

WOMEN IN LIBRARIES

NEWSLETTER OF THE
ALA/SRRT TASK
FORCE ON WOMEN

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Ed. Kay Cassell

ALA IN CHICAGO - A MIDWINTER REPORT

The SRRT Task Force on Women met on Sunday, January 21, 1978. The Task Force endorsed two resolutions that were to come before ALA Council. The first resolution dealt with access to sex-related materials for young people and the second dealt with the establishment of guidelines to prevent another "Speaker" incident. Jean Porter, a member of the Steering Committee, reported that she is continuing the project of monitoring ALA publications for sexism and sexist language. She said she needs additional people to help her, especially for monitoring the publications of divisions and sections, and asked that volunteers write to her at Ft. Lauderdale Branch-Broward County Library, 1300 E. Sunrise Blvd., Ft. Lauderdale, Fla. 33304.

Elizabeth Futas brought a survey questionnaire prepared by Maurice Marchant to the Task Force's attention. It was concerned with how library schools were dealing with sexism, racism and discrimination. The actual survey was criticized for being close-ended. The actual design of it showed its low priority to the sponsoring organization, ALA's Library Education Division's Research Committee. The Task Force urged Ms. Futas to formally protest this survey and to request that a new survey be done using a validated questionnaire.

A discussion on endorsement of ALA Council candidates resulted in a decision to limit endorsement to those individuals who had demonstrated a sustained interest in and sensitivity to feminist issues and concerns. A list of Task Force endorsements follows this article.

On Tuesday, January 24, 1978 the Task Force on Women provided a forum for ALA's presidential candidates Thomas Galvin and Gerald Shields. Both candidates gave introductory speeches, and then answered questions that Task Force Coordinator, Diane Gordon Kadanoff, asked on behalf of the Task Force. A report on this meeting follows this article.

The Task Force decided that the time had come to give attention to another manifestation of sexism. Individual members reported on the insensitivity and offensive behavior of some of the exhibitors at ALA conferences as well as the sexist promotional materials distributed. The Task Force will develop a plan for confronting this issue and has contacted the Exhibits Round Table for cooperation in addressing this problem.

The Task Force on Women met for its final session on January 25, 1978. A proposed resolution concerning the Bakke case was discussed which would reaffirm ALA's policy on affirmative action. The Task Force reported that it is working with Women Library Workers on the third edition of the SHARE directory. The remainder of the meeting was a brainstorming session concerning possible action items, future plans, etc. Some of the ideas were: doing a profile of women in the profession and in the Association, improving communications with the various divisions within ALA on the concerns of women, workshops for developing women administrators, a sexism and racism awareness workshop for council members, a discussion of sexual harrasment in the workplace, etc. --reporters, Betty-Carol Sellen & Cynthia Johanson

THE ALA PRESIDENTIAL CANDIDATES - THEIR VIEWS

The two candidates for the presidency of ALA, Gerald R. Shields and Thomas J. Galvin, spoke at the second meeting of the Task Force on Women. The Task Force has long been interested in the views of those running for ALA office as these views impinge on the status of women in the profession of librarianship and their status in the Association. The informal session that Tom and Gerry had with us resulted in no endorsement of either candidate. The Task Force has not often endorsed a presidential candidate in the past so this is not unusual. What can be said about both these men is that neither is a feminist but both are well aware of the concerns of feminists. Each started with a short presentation about their major concerns for the association in the year in which they would be president. Since their views are well known, I will skip directly to the question and answer period which was far more informative.

Both candidates will support the ERA boycott resolution. Neither hedged at all on this issue which makes me feel as if ALA itself will not hedge.

Both are library educators and Galvin relies on this "two feminist faculty members" to spread sexism awareness through the curriculum at Pittsburgh while Shields is in favor of specific courses to deal with the problem.

On appointments to various ALA committees, which many in the audience felt to be the most crucial question, Galvin would seek to find the most qualified people to fill the positions while Shields certainly seemed to have a greater awareness of the problems that face women in the Association when they can't get a first committee assignment, let alone get a name to be put on many committees.

On whether or not the Racism and Sexism Awareness Resolution is in conflict with the Library Bill of Rights, Galvin will not himself determine the answer because he feels that if he does delve into the problem that it will prejudice him on the question.

Shields, on the other hand, feels that the implementation of the Racism and Sexism Awareness Resolution will not be in conflict with his interpretation of the Library Bill of Rights.

Neither felt that ALA should or could become a union.

The most telling remark of the entire discussion may have been made by Gerry Shields who said that what is important to ALA is not the manipulation of its structure, but the question of issues which confront our profession. reporter, Elizabeth Futas

TASK FORCE ENDORSES CANDIDATES FOR ALA COUNCIL

The following people running for ALA Council are being endorsed by the SRRT Task Force on Women: Fay Blake, Sherrill Cheda, Miriam Crawford, Sylvia Delgado Espinosa, Penny Jeffrey, E. J. Josey, Diane Gordon Kadanoff, Joan Marshall, Joan Neumann, Mimi Penshansky, Patricia Pond, Elizabeth Futas, Patricia Tarin.

CAREER DECISION WORKSHOPS HELD AT MIDWINTER

The what, where, and how of job-hunting - identifying personal skills, finding where to use them, and learning how to get hired there - were the framework of two Career Decision Workshops sponsored by the SRRT Task Force on Women. Forty-eight women attended the two identical 3-hour sessions conducted by Nancy Deutch and Luan Gilbert of Transitions, a Madison, Wisconsin women's job counseling agency. Noting that 80 per cent of all jobs are never advertised, Deutch and Gilbert led exercises designed to help individuals make career decisions and get desired jobs.

POSSIBLE TASK FORCE NAME CHANGE

The Task Force on Women is considering changing its name. Some of the suggestions received so far include: Feminist Task Force; Task Force of Feminist Women and Feminist Librarians Task Force. Please send other suggestions or opinions concerning proposed name change to Diane Gordon Kadanoff, 25 Grotto Avenue, Providence, Rhode Island 02906. The name change will be discussed and voted on at the annual meeting in Chicago.

NEW STEERING COMMITTEE MEMBERS TO BE ELECTED

At Midwinter, the steering committee decided among themselves who would serve a one-year term in order to hold elections of four new members at the annual meeting. Liz Futas, Betty-Carol Sellen, Donna Eps and Betty Lowe will serve the one-year term. Any member of the Task Force is welcome to seek election to the steering committee; the only requirement is that you be able to attend both Midwinter and the Annual conference for two years. If you are interested in running, please send your name to Diane Gordon Kadanoff, 25 Grotto Avenue, Providence, Rhode Island 02906.

LIBRARIANS ATTEND HOUSTON CONFERENCE

The Committee on the Status of Women in Librarianship of ALA attended the National Women's Conference in Houston on November 18 - 21, 1977. Three members of the committee attended: Ellen Gay Detlefsen from the University of Pittsburgh's Graduate School of Library and Information Sciences (chairperson of the Committee), Elizabeth Futas from Emory University's Division of Librarianship, and Patricia Rom from Bucknell University. Since ALA represents so many librarians and since the majority of our profession is women, we were able to get delegate status as well as official observer status for the members attending. What follows is the impressions and accomplishments which we saw coming out of the National Women's Conference.

All the media coverage which occurred before the conference began had led us to believe that there would be a great deal of controversy and perhaps even some trouble in Houston. We each felt that we weren't looking forward to five days spent in confrontation politics. All our fears were proven groundless on the first day of the meeting when it became obvious that there would be politeness and good feelings on the part of all those in attendance in order to put in much hard work to accomplish the important goal of delivery of the National Plan of Action to the President and to the Congress.

Libraries were actually mentioned three times officially at the conference. In the first plank of the national plan of action it is said that "the President should take steps to require that women are assured equal opportunities for appointment to managerial and upper level posts in Federally-funded cultural institutions, such as libraries, museums, universities and public radio and TV." In the opening speech by Roselyn Carter, libraries were again mentioned, this time from the podium as the First Lady spoke about the creation of libraries and other "good works" by the former first ladies of the land. The third occasion in which libraries were mentioned came from the delegate floor, as Ellen Gay Detlefsen rose to speak for the plank on education. She spoke of the unequal representation of women in the highest administrative positions in our school, public and university libraries.

Aside from the official plenary sessions, those of us who were librarians at the conference managed to identify each other. Often as we sat in the shuttle buses that delivered us from our hotels to the Albert Thomas Hall convention center, we began to talk to our sister passengers only to discover that they had met other librarians at the conference in various capacities. Some were part of official delegations, some were representing the press and others were official observers and part of the general public. In all there were at least a dozen of us at the conference which is a strong representation for us as a profession. It also points out the importance that librarians see in the adoption and implementation of the national plan of action.

The various issues which were covered during the plenary sessions included the Equal Rights Amendment. Since ALA had received very wide coverage on its boycott of not ratified states, many of the delegates and observers as well as the press people had heard of us

already. They were happy to meet us and congratulated us on the important stand that our association took as regards this issue. There were several lists of organizations which had also passed such boycotts which were circulating on the floor of the conference and we were glad to be able to add our names to those associations which hadn't yet heard.

The most controversial issues of the conference, minority women, welfare rights, reproductive freedom and sexual preference were debated upon the floor with equal time given to pro and con statements. In this respect, the conference certainly can be said to stand up for the first amendment freedoms. In addition, the three person delegation decided to vote not to close debate on all issues so that freedom of exchange of ideas would continue. Frequently our delegate rose and stood alone on this issue. When asked how we could vote not to close debate and be for a plan of action, the delegate was able to discuss the library world and its very strong and real commitment to first amendment freedoms and the freedom of speech in particular.

All of us from ALA were quite amazed at the inability of the conference organizers to deal with the problems of room reservations, meeting rooms, transportation and seating in the convention center for the 1800 delegates and 10,000 observers, press and general public who were in attendance in Houston. Since the last item on the agenda was a call for a conference some time in the future to see about implementation of the national plan of action items, we were in full agreement that the American Library Association, as a gesture of friendship and service should lend both Chris Hoy and Mary Cilluffo to the conference arrangers so that next time it will be done well.

-from Elizabeth Futas

A RESPONSE FROM THE LIBRARY OF CONGRESS RE: SEXIST LANGUAGE

Cynthia Johanson received the following response from M.C. Lethbridge, Information Officer, regarding her inquiry about the use of sexist language in the Library of Congress Information Bulletin.

"Until guidelines which we have been revising in this office are ready for distribution, I would like to tell you what we attempt to do in LCIB. We try to use language that will be acceptable to our readers while adhering to standards of language and usage appropriate to the Library of Congress. We do not refer to women as chairmen unless a woman contributor has referred to herself that way; I regret that your copy was changed in the August 26 issue as it should not have been. To some women chairman is a sexless term like governor, for which governess has not been substituted. Since preferences are hard to determine, however, we try to avoid using the noun for the person in the chair when we are in doubt. ... LCIB has always had a rather formal way of referring to individuals by a title preceding a name, and we think persons mentioned would not like to become Welsh, Johanson, etc. We have adopted a practice therefore of referring to persons by their whole name the first

time they are mentioned and a title and last name thereafter. To avoid Ms., we try to circumvent second and third uses when that title would be required. When Carol Nemeyer came on board, she gave us for guidance a booklet developed by McGraw-Hill and I believe we are in conformance with their recommendations."

THIRD EDITION OF THE SHARE DIRECTORY TO BE PUBLISHED

All women librarians are invited to participate in the third edition of the SHARE (Sisters Have Resources Everywhere) Directory. The SHARE Directory is not a roster of "achievers" or achievements. Being listed here is an indication of a state of mind and awareness, a receptivity and willingness to interact, to share talents, feelings, and frustrations concerning feminism and/or librarianship. The SHARE Directory provides a means for giving and exchanging information and support. Send in the following information to be listed in SHARE: name, home address and phone, work address and phone, type of work, skills, interests, memberships/affiliations and other things to share such as job contacts, housing for women moving to a new area, one-to-one counseling, hobbies, library skills, etc. Include a donation of \$2 or more with your listing to cover the printing and distributing of the directory to participants. All information must be returned by April 1 so that the directory can be published by June 15. Send your information to WLW/SHARE, PO Box 9052, Berkeley, CA 94709.

INTERVIEWING EXPERTISE

Women who have recently been through the job interviewing experience have realized that all of us could benefit by sharing the kinds of questions that were posed by prospective employers. We would like to compile a list of questions that were put to candidates in interviews, as well as some possible suggestions of questions to ask the interviewers. Any information you would like to share about the type and level of position or geographic area would be helpful.

There is a need to develop interviewing skills and women can help each other. Send your examples, ideas or questions to Jody Pitsenberger (7120 Wilson Lane, Bethesda, Md. 20034) or Susan Vaughn (Brooklyn College Library, Brooklyn, NY 11210). What we receive will hopefully be published in future issues of Women in Libraries.

STATUS OF WOMEN IN LIBRARIANSHIP COMMITTEE MEETINGS

The ALA Standing Council Committee Status of Women in Librarianship met on January 23, 1978. At that meeting the Committee endorsed two proposed resolutions that were to be introduced at Council. The first resolutions dealt with affirming the right of youth to have access to sex-related materials, and the other dealt with pay parity for librarians. The latter is an outgrowth of several pending discrimination cases which assert that librarians are paid less than comparable professions that require similar educational requirements because librarianship is a "female" profession. It is estimated that female type professions lose twenty billion dollars

annually because of this sort of discrimination. The Committee also addressed itself to modifications of the Library Bill of Rights that would eliminate sexist terminology. Pat Rom will draft the Committee's viewpoint to present to the Intellectual Freedom Committee subcommittee charged with the responsibility to update the Library Bill of Rights.

The Committee voted to endorse a resolution that expresses the dissatisfaction of the membership with the coverage of ALA activities by American Libraries, especially since AL would not publish any information about Committee members attending the National Women's Conference. --reported by Cynthia Johanson

BARNARD COLLEGE WOMEN'S CENTER CONFERENCE

The fifth academic conference of the Barnard College Women's Center will be held on Saturday, April 15, 1978. Recognizing the need for creative scholarship to establish a firm base for non-sexist learning, The Scholar and The Feminist V: Creating Feminist Works will focus on exploring how such new works are created. Attendance at the conference will be pre-registered. For further information, please contact the Women's Center, Barnard College, New York, N.Y. 10027, (212) 280-2097.

WOMEN NOT WELL REPRESENTED ON THE COUNCIL ON LIBRARY RESOURCES

Did you know that the Council on Library Resources never had a woman member of its board until 1975 and even now has only two out of the nineteen. One would think that women on the board would outnumber men substantially as they do in the profession!

WANTED: CANDIDATES FOR REDBOOK'S "MAKING IT HAPPEN."

Redbook is looking for dynamic young women to write about in its "Making It Happen" column. They are looking for women in their 20's who are leaders, the real innovators, the young women who are bringing about change and progress. Why not nominate a friend! Write Frances Ruffin, Making It Happen, Redbook Magazine, 230 Park Avenue, New York, NY 10017.

LAD WOMEN ADMINISTRATORS DISCUSSION GROUP

The Women Administrators Discussion Group is now officially part of the Library Administration Division. At Midwinter the Group sponsored a panel discussion on women and power. After introductory remarks by Carolyn Schwartz, director, Caldwell (N.J.) Public Library, Betty Turock, a doctoral student at Rutgers University, spoke on administrative styles. Ginnie Cooper, director, Gilbert M. Simmons Public Library (Kenosha, Wis.) told about her own career path as a case study of a woman in library administration. Leslie Burke (Phillipsburg, N.J.) spoke on assertiveness training summarizing some of its main elements. At the conclusion of the meeting women present shared information about current job openings.

A QUOTE FROM ALA

"Women cooperate in their own victimization." stated Lillian Gerhardt, ALA Councilor, as she explained why a racism awareness workshop was being held before a sexism awareness workshop.

WLW NATIONAL CONFERENCE

Women Library Workers national conference will be held June 30 to July 2, 1978 at Carroll College in Waukesha, Wisconsin, near Milwaukee. Cost including registration, room and board will be approximately \$50. For further details write: WLW Conference, Judy Turner, 1969 North Farwell Avenue, Milwaukee, WI 53202. Registration closes May 15, 1978.

PUBLICATIONS TO NOTE

Women are Human is an information sheet for women from the Ohio State University Libraries. It features reviews of books and other materials in the OSU Libraries for, by, and about women and announcements of interest to persons engaged in research on women. For a subscription write Women's Studies Library, 240 Main Library, 1858 Neil Avenue Mall, Columbus, Ohio 43210. Subscriptions are \$5/year.

Work Force Entry by Mature Women is a new annotated bibliography from the Business and Professional Women's Foundation (2012 Massachusetts Ave. NW, Washington, D.C. 20036). This bibliography on women's interrupted employment pattern was constructed to examine the causes, results and possible alternatives to the pattern.

A new publication of the U.S. Women's Bureau indicates that females who are poor outnumbered males by more than four million in 1975. "Women with Low Incomes" is available by writing the Women's Bureau, U.S. Dept. of Labor, Washington, DC 20210.

NEXT NEWS DEADLINE IS MAY 1, 1978.

WOMEN IN LIBRARIES is published 5 times a year from Sept. to June. Subscriptions are \$4 for individuals and \$6 for institutions. Make checks payable to ALA/SRRT Task Force on Women and send to Kay Cassell, 44 Nathaniel Blvd., Delmar, NY 12054.

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ADDRESS CORRECTION REQUESTED

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