

# WOMEN IN LIBRARIES

NEWSLETTER OF THE  
ALA/SRRT TASK  
FORCE ON WOMEN

Vol. 6 No. 1

September 1976

Ed. Kay Cassell

## "ASSESSMENT: WOMEN IN ALA" -- A REPORT

A one-day women's workshop devoted to strategies for working within ALA was held on Sunday, July 18, at the Eleanor Association by the SRRT Task Force on Women. Kay Cassell gave a history of the Task Force on Women (reprinted in this newsletter). Pat Schuman discussed the political structure of ALA. She stressed that the goals of ALA are institutionally oriented. It is an association of libraries and librarians. Two key committees are COO (Committee on Organization) which decides on what units can be formed and COPEs (Committee on Program Evaluation and Support) which decides on all budgetary matters. The Executive Board is where things start and is a policy making body of the association. Council must pass on all policy. Pat suggested that the Task Force should send a list of qualified women to the incoming ALA President each year, should have a group working on resolutions during the year, should make suggestions for ALA staff appointments and should formalize a lobbying network. Liz Dickinson presented a report on the proposed ALA Standing Committee on the Status of Women in Librarianship. This report was passed by Council on Tuesday. The report's summary is reprinted in this issue.

The group was then divided into interest area groups which planned strategies for working within ALA. These groups included adult services librarians, administrators, children's and young adult services librarians and reference librarians. The adult services group wanted materials reviewed from a feminist perspective and planned to contact LJ and the RASD Notable Books Committee. The administrators' group saw the Standing Committee as an important step forward. They also saw the need to strengthen the Task Force to give legitimacy to women's issues. The children's and young adult group discussed establishing a standing committee on career opportunities and advancement in children's services in the Children's Services Division. The reference group saw the need for strengthening existing channels for women in librarianship.

## TASK FORCE BUSINESS MEETING

At the Tuesday Task Force business meeting a study committee for identifying goals, objectives and directions for the Task Force was established. Diane Kadanoff will chair the study committee and will also be the Task Force coordinator. Her address is 25 Grotto Ave., Providence, R.I. 02906.

Kay Cassell suggested that discussion groups be set up within divisions of ALA to focus on women's issues. So far the Children's Services Division has a group on sexism in materials for children, the Young Adult Services Division is forming a committee on sexism in young adult materials and ad-hoc discussion groups for women in administration and women in library education have been formed.

A letter will be sent to ALA asking to have the Office of Research retained.

Many women discussed why they had come to the Task Force meeting. Their reasons included realization of discrimination against women, seeing men get the top jobs, interest in support for single women with children and the need for support for women in libraries.

Jenrose Felmley, librarian of the Business and Professional Women's Foundation, made a plea for better information for women library users.

Susan Brownmiller, author of Against Rape, spoke at the Task Force meeting. She described how she researched her book. Ms. Brownmiller stated that she saw a need to contribute to the women's movement in feminist scholarship. She spent four years on the book to get all documentation possible to make the book "unassailable". Part of the money from the sale of the paperback rights of the book went to the New York Public Library where she had done a great deal of her research. Ms. Brownmiller concluded by asking librarians to help her keep her book alive.

#### COMMITTEE ON THE STATUS OF WOMEN IN LIBRARIANSHIP ESTABLISHED

The ALA Council at its Tuesday meeting approved the establishment of a Standing Committee of Council on the Status of Women in Librarianship. The purposes of the Committee are to:

1. Officially represent the diversity of women's interests within ALA and to ensure that the Association considers the rights of the majority (women) in the library field;
2. Collect, analyze, disseminate and coordinate information on the status of women in librarianship;
3. Coordinate the activities of ALA units which consider questions having special relevance for women;
4. Identify lags, gaps and possible discrimination in resources and programs relating to women;
5. Help develop evaluative tools, guidelines and programs in cooperation with other ALA units designed to enhance the opportunities and the image of women in the library profession, thus raising the level of consciousness concerning women;
6. Establish contacts with committees on women within other professional groups and to officially represent ALA concerns at interdisciplinary meetings on women's equality; and
7. Provide Council and Membership with reports needed for

the establishment of policies and actions related to the status of women in librarianship, and monitor ALA units to ensure consideration of the rights of women.

It is hoped that members for this committee will be appointed in the near future.

#### WOMEN ADMINISTRATORS MEET

A group of women administrators met on Thursday, July 22, at ALA. They spoke of the need to have the confidence to apply for top administrative positions, the need to realize the difference between expectations and reality, the need to use feminist principles in administration and the need to form a "women's network" to find out about job openings. The group will explore the possibility of forming a discussion group within the Library Administration Division and will meet at Midwinter on Tuesday, February 1, at 2 p.m.

#### ALA/SRRT TASK FORCE ON WOMEN - A BRIEF HISTORY

The ALA/SRRT Task Force on Women was formed in 1970 at the Detroit annual conference. It was begun in recognition of the wide range of discrimination against women in libraries. The original purpose of the Task Force was to "collect and disseminate information relating to equal opportunity and responsibility for women, particularly with respect to hiring and promotional practices within the library field." The Task Force passed a resolution at its first meeting urging ALA to "take steps to equalize salaries and opportunities for employment and promotions." This resolution was passed by ALA Council at its 1971 Midwinter meeting in Los Angeles.

The coordinators of the Task Force have been Linda Robson and Kay Cassell, Michell Rudy, Lynne Rhoads, Liz Futas and Linda Crowe. Programs planned by the Task Force have included:

1. Sexism in children's literature - Dallas, 1971
2. Sex discrimination and affirmative action in the library with Mary Myers, NOW National Compliance Coordinator - Chicago, 1972
3. Joint program with LAD featuring Wilma Scott Heide, NOW President; and a feminist audio-visual program - Las Vegas, 1973
4. Preconference on women - "Women in a Women's Profession: Strategies" - held prior to the 1974 New York annual conference - areas of discussion at the preconference included self-image, unions, library education, affirmative action, career development, regional and local organizing; and a Task Force program on how to file job complaints - New York, 1974
5. Women's Fair with workshop on organizing to bring about change, a panel on combining feminism in your work life and exhibits of women's presses - San Francisco, 1975

Resolutions passed by ALA Council and membership which were introduced by the Task Force on Women included:

1. A resolution was passed at the 1972 Midwinter meeting outlining the need for a study on the status of librarians by sex, race, age and length of employment and requesting that ALA request the U.S. Bureau of Labor Statistics to do a nationwide statistical study of librarianship. This study was completed in 1975. (BLS had approached ALA prior to this resolution, but our resolution provided specifics for the study.)
2. The ratification of the ERA was supported by Council in New York, 1974.
3. Council passed a resolution authorizing OLPR to develop guidelines for horizontal as well as vertical career development. New York, 1974.
4. The Committee on Accreditation was requested to use affirmative action as a criteria for accreditation or reaccreditation of library schools in a resolution passed in New York City, 1974.
5. Membership passed a resolution submitted by the Task Force giving library workers the right to protest discrimination through legal channels without fear of reprisal. New York, 1974.
6. Council passed a resolution authorizing the use of non-sexist terminology in ALA documents and publications. Midwinter, Chicago, 1975.
7. The request for a standing committee on the status of women in librarianship was first introduced in a resolution submitted at the 1975 Chicago Midwinter meeting and will come up for a vote at the 1976 Chicago annual conference.
8. The Committee on Accreditation will be required to make an annual report to Council on affirmative action within library schools as a result of a resolution passed by Council in Chicago, 1975.
9. A resolution requiring the establishment of guidelines for non-sexist terminology in ALA publications and advertising was passed by Council in San Francisco, 1975.

A number of other projects and actions have been organized by the Task Force.

1. The Task Force was instrumental in getting library periodicals to end sexism in job advertising.
2. A "non-discrimination by sex" clause was added to ALA scholarship guidelines at the request of the Task Force.
3. The Task Force was instrumental in getting the annual LJ article on placements and salaries of library school graduates to give a breakdown by sex.
4. Day care was first arranged at the Chicago 1972 conference.
5. A register of women seeking administrative and specialist positions was established in 1972 with Margaret Myers as coordinator. In 1974 this register was changed to a subscription publication "Bulletin Board" which lists positions available. This was first published by Liz Dickinson and now by Janette Neal.

6. The SHARE directory was begun at the 1974 preconference. (Sisters Have Resources Everywhere). It is now being published by Women Library Workers.
7. Women Library Workers was formed in 1975 to work on non-ALA issues of concern to women in libraries.

The Task Force has accomplished a great deal in a few short years. To highlight a few of our accomplishments:

- a continuing job information service since 1972
- a Task Force newsletter since 1970
- non-sexist job advertising in library periodicals
- non-sexist language in ALA documents and publications
- a preconference on women in 1974 and annual day-long meetings at ALA conferences since then
- a list of non-sexist subject headings (nearly completed)
- an ALA Committee on the Status of Women in Librarianship
- a CSD discussion group on Sexism in Library Materials for Children
- a breakdown by sex in the annual LJ article on placement and salaries of library school graduates
- now 55% of Council are women (47% in 1970)
- a bibliography of "Women in Librarianship"

Some of the needs and/or good ideas that the Task Force might be working on in the years ahead are as follows:

- a series of position papers on shared employment and flexible scheduling, maternity leave, retirement benefits, horizontal career development, library education, etc.
- a talent bank of women qualified for ALA appointments and other committees in federal and state governments
- feminist book awards
- guidelines for better bibliographic control of feminist material
- more efforts to end salary and promotional discrimination
- career development for women

--Kay Ann Cassell  
July 1976

#### RESOLUTION ON RACISM AND SEXISM AWARENESS

ALA membership passed a resolution on racism and sexism submitted by Bradford Chambers, Council on Interracial Books for Children, at the Friday morning membership meeting. The resolution stated that

1. ALA will survey library schools to determine the extent that racism and sexism awareness training form a part of the curricula and urge that such training be added to the curricula if not now included;
2. Library Administration Division's Personnel Administration Section will develop a model in-service program for providing racism and sexism awareness training for library personnel;
3. the Public Library Association, the American Association of School Librarians, the Children's Services Division, the Young Adult Services Division, the Reference and Adult

Services Division, and the Association of Colleges and Research Libraries will be urged to develop a program to raise the awareness of library users to the pressing problem of racism and sexism;

4. the Resources and Technical Services Division will develop a coordinated plan for the reform of cataloguing practices that now perpetuate racism and sexism.

The President and Executive Board must assess the extent of implementation by the 1977 annual conference.

#### WOMEN IN PRINT CONFERENCE

The first Women in Print Conference was held August 29 to Sept. 5 near Omaha, Nebraska. 132 women representing 80 feminist publishers, presses, magazines, newspapers and bookstores. The groups represented included publishers such as Daughters, Diana and KNOW, national newspapers such as Off Our Backs, Hera, and Big Mama Rag, magazines such as Quest, Women: A Journal of Liberation and Country Women and the distribution companies, Women in Distribution and Amazon Reality. The range of publishing efforts was impressive from the established presses such as KNOW which is six years old to new ones such as New Woman Press with one publication to date.

The conference provided the focal point for an exchange of ideas among the feminist publishing world. Workshops were held on such topics as reviewing, finances, graphics, distribution, layout, editing and political concerns. Discussion inevitably turned to ways to better cooperate such as more reviews of feminist materials, better distribution systems, cooperative advertising and a better network for sharing information. The impressive aspect of the conference was the growth of feminist publishing. Many have paid staff and are continually expanding their operations as their publications become better known.

In future issues of the newsletter I will attempt to review most of the publications from groups represented at this conference. I would, however, urge libraries wishing to acquire feminist material to contact WIND (Women in Distribution), Box 8858, Washington, D.C. 20003 which is distributing the largest number of feminist publishers and Amazon Reality, Box 95, Eugene, Ore. 97401 which distributes the publications of women in the Northwest. Write and ask for their catalogs.

#### PUBLICATIONS WORTH NOTING

The Acorn Growth... is a newsletter devoted to resources on sexism in library materials for children and young adults. It includes an extensive listing of books, pamphlets, bibliographies, articles, etc. on sexism in print and non-print materials. The Acorn Growth... is published three times a year for the price of \$1.00. Send subscriptions to Rita Kort, 48 Sunset Ave., Venice, CA 90291 and letters to the editor and queries about the content to Neel Parikh, 21 Westall Ave., Oakland, CA 94611.



FPS: A Magazine of Young People's Liberation has done a special double issue (#52/53) on "High School Women's Liberation" which is really neat. According to the introduction, a group of 6 women, four of them teenagers, conceived the pamphlet and met once a week for four months planning it prior to its publication. Arranged into five broad sections within 80 pages: "Education and Liberation," "Four Perspectives," "Health and Injustice," "Sexism All Around Us," and "Books for Young Women," the content articles range over all feminist issues but from a uniquely YA viewpoint. For instance, an experience at Girls' State is included; "Growing up Gay" is reprinted from a Maryland high school underground paper and recounts experiences and feelings in junior and senior high school. A state-by-state guide to young women's legal rights to medical care is included, and unlike other charts of its type usually reprinted, it is dated for accuracy. Poetry by young women is included in one section, as are lyrics from Chris Williamson and Willy Tyson in another which analyzes "Singin' the Sexist Blues." Best of all are the book reviews at the end of Nobody's Family is Going to Change (win), Daughters in High School (place), and Other Choices for Becoming a Woman (show). (Would-be feminist YA librarians could learn a lot by analyzing them.) Liberally illustrated with photos and cartoons, this has an irresistible YA look to it. It is also bound to upset protective/protected adults innocent of feminist thinking. Unfortunately, no single copy price is give, so write for details to Youth Liberation, 2007 Washtenau Ave., Ann Arbor, Mich. 48104. -- review by Mary Kay Chelton

The newly revised and updated "Women in Librarianship", an annotated bibliography, is now available from OLPR, American Library Association, 50 E. Huron, Chicago, Ill. 60611. Issued annually by the SRRT Task Force on Women, this edition was compiled by "The Women's Group" at the University of Wisconsin Madison Library School. A subject and author index has been added as well as extending this bibliography back in time to 1892.

U.S. Department of Health, Education and Welfare - Education Division. "Focus on Women: A guide to programs and research in the Education Division." The guide lists grants given for FY 1973-1976 by the Office of the Assistant Secretary for Education, Office of Education, and the National Institute of Education for projects "directed toward broadening women's access to educational opportunities." A brief description of the intent of the research or demonstration project, the amount of money awarded for each fiscal year, and the address for information on the project is given in this 37 page pamphlet. -- review by Liz Dickinson

National Retired Teachers Association/American Association of Retired Persons. "Information packet." Mrs. Margaret L. Arnold, Assistant to the Executive Director, Women's Activities for NRTA/AARP, has sent a sample of materials in several subject areas relating to seniors. These include guidebooks for seniors

on home repair, food, crime prevention, financial and legal advice, retirement planning, and a number of other concerns. Public libraries will find much of this material valuable for their pamphlet file collections. She has also extended the invitation to supply help for program planning or speakers for any group that would like to have a workshop on the mature woman. Contact Margaret Arnold at NRTA/AARP, 1909 K Street, N.W., Washington, D.C. 20049. --review by Liz Dickinson

The second edition of The Lesbian in Literature, a Bibliography is now available to individuals for \$7 and to institutions for \$10. This 96-page bibliography lists about 2500 books concerned with Lesbianism or with Lesbian characters. To order, write The Ladder, P.O. Box 5025, Washington Station, Reno, Nevada 89513.

While You're Up Get Me a Grant is a comprehensive up-to-date bibliography listing all the basic sources that are useful for finding out about grants. It was compiled by Nancy Elnor, Elizabeth Katz and Martha Powers for the San Francisco Bay Area SRRT. It is available for \$1.50. Order from/make checks payable to: Nancy Elnor, 2745 Stuart #3, Berkeley, CA 94705.

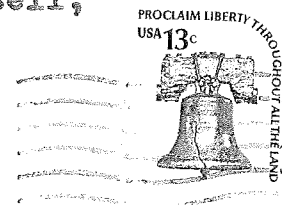
WOMEN'S HISTORY RESEARCH CENTER

The Women's History Research Center announces that the Center's original Film Reference Collection is now at the Pacific Film Archive of the University of California, Berkeley. Any inquiries should be directed to Linda Artel, Film Consultant at the Archive. The Center's publication, however, Films By And/Or About Women, is still available from WHRD, 2325 Oak St., Berkeley, CA 94708, \$3/individuals, \$5/others.

The Women's History Research Center requests contacts (women's groups, faculty and library) in the following seven states which do not have available even one reel of the 144 microfilm versions of the Women's History Library: Alaska, Arkansas, Delaware, Kansas, New Hampshire, Oregon, Rhode Island, (Idaho has one Rape reel.)

WOMEN IN LIBRARIES is published 5 times a year from Sept. to June. Subscriptions are \$3/individuals and \$5/institutions. Make checks payable to ALA/SRRT Task Force on Women and send to Kay Cassell, Bethlehem Terrace, Apt. H-181, Slingerlands, N.Y. 12159.

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