, 1982

WOMEN IN LIBRARIES, newsletter of the American Library Association Social Responsibilities Round Table Feminist Task Force, is published 5 times a year from September to June. Subscriptions are \$4 for individuals, \$6 for institutions, and \$8 for institutions invoiced. Make checks payable to WOMEN IN LIBRARIES and send to Michele Leber, 4927 Gadsen Dr., Fairfax, VA 22032.

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