

Women In Libraries

NEWSLETTER OF THE
ALA/SRRT FEMINIST
TASK FORCE

Volume 12 Number 1

September 1982

Editor: Michele Leber

REPORT FROM PHILADELPHIA

There was a sense of community among ALA's women groups at this annual conference, fostered by joint consultation and/or action on issues (notably ending the boycott of non-ERA ratified states) and by the Feminist Task Force-sponsored "Women in ALA: A Coalition-Building Program."

ALA Council unanimously approved the resolution discontinuing the ERA boycott and affirming ALA's "continued support of the principle of equal rights for women." The resolution, sponsored by Cynthia Johanson, FTF member and incoming chair of the Committee on the Status of Women in Librarianship, also calls on COSWL to "continue to monitor the progress toward constitutional recognition of equal rights for women, and regularly report to Council recommendations for further action."

However, an FTF-endorsed resolution asking that no ALA meetings be relocated to Chicago before the 1983 midwinter conference - an attempt to provide political pressure in the November elections - was defeated by Council after being approved by membership. The resolution was sponsored by Maureen Doyle Endres, incoming member of the FTF steering committee. A procedural snafu killed another FTF-endorsed action. A resolution sponsored by Sarah Pritchard, outgoing FTF steering committee member, asked that the ALA Washington office monitor, and ALA "vigorously work" to defeat, two bills - S. 2372 and HR. 6455 - which would deny federal funds to agencies which "perform, reimburse, or refer for abortions." Considering the legislation's potential impact on free access to library information about abortion, membership approved the resolution. However, Council adjourned without considering it - the only resolution so abandoned during this conference - and the resolution died.

In other action, FTF will make its mailing list (of WOMEN IN LIBRARIES subscribers) available, on a limited basis, to groups with compatible philosophy. (The list has been requested in the last year by the National Women's Studies Association and the National Women's Education Fund.) Fees for the mailing list will be determined. Subscribers who do not wish to have their names included in such limited distribution should so inform the WIL editor.

FTF continued to monitor conference exhibits for sexism; noted that five of eight FTF-endorsed candidates who ran for ALA Council were elected (Mary Biblo, Elizabeth Futas, Joan Goddard, Eric Moon, and Elizabeth Morrissett); and unanimously elected

to the FTF steering committee Ellen Broidy, Suzan Connell, Maureen Doyle Endres, and Stephanie Kreps. Betty-Carol Sellen is the new FTF coordinator. Current steering committee members, with library affiliations and committee assignments, are:

Joan Ariel	UC Irvine Lib	Program Co-Chair
Ellen Broidy	UC Irvine Lib	Program Co-Chair
Suzan Connell	Lincoln City Libs, NE	Recorder
Diane Davenport	Berkeley PL, CA	Past Co-Coordinator/Recorder
Bonnie Jo Dopp	Washington, D.C. PL	SRRT Liaison
Maureen Doyle Endres	Bloomsburg St Col Lib, PA	Elections
Stephanie Kreps	Indianapolis, IN	Sexual Harassment
Carole Leita	Berkeley PL, CA	Past Co-Coordinator/Recorder
Linda Parker	U of Mich Lib	Coalitions
Betty-Carol Sellen	Brooklyn Col Lib	Coordinator
Michele Leber (ex officio)	Fairfax Cty PL, VA	Editor, WOMEN IN LIBRARIES

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WOMEN IN ALA

Representatives from six ALA women's groups spoke at a first-day conference program so successful that there were suggestions that it be repeated every year, as a program, a poster session, or (at the least) a handout. Among the highlights:

The Committee on the Status of Women in Librarianship (COSWL), a standing ALA committee since 1976, has won its third ALA Goal Award, COSWL member Sharon Rogers said, for a study of re-entry women librarians. COSWL, which represents women's interests within ALA and establishes contacts with groups outside ALA, regularly gives policy recommendations to Council. Rogers also listed specific COSWL projects and publications.

In its three years of existence, the ERA Task Force, established to assist state library chapters in unratified states, gave almost \$32,000 to chapters in Florida, Illinois, Missouri, North Carolina, Oklahoma, and Utah for speakers, education, media projects, and support for field workers. During the process librarians learned about the political process, Kay Cassell, ERA TF co-chair, noted. She expects to see a change in political tactics with more grass roots education in which libraries will be particularly important; "I hope we'll have a lot of savvy librarians out there in the political arena."

Representatives from two discussion groups said they welcome members in the same way FTF does: "If you're there (at a meeting), you are (a member)." Charlene Hurt, LAMA Women Administrators Discussion Group co-chair, said the group provides a good forum for exposure for women administrators. The group elects co-chairs annually. RASD Women's Materials and Women Library Users Discussion Group started with a petition in 1976, according to Gurley Turner, who coordinates the group with Sue Searing and Pat Simon. Linda Parker, who worked to establish the Women's Data Base Group last year, said the group seeks volunteers with interest or access to data bases, as well as programmers.

In closing comments, Suzanne LeBarron called for feminist women to be everywhere: "We've got to permeate the association with our feminist philosophy and our feminist politics." She suggested that women look at their individual interests in ALA and get involved by going to small meetings, as well as taking part in such other groups as state library associations, Women Library Workers, Special Libraries Association, National Women's Studies Association, and Women's National Book Association:

COSWL CONCERNS

The hard-working Committee on the Status of Women in Librarianship took on a range of issues at ALA, from the end of the ERA boycott (with a monitoring responsibility passed to COSWL) to the on-going Nestle boycott. Among them:

- * Salary Ranges - Though ALA policy requires including salary ranges in job advertisements in ALA publications and placement services, the policy often is not followed and "it's getting worse," according to COSWL member Bill Ptacek. Suggestions included giving discounts for ads with salary ranges and substituting minimum salary or hiring range. Ptacek and Margaret Myers will report the problem to Executive Board.
- * Balanced Collections - Neel Parikh, COSWL member monitoring Intellectual Freedom Committee action, worked with drafters of the "Balanced Collections Statement" (formerly the IFC statement on "Sexism, Racism, and Other -Isms in Library Materials") and reported on progress at each COSWL meeting. Parikh said most of the concepts of COSWL concern were included in the last draft. She will summarize her work as an aid to future committee monitors.
- * Conference Child Care - A report by COSWL member Ray Vondran said ALA was not providing quality child care at conferences by having parents find their own sitters and reimbursing hotel sitters. Suggestions included using the Bananas Organization child care outline, having storytelling programs for children, and giving free conference registration to library school students in exchange for their help with child care. COSWL will contact the Los Angeles Local Arrangements group and the Conference Arrangements Office to work on child care possibilities for the next annual conference.
- * Re-Entry Women Librarians - Katherine Dickson, project director of the 1982 COSWL Goal Award project on re-entry women librarians, will be contacting library school graduates from the classes of 1962 and 1972. She also is interested in locating other re-entry women who have been out of the library work force for two to 20 years. Such women are asked to contact Dickson at 42 Castleton Drive, Upper Marlboro, MD 20870; include name, mailing address, phone, year MLS received, whether back in the work force or job-hunting, and comments.

COSWL will continue establishing liaisons with women's groups outside ALA, co-sponsoring conference programs with other ALA groups, and working on the issue of pay equity.

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ERA PUBLICATIONS

Two good publications about the Equal Rights Amendment are available for a nominal sum:

Equal Rights Amendment Extension. Hearings Before the Subcommittee on the Constitution of the Committee on the Judiciary. United States Senate. August 2, 3, and 4, 1978. A 764-page government document of the hearings.

The Equal Rights Amendment. 31 Editors Speak Out. A 63-page compilation of articles on the ERA published by 31 national magazines in November 1979.

Copies can be obtained by sending \$1.75 for postage and handling to Kay Cassell, Huntington Public Library, 338 Main St., Huntington, NY 11743.

ALA PROGRAM HIGHLIGHT: WOMEN AND POWER(LESSNESS)

Describing herself as a "fellow traveler in full sympathy," Jane Covey Brown said librarians have every reason to be concerned about the status of women. Brown, Vice-President and Director of Marketing at Goodmeasure, Inc., said at a program co-sponsored by LAMA Women Administrators Discussion Group and COSWL that Dewey exploited women, and a political and economic double standard still persists and perpetuates low salaries.

Women must gain full access to power in organizations, which she described as the capacity to mobilize resources (people and things) to get things done. Women are currently locked into powerless jobs (typified by the tendency for the persons in them to control rather than cooperate, to focus on rules and regulations, and to be territorial and turf-minded) to the extent that a preference for men in organizations is really a preference for power.

Brown described two methods of getting more women into positions of power, individual effort and initiative and changes in organization structures. Individuals must: be powerful and effective in their current jobs; be risk-takers (while distinguishing between ordinary work and opportunity); manage their careers by knowing their own values and goals and taking developmental career jobs; and be political and build relationships and alliances to get the job done. Organizations must: design first level supervisory jobs which increase the power of the persons who hold them; identify fast-trackers early and support their growth and mobility; and, hardest of all, learn how to work with the token woman. (A minority person can be excluded in subtle, informal ways and thus be less effective, but organization leaders will tend to see the problem in the individual not in the social system.)

Feminism itself - in which power is a positive force and leaders use it to empower others and not to dominate - is a means of empowering people not at the top of the organization, she said.

Suggestions from a reactor panel of women in high-level jobs built on Brown's remarks:

- Maureen Pastine, Director, San Jose State University Library: Power can be expanded by such actions as rotating jobs, making special administrative assignments and committee and task force appointments; delegating speaking invitations; rewarding those with informal leadership, and remembering library users in the search for power. Women also should take risks the way men do (as when they apply for jobs for which they aren't qualified).
- Elizabeth Stroup, Director of General Reference, Library of Congress: Know who you are and what you want; be long range, and get the training you need to be good at your job; get first line supervisory experience; be clear about how much you're willing to pay for a managerial position; keep a client-centered perspective, and, if possible, find a mentor. And read The Managerial Woman and Peter Drucker on management.
- Linda Bretz, Director, Rochester Public Library and Monroe County Library System: In a large public library, women have the problem of trying to reach the top in local government where women are sparse and "most decisions that affect the city and county government are made on the golf course." Think long range (men think of a life of work), and be prepared to move.

ANNOUNCEMENTS

CounterVision, a photojournal on cultural diversity in the community of women, from the Women's Photography Workshop of the San Francisco Bay Area, is announcing a call for entries from women photographers. The deadline for submissions is November 30, 1982. A maximum of 10 unmounted, 8x10, black and white glossies will be accepted from each photographer along with an entry fee of \$5; include a self-addressed stamped envelope.

For a more in-depth prospectus on photography submissions, or for information about subscriptions to CounterVision (\$10-20 on a sliding scale) or donations to this non-profit organization, contact CounterVision, c/o Diana Duff, 3021 Rawson St., Oakland, CA 94619, telephone (415) 436-8030.

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The Center for Association Publications, Inc., formed by three librarians in April 1982, offers libraries "one-stop shopping" for publications from trade and professional associations. By using the Center as a purchasing agent, libraries can set up a single account for all association publications purchased. The Center handles all ordering, claims, and problems and issues a monthly report to library purchasers. Associations ship directly to purchasing libraries.

The Center provides a resource for information about association publications through its Cluster Lists. These multi-association subject bibliographies on topics such as education and energy can be used as selection tools, current awareness sources, and shopping lists. The Center maintains stocks of the publications on Cluster Lists and fills orders. Contact the Center for Association Publications, Inc., P. O. Box 2410, Falls Church, VA 22042, telephone (703) 698-6968.

SCHOLARSHIPS

The Radcliffe Research Scholars Program, a three-year post-doctoral program funded by a grant from The Andrew W. Mellon Foundation, encourages study of American society and use of Radcliffe College research facilities. The program will award stipends of \$16,000 for the full academic year to as many as four scholars each year. Appointments will be full-time for the academic year or for one term or a summer and will require residence in the Cambridge area for the term of the appointment. Some funds for research assistants and other research costs will be available in addition to the stipends.

Eligible projects must make effective use of materials in the Schlesinger Library on the History of Women in America or of the Henry A. Murray Research Center, a national repository for social science data on the changing life experiences of American women, or both facilities. Applicants must have received their doctorates, or the equivalent, at least one year prior to the submission of an application. The application deadline for stipends for the summer of 1983 or for the 1983-84 academic year is November 5, 1982. Contact Radcliffe Research Scholars Program, The Henry A. Murray Research Center, 10 Garden St., Cambridge, MA 02138.

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ALA will offer three \$3000 scholarships for master's degree students in library and information science at ALA-accredited programs. Applicants for the David H. Clift Scholarship, Frederick W. Faxon Scholarship, and Louise Giles Minority Scholarship need not have been accepted in a library program when they apply; they also must not have completed more than 12 semester hours in such a program prior to June 1, 1983. Applications must be postmarked by December 15, 1982. Contact Staff Liaison, ALA, 50 E. Huron St., Chicago, IL 60611.

BOOKMARK BARGAIN

WOMEN WORKERS TODAY: IDEAS FOR CHANGE is the topic of a two-sided bookmark with graphics and "a low-cost basic book list" published by the AFL/CIO-ALA (RASD) Joint Committee on Library Service to Labor Groups. Ten publications and six periodicals are listed on the 3½ x 8½ inch bookmark on heavy gold stock. Up to four copies of the bookmark are available free by sending a self-addressed stamped envelope to Arthur Meyers, Muncie Center Township Public Library, 301 E. Jackson St., Muncie, IN 47305. The Joint Committee encourages librarians to reproduce the bookmark and distribute it to library users.

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UPCOMING CONFERENCES

The National Strategies Conference for Women of Color, the first national conference of the National Institute for Women of Color, will be held October 8-11 in Washington, D.C. The conference is designed for women who are Black, Hispanic, American Indian, Alaska native, Asian American, or Pacific islander, and for women and men who have resources to share with women of color. There will be speakers, skills workshops, work sessions, and panel presentations on such topics as housing, health and welfare, sexuality, language and culture, immigration, technology, and impacting public policy.

On-site registration for the conference, to be held at the National Education Association, 1201 16th St. NW, Washington, is \$50. Child care will be available. Contact National Institute for Women of Color, 1712 N St. NW, Washington, D.C. 20036.

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The Fifth Annual Institute on Women and Chemical Dependency will be held October 7-9, 1982 at the Hilton Inn, Albuquerque, NM, sponsored by the National Council on Alcoholism, Albuquerque Area, Inc.; Schick Shadel Hospital, and Houston International Hospital. The program will have a multi-disciplinary approach covering research, prevention, outreach, and treatment. Full registration is \$100 and daily registration \$35. Contact National Council on Alcoholism, 126 Washington St. SE, Albuquerque, NM 87108, telephone (505) 268-6216.

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WOMEN AND WORK, the fourth annual conference of Women in Crisis, Inc., will be held November 10-13, 1982 at the Sheraton Centre in New York City. The conference will feature eight full-day institutes November 10, as well as workshops, seminars, and "how to" sessions on such issues as sexual harassment, minority women, stress, burn-out, sexism in today's curriculum, managing personal finances, fundraising, entrepreneurship, strategies for career change, pay equity, working at home, and women and aging.

Fees for the conference include \$125 for full registration (\$75 for students and senior citizens), \$40 for daily registration, and \$50 additional for institutes (for which pre-registration is required, by October 25, 1982). The conference will offer academic, continuing education, and AMA credits. Child care will be available for children ages 0-5. Contact Women and Work, c/o WIC, 37 Union Square West, New York, NY 10036, telephone (212) 242-3081.

SOURCES & RESOURCES

Featuring a few new periodicals and special issues of interest...

THE CELIBATE WOMAN JOURNAL, "a forum for presenting another view of sexuality," appeared in August 1982 with a first issue including articles, book reviews, poetry, and artwork. It will be published irregularly; subscription cost is \$8 (for two issues), single issue cost \$4. Editor Martha Allen welcomes articles, art, letters, experience, ideas, and theory. Celibate Woman Journal, 3306 Ross Pl. NW, Washington, D.C. 20008.

NTO, "the only publication devoted entirely to nontraditional occupations for women in skilled and technical jobs," started in summer 1982 with short articles, news items, question and answer section, and publications list. The 8-page periodical will be issued six times a year; subscription costs are \$25 a year for individuals, \$30 for schools, government agencies, and other nonprofit organizations, and \$100 for business and industry. NTO, Technical Education Research Centers, Inc., 8 Eliot St., Cambridge, MA 02138.

THE OWL OBSERVER, national newspaper of the Older Women's League (and replacement for the OWL Bulletin), started in March 1982 with news of OWL chapters and articles. The 4-pagetableloid-size newspaper is issued monthly; available only to OWL members (annual dues \$5). OWL, 3800 Harrison St., Oakland, CA 94611.

ON THE JOB, newsletter of Working Women's Institute, a national resource/research/action center focusing on the problem of sexual harassment, started in summer 1982. The first brief sample issue includes personal testimony and legislative and research reports. ON THE JOB will be sent to Institute members (annual membership is on a sliding scale from \$10). Working Women's Institute, 593 Park Ave., New York, NY 10021

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Single periodical issues of interest:

"Reproductive Rights" is the topic of symposium issue volume 7, number 3 of WOMEN'S RIGHTS LAW REPORTER. Articles deal with abortion, child custody, prenatal diagnosis and fetal therapy, sexuality, and equality. Single issue \$4 for individuals, \$8 for institutions; subscription (four issues) \$14 and \$28. Women's Rights Law Reporter, 15 Washington St., Newark, NJ 07102.

"Women in the Professions," a special issue of NATIONAL FORUM: THE PHI KAPPA PHI JOURNAL, includes articles on such topics as comparable worth; math anxiety; women in the military, medicine, and blue collar jobs; family and work demands on women; career paths, and children's literature. A coming issue of NATIONAL FORUM will focus on "The Quality of Work Life." Single issues are \$2.75, annual subscriptions (for quarterly issues) are \$10. NATIONAL FORUM: PHI KAPPA PHI JOURNAL, Box 19420A, East Tennessee State University, Johnson City, TN 37614.

"Women's Centres World-Wide" is the focus of the 2nd quarter 1982 issue of THE TRIBUNE: A Women and Development Quarterly. More than 150 women's centers were contacted in preparing this newsletter, which divides them into the categories of multipurpose, research, information, health, training, and legal. Each issue of THE TRIBUNE deals with a single topic, interspersing text and graphics for a very readable publication; upcoming issues will deal with women and water, networking, and women and small businesses. Subscriptions to THE TRIBUNE are \$5 from International Women's Tribune Centre, 305 E. 46th St., New York, NY 10017.

WHICH CAME FIRST, THE MOVEMENT OR THE MOVIE?

In March, the organization Working Women officially became 9to5, National Association of Working Women. The executive board changed the name because of the growth of the organization and its generally being known as the 9 to 5 movement. Working Women, which gave the name to the movie "9 to 5," wanted to change its name before the extant television series of the same name started...

SEXUAL HARASSMENT...

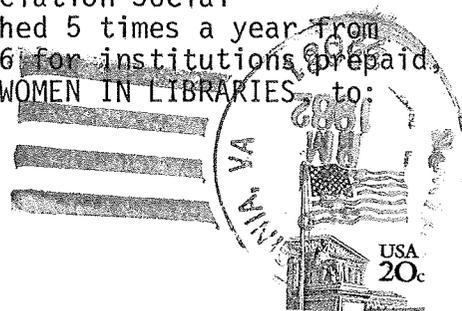
- ... is any sexual attention on the job which makes a woman uncomfortable, affects her ability to do her work, or interferes with her employment opportunities. It includes: degrading attitudes, looks, touches, jokes, innuendos, gestures, and direct propositions. It can come from supervisors, co-workers, clients, and customers.
- ... is hazardous to women's health and economic well-being. Of the women who seek assistance from Working Women's Institute, 92% experienced emotional stress such as nervousness, fear, anger, depression; 63% experienced physical stress such as nausea, headaches, weight change; 60% were forced to leave their jobs.
- ... can be expected to be experienced by 75-80% of the approximately 44,000,000 women in the U.S. workforce in their work lives, regardless of their race, ethnic origin, class, age, sexual preference, or marital status.
- ... costs employers billions of dollars each year in turnover costs, medical expenses, lost time, and reduced productivity.

- from Working Women's Institute

NEXT NEWSLETTER DEADLINE - November 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 prepaid, and \$8 for institutions invoiced. Send checks, payable to WOMEN IN LIBRARIES, to:

Michele Leber
4927 Gadsen Dr.
Fairfax, VA 22032



RENEWAL NOTICE

Alice S. Clark
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Univ. of New Mexico
Albuquerque, NM 87131