

WOMEN IN LIBRARIES

NEWSLETTER OF THE
ALA/SRRT TASK
FORCE ON WOMEN

Volume 9 Number 4

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Ed. Kay Cassell

QUESTIONNAIRE SENT TO ALA PRESIDENTIAL CANDIDATES

The SRRT Task Force on Women asked this year's ALA Presidential candidates to respond to four questions. They were:

1. Would you continue to support ALA's not holding conferences in states that have not ratified the ERA?
2. What % of your appointments to ALA committees would be women?
3. ALA is on record as supporting horizontal career ladders. What would you as President do to support the development of such career opportunities?
4. Do you believe that the Conference Arrangements Office should offer daycare services to all ALA's members at all conferences?

The Task Force thinks the responses speak for themselves. The Task Force does not plan to endorse any candidate but hopes that all Task Force members will read the responses carefully before they vote.

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That I am a supporter and booster for equality for women would not be a surprise to those who know me. One of my first acts as Dean when I took my present job in 1973 was to analyze all librarian positions by level, function, experience and sex. When the findings showed our females were all below the median, corrective action was taken immediately, with the females being awarded special increases (some up to 34%) to bring them into parity with the males.

I have consistently hired, promoted, and mentored women administrators both on my staff (look at the record) and beyond. Several women directors of university libraries have had my assistance in getting those positions through mentoring, initial recommendation, opportunity thru promotion, and/or references. Without exception, however, these were able, dedicated professionals who merited promotion.

However, your questionnaire is one I find regrettable in that it represents the bringing to our professional election one of the worst features of our American political process: lobbies for special interest groups. The President of ALA should be concerned with the good of the association and the good of the profession. Committee appointments I might make and policies I might support would be in keeping with the traditions of ALA and its commitment to excellence. Such decisions would be made only on the basis of merit of the individual and the value of the policy.

W. Carl Jackson

RESPONSES FROM ALA PRESIDENTIAL CANDIDATES (CONTINUED)

1. Yes, I wholeheartedly support ALA's not holding conferences in states that have not ratified the ERA.
2. I prefer not to say what percentage of my appointments to ALA committees would be women, because I do not know how many nor what type of vacancies would have to be filled. Much of my career has been spent during an era when approximately 90 per cent of the librarians were women; therefore, the majority of my peers are women. It is natural to turn to persons whom one believes can be trusted when given a responsibility as awesome as that of being President of ALA. It is, therefore, safe for me to say that my appointments of women would be more than representative of their membership in ALA.
3. As Chair of SCOLE I am working hard to develop an effective continuing education program for ALA. Such a program would certainly include opportunities to support horizontal career ladders. As a member of ACRL, I worked on the Internship Committee to provide enrichment experiences for mid-career librarians and I would continue to support such efforts. As a member of the OLPR Advisory Committee I became familiar with efforts of that group to encourage horizontal career ladders and my interest in this group will continue. In addition, I would support SRRT, the ERA Task Force, and any other ALA or outside groups as much as possible.
4. Having become a widow two weeks before my child was born and not remarrying until she was 17, I am quite familiar with the problems of a working mother. I certainly do believe that the Conference Arrangements Office should offer daycare services to all ALA members at all conferences. I would expect for members to pay a nominal fee for these services, however.

Annette L. Hoage Phinazee



1. Would you continue to support ALA's not holding conferences in states that have not ratified the ERA?

ALA is a democratic organization in which the wishes of the majority are carried out. I support in this issue, as in others, decisions that have been determined by majority vote of the Council and/or Membership.

2. What % of your appointments to ALA committees would be women?

I do not think this can be determined on a strict percentage basis determined only by the sex of the individual. I believe that appointments should be based on necessary competencies for the appointment and the ability to perform responsibilities inherent in the assignment so that ALA can function with maximum efficiency.

RESPONSES FROM ALA PRESIDENTIAL CANDIDATES (CONTINUED)

3. ALA is on record as supporting horizontal career ladders. What would you as President do to support the development of such career opportunities?

I am a firm believer that there should be support for horizontal career ladders so that persons can reach their potential for service according to their individual abilities. Further, in this information age it is imperative in order to serve the public maximally.

To support the development of such career opportunities, I believe that guidelines to professional employment for library, information, and media personnel should be developed which would serve as a guide to mutually satisfying relationships between professional employees and their employers covering factors peculiar to professional employment and omitting many generally accepted precepts of personnel relations which are common to all classifications of employees. The objective of these guidelines would be to establish a climate conducive to the proper discharge of mutual responsibilities and obligations.

The guidelines would cover the areas of Recruitment, Terms of Employment, Professional and Career Development, and Termination. One of the guidelines under terms of employment would be a statement such as:

For the professional employee whose required competencies are in specialized subject areas rather than supervisory, equivalent means of advancement and recognition should be provided.

And under professional development it would be stated that the employee and the employer share responsibility for professional development of the employee--the employee to establish the goals and take the initiative to reach them, and the employer to provide the environment and attitude which is conducive to professional growth. Just as each professional employee is responsible for maintaining his/her technical competence and developing him/herself through a program of continuing education, the employer, as a matter of policy should provide an atmosphere which promotes professional development. This should include, among other programs, encouraging and supporting membership and attendance at professional association meetings and formal courses of study which will enable the employee to maintain his/her specialized and/or technical competence.

4. Do you believe that the Conference Arrangements Office should offer daycare services to all ALA's members at all conferences?

I believe that a career should not mean that one cannot also provide the necessary care and support for one's family. If ALA has the funds available, I believe it should offer daycare services. If such financing is not now possible, I believe that the daycare should be provided for individuals to use by paying an equitable fee for the service.

Betty Stone

TASK FORCE MEMBER ELIZABETH FUTAS WRITES THE ALA WASHINGTON OFFICE

Dear Ms. Cooke,

I received your nine page document on what we can do for our profession and our association. In answer to it I would like to tell you what I think you should be doing for me.

As a member of the American Library Association for ten years, as a member of the Committee on the Status of Women in Librarianship for four years, as a member of the Social Responsibilities Roundtable Task Force on Women for nine years and as a member of Council for two years I would remind you that over five years ago the association passed a resolution which theoretically prevented sexist terminology in its publications and, I had always assumed, in its form letters, etc. However, on that green insert, entitled "How to write your Congressman" the entire form is riddled with what I and many of my colleagues consider offensive language.

If, in fact, you want the membership to send such letters as the one you describe, I for one will object very strenuously. If you think this is just a little problem, think again. I believe it is time that the American Library Association pay at least lip service if not monetary commitments to its principles. I would like an apology to the women of this association for once again treating them as second class citizens. I notice that in the top paragraph you assign the titles to the librarian-writers of these letters of Miss or Mrs. We here in the South use Ms., and a few of my colleagues even use Mr. Please correct your instructions as they are not following standard ALA practice.

I am sending a copy of this letter to a few people who I really think will be interested in it, The Chair of the Committee on the Status of Women, Patricia Rom, the coordinator of the Women's Task Force, Suzanne LeBarron, and the editor of Women in Libraries, Kay Cassell.

Sincerely yours,  
Elizabeth Futas (Ms.)  
Assistant Professor  
Emory University  
Division of Librarianship

Dear Ms. Futas:

In response to your letter of February 19, I would like to emphasize the apology noted in the Legislative Day Memorandum of February 14. I had hoped that the apology (back of first sheet, at the bottom of the page) would excuse our last-time use of the flyer, "How to Write a Letter to Your Congressman."

Our use of the flyer does not reflect our insensitivity to the sexism so flagrantly apparent in the flyer's message so much as it does our ability to judge whether other factors outweighed the sexist language in this particular instance. I concede our judgement is open to question. Since you have taken the time to express your concern regarding the memo, let me briefly note the other factors on our mind at the time:

- 1) At the suggestion of many librarians, we are for the first time attempting to involve those people who are unable to participate in the Congressional visits by suggesting they express their support of federal library programs in writing;

ALA WASHINGTON OFFICE LETTERS (CONTINUED)

- 2) Legislative Day materials, including the February 14 memo are supported on the basis of donations. At this point it appears that interest in this year's activity has increased dramatically while donations have not. Because this office does not have a budget for Legislative Day activities, we were trying to come on strong in this very crucial year without drawing too greatly upon resources used for the office's daily activities;
- 3) We have had approximately 2500 copies of the "How to Write a Letter to Your Congressman" stored here since the adoption of the non-sexist terminology policy to which you referred. The form is based on one written by a Member of Congress. We have been hoping that Congress itself would adopt some new terminology for forms of address. They have not dropped Congressman and Congresswoman for Congressperson, and Member of Congress denotes a Representative of the House, not the Senate. In any revision, we aim to include both bodies, to be non-sexist, and to confine the message to one page; and
- 4) We had about five days from the point of decision to include a statement such as "How to Write a Letter to Your Congressman," until the mailing date.

It was our judgement that these circumstances justified our using the available flyer, so long as we apologized for our omission of standard editing practice for this one sheet.

I do trust that you and others receiving the Legislative Day memo will not allow the specific language of the flyer to detract from the opportunity for Congressional contact during National Library Week. It is often concerned individuals such as yourself who are among the most effective in stating the case for federal support of library programs. This year the Training and the Research and Demonstrations programs authorized under title II-B of the Higher Education Act are the two most in need of support. The burden weighs heavy upon the library education community to exhibit support for these programs which offer so much to the library profession's future.

I have taken the liberty to send copies of this letter to those whom you indicated would be interested, along with copies of the February 14 memo. It is standard practice in this office to be vigilant in seeking to avoid discriminating statements in all our correspondence. Your reminder will not go unheeded.

Sincerely,

Eileen D. Cooke  
Director  
ALA Washington Office



PRECONFERENCE UPDATE

"Women in a Woman's Profession: Strategies II", ALA Preconference on Women in Librarianship, will be held June 25-27, 1980, at Cook College, Rutgers University, New Brunswick, N.J. The overall theme of the preconference will be politics of the profession - in organizations and associations and in the workplace. There will be speeches on the historical role of women in librarianship, political strategies in professional associations, feminist values and library administration and the job search in a male dominated profession. Workshop topics will include building coalitions, political action in ALA, Roberts' Rules and how to use them, feminist values and conflicts: problems in the workplace, feminist management, and alternative work schedules/job sharing.

To receive an application form, write Jody Bush Pitsenberger, 20 Elton Street, Providence, Rhode Island 02906.

FROM THE ALA SUBJECT ANALYSIS COMMITTEE SUBCOMMITTEE ON RACISM AND SEXISM IN SUBJECT ANALYSIS

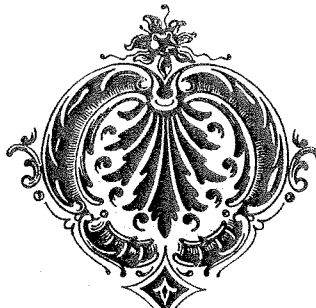
The ALA Subject Analysis Committee Subcommittee on Racism and Sexism in Subject Analysis submitted its interim report at the Midwinter Meeting in Chicago. The final report will be submitted this June in New York. The Subcommittee is seeking particularly, at this point, comments on LC subject analysis of women related materials (specificity of access, bias, etc.); comments on the adequacy of LC classification of women related materials (particularly the H schedule); and comments on any other perceived bias in subject analysis or classification. Please send information on women related issues to Joan K. Marshall, Brooklyn College Library, Brooklyn, New York 11210 and information on other issues to Elizabeth Dickinson, Technical Services Coordinator, Stockton-San Joaquin County Public Library, 605 North El Dorado, Stockton, California 95202.

COUNCIL CANDIDATES

Due to the fact that the Task Force on Women did not meet at Midwinter, there will be no endorsement of Council candidates this year. The Task Force does encourage its members to read the statements of Council candidates carefully and to bullet vote. By bullet voting we mean that if you vote for a small number of people, your vote for those people counts more than if you vote for more people. The reason for this is that it's the total number of votes which a candidate receives which determines the winners.

CANDIDATES FOR THE TASK FORCE ON WOMEN STEERING COMMITTEE

A sufficient number of nominations was not received in order to hold a mail election for the Task Force Steering Committee. It was, therefore, decided that the nominations will be held open until the end of the first Task Force meeting at ALA in New York. A ballot box will be provided for voting at ALA. Those women nominated to date are: Gurley Turner, Jane Williamson and Julie McCartney.



TASK FORCE PROGRAM AT ALA

The Task Force on Women program at ALA will feature Marcia R. Fox, author of Put Your Degree to Work. Ms. Fox will speak on career stress and career change. The program which is cosponsored by the Committee on the Status of Women in Librarianship and the LAMA Women Administrators Discussion Group will be held on Tuesday, July 1, from 2:00 - 4:00 PM.

RASD DISCUSSION GROUP ON WOMEN'S MATERIALS AND WOMEN LIBRARY USERS

The RASD Discussion Group on Women's Materials and Women Library Users will meet during the New York Conference. Discussing the topic, "Information Services to Women," will be Jane Williamson of Women's Action Alliance, Gurley Turner of Catalyst and Linda Parker, Women's Studies Librarian-at-Large for the University of Wisconsin. The panelists will describe their collections and their special services to women. The discussion group will meet on Monday, June 30, from 9:30 to 11 am.

WOMEN'S CAUCUS, NEW YORK CITY CHAPTER, SLA

The next meeting of the newly-formed Women's Caucus will be held Tuesday, April 22 in the Catalyst Library, 14 E. 60th Street, at 6 pm. Organized as a sub-group of the Social Science Division by Gurley Turner of Catalyst, the Caucus is the first group organized within the Special Library Association to focus on the concerns of women in special librarianship. Members of the Caucus will have the opportunity on April 22 to speak to the concerns associated with being working career women and to strengthen this new network by helping chart the course it will ultimately take.

Members of the Caucus will be headquartered at the Business and Professional Women's Foundation Library, 2012 Massachusetts Avenue, NW, during the national SLA Conference in Washington, DC. Contact Gurley Turner at 14 E. 60th Street, New York, NY 10022, Ph.: 212-759-9700 for more information.

CONFERENCES

The "First International Festival of Women Artists" will be held in conjunction with the United Nations Decade for Women conference July 14 -30 in Copenhagen, Denmark. Further information is available from the Coalition of Women's Art Organizations, 233 E. 21st St., New York, NY 10010.

The second annual Women in Crisis Conference will be held in Washington, DC, on June 5 - 8, 1980. For further information, contact Women in Crisis, 444 Park Avenue South, New York, NY 10016.

PUBLICATIONS TO NOTE

The 1980 Index/Directory of Women's Media is available for \$8 from the Women's Institute for Freedom of the Press, 3306 Ross Place, NW, Washington, DC 20008. This directory lists 265 women's periodicals, 51 women's presses and publishers plus women's news services, columns, regular radio and TV programs and women's media collectives and companies in film, video and cable, music, art/graphics/theater and multi-media.



PUBLICATIONS TO NOTE (CONTINUED)

The March 1980 issue of Working Woman published the "First National Women's Network Directory" which is adapted from the "Network Directory" in the book, Networking, by Mary Scott Welch. The Directory includes national, state and local women's organizations. Reprints are available for \$1.00 by sending to Network Directory, Working Woman, 600 Madison Ave., New York, NY 10022.

Write for the study, "The Earnings Gap Between Women and Men," which was prepared by the Department of Labor Women's Bureau, Washington, DC 20210. This study indicates that women who work at year-round fulltime jobs earn only 59 cents for every dollar earned by men; women work nearly 9 days to gross the same earnings men gross in 5 days.

Do request a copy of The Crossing Press's 1980 catalog. In addition to their own fine publications, they are now distributing other independent publishers and several feminist presses including Diana Press, Shameless Hussy, Spinsters Ink, Women's Work Project, Out & Out Books and Long Haul Press (Crossing Press, Trumansburg, NY 14886)

Out Loud! A Collection of New Songs by Women, edited by Bonnie Lockhart and Laurie Olsen, is a collection of fifty songs by twenty-four women, with chord diagrams and lyrics for all songs. (Inkworks Press, 4220 Telegraph Ave., Oakland, CA 94609 \$7.50)

NEW POLL RELEASED ON ERA

A poll conducted by Louis Harris organization for the National Federation of Business and Professional Women's Clubs, Inc. and ERAmerica shows that a majority of the American people, especially men, favor passage of the ERA. The survey, a nationwide cross-section of 1493 adults, found 56% are for passage and 36% are opposed.

NEXT NEWSLETTER DEADLINE - May 15, 1980

WOMEN IN LIBRARIES is published 5 times a year from September 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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