

LAS VEGAS MEETINGS

Task Force meetings at ALA annual conference in Las Vegas are now scheduled as follows:

- June 25
10-12 Preconference planning I
- June 26
2-4p.m. Wilma Scott Heide (Joint TFOW and LAD/PAS Committee on Fringe Benefits program)
- June 27
9-10:30 a.m. Business meeting I
- June 27
12-2p.m. Preconference planning II
- June 28
4:30-6 p.m. Business meeting II

Any changes in this schedule will be listed in the next and last issue of v.2 of the Newsletter.

THE TASK FORCE WILL NEED VOLUNTEERS TO PEOPLE THE SRRT BOOTH. This is a great chance to see and be seen, to meet librarians from all over the country, and to talk about feminism and librarianship. Let me know when you are available so that we can schedule as many one and two hour sittings at the SRRT booth as possible.

-Michelle Rudy, Coordinator

TAPING LIBRARIANS

This year's SRRT booth will feature a tape discussing the question "What is a socially responsible librarian?" Answers and comments are requested from as many people as possible. If you have something to say on the subject, let me know and I'll mail you a tape cassette (but not a recorder) by return mail. We would like to have as many feminine voices as possible speaking out. MR

CHILD CARE LAS VEGAS

Outside the city limits of Las Vegas is Roger's Spring, a natural oasis surrounded by shade trees. Swimming in this desert pool is just one of the many activities planned for children participating in the ALA JMRT-SRRT sponsored child care program at the Las Vegas Conference. Arrangements have also been made to take the children swimming each afternoon, and additional trips to Boulder Dam, Mount Charleston, Valley of Fire and a long horn sheep reserve are also planned.

The Center will be housed at the University of Nevada at Las Vegas Child Care Center and will be operated by their staff. It will be open Monday, June 25th thru Friday June 29th from 8 a.m. to 5:30 p.m.. Transportation will be provided from the Las Vegas Convention Center to the University.

Any child between the ages of three and fourteen whose parent(s) are registered at the Conference is eligible to enroll in this program. The fee will be \$6 per day per child with a discount to \$4.50 per day for children of library school students and unemployed librarians.

In order that parents who are bringing their children to the Conference may attend the President's Program and keynote address Monday night June 25th, a special evening for the children has been arranged. Sponsored by the JMRT-SRRT Child Care Committee it will be scheduled for the same time in the same building as the adult program. There will be no movies, storytelling and several surprise guests. This is a free program and pre-registration is not necessary. All children whose parent(s) are attending the Conference and who can stay up late enough are invited to attend.

Since many parents have inquired about evening baby sitting, the Child Care Committee is looking into the possibility of having a roster of

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CHILD CARE cont.

available baby sitters. If you need a sitter, or if you have teenagers who are attending the conference who would like to sit, please contact Rita Kort.

Participation in outings is not limited to children. Volunteers to staff the center and help supervise the trips are still needed. Write or call Rita Kort, 48 Sunset Ave., Venice, Calif. 90291 (213) 567-2297 or (213) 392-1150 if you would like to volunteer or enroll your child in this program.

--Rita Kort, Child Care Committee.

SYNERGY NIXED

Ethel Crockett, new California State Librarian, has dictated that available LSCA funds cannot be used for SYNERGY after June. For cause she cites "lack of relevance", critical reaction from the State Advisory Council on Libraries, and the "bruising" scramble for \$\$... Not (hush, honey) POLITICAL CENSORSHIP. Ethel is "too busy" to communicate with the SYNERGY staff and allay our fears, so can you, our users ask her:

How does an irrelevant mag win ALA's Best Library Periodical Award in '70 & '72; gain an official tribute from CLA; receive 30 or more favorable press notices; and most important, get hundreds of letters from working reference librarians requesting copies?..

Who makes up the California State Advisory Council on Libraries?

Why since BARC (Bay Area Reference Center) has \$230,000 for FY 73/74 (more than last year) is the modest \$12,000 needed for SYNERGY being denied?

If SYNERGY bibliographies/reviews are not pertinent (i.e. feminism, Native Americans, unions unisex, mandalas, cheap living, children's liberation, pollution, dope, day care, occultism, head comix, birth control, people's law....) what does the STATE Library have in its crock o' relevance?

Continued next column

The above is from Celeste West of BARC and editor of SYNERGY. You can help by dropping a line to Ethel S. Crockett, Library-Courts Building, P.O. Box 2037, Sacramento, Ca. 95809. Protest the cancellation of SYNERGY. For more information contact Ms. West 415 558-2814 or write Bay Area Reference Center, San Francisco, Calif.

--Margaret Myers

MELVIL'S RIB

"Melvil's Rib; a symposium on women in librarianship" sponsored by the Rutgers Graduate School of Library Service and its Alumni Association was held April 6th. Highlighting the day's events were talks by Anita Schiller, reference librarian at Univ. of California, San Diego and Dr. Carolyn Wood Sherif, social psychologist at Pennsylvania State University.

Ms. Schiller reviewed the historical aspects which resulted in women becoming predominant in the profession. (That is, because women were barred from entering other professions they could be used to stretch limited resources of early libraries. Sound familiar? Ed.) She cited factual information from existing surveys regarding job levels and salaries which show women in lower positions with lower salaries when compared with men with equal education and experience.

Dr. Sherif spoke on the dreams and dilemmas of women today, reviewing psychological research on motivation and achievement. She warned of the paucity of real data and the power of continuing prevailing stereotypes in the interpretation of psychological research particularly in the clinical/applied area where tests are highly subject to interpretation. She spoke also about sex roles and how society exerts a powerful focus on female sexuality during a girl's adolescent years; and stressed that the majority of women's dilemmas derive from not staying within the prescribed social roles. These dilemmas are not private events or individual problems however. Women often accept definitions of inferiority and through

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Rib cont.

and through ignorance or lack of information drift into situations of dilemma. Dr. Sherif feels that women and men have to learn to cooperate with each other and that the whole educational process (including library schools!) has to include an inquiry into the status of women as part of humankind. Library schools and librarianship needs to look at what kinds of experience in education and work will allow people to gain confidence in their abilities and relieve feelings of insecurity.

Herman Greenberg, personnel librarian, spoke briefly on some of the federal guidelines against sex discrimination and the necessity for personnel administrators to dispel myths about women workers and to train women for advancement.

During the discussion period, it was pointed out that apparently many men librarians had not taken the topic seriously enough to consider it worthwhile to come to the symposium. Discussion centered on need to reach men not at the symposium and to show how the topic is an integral part of the whole area of work relations.

Irene Gitomer, LAD/PAS Committee on Fringe Benefits, Economic Status and Welfare explained her dilemma in mounting a program similar to the symposium at the Las Vegas conference; a "hat" was passed resulting in \$145 towards expenses of the program (more about this below).

--Margaret Myers, Roster Coordinator

WILL WILMA SCOTT HEIDE MAKE IT TO ALA--or As ALA Headquarters Churns?

Readers of LJ's Hotline may have noticed the following item gracing p. 1 of the April 16th issue.

"A feature of the Las Vegas ALA meeting is to be the Tuesday afternoon appearance of Wilma Scott Heide, a behavioral scientist who is National President of NOW.... The committee in charge, the LAD/PAS Committee on Economic Status, Fringe Benefits, and Welfare, was originally promised "unlimited" support. More next column

This support dwindled to zero, however, since only \$700 is budgeted for all programs of the Library Administration Division, and the cause of women was not judged of high priority. One hopping mad woman member of ALA told us that \$200 alone is going to support a slide program of "five year old library buildings," something considered to be of higher priority. Ms. Heide will come to ALA for only \$100 and expenses, being a good friend of librarians, so the problem is to raise some cash fast. The SRRT Task Force on Women came up with \$100; an audience gathered at Rutgers for a program aptly named "Melvil's Rib" passed the hat for \$145, and a little over \$400 more is badly needed.... This program could keynote a whole new drive to remedy the second class citizenship problem of women in American libraries and it deserves aid."

Thank you Hotline! This briefly describes the dilemma Irene Gitomer, program chairwoman, found herself in early in March. We were able to offer some relief by pledging our \$100 program budget to bringing Ms. Heide to Las Vegas. In addition both Irene and I called ALA and requested that the program be funded as promised. To date results have been negative.

We have however already collected close to \$150 as a result of the Hotline article. If you would and could, please contribute. Checks made out to the ALA-SRRT Task Force on Women can be sent to Michelle Rudy, 403 Waldron Ave. W. Lafayette In. 47906. The Task Force is, by the way, officially co-sponsoring this program, and it will constitute our program for Las Vegas.

BOOK

The Not-So-Helpless Female by Tish Somers & Genny Guracar. McKay 1973 \$7.95

This is an extremely useful guide to activism for women. Countless examples detail strategy and tactics for successful individual and group action. The philosophy is very Alinskyesque and should be appreciated by readers of his Rules for Radicals.

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WOMEN IN LIBRARIES: SOME STATISTICS

| | Men | Women | Women's as o/o of mens | no. of men | no. of women |
|------------------------|----------|----------|------------------------|----------------------|--------------|
| Mean Salary | \$14,471 | \$10,874 | 75 o/o | 2778 | 9030 |
| 5th percentile | \$ 8,250 | 6,700 | 87 o/o | n.a | n.a. |
| 25th percentile | 10,500 | 8,736 | 82 o/o | n.a. = not available | |
| 50th percentile | 13,500 | 10,400 | 77 o/o | | |
| 75th percentile | 17200 | 12,600 | 73 o/o | | |
| 95th percentile | 24,500 | 16,620 | 67 o/o | | |
| Highest degree | mean | mean | | | |
| PhD | \$19,649 | \$15,492 | 77o/o | 298 | 111 |
| MA & MLS | \$13,862 | \$11,983 | 86 o/o | 273 | 332 |
| MLS | \$13,403 | \$10,812 | 80 o/o | 1907 | 4914 |
| Below masters | \$9,420 | \$7,814 | 83 o/o | 78 | 1155 |
| Job level | | | | | |
| Head librarian | \$16,963 | \$12,019 | 71 o/o | 1023 | 1752 |
| Asst. head | 14,900 | 11,318 | 75 o/o | 282 | 584 |
| Dept. head | 13,228 | 11,443 | 86 o/o | 442 | 1424 |
| Non-supervisory | 12,382 | 10,239 | 82 o/o | 387 | 1100 |
| General responsibility | 12,639 | 9,713 | 76 o/o | 271 | 2108 |

Data from: ALA Salary Survey: Personnel Members. AMERICAN LIBRARIES April 1971.

Who's Who?

| | | | |
|--|----------------|------|--|
| Deans and directors of accredited U.S. library schools | | | |
| Women deans | 50 o/o | 1950 | |
| | 27 o/o | 1960 | |
| | 19 o/o | 1970 | |
| State Librarians and State Library Agency Directors: | | | |
| Women directors | 80 o/o | 1950 | |
| | 76 o/o | 1959 | |
| | 48 o/o | 1970 | |
| National Library Journals: | | | |
| Women editors | approx. 50 o/o | 1950 | |
| | approx. 33 o/o | 1970 | |
| Public Library Directors in 50 largest cities in U.S. | | | |
| Women directors: | 24 o/o | 1950 | |
| | 16 o/o | 1960 | |
| | 22 o/o | 1970 | |

Salary Distribution by Sex

| | M (o/o) | F (o/o) | All (o/o) |
|------------------|----------|----------|-----------|
| no. respondents | 741 | 2,183 | 3,594 |
| Less than \$8000 | 3 | 14 | 11 |
| \$8-8999 | 6 | 14 | 11 |
| \$9-9999 | 7 | 17 | 14 |
| \$10-10999 | 7 | 16 | 14 |
| \$11-11999 | 11 | 12 | 12 |
| \$12-12999 | 11 | 9 | 10 |
| \$13-13999 | 9 | 6 | 7 |
| \$14-15999 | 16 | 7 | 9 |
| \$16-17999 | 9 | 3 | 5 |
| \$18-19999 | 8 | 1 | 3 |
| \$20-24999 | 9 | 1 | 3 |
| \$25,000 | 4 | - | 1 |
| Mean | \$14,600 | \$10,900 | \$11,800 |
| Median | \$13,500 | \$10,400 | \$11,000 |

From: "SLA Salary Survey 1970." Special Libraries 61 (6) J1-Ag 1970 333-348.

From: Anita Schiller "Aware" American Libraries, Dec. 1971, p. 1215.

A ROSTER OF ROSTERS

What follows is a compilation of rosters of qualified women which are now being distributed by a variety of women's groups. This information is presented as an aid for librarians involved in the women's movement. I don't believe it's inclusive and would welcome additions and corrections. MR

Anthropologists

Roster of Women Anthropologists.

Write: Ernestine Friedl
Dept. of Anthropology
Queens College
Flushing, N.Y. 11367

Architects

Write: Alliance of Women in Architecture
18 East 13th St.
New York, N.Y. 10003

At last word the roster was in preparation.

Association of Collegiate Schools of
Architecture
1785 Massachusetts Ave.
Washington, D.C. 20036

Chemists

Write: Joan P. Lambros
SCM Glidden Dunkee
900 Union Commerce Bldg.
Cleveland, Ohio 44115

Engineers

Society of Women Engineers
345 East 47th St.
New York, N.Y. 10017
(212) 752-6800 x551
Career Information Clearinghouse helps
link up members seeking jobs and employers
looking for women engineers.

Historians

Write: American Historical Association
400 A Street, S.E.
Washington, D.C. 20003

Cost \$5

Immunologists

Write: Dr. Helen C. Ranch
Dept. of Medical Microbiology
Stanford Univ. School of Medicine
Stanford, Calif. 94305

Librarians

Write: Margaret Myers
Graduate School of Library Service
Rutgers University
New Brunswick, N.J. 08903

Lawyers

Write: Dr. Lee Ellen Ford
336 Hickory Street
Butler, Indiana 46721

Political Scientists

Write: American Political Science Assn.
Committee on the Status of Women
in the Profession
1527 New Hampshire Ave. N.W.
Washington, D.C. 20036
Single copies are free.

Physicists

Write: AIP Placement Service
335 East 45th St.
New York, N.Y. 10017

Roster of women in physics costs \$5.

Psychologists

Write: Dr. Tena Cummings
American Psychological Assn.
1700 17th Street
Washington, D.C. 20036

Religious Studies

Women's Caucus-Religious Studies
Box 6309, Station B
Vanderbilt University
Nashville, Tenn. 37235

Cost \$1

Scientists

Write: Dr. Marion Webster
2226 Broadbranch Terrace
Washington D.C. 20008

Roster cont.

Compiled by the Biophysical Society and the Association of Women in Science, this may be the same as:

Biophysical Society Placement Service
Rush-Presbyterian-St. Luke's Hospital
1753 West Congress Parkway
Chicago, Ill. 60612

Cost: \$50 w/o vitae; \$200 w/ vitae

Theologians

Write: Elizabeth Dempster
Women's Placement Service
45 Francis Ave.
Cambridge, Mass. 02138

GOALS AND TIMETABLES: A MESSAGE FROM WEAL

In the past few months there has been an increasing denunciation of numerical goals and timetables as a means of eliminating discrimination against minorities and women. Some persons are erroneously identifying numerical goals as quotas. Goals differ from quotas in a number of ways. Goals are flexible, they constitute a numerical target which a contractor tries to achieve. The aim is not discrimination but affirmative action.

The establishment of numerical goals and timetables and "good faith" efforts to achieve them are essential to overcome the effects of systematic institutional forms of discrimination, whether intentional or inadvertent. A wealth of past experience has demonstrated that a benign neutrality in employment practices does not produce any significant improvement in opportunities for women and minorities.

Positive action is necessary.

The increasing opposition to goals and timetables must be countered by expressions of support if they are to remain a viable means of correcting discrimination.

Please take the time today to write two letters addressed to (1) President Nixon, The White House, Washington, D.C. and (2) Honorable Casper Weinberger, Secretary of HEW, Dept. of Health Education & Welfare, Washington, D.C. 20201. Ask them to continue their support for numerical goals for women and minorities as required by Executive Order 11246 as amended.

(I suggest you carbon WEAL at 610 Glenn Rd., State College, Pa. 16801, Ms. Norma K. Raffel and your senators and possibly representative. Ed.)

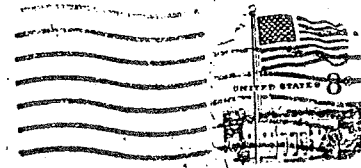
This issue edited by Michelle Rudy, Coordinator, 403 Waldron, W. Lafayette, In. 47906

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WORK FORCE March-April 1973 is on LIBRARIES

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