

Task Force News

The midwinter meeting of the task force will be on Tuesday, January 30th at an early 8 am in the Shoreham Forum Room. Some of the items of business we'll want to consider include:

---Establishing a "talent bank" of women we can recommend for appointments to government advisory councils, commissions and the like.

--Should we make recommendations for non-sexist policies on maternity leave, use of sick leave, etc for library employees. If so, we need a committee to do the work.

---Discrimination against library school applicants and students--does it exist? What can be done about it?

--Library science educators--too many men? I don't know. We need some one to work on this.

---Covert and overt discrimination in the library world. We need to detail its existence and develop ways of combating it.

Bring your own ideas, we want to get people working now.

Additional meetings will be scheduled as needed. I'll be staying at the Sheraton Park and will look forward to visitors.

--Michelle Rudy

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Please fill out the attached questionnaire and mail to me as soon as possible.  
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JOIN SRRT HERE'S HOW

ALA members can join SRRT for \$5. Non-ALA members may obtain non-voting memberships for \$3. Send your money to Renae Pierce, 191 Canyon Rd., Salt Lake City, Utah 84103. (Let Renae know when you move too.)

You don't have to be a member to receive the newsletter of the task force on women. Simply send 50 cents in stamps or coin to the coordinator, Michelle Rudy, 403 Waldron, W. Lafayette, In. 47906. For the next three issues.

More on Yellow Pages for Women

<p>Boston</p> <p><u>Women's Yellow Pages</u> Boston Women's Collective, Inc The Sanctuary 1151 Massachusetts Ave. Cambridge, Mass. 02138 60 cents / 15 cents postage</p>	<p>New York</p> <p><u>New York Women's Directory</u> c/o Workman Publishing Co. 231 E. 51st St. New York, N.Y. 10022 To be published early this year.</p>
<p>Detroit</p> <p><u>Directory of Women in Business</u> c/o 764 Channing Ferndale, Mich. 48220 To be published in January</p>	

### Organization Building

According to the professional organizer, groups which depend primarily on volunteers will be unsuccessful because the group will be fighting on a part-time basis people who are being paid to outwit or pacify them. Thus, a movement which wants to become a full-fledged organization needs a professional organizer, that is a person who makes a living at organizing groups effectively, to develop it and enough money to make it an independent, self-determining unit. An organization's ability to raise money for these purposes, from among its membership or elsewhere, is a measure of its ability to deliver.

### Leadership

The leadership of an organization should be collective. It should be able to meet weekly. A leader is a person who has a following, she is one who can deliver people when the organization goes into action.

### Focus

A collective leadership is built through interlocking self-interests. As a result the organization is multi-issue. This is essential to success not only because it alleviates boredom and prevents stagnation often found in one issue groups but also because it provides a broader base from which to derive support.

### Action

To be effective an organization must go into action 2-3 times a week. Action is the heart of any organization. Action will also help prevent internal strife. The only purpose of a committee meeting is to pick a target and to vote on an action.

### The Issue

A problem can be defined as a bad situation. It becomes an issue when you have the people, the power and the ideas needed for doing something about it.

### Moving Individuals to Action

The best strategy for motivating members is to involve them in finding the answers. The organization then becomes theirs, they become angry at their situation and are willing to act.

### Approaching the Enemy

The enemy should be approached by the organization as a group--never by an individual acting upon friendship or some other relationship with the enemy. Through a single spokesperson, the group defines in simple terms exactly what is wanted from the enemy. Demands are specific and focused., no generalizations. A time table should be appended or a specific "when" requested for each demand agreed upon.

In interviews with the enemy, the group should leave while still elated. This should be planned in advance and rehearsed so that the group leaves together on signal. It prevents the enemy from picking members off one by one. And it presents an impression of a disciplined, dedicated, knowledgeable group.

When the entire group can not confront the enemy as a unit (office too small or whatever) a prepicked delegation should be sent in. It is essential that the remainder of the group remain in the area. Runners should be organized to inform this back up group of the progress of negotiations. Should the meeting last longer than anticipated, the back-up group should be caucused. Never let this group disintegrate because if it should, the enemy may get the impression that he can outlast the organization. In brief, come as a group, leave as a group.

When an action is over, it should be reviewed and analyzed by the participants. This makes it a shared learning experience that will knit members into an increasingly cohesive organization. Focus on the questions: "why did what happened happen", "why did they treat us like that", "where do we go from here."

### The Enemy's Reaction

Often the enemy will find a precise list of demands delivered in a disciplined fashion outside his area of experience. His reaction, according to experienced organizers, will often be vitriolic and irresponsible. This is all that is needed to radicalize the membership and consolidate the organization.

### Publicity

Never beg a newspaper for a story. Never promise a story that you can't deliver.

### Morality

Avoid villifying anyone (let the enemy do it to himself). Avoid character assassination, its ineffective and the public will end up rooting for the new underdog--not you. But don't let personalization of the enemy bother you; it is pinning down the responsibility to where it belongs.

### Manipulation

Look at manipulation as an education enabling people to exercise power as they need to and want. However, you must differentiate between manipulating people and manipulating situations. The latter is always preferable. Don't let the enemy manipulate your organization.

### Apathy

Apathy is a survival mechanism that comes into play when there seems to be no hope of changing a situation for the better. The victims shouldn't be blamed--they're powerless. Nor are they interested in your moral outrage. Instead they need to know, inside their experience, how to deal with the bad situation. So, build their moral outrage, feed them information a little at a time, don't start analyzing at too deep a level or bring up personally embarrassing issues. Above all, stay within their experience.

News in Newsletters

PANDORA \$5 for 26 issues. Write c/o P.O. Box 94, Seattle, Wash. 98105  
v. 3, no. 1 October 1972

This Seattle newspaper contains articles, news items and announcements of national interest as well as names, addresses, phone numbers and a calendar of events for Seattle area women.

WOMEN'S CAUCUS-RELIGIOUS STUDIES NEWSLETTER \$2.50/year. Write c/o Graduate  
Theological Union, 2465 LeConte, Berkeley, Calif. 94709.  
v.1, no. 1 Fall 1972.

Of interest to women in the field of Religious Studies, the newsletter contains Women's Caucus news, regional reports, announcements and general news on the position of women in religion.

WOMEN IN ACTION Free. Write: The Federal Women's Program, U.S. Civil  
Service Commission, Washington, D.C. v. 2, no. 4 Fall 1972.

Aimed at documenting the improving image and status of federal career women, Women in Action lists appointments and news items of interest to civil service personnel. Future issues will feature fact sheets on women workers and the Federal Women's Program.

TALENT BANK

The Talent Bank of the National Federation of Business and Professional Women's Clubs, Inc. was founded in 1970 to promote women candidates for policy making positions in the federal government. The project has been expanded to include recommendations for women in high-level positions in business and the educational fields. Write: National Federation of Business and Professional Women's Clubs, Inc., 2012 Massachusetts Ave. N.W. Washington, D.C. 20036 for applications and more information.

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