

# New directions for Women

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PER 1977-78



# New directions for Women

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## Feminist or fraud? \$\$ dilemma

Susan Reynolds Arndt

What should a feminist do about a woman political candidate who is good on all the issues except abortion? This problem has caused serious trouble for the Women's Campaign Fund.

Founded in 1974, the WCF was designed to raise money for good women candidates, especially those running for the U. S. Congress. The definition of "good candidate" has changed

somewhat over the years. In 1974, candidates were required only to be more progressive than their opponents. In 1976, WCF established two bottom line issues: support for the Equal Rights Amendment and for a woman's right to abortion. Candidates who did not fully support these issues were not given financial aid.

In April 1977, WCF changed its endorsement criteria again. A candidate's position on ERA and abortion are con-

sidered "critical" but are no longer "bottom line." Just how much of a change this represents has been a subject of serious controversy. Several members of the WCF Advisory Board, including Gloria Steinem and Carol Burris, have resigned in protest.

In recent interviews, both officials of the WCF and former advisory board members agreed that the change in policy came about, at least in part, because Congresswoman Mar-

garet Heckler (R.-Mass.) was considering running for the Senate in 1978. Heckler has opposed federal funding for abortion but has been a strong supporter of other women's issues. Although Heckler, who has since decided not to run for the Senate, has aided WCF with fund raising, she was herself ineligible for support because of her abortion position.

"Unlike ERA, abortion rights are not supported by all generally progressive candidates,"

Carol Randles, Director of WCF, noted. Randles conceded that WCF has created a loophole for anti-abortion candidates but insists the loophole "is not very big." "Many politicians see bottom line issues as blackmail and resent it," she said. "And having abortion as a bottom line issue didn't work as we found out with Mary Rose Oakar." Oakar (D.-Ohio) told WCF she supported abortion rights and received money in 1976

(continued on page 19)



THE STAFF of Lollipop Power

## Lollipop Power writes for kids

Katya Rice

In 1969, a dozen members of a women's liberation discussion group in the Chapel Hill-Durham area of North Carolina decided to work together to meet a need for alternative children's literature. They shared an interest in the process of sex-role socialization and were concerned about the sex- and race-stereotyping so overwhelmingly present in commercially-produced books for children. The project started by that group became Lollipop Power, Inc., which incorporated as a literary and educational nonprofit organization in 1970 and has since published fourteen books for young children.

At first, Lollipop Power was envisioned primarily as a service to the women's movement to provide supportive literature for parents and day-care centers already aware of the need for material presenting alternative role models. The children's literature then in existence seemed painfully full of obvious stereotyping: aggressive and independent boys, docile girls, mothers who stayed at home, fathers who worked, families that were usually white and middle class. Lollipop Power wanted to present other role models: children of both sexes who were emotional and

assertive, children with only one parent, fathers who were nurturant, working mothers, children attending day-care centers.

The first goal (that of providing such literature to parents already aware of the need for it) has remained an important one. But with time another goal—that of reaching out to parents and educators who were not aware of sexism and racism in children's books—has become equally important. One recent step we have taken is to begin producing hardcover versions of our books in addition to the usual paperbound editions, a development that makes our books more accessible to libraries and schools.

Lollipop Power has been through many changes since the early days. Over the years the membership has remained at about ten, but not one of the present members was in the original founding group. The way our books are produced has also gradually undergone change. The emphasis with the first books was on self-production ("rub-off" lettering, printing on an available press in New York, countless collating and binding meetings) and a collective learning of the skills of bookmaking. The next three books were printed and bound by local printers, with Lollipop

(continued on page 19)

## Women journalists aim for top management jobs

Marjorie Lipsyte

It was a three-paragraph story buried in a recent issue of The New York Times. The Columbia University Graduate School of Journalism, the story said, for the first time in its 65-year history, enrolled more women than men; 85 to 70.

Elie Abel, dean of the school, gave a reason. "It's clear," he said, "that journalism as a vocation appeals much more strongly and widely to women today than 20 years ago."

When I read this statement as quoted in The Times I was incensed. I thought it was a gross insult to the legions of women who were attracted to journalism 20 years ago and who were locked into the low-level, camera-carrying reporter-researcher ghettos by the rampant sexism practiced by the publishers and broadcasters as a matter of course. I also thought Dean Abel's explanation was a great disservice to the power of the class action sex-discrimination lawsuit and to the many brave women who put their jobs and future promotions on the line to initiate these suits in the past seven years.

"It's fairly obvious," Dean Abel said when I telephoned him to check the quote, "that there have always been excellent women in journalism. What has changed is that there are now more and more women who show managerial as well as writing talent and women are now going after the bigger jobs, on the news desks, as editors and in broadcasting."

In fairness to Dean Abel, I'm sure he doesn't think his remarks reflect the sexism that has so long prevailed for women in the media, yet his use of the word "excellent" to describe women who made it in journalism in the past ignores the fact that countless mediocre, even incompetent men had no trouble rising to positions of power while every woman, excellent or otherwise, had to be what some male editor thought

of as special in some way to get a chance to learn and grow and prove herself. It is because of civil rights legislation and the women's movement that women are beginning to take their rightful place in the media as more than tokens; the journalism school's enrollment reflects this.

Last August the biggest class action sex discrimination lawsuit to date was settled out of court between NBC and its Women's Committee for Equal Opportunity. The suit was originally filed under Title VII of the 1964 Civil Rights Act. The company agreed to promote women to 15 percent of the managerial jobs at the level just

below vice president by 1981 and to hire women to fill 33 to 45 percent of future vacancies in such jobs as television assistant (which includes camera operators), newswriter and news assistant. At last women will be assured travel on the tracks previously reserved for men.

Back pay totaling \$540,000 was awarded. It ranged from \$35,174 to \$1,336 for the 16 women who originally brought the suit, to \$1,000 to \$500 for each of the 2,700 women who were included in the class action.

"It's unfortunate that the maximum money the women

(Continued on page 19)

## Education goals still years away

Pamela Sheldrick

Parents around the country who cheered the enactment of federal and state guidelines prohibiting sex discrimination in education are being forced to admit they may have been sold another bill of goods.

Title IX of the federal Education Amendments of 1972 was heralded as the beginning of the end for sex discrimination in educational facilities receiving financial aid from the U. S. government. The Department of Health, Education and Welfare was charged with ferreting out and correcting discrimination, as well as acting upon citizens' complaints.

New Jersey parents thought their children were getting an extra dose of protection when in 1975 the state Department of Education adopted its own set of anti-discrimination guidelines for state public schools.

The guidelines, Title VI, touched on the same areas as the recently-enacted federal rules - athletic programs, employment practices student

access to course offerings. New Jersey's Title VI then went a step farther by banning discriminatory textbooks and other instructional materials and mandating in-staff training for teachers to acquaint them with methods of recognizing and eliminating sex bias.

But now that the initial flurry of activity has died down on both the federal and state fronts, parents can see that these two sets of affirmative action guidelines have taken the same route as so many other pieces of anti-discrimination legislation - rubber-stamped and only perfunctorily enforced.

Underbudgeted and understaffed, regional civil rights offices of HEW are unable to initiate and sustain the ongoing investigations into the instructional and employment practices of educational facilities that a thorough enforcement of Title IX demands. As a result, HEW must rely on input from individuals throughout the country to target cases of discrimination.

(Continued on page 16)

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# New directions for Women

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Cover photo by Russell Van Gelder



HOLIDAY GREETINGS from staff. Seated: Vera Goodman, Paula Kassell, Marjorie Lipsyte. Standing: Rosalind Van Gelder, Celestine Arnold, Pamela Sheldrick, Vivian Scheinmann, Janet Manning, Doris Santella, Catherine Brennan, Marion Saxton.

THE NDFW REPORT CARD ON SEX-DISCRIMINATION IN SCHOOLS, BOOKS AND TOYS AND ON TV		
SUBJECT	GRADE	PAGE
Compliance with Affirmative Action Law	U	1 5
Equal opportunity for women in Administrative positions	U	16
Changes to sex-fair, role-free material in school curricula	U	1 4
Physical education and equal athletic opportunities	NI	15
Sex-bias in children's books	E	12
Portrayal of women on TV	NI	15
Sexism in children's toys	U	12

The above were graded S for satisfactory, E for effort, NI for needs improvement and U for unsatisfactory.

## Apprenticeship discrimination

To the Editorial Board:

Here is a personal story - a sad story of discrimination on the basis of sex. I sincerely hope that you can do something with it.

In violation of the federal government's Affirmative Action program, New Jersey is administrating a federally-funded Apprenticeship Training Program in which it is discriminating against women. The program pays the apprentice-worker about \$2.50 per hour during the training period, usually from one to three years, as well as paying tuition fees. Apprentices are required to attend night classes. This program is a wonderful opportunity for women to learn trades such as drafting, electronics, welding, etc.

Since its inception in Monmouth County in March 1977, not one woman has been placed in an apprenticeship position. At the original public meeting on March 18, 1977, several hundred people showed up and filled out application forms and over one-third of them were women. The Monmouth County Adult Education Commission, administrating agency in this county, discourages women from pursuing apprenticeships.

From the very first meeting it was obvious the staff of MAECOM set low priorities for training women. After an orientation film that showed men being trained, except for one token woman, several male employers, a plumber and auto mechanic, explained their work. The male moderator then said, "We didn't mean to exclude you ladies. All of these men have wives at home who need your services, such as beauticians, sales girls, etc."

At my first interview in May with Frank Cutler, Associate Director of the Monmouth Apprenticeship Center, to discuss my application for cook's apprentice he told me it was impossible to convince employers to hire inexperienced people as apprentice cooks and that none had been placed except one man who was already a cook.

Cutler did not mention to me that all applicants must take an Aptitude Battery Test in order to qualify for any apprenticeship. I only found out that the test is required four months later, when I telephoned to ask about an apprenticeship in carpentry. I was

scheduled for it, and was the only woman out of a group of 14 men taking the test.

A week later, I had an interview with John Mizin, from the State Department of Labor, who administered the test, to go over the results. He told me my test results were excellent, and then told me I'd have difficulty because I'm a "woman's libber." Mizin then said we were in a role playing situation, and that I was to think of him as a perspective employer.

At that point, George Mudd, Director of Monmouth Apprenticeship Center, came over and told me my conversation with Mizin was over and ordered me to go with him into another room. I was startled, and intimidated, as he obviously meant me to be, because we were in the middle of a conversation which I felt was helping me to understand the situation and to get needed information. Very politely, I said that, since I probably wouldn't get another chance to talk to Mizin about my test, and the opportunities available, I would rather stay and talk with him. At that point, Mudd went into a rage, ordered the other people in the office to tear up my application, throw away my test scores and then he told me to get out of the room, and made several other insulting remarks.

If my application is not re-instated, and if these agencies continue to treat women as they treated me, we will lose opportunities which are rightfully ours, and which are scarce enough as it is.

I have filed a complaint with the N.J. Division on Civil Rights and am in the process of doing the same with the EEOC, but these complaints, I am told, take several years to process and many times are "lost" or "misplaced" in the interim.

I need to find other women who applied for apprenticeships. There are three counties in New Jersey where the project is taking place. My lawyer advised me that the Civil Liberties Union might take the case if I can locate other women who are similarly treated or ignored. My case would be a lot stronger if others would join me, she said. I do not know any of the other women who applied in this county and, of course, now I cannot get any information from MAECOM. If we could locate some of those women, together we might build a very strong case.

Barbara M. Keller  
 Long Branch, NJ

## Speak Up

Dear Editors:

Your achievements call for congratulations. I hope you have continued success in the years to come.

Sincerely,  
 Joan Steinacher  
 Board of Chosen Freeholders  
 Hackensack, N.J. 07601

Dear Sisters:

What a six years this has been — what a decade. And New Directions for Women has been, is and will do important things for and with New Jersey women — and now nationwide. How well I remember when Paula Kassell and a few others began New Directions. To you and the other sisters and supportive brothers, do keep on keeping on. Happy anniversary and many happy returns of the day.

Wilma Scott Heide  
 Former National Pres., NOW  
 Framingham, Mass.

Dear Sisters,

I'm spinning in a cyclone of directions. It's so easy to become vulnerable to the movements in our world.

The media is a fantasy trip for me, an escape. NEW DIRECTIONS FOR WOMEN offers an important alternative for us. Newspaperly like WWD and the old Village Voice. It covers all the important fronts in the woman's movement, but it is not glossy or sensational.

It makes me feel well — not alone. Part of the most important movement women have ever faced. Keep it coming!!

Ms. Bette Jane Snow  
 2251 NE 22nd Ct.  
 Pompano Beach, Fla. 33062

Dear Editors:

Thank you for inviting me to your sixth anniversary celebration. My thought and support and congratulations are with

you. The staff of Ms. just celebrated a fifth anniversary. It's such an odd sensation to realize that we've been alive for that long, yet are still struggling and feeling like insurgents. I'm sure we share many of the same highs and lows of this trying to be feminists and survive and publish at the same time. We're very grateful to you, our older sisters, and hope we will all be celebrating for many years to come.

In sisterhood,  
 Gloria Steinem  
 Ms. Magazine

Dear Friends,

I just want to tell you how pleased I am with NEW DIRECTIONS FOR WOMEN. I am eagerly looking forward to every copy.

I am glad that the contents may be quoted and reproduced if credit is given. The paper certainly is a mine of information. I am recommending it to all my friends.

Greetings from Sweden!

Majken Eleonora Gardelin  
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 S-263 00 Hoganas  
 Sweden

Your tax-deductible contribution to New Directions for Women will help us continue the important job of reaching other women with the news and information you have come to know us for.

New Directions for Women is a non-profit publication; our editorial staff and contributors are unpaid. Every dollar is put back into our newspaper so that we can keep growing along with women's expanding role in the nation.

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# about Activism-coming in March



# Liberated mothers & daughters

Vera Goodman

Because of the infancy of the feminist movement there are very few daughters with life styles of their own who can claim to have been reared by liberated women. This is the first of a series of interviews with three women and their daughters, each of whom represent a different age group. At the request of some of those interviewed all the names have been changed.

Katherine F. is forty years old. She lives in a suburban area and is married, for the second time, to a college professor. She has a Ph.D and is a curriculum coordinator of a training institute for sex desegregation.

"I can only assume that I was always a feminist," Katherine told me. "I don't know when it happened." Her first experience with consciousness-raising in the late 60's made her realize how much society had impinged on her. "I was independent, I was getting my Ph.D., I worked in a field that was mainly men. If there had been a feminist movement earlier I would never have married the first time. My first husband was very dominating and I hated it. I rebelled against it. It was not me and I got out."

When her daughter was one-year-old she divorced her husband and did not remarry for eight years. In the interim she went to school and worked. As an only child in a divorced household, her daughter was forced to be independent and cooperative. During this early period Katherine did not live near her family and in her words, "There was no other way to survive."

She herself had been reared by a strong, independent mother. Although the times dictated that Katherine's mother remain at home during her children's formative years, as soon as they went off to college, she went back to work. Strong and forceful, she, as well as her father, pushed Katherine to go to college and think in terms of a career. There was never any difference in the basic expectations that they both had for their son and daughter.

Katherine lives, she believes, as a feminist, or she amends, "As much as possible. I wonder," she questioned, "if anybody has the perfect relationship? Nobody has the perfect egalitarian marriage. It's very hard to make a real split. In theory it sounds good, in practice I'm not sure it works. Most men were never raised to do anything in the house and so it's hard for them to accept the fact that they've got to come home from work and do chores too. It's all right for women. Nobody questions this."

Another concept, very basic to this second marriage, is the right of each of them to go their separate ways. For many years Katherine travelled for NOW and to date has her obligations to that organization as a state treasurer and head of two committees for the IWY. The family, she concluded, tries to keep weekends open to spend together.

Katherine's life reflects, at every turn, her complete dedication to the feminist cause and sends out unspoken messages to her daughter. She believes her way of life holds the most for women. If she were to put it into words her message to her daughter would be, "Live like me!"

She believes her daughter will get an equal education, be able to choose any career without restrictions, and above all be aware of her own opportunities. Reflecting on the influences on her daughter she concluded, "She took it all in and made it a part of herself."

Wendy C., Katherine F's daughter, is 16 years old. She was elected at her state convention to be a delegate to the International Women's Year convention in Houston on the "Right to Choose" ticket.

Wendy C's picture of her mother is of one always busy and working. "Not really a mother-type figure." She likes what she sees. "It's a better image than someone who stays home all the time." But for a long time," Wendy continued, "when mother was divorced and there was just the two of us and everybody else had a full family, mother, father, sisters, brothers, that wasn't too good. I felt I was different. Then as I got older it was sort of weird. A lot of my friends' parents got divorced and stuff. Now that my mother got remarried it seems like I'm one of the few people with a family."

Recalling those early years she admitted that there were times when her mother was not around when she wanted her. Would she have liked her mother at home as were her friends' mothers? Was she jealous of their life with mother? She thought for a minute. "I guess the other mothers were home. I don't know if I noticed. You never see mothers anyway. They're supposed to always be home, but, even if they are, you never notice them."

Although the feminist mystique was all around her Wendy's outside sexist experience put her mother's concepts into focus.

"What probably got me into it is that, like everything, even on the level of the schools is so sexist — the viewpoints of the teachers, schoolbooks and the way the facilities are set up."

As a member of NOW she decided to run as a delegate, "Because it's an historic conference and I guess I'm probably an idealist." She admits her thinking is tied to her mother's. "Our family always has a goal and ERA is now the goal. If you feel strongly about something you should do something about it."

Although she feels a little overshadowed by a strong mother and grandmother she is programmed to be aggressive and hard working. "You go out and get straight A's no matter what," she told me. Wendy is eager to please her mother, and her mother's life looks good to her. She expects to have a career which she will never give up even for love.

"I don't know any other way of living," was her concluding remark.

The next interview with LIBERATED MOTHERS! LIBERATED DAUGHTERS? will appear in our Spring 1978 issue. Be on the lookout for Vera Goodman's intimate insights on the thoughts of a 65-year-old career woman and those of her 31-year-old daughter. We are anxious to hear from our readers about LIBERATED MOTHERS! LIBERATED SONS?

# Library workers demand rights

Vivian Wood

"Librarians," the very word immediately conjures up an image of an elderly woman with horned rimmed glasses, plainly dressed, sexually and politically conservative, not very busy, overworked, or intellectual.

This negative image, coupled with the fact that 84 per cent of all librarians are women, has caused librarianship to become a sex-typed occupation that has resulted in double discrimination in terms of power and money.

Although most librarians are women, they hold only 7 per cent of the top library administrative positions. Since it is desirable to counteract the female image, and therefore, negative image, male librarians rise to the top of the profession faster than female librarians.

Deans of graduate schools of library science, editors of library periodicals, and directors of major libraries are usually men. These are

positions of power and authority.

According to the latest statistics available (1974), the beginning salary level for a male librarian is higher than that for a woman even though they have the same educational background, i. e. Masters of Library Science degree. The beginning salary range for a female librarian is \$9,000 to \$9,500, while the salary range is \$10,000 to \$10,200 for a male librarian.

The media has contributed to the negative image of the librarian. In television, motion pictures, and books, librarians are depicted as matronly women who tiptoe around dark, dusty stacks of books telling people to be quiet.

Why is a positive image of librarianship as a profession valuable to women? A positive image is needed so that people in power (i.e. members of library boards of trustees, state and federal legislators, and voters) who control the funding sources of libraries will support libraries. If they feel that women as library workers are

not overworked or busy, or that female librarians do not require the same salary as their male counterparts, then those in control will not support librarians.

Women librarians are now organizing feminist groups to improve the working condition of members of their profession. One of these groups is Women Library Workers. The national chapter of this organization was founded in 1975 by Carole Leita. WLW has grown to over 500 members in fifteen state chapters.

The organization is open to any library worker: directors, clerks, pages, technicians, children's librarians, reference librarians, catalogers, etc. Men who support the aims of WLW are welcome to join.

The purpose of WLW is to redistribute the power among male and female librarians. The goals and issues that concern WLW are affirmative action in hiring and promoting, equity in wages and benefits, continuing education for all library workers, vertical and horizontal career ladders, and permanent, part-time em-

ployment with benefits.

If you are a library worker who wants to learn more about WLW or to find out if there is a local chapter in your area, write: Carole Leita, Co-ordinator, 555 29th Street, San Francisco, California 94131. (Please send a SAAE.)

A bimonthly newsletter is published by the national headquarters and is available at \$5.00 a year to non-WLW members. The basic WLW dues are \$10.00 and include a subscription to the newsletter. Helen B. Josephine is the newsletter editor.

Also available is a SHARE Directory which lists feminist library workers nationally. The SHARE Directory identifies the skills, knowledge, and resources that people have and are willing to share with others. This directory is available prepaid for \$2.00 from the San Francisco office.

The New Jersey Chapter of Women Library Workers was organized in August 1976 by Lynn Miller, a Douglass College reference librarian, and Leslie Burke, audio-visual coordinator with the Phillipsburg Public

Library.

For more information on the NJWLW, i.e. to join, to purchase a copy of the N. J. SHARE Directory (50 cents plus 14 cents for postage), or to be included in the next directory, contact: Vivian F. Wood, 43 Manor Crescent Ave., New Brunswick, N.J. 08901.

Be sure to include a self-addressed, stamped envelope for all correspondence.

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# Fathers rethink views on raising daughters

Mary Fricke

"If I could only have afforded to pay for one college education ten years ago, it would have been for the boy. Today, I would have to say that I would pay for the best student, which happens to be my eldest, a girl."

These are the sentiments of Jerry Laughlin, a mild-mannered and easy-going 48-

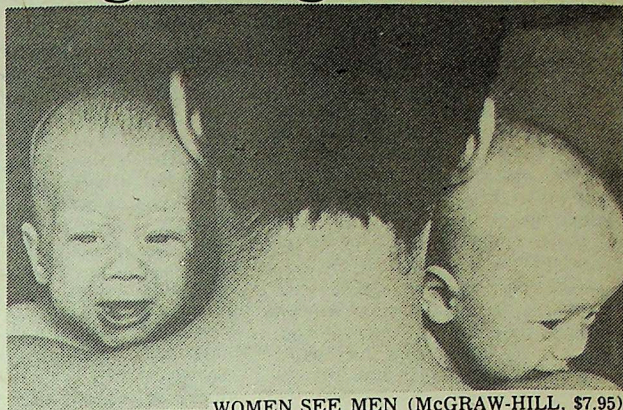
year-old plumber from Philadelphia. He has three children: Linda, 16, and Kathy and Jerry, 14-year-old twins.

Jerry earns \$20,000 to \$25,000 a year and, if necessary, would pay for his daughter's education over his son's because "so many girls don't get married these days and they have to support themselves." Jerry admits that his ideas have changed. "Society and new

laws, social contacts and the press, in that order, are responsible for my progressive attitudes when it comes to encouraging and influencing my three children."

Jerry admits that the two girls were raised differently from the boy as far as household chores were concerned. The girls did the dishes and Jerry Jr. washed the car. Jerry also protected and worried more over the two girls than the boy. Yet, he feels that these differences are slowly diminishing.

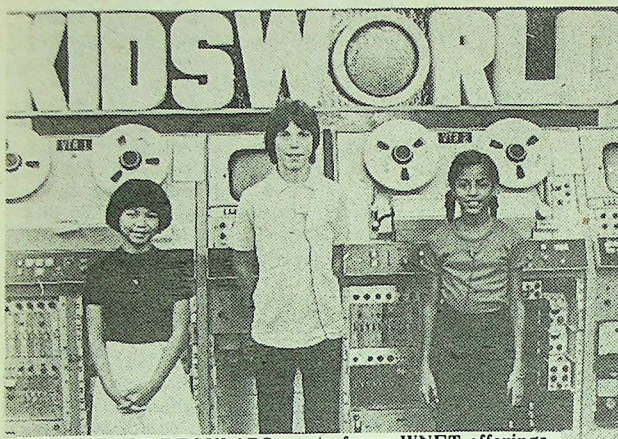
This new awareness concerning women surprised not only Laughlin, but also Tony Iuzzolini, a 46-year-old accountant from New York. Tony has been going through a period of re-evaluation concerning his three children; Teresa, who is



WOMEN SEE MEN (McGRAW-HILL, \$7.95)

21, Marie, 19 and Ronnie, 18. "Ten years ago when my daughter was only 11, I pictured her in the future holding a baby and not a hydraulic drill. Today

at 21, she is a volunteer member of a rescue squad whose job it is to pry mangled bodies out of wrecked cars anytime of the (continued on page 21)



"KIDSWORLD" REGULARS, part of new WNET offerings.

## WNET exec rose hard way

Vera Goodman

"I'm a twenty-year overnight success," Angela Solomon, WNET's first and only vice-president quipped. In addition, according to today's rules, she rose the impossible way — through the typing pool.

Twelve years ago, when Solomon joined Public Television she had paid her dues in full in the then standard route for women executives. She does admit, however, she had more in mind at the time than a temporary job to be used as a filler until marriage.

"I'm the youngest of four and I suspect I felt a kind of burden as the youngest to do things differently. There was the sort of traditional at-home career for my sisters, and it no doubt spurred me to try and be a little different."

Solomon's concepts were certainly influenced by the fact that she had a unique work experience at an impressionable age. Fresh out of high school, her first two employers were female. "The first seven or eight years of my life I spent relating to women executives."

This past June, the Board of Trustees of the Educational Broadcasting Corporation named her Vice President and Director of Public Information. To quote the station's press release, "She supervises press relations, community affairs, advertising and promotion activities and publication of *Thirteen*. In spite of her prestigious position, she admits the role of women in management and communications has not been extensive. There is only one other female vice president in the media, Marlene Sanders at ABC-TV.

Contrary to this, the artistic departments in Public Television include a preponderance of women. Discussing the phenomenon she explained, "In the beginning Public Television was not at all competitive with the rest of television and did pay very small salaries to women. There weren't many men who would work for those salaries. I believe Joan Cooney, who is now President of Children's Television Workshop, was a producer at Channel 13 for something like \$150.00 a week. In the formative years, with a small budget, women were easier to hire." Although salaries have now leveled off, there is, she concluded, still a preponderance of women in production, which is born out of a kind of tradition at the station.

When I questioned Solomon about the kind of advice she would give young women who were eager to wet their feet in television land, she hesitated. Finally she reluctantly advised, "Any foot in the door! I know that is sort of an old fashioned response but its fiercely competitive. There's extraordinary resistance to getting locked into secretarial chores at the outset on the theory it's hard to make one's way out. In my experience, here in Public Television, entry level positions in the actual field of broadcasting are very difficult to obtain. Just a foot in the door — even if it's by way of delivering mail, is helpful."

For the creative individual she held out little hope of a speedy

(continued on page 11)

### Mother Courage Restaurant

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Dolores Alexander

## 'Liberated learning' the target

Barbara Sussman

On October, 15, twenty-five people from 16 different school districts on Long Island came together for the first meeting of our new program. "Liberating Learning." At that session each participant was asked to fill out a questionnaire. The responses were disheartening. Most of the participants felt that the majority of the administrators, teachers, students, and parents have little or no interest in furthering the goals of educational equity.

The needs of the group ran the gamut from personal support to hard core sources of information. Those who had been in the school systems for many years felt that there had been few changes in the outlook of those concerned with education, and that not much had changed in most of the school systems surveyed.

At The Feminist Press, we were afraid that with the pressure of attempting to comply with the stated regulations, the spirit of the law would be forgotten and responses by schools would be

merely superficial. We felt that unless attitudes were altered there was little hope for real change in the schools.

Our new program, which will set up a network of specially trained inservice teachers for the Long Island area, demands just that commitment. It requires participating districts to schedule an inservice course within one year following the training, and to recommend persons who have the potential to teach regular inservice programs within their own or other Long Island districts.

In addition, a fee of \$100.00 must be paid for each person taking the course, insuring that officials of the school district will be made aware of the district's involvement. Teachers also had to make a strong commitment. Every individual in the program had to agree to be available to teach for their own and other districts on Long Island. This would give every school a core of inservice teachers, and the lack of qualified personnel would no longer be an excuse for districts not offering nonsexist inservice programs. In this way within a

period of two years, the responsibility, and the skills, methods, and resources for a comprehensive nonsexist inservice program will be transferred to the school districts, its logical place.

Title IX of the Education Amendments of 1972 states, "no person in the United States shall on the basis of sex, be excluded from participation in, be denied the benefits of or be subjected to discrimination under any educational program or activity receiving Federal financial assistance." Since 1975, when the final regulations for the implementation of Title IX were issued, school districts, all of whom receive some type of Federal aid, have been attempting to comply with the Law. The Law covers every area of school life — recruitment, appointment of employees, salaries and benefits, counseling services, access to educational programs, course offerings, extra-curricular activities — and it requires a strong commitment to change. Unfortunately, most schools had not set up the mechanisms

(continued on page 20)

## Child porn industry thrives

Judith Smagula

Amy's mother asked her for a big smile. She was going to have her picture taken. The man with the camera asked Amy to lie on the couch with her legs open. She giggled as she looked into the camera. Amy is naked. She is 13-years-old and one of thousands of children in the United States who are subjected to the latest form of child abuse; child pornography.

These children — some as young as three-years-old — are used as models for sexually suggestive or explicit films and photographs. Some, like Amy, have been allowed to pose with their parents' permission. Others are either runaways from all over the country, or unwanted children who rebel against parents that don't care.

The child pornography business, or "chicken porn" as the trade calls it, is a multimillion-dollar business. "Kiddie porn" magazines, bearing titles such as "Nude Moppets" and "Teenage Lesbians" sell from \$3.50 to \$10.00 a magazine. Pornographic children's films retail for up to \$50.

Buyers of "chicken porn"

And what about the buyers of "chicken porn?" The average

customer for female child porn is male, white, middle-class, middle-age and usually married. There are about 250 magazines catering to the male gay market, which features young boys performing sexual acts on each other. Female buyers of chicken porn are extremely rare.

It has been suggested that kiddie porn perpetuates the idea that females should try to stay young and virginal, and mothers should stay at home or their daughters might turn out like this. They also theorize that the male buyers are men whose egos must be sustained by superiority over the weaker sex. With the women's movement and a raised female-consciousness in the country, the men resort to young girls.

The movie industry has also capitalized on the want for young sex symbols, with Linda Blair ("The Exorcist" I and II), Tatum O'Neal ("Paper Moon," "Bad News Bears") and Jodie Foster ("Taxi Driver," "Bugsy Malone") being offered choice movie contracts.

The parents who allow their children to pose nude, do it for the money, which is about \$150 a sitting. One young mother explained she'd rather have a man looking at nude

photographs of her daughter than having him go out and rape someone.

The pictures vary in style. They can be shots of children imitating Playboy-like poses, or more extreme shots showing oral, anal or vaginal penetration between children and children, or children and adults.

Laws against Child Pornography

The current laws against child pornographers are minimal, but Congress is moving closer to adopting a bill outlawing child pornography.

Presently, child pornographers are subject to obscenity laws and child abuse laws, also laws regarding contributing to the delinquency of minors.

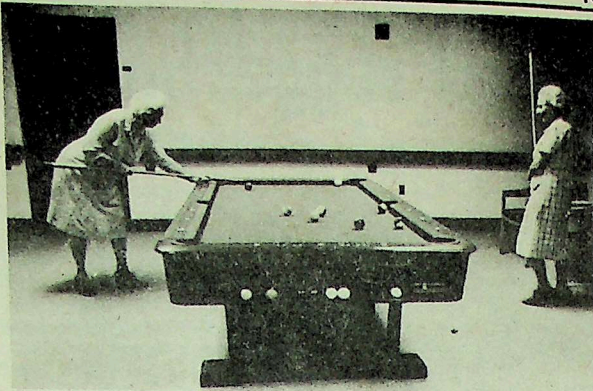
Dr. Judiann Densen-Gerber of New York City is largely responsible for pushing Congress to pass stiffer child porn laws.

Dr. Densen-Gerber is president of Odyssey Institute, Inc., an organization concerned with manifold social problems. She became involved with the child pornography problem during her nationwide campaign against child abuse.

In October, The Senate

(continued on page 17)





FROM WOMEN IMAGES CALENDAR

PLAYING POOL, 1974, by Abigail Heymann

## Gifts for feminists

Janet Manning

What do you give a feminist for Christmas or Chanukah? Something she wouldn't buy for herself. Something special. Something practical. But above all, something non-sexist. Here are some suggestions gathered by asking some feminists we knew what they'd like to receive this year, and some we've received in the past, and liked.

1. A GIFT SUBSCRIPTION TO NEW DIRECTIONS FOR WOMEN. Of course, it's at the top of our list! For only \$3, the recipient gets news of interest to women, movement happenings and a raised-consciousness. Ideal for your mother, your daughter, your sister, your child's teacher, your babysitter, your 'border-line' feminist friends and your unenlightened relatives. Send check to NDFW, 223 Old Hook Rd., Westwood NJ 07675.
2. A DAY OFF. (We'll leave that one for you to work out.)
3. TICKETS TO A GOOD BROADWAY SHOW. Like "For Colored Girls Who Have Considered Suicide When the Rainbow is Enuff," "The Club," "Miss Margarida's Way," "Golda."
4. A CALENDAR TO KEEP HER ORGANIZED. We like "The Woman's Calendar For 1978" by Lynn Sherr and Jurate Kazickas (who have dropped the word 'liberated' from their calendar title). This year's version is a little lighter on the feminist anecdotes, photos, facts and fillers, but offers bigger white spaces to write in. (It's \$3.95 from Universe Books, 381 Park Ave. South NYC 10016). More expensive, but visually more exciting, is "from Milady to Ms.- Images of Women in American Art." Published by Universe Books in cooperation with the Corcoran Gallery of Art in Washington, D.C., it is a treasure of a book, filled with full color and black and white reproductions of oils, watercolors, sketches and pen-and-ink drawings. The quality is such that you might remove a favorite print and frame it when the calendar has filled its purpose. It's \$5.95 and worth it. (available from Universe Books, same address).
5. Another recommended calendar is Women Images by 12 women photographers which include masterpiece photographs by Eva Rubenstein, Sherry Suris, Helen Levitt and Suzanne Opton. It's \$5.95 and can be ordered from SherArt Images, Inc., 60 East 12 St., NYC 10003.
6. A GOOD BOOK TO CURL UP WITH (OR FLY THROUGH, DEPENDING ON HER AVAILABLE READING TIME). Refer to our book selections in this issue and previous issues for the best offerings of the year.
7. A RECORD BY A WOMAN ARTIST. Like Dory Previn, Bonnie Raitt, Melissa Manchester, Phoebe Snow, Linda Ronstadt, Joan Armatrading, Kate and Anna McGarrigle, The Deadly Nightshade. Watch for specific record reviews in upcoming issues of NDFW.
7. A T-SHIRT THAT TELLS IT LIKE IT IS. T-shirts with feminist messages make great gifts. Some of our favorite slogans: "A Woman's Place Is In the House...and In the Senate;" "A Woman Without A Man is Like A Fish Without A Bicycle." "The Best Man For the Job May Be A Woman" (these, from White River Company, 25 Broadway, Elmwood Park, N.J. 07407. Write for prices and catalog).
8. NO-NONSENSE NOTEPAPER. For write-on communications. Nicely designed with messages like, "Make policy, not coffee;" "Failure is impossible" (with photo of Susan B. Anthony); "My advice to the women of America is to raise more hell and fewer dahlias." (For information, write to The Notables, 6019 Kenwood, Kansas City, Missouri 64110).
9. FEMINIST JEWELRY. The Jailhouse Door pendant, designed by Shirley Aidekman and featured in our Autumn '77 issue is a beautiful way to wear your politics. (See ad, back cover).
10. A DONATION GIVEN IN THE NAME OF SOMEONE ON YOUR LIST TO HELP RATIFICATION EFFORTS OF THE EQUAL RIGHTS AMENDMENT and TO HELP INSURE OUR REPRODUCTIVE FREEDOM. Send donations to: E.R.A. Fund, National NOW Action Center, 425-13th Street, Washington, D.C. 20004; NARAL, 706 7th St. S.E., Washington, D.C. 20003.

# NJ mother files suit over son's education

Arlene Schwartz

In December 1976 I filed suit against the New Jersey Commissioner of Education, the Deputy Commissioner of Education and the Director of the Office of Equal Educational Opportunity charging that they have failed to enforce the state law against sex discrimination in the schools, commonly known as the affirmative action law. My petition, filed for myself and my six-year-old son, Greg, is on behalf of all parents and their children who attend public schools in the state.

I'm not certain at what point my consciousness became enlightened in terms of being the parent of a boy. I suppose that in a way I had a subtle awareness even before my son was born that the world offered more to males than females. Because my son is adopted, my husband and I had an option that few families have: We were able to choose whether we wanted a boy or a girl. I was certain, seven years ago, beyond doubt that I wanted a son.

Soon after my son was a part of our home, I was in all my glory. I was the mother of a big, bruising hulk of a male child. My husband and I are both small and I was secretly—no, not secretly—unabashedly proud that this male-child that we had not created but whom we loved more than anything in the world was big and chunky and affable; into everything, spirited, noisy, breaking things, often injuring himself in the process. What we could not biologically produce I felt fortunate to have obtained nevertheless: "a real boy."

During the first five years of Greg's life, I made many observations about his behavior when alone, when playing with girls and when playing with boys.

There were numerous incidents involving Greg and his playmates which disturbed both him and myself—him, because he was told things by his friends that contradicted what he was told by my husband and me (peer pressure versus parental guidance).



GREG SCHWARTZ

How could I get a message to my son that the world is not a better place for him by virtue of his being male but a lesser place for all of us as long as anyone felt the need to be "better" than anyone else?

By the time Greg entered kindergarten, my anger and frustration at society's resistance to change, as seen in my community, had created a determination to do something about it. I was aware that there were both federal and state laws in New Jersey ensuring girls and boys equal educational opportunity. I was also aware that these laws were neither being adhered to in my son's school district nor enforced by the state and federal authorities. Through inquiries made within the school system, I learned that not only was there no discussion of affirmative action taking place within the staff or in the classroom, but that few teachers or students even knew what affirmative action was.

In early 1976 I called the superintendent of schools—who also happens to be our affirmative action officer) to request appointment to his affirmative action advisory committee only to learn that no committee had yet been appointed. This, four full years after the federal statute had

been enacted and one year after both federal and state regulations had gone into effect requiring each school district to undertake a self-evaluation program and submit written reports of their findings and progress in enacting curative programs to the regulating agencies. After much prodding on my part, the superintendent finally created an affirmative action committee and I was appointed to it.

During the remainder of 1976, I devoted myself to monitoring the affirmative action program (or lack of one) in my school district. I personally visited each school in the district and spoke with each principal as well as other staff members (physical education instructors, librarians) to determine whether staff training was being undertaken and what procedural changes had taken place in the classroom, gym, library, etc. While the school officials were cooperative in answering my questions, it was quite apparent that some of them were opposed to the concept of affirmative action and even those who were not were reluctant to act beyond the direction of the superintendent.

And he was doing virtually nothing. He had appointed a committee of nine persons which included himself, three principals, four community citizens and one student. The makeup of the committee itself was an irony to me: Although my school district has both a female and a black (male) principal, neither was appointed to the affirmative action committee. The one student appointed was a white male. Although ultimately it would be the teaching staff's responsibility to implement an affirmative action program, there was not one teacher on the committee.

I was convinced that very little was being done and when I voiced this opinion at a meeting of the committee (the second meeting held in nine months),

(continued on page 21)

## Continuing Education for Women a new option at Drew University for resuming your education

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# New directions for books

## for young people

### Proper role models crucial

**THE GENDER TRAP. A CLOSER LOOK AT SEX ROLES**, by Carol Adams and Rae Laurikietis. Ages 13 up. (Academy Press)

Annette Cafarelli

**THE GENDER TRAP** is one of the few nonfiction books intended to provide adolescents and teenagers with an accurate look at sexism in childhood and in the workplace. Adams and Laurikietis have assembled a good collection of examples to document the limitations placed on women by society; but as a whole, the book is disappointing because it does not act to remove those limitations.

Part I, "The Best Years of Your Life," examines socialization in male and female children, showing why female children often grow up to be passive and unambitious adults. The book takes a psychological self-help approach by asking reflective questions on topics such as what did teachers say to you in school, how did parents treat you at home, what sort of female characters did you read about in books? A selection of sexist activities and quotations serves as a guideline for the answers.

Part II, "The Worst Work is Women's Work," goes on to explain women's position in the job market. Some statistics on women in the professions are provided, but the discussion

largely centers on traditional female occupations, secretaries, homemakers and teachers. Chapters on women in the unions, legal discrimination and the Equal Rights Amendment give a needed political framework to the discussion.

The problem with the book, however, is exactly what one anonymous woman member of the British Parliament is quoted as saying about women—they tend to limit themselves. Adams and Laurikietis have fallen into an excess of truth. We know women's roles have been limited in the past; and the authors have limited themselves to an explicit portrayal of women's plight. Without some optimism, the examples are too numerous, the sexist citations too overwhelming, and the overall effect simply demoralizing.

This is particularly significant since the book is reportedly designed for young people aged 13 or older. As it stands, the style is too simple for older women, but the approach is too subtle or ambiguous for a younger audience. The authors promise "a closer look at sex roles" but they don't go far enough in presenting alternatives. As a result, the reader spells out one self-defeating conclusion: see how women have failed under the power of discrimination.

Older women just encountering a feminist per-

spective may find it helpful to reflect on the disheartening social situation which has restrained women's lives, but for a younger audience, the numerous examples of discrimination serve as a strong reinforcement of a negative situation. Adolescents don't need to apologize for their lack of achievement—they're too young to have failed. Why rehearse them in a list of jobs usually relegated to women, or an anthology of stereotypes? True, the subversive impact of seeing few women in business must not be underestimated. Many women do not even realize as adults that the absence of women in successful posts has had a discouraging effect. We must therefore explain to children how social conventions and discrimination have acted in the past to limit the number of women in influential positions. *The Gender Trap* gives us the background, but we must also go a step further and make it clear that women are to have influential positions from now on.

To this end, role models are crucial. We must inspire children well before we start training them in skills necessary for interesting and influential jobs. We must make examples of successful women in jobs we can see or create fictional images where we have none. New generations shouldn't have to lose ground because they lack confidence.

From the outset, children must be shown the full range of options available. Let them see what can be done, not what hasn't been done.

### Quills needed

**MISCHLING, SECOND DEGREE: My Childhood In Nazi Germany** by Ilse Koehn (Greenwillow Books) \$7.95. Ages 12 up.

Vivian J. Scheinmann

Ilse Koehn tells the story of her years as a child growing up in Nazi Germany. It is the tale of a talented, bright and courageous girl whom her father nicknamed "Hedgehog" for he wanted her to develop the quills necessary to protect herself.

The book's title comes from the fact that Koehn had a Jewish grandmother, her beloved Oma (who considered herself a free-thinker, without religious affiliation). Therefore, the granddaughter was a mischling, second degree. Her father was a mischling, first degree, for he had two Jewish grandparents. The irony and idiocy of this system was that while Oma was dying in Theresienstadt Concentration Camp, Ilse, "the mongrel," was being groomed as a leader in the Hitler Youth, an "honor" which Ilse found it impossible to avoid though she knew of her father's passionate hatred on the subject.

The child lived through the bombings of Berlin and its environs, evacuations to two different camps in Czechoslovakia and the attacking Russian army as they raped and robbed.

Ilse's family was torn apart by the Nazi takeover. Her maternal grandparents, the

# Gift suggestions

Vivian J. Scheinmann

**THE CLEVER PRINCESS** by Ann Tompert, illustrated by Patricia Riley (Lollipop Power, PO Box 1171, Chapel Hill, NC 27514) \$5.50 hardcover, \$2.35 large format paperback, prepaid plus 50 cents handling. Ages 5-9. Princess Lorna's father sets out to find a future husband-king for his daughter, but to no avail. The princess will have none of it. Counselors are persuaded to test the young woman to determine if she is wise enough to rule. By passing the test and outguessing her examiners, Lorna becomes a beneficent ruler.

**BONY** by Frances Zweifel, pictures by Whitney Darrow, Jr. (Harper & Row) \$4.95. Ages 4-8. In this "I Can Read" book, Kim finds a baby squirrel which he nurses back to health with the help of his naturalist parents. The little boy experiences the joys and frustrations of trying to keep an outdoor pet indoors.

## My Mother the Mail Carrier



**MY MOTHER THE MAIL CARRIER** Mi mama la cartera by Inez Maury, illustrated by Lady McCrady, translated by Norah E. Alemany (Feminist Press) \$3.50 large format paperback. Ages 4-9. In this bilingual story, Lupita is very proud of her mother and her job in the big city. The story depicts a loving relationship between a single parent and her offspring. Ideal for story-telling time.

**WHAT CAN SHE BE? A FILM PRODUCER** by Gloria and Esther Goldreich, photographs by Robert Ipcar (Lothrop, Lee & Shepard) \$4.95. Ages 6-10. Ninth in a fine series of career books, this one follows the working life of a young woman who makes documentaries and pilot films for TV.

**AMELIA'S FLYING MACHINE** by Barbara Shook Hazen, illustrated by Charles Robinson (Doubleday) \$6.95. Ages 4-6. In the early part of the 20th century, Amelia Earhart was building her own version of an airplane. When her grandmother found out about the little girl's unorthodox behavior, Amelia feared her punishment would be to miss the excitement of going to the Chicago's World's Fair. It is the sassy boy next door who comes to her rescue.

**DOCTORS FOR THE PEOPLE: Profiles of Six Who Serve** by Elizabeth Levy and Mara Miller (Knopf) \$5.95. Ages 12 up. Included in this group are Marcia Storch, a feminist gynecologist, who deplores the perfunctory medical treatment too many women receive; Dorothy Brown, first black woman to practice general surgery in the South and first black woman ever to sit in the Tennessee State Legislature; and Sheldon Rosen, who devotes his time to the dire lives of migrant families.

**WOMEN AT THEIR WORK** by Betty Lou English (Dial Press) \$6.95. All ages. Twenty-one women with accompanying photographs covering such diverse careers as pilot, launch operator, judge, rabbi and jockey. It is a book that children will find interesting into their teens.

**FOUR ROOMS FROM THE METROPOLITAN MUSEUM OF ART** by Evaline Ness (Scribner) \$6.95. Ages 9 up. Great fun and culturally enriching. Families can cut out, color and put together rooms from the museum in this spiral-bound artistic delight.

**THURSDAY'S DAUGHTERS: The Story of Working Women in America**, by Janet Harris (Harper & Row) \$7.95. Ages 12 up. Thursday's child works hard for a living - from Colonial times to the present - and Harris gives us background material on the hardships and victories.

Derecks, staunch anti-Nazis, forced her weak-willed mother to return to their home. During the early part of the war, Ilse lived with Oma and her father until the Dereck family got custody of Ilse and Oma was taken away.

But Ilse survived and even managed to eke out some childhood pleasures, sliding down dangerous mountain slopes, hiking, singing and always using her artistic abilities—freer than Anne Frank and luckier, although she did lose her best friend in the last days of the war as the Russians rolled into Germany.

It is a touching story. One that leaves us wondering how the family managed to pick up the fabric of their lives following Hitler's defeat when Ilse and her parents were reunited.

American suffragists were repeatedly told by President Woodrow Wilson that it was not within his power to assist them, yet he finally went before the U.S. Senate and asked for passage on the suffragist amendment to the federal constitution.

### ACADEMY PRESS BOOKS FOR WOMEN AND THEIR FRIENDS

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Carol Adams & Rae Laurikietis  
**THE GENDER TRAP: A CLOSER LOOK AT SEX ROLES.** Book 1: *EDUCATION AND WORK*; Book 2: *SEX AND MARRIAGE*; Book 3: *MESSAGES AND IMAGES*. Lively examination of problems young adults face in a sexist society. Each \$4.25 paper; \$7.25 cloth.

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# New directions for books

# Stepping out

## Women's famous instigator

**GOING TOO FAR: THE PERSONAL CHRONICLE OF A FEMINIST** by Robin Morgan (Random House) \$10.00

Paula Kassell

Robin Morgan: a name written right after Betty Friedan's in the consciousness-raising years of the late 1960s and early 1970s. She was the editor of **SISTERHOOD IS POWERFUL: An Anthology of Writings from the Women's Liberation Movement**, and we will never outlive its effect on us. Now **GOING TOO FAR** takes us behind those scenes of our history with one who made it.

She shares everything with us—her private letters, her love for her husband and the problems of the marriage, her uncertainties and second thoughts. What a vulnerable person she has been, and she pressed on regardless. Most relevant to us today, she experienced and recorded the coming together of hundreds of diverse women who found sisterhood.

It would have been worth while just to have so many of her articles in one place. But the real value of the book lies in the introductions she has written

for each piece. "I found a dialogue emerging between my voice today and my voice at the time of the piece's writing," she says. In the preface she characterizes her writings as "map notations in the journey of an individual woman through uncharted territory, via the intertwined roads of daughterhood, artistry, marriage, motherhood, radicalism."

Because she was "in on" or indeed an instigator of so many of the famous events of the women's movement, we learn, for the first time perhaps, what **REALLY** happened when women disrupted the Miss America pageant in 1968 and how the false story of "bra burning" was invented. We learn how and why the women in the radical left movement seized control of *Rat*, a major underground newspaper. Her article, "Goodbye to All That," written for the women's first issue, tells for all time why women cannot hope for their own liberation and rights as a result of (reward for?) their hard work for the rights of others or even for human rights. Women's rights are not necessarily included—the

treatment of radical left women in the 1970s paralleled the treatment of women in the 1860s who worked to free and enfranchise the slaves. "We have met the enemy and he is our friend," is her insight.

It was a delicious experience to read "WITCH Hexes Wall Street" (Halloween, 1968), "WITCH at the Counter-Inaugural Ball" (first inauguration of Richard Nixon, January 1969), "WITCH Hexes the Bridal Fair" (first New York Bridal Fair, Madison Square Garden, 1969—they released 150 live white mice at the trousseau fashion show, and that was only one of the actions). **WITCH** stands for Women's International Terrorist Conspiracy from Hell, a child of New York Radical Women.

Those of us who took part in or were awakened by the feminist actions of the last two decades know Robin Morgan's place in our eventful history and our literary history. Yet in characteristic modesty she has omitted *Sisterhood Is Powerful* from the long *Geminal Reading List* included in the new book. That is going too far!

**STEPPING OUT** by Rolaine Hochstein (Norton) \$7.95

**IN THE FLESH** by Hilma Wolitzer (William Morrow) \$8.95

Eleanor Hamill Gallagher

**STEPPING OUT** is a love story, a funny, touching, tender, joyful love story, and best of all, it's believable.

It is the story of Beverly Peck Gordon, a model, modern Jewish housewife, whose chief talent lay in her ability to run everyone's life but her own; whose scope was confined to the comfortable world of house, husband, and family; whose

She learns, too, that while Harvey has reconciled himself to life's "ordinary satisfactions," she cannot. Beverly, thinking for herself at last, thought she must be in love with life. She had been playing hard to get, but it was time for her to make a declaration. "She would not settle."

And she does not. She returns to her family, "not a new woman, but a woman who has been newly introduced to herself," prepared to face the consequences and responsibilities of such enlightenment.

Rolaine Hochstein has drawn a wonderful character in Beverly - tough, witty, spirited, and vulnerable - and has surrounded her with very real people and sharp dialogue. **STEPPING OUT** is a fine novel.

In Hilma Wolitzer's **IN THE FLESH**, Paulette and Howard don't begin married life together under the best circumstances: Paulette is pregnant. Howard, having been married unhappily before, is reluctant to commit himself again. But, it being the 1950's and all, he does the gentlemanly thing.

"We'll have a wonderful life together. We'll have terrific good luck. I can feel it," Paulette says optimistically. And God knows, for the next five years, she does her damndest to ensure that it all works out.

She takes upon herself full responsibility for everything that interferes with marital bliss, from the baby's eczema to Howard's moods. She contorts herself into the woman she thinks Howard wants her to be.

As she demonstrated in her earlier novel, **ENDING**, Wolitzer knows - almost too well - the intricacies of human nature and emotions. Told with remarkable sensitivity, **IN THE FLESH** is a deeply-affecting story about ordinary people.



ROLAINE HOCHSTEIN

greatest triumph was the Bar Mitzvah of her first-born son.

A growing dissatisfaction with herself and her life compels Beverly to return to school, to attend consciousness-raising groups, and finally, to fall in love with Harvey Porter.

A most unlikely lover for Beverly, Harvey is a 50-year-old small town WASP lawyer with a mild manner and a pot belly. But Beverly is disarmed by his intelligence, simplicity, and openness. And through his eyes, she is able to see herself, free from pretense, as she is. Even more extraordinary, she learns, as a result of his total acceptance of her, to appreciate herself.

## No more happy endings

**LEGAL KIDNAPING** by Anna Demeter, pseud., introduction by Adrienne Rich (Beacon Press) \$8.95.

Vivian J. Scheinmann

The author, a feminist and doctor with expertise in family counseling, evidently could not heal herself.

A self-supporting medical practitioner, Demeter left all financial transactions to her profligate, manipulative husband. After she told her lawyer that she wanted a divorce, but feared her husband's response, Demeter remained in the house with her husband and children. It was then that her two youngest children were kidnaped by their father in an effort to blackmail their mother into a reconciliation. It would be simplistic to think of the abduction as an active assault by the man, for Demeter clearly states, "I allowed the loss of my rights."

Periodically, our newspapers contain stories of mothers and fathers (more often the latter) kidnaping their own children without a thought to the rights of the custodial parent or —

what is perhaps more important — the right of the child to a stable, permanent home.

Children's Rights Inc. has been formed in Washington, DC, with state chapters around the country. The group's aim is to help parents in supportive and practical terms when one parent seizes his/her offspring from the custody of the other parent. It has been estimated that upwards of 100,000 such kidnappings occur on an annual basis.

Kidnaping one's own child is treated as a misdemeanor, not a felony offense. Demeter found this out when she attempted to obtain assistance from police or FBI officers. She was finally helped by a sympathetic, but expensive private detective agency.

There is now a Federal Uniform Child Custody Act in which states agree to abide by custody decisions made in out-of-state courts. As of this date, this Act is not in effect country-wide. In addition, it would not have helped Demeter who did not have legal custody at the time.

There is no happy ending to this personal account. Although

Demeter finally got her children back, the scars are deep. The father wanted an enormous percentage of their mutual property and continued to harass the family with lies and demands. But it is a new beginning, and Demeter looks ahead to single motherhood with peace and mutual kindness shared by her four children and herself.

## Paperback selections

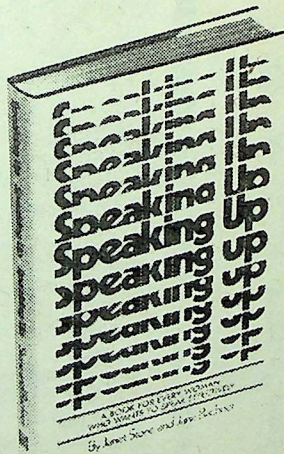
**THE MERMAID AND THE MINOTAUR: Sexual Arrangements and Human Malaise** by Dorothy Dinnerstein (Harper-Colophon) \$3.95. Woman stands outside of history vicariously enjoying the triumphs without the risks which man does not have the option to abjure. Dinnerstein loathes the "cheer-leader" or spectator aspect of women's lives and implores us to change our arrangements and to live as full human beings. This is an excellent, lucid treatise.

**THE WOMAN WARRIOR: Memoirs of a Girlhood Among Ghosts** by Maxine Hong Kingston (Vintage) \$2.45.

Superb account of a Chinese-American girl growing up in the new world, but rooted in the old.

**CONVERSATIONS: Working Women Talk About Doing a "Man's Job"** by Terry Wetherby (Les Femmes) \$4.95. Twenty-two interviews with women in occupations that have generally been held by men.

**SOLVING WOMEN'S PROBLEMS: Through Awareness, Action & Contact** by Hogie Wyckoff (Grove Press) \$3.95. A practical guide to using theories of radical psychiatry in problem-solving groups. The author is a member of the Bay Area Radical Therapy Collective.



### How to conquer women's worst fear!

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 "Definitely a welcome and necessary book for women... To the standard principles of good public speaking the authors add feminist concepts aimed at unlocking stereotypic roles."  
 —Library Journal

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# other books

## The crisis in health care

### New Seaman book

**WOMEN'S HEALTH CARE: Resources, Writings, and Bibliographies** by Belita Cowan (Anshen Publishing, 556 Second St., Ann Arbor, Mich. 48103) \$4.00. Ms. Cowan will make discounts available of 20 percent for orders of 10 or more.

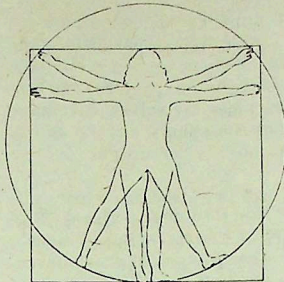
Vivian J. Scheinmann

Cowan dedicated her excellent, up-to-date, invaluable handbook to a woman who died of cancer after innumerable frustrating visits to various doctors who ignored her breast problems.

The author hopes to avoid further needless tragedies by providing the details for engaging in our own health research, on patients' rights (especially good is the pregnant patient's Bill of Rights), and questions and answers on menopause. There are articles on abortion, birth control, sterilization abuse, sexuality, psychotherapy, and aging.

The selections covered are far-ranging and include books such as **WHY WOULD A GIRL GO INTO MEDICINE** by Dr. Margaret Campbell (Feminist Press, 1975) to **THE HIDDEN MALPRACTICE** by Gena Corea (Morrow, 1977); and feminist journals like **PRIME TIME**.

If you have not started a personal library on women's health care, this compendium is the perfect beginning; if you have a collection, Cowan's well-researched booklet will show you where any gaps exist, give locations of women's organizations, and tell all about gynecological self-help. The format is attractive and includes photographs.



**WOMEN'S HEALTH CARE** by Belita Cowan (Anshen Publishing, \$4.00)

**A GUIDE TO PREGNANCY & PARENTHOOD FOR WOMEN ON THEIR OWN** (Vintage) \$3.95. Originally published in England, this American version is a handbook for single women who find themselves pregnant or women alone who wish to adopt a child. Housing, work available, abortion, and sources of help are a few of the topics covered.

**WOMEN AND THE CRISIS IN SEX HORMONES** by Barbara Seaman and Gideon Seaman, M. D. (Rawson) \$12.95

**THE BIRTH CONTROL BOOK** by Howard I. Shapiro, M. D. (St. Martins Press) \$10.00

**WHAT EVERY PREGNANT WOMAN SHOULD KNOW** by Gail Sforza Brewer with Tom Brewer, M. D. (Random House) \$8.95

Mindy Greenside Hirschhorn

Treat yourself and your body to a copy of the Seamans' new book. Regardless of your present awareness of the health issues pertinent to women today, **WOMEN AND THE CRISIS IN SEX HORMONES** offers a great contribution. Presented in a clear cut manner, the authors delve where only a few of us have gone, probing the FDA, exploring and uncovering the background of the DES fiasco, and condemning the AMA's apparent lack of responsibility and illustrating the ties among the pharmaceutical industry, the FDA and AMA.

The nutrition-oriented rather than drug-oriented approach is a long-overdue change. A nutritionally sound diet is stressed to overcome the "post pill syndrome" along with a variety of suggestions for those women who choose to avoid the risks of estrogen replacement therapy (ERT).

Citing many individual cases and clinical studies, we can clearly view the flagrant use of hormones such as DES and Premarin. First used on women with "problem" pregnancies, DES was prescribed to make "bigger and better babies." Now we find it was in fact used on healthy women, without their consent. Years later, we pay again, for the "time bomb" effect of DES shows its face in 1966 when the first case is reported of a rare form of cancer called clear cell adenocarcinoma in a fifteen-year-old girl.

Many of the abnormalities do not show up during a routine pelvic exam. Further exacerbating the situation, doctors are negligent in making the necessary contacts to those women who took DES during pregnancy, and many women are unknowing DES-daughters. Further, physicians continue to prescribe DES as a post-partum milk suppressant as well as a morning-after contraceptive for which it has never been approved! It has also been shown that the sons of these mothers are at risk, and are experiencing a higher rate of genital abnormalities than the population at large.

The Seamans write of DES as a concern for all, just as women were exposed to DES in utero, the entire population, except vegetarians, are consuming DES-fed meat. Upwards of 80 percent of the cattle and poultry raised in the United States have DES added to their feed or injected in some way. This practice is considered so risky that most countries abroad have banned the import of our meat for that reason alone.

Once again, the authors remind us of the risks and hazards of the Pill and IUDs. In examination of these known risks, they offer safe yet effective alternatives, many yet to appear in clinics or in private practice. Contrary to popular belief the diaphragm surpasses the IUD in effectiveness (and certainly safety) when fitted correctly and used in conjunction with a spermicidal cream thereby making it "queen of contraception."

Upon completion of this work, the reader has acquired a vast knowledge of methods—the condom, the cervical cap (which is virtually impossible to obtain in the U. S., though used widely in Britain) and many of the most recent methods including basal body temperature for determining ovulation and the Billings method which involves a similar principle. The ovu timer and a most unique approach by Louise Lacey called lunaception is also discussed.

Employing these self-controlled methods is one way we may begin to gain control of our bodies and our health. Becoming active participants in our health care is imperative. The Seamans advocate, "We should be approaching health-care as consumers and in a partnership with our doctors, not as passive patients."

**THE BIRTH CONTROL BOOK**, set in a question-answer format provides much information concerning contraceptives, abortion and sterilization. Shapiro's desire to bridge the existing gap between female patient and male doctor is admirable. His recognition that physicians must share the blame with the FDA for our present health-care system should be applauded. In one discussion he notes the hazards of the use of DES, yet one wonders after "contraceptive. Though worthy of recognition, Shapiro still seems to favor the drug industry and therein lies a weakness.

**WHAT EVERY WOMAN SHOULD KNOW** is a book to be read by all those who are or plan to be parents. In a brief hundred pages, been instilled for so long that we've come to regard them as ab-weight and diets during pregnancy are now found to be the underlying causes of many pregnancy-related problems, and far more serious, the cause of stillbirths, congenital defects and neonatal deaths. Stressing the need for proper nutrition during pregnancy, the authors reveal the dangers of limiting weight gain and provide nutritionally sound "recipes for life," from which a mother knows that her unborn children will undoubtedly benefit. "When development are at stake, she will refuse to take chances with her diet." Once again, we are reminded that we must take responsibility for the care of ourselves and that physicians have had little or no training in nutrition. **WHAT EVERY WOMAN SHOULD KNOW**, using years of clinical experience as a base, concludes that "nutritional mismanagement" leads to frightful defects we can all correct through proper nutrition.

Mindy Greenside Hirschhorn lives near Washington, D. C. and is looking for employment in the Women's Health Movement.

**SEX FOR WOMEN: Who Want to Have Fun and Loving Relationships with Equals** by Carmen Kerr (Grove Press) \$10.00. What, you ask, would I want with another sex book? I already own every one from **LOVE WITHOUT FEAR** to **THE HITE REPORT**. The answer is that Kerr, a West Coast feminist therapist who uses transactional analysis in her sexual problem-solving groups, has written a book that is fun to read and germane to the real problems people have incorporating all the techniques they read about into their lives and their relationships.

## Discussion needed

**THE BREAST: Its Problems — Benign and Malignant — and How to Deal With Them.** By Oliver Cope, M.D. (Houghton Mifflin) \$8.95.

Marjorie Lipsyte

Dr. Cope, long associated with Massachusetts General Hospital and the Harvard Medical School, is strongly opposed to mastectomies in the treatment of breast cancer. He is convinced that removing only the cancerous tissue from the breast plus radiation and chemotherapy, depending on the type of cancer, insures the woman the same chance for full

recovery that the mastectomy would and affords her more comfort and a better life, for however long, with her breast intact.

Dr. Cope does not dwell on the dangers or discomforts of radiation and drug therapies. He finds no connection between the use of estrogens and breast cancer. "... the incidence of the cancer has not risen sharply in the last 15 years in the United States." In fact, the incidence of American women who will get breast cancer each year (7 percent) has not changed in 40 years, he writes.

Dr. Cope does not share the fear of estrogen that is becoming so widespread among women now. He is quite explicit in his advocacy of testing by x-ray every woman at about the age of 50 or menopause for osteoporosis, the condition of "the thinning of the bones."

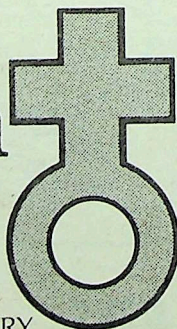
Dr. Cope discusses the benign lumps that are so common in women's breasts and outlines in detail what he believes to be the best current treatment of breast cancer. He pulls no punches, leveling with the harsh facts about breast cancer as well as stating his case for an end to mastectomies.

**THE BREAST** is must reading for every woman who refuses to be, in Belita Cowan's words, "a passive patient." I hope that his views on the treatment of breast cancer — which are different from those of the American Cancer Society and most surgeons today — will evince widespread public discussion. In recent years two other books which broached the same subject were, unfortunately, given their moment of publicity and allowed to disappear from the public consciousness. They are Rose Kushner's **BREAST CANCER: A Personal History and An Investigative Report** (1975) in which she stressed freedom of choice of therapy and **What Women Should Know About the Breast Cancer Controversy** by George Crille, Jr. (1974) which opposed radical mastectomy.

We must all be intelligently informed on the options available in the treatment of breast cancer and not allow the options to be limited by economic considerations, geography or the preference of the hospital in our area.

## Why are women excluded from the priesthood?

# Women Priests



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## new and recommended

**BEGINNINGS OF SISTERHOOD: The American Woman's Rights Movement 1800-1850** by Keith E. Melder (Schocken) \$11.95. One of the "Studies in the Life of Women" series for which Gerda Lerner is general editor, this book examines the role of the female seminaries and the female anti-slavery and reform societies at a time when the 'appropriate sphere of women' ideology excluded women from the larger (male) society.

**THE GAY ACADEMIC** edited by Louie Crew (ETC Publications, P.O. Drawer 1267A, Palm Springs, CA 92262) \$15.00. Twenty-seven gay scholars, addressing themselves to the academic community, demonstrate the "catholicity of gay life, all of the diversity of our scholarly biases and styles."

**FOUR WOMEN: Living the Revolution: An Oral History of Contemporary Cuba** by Oscar Lewis, Ruth M. Lewis and Susan M. Rigdon (University of Illinois Press) \$15.00. The women — a domestic servant, a former counterrevolutionary, a middle-class psychologist and a former prostitute — each tells of her life before and after Castro.

**LOUISA MAY: A Modern Biography** by Martha Saxton (Houghton-Mifflin) \$14.95. Focuses on the relationship between the fascinating Bronson Alcott and the daughter whose fame rests on the book she reluctantly wrote "to his order."

**DESPERADO** by Grace Lichtenstein (Dial Press) \$8.95. The Brooklyn-born, big-city author (*A LONG WAY, BABY*) and journalist becomes *The New York Times* first female regional bureau chief and meets the Rocky Mountain states head on.

**PASSIONATE CRUSADER: The Life of Marie Stopes** by Ruth Hall (Harcourt Brace Jovanovich) \$14.95. A British journalist examines the public and private life of the English paleobotanist who shocked the 1918 world with *MARRIED LOVE*, in which she called for married women's rights to full sexual enjoyment and birth-control information. The paradox of Stopes' own marriages, tortured sex-life and denial of her homosexuality are discussed along with her mysticism and her eugenic concepts of birth control.

M.L.

## Buried and New

They aptly-named **CASSANDRA EDITIONS**, a new reprint series from Academy Press, promises to acquaint us with more buried writing of women who questioned their traditional roles. As Cassandra's prophecies were unheeded, so were many works written by women after the first wave of feminism relegated to the "quaint" category and ultimately lost and forgotten.

**THE LAND OF GREEN GINGER**, (\$7.50 library binding, \$5.00 paperback) by Winifred Holtby, an active British feminist who died in 1935 at 37, is one such book. It was written after a brief visit to South Africa. While telling the story of Johanna's yearning for exotic travel and adventure, it expresses Holtby's strong feelings against apartheid. In **WOMEN IN A CHANGING CIVILIZATION** (\$7.50, \$5.00) Holtby describes women's struggles against social, legal and economic barriers.

Among other novels scheduled for the series are the 1915 **ROSE COTTINGHAM** (\$7.50, \$5.00) by Netta Syrett, and the 1896 **A BREAD AND BUTTER MISS** by George Paston (\$7.50, \$4.00). Syrett, who wrote more than 30 novels, an autobiography and children's books, tells the story of a talented woman hobbled by a repressive society. Paston (Emily Morse Symonds) wrote several feminist novels as well as biographies and other non-fiction.

Though George Sand wrote in another time, women are finding that her unread books are speaking to them. **MY CONVENT LIFE** (\$7.50, \$5.00) and **FANCHON THE CRICKET** are the first two of her works to be reprinted by Academy.

**IT CHANGED MY LIFE** by Betty Friedan (Dell) \$2.25. And so it did many of our lives starting with the publication in 1963 of **THE FEMININE MYSTIQUE**. This is Friedan's update on her life, the women's movement, and society, as she perceives it.

**WOMEN INTO WIVES: The Legal and Economic Impact of Marriage** edited by Jane Roberts Chapman and Margaret Gates (SAGE Publications, 275 So. Beverly Drive, Beverly Hills, CA 90212) Volume 2 of Sage Yearbooks in Women's Policy Studies.

**A PORTRAIT OF MARGINALITY: The Political Behavior of the American Woman** edited by Marianne Githens and Jewel L. Prestage (Longman-McKay) \$6.95. Why are women working hard at the grass-roots level of politics, but practically invisible at the top? This selection of essays helps arrive at the answer to this question.

### Soft no more

**SPEAKING UP: A Book For Every Woman Who Wants to Speak Effectively** by Janet Stone and Jane Bachner (McGraw Hill) \$8.95. Is it valid to have a public speaking book geared to women only? It is not only valid it is essential.

We are raised to speak softly, to be demure, and always to avoid an aggressive stance — that's all right for males — but unbecoming to females.

Stone and Bachner, who conduct communications workshops for women around the country, have written a book which works well for public speaking, private conversations, and impromptu remarks.

The authors cover the stereotypes and myths about women and how they have contributed to our taking a safe but powerless backstage position. With this book, Stone and Bachner hope to get us "Out from Behind the Curtain."



**SUBURBAN PORTRAITS** by Eva Shaderowsky (Academy Press, \$8.95).

**FOR BETTER, FOR WORSE: A Feminist Handbook on Marriage and Other Options**, Jennifer Baker Fleming & Carolyn Kott Washburne. (Scribner) \$7.95.

**THE DIVORCE EXPERIENCE**, Morton Hunt and Bernice Hunt (McGraw Hill) \$8.95.

Carlyn Kingston

It's hard to believe anything could top Washburne's *Women in Transition*. Here is another fine book whose goal, for the reader, is emotional and economic independence. The comprehensive bibliography and the list of resources, make it very valuable and exceptionally useful. The book has an interesting format: poems and personal statements appear along with the text. This book deals with new ideas and explores issues which have been of concern to women, both married and single.

The chapter, "Is That All There Is," about alternatives to marriage, is especially provocative. The "his and hers" marriage, described in Chapter Two, is a phrase used initially by Jesse Bernard in *The Future Of Marriage*. The "his and hers" marriage is explained as the housewife syndrome: women are conditioned to think that marriage will bring happiness; they think that they are happy because they are married. But, extensive studies show that married women have more symptoms of stress, depression, fear and anxiety than married men and unmarried women. Most of us need love and choose marriage, but his book illustrates that this is not the only option for women.

Fleming and Washburne tell the reader: "Love can only be healthy when it is created by two self-sufficient individuals who are working to eliminate the crippling roles of husband and wife." The final chapter deals with men, advising them how to adapt to the changes their wives want and need. All persons, married or single, will find this book worthwhile and stimulating reading.

There is big money in divorce. Lawyers were the first to realize it and now publishers are eager to get their share. For several years, Morton Hunt wrote about marriage (*THE WORLD OF THE FORMERLY MARRIED, THE AFFAIR*, etc.). He has experienced a divorce and together with his present wife, Bernice Hunt, they have written a very commercial, easy-reading book about the formerly married.

The Hunts state that the women's movement has helped women have a different view of themselves, but their book does not help a woman perceive how she can "make it" as a single person and that other women can be supportive.

Carlyn Kingston chairs the Marriage and Divorce Task Force of Northern New Jersey NOW.

## Women's words

Marjorie Lipsyte

**WHAT IF I AM A WOMAN? BLACK WOMEN'S SPEECHES NARRATED BY RUBY DEE**, with introductions by Ossie Davis Vols I & II (Folkways Records FH 5537-8) \$6.98 per album.

**I AM A WOMAN: Viveca Lindfors (Natalie Slohm Associates)** \$15.50 with complete text.

"What if I am a woman?" asked Maria W. Stewart in 1833. "Ain't I a woman?" asked Sojourner Truth in 1851. "Before anything I am a black woman," said Angela Davis from prison in 1971. Ruby Dee brings the words of these and other black women wonderfully alive in the two volumes chronologically arranged from the abolitionist Stewart's rousing speech to addresses by Coretta Scott King.

An angry speech by Ida M. Wells-Barnett, a militant crusader against lynching at the turn of the century, is chillingly followed by Fannie Lee Chaney's gentle words at the memorial for her son and his two white companions murdered with him in Mississippi when trying to register black people to vote. Wells-Barnett makes clear that lynching was color-line murder, that crimes against women by blacks was the excuse not the cause and that its purpose was to "suppress the colored vote by intimidation and murder."

A stinging indictment of slavery by Sarah Parker Redmond to an English audience in 1859, two speeches by Mary Church Terrell, the first president of the National Association of Colored Women and Shirley's Chisholm's ringing first speech, "Time For

A Change," before the House of Representatives in 1968 round out the albums. The complete texts are included. Used with imagination, these albums could be effective teaching aids, stimulating discussion and provoking further research.

Those who missed Viveca Lindfors' successful presentation, *I Am A Woman*, in the theater or on television may want to catch up with her interpretations of Lillian, Anne, Nora, Judy, Anais and the others. Some who saw her perform may enjoy having the record, but I found her disembodied voice mostly unsatisfactory without her expressive face and hands and body and imaginative use of props to bring the words to vivid, searing life. The album is available through **THE WOMEN'S AUDIO EXCHANGE**, 49 West Main Street, Cambridge, New York 12816. Natalie Slohm who produced the Lindfors album runs the Exchange which has records and cassettes and filmstrips "by, for and about women." A tantalizing catalogue is available on request.

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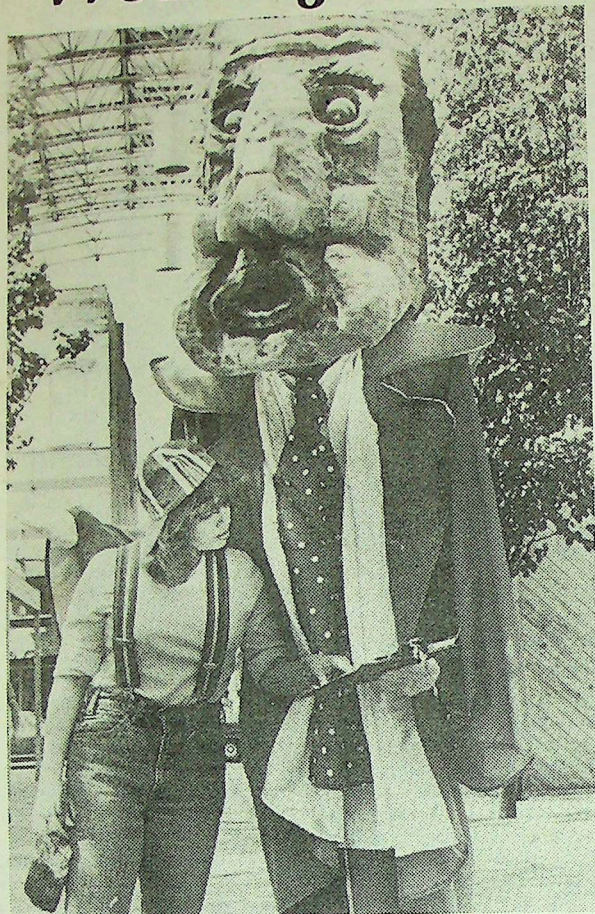
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More books

on page 14



# Women in The Arts



MR. GRUMPER, played by Irene Lawson Sterling, lectures Wacky, actor Debbie Sheehan, in a scene from The Learning Theater's "Wacky and the Fuddlejig."

## Learning Theater makes every child an actor

Howard Sterling

Four actors of The Learning Theater invite the audience of 200 children to become a circus under a magic tent or two villages in Africa or workers in Santa's toy factory. Working excitedly the actors and children collaborate on bringing the children's ideas to life. Every child becomes an actor. Afterwards the children say "I didn't see a play, I was in it!" The theatrical style is called audience participation. Widely used in England, audience participation is not common in this country. The Learning Theater has pioneered its use to encourage children to explore their own resources.

"The Learning Theater is an alternative to the mindless, sit-still-and-I'll-do-it-for-you-of-much-children's-entertainment," says Irene Lawson Sterling, General Manager and actor. "We want a child to create, to enjoy the mastery of doing it yourself."

The Learning Theater actors write their own material to reflect some strongly held values: Women are strong; Fantasy is good; Parents and children love each other even

when they don't agree; People and ideas which are different are to be respected.

"But don't misunderstand, The Learning Theater's shows are FUN. We don't preach at our audience," reminds actor Deborah Sheehan. "Our stories assume that women are heroes, for example. We want people to be attracted to the positive situation and explore its consequences. That's more likely to change people's attitudes than arguments."

Irene Lawson Sterling, 30, is a founding member of The Learning Theater started in 1972. Deborah Sheehan, 24, has been a member for two years. Both are Paterson residents. They have a multitude of talents from acting to business and publicity skills. "We don't like the artificial divisions between performing and technical roles any more than we like arbitrary sex roles," declares Sterling.

"Each member has special areas of skill. Mine is sound. I love to lose myself in the equipment for special effects," admits Sheehan. "I guess we live our lives much as we create our shows: we create a work situation which reflects the world we'd like to live in. one

that rewards competence regardless of sex, that takes the development of children as a serious matter."

From its studio at 88 Broadway, Paterson, NJ, The Learning Theater tours the metropolitan area with a repertory of four productions. Because the participatory style needs intimacy, the company plays mostly to schools, recreation programs and religious organizations. "Commercial houses need larger numbers to make money" explains Sterling. "Occasionally when we're very hungry we think about doing a 'sit still and shut up' show, but then we remember what we're about: sharing and learning and growing."

The company also offers workshops and consultancy services in creative drama, puppetry, sound and arts techniques in the learning process.

The Learning Theater is funded by performance fees, The National Endowment for the Arts, a federal agency, CETA, and Community Development of the city of Paterson and other corporate and private donors.

## Sexism in children's theater

Nellie McCaslin

Theatre for children in this country is a recent development, though acting and performing is found in both literate and primitive societies. Most children engage in dramatic play but they enjoy the spectator role as well, hence the speed with which TV has become our number one babysitter, entertainer and teacher. By comparison, fewer children see live theatre, though the number of schools and communities that provide such experiences has grown rapidly in the last decade.

Arts councils and foundations are largely responsible for the funding that makes live performances and artists-in-the-schools programs possible. Also, more parents and teachers, educated in the arts, are interested in giving children creative experiences and quality entertainment.

All of this sounds like a step in the right direction, and it is. Those of us, who have been active in the field for a number of years, however, greet this expansion of activities with some caution. Pleased that government is finally taking an active role in the arts but apprehensive regarding the disposition of the money and with it, implicit approval of the material and performance styles that are supported.

Without federal, state and municipal subsidies the performing arts for children could not survive. The colleges and universities that today are providing some of the best theatre for children, have grown in quality and numbers over the past thirty-five years.

The professional theatre, on the other hand, has not been able to keep pace, primarily for financial reasons. With the assistance now available, it is to be hoped that the better children's theatre companies will be able to continue operation, to improve their offerings and to find time to create new works. Not since the Federal Children's Theatre of the thirties have we had government support of the arts, inadequate as it is, and we must have it, if we are to reach all children throughout the United States.

But what has all this to do with sexism in children's theatre? A lot. First of all, with limited budgets, traditional material in the open field has been used almost exclusively and much of this material shows women and girls in traditional sexist roles. Not that all of the folk and fairy tales are objectionable in this respect - they are not. Indeed, we should be doing our young people a

disservice if we excluded them entirely. The folk and fairy tales are a part of our cultural heritage.

But some of the more blatant stereotypes of the weak and weeping damsel, the chauvinistic male and the adventure story with the male protagonist should raise questions in our minds. Are these the only men and women portrayed on the stage? Are there other stories in which women are presented as strong, clever, interesting and not necessarily beautiful? Is the dramatization true to the original or has it been changed with a sexist twist?

A survey of the catalogues of three publishing houses specializing in children's plays show a preponderance of titles in which the protagonist is male. These are also frequently produced. They are popular with children's audiences and well written. Plays, in which the

female role is most important, are fewer in number. Those that show women in strong and compassionate roles or in roles of leadership, are fewer yet.

There has been a traditional emphasis on the courageous male with an interesting tale to tell. All too often the female has been cast as the helper or the one who needs protection. More often than not, she is the beautiful princess who is given as a prize, and in more than one story she is beaten into submission when she objects to her fate. Rarely is she given another option in either old or modern tale.

It is encouraging that today a number of gifted and sensitive playwrights, who take theatre for children seriously, are finding new material and are creating new heroines with depth and strength. Choice of material and how it is handled is the first consideration in

(Continued on page 11)

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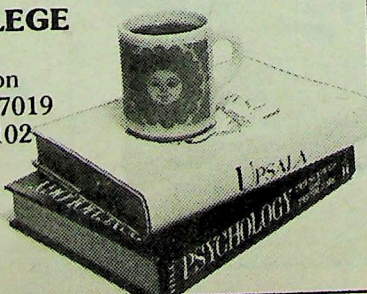


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## Guide to films

POSITIVE IMAGES - Non-sexist films for young people by Susan Wengraf and Linda Artel (Booklegger Press, 555 29th Street, San Francisco, Ca. 94131) \$5.50 paperback.

Vera Goodman

With more and more films rated "R", a whole new area must be explored to acquaint children and pre-teens with films of artistic and humanistic merit. This Wengraf and Artel do with understanding of their subject. Not only do they review the films they believe give a non-sexist image of both men and women but the authors also include the limitations of films presumed to be non-sexist. These they explain are in historical rut, either reducing the female in the end to an inferior position, no matter how strong she appeared at first, or

belying the non-sexist words of the characters by sexist behavior. The authors suggest the latter films could be shown when, and if, discussion can follow the viewing.

Many of the films deal with the problems of growing up male or female. Other films acquaint young audiences with such diverse subjects as abortion, black women, the changing definition of masculinity, old age, sexuality, self-defense, work and sports. Pure adventure films, which present both sexes actively, biographical stories, video tapes, film strips, and slide shows make this an all-inclusive guide for viewing with

contains four... and all necessary information, including price and distributor is clearly marked.



# Director carves own career

Rosalind Van Gelder

In professions like accounting, teaching, law, job descriptions are usually clearly defined. If you have the qualifications, you can follow a traditional route to reach your goal. Not so with jobs in the art world!

While ideas are plentiful, money is always limited. You can have the most innovative concept for a cultural program, but unless you also have ways of raising funds or ideas for making programs self-sustaining—more likely than not you'll end up volunteering your services if you want the program to be realized. Most women working on cultural programs in schools resign themselves to the dedication-without-pay way.

Lynn Kramer, Director of Project Impact, found that she did not have to be a volunteer to pursue a career in administering an arts-in-the-schools program. "When I first moved to Bergen County from Buffalo in 1965, I and a group of concerned parents saw the dire need for an arts-in-education program in the county," the effusive administrator declared. "At that time, Title III funding had just about dried up. So we turned to the schools to support a program that would enable students to see professional actors, dancers and concert artists in their own auditoriums."

In order to maintain high professional standards in performers, Project Impact has to be directed by a professional director. "Volunteers are not taken as seriously as salaried administrators," Kramer declared. "No matter how good you are at the job, there is always a certain lack of

credibility conveyed when people realize you are working for nothing. You're never treated as a professional even though you may be extremely competent."

Kramer began her professional life in the arts at the age of 9 as a child actress on the famous "Let's Pretend" radio program. She continued appearing on radio soap operas and on the Broadway stage. But, once she reached college age, she found herself strongly influenced by her father's attitude that "I prepare myself for something more stable than an acting career." Kramer prepared herself for a teaching career, getting a B.A. in speech and drama from Columbia University's Teachers' College and a master's degree in theater from New York University.

But Kramer discovered that her forte was as an administrator. In 1955 she founded the School of Creative Drama in Buffalo; two years later she helped to establish the Studio Arena Theater in that city.

"If you have strong enough convictions about an idea, then it's up to you to persuade others. Too often, people have marvelous ideas for cultural programs—but they are reluctant to go through all the sweat and toil it takes to persuade others to give you the financial backing you need," Kramer declared. "It's done everyday on Broadway. Why shouldn't it be done the same way on a community level? Perhaps there will be more respect and caring for the arts at the grass roots level if people treated it the same way they treat business. The arts should not be free," she concluded.

Nine years ago Kramer was a

pioneer, working around the clock to convince school administrators of the need for cultural enrichment in the schools. Today, with a projected budget of over \$125,000 for the current school year, Project Impact, as the first independent foundation of its kind, has expanded to 47 of Bergen County's 70 school districts, as well as neighboring communities. Project Impact has served as a model for many other cities interested in setting up arts-in-education programs in their schools.

"I feel there are many

## Sexism in theater

(continued from page 10)

evaluating children's theatre. Well-written scripts without racist or sexist overtones give the actors the base for an honest performance.

Worse by far than the frail ingenue or two dimensional character, however, is the deliberate attempt on the part of some producers to distort the female in a children's play to entertain the adult in the audience. Campy effects and sexy heroines belong neither to the story nor to children's theatre. This kind of sexism is cheap and unforgivable, and is mentioned here only because it happens too frequently to be ignored. Many cartoons and films often offend in the same way and always to the detriment of the story. An intelligent heroine is more interesting than a stupid one; whereas a character with sexual overtones only serves to distract. Muriel Boardman, in her book, *UNDERSTANDING YOUR CHILD'S ENTERTAINMENT*, devotes a complete chapter to the subject. She makes a point of the fact that one way in which children's and adults' entertainment differs is in the treatment of sex. Children are not ready for what the adult audience expects or takes for granted.

Broadman states that we are so bombarded with sex in our lives—advertising, literature, entertainment,—it is important that what we give children be wholesome and non-threatening. I agree wholeheartedly and would add that it be real and honest as well. Does this seem a contradiction in terms? Fantasy that has reality? I think not. A woman can be strong, motherly, clever, even in a fairy tale. A little girl can be as courageous and intelligent as her brother. A heroine can be beautiful in spirit, if not always in face. The child audience does not demand physical beauty of the current mode as does its adult counterpart.

If a particular tale does not have a heroine, whom we can really respect, why dramatize it? I am opposed to altering the original for any reason as a solution. It seldom works, and children do not like the tampering. For example, I happen to like the story of Cinderella. It appeals to me as fantasy, in which the youngest child feels left out and unattractive. Only through magic can her situation be changed, and it is with the help of a Fairy Godmother. But if the ideal of beauty, clothes, marriage to a prince and the cliché of living happily ever after does not appeal to you, better to reject the script than change it. I have heard of one production in which Cinderella, in a new fourth act, got a divorce and went out to work!

qualified women, nation-wide, who can initiate and administer these programs. Shirley Trustey Corey, Resources Supervisor of New Orleans Public Schools has done it successfully." Kramer reflected. "There's a need for cultural programs like Project Impact all over the country and there are many qualified women who could promote these programs. But, above all," she cautioned, "the women must be professional in their approach, in their standards...and they should be paid for their work."



for the hour or so they are in the auditorium. What they experience as actor or spectator is far more effective than what they read; what they see repeatedly becomes integrated into their lives. Children learn from theatre because they think and feel. Therefore, it should be a challenge to those of us who plan or produce children's entertainment to give them material that is worth their time and attention, protagonists who are believable, women in roles that inspire admiration and with whom they can identify. It is within our power to destroy the old stereotypes and promote respect for all people, including women.

Dr. McCaslin, Past President of the Children's Theatre Association of America, is the author of many books on children and drama.

## Video and film

STRATEGIES TO COUNTERACT SEX ROLE STEREOTYPING IN THE ELEMENTARY SCHOOL

Video Documentary  
half-inch reel  
three-quarter inch cassette  
postage and handling \$ 2.50  
Resource Options  
1916 Napa Avenue  
Berkeley, CA 94707

\$75.00 purchase \$35.00 rent  
\$85.00 purchase \$35.00 rent

ARE YOU READY FOR SEX?

Mayer and Espar  
Perennial Education Inc.  
P. O. Box 236  
Northfield, ILL 60093

16mm, 8mm, video cassette  
Purchase: \$300.00  
Rental: \$30.00  
24 min. - color

Film focuses on clarifying personal values and making responsible sexual decisions. Recommended for workshops on teenage sexuality or pregnancy.

"...BUT FIRST, THIS MESSAGE."

Action for Children's Television  
46 Austin St.  
Newtonville, MA 02160

16mm  
Purchase: \$185.00

Rental: \$25.00

15 min. - color & sound

Analysis of commercial TV for children, including excerpts from programs and commercials. Professionals and children comment on and react to material.

## Women's films guide

WOMEN'S FILMS: A Critical Guide (by Audio-Visual Center, Indiana University, Bloomington, Indiana, 47401)

Vera Goodman

A definitive review of films for and about women has finally appeared. Aply sub-titled "A Critical Guide" it attempts to evaluate each film for its artistry, content and technical competence. A far cry from the uninspired adulation associated with

past critiques of women's films, it is a step forward in professional analysis of the field of independent women film makers, as well as those women's films made for television or by giant conglomerates attempting to play up their paternal handling of their women workers. Its uniqueness lies in the fact that it lists and reviews films to avoid.

The guide also carries all necessary information for those interested in buying or renting films.

## WNET exec

(continued from page 4)

entry. "Unless you can be more aggressive than you ever dreamed of being and consistently apply, not just with resumes, but with specific ideas, specific illustrations of the way your mind forms ideas. People graduating from college with very good backgrounds are plentiful and the differences between people are almost indistinguishable. The ones I've seen that somehow manage to break through are not only persistent but persist in revealing their own ideas. That's a lot of work. It's constantly turning in story ideas...being thrown in the garbage...in the end the only thing that makes the difference are sort of descriptions of what you're about."

Although Public Television's major viewers are women they have found that programs geared specifically to women attract very small audiences. "There's a great debate that goes on," she revealed, "whether programs should be geared specifically to women or whether they should be programs of general interest which would include being of interest to women. There are a great many programs about women but not exclusively for women."

The week of the International Women's Year Convention, however, saw the station's programming focused on women, whether specifically related to the event in Houston or more general in nature.

Solomon's work as vice president at WNET is more expansive than ordinarily expected in commercial television. It is part of her department's job to transfer the merits of a good program to the public, to build audiences and make meritorious programs popular. In their aim for ever higher standards they constantly point up the differences between good and bad television. The department must also be mindful of community relations while at the same time raising funds through membership and corporate support.

Watchdogs are a byword in Public Television. "There are all sorts of checks and balances, Solomon explained. "There's a lot of education money invested in Public Television and it is monitored by government agencies as well. In addition, organizations such as ACT have probably gone a long way to instigating other forms of checks."

Although women's organizations and studies have claimed men dominate children's television Solomon doubts this is true today at WNET. The station plans two new children's programs this year. "Watch Your Mouth" a pre-teen program, minority oriented, will bow in January. A "News Program," by and for children also makes its appearance this season, titled, "Kid's World."

Solomon claims she has no feelings about the women's movement, only satisfaction with personal accomplishment. Yet in movement, only satisfaction after her appointment she wrote. "The her first public statement after her appointment she wrote. "The record of women in management in the communications field is poor. I take this appointment as yet another indication that WNET is taking a leadership role in attempting to improve that condition." What feminist could say it better!



# New directions for Women.

## Girl & boy land-here we go again

Ellen Goodman

Two days ago my 10-year-old son and I were buying a birthday gift in a local discount store. "Hey, Mom, look! GIRLS TOYS AND BOYS TOYS," he exclaims pointing to the signs on two of the toy aisles.

"Oh, no! Here we go again! They've never done this before. Why now? Must be a new toy manager," I think, feeling disgruntled.

"Who's responsible for putting up those signs GIRLS TOYS and BOYS TOYS?" I ask a cashier.

"We all are," she replies. "I object. They're stereotyped, old-fashioned and not at all necessary." She smiles and nods her head as she rings up my son's purchase.

A few days later, the signs are still there. "I'd like to speak to the toy manager," I tell the cashier. She calls the manager out of a back room. "I have a complaint. I object to these two signs GIRLS TOYS and BOYS TOYS."

"You'll have to speak to the store manager upstairs," he replies.

"You take no responsibility for the signs?" I ask.

"Yeah, I agree with them. I don't think boys should buy, uh, baking sets," he insists.

"Better see the store manager upstairs. Can't philosophize with this one," I think.

Upstairs, the manager explains that he's simply helping customers with their toy selection. I explain how he's

limiting his market with his narrow focus and that most people are satisfied with an arrangement by manufacturer and age. We talk about the changing times, etc., for a few minutes and he assures me that he'll take my ideas into con-

sideration. I go downstairs to the toy department to write my article for NEW DIRECTIONS FOR WOMEN and in the middle of my note-taking, I hear two men talking a short distance from me.

'Whose responsible for putting up those signs Girl Toys and Boy Toys?'

sideration.

"Hey, did that nutty lady come upstairs and complain to you about the GIRLS TOYS and BOYS TOYS signs?"

"Yeah, I told her...."

I freeze. "Hey, that nutty lady is me!" I think, straining to hear more, but their voices have faded. This nutty lady will definitely return in a few days.

I wasn't at all surprised to find the following item still being sold in this store: Fantasy and Career Doll Mask Sets made by Goldberger Doll Mfg. Co. One package contains a girl doll that can be dressed with the

following "career" masks: bride, drum-majorette, princess, movie star, and nurse. The mask faces are all female.

Another package contains a boy doll with the following career masks: cowboy, doctor, football star, and fireman. The

mask faces are all male. The manufacturing date is 1974, but it looks more like 1954!

### MIXED REVIEWS

Shindana has added a new line of dolls to its present line: Little Friends, a collection of multi-ethnic girl and boy dolls. I like the neutral packaging and the copy which mentions nurturant play being important for all children; I have three minor objections — the football type outfit on the boy dolls, only the girl dolls have hair and the dolls aren't anatomically correct.

### ANATOMICALLY-CORRECT DOLLS

Last year Mattel promised us a more neutral package for their Baby Brother Tender Love. They've removed the sexist copy, but they only show a girl holding the doll. So the message is the same. (Put a boy's picture on the box, or

package the doll in your own box and add your own non-sexist graphics and copy.)

The packaging and doll clothing is still offensively blue for boys and pink for girls on Li'l David and Li'l Ruthie by Horsman, but there is no sexist copy or picture. Unfortunately, the color says it all, unless the children you know are color-blind. (Newborn Pampers fit these dolls, so you can get around this problem by getting rid of the clothing. Or if you buy both a girl and boy doll, switch the clothing and boxes.) The dolls come in black and white. **SOME NON-SEXIST ALTERNATIVES**

The following are available by mail order from Toys That Care, PO Box 81, Briarcliff Manor, NY 10510. (Add 15 percent-min. \$1.-shipping to your order, plus appropriate sales tax if you live in NYC)

1. **JUDY PUZZLES**, ages 4-8, \$4.25 each. Wooden puzzles depict the following scenes: car mechanic (white female); doctor (white female); pilot (white female pilot, white male co-pilot); TV reporter (black female reporter, black male cameraperson). Unfortunately, there are no Asians or Hispanics depicted here.

2. **SKANEATELES WOODEN TRANSPORTATION SETS AND ACCESSORIES**, ages 2-10, prices range from \$7.00 to \$30.00 depending on the set. Where children are shown we see a girl and boy pictured and equally involved. (But again, no Asians or Hispanics.)

(continued on page 22)

## Sugar and spice in children's books

Jeanne Bracken and Sharon Wigutoff

Since its inception in 1970, The Feminist Press has offered alternatives to the sexist literature produced in abundance by commercial publishers. Such popular Feminist Press titles as **FIREGIRL** and **MY MOTHER the MAIL CARRIER** (in a Spanish-English edition) have demonstrated to publishers, teachers, and librarians the kinds of stories that should be available to young people. This work of The Press has been complemented by other alternative feminist publishers, all seeking to expand options and provoke change.

After six years of effort, however, The Feminist Press' board voted to suspend further acquisition or production of children's books, in order to study the influence of feminist publishing — and the women's movement in general — on juvenile publishers.

The research team consisted of Jeanne Bracken and Sharon Wigutoff, Children's Book Editors, and Cynthia Strange, a student intern from Dartmouth College. Initially, we were rather optimistic about the growing awareness of changing social patterns on the part of commercial publishers. We frequently receive review copies of new nonsexist trade books and had been impressed by attempts to deal with such sensitive topics as working mothers, separation and divorce, handicaps, and death. We believed that publishers

were exhibiting a receptivity to issues that had previously been avoided as "too sticky."

We began our study with a list of basic questions:

1. Are more new books being published with nonsexist themes?

The message is you may manage to get away with unorthodox behavior as a child, but give up that freedom when you grow up.

2. Are we, as feminists, satisfied with the way these themes have been treated?

3. Are certain less threatening themes being dealt with now, and other, more controversial, themes still being avoided?

4. Are major publishers actively seeking to attract and publish more nonsexist manuscripts?

5. Are librarians receptive to these new books, and do they promote them?

6. Does it still make sense for The Feminist Press to publish children's books?

A two-page criteria sheet with accompanying guidelines was developed, outlining the possible plot situations which would qualify a book for our research. These fell into several categories: 1) girls as active,

self-actualizing protagonists; 2) boys expressing a wide range of emotions; 3) boys and girls relating in noncompetitive friendships; 4) children relating to adults; and 5) a large category including various patterns of living and unusual

themes. This last section was subdivided into single parenthood; extended family; multiracial family; adoption; handicaps; death; and non-traditional careers.

It was the rare book that showed "liberated" adult women coexisting with the nonconformist young girls. The message here is that you may sometimes manage to get away with unorthodox behavior as a child, but be prepared to give up that freedom when you grow up.

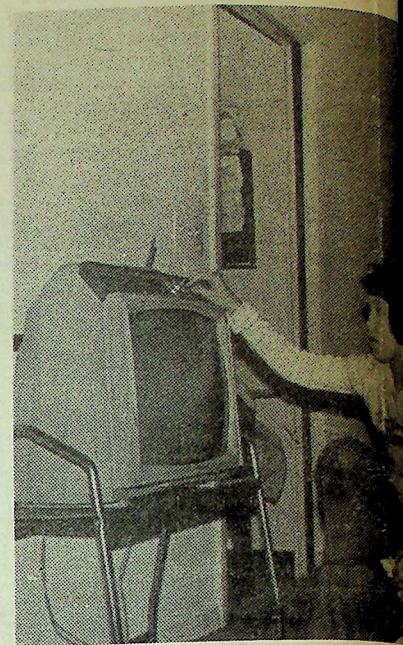
Only a small number of books filled the remaining plot possibilities. Our category on alternative families was particularly disappointing. The world of children's books remains unquestionably a white, suburban, middle class,

nuclear family environment. Of the relatively few books that offered alternatives or dealt with "problems," most were didactic message books that work best when read by an adult to a child. Most rare is a book that skillfully integrates a special situation into the context of a good, readable story. It is our strong conviction that children need to read about single-parent households, multiracial adoptions, and communal living arrangements, especially since such circumstances are becoming more visible in the society around them.

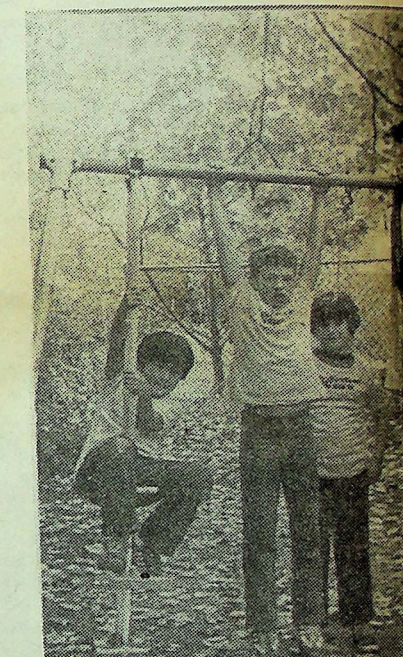
Most of the editors we spoke with seemed sensitive about the issue of sexism and optimistic about the prognosis for change. However, those publishers that market most of their books directly to consumers through bookstores seem less willing to experiment with innovative manuscripts. Their policies are clearly related to the commercial profits of sexist books by successful authors, rather than to any sensitivity to issues. The clearest example of this is the Richard Scarry series published by Random House. On the other hand, publishers who sell primarily to libraries and schools are more progressive and will take risks with controversial subject matter. We were particularly impressed with the number and quality of books issued by Harper and Row and Dial Press.

The tremendous emphasis which publishers placed on

(continued on page 21)



THE STATE OF



PLAYTIM



NON-SEXIS



# mindering the children

## Is TV keeping our children sexist?

Clare Lynch O'Brien

When a pretty blond housewife enters a diaper company's slogan contest and wins, her husband, an equally pretty darkhaired advertising executive, becomes enraged. Is he upset because her prize represents a conflict of interest? Heavens no! He does not think she has any "place" in "his world." In his fury, he quits his job and drowns his sorrows and his liver at the local bar. Together with another disgruntled husband, they bemoan the "witches" who have driven them to drink—and worse.

If you were to suppose that this plot came from a Doris Day movie of the '50s, your guess would be plausible—but wrong. It was a "Bewitched" episode aired on an October afternoon in 1977. "Bewitched" is one of a half-dozen reruns that fill the after-school hours when children sit glued to the TV set.

To find the nadir of women's roles in American TV and films would be a difficult task, but to be sure, these reruns are among the top contenders. Margaret Anderson on "Father Knows Best" who is naked without her apron, Lucy, who redefines 'vacuous' five days a week on "Here's Lucy" reruns and Jeannie of "I Dream of Jeannie," who is more nightmare than dream.

Jeannie is almost in a class by herself—a character who exists for one purpose: to please her master. She is manipulative and sexy. This show was bad enough in the original. Then

someone had the poor taste of duplicating it with teen-age characters in animation for Saturday cartoons. Are these the images we want our children to have of adult women?

The plots on most of these

newer programs are better, but far from desirable. While, in reality, more than half of all women between the ages of 18 and 64 are gainfully employed, television women still do not appear on television in jobs. In commercials, the only

decisions and have the most fun.

A few shows designed for children of the '70s promote positive images for women. Among them are some of the documentary-type features, which show children who are not actors. "Big Blue Marble," "Call it Macaroni," and "Rebob" feature girls in a realistic way.

Of the adult shows, "Rhoda" and "Mary Tyler Moore" have broken the mold of dependent, silly females. Then Mary got fired and disappeared. We will be happy to see her in reruns.

In all, the number of positives are insignificant compared to five half hours a week of a witch who can turn life rightside up with a twitch of her nose. So shows with positive role-models for girls and boys need the support of concerned adults who care about the images their children are getting from TV. And if there's nothing worthwhile on, pull out the plug.

For information on organizations that are effectively working to elevate standards in both children's programming and advertising, write to:

Action for Children's Television  
46 Austin Street  
Newtonville, MA. 02160  
(617) 527-7870

The New York Council on Children's Television  
35 Mayhew Avenue  
Larchmont, N.Y. 10538  
(914) 834-9379.

Clare Lynch O'Brien is an educational consultant for TV, a reading specialist and writer.

The plots on most of these shows

are the embarrassment of television...

and children are watching them.

shows are the embarrassment of television's 30-year history. Yet some are on the air five days a week. And children are watching them. Indeed, they have a larger children's audience than most shows designed for children.

Young children, principally pre-schoolers, are particularly susceptible to models on television. They are less able to distinguish fantasy from reality and take what they watch on TV to be true. Now, the models supplied by "Lucy" and "Bewitched" are silly and embarrassing, but Margaret Anderson has caused women in their 30s to run screaming from the mop and bucket. She is too perfect, too fulfilled, too pristine. Where are the real women in television? Certainly not in reruns.

part of television where women dominate, few are shown in roles other than housewife.

Children's television is another area where males dominate. "Captain Kangaroo" has male lead characters. Women do not share positions of importance. They are not necessarily denigrated. They are simply absent. Girls must conclude from watching that women are not as important as men for that is the unspoken message.

"Mr. Rogers" has some women but falls into the same category as "Captain Kangaroo." Too few women for girls to identify with. Male characters dominate on "Sesame Street" as well.

In the cartoons, boys dominate. They initiate the action. They make important

## Don't like the toys? Blame yourself

Elizabeth Rosenberg and Ellice Amana

If you are a parent looking for someone to blame for the sexism in toys available today, look no further. We have found the enemy and s-he is us.

That is the view of Barbara Sprung, director of the non-sexist child development project for the New York City-based Women's Action Alliance. And after 5 years of dealing in this area with manufacturers, parents, teachers and other child development professionals, it is a very educated viewpoint.

Don't misunderstand, Sprung makes no excuses for toy manufacturers who continue in this enlightened age to produce "little homemaking things all packaged in pink with little girls in big aprons on the cover."

But, she stresses, manufacturers produce what sells. And as long as parents continue to purchase toys in which the only professionals are men and the only nurturers are women; in which little boys are shown playing actively and little girls watch; and where mommies have babies painted into their arms and daddies hold briefcases (ever try to bathe a child with a briefcase in hand?)—things will remain the same.

"Toy manufacturers haven't been hit hard enough by women's groups and parental pressure," Sprung says. "Parents must let the companies know that they will not buy toys packaged in a sexist way or geared to one sex or

another."

Write letters, boycott toys, deplore what is distasteful on the market and send accolades when you see something you like. This, Sprung says, has a great effect on companies.

And if there is a single person

assistance of her school's shop teacher and did what had to be done—she made the materials herself.

Wooden figures showing male and female nurses, postal workers, office workers, and so on. Puzzles created by

"Once they decided to work with us," Sprung said, "they were very cooperative. They gave us control of everything and did the work over and over until they achieved the look we were after."

So what happened? Why don't we see these toys in our favorite stores? All of the companies producing Sprung's creations are educational toy companies and sell their products in educational outlets or, occasionally feminist stores. Even Milton Bradley, which has a commercial division, limits the manufacture of these toys to their educational division.

Does this mean the toys were not successful enough in the field to interest commercial firms? On the contrary, Sprung explains, "The teachers were very excited with the new materials and the endless opportunities for conversation that they provided. "When I hung pictures of men in the nurturing role, the children would tell me how their fathers would bathe, dress and cook for them. This was something they did not express until given a catalyst and an environment favorable to express this."

The truly representational figures, reflecting different body types, hair styles and physical characteristics, such as glasses, were particularly appealing to the teachers.

What is the status of company interest now? "We brought them a new consciousness," Sprung states, "but there has been a bit of sloughing off, of not

(continued on page 20)

'Toy manufacturers haven't been hit hard enough by women's groups and parental pressure.'

who should know what manufacturers respond to, it is she. In 1972 Sprung was a nursery school teacher (early childhood educator) and a volunteer with the Women's Action Alliance. Her goal was to get major educational toy manufacturers to produce a line of non-sexist materials for the classroom.

She approached the companies with her ideas. "I got a lot of polite, 'sounds interesting, why don't you take our catalogue and see what you can do about it' kind of thing, and no action at all."

Sprung had wanted the companies to produce samples for the Alliance to field-test, but after that first approach she had to change her plans.

So, jigsaw, paint and wood in hand she recruited the

laminating photographs onto wood and showing men in nurturing roles. Lotto games where girls played baseball too.

These first crude materials in hand she went back to the companies and this time it was different. "When they actually had the materials in hand, something concrete, they really began to take more of an interest."

By winter 1974, Milton Bradley and Instructo almost simultaneously decided to take the plunge. Instructo manufactured a flannel board showing men and women working at the same job, while Milton Bradley started with the handmade figures for Community Workers and Family Members series and later manufactured a lotto game of children in active play.

TELEVISION

AND TOYS

BOOKS



## More Books. . .

## Resource materials for ending sex-bias

### RESOURCE MATERIALS FOR ENDING SEX-BIAS IN SCHOOLS AND ON TELEVISION

.... **WEAL FUND K-12 EDUCATION KIT.** Includes a study of sexism in the schools with a valuable bibliography as well as federal law and regulations concerning sex-discrimination in education. Includes suggestions about making changes in local communities. Women's Equity Action League Education and Legal Defense Fund, 733 15 St. NW, Suite 200, Washington, DC 20005. \$4.00.

.... **NON-SEXIST CURRICULAR MATERIALS FOR ELEMENTARY SCHOOLS.** Contains guidelines and bibliography and checklists for teachers. The Clearinghouse on Women's Studies, an educational project of The Feminist Press, Box 334, Old Westbury, NY 11568. \$5.00. Send for The Feminist Press free catalog.

.... **ACT RESOURCE LIBRARY REFERENCE SHEETS.** Current bibliographies on specific subjects such as "Children and Television Advertising," "Children and Television Violence," "Sex Roles Portrayed on Television." Action for Children's Television, 46 Austin St., Newtonville, MA 02160. \$1.00 per list.

.... **PROJECT ON EQUAL EDUCATION RIGHTS (PEER) RESOURCE LIST FOR ENDING SEX BIAS IN THE SCHOOLS.** Includes Teacher's Guide to Non-Sexist Materials. PEER, 1029 Vermont Ave., NW, Suite 800, Washington, DC 20005. Free single copies. \$6.00 for 100 copies.

.... **BOOKS WITH OPTIONS:** An annotated bibliography by the American Association of University Women on non-stereotyping books for children and young people. Available from 7783 Essex Place, Boulder, CO 80301. \$2.00

.... **DICK & JANE AS VICTIMS.** Sex stereotyping in children's readers. Available from Women on Words and Images, PO Box 2163, Princeton, NJ 08540.

.... **TEN QUICK WAYS TO ANALYZE CHILDREN'S BOOKS FOR RACISM AND SEXISM.** Send for complete catalog of materials to Council on Interracial Books for Children, 1841 Broadway, New York, NY 10023. 10 for \$1.00.

.... **GROWING FREE.** Ways to Help Children overcome Sex-Role Stereotypes. Order from Association for Childhood Education International, 3615 Wisconsin Ave., NW, Washington, DC 20016. \$1.00.

.... **NON-SEXIST EDUCATION FOR YOUNG CHILDREN: A PRACTICAL GUIDE** by Barbara Sprung. Order from Women's Action Alliance, 870 Lexington Ave., New York, NY 10017. \$3.25.

.... **A GUIDE TO NON-SEXIST CHILDREN'S BOOKS,** compiled by Judith Adell and Hilary Dole Klein. Academy Press. \$3.95.

.... **AND JILL CAME TUMBLING AFTER: SEXISM IN AMERICAN EDUCATION** edited by Judith Stacey, Susan Bereaud and Joan Daniels. Comprehensive set of essays on the way schools foster sex-bias and damaging sex-role stereotypes. (Dell) \$1.75.

**HOW TO RAISE INDEPENDENT AND PROFESSIONALLY SUCCESSFUL DAUGHTERS** by Dr. Rita Dunn and Dr. Kenneth Dunn (Prentice Hall) \$10.00

**NON-SEXIST CHILDRISING** by Carrie Carmichael (Beacon Press) \$9.95.

Vivian J. Scheinmann

What ambitions do we have for our daughters? In the past, most parents invariably had definite views on their sons' future and success, but daughters were to be married, happy and a comfort to parents. Rita and Kenneth Dunn have written a handbook for mothers and fathers who want to give their female children the support and encouragement they need to become successful, fulfilled adults — like their brothers.

The book is replete with specific information culled from Rita Dunn's doctoral dissertation which studied women professionals, including attorneys, doctors and dentists, most of them married with children. The steps to success were as follows:

1. Encouraging a high degree of education in daughters.
2. Mothers becoming well-educated themselves.
3. Exposing daughters to professional women as a source of inspiration.
4. Respecting daughters.
5. Helping daughters to want to become useful members of society.

The chapters, which go step by step from birth through high school, cite specific recommendations for raising a girl. Much is repetitious of what has already been written, but **HOW TO RAISE** pulls it all together using questionnaires, charts, and scoring exercises to check a child's progress and learning style.

"What to Do about Books and Television" is a highly commendable chapter. It includes an annotated list of recommended books, as well as examples of sexist literature. We are advised to analyze detrimental TV programming and commercials, while encouraging reading and doing as an antidote to the passive viewing habit.

The Duns warn about the sexist practices at too many

nursery schools. They cite the incident of a child being asked about her father's work: "My daddy just makes money, but my mommy makes all the sick babies better!" (Her father being an investment broker; her mother, a pediatrician). But the teacher castigated the little girl for undervaluing how important her father's role was. Unfortunately, the authors feel that a child may be better off at home than at a sexist preschool. This, again, puts a burden, as a rule, on the mother who may have a career of her own, or who is furthering her education. It seems far wiser to shop around for the best school and then make teachers and administrators aware of your insistence on a role-free environment, preferably with male as well as female teachers.

The authors differentiate between the upbringing of a girl and a boy:

"The point is that separate advice for raising girls is absolutely essential to their future equality as adult women because, under current child-rearing practices, girls are reared differently, and prepared for different roles, roles that provide them with less status, less economic security, and less personal fulfillment than boys."

In **NON-SEXIST CHILDRISING**, Carmichael tells us that until society puts an end to the preference of male over female, "...let's stop talking about raising girls and boys and speak instead of raising children." Carmichael believes that only after we change our pattern of child-rearing will society place equal value on both sexes.

The author's goal, helping to have children grow up free to be

themselves is a laudable one. She cheers those families where the father is encouraged and wants to be a nurturer to his children. Unfortunately, to many parents, her philosophy will be too idealistic and difficult to implement with its strong feminist-family orientation. However, this does not negate the absolute worth of Carmichael's book — it adds to it. It is a book well worth a place on our bookshelves because it will serve as a gadfly to remind us that lifestyles must change if we expect to raise our children in a society free of sexism.

Her chapter on the "Male Bias of the Mother Tongue" is a timely one even for the Duns to read, for, despite the excellence of their book, they fall into the trap of using male pronouns when making a general statement about children.

"Female Chauvinism" and "Feminist Fathers" are interesting chapters, if a little spare. Therein lies my criticism of Carmichael's effort. Such a book is necessary, important, but must contain an in-depth approach. We need more information to change the conventional family to a visionary one, a family which will realize the potential of males and females, adults and children.

A three-year study at the University of Minnesota Department of Family Social Science shows that between 13 and 17 percent of the married couples in the U.S. are childless. These couples are generally well-educated and the desire for a career is cited as the reason for childlessness.

## Calendar

ALL EVENTS ARE OPEN TO THE PUBLIC. SOME REQUIRE PRE-REGISTRATION. FEES ARE USUALLY WAIVED FOR THE NEEDY.

Oct.-March. **THE UNDERCOVER STORY.** 150 Years of Women's Fashions. Morris Museum, Morristown, NJ.

Nov. 26. **GET YOUR LAWS OFF OUR BODIES CONFERENCE.** Sponsored by SCAR. Aimed at lobbying and fundraising techniques. GAANJ Bldg., 176 Kansas St., Hackensack, NJ. Free.

Nov. 30, Dec. 7, Dec. 14. **DIVORCE AID, INC.** Seminars for newly-separated or divorced women. Three topics will be Law and the Family, Money Management, and The Emotional Impact of Separation, respectively. Hotel Warwick, 65 W. 54th St., NYC. Admission for non-members \$5.00 per session. For reservations call (212) 369-3966.

Dec. 10. **THE LEARNING THEATER** will have a performance of "Wacky and the Fuddlejig" at Washington Square, NYC. Performances will be at 11 AM and 2 PM.

Jan. 25-28. **THE WOMEN'S CAUCUS FOR ART** will hold three program sessions in conjunction with the 1978 College Art Association of America annual meeting. The NY Hilton will be the headquarters. For further information, contact the Association, 16 E. 52 St., NYC 10022.

Jan. 27-Feb. 28. **WOMEN ARTIST '78** sponsored by the Tri-State Women's Caucus for Art Graduate Center, City University of NY, 42 St. between 5th and Avenue of Americas.

Jan.-Feb. **SKETCH BOOKS-50 WOMEN ARTISTS.** Enlarged reproductions of the sketchbooks of living American women artists. Women's Interart Center, 349 W. 52 St., NYC.

Jan. 21-Feb. 10, Feb. 11-Mar. 3, Mar. 4-Mar. 31. **WOMEN ARTISTS: YEAR SEVEN.** Mabel Smith Douglass Library, Douglass College, New Brunswick, NJ. Mary Beth Edelson, conceptual art; Audrey Flack, paintings; Judith Brodsky, graphics, respectively.

Feb. 26. **ORGANIZATION OF WOMEN FOR LEGAL AWARENESS.** Reception will be held to honor Connie Woodruff "Woman of the Year" as the woman who did the most to aid other women. For further information, contact Joanne Glauback (201) 279-1119.

## The New Woman Studies at The New School

This Spring, The Human Relations Centers offers women a unique program of over 50 daytime and evening courses designed to increase personal awareness, career potential, and skills for community service.

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# TV industry has low rating for treatment of women

Rosalind Van Gelder

The TV masterminds of mediocrity are at it again—packaging women as the happy mop-pushers, still getting their thrills from squeezing rolls of toilet paper.

Despite the fact that over 40-million women in America are spending more time in an office than in the kitchen, the advertising industry persists in perpetuating the myth of Mama, the cheerleader for household chores.

Why do these marketing mavins continue to project this demeaning portrayal of women? Are they oblivious to the new lifestyles of today's women? With all the statistics they have at their disposal, it's hard to believe that they are unaware of changes. More realistically one has to conclude that advertisers, who, last year, spent over six billion dollars for TV exposure are too greedy for profits to suffer pangs of social-consciousness over the status of women.

When a woman opts for a briefcase instead of a broom, product-pushers like Proctor and Gamble fear for the worst. Yet, companies like Campbell soup have not lost sales by showing a husband opening up a can of soup for his working wife!

Joan See, national chairperson of the Screen Actors' Guild suggested that perhaps new data would encourage "new thinking on Madison Avenue."

The data See revealed in a 1976 update of a Screen Actors Guild Study on women and minorities (first issued in 1973) was not encouraging. Instead of improvements in employment practices, SAG's reports revealed that it had actually gotten worse. Two years ago, 23.7 percent of TV and film roles went to women. Today, only 18.8 percent go to women.

The U.S. Civil Rights Commission gave the TV industry an even lower rating for their discriminatory practices

against women in TV—directing their criticism at the Federal Communications Commission for issuing misleading "window dressing" reports on the progress of women and minorities in TV.

The report "Window Dressing on the Set" shows that "despite advances made in portrayal as well as in employment opportunity, minorities and women continue to be unrepresented in dramatic programs and on the news and their portrayals continue to be stereotyped. Insofar as employment is concerned, they are under-represented on local work forces and almost totally excluded from decision making positions."

When confronted with the report, TV executives' golden tongues turned to stone. None wanted to sound as foolish as one outspoken colleague who defended the industry by stating "In order to stay in tempo with the times, we in TV must keep one step behind social changes."

The New York Times, though far more articulate was quick to come to the defense of the TV industry in an editorial they ran on the Commission's report. (The old-boy network has strong bonds in medialand.) They were particularly sensitive to the Commission's findings that "to the extent that network news provides information about significant events and issues and important people in American society, this study of network news indicates that minorities and women were considered to be neither significant nor important. They did not make the news nor were stories reported that relate directly to their activities and achievements."

Is there no bright light in sight for the image of women on TV? The new TV season offers a ray of hope with more women writing for prime time television than ever before.

Keep an eye out for the following specials that offer positive portrayals of women:

book dramatizations of Sara Davidson's "Loose Change" and Rona Jaffe's "The Last Chance," "Awakening Land," a special focuses on a pioneer woman's story starring Elizabeth Montgomery and Cicely Tyson will portray Coretta King in "King." Watch for "Battered" with Sally Struthers, featured in this documentary on wife beaters. For the weekly programming, the situation comedy "On Our Own" is very sensitive to the women's point of view as seen through the exploits of two women who work as a copywriter and artist for an advertising agency.

A mixed bag at best, TV should be watched with a critical eye and a positive, not a passive attitude. If you see something good, send letters in support of the programs and spread the word around. But be just as quick to protest programs and commercials that offend you, demean women and encourage violence towards women.

To keep involved and informed we recommend the following:

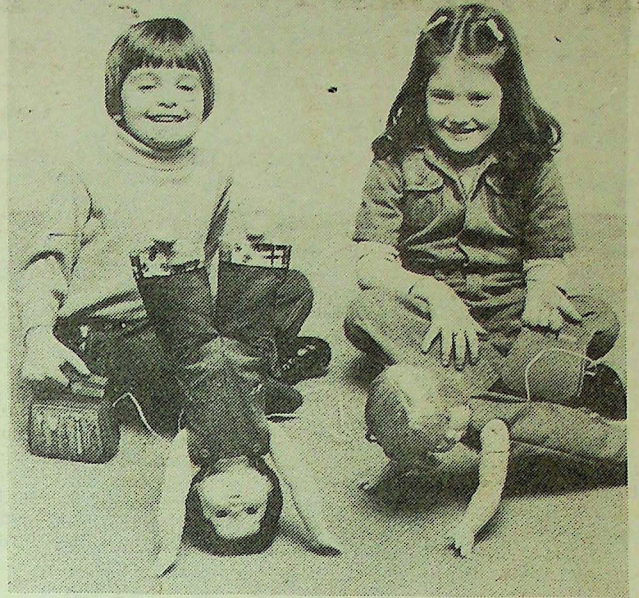
+ "Window Dressing on the Set: Women and Minorities in Television" may be obtained from the U.S. Commission on Civil Rights, 1121 Vermont Ave. N.W. Washington, D.C. 20045.

+ Media Report to Women, 3306 Ross Place, N.W. Washington, D.C. 20008. Issued monthly. Subscription, \$15 a year.

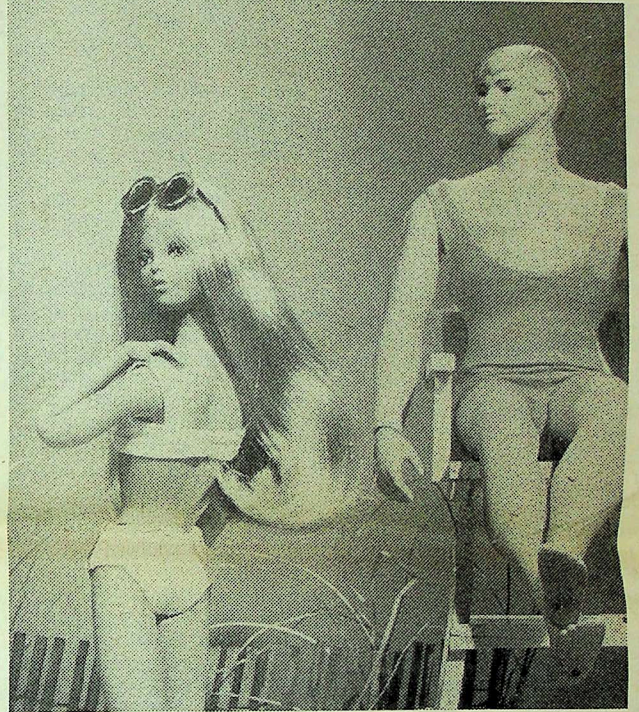
+ The New Jersey Coalition for Fair Broadcasting, published quarterly by the New Jersey Coalition for Fair Broadcasting, 909 Broad St., Newark, N.J. 07102.

+ Media Guidelines - Proposed by the National Commission of IWY. Copies can be obtained from Office of Public Information, IWY Commission, Room 1004, Department of State Bldg., Wash. D.C. 20520. Specify leaflet L-1-July 1976.

+ National Citizens Committee for Broadcasting 1028 Connecticut Avenue, N.W. Washington, D.C. 20036.



TIPPY AND TIMMY TUMBLES, by Ideal Toy Corporation, tumble and do other acrobatic tricks. While it's nice to have both a girl and boy version, the controls for Timmy are in his toolbox, and Tippy's - where else - in her purse.



SUN TAN TUESDAY TAYLOR, "the girl of today," had her own boyfriend, Sun Tan Eric. Both dolls, by Ideal turn a "golden tan" after a minute of exposure to the sun. The tan lasts an hour. Women, again get a tanning!

# Equality in girls' sports faces rough going

Liane Kupferberg

"In my old school two years ago, they split up the gym with a sliding wall for the boys and girls. The boys got the better teachers. At my new school this year, they didn't have enough room so they made the girls' locker room into the music room," says Francine Mallemont, a ten-year-old from the Saddle Rock Elementary School in Great Neck, New York. But under Title IX this cannot happen anymore — or can it?

There is still confusion surrounding Title IX of the Education Amendments of 1972, a federal ruling based on Title VI of the 1964 Civil Rights Act prohibiting discrimination on the basis of the race, color or national origin in all federally assisted programs. Title IX provides that no one in this country can, on the basis of sex, be excluded from, or denied the benefits of, any educational program or activity that receives federal financial assistance. The Department of Health, Education and Welfare applies this to any program, whether or not it gets direct federal aid, so long as it is run within an educational in-



FROM "THE GOOD HOUSEKEEPING WOMAN'S ALMANAC"

funds -- which includes virtually every school in this country from nursery school on.

But it is in the arena of sports allocations, especially contact sports such as football, that Title IX resisters grow most voluble. Even Francine, who enjoys taking shop, is not as enthusiastic over her coed gym class: "The teachers let the kids run it," she says, "but the boys act like real big shots. The

They're always captain if we play together. We're usually outnumbered."

In many states including New Jersey, coed gym classes are de rigueur. In Maryland, the state insists that the girls be allowed to try out for the football team; but rulings vary around the country. Until they are standardized, Title IX will continue to be violated or ignored. Although it was passed by Congress in 1972, it was not until July of 1975 that HEW

published its guidelines and sent self-evaluation forms to school administrators requiring them to cite their negligences and propose solutions to them. A year after the filing deadline, most institutions have not complied, according to the New York Times, although elementary schools, which were ordered to comply by July 1976 are closer to it than many other institutions.

Colleges, slower to change, have until 1978 to do so. According to Candace Lyle Hogan, associate editor of Womensports Magazine and leading Title IX expert, an average of only two percent of the money budgeted by colleges and universities for athletics in 1974 was channeled into

women's activities. This year the estimate ranges from four to eight percent. In 1974, 60 colleges offered athletic scholarships to women; now over 460 do. But, says Hogan, this figure is leveling off.

"Parity seems farthest away at the college and university level, perhaps because sex-bias is more deeply rooted there," she says. Schools often give "lip service" to equal opportunity. The National Collegiate Athletic Association (NCAA), the guardian of men's collegiate sports, has actually lobbied in Congress against the law, and says that Title IX "spells the doom of intercollegiate athletics as we know it."

What the NCAA sees as "doom" is that women must

(continued on page 18)

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## Vice principal

Natalie Berkowitz

The custodians call her "honey." The students frequently mistake her for a secretary.

Adele Stern wears a skirt when she walks into the administrative wing of Paramus High School. Most vice-principals in the New Jersey school system do not.

"Regretfully," Ms. Stern explained, "a woman is a rare avis in the administrative level of our schools. Did you know that there are only three women superintendents, three women principals and only a half-dozen female vice-principals in New Jersey?"

"It's a familiar story, and a very frustrating one," Stern elaborated. "At one time when teaching salaries were low, there were many more women principals than men. When teachers salaries rose, men entered the classrooms as a way of moving up the ladder to administrative positions. And they got them!"

Stern points to social-conditioning as the culprit. "Society seems to readily accept the idea that women are fine in the classroom, but men are better in positions of authority and decision making.

"We send our children subtle signals concerning female leadership qualities," the dynamic administrator declared. "Sex roles are fixed by the time students are in high school. Indeed, the curriculum still has made a

small impact on sex roles."

She noted that there are almost no girls in advanced math or science classes. "Overtly or covertly," she explained, "girls are told that these subjects are not for girls, and unfortunately, this affects their future career choices. Engineering, architecture, physics and chemistry will be closed to women if they don't take calculus and advanced science.

"I am constantly fighting the battle against sex stereotyping. That goes on all the time." Stern cites an example of a battle that she lost. The issue was the school's celebrated 'Powder Puff Basketball Game' which for many years has been played at Paramus between the girls and boys. The vice-principal objected that the word "powder puff" was a pejorative term implying that girls were weak and flighty. Stern was outvoted and the name remained.

Just as Stern was discussing this, the principal of the school walked in to announce that a teacher had been found to supervise the cheer leaders.

"Were there any male cheerleaders?" the interviewer inquired.

"No," the principal responded, "we have never had one," and added quickly, "but try-outs are open to everyone."

Stern smiled when he left the room. "That's a typical example. The boys get the action letters and the glory and the girl's role is to serve the boys. It's something I am working hard to change."

As Deputy Affirmative Action Officer at Paramus High School, Stern is very disappointed about the progress of the program in the schools. "At this point, it is more a question of lip-service than of action."

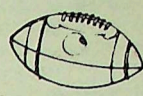
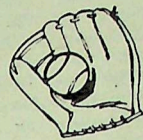
Stern feels that, as a female administrator in a leadership position, she provides a role model. "I work very hard to encourage bright women to get their administration-certifications so that they can move up the ladder."

"It's important that women in my position provide a support system for younger women," Stern concluded. "Due to the social climate of my time, I did not achieve my dream of becoming a school superintendent. But I want to be here to give other women encouragement and support. I myself know how much it helps to have it."



Debbie wants to play.  
Put a little girl with Debbie.  
Now Debbie can play  
with the girl.

I see something.  
It is something little.  
A girl likes to play with it.  
What is it?



FROM "SOMETHING TO READ AND DO," FOLLETT EDUCATIONAL CORP.

## Goals still years away

(continued from page 1)

Much the same problem in New Jersey has caused a breakdown in enforcement of Title VI.

Parents who had expected to see changes made by September 1977 in obviously discriminatory practices were frustrated to discover that it was "business as usual" when schools reopened in New Jersey this year.

Each board of education in New Jersey was given a time limit of 120 days from the enactment of Title VI in May 1975 to review educational and employment practices in schools under its jurisdiction and submit a plan for correcting discrimination to the state department of education for review and approval.

To date - more than two years after the deadline - only a handful of school districts have received approval from the state. Others, their affirmative action plans rejected by the state, have been told to sit down and try again - a time-consuming activity that could conceivably drag out the submission and approval process for several more years.

It is increasingly clear that, left to its own devices, government on the state and federal level is prepared to expend only the minimal amount of energy in eliminating educational sex discrimination.

Parents are going to have to step-up their demands for educational affirmative action to see that existing guidelines are enforced. Knowing how to evaluate the guidelines and how to make your complaints heard are musts:

+ A recently updated guide on evaluating Title IX progress in your schools is available free of charge from the Project on Equal Education Rights, a project of the NOW Legal Defense and Education Fund. For a copy of the "Title IX

Monitoring Kit" write to PEER, 1029 Vermont Ave., N. W., Suite 800, Washington, DC 20005.

+ If, after monitoring your schools, you feel a complaint is in order, write PEER for a free copy of "Anyone's Guide to Filing a Title IX Complaint", a step-by-step approach with simple, yet concise, advice.

+ If you are a New Jersey resident, as a first step contact your school district's Affirmative Action Officer with your concerns and complaints. Under Title VI regulations, all boards of education were required to appoint Affirmative Action Officers to monitor Title VI progress within the individual districts. Your board of education administrative office can provide you with the name of the officer. You may also want to request a copy of your school district's affirmative action plan, as well as a report on its status with the state department of education.

+ If you have not received satisfaction from the Affirmative Action Officer or local board of education, contact the Office of Equal Educational Opportunity, State Department of Education, 225 W. State St., Trenton, N.J. 08625. It can provide you with information on filing an affirmative action complaint within New Jersey. Residents of other states should contact their state departments of education for information on requirements within those states.

+ If you are particularly concerned with sexism in texts and other teaching materials, a useful and complete guideline on evaluating such sexism can be obtained free of charge from the Office of Equal Educational

Opportunity of the New Jersey department of education. Also, the Clearinghouse on Womens' Studies, a project of The Feminist Press, has one of the country's most comprehensive collections of material on educational affirmative action. For a catalogue, write The Feminist Press, Box 334, Old Westbury, N.Y. 11568.

+ The Education Law Center, Inc. provides free legal assistance in certain instances in affirmative action cases in New Jersey and Pennsylvania. For information, write the center at: Suite 800, 605 Broad St., Newark, NJ 07102; or 2100 Lewis Tower Building, 225 S. 15th St., Philadelphia, PA 19102.

Parents cannot escape the fact that the burden of demanding educational affirmative action is theirs. Yes, it is time-consuming and often exasperating. No, there isn't any alternative.

No one can foretell with certainty what effect the outcome of the Allan Bakke "reverse discrimination" case - now in the hands of the U. S. Supreme Court - will have on affirmative action guidelines in education.

But with the backlash against affirmative action engendered by the case, it seems clear that unless parents are willing to take the initiative in demanding quality, sexist-free education for their children, the outlook looks grim indeed.

Pamela Sheldrick was a member of the Affirmative Action Council within her municipality's school district that helped the board of education draft an Affirmative Action Plan.

## Cooperation

**THE COOPERATING FAMILY: How Your Children Can Help Manage the Household For Their Good As Well As Yours** by Eleanor Berman (Prentice-Hall) \$6.95. Berman covers such information as emergencies, recipes, money matters and statistics on working wives with school-age children, as well as the single-parent home. The author went from "Supermom" to part-time worker to full-time career-woman. As the divorced mother of three children, she gives her readers the benefit of her experiment in sharing responsibility with one's offspring.

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## Jobs and scholarships

NEW YORK STATE is accepting applications now for professional positions in auditing and accounting. The basic starting salary is \$10,714. For further information contact the following offices of the State Department of Civil Service. Albany - State Office Building Campus, 12239 Buffalo - Suite 750, 1 W. Genesee St. 14202 New York - 55th Floor, 2 World Trade Center 10047 Local offices of the N.Y.S. Employment Service (in person only)

RADCLIFFE COLLEGE in Cambridge, Mass. is accepting applications from postdoctoral scholars for research associateships on Women in American Society by the Institute for Independent Study. The college is especially interested in research on women and the professions in respect to both career patterns and how women combine personal and professional commitments. During the two year appointment, a scholar will be expected to complete a publishable study on the topic. Deadline for applications is January 16, 1978. For information, write to: Research Associateship Program, Institute for Independent Study, Radcliffe College, 3 James St., Cambridge, Mass. 02138.

UNIVERSITY OF MICHIGAN has 28 Continuing Education of Women scholarships, ranging from \$500 to \$2,000. Women in business, chemistry, engineering, mathematics and other less traditional fields for women are encouraged to apply. Deadline for applications is January 18, 1978. Write for application to: University of Michigan Center for Continuing Education of Women, 328-330 Thompson Street, Ann Arbor, Michigan 48109.



# DES Action update

Deborah Kresz

In 1966, Dr. Arthur Herbst examined a patient with a diagnosis of clear cell adenocarcinoma, a rare form of vaginal cancer. The patient was a girl of fifteen. It was the first time this type of cancer was diagnosed in a female under forty.

By 1969, six similar cases of clear cell adenocarcinoma were discovered; the youngest patient was fifteen and the oldest was twenty-two. The mothers of these patients had taken DES while pregnant.

DES (diethylstilbestrol) is a synthetic estrogen once thought to be effective in preventing miscarriage. It is now linked to structural abnormalities of the genital tract and vaginal cancers in DES-exposed daughters and to testicular cancer and sterility in DES-exposed sons. Approximately one half to two million pregnant women took DES. Almost three million daughters were born to these women, ninety per cent of whom have a condition known as adenosis; I am one of these DES daughters.

Adenosis is a condition in which glandular cells are formed on the walls of the cervix or vagina. This condition has been described as normal tissue in an abnormal place and

some experts consider these misplaced cells to be a precursor to cancer. Adenosis is not detected in a routine internal examination; it generally has no observable symptoms. I did not know I had the condition until I had the special examination for DES daughters. Adenosis is not detected by a pap smear.

The carcinogenic effect of DES was known as early as the 1940's. In the early 1950's DES was shown to be ineffective in preventing miscarriage, yet it had widespread use for that purpose until 1971 and the American Journal of Obstetrics and Gynecology reports the astonishing fact that 19,000 prescriptions of DES were written for pregnant women last year.

Few people realize that the "morning-after-pill" is composed of DES. In fact, the pill contains five hundred times the amount of estrogen produced in the body daily. Few women are informed of the possible side effects of the drug, nor are they told of the possible cancerous effects on the fetus if it survives. Rape victims are routinely given the "morning-after pill." It is ironic to note that Eli Lilly, the major drug manufacturer of DES, now

warns against the use of DES as a post-coital contraceptive.

Experts agree that a DES daughter should be examined at the age of 14 or the onset of menses, whichever comes first. The examination should include a pap smear, a colposcopy, a Schiller or dilute Lugol iodine stain of the vagina and cervix, a routine biopsy of the suspicious tissue, and palpation of the internal tissues. The examination should be performed twice a year.

Psychological problems are almost as common as adenosis in the DES daughter. Young DES daughters are particularly upset by the discovery of DES exposure. Many have equated the extensive examination to sexual intercourse and have developed a negative focus regarding their sexuality. Many have reacted by shying away from the opposite sex while others become promiscuous. Some DES daughters have displaced their rage toward the medical community onto their families and all DES daughters must live with the constant anxiety of knowing they may develop cancer at any moment.

Many women refuse to tell their children that they have taken DES during pregnancy because they feel guilty and are ashamed. It is often difficult for a woman to locate the medical records of her pregnancy and doctors have been known to misinform their patients. It is estimated that only 4 per cent of DES daughters are aware of their condition.

Many physicians try to minimize the psychological problems DES mothers and daughters face, forcing them to organize self-help groups. DES ACTION (formerly DES Watch) was formed by DES mothers and daughters to provide emotional support and advice.

For information on DES write to DES ACTION, P.O. Box 1977, Plainview, New York 11803. The group will provide a fact sheet, a pamphlet to help the young DES daughter prepare for her first examination and information concerning the "morning-after-pill."

Deborah Kresz is a Medical Technician and a member of DES ACTION.

## Child porn

(continued from page 4)

passed a bill by a 85-1 vote banning the use of children under 16 in the production of pornographic films, magazines and other material. It also bars interstate sale and distribution of such materials.

The Senate bill provides for fines of up to \$10,000 and imprisonment for two to 10 years on a first conviction. A second conviction would bring fines of up to \$15,000 and imprisonment for five to 15 years. The measure is similar to the one the House recently passed.

The House and Senate versions will have to be merged in a conference committee. The House bill provides maximum penalties of up to 20 years in prison and a \$50,000 fine.

It would also authorize prosecution of distributors and sellers of pornographic material without requiring that the material be proven obscene.

Another section of the bill amends the Mann Act, which now bans the interstate transportation of women under age 18 to engage in prostitution. The amendment applies the law to males as well.



GERDA LERNER is congratulated by Bernard Fortunoff, Director of Sales, Bobbs-Merrill Educational Publishing, for her valuable achievements in women's studies.

## Conference hits housewife woes

Marjorie Lipsyte

A college teacher, Alice Kessler-Harris, spoke of the tension she always feels trying to accommodate her two roles as a professional woman and a single mother.

Roni Haggarty of Brooklyn said, "Call me girl, call me lady, but don't ever call me a non-working mother."

And Gerda Lerner said, "As long as unpaid housework is women's work, all women are downgraded."

They were among the panelists sounding a common theme at "The Future of Housework, the Role of the Housewife and Sharing Arrangements for Child Care" conference sponsored by Sarah Lawrence College in New York City in October.

The economic exploitation of women as unpaid labor was discussed repeatedly. Speaker after speaker called for passage of the Displaced Homemaker bills—now in Congress and for some form of wages for housework. Activists, including Black Women for Wages for Housework, and Wages Due Lesbians called for government to pay women the salary due them for housework and child raising. Lerner, who feels that housework must be freed from its gender-linked association later told me that unless wages for housework are specified for males as well as females it will in fact perpetuate women's exploitation.

Letty Cottin Pogrebin, an editor of Ms., cited a contemporary dictionary that defined a housewife as "one who doesn't work for a living." Many speakers stressed the fact that the work a woman does in the house props up the economy and benefits society as a whole as well as increasing the profits of the corporate structure.

"To make housework visible it must be given a dollar value and coded into the Gross National Product," said Pogrebin. "As of 1974, unpaid housework was estimated to be worth as much as \$350 billion."

Lerner, a pioneer in the women's studies field and a housewife for 20 years before she became a teacher at Sarah Lawrence, presented some historical facts that are worth thinking about. "The housewife changed from being a skilled

producer to being a shopper and a maintainer of the home," she said. "Unproductive and unsatisfying work left her with the drudgery while the man went out of the home into the market place to work for cash. Women's work and woman herself became devalued. The term 'homemaker' was used to upgrade women after their status was downgraded."

And what can be done about all this? In addition to wages for housework in recognition of its real value and its capacity to sustain life and commerce. Pogrebin offered many suggestions, including creches in the workplace where fathers and nursing mothers can visit their infants during work breaks; part-time jobs with no loss of benefits; unpaid parental leave with guaranteed reinstatement and no loss of seniority; two families sharing housework and child care giving each adult nine free hours and three hours of duty; family cafeterias built into every housing complex; and the restructuring of public transportation to spare suburban parents the chauffeuring blues.

Kessler-Harris remained in graduate school when she became pregnant in 1964, she said, and proved herself to be "all woman" by being a supermother — nursing, baking, sewing, cleaning, etc. while keeping her high academic standing.

"Now the tables are turned," she said, "and I slough off housework because I want to excel in my 'work work' at my job. I'm no happier. Our jobs can and should be so structured that we can care for the homes we love."

"I saw a sign on the subway train that read 'Billy can't come out to play, his mother forgot to get him his measles shot.' 'Where I come from,' said Haggarty, 'it takes two to have children.'"

"There should be more men at this conference today," said Carolyn Reed of the Union of Household Technicians, and of course she was right. Some day, perhaps, a conference on housework and child care will have as many male participants as female and they will be speaking from their own experience on the subject. Wouldn't that be nice!

# Information

## Publications

**EDUCATIONAL FINANCIAL AIDS: A GUIDE TO SELECTED FELLOWSHIPS, SCHOLARSHIPS AND INTERNSHIPS IN HIGHER EDUCATION** was compiled by The American Association of University women, providing information on opportunities for financial aid in higher education as a resource for women. Categories listed are undergraduate, graduate and postdoctoral fellowships, traineeships and internships. Available from AAUW Office, 2401 Virginia Avenue, N.W., Washington, D. C. 20037 for \$1.

**IMPLEMENTING TITLE IX: A SAMPLE WORKSHOP.** 1977 Matthews and McCune have developed a collection of materials to assist trainers in designing and implementing training programs to eliminate sex discrimination and achieve Title IX compliance in education agencies and institutions. It outlines a sample workshop and provides examples of specific training tools and handouts. 209 pages. Cost: \$3.75. Order from Superintendent of Documents, U. S. Gov't. Printing Office, Washington, D. C. 20402.

**TITLE IX AND PHYSICAL EDUCATION: A COMPLIANCE OVERVIEW, 1977.** A manual on Physical Education and Sports Programs by Marjorie Blaufarb which reviews Title IX regulation concerning physical education and focuses on such related issues as grouping students, evaluating skills, allocating and managing facilities and training physical education staff for compliance. 29 pages. Order from Resource Center on Sex Roles in Education, NFIE, 1201 16th St. N.W., Washington, D. C. 20036.

## Organizations

**NATIONAL ASSOCIATION FOR DIVORCED WOMEN** is a national organization devoted to offer assistance to divorced women in the form of offering legal counseling, employment guidance, child care information, bank service information, money management ideas and techniques. For information about membership, contact National Association of Divorced Women, Pan Am Bldg., 200 Park Ave. Suite 303 East, N.Y. 10017.

**NATIONAL ORGANIZATION FOR NON-PARENTS** is an organization dedicated to encourage people to make thoughtful and responsible personal decisions about whether or not to have children. For pamphlet on "Am I Parent Material," send to National Organization for Non-Parents, 806 Reisterstown Road, Baltimore, Md. 21208.

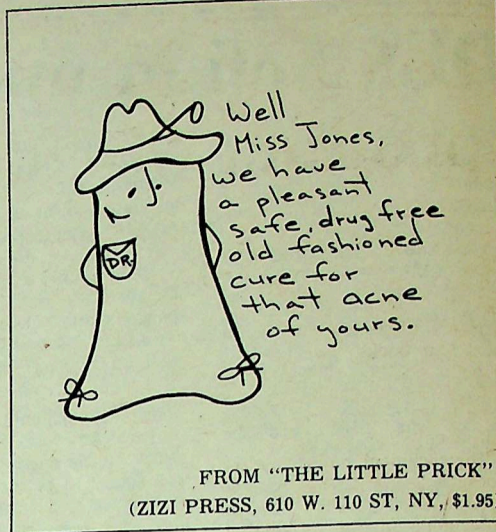
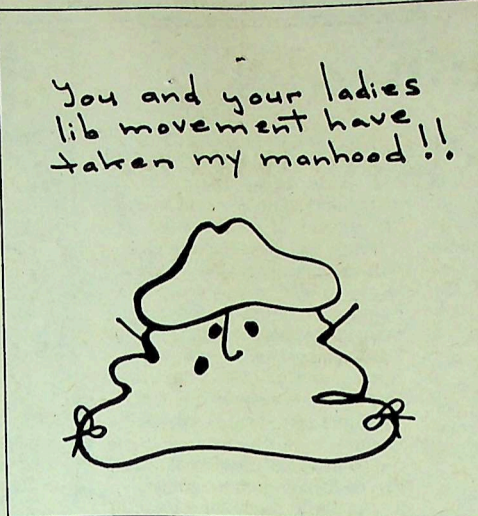
**ORGANIZATION OF WOMEN FOR LEGAL AWARENESS** was founded to help make women aware of their legal rights, primarily in divorce, and the implementation of these rights. For further information contact Organization of Women for Legal Awareness, 94 Claremont Avenue, Maplewood, N.J. 07040 (201) 762-5208.

## Information

**WOMEN'S VOCATIONAL COUNSELING AND PLACEMENT SERVICE.** Help for all women who want to move up in their jobs, or change jobs; women who want to develop their vocational skills; women who know what kind of work they want, but don't know how to get it. Reasonable fees, free orientation session. Options For Women, 8419 Germantown Avenue, Philadelphia, Pennsylvania 19118, (215) CH 2-4955.

**WOMEN'S NETWORK IN PUBLISHING** is being set up by Karen Rosenberg if you are interested, please contact her at (212) 888-3952.





FROM "THE LITTLE PRICK"  
(ZIZI PRESS, 610 W. 110 ST, NY, \$1.95)

## Speaking personally

# Weekend fascinating — frightening

Norma M. Bernstock

Women's Weekend IV, sponsored by the Sussex County Women's Center, was both a fascinating and frightening experience for me.

Within the last couple of years, I've changed significantly having become more selective about my friends and finding fewer things that I have in common with women whom I've associated with for years. I think I've been on a personal crusade of self-discovery. Toward this end, I've read many books of the self-help type, books about the feminist movement and novels whose main characters have always been women reaching out, learning about themselves, exposing themselves to new people and experiences.

My attitudes towards marriage, children and life in general have changed. In the past six months my husband has often said that I'm not the person I was five years ago. Five years ago there was nothing more important to me than my home and my husband. I had other interests, but home and family always took priority. Only recently have I understood

that past feelings of anger and depression were expressions of frustration and resentment, a desire to change a life style. I've discovered how important I am to me. I can think and do for myself. I can entertain myself and enjoy by myself. I am trying to find a sense of security in myself and to feel comfortable with that security. I assert myself where I never before have.

In search of stimulating ideas and new friendships, I attended Women's Weekend IV. Perhaps because I am so new to feminist groups, everything I encountered overwhelmed me. The four workshops which I participated in filled me with many unfamiliar but exciting concepts. A dear friend of mine once told me that when she first returned to graduate school after twenty years of not being a student, she felt as if she were a sponge, absorbing everything she was taught. That describes how I felt on this weekend. When I first returned home I couldn't unwind. I was impossible to be with since I kept bubbling over with new stories to relate.

I had said that the weekend was fascinating—but also

frightening. Fascinating because I learned that I really enjoyed the company of women. We were complete and satisfied among ourselves. How many of us have ever felt or been told that a social gathering lacked something if only women attended? I believe most women are raised to feel incomplete without male companionship. What I learned this weekend was that while I already know that I enjoy male companionship, I now know that I can enjoy and find fulfillment among women as well.

The weekend was frightening because after I was home a few days, I realized how few people I could actually speak with

about my experiences. How could I describe what I had learned about midwifery and home childbirth to someone who couldn't first understand why I'd want to go away for a weekend without my husband? How could I describe the theory behind gynecological self-examination to someone who has never even doubted a doctor's opinion? How would I begin to discuss lesbianism with people who fight abortion-reform and sex education?

Slowly I came back down to earth. I realized that the people I had met this weekend represented a small segment of society. The married women I had met who said they had good

marriages, seemed to have mates who respected their individuality and desire for personal growth and satisfaction. The women's movement is fighting to establish a society where people are people, not men and women separated by rigid sex roles with all the accompanying problems. This weekend was frightening because I realized that among all of my friends and acquaintances so few of them actually desire such equality for themselves, making the goals of the women's movement that much harder to achieve.

## Girls' sports rough future

(continued from page 15)

now have equal opportunity to participate in school athletics; to use equipment and to schedule practice time; receive equal travel allowances, scholarship and locker room facilities; be able to coach either men or women's teams, with equal pay, to receive the same quality of coaching, as

much free medical care as the men, and press coverage.

Nationally, schools seem to comply with Title IX by first spending money on basics such as equipment, uniforms and travel budgets. "After all, one of the substantial things the government can point to is facilities," says Rita Silverman, an administrator at P. S. 7 in Spanish Harlem, New York,

who reports that Title IX has not significantly affected her elementary school — although, she adds, "I'm going to be a boy scout leader."

The most apparent changes on the college level are in the numbers of scholarships for women, and the increase in competitive play. The Association for Intercollegiate Athletics for Women has grown from a membership of 301 schools, six years ago, to 843 last year — nearly 100 more members than the NCAA has.

But coaches' salaries are causing the biggest headaches, according to Hogan. In the last school year, the average national salary for women coaches was one third that of the men's. In a survey by the Connecticut Education Association last year, boys' coaches in Meriden earned anywhere from \$900 to \$17,000, while the girls' coaches got only \$300 — with the exception of the cheerleading coach, who earned \$450.

Obviously, until Title IX guidelines are uniform, there will be violations throughout the country. The myth that women do not want or are incapable of competing physically is still prevalent, and is not limited to the collegiate level. "The boys are mad that they can't play flag football now," says Francine. "They don't want to play with us. All the kids liked it better the old way." It will be a long time before HEW eliminates the "old way." But it will be even longer before the anatomy-is-destiny myth is finally debunked.

Former Israeli prime minister, Golda Meir, attended college against her father's will.

## Herstory at the end of the line?

Catherine Racer

The game was designed to help players explore the past in a new way, but the designers — including Ms. Magazine — are the ones who made a big discovery. They found that it's hard to market a product as serious as Herstory.

"Explore the surprising role of women through 400 years of American history" reads the box cover. In brown, yellow, and blue, Eleanor Roosevelt is framed with Babe Didrikson, Harriet Tubman, Abigail Adams, and nine other women from history — or herstory. The cover advertises two separate game boards of "chance and strategy" for ages eight and up, and the price tag runs around \$15.

The bold cover colors and design, plus the two-game concept, won Herstory an award for "attractive packaging." But in games, as in life, looks aren't everything. Herstory may pass into game history in the next few months, just a year after it first landed on toy shelves across America.

It's a bit too serious," said Herstory retail distributor, Eric Kahn, president of Shuco toys in Manhattan. The game is just a "so-so seller," but Mr. Kahn expects to distribute the several thousand remaining sets now stored in his warehouse by spring. Since the Chicago manufacturer, Coach House, folded last year, no new games will be available for distribution.

"It's a good game," said Mr. Kahn, "but people want to play fun games."

Herstory designer Lyle D. Hurd Jr., of Chicago, agrees that the game is lacking that necessary ingredient — fun. "My friends thought it had more scholarly value than play value," he said recently. "I think that's correct."

Now a businessman in Chicago, Mr. Hurd and his wife Katherine spent "several years" developing one half of Herstory, while Ms. staff worked on the other half.

"If the same reason for Herstory's lack of success on the retail market," said Mr. Hurd, "it's that it's really an educational tool."

What special retail approach was used to market this educational game, which includes a 54-page game book, a 4-page manifesto on women's rights, and questions on women as little-known as Jane Swisshem?

The answer is no special approach, said a Ms. spokeswoman last week. A "traditional marketing approach" was used, said associate editor Kathy Black, emphasizing that Ms. had no responsibility for retail sales. The magazine handled only mail order and sold several thousand games, a fairly impressive number for "that sort of game," she said.

"Herstory wasn't promoted on the retail end probably as well as it could have been," said Letty Cottin Pogrebin, a Ms. editor who worked on the game for several months.

"There was no promo on it at all," said a saleswoman at Brentano's main Fifth Avenue store in New York City. "I was going to ask you how you heard about it. It's a very poor seller."

Saleswomen at F.A.O. Schwartz and at Macy's had "never heard of Herstory." Neither had saleswomen at New York City's two established women's bookstores, Djuna and WomanBooks.

Schools might be the market for Herstory, suggested designer Hurd. "Maybe it should be used on the junior college level," he said. Toy distributor Eric Kahn liked that idea, but his company doesn't sell to schools.

Twenty junior-high students in a social studies class in Westchester County, N.Y., begged to continue playing when their teacher asked them to start an assignment on Africa. "No, No, please," said one seventh grader. "Let's keep playing. We're learning something and it's fun. It's not like work."

But four New York area adults were happy to quit after trying the game for one hour on a rainy Sunday afternoon in September. "This is boring," yelled one young woman, tossing a handful of information cards across the board.

"No," said another player, "it's extra boring."



# Lollipop Power's books product of collective work

(continued from page 1)

Power's involvement consisting only of collating the books on a manual collator rented for the job. But even that phase of production was given up for the next four books. Two of these were produced by Diana Press (a feminist print shop) and two by a large press in the Chapel Hill area.

The technical quality of the books was increasing, but the group's early feeling of involvement in the production process was lost to a certain extent. In 1975, the production was brought in-house. This meant, first of all, acquiring office space: up until then, Lollipop Power's inventory had been scattered all over Chapel Hill in basements and closets. Two members of the group apprenticed with a local printer, and we bought a plate-maker and a rebuilt press. We now have a rented office, the printing press and platemaker, a paper cutter, a folder, a light table, desks, file cabinets, hundreds and hundreds of boxes, and a degree of organization that was impossible before we acquired the central space.

When Lollipop Power was started, another important goal was seen to be to develop alternative ways of working together. Lollipop Power was formed as a collective—we share the work and make decisions by consensus. The group meets once a week to make the policy, publication, and major business decisions. Everyone reads the manuscripts that are sent in for consideration (we receive about five a week, and each one is read by three group members)



ELLEN SHAPIRO FRIED operates the press

and takes a turn at dealing with authors and illustrators.

Over the years the structure of the collective has become tighter and the group's attitude toward money has changed. Authors and illustrators and all group members were expected to contribute their work and their time at first, but Lollipop Power changed its attitude on this score—it became apparent that "women's work" deserved to be paid. We now pay a small sum to authors and illustrators. And now, although the work done collectively at our weekly meetings and at home is still volunteer, certain of the jobs that used to be done without pay have been redefined and are paid by the hour: one woman answers general correspondence and mails out brochures in response to requests; someone else records and acknowledges manuscripts as they come in and keeps track of which member is reading which manuscript. These jobs rotate; there are also several which do

not: two women do typesetting on equipment we have access to, and two women work half-time in the office — one as a printer and one as a distributor and bookkeeper.

Since Lollipop Power's early days, commercial publishers have begun to respond to criticism of the narrow view presented in their books and have begun to show a recognition of the problems of sexism and racism. In view of this, Lollipop Power decided three years ago that we would search for books with stronger feminist themes. Increased emphasis was placed on publishing stories about girls rather than boys, and stories with nonwhite protagonists and nonnuclear family situations. Although we cannot claim to have had a great deal of success in finding exactly the stories we want, our change of policy indicates an overhaul in our thinking.

Lollipop Power continues to rethink priorities with every book we do. Fortunately it seems to get easier as our book list gets longer: we don't have to put everything we want into every book. Lollipop Power has been important not only because it meets a need (from children, parents, and teachers) for alternative children's literature, but also because it has provided a way for us and for our authors and illustrators to learn about book-making and about working collectively.

Ed note: For more information from Lollipop Power, write to them at P. O. Box 1171, Chapel Hill, N. C. 27514.

## Journalists aim for the top

(continued from page 1)

who filed suit will get is the minimum of what they would have gotten all along had they been men," says one embittered wire service employee whose own suit is still stalled in lower courts.

Equal opportunity for promotion, a foothold into top management and pay parity are what the suits are about. In 1973, in the first settlement of a women's suit against the media, Newsweek agreed that one-third of all writers and domestic reporters would be women by the end of 1974 and that by the end of 1975 the same would be true of foreign correspondents. This has been happening at Newsweek.

Phyllis Malamud, who was a researcher at Newsweek in 1970 when the magazine's women's group hired Harriet Rabb to represent them, is now the magazine's Boston Bureau Chief. Malamud told a women's media conference audience a few years ago, "Women were told they couldn't write in the Newsweek style."

Rabb, who is called the "foremother" of media sex discrimination suits, is currently representing women at The New York Times and The Reader's Digest.

Last year, class action status was granted to the sex discrimination suit against The Times. "We think we've got a good case, one we're going to win," says The Times' chief lawyer, according to More magazine. "Besides we think we've been pretty good guys. Since we established our affirmative action regulations,



"WHAT CAN SHE BE? A FILM PRODUCER" (LOTHROP)

we've been conscientious as hell in trying to hire all classes of people, including women. It's not always easy to find good women, but we're trying"

The Times has hired a number of women in recent years but no women is in a top management position either in the editorial or business departments. Several women recently hired as editors of news sections have to clear everything with the male editor over them; the same is true of women who were hired as directors in other departments.

"Media managers have been made aware of their female employees' concerns in a direct and dramatic way," Rabb has

said, "but so far the changes have been largely cosmetic. Women have not been cut in on the big money and the decision-making processes. They won't reach real positions of power for at least ten years."

When that time comes it would be well for those women in power and those securely on the promotional tracks not to take their positions for granted but to remember the way it was when The New York Times' ace art critic and writer, Grace Glueck, was told during her eleven-year struggle from clerk-typist to reporter that rather than think about a writing job, she really ought to get married.

## WCF dilemma

(continued from page 1)

but has subsequently voted against federal funding for abortion.

Noting that Hispanic women are often opposed to abortion on religious grounds, Randles said, "We need to have access to these women and to begin a dialogue with them. Should the WCF refuse to support the first Hispanic woman to run for the Senate if she is wrong on abortion?"

Anne Zill, chair of WCF's Board of Directors, believes the change of criteria is little more than a semantic change which will make fund raising easier. Zill would be "very shocked" if the board supported a candidate wrong on abortion. "The board is now more sensitive than ever to the abortion issue," she said.

Not so, says Carol Burris, president of Women's Lobby, Inc. and one of the Advisory Board members who resigned. Burris is convinced that WCF will ultimately give money to candidates who do not support a woman's right to abortion.

Burris pointed out that the WCF board is predominantly middle class and affluent. Such women are not apt to be personally affected by a cutoff of federal funds for abortion. They have underestimated the importance of abortion rights relative to other women's issues, Burris believes. "Even the-ERA won't help you if you're knocked up all the time," she said.

As a lobbyist, Burris is also concerned that the WCF action will increase the difficulties faced by those who work for abortion rights. "It is

always harder to fight a woman legislator on abortion than a man," she said. "Men love having a woman's skirt to hide behind on this issue."

Gloria Steinem, who also resigned from the WCF Advisory Board, considers the issue more a question of priorities than a case of right or wrong. Steinem points out that, according to all public opinion polls, a majority of Americans support a woman's right to abortion. "In view of this, it seems to me that support for abortion rights is relatively little to demand of political candidates," she said.

Steinem, who has done extensive fund raising for WCF, added that she cannot personally give time and support to any group supporting candidates wrong on abortion. "The WCF will continue to do good work in aiding women candidates," she said. "But I consider it inappropriate for any feminist organization to give respectability to candidates who are wrong on such a life and death issue as abortion."

Whether or not the WCF will actually give money to candidates who do not support abortion rights for all women will not be known until the list of supported candidates is announced in 1978. Whether such donations are acceptable or not will have to be determined by the women and men whose contributions make the WCF possible.

Susan Reynolds Arndt has been reappointed for another term to the New Jersey Advisory Commission on the Status of Women.

## what's with women

Women work longer and harder on the job than men do, so says Greg Duncan, director of a time use study done at the University of Michigan. Duncan and Frank Stafford, a University of Michigan Professor of Economics, found that on the average the working man earns \$7 an hour while the working woman earns only \$4.34.

White males occupy most of the power posts in the nation's colleges and universities—according to a study published by College and University Personnel Association. 79 percent of key administrative posts were held by white men. White women held only 14 percent.

Health and medical-related fields still rank first among intended areas of study for college-bound women, but business and commerce are the fastest growing fields of popularity for both sexes, according to a report released by the College Entrance Examination Board.

In about 15 years, it is projected that there will be more women than men working in New Jersey. Since 1970, the number of working women age 20 and older has increased by almost 15 percent while the number of employed men has dropped by 2.5 percent.

Enrollment of women in university undergraduate schools outnumbers men by 200,000 according to the Census Bureau. Last year, women made up 52 percent of the undergraduate student body.

The United Civil Service Commission has instructed all federal agencies to incorporate Ms. into their personnel and job application forms. "Ms" has been optional in payroll and personnel records since November 1975.

Dr. Rosalyn Sussman Yalow, winner of the 1977 Nobel Prize in Medicine, started out as a secretary at Columbia University's College of Physicians & Surgeons following her graduation as Hunter College's (New York) first physics major. Yalow is only the second woman to win the Nobel Prize in the category of medicine. The first was Dr. Gerty Theresa Cori, a naturalized American citizen, who shared the prize with her husband and another doctor.

The Labor Department reports that working women now earn 57 percent of what their male counterparts do. This is down from 64 percent in 1955. Affirmative action coverage was given to women in 1967, but as the female labor force rises, the new jobs are the old roles as clerks, maids and secretaries.



# Making a case for child labor

Barbara Stern

As a working mother, with a demanding career as well as a family, a husband, a large apartment, and a sincere repugnance for domestic activities, I have discovered a new and rewarding source of household help: CHILD LABOR. Since I like to come home to a clean, well-ordered establishment, with a hot meal somewhere in between the oven and the table, I hit upon using my managerial talents on the nearest available labor pool: my daughters.

Each child, ten and twelve respectively, is currently responsible for a wide variety of tasks necessary to running the household, and specifically centering on neatness of living quarters and food preparation. Each child, in what is probably the greatest benefit of all, is also participating wholeheartedly in what has by now become a four-person working family.

Prior to my decision to exploit the most greatly undervalued American resource, one's children, I had run round and round the board in the Housework Game, and lost every time. First, there was ten years worth of live-in full-time help, during which time no family member lifted a finger to touch laundry, food, small and large appliances, or anything more strenuous than a needle and thread. Then, I took the drastic step of switching to no outside help at all; unfortunately, the habit of non-lifted fingers still prevailed.

At about this time, I suddenly noticed that the children were growing older, and full-time help was no longer needed for them at all. The girls were in school all day, an event which comes to reward every working mother in time. Since I had decided, however, that no outside help at all was the ticket to freedom, and with my playing Superwoman this round, let the chips fall where they would, I hired no one. Unfortunately, I never did find time to get out of the Lois Lane business suit and vacuum the drapes, let alone the floor. After one month, I would not have been able to find a fallen chip

amidst the newspapers, kitchen debris, and rapidly propagating piles of mateless socks. No outside help obviously meant no clean laundry, large puffs of dust, and more Chicken Delight dinners than any human should be forced to consume.

In some desperation, and with many fears, I then turned to an obvious but hitherto unthought-of solution: a combination of a one-day per week cleaning person or service, my husband, myself, and THE CHILDREN. I rationalized that for far too long, America has been a child-centric society: life for the pre-college set is some school, much play, and inordinate amounts of whining about the sheer boredom of being a child. On the other hand, life for the working mother is paid work, 9 to 5, unpaid work, 5 to 9, and no time at all for more than a quick swat at a child who dares to be bored. Why, I asked, should children be exempt from contributions to the running of the household? Why should they be bored while their parents are enslaved?

Margaret Mead's research suddenly surfaced in my mind, and I recalled reading of those delightful primitive societies where all children are trained to become members of the community: for the littlest community-member happily performs a useful function, albeit twig-gathering, to contribute to the whole. Even if that information was not gathered by the redoubtable Dr. Mead, I felt sure she would approve the sociological experiment of training children to become useful members of the community in modern America.

After two years of alterations, modifications, and periodic reviews, I can say with much satisfaction that my scheme of child labor for domestic chores works very well. As a general guide to the interested public, I'll share the outline of my particular plan with all. Firstly, the major once-a-week cleaning tasks are done by an outside helper. Either a cleaning service or a cleaning person does the thorough cleaning I find necessary to maintain a minimally acceptable level of order. These tasks involve cleaning of the bathrooms, the

kitchen, the floors in all rooms, dusting and polishing, changing of linens, and all laundry. We live in a city apartment, so all of the laundry can be done at once in the super-size machines in the basement, or in one of the nearby laundromats. I do the meal-planning and once-weekly major food marketing. Next, each person does certain day-to-day tasks related to his-her own living space: we each make our own beds, care for our own clothing, and clean our bathrooms.

The daily tasks necessary for the welfare of the entire household, rather than for each member personally, center around food preparation. Since two working parents both like a

hot meal at dinner time, and both need some relaxation at that hour, the ideal solution is obvious family role-reversal: the kids cook, while the parents are served. If food is love, the entire family can share the warm feelings when all of us participate in giving as well as taking. My children are responsible for the following tasks:

1. Shopping the local markets and gourmet shops for fresh fruits and vegetables, cheeses, bread and cake, and special treats.
2. Emptying the dishwasher; loading it with breakfast dishes.
3. Setting the table for dinner, including placement of

glasses, all beverages, condiments, and service platters and utensils.

4. Preparing the salad greens for dinner.

5. Turning on the oven at a stated time, or adding vegetables to the crock pot in the afternoon, or defrosting food that cannot be defrosted early in the morning.

6. Clearing the table after dinner.

7. Emptying the garbage.

8. Re-loading dishwasher, washing pots and pans, clearing kitchen counters, and cleaning dinner table.

The above system works sufficiently well so that we have hot meals in a clean place virtually every evening. There are, naturally enough, various mishaps, and part of basic training is that everyone must be flexible enough to keep cool in crisis situations. This is aided by the presence of MacDonald's half a block away.

In general, though, child labor works out beautifully: the meals are hot, good, and nutritious, and the children take great pride in their contribution. The system benefits all of us, because all of us participate jointly. The children learn respect for adult time, as well as their own. They learn that cooperation is necessary in running any enterprise, and that managerial skills are valuable ones in all areas of life. Most important, the children's contribution makes my life easier by enabling me to come home to a neat, well-run home and a hot meal, instead of to a chaotic mess, a temper-ridden houseworker, and a weird melange of cold leftovers.

Dr. Stern is academic advisor at St. Peter's College in Englewood Cliffs, N.J.

## Supreme insult

Myrtle Archer

The greatest semantic insult to women, in a world of semantic insults, is the wording which credits the delivery of babies to males. Innumerable times on the retirement of some doctor one reads, **He delivered thousands of babies**, or when some police officer happens onto a precipitous birth one reads, **He delivered the baby**. Even at the most important and essentially lonely event of a woman's life, the birth of a child, each of us is required to give the credit to some man, to the doctor who attended, who is almost always male, or if one of us does not make it to the hospital, to some male who happens by at the last second to almost anyone but ourselves!

In childbirth, in this one area of life at least, women should receive the credit for their labor, their pain, and whatever efforts goes into the ejection of their infants into life.

Males attend births, they do not deliver.

## Want a child? Borrow a niece

Eleanor Hamill Gallagher

I have some advice for anyone seriously considering parenthood: Borrow a niece. My sister's two-year-old daughter Megan stayed with us for ten days recently, and I learned a lot.

I learned that theorizing about raising children, not too surprisingly, is very different from actually bringing them up. I thought I knew, oh-so-wisely, how to avoid all the "mistakes" I had seen mothers make.

Yet within 24 hours of Megan's arrival, I was bribing her with lollipops, catering to her picky eating habits, over-protecting her, and threatening her with decapitation and flaying.

I learned something about toilet training, briefly - very briefly. After I waited 20 minutes for some action on Megan's part, she told me she expected to be finished by "Tuesday" - 48 hours later. I promptly ordered a supply of pampers and took a delight in diapering that I never would have imagined possible.

I learned that frequently our relationship could be reduced to basics: It was the survival of the fittest, and Megan invariably won.

At lunch one day, I presented her with a favorite - grilled cheese; she pushed it away. I gave her vegetable soup; she clamped her mouth shut.

In desperation, I made a peanut butter and jelly sandwich; she licked off only the jelly. Picturing her mother's expression when I returned her child in a state of malnutrition, I gave Megan the jar of jelly and a spoon. She grinned, well aware that she had triumphed once again.

I learned, too, how dramatically the presence of children can affect a marriage. Joe and I, so free and spontaneous over nine years of married life, suddenly found ourselves saying, "We'd love, to, but we can't find a babysitter..."

My tough-talking, serious-minded husband became a fool for this child right before my eyes. One night when he was bathing her, she poured a pitcher of water over his head. The two of them dissolved in laughter.

Joe and I argued about the way Megan should be handled. At the same time, we both were awed by her vulnerability and bewildered by her power over us. Just the sight of her big blue eyes filling with tears and her lower lip trembling was enough to send a tidal wave of emotion over both of us. She had us, there's no doubt about it, and she knew it. And we knew it, too.

Being a surrogate-parent confirmed all my fears about parenthood: the never-ending demands, the awful insecurities, the responsibilities, the lack of privacy, and the guilt. Oh, God, the guilt! But it also gave me a deeper perspective.

I sat one night in the dark of Megan's room, holding her and soothing her because she had a cold. I felt a sense of peace and contentment I'd never experienced before. It was then that I understood that moments such as these could somehow compensate for the exhaustion and the drudgery.

Still, I must confess, my chief emotion when I returned Megan to her family, was genuine affection for a beautiful child - and a strong sense of relief.



BARBARA SPRUNG

## Press for toy changes

(continued from page 13)

going any further in this direction."

All is not lost for parents interested in seeing changes in local toy stores. Instructo has since redone many of their toys and Childcraft is currently working on a puzzle showing men in the nurturing role which will soon appear in retail outlets. This represents a step forward into easily accessible consumer outlets.

But, Sprung continually points out, the rest is up to us - the parents. "The key element," Sprung states, "is parental pressure. Parents need to be mobilized." Working with groups such as PACT, Public Action Coalition On Toys (38 W. 9 St., NYC 10011), which demonstrates against objectionable toys and applauds those that meet PACT criteria, is a good first step.

## LI workshops

(continued from page 4)

necessary to carry out Title IX regulations, and as a result, when the final regulations were issued most school districts were totally unprepared to become change-agents.

Schools had always used a method of teacher-training called inservice to further the education of their teachers, and in the past, we had connected with these programs to give courses on nonsexist education. In this way, in the last 5 years we have given 15 inservice courses on nonsexist education and many teachers had eagerly attended the sessions. However, for the most part change took place within their own classrooms and only occasionally was some impact made outside the confines of those walls. Most teachers felt isolated and unsupported by the administration, their coworkers or the parents of the district. Others met hostility and consequent loss of choice teaching assignments. Although strides had been made in individual cases, it was evident that a new approach was necessary if the humanistic

principles of Title IX were to be incorporated into the everyday workings of the school. Change had to come from within. The school districts themselves had to be directly committed to the cause of nonsexist education.

The challenge that we must meet is a difficult one. We must provide "change-agents" with solid information and strategies for achieving educational equality--and most importantly, for overcoming apathy. It is a formidable task, and unquestionably the support that we are giving to those who have a commitment to change will make a difference. We plan to stay with this group of teachers after the end of the course, so they will have our guidance and support during the time that they are teaching inservice courses to those in their own schools. And one year from now we will survey these same people to discover whether the high level of commitment demanded from this model is the formula for success.

Barbara Sussman is Project Director of the Educational Projects division of The Feminist Press.



# Women made the victims of violence in the media

Diane Austin

There was an unprecedented case recently heard in Miami where a lawyer tried to prove that a 15-year-old boy accused of the first-degree murder of an elderly woman was rendered insane by exposure to television violence.

Does violence viewed on television provoke violence towards women on the street? Yes, according to experts working with women psychoanalysts, rape crisis centers and counseling for battered women.

Vicki O'Dougherty, crisis counselor for New York Women Against Rape, a group that does rape counseling and referral, said that she believes very strongly in the cause-and-effect relationship of violence on television.

She recalls a specific case that occurred after the movie 'Cry Rape' was aired on television. "There was a scene in the movie in which some young women in a reform school raped a girl with a broomstick. After that movie I heard about an instance where a group of boys repeated that act in a rape against a female.

"The average rapist," O'Dougherty said, "probably takes a lot of the fantasies that he sees in the media and interprets them his own way. He might say, 'I saw someone do it on television so it must be all right!'"

She also believes that television sets role models. "I think that TV is used more now than reading material as far as entertainment for the average citizen. And, I think that a lot of people are taking information from TV and using it in their own lives.

Yolanda Bako, coordinator for the Women's Survival Center in Brooklyn, believes that the media's portrayal of women downgrades women and creates a misleading impression that women are to be used and abused.

Bako said that she grew up in a violent home where she saw her mother abused, "basically, emotionally, but sometimes physically. To see the reflection of that violence in the media made me feel that here was no other way out. I felt that this must be the role of women."

The women at the Survival Center are primarily women

who have been battered. Bako said that she has "gut feelings" that the media has contributed to violence towards women and that the Center is currently conducting research along these lines. The research is not, as yet, complete.

Women Against Violence Against Women (WAVAW), a California based organization is "working to end the gratuitous uses of images of violence against women in mass media," reported Natalie Shainess commenting on violence in their August newsletter.

The article states: "Speaking for her profession, psychoanalyst Natalie Shainess reports that as rape and the abuse of women become more common as images in media and as a form of behavior in society, rapists become increasingly resistant to therapy. They buy the message that violent struggle is part of sex, and they refuse to consider themselves - as rapists - abnormal."

"The media," a WAVAW position paper states, "has a major effect on the real world, on people's thoughts and actions. We hold that violence in media contributes to real-world violence.

"Media violence against women perpetuates the myth that women are victims, naturally and happily masochistic. It contributes to an atmosphere which trivializes, condones and encourages acts of violence (such as rape and battering) against women. It breeds discrimination, dehumanization, and abuse of women. In these and other ways it interferes with the rights and safety of women," WAVAW holds.

WAVAW's work is based on the demand for corporate responsibility and accountability to the public, and is currently directed primarily toward members of the recording industry. Although, in 1976, the groups protested the film 'Snuff' which, they said, "claimed that the murder and mutilation of a woman was entertaining." Their action resulted in the film being withdrawn from Southern California one week after it opened.

WAVAW calls the strategy that they use "education for action." It consists of letter-writing about offensive material, demanding that companies send statements of their policy on the use of violence against women, boycotting, gathering support from friends and family, and "raising community awareness to the point where the general public will demand social responsibility and will take and support action to eliminate violence against women."

Other anti-violence viewers of television are waging a campaign urging consumers to boycott products advertised on violent programs and requesting advertisers to remove their merchandise from violent programs.

A recent survey by the National Citizens Committee for Broadcasting found repeated examples of violence of every type (murder, beatings, rape, etc.) in the following list of popular programs:

Starsky & Hutch, Barella, Baa Baa Black Sheep, Hawaii Five-O, Six-Million-Dollar Man, Kojak, Police Story; Del Vecchio, Most Wanted and Charlie's Angels.



RELIGIOUS PAINTING and daily domestic life are not in any way physically separated activities for the women of Mithila, an Indian province. Only the women paint, handing the tradition down to each generation of daughters. (The Women Painters of Mithila by Yves Vequaud, Thames and Hudson, \$8.95)

## Mother files suit

(continued from page 5)

the reply I received from the superintendent and some other committee members was, "You can't change 200 years in two weeks or two months." I was also told that because I am not a professional educator, my ideas and suggestions were of no value to those working on the actual program itself. When I asked directly what my purpose was in being a member of the committee, the reply was, "To come to these committee meetings and hear the reports."

To further aggravate things, when I called or wrote the New Jersey State Office of Equal Educational Opportunity to discern what they were doing to monitor compliance by the school districts in the state, I learned not only that they had a staff of only three persons to review the affirmative action programs for 589 school districts but that they had no guidelines for enforcement procedures. In effect, the government and the administrators of the State of New Jersey (and for the federal government, as well, apparently) were doing little more than paying lip service to affirmative action. It was the anger and frustration of this realization that ultimately led me to agree to file suit against the State Commissioner of Education for failing to enforce the law.

Several people I know have questioned whether my filing suit will actually help or hinder the cause I feel so strongly about. They have pointed out that change is better effected by working with the people involved in its implementation. I have been told that I may lose more support than I will gain by my actions; in effect, "honey attracts more bees than vinegar." I have carefully weighed the consequences of my legal action. I have concluded that there are many people who believe in equality of the sexes and equality in education but are unable to work actively for these principles. On the other hand, those who represent the status quo are both vocal and vociferous in denouncing progress and

change. I realize that attitudes must change in order to accomplish the goals of equality, but I am also convinced that attitudes are far more likely to change when they have both the power and expression of the law prodding them, rather than just the latter. I decided, finally, to file this suit because I believe firmly that unless the appropriate agencies actual monitor and enforce the law, affirmative action will probably not be realized.

My son is only six years old. Already, I have seen him wrestle with the conflicts that arise from trying to apply the simple principles of equality that he is shown at home when measured against the contradictory tenets he observes outside our home. While the school system alone cannot be expected to overcome the prejudices and outdated customs of our country that have resulted in inequality of the sexes and races, the fact is that our children spend the better part of their formative, impressionable years attending school.

Considering that the vast majority of elementary school teachers are female but females are a minute percentage of those in administrative positions, one would think that teachers would be the first to recognize the need to show children that everyone should be treated as an individual and that there are alternatives in lifestyle, career and avocations for both girls and boys.

I want my son to be able to choose the direction of his future based on his own interests and aptitudes. I don't want him to feel that he must participate in sports because he is male; that he should hold doors for girls but not boys; that he must select a profession that is considered traditionally male; or that he must be strong, aggressive, tough, opinionated and determined but cannot be gentle, compromising, considerate, sympathetic and caring. I don't want him to grow up believing he is lucky to have been born a boy but, rather, that he is fortunate to be living a life that offers him options.

## Fathers and daughters

(continued from page 4)

day or night. And the amazing part of the whole situation is that I can accept it."

What has caused this change in the thinking of an average middle-class, white male who is the son of traditional Italian immigrants? Tony credits his new awareness to societal changes. "If society's attitudes had not changed I would not have encouraged my daughters to buck the system." He has found other influencing factors to be the passage of new government laws (such as the Equal Opportunity Act) daily contact with women accountants, friends and social contacts, press, TV.

This interviewer found that Tony, the \$40,000 a year accountant, had a much more open and positive attitude toward the women's movement than Jerry. Jerry found the women's movement to be at best an acceptable and necessary evil. Tony found it to be an invigorating step forward. "The women's movement made me aware that my daughters can go for anything they want—be whatever they want.

Previous to that development, I leaned toward the standard women's fields for my daughters. My eldest is now studying nursing. Although I want her to do whatever makes her happy, I am disappointed that she is not studying to become a doctor."

The one main concern that Jerry and Tony share is their daughters future economic security. They've realized that not all women marry these days and that there is a greater chance than ever before that their little girls may one day have to support themselves. They are preparing their daughters for this not in terms of marriage, but by encouraging them to pursue and build a concrete career.

Perhaps through these two different kinds of fathers, we can get a glimpse into the future direction of society. These men may, or may not, be typical fathers, but they are experiencing a new awareness—an awareness that will, with time, change the role of women in our society.

## Sexism in children's books

(continued from page 12)

librarians led us to conclude that the influence of this group is crucial. As the principal purchasers of new books on the one hand, and the primary source of recommendations to readers on the other, librarians pack a double wallop in their ability to get certain types of books published and then disseminated.

But what should The Feminist Press and other alternative publishers conclude from this study? Statistics showed quite clearly that feminist prodding of the commercial houses has had, thus far, only limited success. Our initial optimism about the appearance of a handful of very good books dissipated when we realized how few they were in relation to the total production of children's books.

We are further discouraged by the attitudes we have encountered at various conferences on children's literature. At Rutgers University in October 1976, for example, a conference participant queried, "When is this whole equality thing going to end? Hasn't it gone far enough?" It is our conclusion that if such a question is still being asked, then clearly we still have a lot more prodding to do. The "equality thing" cannot be permitted to end until no publisher need list a separate category for "Role-Free Books" because all books will be role-free.

The foregoing was excerpted with permission from an article appearing in WOMEN'S STUDIES NEWSLETTER Volume V, Number 3.



# NY teenager was born into politics

Deborah Partee

Shawn Leach, the youngest New York State delegate to attend the first National Women's Conference in Houston, claims she was "born into politics."

The self-confident 17-year-old from Greenburgh, N.Y., began her political career at the age of five by passing out pamphlets for her father who, at the time, was head of a lower-middle-income tenants association. Shawn Leach was nurtured in a household where politics was the name of the game.

Last July, at the age of 16, Shawn staged her own political coup by polling more votes than any other nominee at the New York State Women's Meeting in Albany, thus insuring herself a trip to Houston.

Shawn believes her age worked to her advantage, since the delegation was intended to be representative according to age, race, religion, ethnic background and income level.

While Shawn won many of her votes from feminists, a number of anti-feminists also threw their support behind her.

"I don't know how I managed that," Shawn confessed. She admits that it might have something to do with her stand against child pornography, an issue some believed marked her as a "middle-of-the-road" candidate. She is quick to add, however, that she sees adult pornography as a matter of individual choice.

Shawn, who campaigned in Albany using the slogan "I'm your future," believes the endorsement of her candidacy by Representative Shirley Chisholm may have had a lot to do with her success.

The soft-spoken college sophomore tends to underplay her own role in capturing her berth as a delegate. In reality, she was a tireless campaigner who worked hard to make herself visible at Albany by attending countless numbers of workshops, plenary sessions and caucuses to push her candidacy.

She was aided in her campaign by members of a service-oriented youth group called Black Reality that she helped found over two years ago. Shawn and other members of Black Reality passed out hundreds of pamphlets on the streets of Albany espousing her candidacy and voicing her concern over such issues as abortion, education, employment and economic development.

"I am not a feminist," Shawn emphasizes. "There are too many different meanings implied by that word. I prefer to call myself a teenage political activist."

Shawn is pro-ERA and believes women should have the "right of choice" where abortion is concerned. She considers gay rights a social rather than a political issue.

Her overriding concern is with the issue of education. "There are too many students coming out of high school reading at a third or fourth-grade level," she states. She wants to address herself to the problem of dyslexia (a reading disability) and advocates more remedial help for students in need of it. She also calls for better teachers in the school systems and better advisers for female students.

"Too many females are being pushed into traditional women's work such as nursing or teaching," she states. "I want to see more women doctors, lawyers, even truck drivers." Shawn is determined to get more teenaged females involved in the women's

movement. She personally submitted the names of a 14-member delegation-at-large to Washington D. C. in an attempt to get them to the conference at Houston. As of this writing, she has received two rejections and one acceptance of her nominees.

The biggest influence in Shawn's life has been her mother, Carolyn Leach. Mrs. Leach serves as a career counselor for the Westchester County Women's Center and is a chairperson in the Westchester Black Women's Political Caucus. Shawn credits her mother with making her politically aware.

After the Houston women's conference, Shawn would like to rest for a while, although she

expects her school work will keep her busy. She is a sophomore at Simon's Rock Early College in Great Barrington, Mass., a four-year progressive college that admits students after completion of the tenth grade. Shawn entered Simon's Rock because she was "bored" at the other schools she attended. "I felt I was above my peer group and I couldn't get too enthusiastic about my work," she says.

Shawn Leach is off and running at an early age. After she completes her degree in political science, she hopes to enter law school and would like to serve as a lawyer in government. At the rate she's going, she may find herself in the White House someday.

## Finding a Civil Service job

Marcia Horenstein

Finding the right job or career can be an agonizing pursuit, especially for returnees to the job market. We know what we don't want in terms of a career, but pinpointing what we do want sometimes seems impossible.

To alleviate this wretched condition, you may want to go to the nearest library and read the **Occupational Outlook Handbook**, published once a year in January by the US Government. This timely resource lists all occupations along with a good description of the requirements of each job, the realistic job-market outlook through the mid-1980's, the starting salary, the maximum salary and the functions of the job.

By reading through some of the job titles (including the ones you hate) and requirements, you may get ideas for a career you never even considered before. For example, one of the job titles under stenographers is that of State Court Reporter, a Civil Service position. You are qualified to take the State Civil Service Exam for this position if you have a certificate of completion in court reporting

and can take dictation (on a steno machine, generally) at 225 words per minute. This exam is given once a year.

Although this job might not appeal to you, it could spur your imagination to investigate other court careers by paying a visit to the Personnel Office of the Court Administration Office of New York State located at 270 Broadway.

By doing this myself, I learned that there are careers in the courts for Spanish-English interpreters, and that 200 positions are currently opening up for a career as a Court Officer. A simple application is now available for this exam, which will be given on December 17. The starting salary is \$11,200 and women are encouraged to compete. When I expressed alarm over the fact that the test includes a physical agility exam—administered to those who pass the initial test at a later date—the receptionist said that she thought I could pass it and encouraged me to sign up.

Careers in insurance are also described in the **Occupational Outlook Handbook**, such as a career as an underwriter. All you need is a B.A. (even in English) and an aptitude for

logic to qualify for a training program. Starting salaries are about \$12,000. It's not a snap to get into a training program, but it's something to investigate.

Another source of information about careers is **The Chief**, a weekly civil service newspaper that lists the exams being offered by the city, state and federal government. Or you can go directly to the New York State Civil Service Job Office on the 55th floor of 2 World Trade Center to see which jobs are posted. Federal Job Information is located at the center at 26 Federal Plaza.

Finally, there is a Career Information Center at the Mid-Manhattan Library, 8 East 40 Street, open every day except Sunday, with plenty of good books and a special librarian to answer inquiries.

These resources can help channel fantasies into realities.

**Ed. note:** In an effort to correct inadequacies in testing systems that were unfair to women and minorities, The New Jersey Civil Service Commission announced that it will, over the next four years, revise its testing system so that tests are related to specific jobs.



LITTLE FRIENDS COLLECTION, from Shindana Toys, features girl and boy dolls who represent the children of the world.

## Girl Land, Boy Land

(continued from page 12)

In addition to being fun, designing track-layouts encourages the development of math thinking skills (visual-spatial).

3. **ROBOT**, ages 5+. A unique non-sexist career card game that is an alternative to "old maid." Nineteen pairs of cards show women and men performing equally in the same jobs. Game plans are included. **IF YOU CAN'T FIGHT 'EM, JOIN 'EM**

4. Career Clothing Patterns for Barbie-Sized Fashion Dolls.

Easy to sew Doctor's Smock-Boat Captain's Jacket, \$1.50; Chef's Hat Pattern, \$1.00; Work-Chef's Apron Pattern, \$1.50.

5. Horsman dolls are available here for \$11.75 each.

**TOYS THAT CARE** catalog is available for \$1. Bulk rates available for **TOYS THAT CARE** items.

**TOYS THAT CARE** would also appreciate your sending them descriptions and manufacturers of non-sexist toys and teaching aids which could be added to their catalog.

## How to write a resume

Carlyn Kingston

For women, it's hard to find a job in today's marketplace. Whether you're a recent college graduate or returning to the job market, it is not easy to find a well-paying and fulfilling position. Women are still going into the same old clerical-service jobs, all of which rely on cheap female help. For this reason, the pay differential between men and women grows larger, not smaller.

Looking for a job takes time and energy. The first step is to know yourself, so that your search narrows to specific jobs that you are qualified for and that you would enjoy. It is also wise to choose a field that is marketable and has growth potential. Two books to help you understand your good points, strengths and weaknesses are: **WHAT COLOR IS YOUR PARACHUTE** by Richard N. Bolles (Ten Speed Press, Box 4310, Berkeley, CA 94704, \$4.95 plus .25 cents handling) and **SUCCESS, YOU CAN MAKE IT HAPPEN** by Lila Swells (Simon and Schuster, \$5.95) The former has been printed in paperback.

Compile information for your resume by listing all jobs, full and part-time, with the most recent first. Write a relevant

job title with basic information about what you did using key action words such as, initiated, planned, analyzed, designed, developed, expanded, supervised, directed, selected, etc. Don't use: given responsibility for, assisted, helped, handled. Sentences should be about 12 words, leaving out small words such as the, and, of, etc. Try to show progression in your resume. This is done in several ways: by indicating numbers (increased sales), time saved, effects such as longterm results of a decision that you made, and expansion with your idea used in other departments.

A resume should be one page beginning with your name, telling what you want to do. Next, would come your experience, with the dates of employment, the company name and address with a short paragraph describing your job. At the end, would be listed educational background. The area of concentration is not always important, unless your degree is in business or science. If your degree is in education, or another major that is not marketable, it is suggested to omit the area of concentration.

Life experiences and volunteer work can be included and extra-curricular activities,

only if they relate directly to your prospective job. Often, on resumes, after the name, address and phone, personal information is listed: height, weight and marital status. This is discriminatory and against state and federal law to ask these questions. Some experts believe, however, that it is wise to add height, weight and marital status (divorced, not separated) and age only if it is an asset (not too young or "too old." The reason for supplying this information, it is argued, it is that you show you are open and have nothing to hide. Do not say that you have children.

Read your resume carefully for any spelling or typing errors. A soft color paper such as light beige or grey can make yours stand out from others, and perhaps, get you in for that initial interview.

A cover letter should accompany each resume and it should highlight your accomplishments and special skills that relate to the position. Try to learn who will read the resume and address this cover letter to him-her. A resume is just a tool, but an important one that may or may not get you in for the interview.

Carlyn Kingston has worked in the Personnel Field.

## Day care videotape

**DAY CARE IN AMERICA: A LOOK AT BERGEN COUNTY** is a videotape produced and directed by Janet Jaller Weiss. Jaller Weiss discusses day-care centers and examines Bergen County's needs.

Jaller Weiss is well-versed on ideal day-care

centers. She has traveled to Norway, Denmark and Sweden looking at day-care centers there before making the comparisons here.

For further information, contact Janet Jaller Weiss (201) 947-4808, or **NEW DIRECTIONS FOR WOMEN**.



# Law center keeps eye on schools

Peg Gieber

More than two years have passed since the effective date of the Equality in Educational Programs regulation, which implements New Jersey's 1974 State law prohibiting (among other things) discrimination on the basis of sex. Almost the same amount of time has elapsed since the effective date of the Federal regulations implementing Title IX's prohibition against sex discrimination in education programs.

The New Jersey regulations — which, if anything, are stronger than the Federal regulations — required each of New Jersey's 589 local school districts to submit to the State Commissioner of Education a Resolution of Equal Educational Opportunity, the name of its Affirmative Action Officer, an Affirmative Action Plan for School and Classroom Practices, and an Affirmative Action Plan for Employment-Contract Practices, the last being due no later than November 17, 1975. All these items and plans were to have been approved by the Commissioner and implemented by the districts no later than July 13, 1976.

The unfortunate fact, however, is that many school districts still do not have approved plans, and some have not even submitted them, with the result that students and school personnel continue to be subjected to policies and practices which may discriminate on the basis of sex.

Concerned groups, including the New Jersey Chapter of the League of Women Voters and the National Organization for Women (NOW) of New Jersey, as well as individual parents, have been fighting political battles at the local district level in an effort to bring their school districts into compliance with the law. Finally, last December, NOW-New Jersey and an individual parent and her child

brought legal action against the Commissioner and other State education officials alleging an inexcusable failure to enforce the State regulations. This case, known as NOW-New Jersey v. Burke, was bogged down in procedural wrangles for several months and is still awaiting resolution.

The history of the NOW case dates back to 1975. Shortly after the State and Federal regulations became effective, the Education Law Center, Inc., a nonprofit, public interest law firm, was approached by NOW and the League of Women Voters for assistance in monitoring local school district compliance with the new requirements. At their request, ELC prepared a manual entitled *Eliminating Sexism in Public Schools: A Workbook for Action*, designed to provide concerned individuals and groups with a tool to monitor the performance of their local school districts.

There were indications during the next several months that threshold requirements of the State regulations, relating to affirmative action plans, were not being met. By July 13, 1976, the date when all such plans were to be approved by the Commissioner and implemented by local districts, only a small number of plans had been approved and dozens of school districts had not even submitted them. As of the middle of the 1976-77 school year, the situation had changed only slightly.

NOW-New Jersey then decided to bring legal action against the Commissioner and other officials for failure to take appropriate action to remedy this situation. On December 6, 1976, attorneys from the Education Law Center, on behalf of NOW and the individual plaintiffs, filed a state-wide class action petition against the Commissioner of Education, Fred G. Burke, and two of his subordinates, asking that sufficient staff be hired and

appropriate enforcement action be taken in order to implement the affirmative action requirements of the State regulations.

The petition, in accordance with recent New Jersey court rulings, was filed before the Commissioner of Education, even though he was the principal defendant. However, a motion filed with the petition asked the Commissioner to disqualify himself from hearing the case and to refer it to the State Board of Education, since his own actions were the primary issue in the case.

As examples of the Commissioner's failure to enforce the regulations, the petition alleged that 28 districts had still not submitted the basic equal

After the petition was filed, three months were spent trying to obtain a ruling from the Commissioner on the petitioners' motion that he disqualify himself from hearing the case. Finally, the petitioners went directly to the State Board of Education, and on March 2, 1977, the Board, acknowledging the importance of the public policy question involved decided not to hear the case because of its inadequate fact-finding apparatus, but ordered the Commissioner to hear it as expeditiously as possible. The State Board later vacated an order by the Commissioner which would have further delayed the case, whereupon discovery (pretrial fact-finding) began in earnest.

public elementary and secondary school system in New Jersey and Pennsylvania. Funded by a grant from the Ford Foundation and operating since 1973 and operating out of offices in Newark and Philadelphia, ELC provides free legal assistance to education consumers — parents, students, their organizations, and concerned individuals — in an effort to influence the policies and practices that determine the quality and delivery of public educational services to all eligible students.

Cases undertaken by ELC deal with such issues as confidentiality of and access to pupil records and the right to challenge incorrect information

## Work For The ERA! Boycott Unratified States!

opportunity resolution, 13 had failed to appoint an Affirmative Action Officer, and more than 90 had not submitted the required affirmative action plan for eliminating sex discrimination in schools and classrooms.

Because of this backlog of work in the Department of Education, the petitioners claimed, only 152 of the school and classroom Plans submitted as of November, 1976, had been approved while 341 were still being reviewed. The situation was alleged to be similar with regard to the submission and approval of plans for affirmative action in employment.

The petition also charged that the Commissioner had failed to use the powers of his office to compel submission of the required anti-discrimination plans and in fact had illegally extended the due dates by as much as 90 days.

During the discovery period, Nida E. Thomas, Director of the Office of Equal Educational Opportunity (OEEO) and Ralph Lataille, Deputy Commissioner of Education, have been questioned under oath. Thomas has admitted that numerous districts have still not complied with the plan submission and approval requirements, and that OEEO lacks sufficient staff and resources to effect full statewide compliance in the foreseeable future. Once discovery is completed (which could take several more months), a hearing will be scheduled. Meanwhile, nearly one and one-half years after all plans were to be approved and implemented, many local school districts are still operating without approved plans for elimination of sex discrimination.

The Education Law Center, whose attorneys filed the NOW case, specializes in legal efforts to reform and improve the

in such records; due process rights of parents and students with regard to disciplinary actions and special educational placements; provision of bilingual-bicultural programs and services; education rights of children in state and county institutions; prevention of formal and informal exclusion of children from public schools;

equal educational opportunity for all students regardless of sex, race, national origin, mental or physical handicap, socio-economic status or geographic location; and provision of a "thorough and efficient" education as required by state constitutions.

For more information about sex discrimination laws and other legal issues and about the Law Center in general, interested persons may contact:

Peg Gieber, Director of Special Projects, ELC, 605 Broad Street, Newark, New Jersey 07102 (201-624-1815).

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## A 10-year-old feminist

Cindy Terry-Meisner

Being a ten-year-old feminist is not very easy. Some teachers and friends do not understand! Some friends sort of understand but they have trouble relating to me, and some friends are probably just jealous. I feel I have to work hard so when I grow up I can prove I am equal.

There are bad sides and good sides to being a feminist. The bad sides are misunderstanding friends and teachers who make sexist remarks. You can't even feel free to go out and play soccer with the boys without your mother having to call the principal first. A lot of people think little girls should stay

home and play with dolls, feed them, and learn to be a mother. There are good sides about it too. Some kids do understand and relate to me as friends instead of saying, "You work too hard for woman's liberation." Some friends go to picket with me and my mother and my sister.

I walked 10 miles in the ERA Walk-A-Thon. I felt good about myself and I felt proud to be a mini-feminist.

Women to train to be astronauts are wanted by the National Aeronautics and Space Administration in Houston, Texas.

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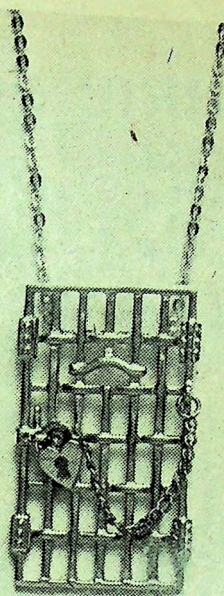
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