

ALA-SRRT TASK FORCE ON WOMEN  
NEWSLETTER

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Ed: Lynne Rhoads

AMERICAN LIBRARY ASSOCIATION MIDWINTER MEETING

TASK FORCE ON WOMEN BUSINESS MEETINGS

Job Roster - The business meeting started with a short presentation, by Liz Dickinson, Roster Coordinator, of status of job roster (complete report follows). Roster has grown to the point where in its present form it is unwieldy and extremely demanding in terms of the work involved. Discussion of the problems and of alternatives to them led to a reorganization of the way the job roster will be handled. Consensus was that since hirings appear to be few, and because of the immense amount of work attendant to circulating the roster and the small return, initiative and follow up activity with respect to any one job should be left to the applicant, who would not simply wait to be contacted by personnel officers, but who would write directly to apply for jobs of interest. Instead of rosters of women being circulated to employers, a system of bi-weekly announcements of job openings, with pertinent information, will be circulated to all roster members. There will be a small fee for this membership to cover costs of reproducing and mailing (estimated \$5.00 per year).

Statistics can also be kept more easily on the usefulness of the roster by means of duplicate copies of job correspondence sent to the roster coordinator.

Liz Dickinson is working out the details of the conversion which is expected to be operational by May or June.

Newsletter

A plea was made for volunteers to edit the Newsletter, since the work of the TFW Coordinator is growing and becoming extremely heavy. As a matter of superior TF functioning, also, it is desirable to have the newsletter edited by women other than the Coordinator - to have as many TF members involved as possible. A suggestion was made that Bay Area SRRT women might be interested in editing. Details to be worked out.

Talent Bank

The talent bank changed hands from Sherrie Bergman Friedman to Jo Ann Malina, 4248 Anna Ave., Lyons, IL 60534. Organizational details of this also to be worked out.

Bibliography

Margaret Myers will again, with other TF members, up-date the TFW bibliography on Women in Librarianship. Bibliographic information on new publications, reports, etc. may be sent to her at Graduate School of Library Service, Rutgers University, 189 College Avenue, New Brunswick, NJ 08903.

New York Program

It was decided that the TFW program at New York would deal with means of filing sex-discrimination complaints. HEW, EEOC, State and New York City agencies would be asked to send a representative; and a civil attorney (Feminist) would be invited, all to provide brief descriptions of their services and to answer questions from the audience. Hazards, mechanics, and safeguards of filing complaints can be explored. Informational kits (including a summary of what kinds of things constitute sex discrimination) will be prepared by Carol Hanson and distributed at the program meeting.

A suggestion that TF try to arrange a benefit luncheon (Rap with Feminist Librarians) informally in the SRRT Suite was generally approved.

#### Women's group in Council

A protracted discussion of the penalties of protesting discrimination and of the retaliation experienced by women who have filed formal complaints of sex discrimination, was followed by a proposal that Council women be organized to work for equitable treatment for women. By the end of the Mid-Winter meeting, this group seemed well on the way to formation.

#### Caucus or Round Table?

The TFW, at ALA, Las Vegas, decided that it was growing too large for the SRRT structure. Various possible alternatives were discussed, with separate Round Table Status favored. By Mid-Winter, however, the financial condition of ALA with the consequent dues structure changes and the implications of these changes to the future of Round Tables and even Divisions, swung TFW opinion in the direction of establishing a group separate from ALA, as the Black Caucus is separate, to be named something like "Feminist Librarians Caucus". Some drawbacks to this proposal are (1) the necessity to establish administrative machinery for dues, etc. and (2) difficulty of obtaining space at ALA meetings. Advantages are (1) autonomy (2) the possibility of recruiting many members who do not care to or can not afford to belong to ALA. The issue will be further discussed and hopefully, decided, in New York.

#### PRECONFERENCE BUSINESS MEETINGS

The 1974 New York Preconference title has now changed to "Women in a Women's Profession: Strategy for Change." Content of the Preconference has altered somewhat due to change in demonstrated interest in topics. Workshops will be on the following:

1. Self-image: Pat Schuman, 77 Fulton St., NYC 10038
2. Education: Liz Futas, Queens College Lib., Flushing, N.Y. 11367
3. Affirmative Action: Joan Marshall, Bklyn College Lib., Bklyn, N.Y. 11210
4. Career Development: Sherrie Friedman, Roger Williams College Lib., Bristol, R.I.
5. Unions: Peggy O'Donnel, Bay Area Reference Center, San Francisco Pub. Lib., San Francisco, CA 94102
6. Local Organizing: Annalee Bundy, 22 Starwell Rd., Winchester, Mass. 01890

Pre-conference cost will be \$60.00 per person, which will cover all meals and sleeping facilities. Advance registration packets have been sent out. Women who did not receive this packet and who wish to register for the pre-conference should write: Betty-Carol Sellen / Brooklyn College Library / Brooklyn, N.Y. 11210.

Volunteers wishing to help with workshops should contact names given above.

#### JOB ROSTER REPORT

1. Women on file: TOTAL 96  
DEGREES:

MLS or 5th year BSLA: 82, pre-1960: 15 / 1960-1969: 38 / 1970- : 29 (This last area has grown most rapidly in the past 6 mo., despite emphasis of roster on above beginning level positions. May 1972-3 grads are registering.)

Currently working on MLS: 4. Ma/Phd/non-lib.: 6 / BA in Lib. (Where this is the only degree): 2-both pre-1960 / BA non-lib.: 2.

Continuing education of those with MLS: 2nd masters: 15 / PhD: 5 / Currently working on PhD: 3 / working on Masters: 6 / Additional credits but no degree: approx. 19 (48 or about half of roster women have sought formal education beyond the MLS.)



SRRT Newsletter Oct 83(?)	American Libraries Dec 73(?)
Unabashed Librarian Fall 73	Jobs in Print (Rutgers) July 73
Booklegger Nov/Dec 73	The Lib. Marketplace (Rutgers) Jul 73
Gold Flower (Mpls) Sept 73	College & Res. Libs. News Dec 73
North Country Libn. (MN) Fall 73	Others...?
Columbia Lib. School Job Newsletter Oct 73	
MSRRT Newsletter Sept & Oct 73	
HCL Newsletter 9/21/73	

VI. Reactions to roster:

Employers: Only 7 questionnaires returned to date representing about 9 job screenings. Answers to questions from roster as follows:

1. No applicants hired at this point.
2. 5 placed some on file
3. Reasons for no hirings: inappropriate qualifications cited on five forms; other reasons included incompleteness of hiring process.
4. 4 indicated no specific answers to whether men/women filled the position because job not filled yet. In another case of 3 positions indicated on the questionnaire 1 hired was a man and 2 were women.
5. Affirmative action cited as a reason for using the roster in 4 cases; not a reason in 3 (other procedures met this requirement according to one form.)
6. Comments: The range is from intention to continue use of service--"an additional effective method for finding qualified applicants..." to dislike of service: "Isn't this a dupl. of efforts with the National Registry of librarians?" and "Pretty 'scraping the barrel people." The comments were quite dependent on how well the coordinator screened; employer's view of how precise the screening should be; how fast the resumes could be sent out; and I suspect also the employer's view of affirmative action.

VII. Summing it up:

Plus side: We are up on: Advertisement / Number of women on file / Employer use / Public libraries asking for roster / Number of middle-management jobs screened for

We are getting mostly good comments on roster service and its usefulness. Costs have kept even or are lower so far than last year.

Minus side: Lack of hirings--only one noted since June. Need further questionnaire input. Time-consuming for the roster coordinator (6-16 hrs wk) / It may be used as an easy out for employers / Other methods may put more control in the hands of job-seeking women / May be inaccurate right now, since so many women have been on file for over a year with no contact.

WOMEN'S HISTORY LIBRARY INTERNSHIP PROGRAM

The Women's History Library's Summer Volunteer Intern Program is open to all individuals interested in developing women's resource collections. The deadline for Summer Program (June-September) applications is May 1. Unfortunately, no stipends are available.

Most of our staff (comprised of over 50 part-time volunteers and work-study students) are now focusing their energies on preparing the Library's material for microfilming. It is in this way that we can assure maximum use of our collections by women everywhere.

Our Interns are assisting us in this monumental task. Working at least 30 hours per week, they are involved in preparing 2,000 Topical Files for microfilming. This means some correspondence, inventorying, cataloging, classifying and filing. One-fourth of their time is also spent in helping with general library office work. Positions in Women's Serials and Women's Studies are also available for Interns.

Interns will not only have the opportunity to contribute to this vital mission; they also have the staff-only privilege of use of the rich collection of material, created by the donations of hundreds of women in the past six years. We see this as a last chance for people to see and work in the library in its original setting. By Fall, due to tremendous financial strains the library will be in storage or housed in another institution, if one is found.

Applications are being accepted for internships. Due to the shortage of space at the library, the number of internships is limited; preference will be given to those who can work with us for at least two months.

This will be the last program since the library will be discontinued as of September 30 due to lack of funds.

SUMMER INTERNSHIP APPLICATION DEADLINE - MAY 1, 1974.

For information write: Linda Schuck, Project Director, Women's History Library, 2325 Oak, Berkeley, CA 94708.

#### BARNARD COLLEGE WOMEN'S CENTER CONFERENCE

The Barnard College Women's Center is sponsoring an academic conference entitled The Scholar and the Feminist to be held at Barnard on Saturday, May 11, 1974. The aim of the conference is to examine the impact of feminism on scholarship through the presentation and discussion of research. Scholars in several disciplines will describe the underlying assumptions in their own work, their selection of methodology, the impact of feminist ideology on their scholarship, and the implications of their research for greater understanding of women and their academic fields.

Anyone who is interested in attending the conference should contact Susan Riemer Sacks, Conference Coordinator, at the Barnard College Women's Center, New York, 10027, or call 212-280-2067.

#### TFW PROTESTS SEXIST SUBJECT HEADINGS

The TFW has requested that the RTSD/CCS Subject Analysis Committee take a stand opposing sexist subject headings. A letter to Chairperson Nancy J. Williamson, Faculty of Library Science, Toronto, Ont., has requested that the NY Committee meeting agenda include consideration of sex discrimination in subject headings and that members of the TFW be scheduled to give a presentation to the Committee.

An article by Liz Dickinson, TFW Roster Coordinator addresses the problem of sexist subject headings. See "A Word Game", Emergency Librarian v.1, no.3 February 1974, p.2.

CONNECTICUT WOMEN LIBRARIANS ORGANIZE

On January 23rd several CWILS organizers met with a group of prospective members at the New Haven Women's Center. We watched the skillful and sensitive feminist film Joyce at 24, made plans for the future, and discussed the need for a regular bulletin to announce CWILS activities and publicize resources and projects of general interest to women in libraries. CWILS newsletter is intended to fill that need. We will issue it monthly to everyone on the CWILS mailing list, and welcome news items from our readers. Send them to: Judy Malamut, 129 York St., Apt. 4-C, New Haven, Conn. 06511.

CWILS Regionalizes

In order to facilitate communication and tailor action to local needs, CWILS has formed two regional groups. Southwestern Connecticut CWILS will be coordinated by Barbara Martin, Greenwich Library, 101 W. Putnam Ave., Greenwich, Conn. 06830, Eastern Connecticut CWILS by Gretchen Hammerstein, Toad Ridge Rd., Middlefield, Conn. 06455. Susan Radel, Branch Librarian of the Fairfield Woods Library, Fairfield, Conn., will handle membership requests for both groups.

Connecticut Library Resources on Women

The most ambitious CWILS project presently under way is the compilation of a list of Connecticut libraries offering substantial resources on women. The list will describe each library's holdings, both print and non-print, and/or its special programs, publications, booklists, or information files relating to women's issues. If your library has feminist strengths which should be included in the catalog, please notify your regional CWILS coordinator.

ALA Preconference on Women in Libraries

CWILS hopes to organize carpools and arrange accommodations for members attending the ALA Preconference on "The Women Librarian: Her Job Situation," to be held in New York City on July 5th & 6th. Specific plans will be announced as they crystallize.

Media From CWILS

Send us a cassette tape and we will send you a transcription of "Sexism in Children's Books"--excerpts from a T.V. show prepared by Gretchen Hammerstein--and "Library Isms" a collection of infuriating antifeminist cliches compiled by a CWILS member for a State Library Service Center Workshop in Oct., 1973. Total time: 30 minutes. Send tapes to: Gretchen Hammerstein, Toad Ridge Road, Middlefield, Conn. 06455.

Your Help Is Needed

Leigh Estabrook, Assistant Professor of Library Science at Simmons College, is seeking supplementary material for her book and videotapes on women in library management. If you have encountered difficult situations on the job simply because you are a woman, send a brief description to Leigh at the Graduate School of Library Science, 300 The Fenway, Boston, Mass.

Above taken from: CONNECTICUT WOMEN IN LIBRARY SCIENCE NEWSLETTER, February '74

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