

The original documents are located in Box 47, folder “Women - International Women's Year” of the Sheila Weidenfeld Files at the Gerald R. Ford Presidential Library.

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Background

- **International Women's Year 1975** was proclaimed by the United Nations in 1972, and later by the President of the U.S., to focus attention world-wide on the situation of women.
- **The U.S. Center for IWY** was set up in 1973 to alert the public to IWY and coordinate activities in the U.S. during the Year.
- **The National Commission on Observance of IWY**, created in 1975 with duties extending into 1976 and beyond, is to report to the President on major issues affecting women.
- **The UN World Conference of IWY** met in Mexico City, June 19 - July 2, 1975 and adopted the **World Plan of Action**. A non-governmental **Tribune** met at the same time.
- In the U.S. and abroad, great progress was made in 1975 by IWY Committees, private groups, Government Agencies and individuals. The Year was dynamic, constructive, and exciting. **But one year was not enough—at least a decade was needed.**

SOME CONVENIENT CONTACT POINTS FOR INFORMATION:

- **The National Commission on the Observance of IWY:** Mildred Marcy, Co-ordinator of the IWY Commission Secretariat, Department of State, Washington, D.C. 20520
- **The UN Habitat Conference and Forum:** Habitat Forum, P.O. Box 48360, Bentall Center, Vancouver, Canada; Stanley Schiff, Coordinator of U.S. Participation in the Habitat Conference, Department of State, Washington, D.C. 20520
- **UN Documents and Pictures:** Una Ellis, United Nations, Room 3115, New York, N.Y. 10017.
- **Materials on women in the labor force or suggestions on fund-raising:** Women's Bureau, Department of Labor, Washington, D.C. 20210.
- **Census statistics on women:** Census Bureau, Department of Commerce, Washington, D.C. 20230.
- **Progress of bills in the Congress:** Bills Status Office—(202) 225-1772 (can be reached **only** by phone).
- **Education:** Marguerite Follett, Office of the Assistant Secretary for Education, HEW, Washington, D.C. 20202.

Staff of the U.S. Center for IWY

Ruth Bacon, Director
 Marguerite A. Follett, Associate Director
 Annette Patella, Assistant Director
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This brochure was prepared by the U.S. Center for IWY. For information on the Decade after December 31, 1975 (the Center's closing date), write to the National Commission on Observance of IWY, Department of State, Washington, D.C. 20520.



EQUALITY
 DEVELOPMENT
 PEACE

IWD
 is
 here!

International Women's Decade

1975-1985



United States Center for International Women's Year

1630 Crescent Place, N.W.

Washington, D.C. 20009

"Freedom for women to be what they want to be will help complete the circle of freedom America has been striving for during 200 years. As the barriers against freedom for Americans because of race or religion have fallen—the freedom of all has expanded. The search for human freedom can never be complete without freedom for women."

Betty Ford

The Decade

- The **UN Decade for Women**, proposed in the World Plan, was proclaimed by the UN in December, 1975.
- The **goals of the Decade**, like those of IWY, are: Equality, Development, Peace. **The aim is not to tear down the situation of men but to raise women to a more equal partnership with men. Stress is on greater freedom of choice for women in planning their lives, and on equality of opportunity, compensation and responsibility.**

International Activities for the Decade include:

- UN Conference and Forum on Human Settlements (Habitat), May 31 - June 11, 1976, Vancouver, Canada.
- International Conference of Inter-American Commission of Women, July 27 - Aug. 5, 1976, Miami, Florida.
- UN Commission on Status of Women, Sept. 13-Oct. 1, 1976, Geneva, Switzerland.
- Establishment of International Institute on Research and Training for Advancement of Women.
- Second UN World Conference of Women, 1980.

National Activities for Decade include:

- National Women's Conference 1976 preceded by State and regional conferences.
- Bicentennial programs including an International Women's Arts Festival (date not yet definite).
- Projects of State Commissions on the Status of Women, IWY/IWD Committees, private organizations and Government Agencies.

There is work for everyone: homemakers, careerists, ethnic and religious groups, labor, business, youth, farmers, the handicapped, the retired. Let's respond to the pull of the future and work together for shared goals during our Decade.

EQUALITY • DEVELOPMENT • PEACE • EQUALITY • DEVELOPMENT •

Twelve suggestions for decade planners

These suggestions for your Organization, Decade Committee, Commission, Chapter, Union or other group are just starters. You will have ideas to fit your special needs.

1. **PLAN** long term (10 year), medium term (5 year) and short term (1 year) goals.
2. **PREPARE** a specific plan for 1976.
3. **PROMOTE** early preparations for the National Women's Conference; your State or regional conference; and the UN's Habitat Conference.
4. **POINT** out the need when planning programs to keep in mind that:
 - a) many women cannot afford any great outlay for fees, transport, food, child care;
 - b) some women have limited use of English;
 - c) teenagers can contribute constructively and refreshingly;
 - d) handicapped women have special requirements.
5. **PROCEED** with community-wide projects such as:
 - a) a Local Directory of women's organizations and resources; a Speakers Bank;
 - b) an informal "News Sheet" listing local IWD-related events; a Hall of Fame;
 - c) a "Resource Bank" of women able and willing to help counsel students, young and older, on careers or life plans.
6. **PLACE** continued stress on enlarging the number of women on boards of trustees of local banks, colleges, insurance companies, hospitals, etc.
7. **PROVIDE** appointing authorities with the names of qualified women for decision-making positions at local, State or national levels.
8. **PURSUE** the IWY practice of honoring women for their community service.
9. **PROCURE** and distribute materials on the contributions of women to the founding and growth of your city or town for this Bicentennial Year.
10. **PRIME** the media with information in advance of your events and give them lively accounts afterwards.
11. **PRESERVE** an awareness of the spiritual, aesthetic and cultural contributions of women.
12. **PRACTICE** cooperation with other women's groups, and also with men's groups,—religious, ethnic, cultural, economic—building on shared goals and working with joy and kindness always.

DEVELOPMENT • PEACE • EQUALITY • DEVELOPMENT • PEACE

EQUALITY • DEVELOPMENT • PEACE • EQUALITY • DEVELOPMENT •

PEACE • EQUALITY • DEVELOPMENT • PEACE • EQUALITY • PEACE

THE WHITE HOUSE
WASHINGTON

2/28/75

TO: PATTY MATSON
FROM: JAN MILLIKEN

This was the final draft.



THE WHITE HOUSE

WASHINGTON

MEMORANDUM FOR THE PRESIDENT

THROUGH: DONALD RUMSFELD

FROM: WILLIAM N. WALKER

SUBJECT: National Commission on the Observance of
International Women's Year 1975 (PA, WOC)

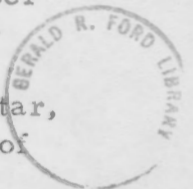
This memorandum seeks your approval of the appointment of 35 members and 9 alternates to the National Commission on the Observance of International Women's Year, 1975. The National Commission on the Observance of International Women's Year, 1975, was established by Executive Order (attached at Tab A) on January 9, 1975 to promote the national observance in the United States of International Women's Year and to focus attention on the need to encourage appropriate and cooperative activity in the field of women's rights and responsibilities in both the public and private sector. The Commission is to consist of no more than 35 private citizens, appointed by you to serve without compensation, and 4 Congressional members appointed by the Speaker of the House and the President Pro Tempore of the Senate. The Commission is to conclude its work by the end of 1975 and to make a report to you within 30 days thereafter, at which time it will go out of existence.

CHAIRMAN

As Chairman of the National Commission I recommend either Jill Ruckelshaus or Patricia Hutar.

Jill E. Ruckelshaus (Resume Tab B) Republican from Indiana. Jill E. Ruckelshaus, 37, is a former White House consultant in women's affairs and currently Director, Organizational Relations, at the National Center for Voluntary Action. Active in community affairs, she was Chairman of the Drug Abuse Prevention Seminar in Washington in 1970, Chairman of the 1970 National Women's Advisory Committee at OEO and a member of the Policy Council of the National Women's Political Caucus.

Patricia Hutar (Resume Tab C) Republican from Illinois. Patricia Hutar, 48, is the U.S. Representative to the U.N. Commission on the Status of



Women of the Economic and Social Council of the United Nations. A public affairs consultant and former President of the Public Affairs Service Associates, she is first Vice President of the National Federation of Republican Women and a former Assistant Chairman of the Republican National Committee (1964-1965).

_____ Appoint Jill Ruckelshaus as Chairman and Patricia Hutar as a Member.

_____ Appoint Patricia Hutar as Chairman and Jill Ruckelshaus as a Member.

MEMBERS

Anne L. Armstrong (Resume Tab D) Republican from Texas. Anne Armstrong, 47, is a former Co-Chairman of the Republican National Committee (1971-1973) who, as Counselor to the President (1973-1974), was the highest ranking woman in the Federal government. She is currently a member of the Defense Advisory Committee on Women in the Services, the Center for American Women and Politics at the Eagleton Institute of Politics at Rutgers, and Phi Beta Kappa.

_____ Approve

_____ Disapprove

Rita Z. Johnston (Resume Tab E) an active Republican from Maryland. Rita Z. Johnston is the principal U.S. Delegate and Elected Vice Chairman of the Inter-American Commission of Women. Mrs. Johnston, 49, is a nurse and business woman who has been active for many years in the American Association of University Women and is the former President of the Pan American Liaison Committee of Women's Organizations, Inc. She currently serves on the Advisory Committee to the U.S. Center for International Women's Year.

_____ Approve

_____ Disapprove

Margaret L. Arnold (Resume Tab F) Republican from New York. Margaret L. Arnold, 60, is Executive Assistant to the Executive Director of the National Association of Retired Teachers, a branch of the American Association of Retired Persons. A recipient of many national awards,



• Mrs. Arnold is a former President of the General Federation of Women's Clubs (1962) and a member of the Citizens Advisory Committee on the Status of Women.

_____ Approve

_____ Disapprove

Gerridee Wheeler (Resume Tab G) Republican from North Dakota. Gerridee Wheeler, 47, is President of the National Association for Mental Health, the first woman ever appointed to that position. The mother of eight children, she is also the Republican National Committeewoman from North Dakota.

_____ Approve

_____ Disapprove

Audrey R. Colom (Resume Tab H) Black Republican from Washington, D. C. Audrey R. Colom, 28, is an Education Specialist at the Children's Defense Fund and is a former Special Assistant at the National Welfare Rights Organization. Ms. Colom is the founder of the D. C. Women's Political Caucus and is National Vice Chairperson of the National Women's Political Caucus and a Member of the National Council of Negro Women.

_____ Approve

_____ Disapprove

Betty L. Smith (Resume Tab I) Republican from Oregon. Betty L. Smith, 39, is President of the Regional Assembly of the Pacific Region YMCA and the first woman Vice Chairperson of the National YMCA Board Executive Committee. Mrs. Smith is also active in local community affairs and is strongly recommended for this appointment by Senator Robert Packwood (R-Oregon).

_____ Approve

_____ Disapprove

Clare Boothe Luce (Resume Tab J) Republican from Hawaii. Clare Boothe Luce is a former magazine editor (1933), Congresswoman (1943-1947) and Ambassador to Italy (1953-1957). She is a member of the President's Foreign Intelligence Advisory Board and the Committee for the Preservation of the White House and continues to write and publish articles in national journals. Her appointment would add stature and visibility to the Commission.

_____ Approve

_____ Disapprove

Ella T. Grasso (Resume Tab K) Democrat of Italian ancestry from Connecticut. Ella T. Grasso, 55, is the newly elected Governor of



Connecticut and the first woman to be elected to a U.S. Governorship who did not succeed her husband. A former member of the Connecticut State Legislature and the 92nd Congress, she has been active in women's affairs and volunteer and community activities. Mrs. Grasso is a member of the American Association of University Women, the League of Women Voters, and an honorary member of the Board of the Urban League. She has received the American Heritage Award (1961), the leadership award of the Association of Retarded Children (1963) and the Silver Apple Award of the Connecticut Education Association (1964).

_____ Approve _____ Disapprove

Martha W. Griffiths (Resume Tab L) Democrat from Michigan. Martha W. Griffiths, 63, is a practicing attorney and a former member of the U.S. House of Representatives (1955-1973). Congresswoman Griffiths is well known for her interest in and support for health, education and welfare programs and was probably the most devoted proponent of women's rights of any member of Congress during her years in the House.

_____ Approve _____ Disapprove

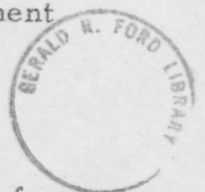
Christopher S. Bond (Resume Tab M) Republican from Missouri. Christopher S. Bond, 35, has been the Governor of Missouri since 1973 and is President of the Republican Governors' Association. Governor Bond is an attorney who was former Chief Counsel of the Consumer Protection Division of the State of Missouri. As Governor, he and his wife have been active supporters of the ratification of the Equal Rights Amendment.

_____ Approve _____ Disapprove

Winfield Dunn (Resume at Tab N) Republican from Tennessee. Winfield Dunn, 47, is a dentist and the former Governor of Tennessee (1970-1974). As Governor he was a strong supporter of the Equal Rights Amendment and would be a constructive member of the Commission.

_____ Approve _____ Disapprove

Elizabeth Athanasakos (Resume Tab O) Republican of Greek descent from Florida. Elizabeth Athanasakos, 47, is a practicing attorney and former municipal judge (1964-1974) who ran for the Florida State Legislature in 1974. An active participant in voluntary community activities, she was a member of the Presidential Task Force on Women's Rights and Responsibilities (1969),



Chairman of the Committee on Women's Rights and Responsibilities of the National Federation of Republican Women (1970-1971), Chairperson of the HEW Advisory Committee on Women's Rights and Responsibilities and is currently a member of the League of Women Voters.

_____ Approve

_____ Disapprove

Mary S. Coleman (Resume Tab P) Republican from Michigan. Mary S. Coleman has been a justice of the Michigan Supreme Court since 1973 and previously served as Probate and Juvenile Court Judge of Calhoun County (1961-1973). Judge Coleman is a member of the National Association of Women Lawyers, the American Association of University Women and the former President of the Michigan Probate and Juvenile Court Judges Association.

_____ Approve

_____ Disapprove

Paula Gibson (Resume Tab Q) Not registered by Party from Washington. Paula Gibson, 18, is a freshman at Gonzaga University in Spokane, Washington who has held chapter, state and national offices in the Future Homemakers of America (FHA), a nonprofit, vocational education organization for students in home economics and related occupations courses. Miss Gibson was National Treasurer of FHA and served on its 15 member National Executive Council representing home economics related occupations.

_____ Approve

_____ Disapprove

Leonore Hershey (Resume Tab R) Democrat from New York. Leonore Hershey, 54, is the Managing Editor and Executive Editor of the Ladies Home Journal which, along with Bristol-Myers, has sponsored the nationally televised Women of the Year Awards. A member of the Board of Directors of the National Center for Voluntary Action and the Child Study Association, she was a member of the President's Advisory Council on the Economic Role of Women from 1972-1974.

_____ Approve

_____ Disapprove

Patricia T. Carbine (Resume Tab S) Registered Liberal from New York. Patricia T. Carbine, 43, has been editor in chief of Ms. Magazine since 1972. Prior to that she was Executive Editor of Look Magazine (1969-1970) and Editor of McCall's Magazine (1970-1972). Miss Carbine is on the



Executive Committee of the American Society of Magazine Editors and the Board of Directors of the Magazine Publishers Association.

_____ Approve _____ Disapprove

Barbara Walters (Resume Tab T) Democrat from New York. Barbara Walters, 43, has been a co-host of the Today Show since 1963 and is also the moderator of Not for Women Only. In 1967-1971 she was named one of the 100 Women of Accomplishment by Harpers Bazaar and in 1970 one of America's 75 Most Important Women by the Ladies Home Journal.

_____ Approve _____ Disapprove

Katharine Hepburn (Resume Tab U) Not registered to vote from Connecticut. Katharine Hepburn, 65, is the well known actress of the screen and the stage who has championed the 'independent woman' in many of her roles. Miss Hepburn has expressed an interest in International Women's Year.

_____ Approve _____ Disapprove

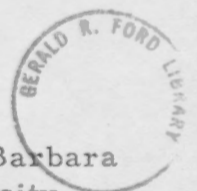
Dorothy V. Kissinger (Resume Tab V) Republican from Arizona. Dorothy V. Kissinger, 59, is President-elect of the Soroptimist International of the Americas and co-owner and manager of the Sahuro Lake Guest Ranch. Mrs. Kissinger has twice received the Civic Leadership Award from the American Association of University Women, has held national office in the United Presbyterian Church and has participated in several Soroptimist International conventions. She is strongly recommended for this position by Congressman John J. Rhodes.

_____ Approve _____ Disapprove

William Crawford Mercer (Resume Tab W) Republican from Massachusetts. William Mercer, 56, is President and Director of New England Telephone and Telegraph Co. and Director of the John Hancock Insurance Co. From 1965 to 1972 when he moved to New England T&T, Mr. Mercer served in executive positions with AT&T. New England T&T has been active in the development of employment programs for women.

_____ Approve _____ Disapprove

Barbara R. Bergmann (Resume Tab X) Democrat from Maryland. Barbara R. Bergmann, 47, has been a Professor of Economics at the University of Maryland at College Park since 1971. Prior to that she was Senior Staff



Economist of the Council of Economic Advisers (1961-1962) and a senior staff member of the Brookings Institution (1963-1965). Mrs. Bergmann has also been a senior economic adviser at AID (1966-1967) and a consultant at HEW and the Rand Corporation (1969-1971) and is well known for her expertise and knowledge of women's impact on the economy.

_____ Approve

_____ Disapprove

Ruth W. Camacho (Resume Tab Y) Democrat of Spanish speaking background from Maryland. Ruth W. Camacho, 43, has both her M.D. and Master of Public Health degrees and currently serves as a private health consultant. From 1967-1970 Dr. Camacho was Chief of the Department of Health and Population Dynamics of the World Health Organization and the Pan American Health Organization. From 1961-1966 she organized and directed the Adolescent Health Maintenance Clinic of St. Luke's Hospital and the New York City Health Department, which provided general health, psychiatric, vocational and educational services for young people of varied racial and ethnic backgrounds.

_____ Approve

_____ Disapprove

Ethel D. Allen (Resume Tab Z) Black Republican from Pennsylvania. Ethel D. Allen, 45, is a medical doctor who practices osteopathy and surgery and also serves as a City Councilwoman from the fifth district of Philadelphia. In 1970 Dr. Allen received the National Community Service Award of the National Convention of Business and Professional Women's Clubs and in 1972 the National Business League Award.

_____ Approve

_____ Disapprove

Winton M. Blount (Resume Tab AA) Republican from Alabama. Winton M. Blount, 54, is Chairman of the Executive Committee of Blount, Inc. and the former Postmaster General (1969-1971). A former National President of the Chamber of Commerce (1969), he also ran for the Senate in 1972. Mr. Blount has been outspoken in his support of equal rights for women.

_____ Approve

_____ Disapprove



Annie D. Wauneka (Resume Tab BB) Republican and an American Indian from Arizona. Annie D. Wauneka was the first woman elected to the 74 member Navajo Tribe. As Chairman of the Tribal Council Health Committee, she has been instrumental in bringing improved health services to the Navajo people and, through her work, she has become involved in local and national health committees.

_____ Approve

_____ Disapprove

Hanna H. Gray (Resume Tab CC) Democrat from Connecticut. Hanna H. Gray, 44, has been the provost of Yale University since 1974. From 1953-1974 she was a professor of history at Bryn Mawr, Harvard, the University of Chicago, and Northwestern University, and from 1971-1972 served as a Phi Beta Kappa Visiting Scholar. Dr. Gray has been a member of the Research Advisory Council of the U.S. Office of Education since 1967 and also serves as a member of the National Council on the Humanities and as a trustee of the Institute of Advanced Studies and the Mayo Foundation.

_____ Approve

_____ Disapprove

Joel Read (Resume Tab DD) Democrat from Wisconsin. Joel Read, 49, is President of Alverno College where she has been a professor of history since 1965. She is a Sister of the Catholic religion and is Chairperson of the Advisory Committee for the Project on Status and Education of Women of the Association of American Colleges, a member of the Advisory Council of Presidents of the Association of Governing Boards of Universities and Colleges, and a member of the Advisory Board of the Women's Campaign Fund. Sister Joel is also a former Board member of the National Organization of Women (1966-1967).

_____ Approve

_____ Disapprove

Katherine C. Eike (Resume Tab EE) Republican from Kansas. Katherine C. Eike, 24, is Assistant to the Dean of Women at the University of Kansas. She is a member of the National Organization of Women, the Women's Equity Action League, the Steering Committee of the National Urban Coalition and the former National President of the Intercollegiate Association of Women Studies (1971-1972). Miss Eike served as a member of the Advisory Committee on the Economic Role of Women and was a Delegate to the White House Conference on Youth. An active Republican, she also attended the first National Women's Political Caucus Convention.

_____ Approve

_____ Disapprove



Ellen I. Kirby (Resume Tab FF) Republican from West Virginia. Ellen I. Kirby, 27, is a public health nurse for Grant County, West Virginia, who was recently chosen as one of the 10 Outstanding Women of America for 1974. She was the West Virginia delegate to the World's International Farm Youth Exchange Conference as well as to the International 4-H Programs Workshop in 1972.

_____ Approve

_____ Disapprove

Billie Jean King (Resume Tab GG) Republican from California. Billie Jean King, 31, is the well known professional tennis player and 1973 Top Woman Athlete of the Year who has become identified with the cause of equality for women since her defeat of Bobby Riggs in last year's well publicized tennis match.

_____ Approve

_____ Disapprove

Donald S. Perkins (Resume Tab HH) Republican from Illinois. Donald S. Perkins, 47, is the former President (1965-1970) and current Chairman of the Board of Jewel Companies, Inc. Mr. Perkins is a member of the International Council of the Morgan Guaranty Bank, the former Chairman of the Food Advisory Committee of the Cost of Living Council and a member of the Board of Directors of Eastman Kodak, Inland Steel and Corning Glass Works. Under his leadership Jewel Companies has sponsored training programs to get women into middle management positions and to interest other businessmen in similar programs.

_____ Approve

_____ Disapprove

Velma Hill (Resume Tab II) Black Democrat from New York. Velma Hill, 36, is a Vice President of the American Federation of Teachers and Assistant to the President of the United Federation of Teachers in New York. Mrs. Hill has been active in civil rights and in the training of paraprofessional teachers.

_____ Approve

_____ Disapprove

Helen Copley (Resume Tab JJ) Republican from California. Helen Copley, 53, is the Chairman of the Copley Press, Inc., which publishes the San Diego Union and Evening Tribune. Mrs. Copley is a director of the Wells Fargo Bank and many civic organizations in San Diego and California.

_____ Approve

_____ Disapprove



ALTERNATES

Elizabeth H. Janeway (Resume Tab KK) Democrat from New York. Elizabeth H. Janeway, 61, is a well known author whose most recent book was Man's World, Woman's Place. Mrs. Janeway is a member of the Council of the Authors' Guild, the Council of the Authors' League of America, an Associate Fellow at Yale University and a trustee of Barnard College.

_____ Approve

_____ Disapprove

Ersa H. Poston (Resume Tab LL) Black Republican from New York. Ersa H. Poston, 53, was President of the New York State Civil Service Commission from 1967-1974 and from 1964-1967 served as Director of the New York State Office of Economic Opportunity. Miss Poston is Vice President of the National Urban League and has received many awards, among them the National Achievement Award of the National Association of Negro Business and Professional Women's Clubs (1967). She is a member of the National Association of Social Workers, the National Council of Negro Women and the NAACP.

_____ Approve

_____ Disapprove

Marina Whitman (Resume Tab MM) Republican from Pennsylvania. Marina V. Whitman, 39, is the Distinguished Public Service Professor of Economics at the University of Pittsburgh as well as a director of Westinghouse Electric Corporation, and a member of the Trilateral Commission of the Board of Overseers of Harvard College. She was the first woman appointed to the Council of Economic Advisors on which she served from 1972-1973.

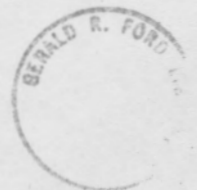
_____ Approve

_____ Disapprove

Barbara G. Kilberg (Resume Tab NN) Republican from Washington, D. C. Barbara G. Kilberg, 30, is currently Vice President for Academic Affairs at Mount Vernon College and a former White House Fellow. An attorney and member of Phi Beta Kappa, she is also National Vice Chairperson of the National Women's Political Caucus and a member of the Governing Board of Common Cause, the National Advisory Board of the Women's Equity Action League, and the Committee on Rights for Women of the American Bar Association's Section on Individual Rights and Responsibilities.

_____ Approve

_____ Disapprove



Mary Stanley (Resume Tab OO) Republican from California. Mary Stanley, 47, is General Manager and Secretary Treasurer of Zero Foods, Inc., a meat processing and frozen food service. Mrs. Stanley is a member of the California State Commission on the Status of Women and its representative to the Interstate Association of Commissions of the Status of Women Constitution Convention to be held in March, 1975. An active Republican, she is also Secretary of the Fresno Chapter of the National Organization of Women. Mrs. Stanley is recommended for appointment by Virginia Knauer.

_____ Approve

_____ Disapprove

Cynthia C. Wedel (Resume Tab PP) Not registered by Party from Virginia. Cynthia C. Wedel, 66, is Associate Director of the Center for a Voluntary Society and former Associate General Secretary of the National Council of Churches (1962-1969). A former member of the National Board of the Girl Scouts (1960-1966) and the President's Commission on the Status of Women (1961-1963), she was also the National President (1955-1958) of the United Church Women, of which she is currently a member. Mrs. Wedel is an author of several books and a member of Phi Beta Kappa with a doctorate in philosophy.

_____ Approve

_____ Disapprove

Alan Alda (Resume Tab QQ) Registration unknown from New Jersey. Mr. Alda, 38, is the star of the hit TV series M*A*S*H. Son of Actor Robert Alda, he started in show business playing in summer stock and went on to play on the Broadway stage where he won a Tony nomination for his role in "The Apple Tree". Mr. Alda went from Broadway to playing in television and in several movie roles and won an Emmy Award for his portrayal of Hawkeye on M*A*S*H. Mr. Alda heads MERA (Men for Equal Rights Amendment).

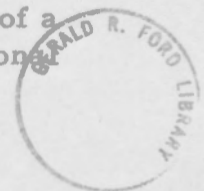
_____ Approve

_____ Disapprove

Richard Cornuelle (Resume Tab RR) Not registered to vote from New York. Richard Cornuelle, 47, is presently a consultant to the Reader's Digest, Litton Industries, the National Center for Voluntary Action and various government agencies. The past Chairman of the President's Task Force on Voluntary Action, Mr. Cornuelle has also been Staff Director of a philanthropic foundation and Executive Vice President of the National Association of Manufacturers.

_____ Approve

_____ Disapprove



Gilda B. Gjurich (Resume Tab SS) Republican of Spanish Speaking background from California. Gilda B. Gjurich, 47, is President of the Los Amigos Construction Company and the first woman Board Member of the National Association of Minority Contractors. In 1974 Mrs. Gjurich was selected as one of the Outstanding Women of the Year by the Mexican American Opportunity Foundation in Los Angeles. She is supported for membership on the Commission by the Republican National Committee.

_____ Approve

_____ Disapprove





INTERNATIONAL WOMEN'S YEAR, RESTON

IWY

file

IWY Council

Jacqueline Nicoson
Chairperson
Sandra Daniels
Fran Grady
Barbara Guinea
Lynn Lillienthal
Carol Meyer
Ann Page
Deena Sortland
Rollene Wells
Sandi Wickham

September 11, 1975

Mrs. Sheila Weidenfeld
The White House
1600 Pennsylvania Ave.
Washington, D. C.

Dear Mrs. Weidenfeld;

Here is the latest from Reston.

The project was reported in the Bicentennial newsletter and requests for information have come from all over the U.S. from such organizations as Women's History Library, Women's Action Alliance, Smith College Women's Archive and the Junior League.

As you see from the enclosed, from the survey has come our September conference which will see the participation of others who share our belief in local, practical projects: The Honorable Joseph Fisher, The Honorable Margaret Heckler; Ms. Perdita Huston, ARBA; Mrs. Frances McClintock, Chairperson of the Board of WETA; Ms. Mildred Jeffrey, UAW; Mrs. Ester Peterson to mention a few. National governmental and non-governmental organizations are sending people who are looking at the conference as a model for reproduction. From the conference will come courses at Virginia Polytechnic Institute.

Glamour is devoting the November editorial to the Reston project for IWY.

If you or Mrs. Ford or anyone from the White House would like to participate, we would be delighted. Lacking that, an indication of your support would be appreciated.

Sincerely,

Jacqueline
Jacqueline Robb Nicoson

JN:ms



PROGRAM OVERVIEW

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Panel Members: John Wells, Attorney and Unitarian Minister; Martha Pennino, Centreville District Supervisor, Fairfax County Board of Supervisors; Mary Cahill, Member, Democratic State Central Committee; Pat Hawkins, Chairperson, Congress and Campaign Finance Study Group, League of Women Voters; Liz Brooke, President, League of Women Voters.

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Moderator: Rollene Wells, Moderator of "Dateline Reston," Reston Cable TV.

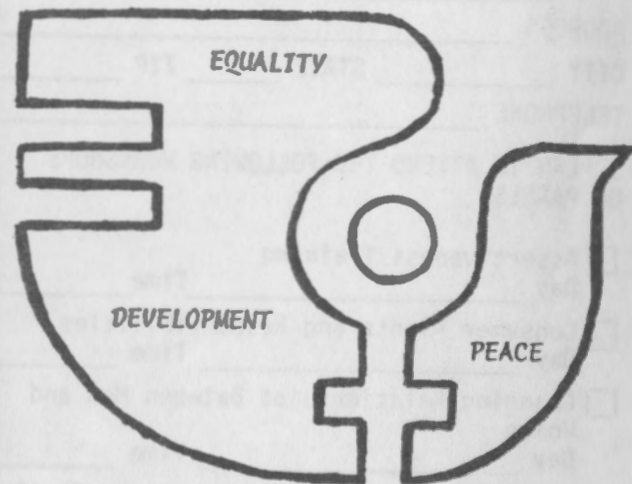
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FOR FURTHER INFORMATION PLEASE CONTACT:

Dr. Linda Leffel, VPI & SU
Telephone: 471-4603

INTERNATIONAL WOMEN'S YEAR

COUNCIL, RESTON



PRESENTS

WOMAN AWARE

In Cooperation With
EXTENSION DIVISION
VIRGINIA POLYTECHNIC INSTITUTE
AND STATE UNIVERSITY

September 18, 19, 20, 1975
Gateway Building One
400 West Service Road
DULLES INTERNATIONAL AIRPORT

CONFERENCE REGISTRATION - WOMAN AWARE

September 18, 19, 20, 1975

PLEASE PRINT OR TYPE:

NAME _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

TELEPHONE _____

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Conference Specialist, VPI & SU
11440 Isaac Newton Square North
Reston, Virginia 22090

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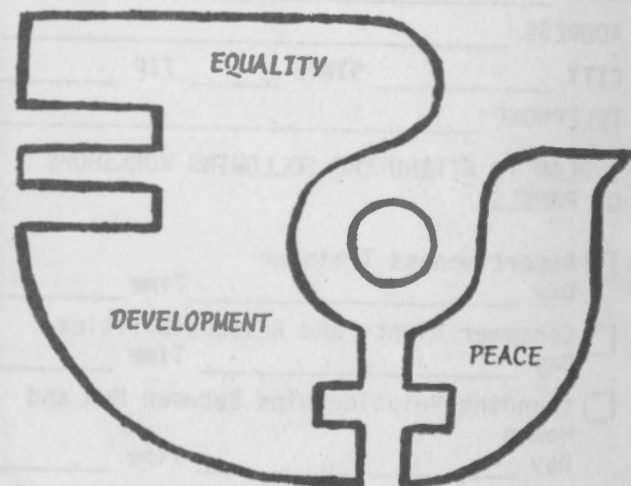
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INTERNATIONAL WOMEN'S YEAR COUNCIL, RESTON



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had requested interview -
file - Nat.

June 6, 1975

Dear Ida:

On behalf of women everywhere, I want to express my appreciation for the focus ENCORE has given International Womens Year and women's issues in general. And I want to encourage you to continue your efforts to emphasize individual potential, regardless of sex, creed or color.

Each continuing year should increasingly be a "Women's Year" in terms of awareness of potential both by women themselves and by their peers. But this year -- International Womens Year -- gives us a special opportunity to recognize how far women have come and to encourage strides that are even greater in the future.

Through united efforts of individuals, of groups and of publications such as ENCORE, we greatly increase our chances for full utilization of the talents of women -- and we therefore increase the possibility for true equal opportunity for all.

Sincerely,

Betty Ford

Ida Lewis
Publisher/Editor
ENCORE
515 Madison Avenue
New York, New York 10022



9-2

File ID#



NATIONAL COMMISSION
ON THE OBSERVANCE OF
INTERNATIONAL WOMEN'S YEAR, 1975

Ms. Sheila Rabb Weidenfeld
Mrs. Ford's Press Office
The White House

Dear Ms. Weidenfeld,

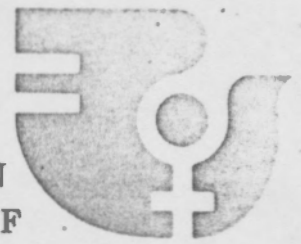
I am sending you a copy of
letter to Mrs. Ford, dated August
11th, to be sure it doesn't go
astray.

Mildred Marcy
Mildred Marcy

Susan P.

Did you get the
AP *yes, the original*





NATIONAL COMMISSION
ON THE OBSERVANCE OF
INTERNATIONAL WOMEN'S YEAR, 1975

August 11, 1975

Presiding Officer
Jill Ruckelshaus

Alan Alda
Ethel Allen
Anne L. Armstrong
Margaret Long Arnold
Elizabeth Athanasakos
Barbara R. Bergmann
Patricia T. Carbine
Weston Christopherson
Mary Stallings Coleman
Helen K. Copley
Audrey Rowe Colom
Richard Cornuelle
Winfield Dunn
Casey Eike
Paula Gibson
Gilda Bojorquez Gjurich
Ella T. Grasso
Hanna Holborn Gray
Martha Griffiths
Katharine Hepburn
Lenore Hershey
Velma Murphy Hill
Patricia Hutar
Rita Z. Johnston
Ellen Groves Kirby
Dorothy Vale Kissinger
Clare Boothe Luce
William Crawford Mercer
Ersa H. Poston
Sister Joel Read
Betty Smith
Barbara Walters
Annie Dodge Wauneka
Gerridee Wheeler
Rep. Bella Abzug, New York
Sen. Birch Bayh, Indiana
Rep. Margaret Heckler, Mass.
Sen. Charles Percy, Illinois

IWY Coordinator
Mildred Marcy
Room 1004
U. S. Department of State
Washington, D.C. 20520
202-632-8888

Mrs. Gerald R. Ford
The White House

Dear Mrs. Ford,

Your recent arduous trip filled me with much admiration (though I must admit no envy) at the pace marked by you and the President. The results reaped must compensate, I am sure, for the fatigue acquired.

By now you must be receptive to all the relaxation you can get. Hopefully, any plans you make in this regard include an evening at the National Symphony, but most specifically the evening of August 29, when the Symphony will pay tribute to International Women's Year and to Antonia Brico, guest conductor. I might add that as well as providing a brief respite for you, your presence, even if only for a portion of the concert, would be the most climatic moment in the life and career of Antonia Brico.

A reception for Maestra Brico will follow the concert in the atrium of the John F. Kennedy Center. The reception is being sponsored by the local chapter of the National Organization for Women and the Downtown JAYCEES in conjunction with 16 other organizations. (Since many an eyebrow has been raised at the Downtown JAYCEES support of International Women's Year, I hasten to point out that this chapter is in complete disagreement with the National JAYCEES policy of excluding women from its membership.)



I have enclosed some copies of clippings on Maestra Brico's background, a flyer on the evening's program and a list of the organizations sponsoring the reception.

I do hope you and the President will find it possible to join the celebration of International Women's Year in what promises to be a pleasant pause in your busy schedule and a most exciting evening at the symphony.

With warm regards,

Sincerely,

Jill Ruckelshaus

Jill Ruckelshaus
Presiding Officer
National Commission On The
Observance of International
Women's Year

Enclosures:

Clippings (3)

National Symphony Summer Sounds Flyer

List of Organizations Sponsoring the Reception.



Some items in this folder were not digitized because it contains copyrighted materials. Please contact the Gerald R. Ford Presidential Library for access to these materials.



"The orchestras never gave me any problems ..."

Antonia Brico: at 74 She's Hitting Her Prime...Again

By Desmond Morton



Forty-five years after her first Bowl appearance, the music world seems less afraid of a woman conductor

When Antonia Brico made her American conducting debut at the Hollywood Bowl in the summer of 1930, the quality of her performance was almost forgotten in the general explosion of amazement that there was a woman on the podium. But the *San Francisco Chronicle* wrote a warm accolade calling her a phenomenon and a symbol: "A phenomenon in her mastery of the orchestra—a symbol because she illustrated the emancipation of woman from the man-imposed fetters of the

ages." As a symbol, Antonia Brico turned out to be way ahead of her time.

When the novelty of featuring a woman conductor wore off, which didn't take long, she disappeared into the backwaters of the musical world. For a time, she conducted her own all-woman orchestra in New York—surely the only one of its kind in modern times—but even that collective oddity failed to give fresh momentum to her prematurely fading career. For the last 35 years she has made a living guest-conducting a

succession of second fiddles such as the Denver Symphony and something called the Denver Businessmen's Orchestra—and teaching piano.

She blames it all on orchestra managers and boards of directors who were just too, well, chauvinistic to put a woman on such an exalted musical pedestal as the conductor's podium. "The orchestras never gave me any problems," she says. "They don't care who conducts just so he or she knows what he or she is doing. It was the man-

FILM

Antonia: A Portrait of the Woman

Directed by Judy Collins and Jill Godmilow
 low; photographed by Coulter Watt
 edited by Jill Godmilow
 produced by Judy Collins for Rocky Mountain Productions
 distributed by Phoenix films.
 Silver medal: biographical documentary,
 Atlanta Film Festival 1974

reviewed by Joanna Cazden

*I pay my respects to the sages of the past
 I pay my respects to the ancestors of the past*

—Vedic Hymn

One aspect of the movement for women's liberation is a renewed interest in women of the past. Increasingly aware that women's experiences, struggles, and contributions to human civilization have generally been left out of history, many people have undertaken formal and informal research into the lives of women of all classes, cultures and eras. Not only do our foremothers deserve recognition, but their biographies (often collectively called "herstory") provide inspiration and confidence for women today. The same kind of respect and gratitude is being offered to women still alive who have affected others in important but little-appreciated ways.

Antonia Brico made her debut as an orchestra conductor in 1930; she was 28 and the first woman ever to conduct the Berlin Philharmonic, considered one of the finest in the world. Although acclaimed as a musician she faced continual discrimination because of her gender. One soloist refused to work under her and the concert was cancelled; the press tended to portray her as a curiosity rather than as a creative professional.



Antonia Brico

She worked whenever she could. She put together an all-female orchestra in 1938 just to prove it could be done, then disbanded it because she believed that women and men should ideally play side by side.

Any performing artist is in trouble if ignored or lost track of by the media. But an inconsistent, roller-coaster career does more harm to a conductor than to other musicians. While an unemployed violinist can still play in solitude, the conductor's instrument is the orchestra. Without opportunities to work regularly with a group of players, Antonia was constantly afraid she would lose her technique entirely.

During the 1950's she lived quietly in Denver and had as a piano student a young girl named Judy Collins. In the early 70's by then a successful folksinger, Ms. Collins realized how much this teacher had influenced her, and renewed their friendship. At first she contemplated writing an article for *Ms.* magazine, but later decided, with a film-maker friend Jill Godmilow, to work on a documentary of the conductor's life.

ANTONIA: A Portrait of the woman celebrates a human being of great humor and generosity, and one whose dedication to music has not been diminished by de-

"Throughout it seemed a most difficult project and we were stuck many times: there was the enormous question of how far we could push, or had the right to push, into Antonia's personal life—a documentary dilemma—and there are questions raised and left unanswered in the film as a result. There was our initial paranoia: would anyone really believe that Antonia was a great conductor without seeing her conduct a great orchestra? We filled the first cut with rave reviews and testimonials and then took them all out again, trusting finally in the integrity of the woman herself, in the force of our footage, and in ourselves. And there was the collaboration itself: two filmmakers trying to share an experience, each one feeling personally responsible for all of the film all of the time. . . ."

At the same time it was an easy film to make. We had music, and it seemed natural to both of us to use it often and in every possible way to enrich the emotional experience of the film. We had a subject who had no media image of herself and who was willing to talk about herself honestly and openly on almost every subject—a woman who has no fear of revealing her own emotional depth. Finally, we believe that it is always 'easy' in a way, to make a film about something or someone you love."

—Judy Collins, Jill Godmilow

ades of professional neglect. Anecdotes from Antonia's life, including her friendship with Albert Schweitzer and how she tracked down Artur Schnabel to get him to hear her conduct, alternate with footage of one recent concert in Denver: rehearsals with a community orchestra, a

continued on pg. 7

This Week at Mostly Mozart

Tomorrow thru Aug. 23
at Avery Fisher Hall,
Lincoln Center • 8pm

Moh. & Wed., July 28 & 30 at 8pm
Mozart Festival Orchestra
Peter Maag, conductor
Byron Janis, pianist
Lynn Harrell, cellist
(Avery Fisher Award Winner)

Bach: Brandenburg Concerto No. 3
in F, S. 1046
M: Piano Concerto in A, K. 488
C.P.E. Bach: Cello Concerto in A
M: Symphony No. 38 in D,
K. 504 (Prague)
Pre-concert recital, 7-7:30pm
Lynn Harrell, cello, with
Samuel Sanders at the piano
Brahms: Sonata in F Major

Tues., July 29 at 8pm: Recital Program
Byron Janis, pianist
Lynn Harrell, cellist with
Samuel Sanders at the piano

H: Piano Sonatas in D and E-flat
B: "Sonata No. 3" for Cello & Piano,
Op. 64 (arr. by Beethoven from the
String Trio in E-flat, Op. 3)
M: Piano Sonata in F, K. 332
Schumann: Fantasiestücke for
Cello & Piano, Op. 73

Thurs., July 31 at 8 pm: Chamber Music

The Vermeer Quartet
with Garrick Ohlsson, pianist
and Leonard Arner, oboe

M: String Quartet in C, K. 465
(Dissonant)
M: Oboe Quartet in F, K. 370
B: Piano Quartet in E-flat, Op. 16

Pre-concert recital, 7-7:30pm
Vermeer Quartet & Ohlsson
H: Quartet in C, Op. 74, No. 1
B: Piano Sonata, Op. 79

Fri. & Sat., Aug. 1 & 2 at 8pm
Mozart Festival Orchestra
Milton Katims, conductor
Garrick Ohlsson, pianist
Jessye Norman, soprano

H: Overture to *Acis & Galatea*
M: Piano Concerto in E-flat, K. 271
M: Concert Aria with Piano Obligato
K. 505, *Ch'io mi scordi di te*
M: *Parlo*, part from *La Clemenza
di Tito*, (Charles Russo, clarinet)
M: Symphony No. 40 in g, K. 550

Pre-concert recital, 7-7:30pm
Garrick Ohlsson, pianist; Milton
Katims, viola; Fred Slatkin, cello
Works by Beethoven & Mozart

Extra Added Performance
By Popular Demand!

A Tribute to ANTONIA BRICO

Dr. Brico will conduct the
Mozart Festival Orchestra in
works by Mozart & Beethoven,
preceded by a showing of the
documentary film "Antonia" by
Judy Collins & Jill Godmilow.

Sunday, August 10 at 8pm
All Seats \$4.95 now at box office

From the New York Times - 7/27/75

Lincoln Center's Mostly Mozart Festival presents

A Tribute
to



ANTONIA BRICO

On Film: The Academy Award nominated documentary
"Antonia" by Judy Collins & Jill Godmilow on the 72-year old
conductor and her life in music

And in Concert: Dr. Brico will conduct the Mostly Mozart
Festival Orchestra in Mozart's *Halfner* Symphony and
Beethoven's Symphony No. 2

Extra Added Perf. By Popular Demand:

Avery Fisher Hall • Sunday, August 10 at 8pm
All Seats \$4.95 • Now at Box Office • TR 4-2424

Tickets also at Bloomingdale's and all A&S Stores

(Sorry—August 3 performance SOLD OUT)



Organizations Sponsoring Reception for Antonia Brico

8/29/75, Kennedy Center Atrium

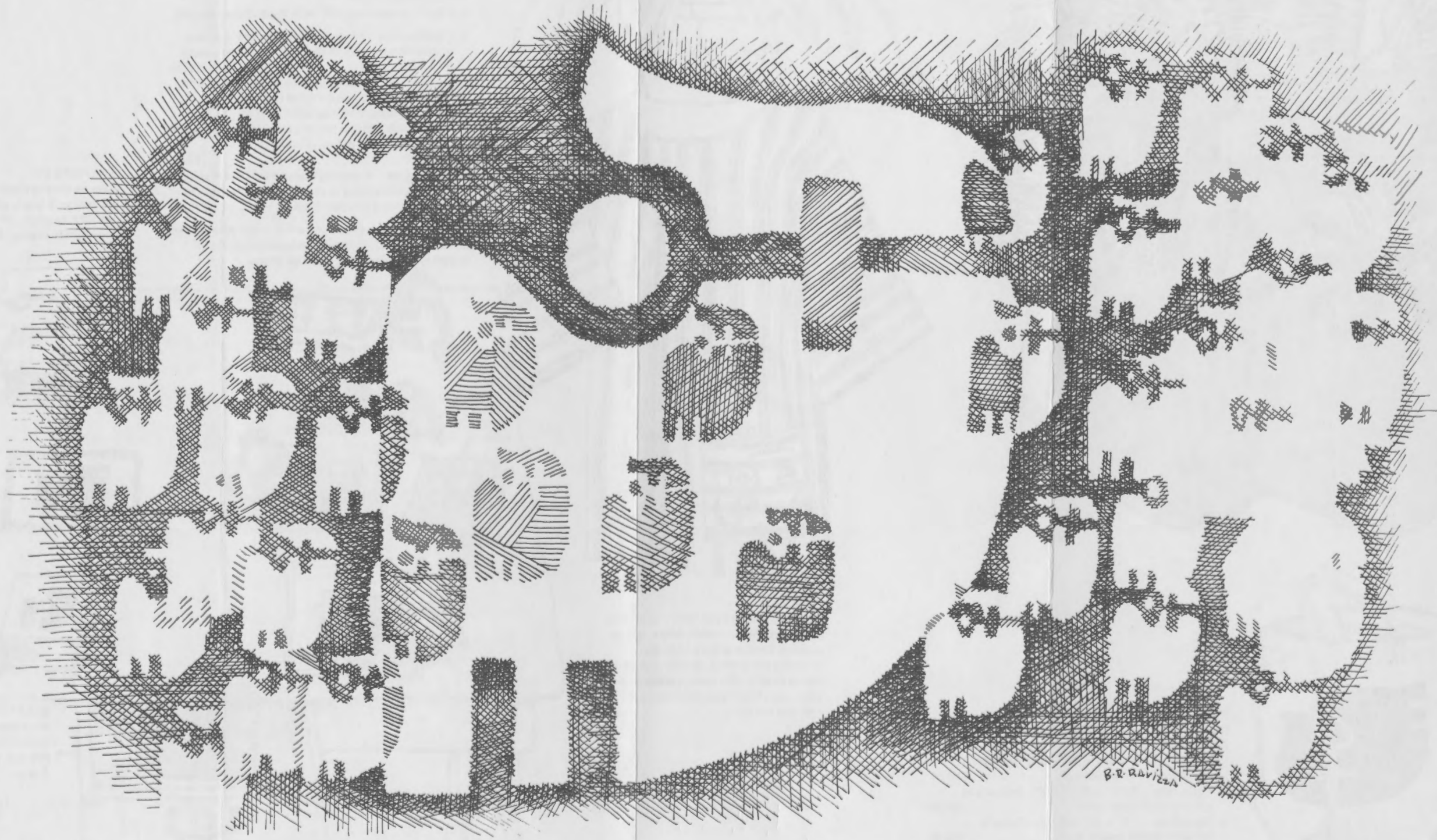
District of Columbia National Organization for Women
Downtown Jaycees
American Association of University Women
American Newspaper Women's Club, Inc.
Business and Professional Women's Club
Capitol Hill Political Caucus
Coalition of Labor Union Women
District of Columbia Political Caucus
D.C. State Federation of Women's Clubs
Federally Employed Women
League of Women Voters'
National Black Feminist Organization
National Council of Negro Women, Inc.
National Organization for Women Metropolitan Chapters
The Pan American Liason Committee of Women's Organizations
U.S. Center for International Women's Year
Women's Equity Action League
Council of Unions for Professional Employees, AFL-CIO



The profits from sales of these IWY designs will be divided between the United Nations IWY Program and a series of 13 IWY women's projects in the world's underdeveloped regions. These projects are in such areas as well water improvement, nursing aids, and better nutrition.

American individuals or organizations wishing to share in the distribution and sales of these IWY Originals on a quantity basis are welcome to do so. Such a sharing would provide groups and individuals wishing to do something meaningful for International Women's Year with a small but practical project whose results would be clearly visible to the participants.



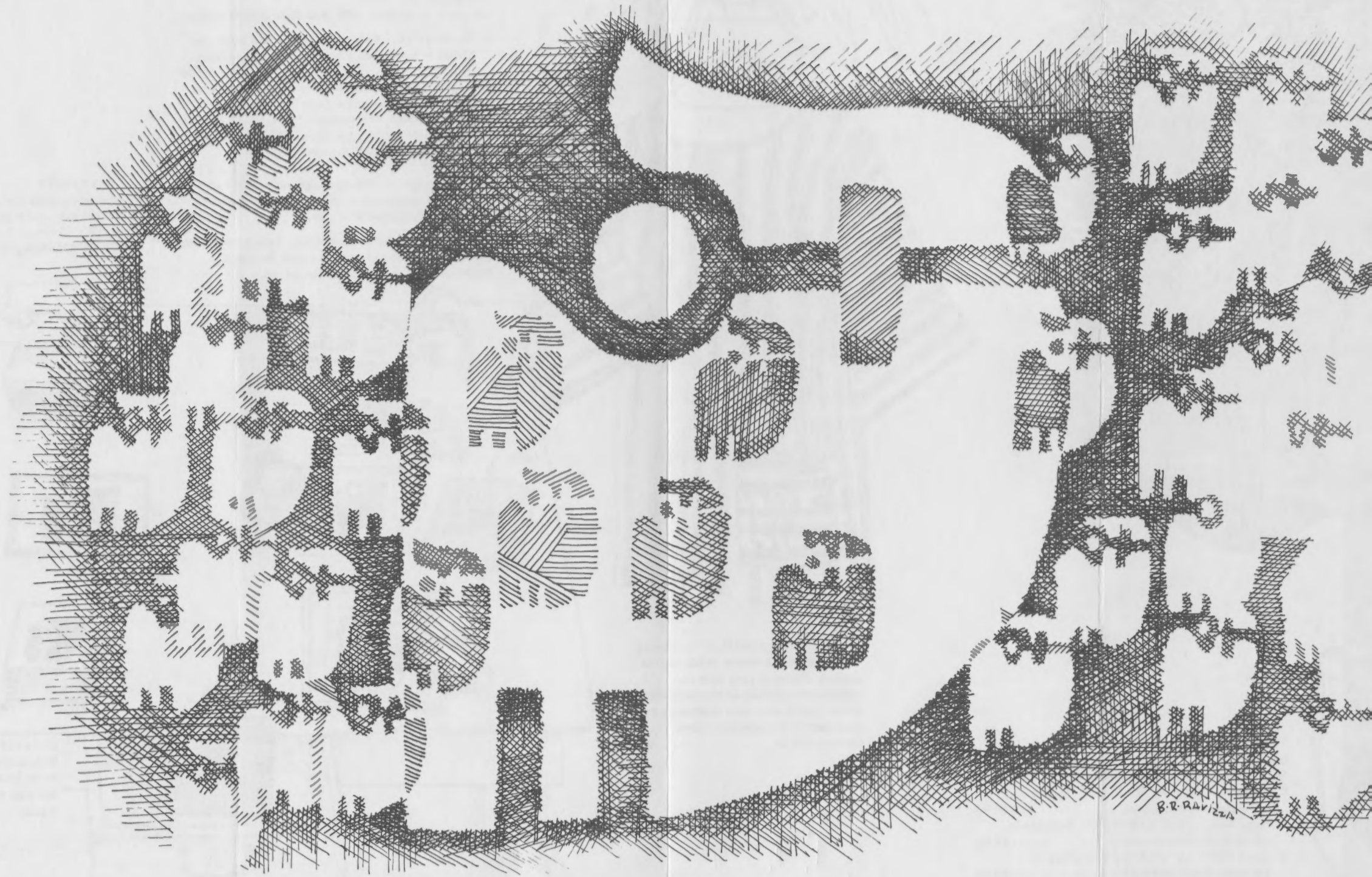


B. R. RAVIČA

File

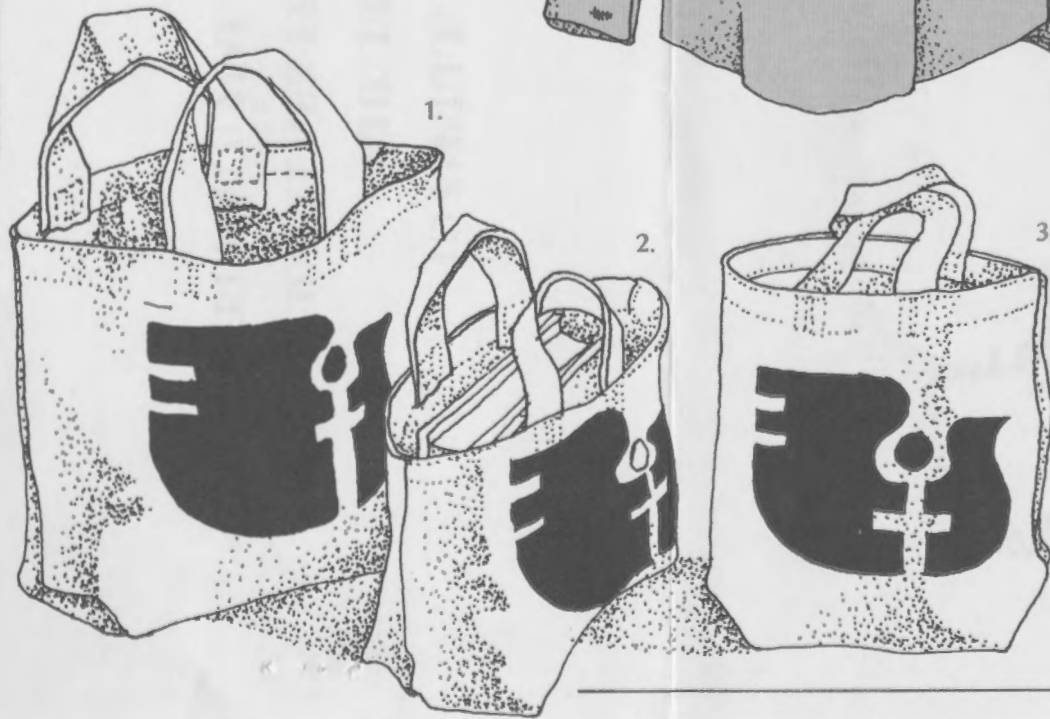
**TO ENSURE EQUALITY, PEACE
AND DEVELOPMENT
100 YEARS FROM NOW, SUPPORT
INTERNATIONAL WOMEN'S YEAR TODAY!**

This project has been endorsed and is co-sponsored by IWY, United States National Commission for UNESCO and is available through: IWY ORIGINALS • 1900 Embarcadero Road • Palo Alto, California 94303.



THE OFFICIAL EMBLEM FOR IWY 1975
 Designed by Valerie Pettis to illustrate the themes of IWY: Equality, Development and Peace.
 The emblem has been used on the following items for sale by IWY ORIGINALS.

PATCHWORK SHIRTS
 Beautifully applied in the Dresden Plate Design with IWY Symbol embroidered in the center. Pockets in patchwork with symbol over right hand pocket. Shirt available in blue cotton polyester with symbol over right hand pocket. Shirt available in blue cotton polyester with patchwork in shades of blue and red, pink and green or blue and green. Sizes S M L . . . \$23.00
 Also offered in men's sizes by special order . . \$25.00



TOTE BAGS

Great looking bags loaded with practicality. IWY Symbol boldly silk screened on front in royal blue.
 1. Shopping Tote — 16" x 17" x 6". Available in off white fire hose canvas. \$10.00
 2. Hand Tote — 10½" x 16" x 6½". Available in off white fire hose canvas. \$9.00
 3. Hand Tote — 13" x 14" x 4". Available in off white heavy canvas duck. \$8.00



SMOCKS

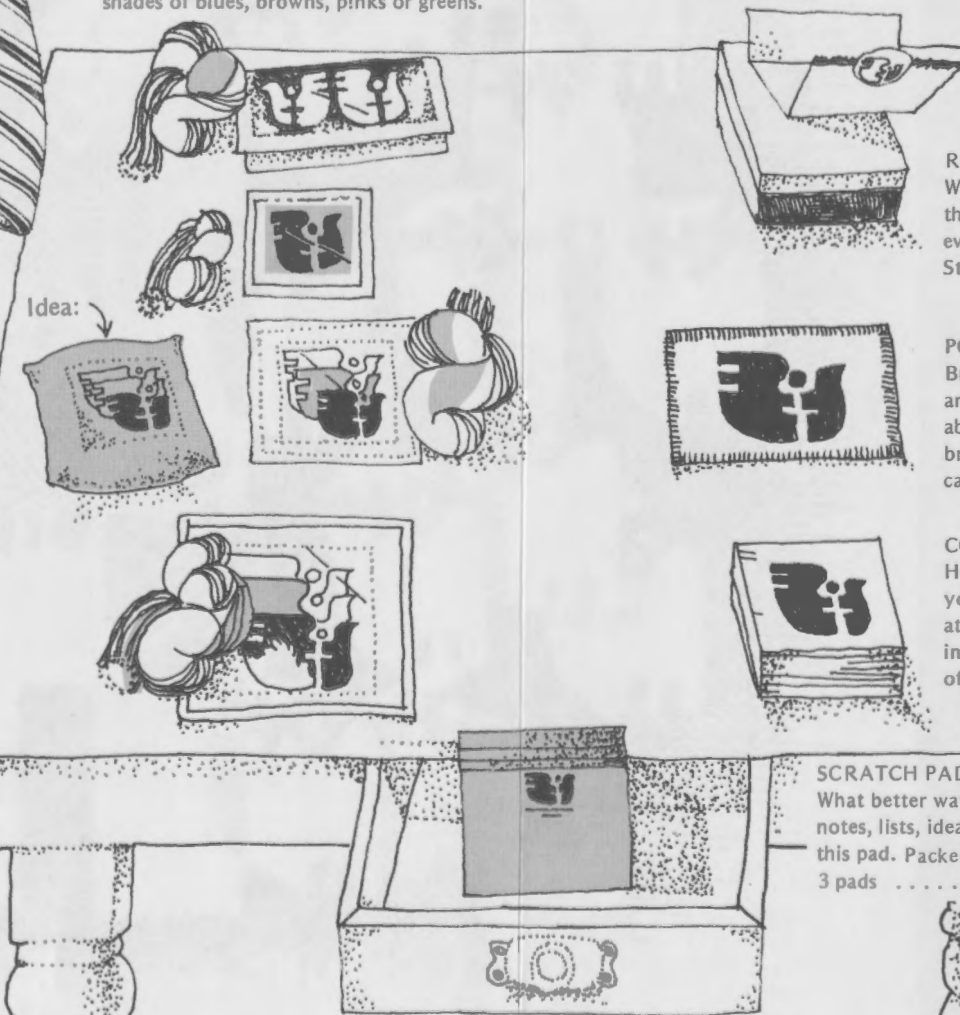
Fabulous comfort and style — unlimited versatility: home, beach, office, day or evening. Choice of navy with red embroidered symbol, or blue and white pillow ticking with navy symbol on pocket. Easy care cotton polyester fabric. One size fits all \$12.50

NEEDLEPOINT KITS

Get ready to celebrate IWY with these elegant designs.

1. Eyeglass Case — Roomy enough to hold large size glasses or sunglasses. Finished size approximately 3" x 6½" \$9.50
2. Coasters — It would be hard to find someone who couldn't use these and it takes little time to complete them. Finished size 3¾" x 4" \$4.00 each
3. Mini Design — Either use as a small picture or insert in the center of a pillow. Finished size 5½" x 5" \$7.00
4. Midi Design — A striking design worked in 4 colors to give a subtle hint to show your involvement in IWY. Finished size 9½" x 9½" \$11.50

Kits include 14 mesh cotton canvas, 3 ply persian yarn and a needle to complete the project. Available in shades of blues, browns, pinks or greens.



STATIONERY

Save an envelope and use for elegant gold seal is gummed the IWY Symbol. 7" x 10" blue dekkle edging. Price

SCRATCH PAD

What better way notes, lists, idea this pad. Packed 3 pads



SMOCKS

Fabulous comfort and style — unlimited versatility: home, beach, office, day or evening. Choice of navy with red embroidered symbol, or blue and white pillow ticking with navy symbol on pocket. Easy care cotton polyester fabric. One size fits all \$12.50

TOTE BAGS

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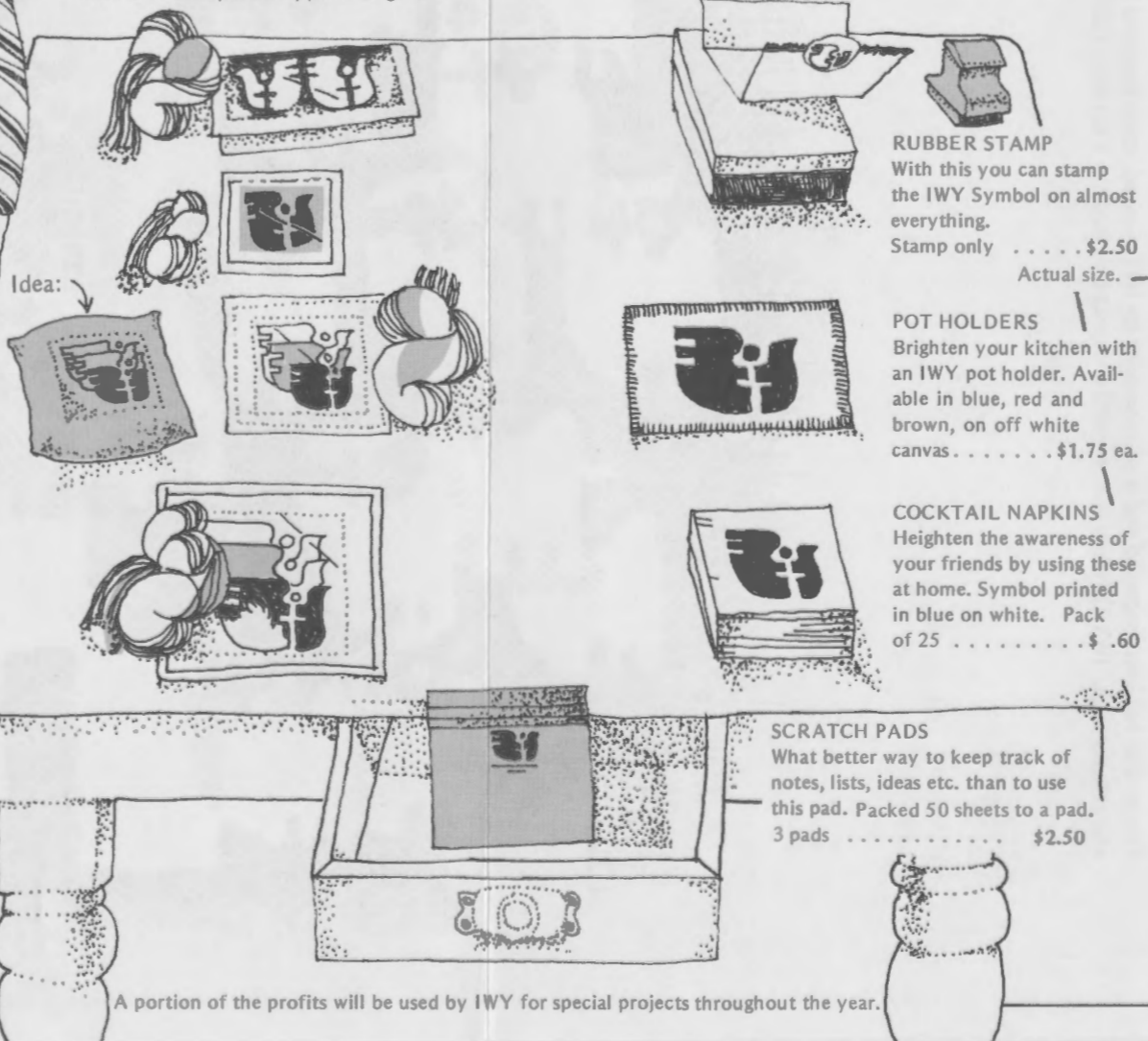
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Design by Barbara Ravizza

STATIONERY

Save an envelope and use fold over stationery. Elegant gold seal is gummed and embossed with the IWY Symbol. 7" x 10" white paper with blue dekkle edging. Price \$2.50

RUBBER STAMP

With this you can stamp the IWY Symbol on almost everything. Stamp only \$2.50

Actual size. →

POT HOLDERS

Brighten your kitchen with an IWY pot holder. Available in blue, red and brown, on off white canvas. \$1.75 ea.

COCKTAIL NAPKINS

Heighten the awareness of your friends by using these at home. Symbol printed in blue on white. Pack of 25 \$.60

SCRATCH PADS

What better way to keep track of notes, lists, ideas etc. than to use this pad. Packed 50 sheets to a pad. 3 pads \$2.50



ORDER FORM

Minimum order \$5.00.
Allow 4 weeks for delivery.

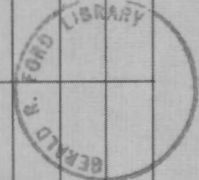
Item	Quantity	Color	Article	Size	Price ea.	Total Price
					Sub Total	
					Shipping	
					Total	

Ship to
Name _____
Address _____
City _____ State _____ Zip _____

Shipping Charges
Orders from \$25.00 \$1.00
Orders from \$25.01 to \$50.00 \$1.50
Orders over \$50.00 \$2.00

Make checks payable to IWY ORIGINALS
1900 Embarcadero Road
Palo Alto, California 94303

California residents add 6% sales tax.



A portion of the profits will be used by IWY for special projects throughout the year.

Merchandise can be returned within 10 days.

June 16, 1975

Dear Ida:

On behalf of women everywhere, I want to express my appreciation for the focus ENCORE has given International Womens Year and to women's issues in general. It means a great deal to me personally to see people getting together to work for change. And change has got to come to any area where bias still exists, whether it affects race, creed or sex.

Each continuing year should increasingly be a "Women's Year" in terms of awareness of potential both by women themselves and by their peers. But this year -- International Womens Year -- gives us a special opportunity to recognize how far women have come and to encourage strides that are even greater in the future.

I guess no one wonders by now how I feel about women's issues or the Equal Rights Amendment. I personally find it hard to believe that ERA has not been passed. And I can only hope that at this point in our country's history we can do something about it. The ERA is a must, and it's a must for the best of all possible reasons: it gives us a basis to say that equal opportunity for all does exist in this country.

This is International Womens Year, and it's the right time for us to get together and organize for the ERA's passage. Next year -- during our Bi-Centennial -- is the most appropriate time possible to finish the job! What could be more perfect than to add such a significant Amendment to our Constitution at the time we celebrate our 200th anniversary!

Through united efforts of individuals, of groups and of publications such as ENCORE, we greatly increase our chances for full utilization of the talents of women -- and we therefore increase the possibility for true equal opportunity for all.

The ERA in '76 -- a Bi-Centennial with special meaning to women everywhere -- this is my goal. I hope you will make it yours too.

Sincerely,

Ida Lewis
ENCORE Magazine
515 Madison Avenue
New York, New York 10022





THE WHITE HOUSE

WASHINGTON

June 16, 1975

Dear Ida:

On behalf of women everywhere, I want to express my appreciation for the focus ENCORE has given International Womens Year and to women's issues in general. It means a great deal to me personally to see people getting together to work for change. And change has got to come to any area where bias still exists, whether it affects race, creed or sex.

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Sincerely,

Betty Ford

Ida Lewis
ENCORE Magazine
515 Madison Avenue
New York, New York 10022



**Governors Proclaim
June 23 Black Woman Day**

In recognition of her determined stance to retain her interest in and concern in all of humanity, the governors of the states listed join ENCORE American & Worldwide News in saluting the Black woman by proclaiming June 23, 1975, Black Woman Day.



ARIZONA
RAUL H. CASTRO,
Governor



COLORADO
RICHARD D. LAMM,
Governor



MICHIGAN
WILLIAM G. MILLIKEN,
Governor



MONTANA
THOMAS L. JUDGE
Governor



NORTH DAKOTA
ARTHUR A. LINK,
Governor



TENNESSEE
RAY BLANTON,
Governor

OHIO
JAMES RHODES,
Governor

And a special message of appreciation from
HUGH L. CAREY
Governor
NEW YORK

Letters to the Editor

These letters from Blacks in Bondage, edited by Robert S. Starobin, New Viewpoints, New York, show the slaves' warm feelings for each other, even though they were regarded as chattel.

Separated from her husband, Hannah Valentine, an elderly house servant, tells him of the pain caused by their separation and how well the family is faring in his absence.

My dear husband

I begin to feel so anxious to hear from you and my children, and indeed from all the family that I have concluded to write to you altho you have treated me badly in not answering my last letter. I heard through Mr Gibson last week that you were all well, but hearing from you in that way does not satisfy me. I want a letter to tell me what you are doing and all about yourself and Eliza & David. Mr Nat Barker sent to let me know that he would set off to Richmond in the stage to day, but I could not get my letter ready in time for him this morning, but if he has put it off until the next stage, as I think he probably has I can still send it by him, or if he has gone, by mail. Mr Watson's Father, Mother, and sister have been staying with them for some time. His Father & Mother set off this morning for Charlottesville. Miss Ellen I believe intends staying with Mrs Railey until the spring. She has been up to see me several times. Tell Miss Virginia I wish she was here that she might become acquainted with her. We have had a very sick family. Mr Lathum and all the children had the measles at the same time. They were all very sick for a few weeks, but not all enough to call in a physician. Mr Lathum's Father came up and attended to his son's business while he was sick. There is now a great deal of sickness in town & country. The measles are still spreading, and some that have taken cold after having had them are very sick. Our children are very well and are free from the cough which usually succeeds the measles. Tell Eliza her children grow very fast. They do not talk much about her now, but seem to be very well satisfied without her. I begin to feel anxious to see you all. I am afraid my patience will be quite worn out if you do not come back soon. You must write and tell me when Master talks of returning.

Hannah Valentine

Slaves still in bondage and those who had been reenslaved often turned to free members of their families or to such organizations as the Pennsylvania Abolition Society of Philadelphia, designed to help

slaves acquire their freedom. Such organizations also assisted in locating lost relatives, and acquiring papers proving a slave's freedom.

Caldwell June 3d 1805

My dear Son Cato

I long to see you in my old age I live at Caldwell with Mr. Grover the Minister of that place now my dear son I pray you to come and see your dear old Mother—Or send me twenty dollar and I will come and see you in Philadelphia—And if you cant come to see your old Mother pray send me a letter and tell me where you live what family you have and what you do for a living—I am a poor old servant I long for freedom—And my Master will free me if any body will ingage to maintain me so that I do not come upon him—I love you Cato you love your Mother—You are my only son—

This from you affectionates Mother—
*Hannah Van Buskerk now—
Hannah Grover*

James Cooper My dear Husband
I was Glad to Hear from you when your Letter Come to hand and that you was well and Had not forgot me my dear Husband Try to Redeem me and I will assist you in Reimbursing the Money so that we may git together once More and Live together the Ballance of Our days I am will and With den Respect Your Loveing Wife Till Death

her
Sarah X Cooper
mark

Augusta 7th July 1824

Mr. Isaac Johnson

Dear Sir I write you a few lines that you may know where I am and how I came here. I was kidnapped by Jacob Purnal Joseph Johnson & Ebenezer Johnson at the Cross Roads the division of Maryland and Delaware. I am now in Augusta Georgia owned by John Filpot. I was brought to Georgia by the above named Johnson's & Sold to Mr. Filpot, myself & two Children—Mr. Philip Lee I wish also to know where I am & my two Brothers Littleton Stevens & his Brother James please inform them I am in Augusta Georgia, and how I came here. I once was Free but now am a slave. I wish to inform you all that I am still striving to get to Heaven & if I should not see you all in this world I hope to meet you all in Heaven there to part no more I hope you are well and I remain the Same yours

Levina Johnson

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FOR IMMEDIATE RELEASE

FOR FURTHER INFORMATION
CONTACT:
SIMONE Poulain
(512) 397-5676
CONFERENCE ON WOMEN
IN PUBLIC LIFE
LBJ LIBRARY
AUSTIN, TEXAS

NATIONAL COMMISSION ON INTERNATIONAL WOMEN'S YEAR

WASHINGTON....How women can develop an impact within the existing power structure is the focus of the conference on Women in Public Life, November 9-11 at the Lyndon Baines Johnson Library, Austin, Texas. Members of the International Women's Year Commission will be participating in the three day conference through hearings and an open meeting of the IWY Commission's "Women in Power" Committee.

According to Jill Ruckelshaus, Presiding Officer for the Commission on IWY, "This Conference provides a unique opportunity for IWY Commission members to hear how women can effectively deal with the power structure, and especially, how they can gain access to it! What occurs in Texas is vital to the goals of the IWY Commission -- providing a forum for women to present their viewpoints and channel recommendations to the appropriate areas for action."

Conference participants include Jill Ruckelshaus, Presiding Officer of the IWY Commission; Congresswoman Barbara Jordan (D-TX); Gloria Steinem; former Congresswoman Martha Griffiths (D-MI); and the Honorable Elizabeth Reid, former First Assistant to the Australian Prime Minister. They join many women leaders representing varied areas in the public sector, from international, national and state levels, who will present insight on the current status of women in policy-making positions and propose future directions.

The Women in Power Committee of the IWY Commission will hear testimony from experts on issues of concern to women, including delegate selection, campaign finance, media treatment, trade union leadership, and development of state networks for appointment to boards and commissions. Through the conference hearings on "The gains and gaps of women in the power structure of Texas," Committee members will obtain first hand knowledge of activities and problems at the grassroots level.

The viewpoints expressed at the Conference will serve as background information for the IWY report to the President. The IWY report will include recommendations for legislative and executive action at both the federal and state level.

- MORE -



A National Commission on the Observance of International Women's Year, 1975, was created by President Ford on January 9, 1975. The 39 Commission members, appointed in April, were charged with taking as their agenda the relevant portions of the UN resolution creating IWY. The Commission encourages the public and private sector to participate in the goal setting process.

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Enclosures:

Women in Power Committee Meeting Agenda
Conference Agenda



NATIONAL COMMISSION
ON THE OBSERVANCE OF
INTERNATIONAL WOMEN'S YEAR, 1975



AGENDA

Committee on Women in Power
November 10, 1975
Austin, Texas, LBJ Library, University of Texas
2:00 P.M.

Hannah Gray, Co-Chair, Presiding

Introductions:

"The Media and the Female Candidate"

Debora Leff, University of Chicago Law School
BA, Princeton, in Public & International Affairs
First Class of Women at Princeton

"Campaign Finance and Women"

Jane McMichael, Ex. Director, National Women's Political
Caucus, Washington, D.C.

"Women in Trade Union Leadership"

Barbara Wertheimer, Director of Trade Union Women
Studies, Working Women's Program for Research
and Education, New York State School of Industrial
and Labor Relations, New York City

"State Networks for Appointments to Boards and Commissions"

Mary Miller, WOVEN, Women's Ohio Volunteer
and Employment Network, Columbus, Ohio

"Delegate Selection in the Democratic Party"

Karyne Horbal, Democratic National Committee
Women's Caucus



CONFERENCE ON WOMEN IN PUBLIC LIFE

SUNDAY EVENING, NOVEMBER 9

8-10 Theatre Party - LBJ Library Plaza and Auditorium

PANEL: Excerpts from pertinent motion pictures and television films - Moderator, Gloria Steinem, Ms. Magazine - Introduction by Harry Middleton, Library Director

"Rhoda" - James Brooks, Producer

"Maude" and "All in the Family" - Virginia Carter, Assistant to Norman Lear, Tandem Productions

"A Gathering for Change" - Ann Hassett, Director Special Projects, KNBC



Julia Walsh, Committee Member, Stockbroker with Ferris & Co., Washington, will present some material on stock holdings and women

.....

Committee Recommendations

Dates and Subjects for Next Meeting

The following Committee members will be present:

- Hannah Gray
- Anne L. Armstrong
- Liz Carpenter
- Audrey Colom
- Evelyn Cunningham
- Barbara Franklin
- Olga Madar
- Elly Peterson
- Ersa Poston
- Delores Tucker
- Julia Walsh
- Sarah Weddington
- Gerridee Wheeler
- Betsey Wright



MONDAY MORNING, NOVEMBER 10

8-9:30

Eye-opener reception for elected and appointed women in Texas at the Governor's Reception Room, State Capitol and the House of Representatives. Hostesses: Mayor Lila Cockrell of San Antonio and women members of the Legislature

How It Was -- Emma Long, first city councilwoman of a major Texas city

How It Is -- A medley of reports from various parts of Texas

10 AM PROMPTLY

LBJ Library Auditorium -- Opening Session

So Here We Are! -- Liz Carpenter, Conference Coordinator

Welcomes -- Dr. Lorene Rogers, President, The University of Texas at Austin
Dr. Mabel Deutrich, Assistant Archivist for the National Archives

After Mexico City -- What? -- The Honorable Elizabeth Reid of Australia

10:45 AM

PANEL: COMMON AND UNCOMMON PROBLEMS AROUND THE WORLD -- Moderator, Dr. Ruth Bacon, Director U. S. Center for IWY

Impressions of Mexico City -- Jill Ruckelshaus, Director U. S. Commission on IWY

Cultural Differences Around the World -- Dr. Ruth Adams, American Academy of Arts and Sciences

Emerging from the Veil -- Elizabeth Fernea, Author, "Guest of the Sheik", "A View of the Nile"

Women in Africa -- Sarale A. Owens, USIA Program Development Officer for Education



MONDAY MORNING, NOVEMBER 10 (Cont'd)

Between Two Worlds -- Dr. Cleo Garcia, medical and civic leader in South Texas

Report from Red China -- Elly Peterson, Consultant, National Center for Voluntary Action

The Latin American Experience -- Elba Kybal, Advisor on Economic Integration, Organization of American States

The Women's Movement in the Orient -- Dr. Dorothy Robins-Mowry, foreign service information officer and expert on Japanese women

Summarizer -- Simone Poulain, former Deputy Director, State Department Office of Press Relations

Audience Participation

Lunch in the nearby Joe Thompson Conference Center

12:45



MONDAY AFTERNOON, NOVEMBER 11

Introduction - Luci Johnson Nugent

2 PM

The American Woman in a Changing World -- Congresswoman
Barbara Jordan of Texas

Trends in Foreign Policy and the Role of Women --
Ambassador Carol Laise, Director-General,
Foreign Service, Department of State

3 PM

PANEL: THE WOMEN'S MOVEMENT THROUGH THE EYES OF
THE MEDIA -- Moderators: Judith and Bill Moyers

Susan Tolchin, Author, CLOUT, Director, Washington
Institute for Women in Politics

Sey Chassler, Editor, Redbook Magazine

Peggy Simpson, Associated Press and President,
Washington Press Club

Isabelle Shelton, Washington Star columnist

Molly Ivins, co-editor, The Texas Observer

Susan Caudill, KERA-TV, Dallas

Scott Tagliarino, Editor, The Daily Texan

RESPONDERS:

Jill Ruckelshaus, Director U. S. Commission on IWY

Mary Virginia Busby, U. S. Center for IWY

Deborah Leff, information specialist on the women's movement

Patricia Lindh, Assistant to President Ford

Cathy Bonner, public relations, chairperson, Austin
Commission on the Status of Women

Summarizer: Lenore Hershey, Editor-In-Chief,
Ladies Home Journal Magazine

Audience Participation

5 PM

Adjourn...Dinner on your own



MONDAY, November 10 (continued)

8:30 Texas Gala - LBJ Library - produced by Martha Tiller

Sandy Duncan - stage and television personality

"My Life and Hard Times in the Utility Room"-
Erma Bombeck, columnist

"Women of All Ages", Readers' Theatre presentation
directed by Ken Johnson, Author, Jane Longo

The Strawberry Pickers - Peg Bradley, director



TUESDAY MORNING, NOVEMBER 11.

9:30 AM

Exploring the Gains and the Gaps of Women in the
Power Structure of Texas --
The U. S. Committee on Women in Power in open session

Introduction of Committee members -- Anne Armstrong

Presiding -- Hanna Gray, Provost of Yale University

Presentation of Texas Witnesses -- Representative
Sarah Weddington of Austin

Timidity, The Basic Problem Here and Abroad -- Frances
T. Farenthold,
former President, National Women's Political
Caucus

The Judicial Picture:

Don't Wait to be Asked -- Federal Judge Sarah
T. Hughes

Beating the Old Boy Game -- County Judge Mary
Pearl Williams

Meet You in the Lobby:

Getting in the Door -- Rosa Walker, Lobbyist for
AFL-CIO

Coalescing for Action -- Barbara Vackar, Coordinator,
Texans for ERA

The Elective Situation:

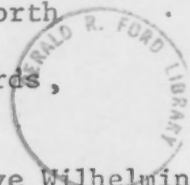
Getting on the Ticker -- Mayor Lila Cockrell
of San Antonio

Being Your Own Person Despite Pressures --
Representative Chris Miller of Fort Worth

The Bumpy Campaign Trail -- Ann Richards,
Campaign Manager

Dealing in the Family -- Representative Wilhelmina
Delco of Austin

Getting a Bill Through -- Representative Kay Bailey
of Houston



TUESDAY AFTERNOON, NOVEMBER 11

The Appointment Picture:

The Appointment Jobs Survey - Where the Jobs are
and Where Women Aren't -- Lorey Gallup, Texas
Womens Political Caucus

The Joy of Naming Women -- Texas Supreme Court
Judge Joe Greenhill

How to Get a Job -- Selma Wells, member of
Pardons and Paroles Board

The Gains and Gaps of the Rest of Us:

Volunteerism - What It can Lead To -- Jane Wells,
member, State Board of Education

The Chicano Woman -- Martha Cotera, President,
Mexican-American Business and Professional Women

Upward Mobility in Government -- Ida Powell, law
student and graduate of the LBJ School of Public
Affairs

Making Employment Fairer -- Angie Flores, law
student, former EEOC Worker

From Volunteer to Trustee in the Arts -- Nancy
Negley, President, San Antonio Conservation Society

12:30

Lunch in the Joe Thompson Conference Center

1:30

Workshops -- choose and proceed to room as listed
on following page.

3:30

Final Wrap-Up -- Reconvene in the LBJ Library Auditorium
for Conference Overview

Power - How to Get It and How to Use It -- Martha Griffiths
former Congresswoman from Michigan

Panel of LBJ School of Public Affairs Students

4:30 PM

Farewell



Women in Power Committee

Hanna H. Gray, Provost Yale University
Anne L. Armstrong, Republican Leader
Casey Eike, University of Kansas
— Audrey Rowe Colom, Children's Defense Fund
Rita Z. Johnston, Delegate to the Inter-American Commission of Women
Ersa H- Poston, New York State Civil Service Commission
Gerridee Wheeler, National Association of Mental Health
Betsey Wright, Women's Education Fund
Barbara H. Franklin, Consumer Product Safety Commission
Julia M. Walsh, Stockbroker
Olga Madar, President, CLUW
Elly M. Peterson, National Center for Voluntary Action
Evelyn Cunningham, Consultant
Liz Carpenter, Conference chairman
Dolores Tucker, Secretary of the Commonwealth of Pennsylvania
Sarah Weddington, Texas State Representative

Participants:

Jane McMichael, National Women's Political Caucus
Mary Miller,
Deborah Leff, information specialist on the women's movement
Barbara Wertheimer
Koryn Horbal, Democratic Women's Committee
Annie Dodge Wauneka, Navajo Tribal Council



U.S. Center For IWY 1975
1630 Crescent Place, N.W.
Washington, D.C. 20009
(202) 332-1029, X61



In the interest of space,
items previously listed
in our Calendars are not
repeated here.

INTERNATIONAL WOMEN'S YEAR 1975

CALENDAR OF EVENTS

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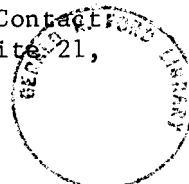
JUNE: Farming and Natural Resources

- 5 Federal City College: as part of its IWY observance had a college-wide assembly program on "Women Offenders: The Neglected Society." Euphesenia Foster of the U.S. Dept. of Justice, Bureau of Prisons, chaired a panel on "Women Offenders: Problems of Employability and Employment." Contact: Barbara Patterson, Federal City College, 929 E St., N.W., Wash., D.C.

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AUGUST: Homemakers

- 4-8 The Oregon Governor's Commission on the Status of Women: and over 60 organizations sponsored a week-long salute to IWY in downtown Portland. Mayor Neil Goldschmidt launched the event which featured speakers, panel discussions, special displays and information booths. The program was entitled "What the World Offers Women." Contact: Bonnie Habel, The Governor's Commission on the Status of Women, 421 S.W. Oak, Rm. 816, Portland, Ore. 97204.
- 15-- The Center For The History Of American Needlework (CHAN): in honor of IWY sponsored a show at Port Authority Bus Terminal in N.Y. on the "Art of the Doily." CHAN was established to explore the history and sociology of the needle arts in the U.S. Most needle artists have been women. The Center sponsors intensive public information campaigns, exhibitions, scholarship and historical work toward reconstructing the history of needlework and textile development in the U.S. Contact: CHAN, 5660 Beacon St., Pittsburgh, PA. 15217.
- 22 The Tucson Public Library: sponsored a film program entitled, "The Reel World of Women." Discussion period followed each film. Contact: Tucson Public Library, P.O. Box 5547, Tucson, Arizona 85703.
- 22-28 Naval Weapons Support Center: held a week-long program to recognize women in Federal Government and to enhance their employment and advancement opportunities. Jean McCarrey, Immediate Past National President of the National Federation of Business and Professional Women's Clubs, Inc. was the featured speaker. Workshops were held throughout the week. Contact: Dave Johnson, Public Affairs Officer, Naval Weapons Support Center, Crane, Ind. 47522.
- 23-24 The Kentucky Commission on Women: held a "Women '75" Workshop at the University of Louisville with 325 in attendance. Speakers were Sissy Farenthold and Carol Kline. Topics included: family law, employment, welfare and retirement benefits, etc. Contact: Carrol Smith, Kentucky Commission on Women, 212 Washington St., Frankfort, KY. 40601.
- 25 The Women's Institute, Inc: sponsored an IWY salute to women as consumers in an afternoon program, "Woman: The Caretaking Consumer" in Washington D.C. Contact: The Women's Institute, Inc., Mrs. Meg Conner, 2141 Wyoming Ave., N.W., Suite 21, Wash., D.C. 20008.

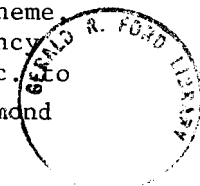


- 25-28 The Naval Construction Battalion Center: sponsored its Second Annual Women's Awareness Week with speakers, panelists, discussions and films at Oxnard Community Center. The theme of the week was "Women Of All Ages." Keynote speaker was Tish Sommers, Head of the NOW Task Force on Older Women. Contact: Emma Jane Jensen, FWPC, Naval Construction Battalion Center, Port Hueneme, CA. 93043.
- 25-29 The Dept. of State: celebrated Women's Week. Secretary of State Henry Kissinger directed a letter to his colleagues in the Department and in the Foreign Service in which he stated, "I once again urge all officers in decision-making and leadership roles to make professional equality for women a daily concern." Contact: Dept. of State, Wash., D.C. 20520.

S EPTEMBER: International

- 4 Sweet Briar College in Pennsylvania: honored Dr. Martha Lucas Pate and Dr. Anne Gary Taylor, former presidents of the College, by making them the first recipients of the College's distinguished service award. During IWY Sweet Briar is lending recognition and promotion to the accomplishments of women.
- 11 The Associated Women Students of Northern Michigan University and local women's organizations: sponsored a one woman show by Muriel Bach, "Ms...Haven't We Met Before?" as part of their IWY observance. "Focus On Women" the newsletter of the Women's Center featured an article on the IWY Tribune in Mexico City (August-Sept. issue). Contact: "Focus on Women," Northern Michigan University, Marquette, Mich. 49855.
- 14 The Roman Catholic Church: witnessed the first canonization of a native-born American. Mother Seton took her place as Saint Elizabeth Ann among the Roman Catholic saints 154 years after her death. Pope Paul VI celebrated a canonization mass at St. Peter's Basilica in Rome.
- 14-20 The Naval Construction Battalion Center: celebrated National Hispanic Heritage Week and held a two day conference featuring speakers, panelists, displays and information booths. Contact: Rose O. Castanon, Spanish Speaking Program Coordinator, Naval Construction Battalion Center, Port Hueneme, CA. 93043.
- 20 The Marquette County League of Women Voters: sponsored a luncheon featuring Ruth Clusen, President of the League of Women Voters and member of the U.S. Delegation to the IWY Conference in Mexico City. Ms. Clusen spoke about her observations and reactions to the Conference. Contact: "Focus on Women", Northern Michigan Univ., Marquette, Mich. 49855.
- 21 The St. Louis Women's Fair: in its day-long event featured booths, demonstrations of skills and entertainment by women as workers, problem-solvers and creative people. That evening Maria Tunicka conducted the premiere performance of the St. Louis Women's Symphony. A portion of the funds required for the concert were provided with the cooperation of Local 2-197 of the American Federation of Musicians, by a grant from the Music Performance Trust Funds, a public service organization created and financed by the Recording Industries under agreement with the American Federation of Musicians. Contact: Rose Ann Sharp, 704 DeMun Ave., St. Louis, Missouri 63105.
- 21 Trinity A.M.E. Zion Church: sponsored a Women's Day using the theme, "The Christian Woman In The New Age." The speakers were: Dr. Josephine H. Kyles and Ms. Betty Gene Holton. Contact: Trinity A.M.E. Zion Church, 627 Park Rd., N.W., Wash., D.C. 20010.

- 23 The National Science Foundation's IWY Committee: held a "Nutrition Research Symposium" as part of their observance. Contact: National Science Foundation, 1800 G St., N.W., Wash., D.C.
- 23 The District of Columbia Council of Administrative Women in Education: at its general meeting heard reports from two women who attended the World Conference in Mexico City. Barbara Good, Program Officer, U.S. Commission for UNESCO and a Foreign Officer, Dept. of State, reported on the meetings of the Tribune. Mrs. Piedad Suro, Cultural and Press Attache, Embassy of Ecuador and an official delegate to the Conference from Ecuador, spoke about the official delegates' responsibility to act as their governments directed.
- 23-24 The Women's College Coalition: sponsored its first national conference at Trinity College in Washington, D.C. The theme of the Conference was "Where Women Come First." Dr. Virginia Y. Trotter, Assistant Secretary for Education, Dept. of Health, Education and Welfare, was a guest speaker. Contact: Marcia Sharp, Women's College Coalition, 1700 K St., N.W., Wash., D.C. 20006.
- 24 The Naval Air Propulsion Test Center: celebrated Women's Day with Sandra McCrary, FWPC from NAVAIR Systems Command, as guest speaker. The Federal Women's Program Committee sponsored a poster contest to publicize the purpose and intent of IWY. The winning poster was displayed throughout the summer. Contact: Hidemi Huffman, FWPC, NAPTC, Trenton, N.J. 08628.
- 24 The Arlington Chapter of Africa Links With America and The Hon. Charles C. Diggs: in celebration of IWY "International Month" held a conference to link African and American women more closely together. The Africa Links With America Seminar Committee was formed to honor women within the two continents and to exchange and share common problems and issues. The Seminar addressed economic and social issues and explored solutions in the workshop sessions. The keynote address was delivered by Dr. Bennetta B. Washington. Contact: Mrs. Henri Raharijaona, Co-Coordinator, Africa Links With America Seminar, 2364 Mass. Ave., N.W., Wash., D.C. 20008
- 27 Albertus Magnus College and the League of Women Voters of Connecticut: sponsored an International Women's Year Conference featuring panels on Women's Changing Economic Status, Women's Changing Legal Status and New Horizons. The keynote speaker was Ruth Clusen, Pres., League of Women Voters of the U.S.
- 27 The Vancouver YWCA: sponsored an IWY Fair in which more than 30 women's organizations participated. The groups were able to inform the public of their purpose and accomplishments and to raise funds for future projects. Contact: Beth Shaw, Vancouver YWCA, 917 "Z" St., Vancouver, WA. 98661.
- 27 The Women For Change Center in Dallas: sponsored a one-day conference on "The Politics of Public Education: Whose Decisions? Whose Values?" at Southern Methodist Univ. Contact: Women For Change Center, 3200 Lemmon Ave., Suite 290, Dallas, TX. 75204.
- 27 The National Conference of Puerto Rican Women: observed IWY with a meeting of both the New York and Chicago Chapters.
- 27-28 San Diego County: An IWY coalition of groups sponsored a special two-day conference, "Women: New Patterns-New Problems" at Mesa College. Some of the workshops were: New Careers and Old--Changing Roles of Women, Roadblocks to Equality, etc. Contact: UNA/SD, Balboa Park, San Diego, CA. 92101.
- 29-Oct.3 The Defense Supply Supply Agency: held its Federal Women's Week with the theme "International Women's Year - It's Challenge for the Next Decade." The Agency has been using its information bulletin, newspapers, auto decals, signs, etc. to publicize IWY. Contact: Nancy F. Gee, DGSC-CM, FWPC, Defense Agency, Richmond VA. 23297.



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CTOBER: Joy and Kindness

- 2 Chicago, Illinois: Sponsored an IWY state-wide workshop held in conjunction with UN Day. Governor Walker has appointed a task force on IWY to work with the Illinois Commission on the Status of Women, The bicentennial Commission and other groups to set up some IWY goals in the state.
- 3-4 The Office of the Los Angeles County Superintendent of Schools: in recognition of IWY sponsored a conference using the theme, "Women in Education." The keynote speaker was Carol Nagy Jacklin, co-author of "The Psychology of Sex Differences." Workshop topics included: Leadership Careers in Education and How to Get There, Current Legislation and How It Relates to the Changing Role of Women, The High School and How It Relates to the Changing Role of Women (Students, male and female, from representative high schools of Los Angeles County), etc. On October 4 twenty workshop sessions were held on the topic: "Myth America: How Far Have You Really Come?" Contact: Marie Griffiths, Los Angeles County Education Center, 9300 East Imperial Highway, Downey, CA. 90242.
- 4 The National Council of Career Women: sponsored a Career Awareness Workshop at George Washington University. The two keynote speakers were Gail H. Winslow, Senior Vice Pres. and Dir. of Ferris and Co. and Bobbie Green Kilberg, Associate Counsel to the President of the U.S. Career Horizons for Women, the afternoon panel, focused on different career fields including: banking, insurance, media, technical and scientific fields, etc. Contact: NCCW, 1629 K St., NW, Wash., D.C. 20006.
- 4 The Exchange Committee and Merritt College Community Services: in celebration of IWY sponsored a program entitled "Women 1975: Crisis or Opportunity?" Contact: Informational Exchange Committee, 13055 Parkhurst Drive, Oakland, CA. 94619.
- 5-11 The College of Charleston: sponsored an International Women's Week featuring displays of various educational institutions, businesses and women's organizations, arts and crafts exhibits, workshops (Minority Women and The System, The Roots of Sexism, How The Law Applies to Women) and films. A three-day conference (Oct. 9-11) was held entitled: "Women: Potential and Prospective for Employment." The opening address was given by Patricia S. Lindh, Special Assistant to the President of the U.S. Dr. Sue Metzger, Medical University of S.C. spoke on "Women in Administrative Positions in Higher Education." Contact: College of Charleston, Charleston, S.C. 29401
- 6-10 The General Services Administration (GSA): Formally observed IWY in recognition of the changing roles of women in a series of activities during GSA Women's Week. One of the special programs was a Workshop for Female Entrepreneurs. Contact: E.E. Mitchell, GSA, Office of Civil Rights, Washington, D.C. 20405.
- 7-9 Loretto Heights College: sponsored a seminar series designed to present both the man's and the woman's perspective on sex roles. The series opened with Warren Farrell speaking on "The Liberated Man." Contact: Loretto Heights College, 3001 South Federal Blvd., Denver, Colo. 80236.
- 7-9 Bureau of Land Management, Denver Service Center: sponsored a Federal Women's Program Week. State Representative Arie Taylor was the guest speaker. A DSC Woman of the Year award was given. Contact: Judy Van Aken (D-130), Bureau of Land Management, Denver Federal Center, Bldg. 50, Denver, Colo. 80225

- 8 The Army Materiel Command: as part of the AMC Women's Week featured a Historical Fashion Show. Contact: U.S. Army Materiel Command 5001 Eisenhower Ave., Alexandria, VA. 22333.
- 8 Montgomery College: in recognition of IWY, presented CAREER DAY, a day in which non-traditional careers for women were discussed and explored. Contact: Montgomery College, Rockville, MD.
- 8 The UNA/USA of Tucson: with over 50 co-sponsors held a dinner and lecture in honor of Dr. Margaret Mead. The provocative title of Dr. Mead's talk was, "Re-Thinking the Future." Contact: UN Center, 2931 E. Grant Rd., Tucson, Arizona 85716.
- 8-10 The American Council on Education: held its 58th Annual meeting in Washington, D.C. The Meeting's theme, was "Higher Education in the World Community". The afternoon session on Oct. 10 focused on the "IWY Conference--Implications for Higher Education" Dr. Virginia Trotter, Asst. Sec. for Education, Dept. of Health Education and Welfare, spoke on the Education Resolution of the World Plan of Action. Contact: American Council on Education, One Dupont Circle, Washington, D.C. 20036.
- 9 Women in Communications Inc.: presented Patricia Carbine, editor and publisher with the WICI Headliner Award. Ms. Carbine participated in a seminar at the annual national meeting of WICI on Oct. 10. Contact: WICI, 8305-A Shoal Creek Blvd., Austin, TX. 78758.
- 9-12 Women In Communications, Inc.: at its 43rd annual national meeting in Tulsa, Okla. adopted a three-point plan to aid the ratification of the Equal Rights Amendment to the U.S. Constitution. The Clarion Awards, given annually for outstanding communications in print and broadcast media, were presented at the meeting. Contact: Ernestine Wheelock, WICI, 8305-A Shoal Creek Blvd., Austin, TX. 78758.
- 9-12 The American Business Women's Assn. (ABWA): held its 26th annual national convention in Cincinnati, Ohio with an estimated 3500 members in attendance. Highlights of the convention included announcement of the 1975-76 "American Business Women of the Year" and "Top Ten" Women of the Year. Contact: Jane L. Parr, ABWA, 9100 Ward Parkway, Kansas City, MO. 64114.
- 10 The Madeira School: held an all day and evening celebration of IWY featuring lectures and panels. The keynote speaker was Dr. Ruth Bacon. Congresswomen Margaret Heckler participated in an evening panel on "An Assessment of the Women's Movement in the Last Decade". Contact: Renee Hausman, The Madeira School, Greenway, VA. 22067
- 11 The College of Environmental Science and Forestry at Syracuse New York: celebrated IWY with a seminar. The College recently initiated a one-credit experimental Graduate Seminar entitled, "Topics and Issues of Women in Landscape Architecture" through its School of Landscape Architecture. A career brochure on women in the profession has been prepared by the Committee for Women in Landscape Architecture. Contact: Darwina L. Neal, Coordinator, Committee for Women in Landscape Architecture, 2511 Q St., NW #301, Washington, D.C. 20007.
- 11 The New York State IWY Committee: under the direction of chairperson Justice Ann T. Mikoll held the first in a series of statewide forums at State University of New York (SUNY) at Buffalo. Some 40 panelists discussed "The Emerging Role of Women in Government, the Arts, Education, and Commerce and Women's Status Under the Law." An historical exhibit and historical show of fashions was presented by Old Amherst Colony Museum Park and an opera performance was given by the University Opera Studio. Contact: Justice Ann T. Mikoll, Supreme Court Chambers, Buffalo, N.Y.

- 11-12 The Memphis Symphony Orchestra: highlighted its observance of Women in The Arts Month with Lili Kraus, noted Hungarian pianist, opening the orchestra's 1975-76 season as guest artist.
- 12 The Women of Plymouth Congregational Church: as a part of their celebration of IWY hosted a showing of works by local artists. Contact: Orelia W. Ledbetter, Plymouth Congregational Church, 5301 North Capitol St., Wash., D.C. 20011.
- 13-17 The Greenbelt Branch Library, Prince George's County: sponsored a "Women '75" program featuring films, book and film discussions, lectures and a poetry workshop. Contact: Ann Cook, Greenbelt Branch Library, 11 Crescent Rd., Greenbelt, MD. 20770.
- 13-18 GIMBELS Dept. Store in New York: sponsored an IWY week-long festival saluting women in the visual, performing and literary arts by presenting daily exhibitions, performances and seminars by and for women. Contact: GIMBELS, Broadway at 33rd, NY., N.Y.
- 13, 21, 29
& 11/4 The Methodist, Episcopal and Presbyterian Campus Ministries at East Tennessee State Univ.: sponsored a Women's Festival to recognize IWY. Events were held on four different dates and included speakers, films and poetry, a fashion show and panel discussion on "Shattered Stereotypes", as well as art and craft exhibits and book and magazine displays. Contact: Carol G. Transou, Wesley Foundation, East Tenn. State Univ. 1100 Seminole Dr., Hohnson, City, TN. 37601.
- 14 The South Dakota Farmers Union: at their annual conference held an UN IWY Luncheon. Guest Speaker was Genevieve N. Fiore from Denver. Contact: G. Fiore, 3171 W. 36th Ave., Denver, Colo. 80211.
- 14-15 The Center for Continuing Education, Southwestern at Memphis: sponsored a workshop on "Alternative Futures in Education for Women." The focus was on "futures-invention", a creative process for setting and implementing both personal and institutional goals. Contact: Sara Louise Mott, 5915 Brierglen, Memphis, TN. 38138.
- 15 Rutgers University: in a program entitled, "A Day of Challenge, Choice and Change" saluted IWY. The event featured panels, workshops, demonstrations, films and a theater presentation. Guest speakers were: Congresswoman Helen Meyner and Congresswoman Millicent Fenwick. Contact: Jean Ambrose, Rutgers Univ., New Brunswick Campus, New Brunswick, N.J.
- 16 Nuclear Energy: Women (NEW): sponsored a day-long nuclear energy forum under the auspices of the Atomic Industrial Forum. NEW is a group of women in the industry who have joined together to assist women's groups in obtaining information about nuclear energy. Contact: Jane A. Brand, NEW, Atomic Industrial Forum, Inc., 7101 Wisconsin Ave., Wash., D.C. 20014.
- 16 Women in Communications Inc.: with 3 other communications groups sponsored an IWY Workshop for Greater Boston Media Women. The Program, "IWY - Right-on or Rip-off?" attempted to build awareness of the significance of IWY and what women as communicators can do. Contact: Diane M. Rochelle, Public Relations Dept., New England Mutual Life Insurance Co., 501 Boylston St., Boston, MA. 02117.
- 16 Maryland Council For The Social Studies in conjunction with the Maryland State Teachers Assn. Women's Caucus: sponsored a program, "Women's Rights: A Continuing Controversy." Topics for speakers included: Historical Patterns and Implications, Women's Rights-The Way It Must Be, National career and elected offices and their full extension to Women, etc. Contact: Prof. Brownlee Sands Corrin, Field Politics Center, Goucher College, Towson, Baltimore MD. 21204.

- 16 The First Women's Bank: in New York City opened its doors to the public. Contact: The First Women's Bank, 111 East 57 St., N.Y., N.Y. 10022.
- 17-18 The Center for Astrophysics (Harvard College Observatory, Smithsonian Astrophysical Observatory): sponsored a 2 day symposium, "The Earth In the Cosmos: Space for Women." The symposium aimed to inform young women from high schools and undergraduate colleges of both the promise and the problems of science and science-related careers. A dialogue format enabled the professional women to talk about their own careers (how chose it; prepared for it; etc.) and gave the audience the opportunity to ask questions. Contact: Ursula B. Marvin, Center for Astrophysics, 60 Garden St., Cambridge, Mass. 02138.
- 17-18 The International Assn. of Personnel Women (IAPW): held their Eastern Region Professional Development Seminar in Boston. The seminar topic was: "Financial Planning & Managerial Accounting". Contact: IAPW, 2017 Walnut St., Phila, Pa. 19103.
- 18 State University College at Brockport and Brockport Chapter of NOW: sponsored an IWY Festival Program featuring workshops (Women in Religion, Life Styles of International Women, Women and Politics, etc.) live performances, films and arts and crafts displays. Contact: Eliese Hetler, State Univ. College at Brockport, SUNY, Brockport, N.Y. 14420.
- 18 The State University College at Fredonia: sponsored an IWY Conference--"A Day of Inquiry and Celebration--Let Each Become All She Is Capable of Being." The day featured discussion, panels and Congresswoman Bella Abzug. Contact: IWY Committee, SUNY, College at Fredonia, Fredonia, N.Y. 14063.
- 18 The National Assn. of Media Women (NAMW): sponsored a luncheon program, "Emerging Female Communicators". The Hon. Dr. Ethel D. Allen, City Councilwoman and member of the National Commission for IWY, presented a progress report on International Women's Year. Contact: Elvira L. Rogers NAMW, c/o Mark Hyman Associates, Inc., Suite 910, 401 North Broad St., Phila., PA. 19108.
- 18 State Univ. of N.Y. at Stonybrook: offered a program entitled, "E Day--A Day To Unite Our Energies," consisting of various conference sessions discussing women. Contact: SUNY, Stonybrook, N.Y.
- 19-27 The IWY Committee of Lexington-Fayette County: sponsored a local celebration which included: speakers (Rev. Betty Schiess one of the women ordained as an Episcopal priest discussed the role of women in the church), panels (Images of Women in the Media, etc.,) workshops (The Total Me) a theatrical presentation and an art show of works by women artists in the Lexington area. IWY Committee, Lexington, Kentucky.
- 20-24 Goddard Space Flight Center: held its Federal Women's Week using the theme "On the Wings of Change". The keynote address was delivered by Dr. Estelle Ramey who spoke on "Sex Hormones and Upward Mobility." The week featured workshops, speakers and skits. Dr. Ruth Bacon delivered the closing address, "1975--Year to Promote Partnership". Contact: Kathleen Schardt, Code 733 NASA, Goddard Space Flight Center, Greenbelt, MD. 20771.
- 20-24 U.S. Army Quartermaster Center and Fort Lee: held its third annual Federal Women's Week featuring training and development workshops, panels, speakers, and a film. Workshops included: Strategies for Affirmative Change, Career Planning, Development of Women' Potentials, etc. Contact: FWPC, US Army Quartermaster Center and Fort Lee, Fort Lee, VA.

- 20-31 The YWCA of Metropolitan Denver: with several co-sponsors presented WOMANSCHOOL--two weeks of workshops and speakers on topics of interest to women in 1975. Topics included: Images of Women, Women: Employment, Women: In the Home, etc. A Kickoff Luncheon was held on Oct. 11 and Dr. Antonia Brico, conducted the Brico Symphony, "A Woman in Music". Contact: YWCA, 1545 Tremont Place, Denver, Colo. 80202.
- 21 The Rochester, New York chapter of the RAUN-IWY: held an IWY Forum at Monroe Community College for approximately 400-500 women. Contact: Mrs. Randall Beachner 1180 Lake Rd., Webster, N.Y. 14580.
- 22 The Displaced Homemakers Alliance: held a reception in honor of Congresswoman Yvonne Braithwaite Burke, Senator John Tunney and other Congressional Sponsors of the legislation to benefit Displaced Homemakers at the House Caucus Room. Contact: Washington Chapter, Displaced Homemakers Alliance, 3003 Van Ness St., N.W., #205, Wash., D.C. 20008.
- 23-25 The City of Long Beach: sponsored a three-day IWY celebration "Ready... Set... Grow" to explore special concerns and contributions of local women. Activities included workshops, exhibits and films. Contact: IWY Celebration, City of Long Beach, 115 Pine Ave., Suite 409, Long Beach, CA. 90802.
- 24 The Defense Mapping Agency Aerospace Center: honored its women employees. Ten representative career women of achievement were recognized during a "STROLL THROUGH" of the Dining Hall where refreshments, a movie, and special interest question and answer sessions were provided. A Commemorative IWY DAY brochure was printed for the event. Contact: M. Charlene Gill, FWPC, DMAAC, 2nd & Arsenal St., St. Louis AF Station, Missouri 63118.
- 24 The Gulf Coast Arts Council: in a program followed by a reception honored Mahalia Jackson--"Spirit of America--Just Mahalia Baby." Laurraine Goreau (Mahalia's biographer and author of "Just Mahalia, Baby.") acted as story-teller in this unique program which dramatizes the events of Mahalia's life using interpretative ballet and gospel singers. The Voice of America has requested an audio tape of the performance for later beaming worldwide. Contact: Mary Martha Glazebrook, Gulf Coast Arts Council, P.O. Box 4092, West Biloxi Station, Biloxi, Mississippi 39531.
- 24-25 The United Nations Assn. of San Francisco: sponsored a conference to find ways to adapt the UN World Plan of Action to the needs of women. Keynote speaker was Annie Jiagge, Supreme Court Justice in Ghana. Contact: The Women's News Journal, Box 1412, San Rafael, CA.
- 25 The UN Association of IWY Committee, University of Illinois at Circle Campus: held an IWY Conference to develop a one-year Plan of Action for Chicago and communities throughout Illinois. All groups were invited to participate in drawing up a plan that would "work." Some of the workshops were: Our Third World Sisters--Can We Join Forces?, Equal Rights--For all Or For Some?, Economic Equality--NOW? How?, etc. Contact: IWY, Rm. 820, 110 South Dearborn, Chicago, Ill. 60603.
- 25 The Tau Gamma Delta Sorority, Inc., XI Chapter: sponsored a reception in honor of the thirty-third annual Founders Day. The Sorority is a service organization comprised of business and professional women. Contact: Geraldine Boulware, 921 French St., NW, Wash., D.C. 20001.
- 25 University of Kentucky Women's Law Caucus and the University of Kentucky College of Law: sponsored a conference on "Women and Law 1975" Congresswoman Elizabeth Holtzman of N.Y. was a guest speaker. The day included panel discussions, workshop sessions and a film on IWY. Contact: Women's Law Caucus, c/o Office of the Dean, College of Law, Univ. of Kentucky, Lexington, KY. 40506

- 25-27 Greater Cleveland Congress for IWY: met at the Cleveland Convention Center and focused on "a rational, comprehensive approach, exploring the many options available to women in equal partnership with men... to further IWY goals of equality, development and peace." Keynote speaker was Jill Ruckleshaus, Presiding Officer National Commission for IWY. Session topics included: Volunteers You Are Not Alone: New Trends in Volunteerism, An Ecumenical Celebration... A Vision of Wholeness, Ethnic Women: Builders of America, etc.
- 26 The National Shrine of the Immaculate Conception in Wash., D.C.: honored Mother Teresa of Calcutta for her work among the poor and dying in India at an IWY Mass and ceremony. Contact: National Shrine of the Immaculate Conception, 4th and Michigan, N.E., Wash., D.C.
- 27-31 San Joaquin Delta College: sponsored an "In Celebration of Women" festival featuring workshops, an art exhibit, demonstrations and a dramatic production. Tillie Lewis was the keynote speaker. Contact Dr. Naomi Fitch, San Joaquin Delta College, 5151 Pacific Ave., Stockton, CA. 95207.
- 27-31 Dowling College: hosted a 5 day seminar in honor of IWY. The seminar consisted of various panel discussions and workshops. Contact: Dowling College, Oakdale, Long Is., N.Y.
- 28 The Co-Respondents: a theatre troupe from Washington State, presented "Here She Comes," a production on women and power combining historical and dramatic material with original music and featuring excerpts from the "lost" writings of many women in American literature and History. Performance at the Womens Interart Center, 549 W. 52nd St., N.Y., N.Y.
- 28 New York State UN Day Observance: began with a ceremony in the morning attended by Mayor Beame and Gov. Carey followed by a symposium on IWY. Contact: Mildred Robbins Leet, N.Y. State UN Day Chairperson, Two World Trade Center, N.Y., N.Y.
- 28 WRC-TV4: aired "A Woman Is... Nine Years Old and a Girl Scout On Her First Camp Out," a documentary filmed on location at Girl Scout Camp Conestoga in Greenbelt, MD. The film captures the attitudes of today's growing young women and was done by an all-female crew. Contact: WRD-TV4, 4001 Nebraska Ave., NW, Wash., D.C. 20016.
- 29 The National Organization for Women: sponsored a National Women's Strike Day-- "Alice Doesn't!" The purpose of the strike was to show non-support of the system "that continually ignores, oppresses, rapes, brutalizes, imprisons, confines and restricts Alice and her potential." Contact: Alice Doesn't!, P.O. Box 6792, San Jose, CA. 95150.
- 30 Queensborough Community College: in addition to many other IWY events sponsored a Women's Day. The program revolved around informal, hourly discussions and showing of films. Topics included: Equal Rights Amendment, Women Alone, Concerns of Black Women, etc. Contact: Vita Tauss, Asst. Dean of Students, Queensborough Community College Bayside, N.Y. 11364.
- 30-Nov 1 Weber State College: held a conference entitled, "Invest in Yourself - Share the Dividends," Speakers included: Dr. Estelle Ramey, Prof. of physiology and biophysics at Georgetown Univ., Shauna Adix, Dir. of the Women's Resource Center at the Univ. of Utah and Anita Alpern, Asst. Commissioner for Planning and Research, IRS. A film festival was included in the program: Contact: Helen H. Farr, Weber State College, 3750 Harrison Blvd., Ogden, Utah 84408.
- Festival of Women in the Arts: activities and events throughout October to emphasize women's contribution to the arts as part of Atlanta's IWY celebration. Dr. Ruth Bacon, U.S. Center IWY, was a guest speaker. Contact: Festival of Women in the Arts, 11th Floor, Commerce Bldg., Atlanta, GA.

N

NOVEMBER: Law, Medicine, Nursing, Administration, Secretarial Work---
All the Careers, Conventional and New

- 1 Worldwide Peace Day Foundation: has urged participation in the Worldwide Peace Day Program. Observances many different forms--armbands, community action programs, rallies, vigils, contests in schools, etc. Contact: Margaret & Ralph Lee 2122 California St., NW, Wash., D.C. 20008.
- 1-2 Connecticut College: sponsored an open conference focusing on changing the processes by which the American educational system restricts women through subtle stereotyping. Keynote speaker was The Hon. Gloria Schaffer, Sec. of the State for Connecticut. Contact: Margaret L. Thomson, Connecticut College P.O. Box 1624, New London, CT. 06320.
- 1-2 Fort Hays Kansas State College: the women's organizations at the college sponsored a weekend conference with an approximate attendance of 200. Contact: Jeanie Grippin, Wooster Place, C-11, Hays, KS. 67601.
- 1-2 The Old Dominion and Potomac Chrysanthemum Societies: presented their tenth jointly sponsored show. Annette Patella of the Center's staff participated in the ribbon cutting ceremony to open the show and spoke briefly on IWY. Contact: R.G. Rocca, Show Chairman, 400 Linden Lane, Falls Church, VA. 22042.
- 7-8 Mott Community College: a Management Dynamics for Women workshop will be conducted by Dr. Marilyn E. Harris and Ms. Mildred Darnton at the Career Development Learning Center. The Women's Center Newsletter, "Woman's World," notes in a recent issue that three liberal arts credit classes are offered on the MCC Women's Studies Program. The classes emphasize women's status in society. The Women's Center in cooperation with Community Services is again offering The 3 C's program--CHANGE, CHOICE, AND CHALLENGE--as part of continuing education classes. It is a program to help women and men to understand themselves and each other and to communicate on a level not based on sex-defined roles. Contact: Mott Community College, 1401 East Court St., Flint, MI. 48503.
- 7-8 The Coalition for IWY under the auspices of Women's Studies Committee and Opportunities for Women University of Arizona: sponsored a Speak Out For Women--an exchange of feelings and ideas of... by... and, for... the women of Tucson. Reports were made by women who attended the IWY Mexico City Conference. Contact: Gretchen Fogel, 1339 E. Helen, Tucson, Arizona 85719.
- 7-11 The National Council of Catholic Women: held its 37th National Convention in Portland, Oregon. Mildred Marcy, Coordinator, Secretariat, National Commission on the Observance of IWY, spoke on "The IWY - HOPES." Contact: NCCW, 1312 Massachusetts Ave., NW., Wash., D.C. 20005.
- 9-11 McBer and Co. and New Environments for Women: sponsored a seminar "Leadership and Career Achievement Training for Women" in Cambridge, MA. The seminar included a variety of techniques to give participants an intellectual understanding, direct experience, and practical grasp of career achievement factors. Contact: New Environments for Women, P.O. Box 37, Cambridge, MA. 02140.
- 9-15 The IWY Committee of Women's Organizations in the Tri-Cities area: held a week-long celebration in honor of the Year. Contact: Frances D. Golding 2116 Hudson, Richland, WA 99352.

- 10-11 The Lyndon B. Johnson Library and School of Public Affairs: sponsored a Symposium on Women in Public Life. Dr. Ruth Bacon, Dir. U.S. Center IWY, chaired the first panel on "Common and Uncommon Problems Around the World." Participants included: The Honorable Elizabeth Reid of Australia; Jill Ruckelshaus, Presiding Officer, National Commission on the Observance of IWY; Mary V. Busby, Asst. to the Dir., U.S. Center for IWY. On Nov. 11 the Committee on Women in Power of the National Commission as part of the Conference held hearings. Texas women in various types of public life gave brief presentations on the gains and the gaps of Texas women. Contact: Conference on Women in Public Life, Liz Carpenter, Coordinator, 2313 Red River, Austin, Texas 78705.
- 10-16 The National Council of Negro Women: held its 37th convention in Washington D.C. The theme of this year's convention was "Women In Unity--Living The Legacy." IWY and the Centennial of the birth of Mary McLeod Bethune, the founder of the organization, were celebrated. Dr. Ruth Bacon and Dorothy I. Height (National Pres., NCNW) spoke at the IWY luncheon on Nov. 14. Contact: NCNW, Inc. 1345 Connecticut Ave., NW, Wash., D.C. 20036.
- 11-14 The International Assn. of University Presidents (IAUP) and the American Assn. of Colleges and Universities (AASCU): two associations of predominantly male educators in higher education which met concurrently in Boston, included for the first time a panel of women to discuss the role of higher education in implementing the World Plan of Action adopted at the World Conference for International Women's Year in Mexico City last July. Kurt Waldheim, Sec. General of the UN, spoke at the joint opening session. Contact: Sylvia Sammartino, 140 Ridge Rd., Rutherford, N.J. 07070.
- 12 Women United for the United Nations: at their annual luncheon honored the women delegates attending the 30th Session of the UN General Assembly. Contact: Frances Sawyer, 45 West 54th St., N.Y., N.Y.
- 13 The Mental Health Assn. of Dade County, Inc. and The Institute for Women, Florida International University: sponsored an Assertiveness Training Conference. Guest speaker was Dr. Manuel J. Smith, author of the book "When I say No, I Feel Guilty." Contact: Institute for Women, Florida International Univ., Tamiami Trail, Miami, Fla. 33199.
- 13 The American Society for Public Administration, National Capital Area Chapter, The Committee on Women in Public Administration and the U.S. Center for IWY: co-sponsored, a luncheon featuring Audrey Rowe Colom as guest speaker. Ms. Colom is a member of the National Commission on the Observance of IWY, and is the newly elected Chair of the National Women's Political Caucus. She spoke on "Women in Power: A Historical Overview and Prospects for the Future." Contact: American Society for Public Administration, 6006 28th St., N.W., Wash., D.C. 20015.
- 14-15 Stephens College: in observance of IWY sponsored a "Cinema Celebration" a festival for films by and about women. Joan Tewkesburg, writer of the screenplay for "Nashville" headed the judging committee. Cash awards were given. Contact: Office of Public Information, Stephens College, Columbia, Missouri 65201.
- 15 The Oklahoma Governor's Commission on the Status of Women: sponsored its third annual "Day at the Capitol". Keynote speaker was Jacqueline Gutwillig. Contact: Jan Dreiling, Chairperson, 1301 Cherokee Hills Dr., Bartlesville, Okla. 74003.
- 15 Lorain County: held an IWY event sponsored by a coalition of women's groups which featured a panel, booth displays and a multi-media presentation. Guest speaker was Wilma Scott Heide. Contact: IWY Celebration, c/o Lorain YWCA, 6th and Reid Ave., Lorain, Ohio 44052.

- 15 The Y.W.C.A. of Darien: sponsored an IWY Conference with an approximate attendance of 300. Contact: Darien Branch YWCA 49 Old Kings Highway North, Darien, Ct. 06820.
- 16-23 Primer Congreso Mundial De Periodistas Y Escritores: The First World Congress of Journalists and Writers organized by the Union of Women Journalists and Writers will take place in Mexico City as part of the Mexican IWY program. The theme of the Congress is: "The Journalist and the Writer as Guides of the Community of Social Welfare." Contact: Union Femenina De Periodistas Y Escritoras, A.C., Bucareli No. 128, F-7 Mexico 1, D.F.
- 17-Dec 30 The Foundation for Multilingualism and Polyculturalism: as an IWY observance is exhibiting traditional Indian embroidery done by Rabari women from Gujerat State. Some of the items are for sale. The exhibit is free of charge, Mon-Sat. 9:30-5:30. Contact: Sophia Gonzales, Foundation for Multilingualism and Polyculturalism, 1217 G St., NW, Wash., D.C.
- 18 The Maryland Commission on the Status of Women: sponsored a one-day IWY conference, "Uniting For A Decade Of Progress" in Annapolis. A reception followed at the Governor's Mansion. Virginia R. Allan, Asst. Secretary of State, Bureau of Public Affairs, was the IWY speaker. Contact: Maryland Commission on the Status of Women, 1100 North Eutaw Street, Baltimore, MD. 21201. The Commission issued a special IWY edition of its newsletter, "Maryland Women," for the summer/fall.
- 21 The Department of the Interior: featured Mr. C.V. Narsimhan, Under-Secretary for Inter-Agency Affairs and Coordination at the UN as guest speaker at an IWY observance at the Dept. Auditorium. Patricia Lindh, Special Assistant to the President, attended and introduced Mr. Narasimhan. Frances Elge, an Administrative Law Judge, Office of Hearings and Appeals, Montana, was presented with the Woman of the Month award. Contact: Ginna Gilbertson, Bureau of Mines, Rm. 1043, Columbia Plaza, 2401 E St., NW, Wash., D.C. 20241.
- 23 Queensborough Community College: in tribute to IWY President and Mrs. Kurt R. Schmeller will host a recognition ceremony and reception in honor of Six Distinguished Women of the Borough of Queens. Contact: Vita Tauss, Asst. Dean of Students, Queensborough Community College, Bayside, N.Y. 11364.
- 28 The Emergency Research and Development Administration (ERDA): is holding a Career Day for the daughters (and sons) of employees as part of the IWY celebration. There will be a panel of women discussing their jobs at ERDA and how they achieved their current positions. The program will stress the career potential for women in the science and engineering fields. Dr. Estelle Ramey, Professor of Physiology and Biophysics at Georgetown Univ., will be the guest speaker. Contact: Nan Brown, FWPC, ERDA, Washington, D.C. 20545.
- The New Paltz Campus of the Statute University of New York: has planned a busy month of IWY programs including a film festival, dance concerts, exhibits, lectures, etc. To mention a few: Nov. 5 a talk by Srimata Gayatri Devi, Head of U.S. Vedanta Center on "Reflections on the Role of Women in Religion"; Nov. 13 Conference on Women and Work; Nov. 18 Dr. Marguerite Follett, Assoc. Dir. of the U.S. Center for IWY, will chair a panel on "The IWY Mexico City Conference: What Next?" Contact: Dr. Usha Agarwal, SUNY, New Paltz, N.Y.
- Bethesda Women's HQ, State National Bank of Maryland: sponsored a series of speakers on Wednesday nights at 7:30 p.m. Topics: 11/5--"Tri College for the Evening"; 11/12--"The New Fair Credit Opportunity Act & What It Means To Women"; 11/19--"New Opportunities for Women In Politics And Government." Contact: Bethesda Women's HG, State National Bank of Maryland, 6921 Arlington Rd., Bethesda, Md.

D

DECEMBER: Minds and Hearts of People -- Spiritual and Aesthetic Values

- 2 National Women's Agenda Day: on which women across the country will present the Agenda to their Mayors, Congressional Representatives and Governors. This first U.S. National Women's Agenda reflects the goals and priorities of a broad spectrum of American women and represents their determination to set before the nation the issues which must be addressed to enable women to play a full and equal role in our society. Contact: Women's Action Alliance, 370 Lexington Ave., N.Y., N.Y. 10017.
- 4-5 The New Paltz Campus of the State University of New York: is devoting two days to the consideration of "The Roles and Contributions of Minority Women and the Women of Developing Countries." Contact: Dr. Usha Agarwal, SUNY, New Paltz, N.Y.
- 12-13 The Tennessee State Commission on the Status of Women: in conjunction with a number of co-sponsors is holding a two-day meeting--"Strategies for the Future: Implementing IWY Goals." Reports on IWY activities from across the State will be presented. Contact: Women's Resources Center of Memphis, Inc., 2117 Union Ave., Memphis, TN. 38104

1976

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APRIL:

- 7-12 Women's Expo 76: at the Miami Beach Convention Center, will be the largest single bicentennial year tribute to women in the greater Miami area. The show will be divided into 4 special interest sections. Two seminar pavillions are being constructed. Efforts will be made to provide women attending the event with information and activities that will help enrich their lives as women. Contact: Ted M. Gallo Women's Expo '76, 1550 N.E. 2nd Ave., Miami, Fla. 33132.
- 22-25 The University of Cincinnati, Office of Women's Studies and The Ohio American Revolution Bicentennial Commission and the Greater Cincinnati Consortium of Colleges & Universities: are sponsoring a national, multidisciplinary conference for research on women and gender issues, honoring the Bicentennial and a new beginning in the Third Century. Those interested may submit a paper or suggestions for workshops. Contact: Aileen Reinstatler, The Office of Women's Studies, Univ. of Cincinnati, 1116 Crosley Tower #164, Cincinnati, Ohio 4522.

M

MAY:

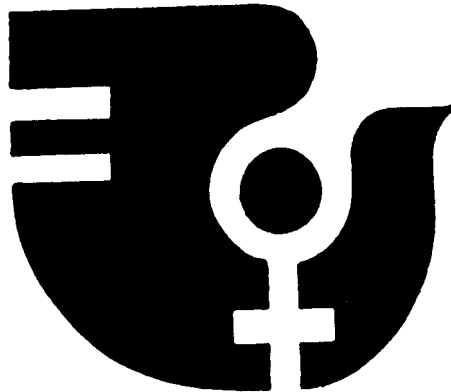
- 31 to 6/11 Conference on Human Settlements ("Habitat"): called by the United Nations will met in Vancouver Canada. (See report on page 1 of Newsletter).



INTERNATIONAL WOMEN'S YEAR 1975

U.S. CENTER FOR IWY 1975
1630 Crescent Place, N.W.
Washington, D.C. 20009
(202) 332-1029 X61

NEWSLETTER NO. 6-75
November 1975



Dear IWY Friends, Near and Far:

We wish we could greet you individually, one and all, at this holiday season. But as that isn't possible we decided to send you our group picture, taken in the garden at Meridian House on a glorious Indian summer day. Please don't think that we spend our time at the U.S. Center chatting in the garden. This was a special occasion, planned with you in mind, to send our good wishes and bright hopes for the Decade ahead.

My part of this Newsletter is longer than usual because there is so much to report, so I'll start right in at the beginning.

I. International Women's Year Becomes International Women's Decade

Remember that International Women's Year is not ending in December, but is the beginning of the International Women's Decade, 1975-85. The United Nations calls it the Decade of Women and Development. You know that the World Plan of Action looks ahead to "national action over the 10-year period from 1975-85 as part of a sustained, long term effort to achieve the objectives of the International Women's Year" and sketches out action also at the United Nations level as well. Already we are getting word from IWY Committees and other groups that have studied the World Plan, set out their goals, and begun work on the first 5-year section of the Decade. That's where we are right now. IWY is becoming IWD. Here is our big chance. Don't let it slip by.

II. The UN World Habitat Conference

Meanwhile, another world conference of direct concern to women is just around the corner. The United Nations has called a Conference on Human Settlements ("Habitat") to meet in Vancouver, Canada, May 31 to June 11, 1976. It will consider a whole group of problem areas relating to human settlements: "Shelter" (homes, factories, stores, offices, etc.); city planning; water and food supplies; transportation; waste disposal; land usage; communications; energy; education; health care; security; social welfare services; creative leisure; and many more. Involved also will be issues such as rural-urban migration, rapid population growth in cities, increasing cost of civic services, national and international mechanisms for the maintenance of cities, and many other matters, a formidable list for 12 days.

At a time when the situation of New York City and other American cities is in the forefront of public attention, it is informative, if not comforting, to know that problems of human settlement are world-wide. According to Robert McNamara of the World Bank, 25 years



ago there were 16 cities in the developing countries with populations of one million or more; now there are over 60; and in 25 years he foresees more than 200. Others estimate that by the end of the century, unless trends change, there will be two or three cities in the world with populations approaching 30,000,000. So there is no time to waste in starting to work on a global scale.

The Habitat Conference will be organized along lines similar to those at the Mexico City IWY Conference. In addition to the official Governmental Conference, there will be a non-governmental Forum opening May 27 ahead of the Conference and continuing on, with workshops, exhibits, experts, discussion groups, and other events. The organizers say that virtually any kind of activity that relates to human settlements can be accommodated, and that anyone, either an individual or an organization, may participate.

Obviously, women have a first-hand awareness of "habitat" problems in their totality and it is encouraging to find that a suggested Declaration of Principles submitted by the U.S. Delegation at a preparatory Conference contains this paragraph:

"Women, who constitute more than half of the world's population and human resources, must be in the mainstream of efforts to improve the quality of life in human settlements. Women should have equal opportunity to participate in that process of improvement as well as in human settlements themselves."

This U.S. paragraph was endorsed by a number of other delegations and is in the hands of the UN Secretariat which will prepare the Conference documentation. Let us hope that this attitude will be given prominent recognition when the U.S. Delegation to the Conference is selected, and also in the preparatory work.

So far, on the U.S. side, women's participation has not been large. Work is proceeding through an Advisory Committee of representatives of 35 organizations, only one of which, the League of Women Voters, is specifically concerned with women's programs. Two or three other organizations on the Committee are represented by women. The Committee is headed by Stanley D. Schiff, Coordinator of U.S. Participation in the UN Habitat Conference, at the Department of State.

What can you do for the Habitat Conference?

First of all, you can expand your own understanding of human settlement problems in general, and also specifically inform yourself about the problems and the successes of your own city or town. Make some aspect of habitat issues a matter of concern to yourself and to your organization.

2) If you belong to a national organization in consultative status with the UN, your organization can arrange for non-governmental observer status at the official Governmental Conference as well as representation at the Forum.

3) Decide whether you want to attend. If you can work out arrangements in advance with your local newspaper, and obtain press accreditation, you will stand a chance of gaining entry to both the Governmental Conference and the Forum. If you want to participate in, not just attend, the Forum program or exhibits, or need help on accommodations or general information, you should get in touch promptly with the Habitat Forum, P.O. Box 48360, Bentall Center, Vancouver, Canada.

4) You can encourage the National Headquarters of your organization, to coordinate activities among women's groups planning to attend and to establish in advance a communications system to help U.S. women's groups maintain contact at Vancouver. Women who attended the Mexico City Conference can tell you how difficult it is to establish such contacts after the meetings open.

5) For the U.S., preparatory work is in progress but not completed and the U.S. Delegation to the Governmental Conference has not yet been chosen. If you feel that the advice of qualified women should be utilized as suggested in the U.S. paper draft Declaration of Principles, and that more than a token number of women should be named to the Delegation, you can write either to Secretary Kissinger or to Stanley D. Schiff at the Department of State, Washington, D.C. 20250.

6) You can talk with women who attended the Mexico City meetings about the kind of problems and situations which can arise at such a conference, and consider within your group ways of handling them.

7) If you would like to have some advance idea of the foreign policy issues likely to arise at Vancouver as they did at Mexico City, you can get your National Headquarters to ask for a briefing from the Department of State.

This is a Conference which really involves us all. And right now is the time to start working for it.

III. A World Conference for Women in 1980?

There was enthusiasm at the Mexico City Conference for a follow-up world conference for women in 1980. You won't find this in the World Plan. It's in a separate recommendation which says that "the Conference decided to recommend that the General Assembly of the United Nations at its 30th Session should consider the convening of another world conference on women in 1980." The 30th General Assembly is now in session in New York and as reported in our previous Newsletter there are two items on its agenda relating specifically to International Women's Year. As of this writing, the General Assembly has not yet reached these items. We can hope that its action will include the setting up of machinery and the allocation of funds to start work for a world conference for 1980. We'll let you know in our next Newsletter.

IV. The National Women's Conference Bill (H.R. 9924)

Over many months, several members of the Congress, in particular, Congresswomen Abzug, Heckler and Mink, have been working on ideas for a national women's conference and other projects of direct interest to women. A bill submitted by Bella Abzug for herself and her colleagues is of immediate interest to us all.

The bill would direct the National Commission on the Observance of International Women's Year to convene a National Women's Conference during 1976 to assess progress toward equality for women in the U.S. and set goals for the future. The bill also would have the Commission grant technical and financial assistance to States to organize local, State and regional meetings in preparation for the Conference. "State" would be taken to mean the 50 States plus the District of Columbia, Puerto Rico, the Virgin Islands, American Samoa, Guam, and the Trust Territory of the Pacific Islands. The bill would carry an authorization for \$10,000,000.

This bill was brought before the House of Representatives on October 20 under a priority procedure requiring a two-thirds margin (233 yes, 157 no, 42 not voting). Bella Abzug comments: "It was most interesting that this seemingly non-controversial effort to give women an opportunity to discuss their problems ran into a well-organized opposition on the floor." The bill will come up again, probably before the middle of November, under a regular procedure requiring only a simple majority for approval. After the bill is approved by the House, it must go to the Senate and complete other procedures. The bill thus has started on a long road which, if the debate in the House on October 20 is any indication, may not be an easy one. If you are interested in this bill, now is the time to write to your representative in the House and to your Senator.

V. Is There Any Use In Sending In Names Of Qualified Women?

Many times I meet women who tell me that they have sent in the names of qualified women for various State or national appointments, and nothing has ever happened. They ask: "Is there any use in sending the names of qualified women to the Governor, or the State Commission on the Status of Women, or the Department of State, or the White House?"

It's a valid question, and the quick answer is yes, it does pay. Here is the situation as I understand it. A basic problem is that relatively few women are getting appointed to decision-making jobs at local, State or Federal level and the first step is to increase the number of women being appointed. Sending in letters is one way of showing that women are serious about this and that there are in fact plenty of qualified women ready to serve.

A press survey made here in Washington, D.C. recently showed that many banks and business firms have no women, or only a token woman, on their boards of governors or trustees. When asked why, the immediate answer is the familiar one: "Because there are no qualified women." When asked what the qualifications are, there is hesitation and then something like "Oh, well, we didn't know any women we thought would fit our needs."

One reason behind this attitude -- which is found in Governmental as well as in private practice -- may be that most appointments now are made by men, who tend to choose other men with whom they have worked or about whom they know from reports by colleagues. Most of the appointers have never, or only rarely, worked with women at a decision-making level. The thought of selecting a woman for an appointment sometimes doesn't even enter their minds. When it does, they prefer a known quantity -- a man whose views and techniques can be estimated in advance. A woman often presents an unknown, and thus a feared, quantity. Even if the appointer is disposed to choose a woman, the names of qualified women are less well known generally and it takes time to locate the names and check them out. If the names of qualified women are readily available, together with biographies and references, women have a better chance of at least being considered, and perhaps selected.

Here is where you can be helpful, in two ways. 1) Keep the question of appointing women to decision-making positions on boards and commissions and delegations in the foreground. Start at the local level. Are there women in adequate number on the board of directors of your bank? your life insurance company? your local hospital, college, museum? department store? If not, ask "why?" Suggest that women should be included and suggest names. Follow-up after a reasonable interval. 2) At the national level, do keep on sending in names of qualified women and urging their appointment to commissions and delegations. Include biographies and references. Be sure that the women you suggest are willing to serve. When you are sending in names, don't forget your Representative in the House and your two Senators. They can be very effective and should be made aware of the problem.

These steps are building for the future. Don't be surprised if for some time to come nothing happens when you send in names, but the effort is not wasted. It helps with the total picture, perhaps not for you but certainly for some woman. If you know of other or better ways of proceeding, do tell us. I know that Patricia Lindh at the White House, Virginia Allan at the State Department, Jayne Spain at the Civil Service Commission and others in the Federal Government are working hard on it, and several non-governmental organizations also, but they need your help. This is a problem which calls for your intensive attention throughout the Decade.

VI. News from the U.S. Center

Since the last Newsletter, Yvonne Lewis has left for her new home in Oregon, remaining as a Consultant long-distance with the Center. Annette Patella has assumed her new work as Assistant Director, and the Center has welcomed Tania James as our new Staff Assistant.

IWY is not ending with the Calendar year, but the U.S. Center of course will be. We are closing our doors to the public on December 31, with our mission accomplished and our grant concluded. There will be a Newsletter, our last, about the first of the year. We hope to have one month -- January -- if funds permit, to write our report, close out our files and balance our books. If there are funds, we may even be able to send you a copy of our report.

WE MUST CLOSE ALL SALES OF OUR IWY JEWELRY ON DECEMBER 15, because we have to have our books audited. Orders for jewelry received after December 15 will regretfully have to be returned. Our cut-off date is absolute so please get your Christmas orders in now to avoid disappointment later.

As for the future, the National Commission on the Observance of IWY will be continuing almost certainly until June 30, and possibly beyond if the Abzug bill, mentioned above, is passed. Meantime, discussions are going on at various levels on the question whether some coordinating mechanism is needed at the national level for the Decade and if so, what type of mechanism? where? Governmental or non-Governmental or mixed? how financed? If you have ideas, you should send them to the National Headquarters of your organization, or write to Mildred Marcy, at the National Commission on the Observance of IWY, Department of State, Washington, D.C. 20250. The question of the possible re-opening of jewelry sales early in 1976 at some other location is also being discussed, with no decision as yet. We hope to have answers for you, or at least progress reports, in our next letter.

Whatever decisions are made, we know that the local IWY Committees, Commissions and other groups concerned with IWY are now in position to carry on the work into the new Decade. This is not the time to relax. The hard work lies ahead -- the Decade holds such promise if we all work together.

Happy holiday greetings and the best and brightest of wishes,

Sincerely,



Ruth Bacon
Director

P.S. We've received some welcome round-up reports on the impact of IWY. If you haven't sent yours yet, do please let us have it.

CATHOLIC CHURCH HONORS WOMEN IN THE U.S. WITH THE CANONIZATION OF MOTHER SETON
by Marguerite A. Follett

International ecclesiastical attention and recognition of women and International Women's Year reached its height in the Roman Catholic Church in September with the canonization of Mother Elizabeth Seton, the first native-born citizen of the United States to be proclaimed a saint.

"This most beautiful figure of a holy woman," Pope Paul VI told the 15,000 Americans in a crowd estimated at 120,000 in St. Peter's Square on September 14 for the canonization ceremony, "presents to the world and to history the affirmation of new and authentic riches that are yours: that religious spirituality which your temporal prosperity seemed to obscure and almost make impossible. Your land, America, is indeed worthy of receiving into its fertile ground the seed of evangelical holiness."

Speaking in English, Pope Paul referred to Mother Seton's "complete femininity." He described himself as pleased that her canonization had fallen within the UN-proclaimed International Women's Year. He noted that Women's Year aims at promoting an awareness incumbent upon all to recognize the true role of women in the world and to contribute to their authentic advancement in society." He said he was happy "at the bond that is established between this program and this canonization. (In conjunction with the canonization, the Vatican had proclaimed September 14 as "Woman's Day.")

Pope Paul said that the Church was extoling Mother Seton's extraordinary contribution as wife, mother, widow and Religion by canonizing her. "May the dynamism and authenticity of her life be an example in our day--and for generations to come--of what women can and must accomplish in the fulfillment of their role for the good of humanity," he said.

Emmitsburg, Maryland, where Saint Elizabeth Ann Bayley Seton came to live and where she established the Sisters of Charity of St. Joseph, was the center of national devotions and celebrations where tens of thousands came to celebrate her canonization.

EDUCATION MOVES AHEAD FOR THE ADVANCEMENT OF WOMEN: 1976 ACTION PLANS IN PLACE
by Marguerite A. Follett

Together we move ahead with IWY/IWD programs on Education as they relate to the advancement of the role and status of women and we continue educational activities within various organizations and institutions--listeners become learners--become participants--become advocates--and eventually some become trainers. Until their first IWY Conference or Workshop, many women and men--have not had the opportunity to receive more than a smattering of information through the media or hearsay.

Some may want to maintain the status quo and be happy with IWY as a kind of one-year happening; others may seem totally apathetic about the general focus on women in the areas of equality, development, and peace. However, once many of these listeners hear the word, then discuss the issues, they desire more background information and then wish to become involved in action-oriented programs.

"Coping With Change"

Organizations are picking up on this desire for in-depth learning and participation. The Committee on Women in Public Administration, American Society for Public Administration (ASPA), National Capital Chapter, held a two-day conference recently entitled "Coping With Change." The Committee on Women assumed the responsibility for the panel "Changing Roles of Women and Men". A paper was distributed to the participants prior to the panel meeting. Some issues for discussion included: attitudes, promise of change versus actual change, working relationships, pressures felt by women to identify with the women's movement, loss of individualism, pressures on women and men returning to the labor force, meaningfulness of work, educating women to accept change, educating men to accept change, and special problems of women in management.

Educators throughout the United States are providing resource information to the education community on IWY/IWD, are conducting training programs on sex stereotyping, and so forth. Decision-and policy-makers in "the real world" of Education are aware of the dynamic impact of the World Conference in Mexico City and its agreed upon World Plan of Action for our global village with its crises of hunger, energy, population, environment, etc., etc., etc. Emphasis is on awareness of the true meaning of International Women's Year and the decade for the advancement of women (IWD), with knowledge, training and experience as the basis for developing the community potential that will result through the changing roles of men and women--through the integration of women into development.

Develop the "how to"

At this point, one basic need seems to be the training of trainers of leaders and others on the specifics of "how to" motivate men and women to the World Plan of Action, and how to design programs which may be developed over the 10-year period of advancement of women. The time is now to state the mission or purpose of an organization or institution as it relates to IWD, to make short-and long-range goals based on what advancement has been made to date and what needs to be done for the integration of women into the community. Such planning would include women from all areas of the community, whether they be from rural or urban areas, minorities, with varying philosophies, handicapped, young or maturing. Representatives provide in-put into the plans for their own community development. Men also would be a part of the program planning and the implementation of the World Plan of Action. Built-in professional evaluation procedures are requisite for all program development.

In preparing for IWY/IWD educational programming, many national and international resources are available. For example, the Association of American Colleges has included the following in its September Newsletter: Research and Support Strategies for Women's Higher Education, prepared by the Advisory Committee of the project on the status and education of women; the reprint of an article "Title IX: New Rules for an Old Game"; a listing of more than 600 Women's Centers in 49 states and Canada, plus several resources concerning "men's centers" on campus; a listing of Professional Women's Groups, prepared by the American Association of University Women--including 90 organizations, groups and caucuses which focus on the concerns and status of women in specific professions, and often offer services helpful to locating women in faculty and staff positions; a flyer, "Women on Campus: The Unfinished Liberation" with a collection of 21 essays documenting the obstacles women face on campus, with progress made to date; and a brochure on "Women Educators," an organization which promotes "equality of opportunity at all levels for women . . . in the field of educational research."

We would appreciate hearing from more of our readers regarding available resources or educational programs. For example, what programs in this country are available which should be made known to bilingual women or women who do not speak English and who may be interested in advancing their education or who may be interested in Women's Study Programs or other areas.

IWD in Forefront for 1976

As we prepare for 1976, our nation's bicentennial, and we keep the decade for the advancement of women in the forefront of our celebrations, we hope that plans now are pretty well formulated for IWD program development with at least one person specifically responsible from each organization and institution. Specific objectives in relation to IWY general objectives are determined as they may best be implemented on the basis of the strengths of the institution or association. Specific methods of implementing these objectives are of great importance, with specific involvement and commitment of individuals, community groups and institutions, from urban and rural areas.

A few questions may be helpful. How much area involvement will be included--State, Regional, National and International. What will be the anticipated outcomes of each program and how will each be evaluated? How will this be shared with other organizations and institutions? With a written plan of action which includes specific means to carry out the objectives, and with the commitment of the community, 1976 will get off to an organized start, and will move positively month-by-month to increase the advancement of women--and men. By the beginning of 1977, we will be ready to look back, as we are now, on the second year in this concerted IWD movement and see ourselves closer to our major goals of equality, development and peace.

Marguerite A. Follett

WASHINGTON CONFERENCE ROUND-UP

Mary Virginia Busby

Washington is, among other things, the scene of countless meetings and conferences which often include agenda items which we feel would be of interest to you, our readers.

Since our last Newsletter, there have been two conferences in which we feel you might have particular interest. We include below a brief report on them.

WOMEN IN THE ECONOMY: FULL FREEDOM OF CHOICE --- September 11-13, 1975

A conference marking the 55th Anniversary of the Women's Bureau and IWY

The opening sessions consisted of a welcome by Mayor Walter E. Washington, District of Columbia; an Invocation; Introductions by Bernard E. DeLury, Assistant Secretary of Labor for Employment Standards; an address by John T. Dunlop, Secretary of Labor; keynote speech by Carmen R. Maymi, Director, Women's Bureau and alternate delegate to the UN General Assembly; Musical selections by the U.S. Navy Band; and the presentation of colors by the Marine Women's Unit.

How to be in six mini-conferences at once? That was the big problem, and of course impossible. However, here are some general impressions of repeating themes:

- 1) The strong endorsement in group after group of the need for the Equal Rights Amendment to be passed.
- 2) The need for Child Development (rather than Child Care) Centers. It was pointed out that this is an area of much confusion with over-lapping and criss-crossing bills before Congress and that too often facilities rather than services are stressed.
- 3) The need for greater educational opportunities--at all levels and for all ages--of both a formal and informal nature.
- 4) The need for part-time and more flexible work patterns for both men and women.
- 5) The strong leadership role played by labor union women.
- 6) The equally strong leadership role played by a number of black, Hispanic and other minority women.
- 7) The vital necessity for the full impact of any law affecting women to be understood before its passage. Examples of this cropped up time and again in discussions.

Panel III on SURVIVING THE DUAL RESPONSIBILITIES OF WORKPLACE AND HOME was highlighted by the case study approach on "How Some Women Have Coped." Although all of the women who spoke had developed their own ways of coping, several threads of commonality ran through their stories. They had, or had of necessity developed, skills as administrators; they had located and tapped the resources in their own communities to help them; they evidenced enormous energy and determination. It was pointed out, once again, that the basic need is a restructuring one. The labor market today is structured for men and the family-life pattern as it has been accepted in the past. It must be changed so that men and women can be measured against human needs; not just women against men.

In many ways, this conference took on the overtones of a smaller-scale Mexico City Conference. Thirty-seven organizations and governmental offices had participated in its planning, there were more than 130 participants in the various panels and discussion groups, and attendance was well over 500. The occasion provided a broad-based opportunity for exchange of thinking and ideas between governmental and non-governmental individuals.

A teen mimi-conference entitled "I Am a Human Being, Do Not Fold, Staple, or Mutilate!" was an innovative feature of the Conference. It was attended by a large number of teenagers.

The general consensus of the participants seemed to be that much HAS been done; but much is left to do. And that the changes we need are not going to happen just because we have laws, but only when they are fully implemented. As well, cultural, social and attitudinal changes are needed to maximize human potential for both men and women.

HIGHER EDUCATION IN THE WORLD COMMUNITY --- October 8-10, 1975
American Council on Education 58th Annual Meeting

In his keynote address, Dr. James M. Hester, Rector, The United Nations University, related the development and structure of the University which is now in operation from its "home" base in Tokyo. With an emphasis on research, it is planned that six or eight regional centers of study throughout the world will be established. Stressing the need for a "new sense of urgency" and an increased awareness of the implications of world citizenship, Dr. Hester said that the task of the University "is not to reflect the past but to illuminate tomorrow."

CONCURRENT PANEL SESSION topics included: Higher Education in the Changing Employment Market, New Exchange Opportunities, Higher Education in Language and Cultural Studies, Autonomy and Accountability, Higher Education and the International Intellectual Community, International Support for Emerging Universities, Effectiveness of International Organizations in Higher Education and Equalizing Educational Opportunity for Women.

Dr. Barbara Newell, President, Wellesley College served as Moderator of the Panel on Women. This proved to be an especially lively and informative session, and the papers delivered by each of the three panel members were excellent.

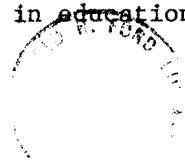
Panel Member Rivka W. Bar-Yosef, Director, Work and Welfare Reserach Institute, The Hebrew University of Jerusalem, stressed that "the question of equality seems to be one of the most persisting issues in the intellectual and institutional history of human societies," and that the "ranking or stratification of people within a society is often based on age or sex or both." She said, "Women may be as ambitious as men but their goals and styles of achieving them are different." She explained, "it is expected that men will manage to integrate several competing, and probably conflicting, roles, while women are expected to suffer from the stress of conflict if they try to combine scholarship or profession with their role in the family."

She affirmed her belief that there is indeed a "system based on the principle of gender differentiation" which works against women and that only minimal gains in equality can be achieved until the system itself has undergone basic changes. She defined equality as "equality of resources, equality of treatment and equality of outcome," and called for a changing role for both men and women. "Like any large-scale social change, gender equality will involve social and human costs. It depends on one's values whether the outcome will be deemed worthwhile."

Panel member Bina Roy, Joint Editor of Publications, Council for Social Development (India), voiced a plea that as technology advances, care should be taken that women are not relegated to an optionless life. She cited six steps needed to equalize opportunities of higher education for women, particularly in developing countries:

- 1) That technological services be provided to free women from the drudgery of daily chores.
- 2) That these services include provision of roads, protected water supply, public health facilities and an efficient system of non-formal education on local community levels.
- 3) That a special, innovative system of primary and lower secondary education be developed to reach out to serve women and girls as and when they are free, instead of expecting them to attend formal classes.
- 4) That provision be made for part-time education and employment of women.
- 5) That a conscious plan for fuller utilization of women-power for development be devised.
- 6) That a conscious implementation of rules for enrollment of women on equal terms with men in institutions of higher learning and their employment therein be stressed. She, too, emphasized the need for a changing role pattern for both men and women.

Panel member Robert O'Neil Executive Vice President for Academic Affairs, University of Cincinnati, addressing the topic "No Discrimination Is Not Equality" spoke from three perspectives on Title IX (Regulations prohibiting sex discrimination against women in education).



He said first that it is NECESSARY - as a matter of fact, long overdue, and should result in the "breaking down of some ancient walls" of discrimination and exclusion of women.

Secondly, he termed Title IX DIVERSIONARY, explaining that he meant that "the statute and particularly the implementing regulations have generated controversies peripheral to the main issue - diverting attention from the primary problem." He cited as the best example of this, the highly publicized attack of the National Collegiate Athletic Association and other sports groups on particular provisions of Title IX. An even greater concern of diversion, he said, is its use in criticism of affirmative action programs and policies. He emphasized the point that "because a particular form of regulation may be constitutionally valid, it is not necessarily sound or wise on public policy grounds," and called for a critical reassessment of the "limits of federal regulation of higher education as acts of Congress and administrative rules encroach even further into the administrative and academic domain."

Thirdly, Mr. O'Neil called Title IX MINIMAL- for, he said, it does not promise equality of opportunity for academic women, but merely prohibits discriminatory practices. Explaining that the "achievement of equality of opportunity involves an institutional and individual responsibility that is effectively beyond the reach of laws, he said the crucial attitudes of faculty members and administrators cannot really be controlled by legislation or administrative regulation. He sees part-time study, academic programs in Women's Studies, child care programs, special counseling services - all these and many other options contributing to equalization of opportunity for women in higher education. And, he continued, all of these are beyond the purview of federal law. He questioned if even the limited degree of formal regulation which Title IX represents might not prove to be a deterrent to equality, citing what he calls a "backlash in higher education today" even if paved with the best of intentions." The women present seemed to feel a great familiarity with this last statement.

In discussion following the speakers, the subject of tokenism was introduced, and it was suggested that many women refuse a job when they feel tokenism or a quota system is the determining factor. President Newell said her feeling is that a woman must above all else turn in a good job performance - but first she must be in a position to do so. She said, "Don't knock a token, its the way you get on the trolley."

Following the formal American Council on Education meeting, the Office of Women in Higher Education, directed by Emily Taylor, sponsored a special program entitled "International Women's Year Conference Implications for Higher Education." Recommendations to the Higher Education Community--Decade 1975-85 were made and will be available in the near future.

COLLEGE CREDIT MAY BE RECEIVED BY EXAMINATION THROUGH THE COLLEGE-LEVEL EXAMINATION PROGRAM (CLEP)

by Martha Constantine, Student Volunteer

For the benefit of our readers who may be interested in continuing their education, the U.S. Center for IWY has received information regarding the College-Level Examination Program (CLEP), a system devised for persons wishing to receive college-credit by examination. The program is planned to enable a person to demonstrate his or her ability and achievement on a college-level. The examinations are geared towards an achievement level equivalent to two years of college. Two types of examinations are offered: general examinations, which measure achievement in basic areas of study such as math and history; and subject examinations, which measure achievement in specific college courses.

The interest in these tests is rapidly increasing, for in 1971-72, only 80,134 tests were administered, while in 1973-74, the figure jumped to 253,373. Anyone may take these tests, and the test centers are located on various college and university campuses across the nation.

For further information, write or phone: Program Services Officer, CLEP Program, 888 7th Ave., New York, N.Y. 10019, (212-582-6210), or the closest regional office of the College Entrance Examination Board (CEEB).

NEWS & NOTES

by Annette Patella

Let me introduce myself--- Annette Patella, Incoming Assistant Director

I joined the staff at the beginning of the Year and since then have been immersed in the whirlwind of activities that has characterized life at the Center. It's been hectic, exciting, exhausting and rewarding and I'm looking forward to more of the same in the weeks ahead. Since there are so many news items to report in this issue, I'll dive right in without further ado.

An IWY Thought --- The Bahá'i Faith group of Lafayette, Ind., recently wrote to the Center and included an excerpt from the Writings of the Bahá'i Faith. The passage expresses in a poetic manner the spirit of the Year and we'd like to share it with you.

"The world of humanity is possessed of two wings---the male and the female. So long as these two wings are not equivalent in strength, the bird cannot fly. Until womankind reaches the same degree as man, until she enjoys the same arena of activity, extraordinary attainment for the world of humanity will not be realized; humanity cannot wing its way to heights of real attainment. ...As long as women are prevented from attaining their highest possibilities, so long will men be unable to achieve the greatness which might be theirs."

Contact: Carol Black, 1933 Salem St., Lafayette, Ind. 47905

THE WOMAN'S PAPER: in its Fall issue featured an article on the World Conference in Mexico City by Rina Rosenberg, Director of Santa Clara County's Commission on the Status of Women, who attended the meeting. Contact: THE WOMAN'S PAPER, 3305 Noble Ave., San Jose, CA. 95132.

THE ARMY ENGINEER TOPOGRAPHIC LABORATORIES AT FT BELVOIR: Sponsored a 10 workshop program on Career Development for Women beginning Sept. 4, 1975. Contact: Patricia Ann Toki, ETL-FWPC, US Army Engineer Topographic Laboratories, Ft. Belvoir, VA. 22060.

PRES. FORD HAS NOMINATED MARY OLMSTED, A CAREER FOREIGN SERVICE OFFICER, AS AMBASSADOR TO PAPUA-NEW GUINEA. This appointment will mean that at 5 U.S. Embassies out of a total of approximately 130, women Ambassadors are in charge. The other four are: Ghana, Luxemburg, Togo and Zambia.

B'NAI B'RITH WOMEN: are working on a number of IWY projects across the country. To mention only a few: in Charlotte, N.C., they have instituted a Rape Crisis Service; in Kansas City, Missouri, a program on "Women and Religion" was held on Nov. 9; in Baltimore, Md., a survey of educational opportunities for women in private and public institutions was made. Contact: Betty Shapiro, 6946 33rd St., N.W., Wash., D.C. 20015.

THE ADVANCEMENT FUND OF WOMEN IN COMMUNICATIONS, INC. (WICI) AND THE EDWARD L. BERNAYS FOUNDATION: selected Nancy Popkin, a Massachusetts writer and editor, as the winner of a "Plan for Parity" competition. Ms. Popkin developed a 10-point plan to bridge the discriminatory gap between the sexes in the communications profession. Contact: WICI, 8305-A Shoal Creek Blvd., Austin, TX. 78758.

THE EDUCATION FOUNDATION OF THE AMERICAN ASSOCIATION OF UNIVERSITY WOMEN: is offering over 100 fellowships to enable qualified women to pursue a variety of advanced degrees. The deadline for completed applications is Jan 2, 1976. Contact: AAUW Educational Foundation Programs Office, 2401 Virginia Ave., NW, Wash., D.C. 20037.

THE DEPT. OF INTERIOR'S "WOMAN OF THE MONTH" PROGRAM: continues to recognize outstanding women employees. In September Jeanne Randall, Chief of the National Park Service's Washington Personnel Office, was honored. The October recipient Elba Garcia Burke, Bureau of Land Management District Office in Las Cruces, New Mexico, received her award from the Secretary of the Dept. of Interior, Thomas S. Kleppe. Contact: Margaret Huselpeck, Office of Communications, Rm. 7216, Dept. of the Interior, Wash., D.C. 20240.

NORTHERN ILLINOIS: now has a newspaper for women--SHE. SHE will initially be published twice monthly and will serve as an open forum for women in matters of greatest concern to them. Contact: Millicent Dachman, Co-editor, SHE PUBLICATIONS, Ltd., 9101 Gross Point Rd., Skokie, Ill. 60076.

THE OVERSEAS EDUCATION FUND OF THE LEAGUE OF WOMEN VOTERS: has received an \$815,000 three-year Development Program Grant from the Agency for International Development. The grant helps OEF plan, develop and evaluate projects which meet expressed needs of poor women in developing countries. Contact: OEF, League of Women Voters, 1730 M St., NW, Wash., D.C. 20036.

THE ALLIANCE OF DISPLACED HOMEMAKERS: has fact sheets on the landmark legislation now before the 94th Congress to recognize the homemaker as a contributor to society. Suggestions of what you and/or your organization can do to support this legislation are given. Contact: Linda Teixeira, Alliance of Displaced Homemakers, 3003 Van Ness St., NW #205, Wash., D.C. 20008.

PROSPECTIVE: published by the Christian International Center of Research and of Communication has undertaken a study on "The Feminine Condition in the World" and its place in Christian thought. Contact: PROSPECTIVE, Rue E. Cattoir, 16, B-1050 Brunelles (Belgium) (Note: the dossiers are available in French, English and Spanish).

EMKO NEWSLETTER: which distributed information regarding family planning and population control issues published its final edition in September. Contact: Elizabeth Canfield, Editor, EMKO Newsletter, 7912 Manchester Ave., St. Louis, MO. 63143.

MAKARA (COMPOSITE BEAST): a new Canadian general interest magazine is being published bi-monthly by a feminist press. For information about subscriptions and how to contribute articles write to: MAKARA, Pacific Women's Graphic Arts Co-operative Assn., 1011 Commercial Dr., Vancouver, B.C.

THE WOMEN'S HISTORY RESEARCH CENTER, INC.: has the following materials available: Women and the Law microfilm, 40 reels at \$32/reel. Women's Health/Mental Health microfilm, 13 reels at \$32/reel. Female Artists Past and Present '74 edition - \$7; IWY 1975 Supplement to Female Artists - \$4. Contact Women's History Research Center, 2325 Oak St., Berkeley, CA. 94708.

THE SOPHIA SMITH COLLECTION IN THE NEILSON LIBRARY OF SMITH COLLEGE: has prepared a display, "International Women's Year - 1975: Equality, Development and Peace." Using UN documents and other materials the three themes are used to show women's secondary status around the world. Contact: Dorothy Green, The Sophia Smith Collection, Smith College, Northampton, Mass. 01060.

THE WOMEN'S EQUITY ACTION LEAGUE: has prepared a sheet of "Suggestions for International Women's Year--1975". Contact: Bert Hartry, WEAL's IWY Committee, 799 National Press Bldg. Wash., D.C. 20045.

ACTION'S MINI-GRANT PROGRAM: provides small amounts of money to local organizations for the purpose of mobilizing a relatively large number of part-time, uncompensated volunteers to work on human, social and environmental needs, particularly those related to poverty. Guidelines are available. ACTION has 10 regional offices across the country. CONTACT: ACTION, John McCormack Federal Bldg., Rm. 1420, Boston, MA. 02109 (Region I).

THE CENTER FOR THE CONTINUING EDUCATION OF WOMEN (CCEW) IN MIAMI: honored eight community women for outstanding service to CCEW at a Career-Education Day held in April. The day's program included panel presentations of experiences and opportunities for careers in the health, business, government and communications fields. Contact: CCEW, Miami-Dade Community College, Downtown Campus, 300 N.E. 2nd Ave., Miami, Fla. 33132.

THE U.S. POSTAL SERVICE: has announced among its commemorative stamps to be issued during 1976 a stamp honoring Clara Maass, an heroic nurse who gave her life during Yellow Fever research. Six new appointments were made to the Citizens' Stamp Advisory Committee (a 14 member Committee); two are women: Dr. Virginia Noelke of San Angelo, Tx. and Dr. Dorothy Worcester of Somers, Ct. Contact: U.S. Postal Service, NEWS, Washington, D.C. 20260.

THE SOUTHERN UNIVERSITY LIBRARY: is dedicating the entire Fall Semester of the academic year 1975-76 to celebrating International Women's Year. All of the library's display facilities will exhibit books, pamphlets, magazines, etc., relating to IWY. Contact: Mrs. S. Alawady, University Library, Southern University, Baton Rouge, LA. 70813.

THE INTERCOLLEGIATE ASSOCIATION OF WOMEN STUDENTS (IAWS): the September issue of "Feminine Focus" presented an article on the IWY World Conference and The Tribune written by Dr. Ruth Bacon. The issue also features articles on the Equal Rights Amendment, equal rights for women students and the National Center for the Prevention and Control of Rape. Contact: Lynn Heather Mark, IAWS, Box 2, 2401 Virginia Ave., NW, Wash., D.C. 20037.

THE YWCA's IN ST. PAUL AND MINNEAPOLIS: have rededicated their organizations to be known as the Women's Center of St. Paul and the Women's Center of Minneapolis. A concentrated educational program will be available. Contact: Jule Ann Johnson, State Coordinator for IXY, c/o UNA, 55 South Eighth St., Minneapolis, Minnesota 55402.

THE NAVAL AMMUNITION DEPOT (NAD) IN CRANE, IND.: During a joint Armed Forces Day/U.S. Bicentennial observance a time capsule which includes facts about IWY and the depot's impact on the some 900 female employees--and vice versa--was planted at the depot last May. The capsule is scheduled for opening in 66 years, on the 100th anniversary of Crane's commissioning. It is hoped that when the time capsule is opened, the women of 2041 will be able to reflect that one goal of the Bicentennial celebration--"to forge a new national commitment ... which will unite the nation ...," and a goal of IWY to "ensure the participation of women at all levels ..." will both have been realized. Contact: Richard L. McGarvey, OICC-EAJ:rr, 5600, Naval Weapons support Center, Crane, Ind. 47522.

AIRLIE FOUNDATION: has a 22 minute, color film available free of charge entitled "A Question of Justice." The film is a documentary of a conference of women lawyers from all over the world on law, population and the status of women held at Airlie in April 1975. The conference heard reports from 5 continents and presented a series of recommendations to improve the status of women by legal means. Contact: Mr. Ray Garcia, Airlie Foundation, Airlie, VA. 22186, phone (703)273-9240.

THE NAVAL CONSTRUCTION BATTALION CENTER AND THE CIVIL ENGINEERING LABORATORY IN PORT HUENEME, CALIFORNIA: as part of their IWY project are distributing a booklet "Women and Federal Jobs" which contains information for unemployed woman seeking a job in Civil Service and for the already federally employed woman who wants to get ahead. Contact: Philip C. Russell, Public Affairs Officer, Civil Engineering Laboratory, Port Hueneme, CA. 93043.

THE DEPARTMENT OF AGRICULTURE: is celebrating "Thanksgiving for Secretaries" during the month of

November. A special meeting with a panel of secretaries expressing their viewpoints on different subjects is planned. At the end of December a booklet of photos and text on women in the U.S. Dept. of Agriculture and the kinds of jobs they are doing will be issued. The Department held its EEO Awareness Week, Sept. 29-Oct. 3 and focused its Oct. 3 program on women's concerns with workshops (Assertiveness Training, Women in Management, etc.) speakers and a film. Contact: Marjory Hart, FWPC, Dept. of Agriculture, 14th and Independence Ave., SW, Rm. 314W, Wash., D.C. 20250.

DEPARTMENT OF TRANSPORTATION: has announced that the Coast Guard Academy will be open to women starting June 1976. Fiscal year 1976 has been designated as "Women in Transportation Year" in support of IWY. A calendar of monthly programs has been developed through June '76 to highlight the opportunities for women in each operating administration. Contact: Eleanor Shannon, Office of Civil Rights, S-32, Dept. of Transportation, 400 7th St., SW, Rm. 10217, Wash., D.C. 20590.

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT: HUD CHALLENGE, the official Departmental magazine, focused its September issue on IWY. To mention just a few of the articles included: "Indian Women and The Movement," "The Lady and the Lender," "Real Estate--Women at the Helm," etc. The issue contained an IWY message from Secretary of HUD, Carla A. Hills. Over 170 workshops and career counseling programs have been held in HUD offices across the country. Contact: Joyce Skinner: FWPC, HUD, Rm. 5100, 7th and D St., SW, Wash., D.C. 20410.

IWY ACTIVITIES IN THE PACIFIC: "FEACESAT"--a satellite now doing duty in the Pacific is being used by the University of Hawaii once each month for a program bringing women closter together. During IWY women in the Pacific Basin have been having conversations concerning equal rights, cultural attributes and many other subjects. Some of the islands covered are: Suva, Fiji, Wellington, N.Z, Nuku'alofa, Tonga, Pago Pago, American Samoa, etc. Leeward Community College has initiated a new Women's Studies Center incorporating a wide range of services for women. There will be a women's conference in Fiji October 27-Nov. 2. Congresswoman Patsy Mink (Hawaii) spoke at the Federal Executive Board/Federal Women's Council luncheon on Equal Rights Day,

August 26. Radio Station KNDI is sponsoring a once-a-week program on women called "Half the World." Contact: Ruth Ann Brown, IWY Coalition, 500 University Ave., 1105, Honolulu, Hawaii 96814.

GIRL SCOUT LEADER: in its October issue featured an article by Nancy Porter an official World Assn. of Girl Guides and Girl Scouts (WAGGGS) delegate to the Mexico City Conference. Ms. Porter suggested ways in which the WAGGGS could work toward realization of IWY goals. Contact: Ely List, Girl Scouts of the USA, 830 Third Ave., N.Y., N.Y. 10022.

THE D.C. COMMISSION ON THE STATUS OF WOMEN: in a recent news release stated that women have been named to nearly one-third of 50 major appointments to key city government boards and commissions since January. The study charged, however, that women still "are largely absent from these official advisory roles relative to the important roles they play in the community and their ability to serve." The Commission is compiling a roster of women who are willing to serve on city advisory boards.

NEW DIRECTIONS FOR WOMEN: is a news quarterly published to inform women about equal rights on all fronts. It is filled with hard news and detailed information about every aspect of the movement: statewide, national and international. Contact: NEW DIRECTIONS FOR WOMEN, Box 27, Dover, New Jersey 36036.

THE FOREIGN SERVICE: whose officers are responsible for maintaining U.S. relations with more than 120 governments around the world is emphasizing recruitment of women and minorities. Selection is determined on a competitive basis by both written and oral examination. Contact: Board of Examiners for the Foreign Service, Rm. 7113, SA-15, Dept. of State, Wash., D.C. 20520.

WOMEN'S BUREAU, DEPT. OF LABOR: has issued a revised edition of the leaflet, "A Working Woman's Guide to Her Job Rights." It is available for 65 cents from: Superintendent of Documents, U.S. Government Printing Office, Wash., D.C. 20402. As part of its IWY observance the Women's Bureau has issued two pamphlets relating to the Commissions on the Status of Women: "Women's Bureaus and Commissions on the Status of Women" (a guide to functions and services) and "Commissions on the Status of Women-A Progress Report". Contact: Dept. of Labor, Women's Bureau, Wash., D.C. 20210.

THE MINNESOTA NURSES ASSOCIATION (DISTRICT NINE): in Vol. VIII No. 5 of its newsletter "The Forum" published "A Consensus of Opinions Expressed at the International Conference Held in Mexico City." Contact: Forum Editor, Deronda Hunter, RN, Box 544, Adrian, MN. 56110.

THE NATIONAL ASSN. OF LEGAL ASSISTANTS, INC: in its November newsletter "Facts and Findings" IWY and saluted prominent women in law. Contact: Una A. Clark, Facts and Findings, 4301 Sheldon Dr., La Mesa, CA. 92041.

THE TUCSON PUBLIC LIBRARY AND WOMEN'S STUDIES, UNIV. OF ARIZONA: Sponsored a special weekly program entitled "1775-1975.. Women At The Frontier--Equality, Then and Now" during the months of September and October. Some of the topics included: Chicanas in the Southwest, The Black Woman in Tucson, Women and the Law, etc. Contact: Tucson Public Library P.O. Box 5547, Tucson, Arizona 85703.

THE INTERNATIONAL ASSN. OF PERSONNEL WOMEN: inducted UN Assistant Secretary-General Helvi Sipila as an honorary member IAPW Immediate Past Pres. Marjorie Sullivan cited Mrs. Sipila's "continuing efforts on behalf of social development, equality for all people, and world peace" as she presented her with a plaque. Contact: IAPW, 2017 Walnut St., Phila., Pa. 19103.

THE NATIONAL COUNCIL OF CATHOLIC WOMEN (NCCW): The NCCW magazine Catholic Woman has highlighted IWY in three recent issues. An IWY Program Kit was sent to all Diocesan (IAC) Chairmen of the International Affairs Commission and recommended to the general membership. A report is being prepared on the support for the IWY program by Diocesan Chairmen (IAC). Contact: NCCW, 1312 Massachusetts Ave., NW, Wash., D.C. 20005.

THE TRI-COLLEGE WOMEN'S BUREAU: as a celebration of IWY and the American Revolution Bicentennial is presenting seven public lectures and related activities on alternate Thursday evenings September through December. Guest speakers will include: Sissy Farenthold, lawyer and immediate past Chairperson of the National Women's Political Caucus;

Caroline Bird, author; Elly Hanye, Prof. of Religion at Concordia College; etc. Prairie Public TV is producing a series of 14 programs related to these public programs to be aired every Tuesday and Thursday throughout the series. KCCM Radio will broadcast each program Saturday morning following the lecture on "Home For The Weekend." Discussion groups will follow each speaker's presentation and participation is urged. Contact: Ellie Kilander, Asst. Dean of Students, North Dakota State Univ., Fargo, North Dakota 58102.

THE FUTURE BUSINESS LEADERS OF AMERICA (FBLA): for the first time in 14 years the FBLA has chosen a woman to be its president. Cindy Drevo of Crete, Nebraska was elected at the group's annual convention held last summer. FBLA is an educational organization consisting of 120,000 high school students from all 50 states, Puerto Rico, Guam and the Virgin Islands.

TODAY'S SECRETARY: in its October issue featured a close-up on IWY. Suggestions were given on how to get involved and sources of information were listed. Contact: TODAY'S SECRETARY, 1221 Ave. of The Americas, N.Y., N.Y. 10020.

AUSTRALIA: two important conferences relating to women were held in Australia. "Women's Health in a Changing Society" (Brisbane Aug. 25-29) was a major attempt to stimulate public awareness of the health needs of women and to plan for improved care in the future. "Women and Politics" (Canberra, Aug. 31-Sept. 6), to understand the reasons which have inhibited them in the past and to explore the means by which women can participate more in political processes. Contact: Australian National Advisory Committee, IWY, P.O. Box 1210, Canberra City a.c.t., 2601 Australia.

H.R. 6674--DEPT OF DEFENSE APPROPRIATION AUTHORIZATION ACT: permits women to be eligible for appointment and admission to the service academies for classes entering in calendar year 1976. Under the bill, women will be subject to the same academic and other relevant standards for appointment, admission, training, graduation, and commissioning (except for those minor adjustments required because of physiological differences) applicable to men.

THE DIRECTORS OF REDWOOD HIGH SCHOOL'S WOMEN ON THE MOVE: to commemorate IWY have presented gold engraved medallions to four young women

naming each "Outstanding Young Woman of 1975," and in their honor, have sent a \$100 check to the Equal Rights Amendment Emergency Fund to press for final ratification by July 4, 1976. The Outstanding Young Women are: Candace Ann Boyer, Gwendalyn Lesh, Mary Ezilda Lucheta, and Lauren Adele Post, all of whom were June, 1975 graduates. Contact: The Women's News Journal, Box 1412, San Rafael, CA.

THE HAMMOND MUSEUM: is sponsoring a series of programs entitled "Women Of Our Times," which features women of accomplishment in varied fields. At a May 24 luncheon international broadcasters were honored. Dr. Mehrangiz Dolatshahi, Member of the Parliament of Iran and Pres. of the International Council of Women, was the principal speaker at the June 16th program. Contact: Duncan MacDonald, Program Coordinator, Hammond Museum, North Salem, NY. 10560.

RIVIER COLLEGE AND VARIOUS NASHUA WOMEN'S ORGANIZATIONS: are sponsoring a series of 5 IWY programs at the college between October '75 and May '76. Some future programs: in January Margaret Dever, Dir. of Continuing Educ. at Boston College will coordinate a symposium on women in the home and on the job. In March attorney Laura Kahn will speak on Women and the Law. Contact: Rivier College, Nashua, N.H. 03060.

THE ARKANSAS TECHNICAL ASSISTANCE & CONSULTATIVE CENTER (ATAC): is conducting a study concerning changing sex roles in our society and sex role stereotyping in education. Contact: ATAC, Ouachita Baptist Univ., Arkadelphia Arkansas.

THE SHREEMATI NATHIBAI DAMODAR THACKERSEY WOMEN'S UNIVERSITY, BOMBAY, INDIA (S.N.D.T.): has organized a number of programs for observance of IWY. An Information Cell has been set up at the research unit on Women's Studies at the University. A number of publications focusing on the concerns of women are being prepared. The University publishes a quarterly newsletter, PARASHAKTI, for IWY. Four groups discussion have been planned around the theme, "In Quest of Status." Contact: Smt. K.H. Bhansali, Registrar, S.N.D.T. Women's Univ., 1, Nathibai Thackersey Rd., Bombay 400 020 India.

THE UNITED NATIONS CENTER FOR SOCIAL AND ECONOMIC INFORMATION: is publishing the Story of Mexico which contains a section on the

Tribune of the World Conference for IWY. Action taken by the UN IWY Conference is contained in document E/5725, 107 mimeographed pages. The August-September issue of Development Forum covers the Conference and Tribune. Contact: CESI, United Nations, N.Y., N.Y. 10017.

IOWOMAN: the newsletter of the Iowa Commission on the Status of Women recently printed a brief report on the IWY Tribune written by two Iowa participants--Helen Blackburn, Iowa co-chair for IWY of Des Moines, and Representative Joan Lipsky from Cedar Rapids. Both women noted that the Tribune was important mainly because it was the first international opportunity for women to meet. Contact: Iowa Commission on the Status of Women, 507 10th St., Des Moines, Iowa 50319.

THE AIR FORCE COMMUNICATIONS SERVICE: in the Oct. 3 issue of the newsletter INTERCOM contained a photo--feature on women and the various positions they hold in the Air Force. An article by H. Minton Francis, Deputy Asst. Sec. of Defense stated "The DOD IWY objectives,.... call for action in recognizing the accomplishments of women, and more importantly for increasing the scope of their participation in the Defense mission." Contact: INTERCOM, AFCS, Richards-Gebaur AFB, Mo.

DALLAS, TEXAS: Several local women were named by women's organizations as "most epitomizing their goals and purposes." Each of seven organizations named 50 Texas women in recognition of IWY. Rhobia Taylor, Southwestern regional director of the Women's Bureau, Dept. of Labor, said it is hoped that the women will "consider themselves a citizens committee to work for securing a State Commission on the Status of Women." Contact: Rhobia C. Taylor, Women's Bureau, U.S. Dept. of Labor, 555 Griffin Square Bldg., Rm. 506, Dallas, TX. 75202.

WOMEN IN ACTION: an information summary for the Federal Women's Program devoted Vol. 5, No. 2 to IWY 1975. Articles spotlighted activities in different Government Agencies.

THE INTERNAL REVENUE SERVICE: with direction from Commissioner Donald C. Alexander's December 1974 memorandum concerning IWY has developed a number of activities for the Year, in both the central office and the field. Seminars on "Taxes and the Working Person" were held, career days were staged throughout the country, in addition to displays, film fests and self-defense demonstrations. During the month of June women at IRS were honored.

THE CHRISTIAN CHURCH (DISCIPLES OF CHRIST): has done a fact sheet on "Goals for Growing in IWY" which suggest specific goals for Christian Church women. Contact: Luz Bacerra, P.O. Box 1986, Indianapolis, Ind. 46206.

KNOW INC.: is a successful feminist publishing enterprise run entirely by women. Contact: KNOW INC., P.O. Box 86031, PGH., PA. 15221.

THE DEPT OF TREASURY: Bureau of Printing and Engraving has prepared a IWY souvenir album. It is available for \$1.25. Contact: Bureau of Printing and Engraving, Washington, D.C.

WOMEN IN FEDERAL EMPLOYMENT: The U.S. Civil Service Commission has just released a survey covering full-time "white collar" jobs in the Federal Service for the year ending Oct. 31, 1974. Women formed 41.7% of the work force surveyed and the total number of women in such jobs was increasing, with women accounting for 61% (38,843) of the net gain. But where were the women in the grade levels? You know the answer--they were mostly in the lower ranks. Here are some of the figures:

<u>Grades</u>	<u>% of women in grade</u>
6 lowest grades (GS 1-6) (\$5,559 - \$12,934)	71.2%
6 middle grades (GS7-12) (\$11,046 - 25,200)	25.6%
6 top grades (GS13-18) (22,906 - \$37,800)	4.7%

At GS18, there were 451 men and 7 women, or 1.6%. Because of statistical complexities, a comparison with figures for the previous year wasn't possible, but it's clear we've still a long way to go, upwards.

INTER-AMERICAN BRIEFS: a newsletter of Pan American Activities prepared by the Organization of American States devoted its October issue to IWY. It contained briefings of activities planned to celebrate IWY in the various OAS member states. Contact: INTER-AMERICAN BRIEFS, General Secretariat of the OAS, Wash., D.C. 20006.

THE WHITE HOUSE FELLOWSHIP PROGRAM: in the 11 years this program has existed there have been a total of 161 Fellows - 21 of them women. This year only two of the 14 are women.

This program provides a unique opportunity for young Americans between the ages of 23 and 35 to learn about their govt. first-hand in several ways. First, by serving as special assistants to top-ranking gov't officials and

secondly, by participating in an extensive education program that includes up to 200 off-the-record seminar meetings with gov't and private sector leaders. The Honorable Carla Hills, Secretary of Housing and Urban Development, has called attention to the need for more women applicants. For further information, contact the President's Commission on White House Fellowships, Washington, D.C. 20415; (202) 382-4661.

FOR THOSE OF US CONCERNED WITH FUND-RAISING: the Women's Bureau of the Dept. of Labor has helpful suggestions in a survey entitled "Sources of Information on Proposal-Writing and Possible Funding." It contains (a) Bibliography on proposal writing and obtaining grants; (b) Private foundation grants and references; and (c) Federal grants and sources of information. The survey is available from the Publications Division, Women's Bureau, Dept. of Labor, Washington, D.C. 20210.

THE INDIANA UNIVERSITY AUDIO-VISUAL CENTER, (IUAVC): has published WOMEN'S FILMS--A CRITICAL GUIDE, which identifies 171 films concerned with women's issues. More than 100 films are classified according to specific issues (abortion, day care, rape, etc.) Contact: Indiana University, Audio-Visual Center, Bloomington, Ind.47401 (\$5.95)

THE AMERICAN REVOLUTION BICENTENNIAL ADMINISTRATION (ARBA): is funding an \$180,000 contract with the National Self-Help Resource Center of Washington, D.C., to identify sites, and with creation of, ten Community Resource Center around the country. The National Center serves as a coordinator for information and technical support for low-income and disadvantaged self-help groups. Susan Davis, Director of the National Center would welcome suggestions as to sites for the 10 pilot projects. One of the aims of the Community Resource Centers is to increase involvement of women in community decision-making. The address is 1800 Wisconsin Ave., NW, Wash., D.C. 20007.

THE SMITHSONIAN INSTITUTION TRAVELING EXHIBITION SERVICE: has prepared a special exhibition on the role that women have played in the American labor movement. Entitled "Workers and Allies: Female Participation in the American Trade Union Movement, 1824-1976," the show is available for local bookings. Call: (202) 381-6631. Contact: Laverne Love, The Smithsonian, Office of Equal Opportunity Wash., D.C. 20460

FLASH!

THE ELECTION NEWS IS JUST IN: women were elected as Lieutenant Governors in Kentucky and Mississippi (joining New York's Lieutenant Governor), as the Mayor of Phoenix, plus officials in local and county offices in record numbers.

On the other hand, proposed ERA Amendments to State constitutions in New York and New Jersey, States which had previously approved ERA for the Federal Constitution, were defeated--substantially in New York State despite approval by voters in New York City, and narrowly in New Jersey. Reasons given varied from over-confidence, to lack of organization, to distortion of issues, to failure to read the feelings of women at the grass roots. The text of the amendments, paralleling the proposed Federal ERA, reads "equality of rights under the law shall not be denied or abridged on account of sex". Perceptions as to the meaning and implications of these words and what their implementations "might" mean apparently caused misunderstanding and divisions in the minds of many voters. To supporters of the amendments, interpretations by opponents involved distortions, bringing in a range of controversial issues beyond the scope of the ERA. A 6th grader in New York City, disheartened by NY's rejection, is quoted by the press as saying "it's just not right. It wasn't taking away, it was giving." To opponents of the amendments, the vote represented the "true views" of women speaking out. If the New York and New Jersey votes are an indication, they call for discussion and clarification on an urgent basis of just what ERA does mean and what it does not mean. This is a matter to which the National Commission on the Observance of IWY and several other groups are already giving attention. If you or your organization have strong views, now is the time to get in touch with your representatives in Congress.

PROCLAMATIONS & RESOLUTIONS:

Delaware
Rhode Island

State University College at Brockport, New York
Brockport, N.Y. (Village Mayor)
Western District American Luthern Church
North Dakota State Presswomen
North Dakota Democratic N.P.L. Policy Board
North Dakota Democratic Women's State Convention

UNDER REGULATIONS ISSUED UNDER THE EQUAL CREDIT OPPORTUNITY ACT, effective October 28, 1975, there may be no discrimination on the basis of sex or marital status in the extension of credit. A married woman may apply for credit in her own name. No questions about marital status may be asked of an applicant for an unsecured separate bank account.

Those who are watching "Shoulder to Shoulder" on TV--and some who aren't--may be interested in a documentary volume titled "Shoulder to Shoulder" by Midge Mackensie on which the TV incidents are based and which contains much fascinating material in addition. Emmeline Pankhurst, for example, traces the beginning of her social conscientiousness to being taken at the age of five by her mother to help collect funds for the freed slaves in the US. She later of course became aware of the acute needs of the women in Great Britain. The book is available from Alfred A. Knopf, Inc.

INTERNATIONAL WOMEN: YEAR 1975

Initiate an individual program of involvement.
Negate the myths which foster stereotyping of certain groups.
Take the time to care.
Encourage others to reach their highest potential.
Respect the differences in all people.
Never forget your personal success depends on others.
Acquaint yourself with various ethnic backgrounds so you may understand.
Talk but also listen; hear what others think and feel.
Identify your weaknesses; they can be strengthened.
Open your heart; your mind will open automatically.
Nod approval at others' success.
Analyze your judgments and decisions; on what are they founded?
Lead the way; many will follow.

Watch for prejudices; guard against them.
Open the doors for which you have the keys.
Make the most of the opportunities and challenges before you.
Extend a helping hand to those in need.
Notice and be responsible for your influence on others.
Smile; it knows no language barrier.

Yearn for a goal; work toward it and help others attain theirs.
Effect change; it is within your power.
Accept others on their individual merits.
Remember all people are human; they have needs and desires.

1975 - The year to begin.

Developed by: Ms. Vivian Kilbane, DSA, DESC, Dayton, Ohio 45444.

IWY



Holiday Greetings
and

Best Wishes

for

International Women's Decade



STAFF OF THE U.S. CENTER FOR IWY

Standing (left to right):

- Mary V. Busby - Assistant to the Director
- Marion Bluitt - Information Coordinator
- Tanya F. James - Staff Assistant
- Olive Blum - Special Project Director
- Martha Constantine - Student Volunteer

Seated (left to right):

- Marguerite Follett - Associate Director
- Ruth Bacon - Director
- Yvonne Lewis - Outgoing Assistant Director
- Annette Patella - Incoming Assistant Director



Yvonne
Tanya

Marion
Annette

Mary Virginia

Ruth

Marguerite

Olive
Martha

MAIL EARLY

AVOID DISAPPOINTMENT

U. S. CENTER FOR *WY*
1630 CRESCENT PLACE, N.W. *75* WASHINGTON, D. C. 20009

MAIL EARLY

AVOID DISAPPOINTMENT

Our cut-off date for filling all jewelry orders is December 15 at the U.S. Center. We are closing the Center on December 31 and must clear our books before that date.

ANY ORDERS RECEIVED AFTER DECEMBER 15 WILL REGRETFULLY HAVE TO BE RETURNED.

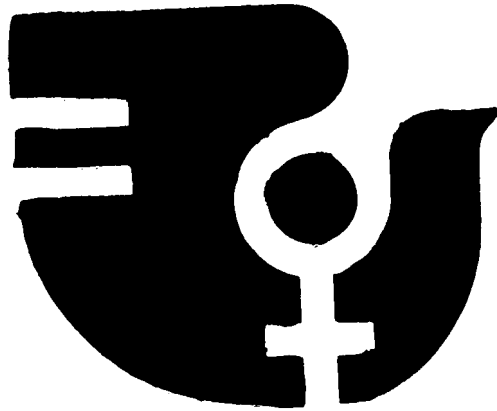
SO PLEASE anticipate your needs and place your orders NOW.

Please note that we cannot give credit or make exchanges on jewelry.

I W Y

U.S. CENTER FOR IWY 1975
1630 Crescent Place, N.W.
Washington, D.C. 20009
(202) 332-1029, x-61

NEWSLETTER NO. 4-75
August 1, 1975



Buenas Dias, Friends of IWY,

Your wayfarers from the U.S. Center are back from Mexico City and the World Conference and the Tribune, and what an experience! I've been asked since my return: "And did you have fun in Mexico City?" No, we didn't have fun but the experience was many other things: educational, exhausting, constructive, frustrating, hopeful.

I met many of you in Mexico City and I would like to have your impressions when you have them sorted out. For those of you who could not make it, each of us from the U.S. Center will give below her own impressions of the meeting. Here are some of mine.

1. Women Were There. I felt wonder and joy that here were two world forums -- the governmental Conference and the non-governmental Tribune -- where for the first time in history at gatherings of this nature you could look out over the auditorium and see WOMEN. Usually at such meetings you see 99% men. At this IWY Conference, about 4/5ths of the 1350 governmental delegates were women, and at the non-governmental Tribune, the proportion was about 10 to 1 in favor of women.
2. But a Man was President. Regrettably, women were not everywhere, such as on the podium as President of the Conference. UN Protocol said that the head of the delegation of the country where a UN Conference meets should preside. Mexico unfortunately chose a man to head the Mexican delegation although there are very many able Mexican women, and he thus became President. That it was possible for a man to become Conference President in this almost automatic manner was part of the learning experience for women, and the important thing was that women, thousands of them, were THERE and handling crises as well as, or better than, men have succeeded in doing at their conferences.
3. The Learning Process. My strongest impression was of the educational impact of thousands of women from all over the world and from many economic and educational backgrounds, coming together, united by a common cause and finding a surprising area of shared concern. One woman with whom I talked commented: "It wasn't only in the Tribune meetings. I had such interesting conversations with women in buses, in restaurants, in the hotel lobby, everywhere. I had never really talked to Third World women before about how they felt about things which mean a lot to me, too. Here I could talk to women from Africa and Asia and Latin America and we found we had so much in common."

A Member of Congress summarized her reaction: "Before I came to Mexico City I was concerned, first with women in my district and then with women in the U.S. Now my horizon has expanded to the whole world." That happened to all of us. Perforce absent from the meeting ironically were the women most desperately in need of help -- the illiterate, the underfed, the overworked. Their needs were mentioned frequently but always through the voices of others.



The two world forums -- the Conference and the Tribune -- also served to direct the attention of governments and people the world around to the fact that women are determined on improving their lot. It was the "world consciousness-raising" of Secretary General Waldheim's phrase --- and much more.

4. Constructive Action. Despite what you may have read in the press or heard on TV, the Mexico City meetings also made specific, positive contributions toward improving the status of women. The governmental Conference adopted the World Plan of Action by consensus after revising it somewhat. The Conference also approved a Declaration and a series of substantive resolutions on development, education, health, the media, women on UN Secretariats and on UN Delegations, etc. One of the resolutions recommends the establishment under the UN of an International Training and Research Institute for the Promotion of Women, financed through voluntary contributions. You will find below details about these initiatives.

For its part, the Tribune was the scene of discussions, usually constructive, sometimes rowdy, always lively, a forum with the function of discussing, not resolving. Two groupings, however, emerged which reached a large measure of agreement within their ranks, a "speak-out" grouping and a Latin American grouping, about which also there is more below.

5. Political and Economic Issues. You will remember that before Mexico City there was concern that political and economic issues might sidetrack women's issues. Extraneous subjects did intrude almost literally from the first moment when the President of Mexico gave his opening address--but they did not dominate. Efforts were made to have the World Plan of Action set aside on the ground that improvement of women's status should await the creation of a new and better world order. A telling argument against delay was made by Elizabeth Reid of Australia and others, who noted that the men sketching the new world order had not included women in their plans and that what was really needed was to help women acquire status so that they could work with them to build a better world for both men and women.

Political issues also were frequently raised, creating division and wasting time. At one point when the Conference was listing obstacles to the progress of women, including the usual intrusion of imperialism, colonialism, apartheid, etc., a member of the U.S. Delegation suggested adding "sexism." This suggestion incredibly was rejected while "Zionism" was added over the objection of several delegations. Criticisms of the United States, some fair, many unfair, were also frequent. One press woman told me, "I was trained in the liberal school of journalism and never gave much thought to patriotism. After what I have listened to here, I am going home and do some hard thinking."

Political intrusions are common fare in UN Conferences, however, and they could not obscure the unity that emerged whenever issues of concern to women were discussed.

6. U.S. Delegation and Embassy. You can take satisfaction in the impression your Delegation and your Embassy created during the meetings. The Delegation, under the direction of Pat Hutar (for the long haul) and Daniel Parker of AID (briefly), with Jill Ruckelshaus and Jewel Lafontant as right hands, did an exceptional job under more than usually difficult conditions, including a high incidence of illness within the Delegation. They also were effective in handling some potentially delicate incidents which surfaced from time to time.

The U.S. Embassy in Mexico City gave superlative cooperation, and the Embassy Women's Association maintained a much appreciated visitors' center throughout the meetings.

The U.S. Delegation and Embassy were the only delegations and embassies to try to work with the Tribune on a continuing basis. Comments to this effect were made by individuals and by the local press in Mexico City, and were echoed at the Delegation's debriefing in Washington from the audience by a national of one of the larger Asian countries, who said that she and others had had to turn to American sources for help which they could not obtain elsewhere.

7. Seminars and Related Events. In addition to the Conference and Tribune, seminars met before or after the main meetings. There was a Women in Development seminar sponsored by the American Association for the Advancement of Science; a Journalism Encounter, organized by the UN; and a Media Workshop sponsored by UNESCO. A viewpoint often overlooked was highlighted in an International Seminar sponsored by the National Council of Negro Women, and focused on rural community development. This seminar met first in Mexico City and then in four cities in Mississippi and at Bethune-Cookman College in Daytona Beach, Florida. It brought together 25 women from developing countries and U.S. counterparts, and illustrated the fact that there are disadvantaged and advantaged women in both the developing and the developed countries.

8. The Future: Implementation. For all of us now, the work is only just beginning to insure that the momentum created by the meetings is not allowed to drop. Many women asked as the meetings closed: "What can we do to make sure that all the good ideas are carried out?" Implementation of the World Plan of Action will depend a great deal on your interest, and on your making your organizations and state and Federal Governments aware of your interest. A first step, of course, is to analyze the World Plan of Action and to do that you will need the World Plan. At the moment copies are in short supply. It is a document of 49 pages, and you can see my problem in getting my hands on 10,000 copies plus postage. I shall solve the problem, I know, for several people have joined in looking for a solution. I should mention again that the document is written in bureaucratic language--not exactly light summer reading. Parts of it are not relevant to the United States, but the relevant parts are valuable and worth digging for.

9. The Future: Learning About International Mechanisms. Heading another important task for many, spotlighted by the Mexico City experience, is to learn how international mechanisms operate. Many women there lacked an understanding of the basic facts about international UN and other meetings -- how an item gets on the agenda, how officers are chosen, how and when resolutions may be proposed, how amendments are handled, etc. The learning process started at Mexico City should be built upon and broadened if women are to participate effectively or comment constructively on items in the UN domain. We need also to face certain decisions, such as what we should do when small groups try to prevent the great majority from being heard; or when unfair criticisms are made of our country. Mexico City taught the uses of foreknowledge, cooperation, preparation. Now is the time to start working. There is so much to be done.

10. Homemakers. As this Newsletter is devoted to Mexico City, reports on activities completed or planned for individual IWY months will have to await our September letter. With August (Homemakers) at hand, however, a note on the place of homemakers at Mexico City may be of special interest.

Homemakers were present in large numbers, and as you will find as you read the reports enclosed with this letter, homemaking was prominently in the minds of many at both the Conference and the Tribune. Both forums approached homemaking on a world-wide basis, with all its diversity. In the rural areas of many developing countries, the homemaker works under conditions of privation and hardship often just above the survival level. She is without education, without access to health services, with a house devoid of modern appliances, dependent on village wells for drinking water, dependent on a lake or river for the washing of clothes. She often works all day in the fields with a baby on her back, and then returns to cook and care for the family. Homemakers among some of the urban poor in many developed countries also live lives of extreme hardship.

These disadvantaged homemakers could not be present at Mexico City, but their needs found expression in discussions at the Tribune, in the recommendations in the World Plan of Action, and in resolutions of the Conference.



The more fortunate homemakers also received attention. They are to be found not only in many parts of developed countries but also in developing countries where even the moderately well-to-do usually have domestic help and the presence of a several-generation family to assist in homemaking. Attention at Mexico City was directed to the homemaker's economic contribution to the national economy--should it be evaluated and added to the Gross National Product? The need for more factual information about homemakers was stressed. There was strong emphasis on the role of the family and the need to treat the family as an object of special protection. The interest of the homemaker emerged constantly throughout discussions of such matters as housing, health, nutrition, consumer interests, family planning, child care, craftswomen and development, flexible hours, adult educational and vocational opportunities. While these matters were of interest to women in general, they had particular interest to homemakers.

One question we hear often: Just what is a homemaker? Let's have your ideas.

**** Supplemental Items ****

Before I give others at the Center a chance to be heard, there are a few matters to mention. Since this Newsletter is devoted to Mexico City, we are postponing our listing of past and future IWY events until our September Newsletter.

The U.S. Postage Stamp for IWY. On August 26, the first day of issue ceremony for the U.S. postage 1st class stamp for IWY will be held at Eisenhower College, in Seneca Falls, New York. Seneca Falls was the site of the first Women's Rights Convention in 1848, and August 26 is Women's Equality Day in this country. The ceremony will be preceded by a reception on Monday evening, August 25, at the Seneca Falls Historical Society Museum, and followed by a lunch on the 26th. In cooperation with the U.S. Postal Service, the U.S. Center for IWY is participating in the plans for the day.

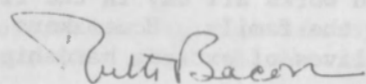
In 1969, we are told, the Moon Landing stamp had 8,743,070 first-day covers. This was a record. Let's beat that record! Order your first-day cancellation by addressing your request to "IWY Stamp, Postmaster, Seneca Falls, N.Y. 13148." The cost is 10¢ per stamp, to be affixed to the self-addressed envelopes which must accompany orders. Remittance should be by check or money order, made payable to: Postmaster, Seneca Falls.

National Commission on the Observance of IWY. The Commission met on July 17 and 18, 1975, in Washington, D.C., to further develop their plans for the Year. Details of their action will be reported on in our next Newsletter.

Financial Support for the Center. On my return from Mexico City I found word that some of the grant money on which the Center had been counting may be reduced. Unless additional funds can be obtained, we face the prospect of having to curtail services.

The U.S. Center will not be fully staffed during August because several of us will be vacationing during parts of the month, so I hope you will be understanding of any delays in our responses.

Hasta la vista, and our best to each and all,


Ruth Bacon
Director

"Education is the vital underlying key to almost every problem and is an organization priority: that of giving women the chance to learn what life can hold for them, how their status can be advanced, and how they should be free to choose the path into their future." This formal statement made at the World Conference by the Associated Country Women of the World (ACWW) is indicative of the concern of representative non-governmental organizations for education as it relates to the improvement of the role and status of women in the world. In its statement, ACWW, formed in 1930 to promote international friendship and understanding among its multi-racial membership of more than 8 million women in 68 countries, noted that it has always regarded as one of its chief concerns the raising of the quality of life for women, the homemakers, with special emphasis on those in rural areas.

Among the many women throughout the world participating in the Mexico City Conference who made public statements regarding education were Mrs. Kobre Noorzaye of Afghanistan, who called for the eradication of illiteracy as important to bringing about a rise in the status of women. Mrs. Aylline Dlamani of Swaziland stated that all avenues of education leading to useful occupation should be made equally available, and there should be fullest participation of women at the highest policy level. Mrs. Anna Maria Vargas de Ortiz of Guatemala said that the role of woman as educator is of great importance and she has the responsibility to learn, not only to occupy high political office, but to serve as an example of spiritual integrity.

In her address as head of the U.S. Delegation to the World Conference, Pat Hutar pointed out that the lack of access to employment, education and political integration prevents women from making their full and responsible participation to the life of their societies and their full contribution to their families, their communities, and their nations. "We must make changes in the portrayal of women in program content and commercials in mass media--radio, television, newspapers. Educational materials in the schools--textbooks, visual aids, curricula--all need to be reexamined and changed to reflect the changing role of men and women in the society and to eliminate sex-role stereotyping." She noted that the U.S. Delegation included Virginia Trotter, Assistant Secretary of Health, Education and Welfare, and the highest ranking U.S. Government official in education.

At the Tribune panel on EDUCATION, philosophical issues were the basis of discussions. In focusing on the importance of educational programs in relation to the achievement of national development goals, panelist Dr. Rosa Luz Alegria, chairman of the Programming Office in the Mexican Department of Education, stressed that education is not an end in itself, but rather is the most expeditious tool for attaining equality of opportunity for all human beings in social and economic areas. Women and men together must strive to make education relevant to community needs, she said, and all members of the community must be responsible for improving upon and participating in the educational system of their country. She stressed that education must not be thought of only as an activity carried out in the formal school system, but must be seen as a permanent and continuing process in community life.

A curriculum adviser from Sierra Leone, Ms. Elizabeth Hyde, reinforced Dr. Alegria's thoughts on the relationship of education to community needs, and suggested that educational planners, in devising innovative educational programs, should make a conscious effort to instill self-confidence in learners, to deliberately condition the young with a spirit of cooperation rather than one of competition, to foster the acceptance of the work ethic, and to create conditions whereby people begin to understand themselves, their responsibilities, their capabilities, and their limitations. She emphasized that if education is based on community values and responsive to community needs, "then children will grow up to be proud of what they are instead of what other people are."

From the Manager of the Functional Literacy and Family Life Education Program of the Ethiopian Women's Welfare Association, Ms. Abeba Wolderufael, came a discussion on the importance of literacy in relation to national development goals. Literacy is a means, not an end, to attaining social and economic development goals, she said, and should be the highest priority in developing countries, because only when people are literate can they participate effectively in other development programs. Taking issue with the other panelists, Ms. Wolderufael emphasized that more resources should be devoted to the education of women because they lag far behind men in educational achievement. She also focused on the importance of using educational methods and materials which are based on felt needs of the learner and closely related to daily life activities. The importance of effective communication and participation of women in all levels of planning and implementation was emphasized, because without it learning cannot take place, she said.

The role of education for the improvement of the role and status of women was considered in most discussions. For example, in the Tribune panel "Development Agencies: Their Programs and Policies--Impact on Women", Rounaq Jahan of Bangladesh said that the major problems in her country are a lack of work and education, and more importantly, lack of training and organization. From Egypt, Zahia Marzouk discussed the socio-economic role of village women in her country, and presented the great need for nonformal education programs at the village level and the desire for a savings bank for women.

Nan Frederick of the U.S.A., from the Agency for International Development (AID), spoke about women being left out of the development process because of a lack of training. In her view, there is a need for non-governmental organizations (which are made up of 50% women) to exert more conscious and consistent concern for women's issues in the social, political, and economic areas.

* * * * *

REPORT OF WORLD CONFERENCE ON INTERNATIONAL WOMEN'S YEAR
(A Personal Viewpoint) -- By Mary Virginia Busby

"WOMEN IN THE REAL WORLD"
A Success Story

TWO WEEKS TO UNDO INJUSTICES OF 20 CENTURIES...

In saris, kimonos, balintawaks, Chinese pantsuits and mumus they came -- the women of the world -- delegates to the first inter-governmental conference ever to be held focusing on the concerns of one-half of the world's population.

Their cultural backgrounds as diverse as their national dress, their list of priorities as varied as the forms of government whose official viewpoint they were representing as instructed delegates, some 1,200 representatives from 133 nations met for two weeks - June 19 to July 2 - in Mexico City at the United Nations Conference for International Women's Year to devise an appropriate strategy to overcome centuries of inequality and discrimination.

In addition to the 133 countries represented at the Conference, participants included 10 inter-governmental bodies, 23 United Nations organs and specialized agencies, eight liberation movements, and 113 non-governmental organizations.

Only four countries declined the U.N. invitation to participate: Lichtenstein, Malta, Singapore, and Bhutan. A dozen other countries which either did not reply or attend included Burma, Cambodia, Chad, Laos, West Samoa, Tonga, and Cameroon.

It was a momentous and oftentimes controversial occasion. In the history of international conferences it was the first time that ALMOST every delegation included women (several, including Botswana and San Marino, did not); it was the first time that women served as heads of a majority of the delegations participating (89 out of 133). Inexperienced in the mechanics and procedure of such international conferences, and restricted by the political delineations of the countries they represented, the women delegates often found the pathway through the maze of the two weeks' deliberation hazy -- but they stuck to the course, bound together by a commonality of feeling and purpose, and in the end wound up with what they had come for, a unanimously adopted Plan of Action. Public objection came from only two sources: the Vatican objected to the section on the "right to family planning", and China declared the Plan irrelevant to its own goals.

Hailed in the press as everything from "A Benchmark in the World-Wide Women's Movement" to "A Backward Step for the Women of the World" - and many variations in between - the events of the Conference itself, in a variety of ways, exemplified many of the frustrations and problems facing women.

COMMON DESTINY: RESPONSIBILITY OF BOTH WOMEN AND MEN...

In the colorful Inaugural Session in the Barrera Gymnasium on June 19, three men spoke first, followed by the Secretary-General of the Conference, Helvi Sipila - highest ranking woman in the United Nations. And at the close of the Session, these same three men walked abreast down the ramp leading from the podium - with Ms. Sipila following. Half-way down, as if in afterthought, they opened ranks to include Ms. Sipila.

The announcement that one of these three men, Attorney General Pedro Ojeda Paullada of Mexico, had been designated - as a matter of U.N. protocol - to serve as President of the Conference caused disbelief and resentment among many of the women in attendance at the Conference, and served as the source for a most inaccurate presentation in some press accounts that "Women's Parley Elects Man as President". Absolutely untrue: freedom of choice had nothing to do with it. Passing over many qualified Mexican women, the Government of Mexico had chosen a man to head the country's delegation, and as a consequence of this designation he became President of the Conference.

The setting of the Conference could hardly have been more incongruous for the occasion. Meeting in a country where machismo is the base upon which both legal and attitudinal patterns are built, in a sprawling city of 12 million people, with high altitude (causing all sorts of physical disablements), dense pollution, poor transportation facilities, and conference sites miles apart, many of the participants wondered at the beginning if even their best efforts could lead to success. They had arrived in Mexico feeling a sense of mission to "overcome", and they were given many opportunities to do so.

A deep concern of many of the delegations prior to the Conference had been that political expediencies and maneuverings would be introduced into the proceedings which would deflect the workings of the Conference away from its primary goal - to consider the position and needs of women. Into the life of the Conference less than an hour, this concern became a stark reality at the Opening Session as President Luis Echeverria, an aggressive and outspoken leader of the call for a realignment of the economic and natural resources of the world, voiced a blistering attack on capitalism and its system of life. He called women "an enormous revolutionary reserve in the world today" and asked for a "radical transformation of the world economic order to make possible the true liberation of women."

Politicization had sprung full-grown into the proceedings of the Conference and was to be a constant companion at every turn.

When her turn at the Opening Session finally came, Ms. Sipila, who is U.N. Assistant Secretary-General for Social Development and Humanitarian Affairs, spoke out firmly and courageously, claiming it is "high time to acknowledge that the denial of women's rights and opportunities is at the very root of our development problems and socio-economic ills." She declared, "I do not see a conflict between the prevailing conditions in developing and industrialized countries as regards the real aspirations of women for social justice and a better life." In emphasizing that she felt it "the joint responsibility of both men and women to determine their common destiny", Ms. Sipila attempted to focus the concentration of the delegates to the purpose for which the Conference had been called.

CONFERENCE STRUCTURE: PROTOCOL AND SURPRISES...

Selection of other officials of the Conference was worked out in advance by the U.N. Secretariat in consultation with U.N. Delegations. Geographic and political considerations enter into these decisions with, at times, rather startling results. Forty-four Vice-Presidents from as many countries were selected for this Conference, chosen from these five divisions: (1) Africa - 11; (2) Asia - 10; (3) East Europe - 6; (4) Latin America - 7; (5) West Europe and other countries - 10. Look again. U.S.A. fits in under "other" in division (5).

Elected as Chairperson of Committee I was Jeanne Martin Cisse, Permanent Representative of Guinea to the U.N. and the first woman to serve as President of the Security Council. This was the Committee responsible for the reworking of the World Plan of Action.

Committee II Chairperson was Shapour Rassekh, Deputy Minister for Plan and Budget Organization of Iran. This Committee had a double set of topics to consider -- Current Trends and Changes in the Status and Roles of Women and Men, and Major Obstacles to be Overcome in the Achievement of Equal Rights, Opportunities and Responsibilities and the Integration of Women in the Development Process as Equal Partners with Men.

REPRESENTATIVE DELEGATIONS?...

Women delegates outnumbered men by about five to one. The leaders of delegations included many women cabinet officials, members of legislative bodies, judges and even one cosmonaut (Valentina Nikolaeva-Tereshkoba of the Soviet Union). The largest bloc of women in the world, those women who comprise two-thirds of the world's rural population and whose lives are bound to the land raising food and children, had no direct representation. That a "thin veneer of women achievers" from many countries was felt not to adequately represent all segments of women was a topic of much discussion. The validity of true representation was something nearly every delegation had to contend with in some manner or another. The American Delegation itself faced this contention.

Although most delegations were headed by women and included both men and women as members, there were 21 delegations headed by men and 23 delegations composed solely of women. The largest delegation listing went to Mexico with 74 participants.

SPEECHES, ROADBLOCKS AND ACTION...

Only members of the official governmental delegations and accredited journalists (some 1,300 of them) were permitted to attend the Conference itself, located in the Mexican Ministry of Foreign Affairs Building at Tlalatelolco. It was here in the large auditorium that the Plenary Sessions of the Conference met continually during the days and some of the nights throughout the two weeks' session.

It was also at Tlalatelolco that the two Committees held their meetings. After four days of concentrated work and the submission of 894 amendments (some thought this great number a deliberate "roadblock" to stall progress on the Plan), revision of the Plan had covered only

the Introduction and Chapter I (National Action) - 10 of the 44 pages of the original document. Finally, the delegate from Senegal arose and said, "Enough of this prolonged discussion; I propose we adopt the remainder of the Plan even without discussion. We need a Plan and we need it now." The Plan was approved.

In the Sessions of the full Conference, messages from heads of states - Argentina, Jordan, U.S.S.R., Yugoslavia, Bulgaria, as well as a message from Pope Paul VI - were read and representatives from each country delivered their country's "key note" speech - usually a recitation of nationalistic achievements mixed in varying degrees with matters pertaining to women.

Ms. Pat Hutar, Co-Head of the American Delegation, began her address with personal greetings from First Lady Betty Ford. Ms. Hutar recalled that it was with the co-sponsorship of nine developing nations that the U.S. introduced a U.N. Declaration to establish a world conference for IWY. She concluded: "It is our profound conviction that the goals of International Women's Year - Equality, Development and Peace - are not goals for women but serious goals for a world society, and that men no less than women stand to gain. It should be the objective of the Conference to make this conviction take root and grow."

A CAPSULE OF A FEW OF THE OTHER SPEECHES DELIVERED IN PLENARY:

- * Prime Minister Sirimavo Bandaranaike of Sri Lanka, the only woman head of government present, spoke of "a vision of a life of harmony rather than challenge." She referred to "pockets of prejudices" and "traditional attitudes" which need to be overcome.
- * Princess Ashraf Pahlevi of Iran announced a one million dollar grant to the U.N. for IWY activities plus the promise of a second million upon establishment of an International Research and Training Institute for the Promotion of Women (in Teheran). She, too, spoke of the need for changes in "traditional attitudes".
- * Imelda Marcos, wife of the President of the Philippines, calling herself a Third World Woman, spoke on the "Mystique of Oriental Women", and said they differ from women in other parts of the world who want equality for "selfishness of status". She referred to the "neurotic anxieties of competitiveness" which cause women to lose their femininity.
- * Dr. Shirley Summerskill, MP, head of the British Delegation, announced her government would contribute 200,000 pounds per year to help women in developing countries. "In the name of human justice", she asked for new opportunities for women, stressing the need to reduce prejudices in every manner possible.
- * Elizabeth Reid, Advisor to the Prime Minister of Australia on Women's Concerns, one of the most outspoken and effective delegates present, made no attempt to be conciliatory in her approach, calling for a clear strategy to help change the inferior position of women arising from sexism. She defined sexism "as the artificial ascription of roles, behavior and even personalities to people on basis of sex alone." She stated, "This creates not only differences, but inequalities and is the base cause of different patterns of behavior as a group." She referred to the societies of the world today as "patriarchal", called "patriarchy another form of colonizing people", and said a "revolution in the heads of people is as necessary as in the structures of society." Although Australia voted for the New International Economic Order in the U.N. General Assembly last spring, Ms. Reid said her delegation feels a concern that women are not being involved in the development of such an Order as they should be.

Among others who spoke to the gathering were: Mrs. Viola Burnham, wife of the President of Guyana; Mrs. Lea Rabin, wife of the Prime Minister of Israel; Mrs. Beverley Manley, wife of the President of Jamaica; Begum Nusrat Bhutto, wife of the President of Pakistan; and Prime Minister Olof Palme of Sweden.

A POWER SUCH AS THE WORLD HAS NEVER KNOWN...

The Conference ended, close to midnight on July 2, 18 full Conference meetings, countless committee meetings, and 163 statements after it had begun. Weary delegates had a World Plan of Action and a series of Resolutions as well as a "Declaration of Mexico" to take home.

Many words had been spoken, many causes had been championed, and political issues had sometimes threatened the outcome, but there was consensus that much had been accomplished. This giant kaleidoscope of women's movements everywhere left even the most skeptical with the firm knowledge that the women's movement IS a world-wide one and one to be reckoned with. The Conference underscored, as the Plan states, "a basic similarity unites women of all countries, the most notable being the persisting de facto gap between the economic and social status of women and that of men."

Ms. Sipila states it quite simply, "In every country of the world women occupy a disadvantaged position. In no country of the world are women represented proportionately to men in the decision-making process." This theme was repeated constantly and many of the participants came to terms with the word "power". Power is what women lack and something they must have. If the lack of it proved frustrating to them (many of the delegates resented taking orders from the men who head their governments), it also sent them home more purposeful.

As the Conference began, Ms. Sipila held up as a beacon for its work the words of a man, Mathew Arnold, who said, "If the women of the world ever unite for the benefit and good of mankind, it will be a power such as the world has never known."

It is correct, I think, to say that the women attending this historic conference sensed this power, and none who attended will ever be the same again. Some of them went home frustrated; some went home discouraged; most went home more knowledgeable; and all of them went home more determined. One year is not enough, one conference is not sufficient - but it is a beginning - to end these ancient wrongs.



INTERNATIONAL
WOMEN'S YEAR
1975

WORLD PLAN OF ACTION...

This seven chapter, 46-page document unanimously adopted by the Conference maps out guidelines directed at national governments, regional and international bodies to accelerate women's full participation in economic, social, political and cultural life.

Only the Introduction and Chapter I entitled "National Action" were amended at the Conference. The U.S. Delegation felt the amendments adopted strengthened the final document. Suggested amendments by the U.S. include:

- collection of data about women in relation to men.
- informing women of their legal rights.
- equal access to education at all levels.
- recognition of the economic value of work in the home with corresponding adjustment of laws and practices.
- increased recognition of stereotyping in educational materials and the media.
- calling for improved delivery of health services with particular attention to nutrition and reproductive needs.
- removal of sections on protective labor laws and substitution of U.S. position that pregnancy and childbirth is a temporary disability and child rearing leave should be liberal and available to each parent.
- calling attention to need for assistance to women in "marginal urban areas" along with the rural poor.
- calling attention to value of health services traditionally provided by women.
- Equal pay for work of equal value. (Differences of opinion as to word meaning resulted in the compromise "equality of opportunity and conditions of employment, including remuneration.")

Though the plan is projected for the 1975-85 decade, it points to a number of urgent "minimum" targets for 1980, such as increase in literacy for women, extension of vocational training in basic skills especially modern farming methods, parity of enrollment at the primary level of education, increased employment opportunities for women, recognition of the economic value of women's work in the home, in domestic food production, and in voluntary activities not traditionally remunerated, and the promotion of women's organizations as an interim measure within workers' organizations and educational, economic and professional institutions.

U.S. INITIATIVES AND U.S. RESOLUTIONS COSPONSORED WITH OTHER GOVERNMENTS...

Resolutions considering current trends and changes in the status and roles of women and men, and major obstacles to be overcome in the achievement of equal rights opportunities and responsibilities were adopted primarily to strengthen various actions to be taken by national governments and international bodies as outlined in the World Plan of Action.

- Integration of Women in the Development Process as Equal Partners With Men recommends that UN development system, specialized agencies and other international, technical and financial assistance programs and agencies give special attention to those development undertakings which have the greatest potential for integrating women in the development process with impact statements, review and appraisal systems, and greater employment of women in these programs.
- Education and Training recommends lifelong education through formal and informal systems available to all regardless of sex, age, race, religion or ethnic origin; calls for school and community interaction and for the use of media and technology as part of the informal education system; calls on governments to assist development of model programs in all systems of education; and calls for a monitoring and report system.
- The Situation of Women in the Employ of the UN and Specialized Agencies recommends that the UN set an example by giving priority attention to implementing quickly the recommendations of the Standing Committee of the Joint Advisory Committee and of Ad Hoc Groups on Equal Rights for Women.

- Women's Contribution to World Peace Through Participation in International Conferences recommends that in the current year governments of Member States increase substantially the number of women delegates to all UN meetings, and especially their inclusion in all Main Committees.
- Popular Participation (Self-Help) recommends that Member States encourage and support in every way possible voluntary social promotion programs, such as self-help groups, cooperatives, women's groups and other organizations at all socio-economic levels to promote social and economic progress of women.
- International Research and Training Institute for Promotion of Women under auspices of UN financed through voluntary contributions to undertake research and training programs to increase effective participation of women in their own societies and in their earning possibilities, particularly for women in developing countries.
- Family Planning and the Full Integration of Women in Development calls on Governments consistent with their national policy as far as possible:
 - a) to provide adequate facilities for formal and non-formal education for women and girls, especially in rural areas, to ensure that full advantage shall be taken of family health services;
 - b) to make more easily available necessary health services to nursing mothers and their children coupled with educational programs in maternal health and child welfare as integral parts of health programs;
 - c) to make available to all persons necessary information, advice and adequate facilities and services to enable women who so desire to decide on the number and spacing of their children and to prepare young people for responsible parenthood;
 - d) to include women proportionately with men on boards and policy-making bodies at all levels, especially in socio-economic development plans and population policies.

Other resolutions approved by the Conference on:

- The Family
- Political and Social Participation
- Women and the Communication Media
- Condition of Women in Rural Areas
- Revision and Expansion of International Standards Classifications of Occupations
- Equality between Men and Women
- Prevention of the Exploitation of Women and Girls
- Protection of Maternal and Child Health
- Access of Women to Financial Assistance
- Research on Population and the Integration of Women in Development
- Research for the Formulation of Policies concerning the Integration of Women in the Development Process

DECLARATION OF MEXICO, 1975 ON THE EQUALITY OF WOMEN AND THEIR CONTRIBUTION TO DEVELOPMENT AND PEACE...

Two draft declarations were presented to the Conference: one prepared by the developing nations called the Declaration of Mexico, and one prepared by Germany, the United Kingdom and the United States. The declarations were statements of principle, and similar in many ways. However, those drafting the Declaration of Mexico, even though condemning a number of obstacles to the progress of women, refused to include among these obstacles "sexism" and insisted on inclusion of Zionism. The Declaration also included statements regarding nationalization of property and other matters which the United States feels are contrary to international law or otherwise unacceptable. The vote was 89 in favor; 2 against (Israel and the U.S.); and 19 abstentions. The American Delegation agreed with much of the Declaration and regretted not being able to join with many of its friends in supporting it.

Tribune of International Women's Year

* KALEIDOSCOPE *

by Yvonne Lewis
U.S. Center for IWY

Tribuna del Año Internacional de la Mujer

Many times while sitting in the Medical Center conference rooms listening to speaker after speaker, I wondered how in the world I would translate what I was hearing into a concise, well-organized report for the Center's NEWSLETTER. The accumulation, diversity and richness of two weeks worth of opinion and reports is indeed overwhelming--especially when half of the material is heard through an interpreter. In reading over my notes, however, it occurred to me that this diversity is exactly what I would like to impart to you. This wealth of information is its own reason for being, and needs no interpretation from me. So, in the hopes of giving you a little of the flavor of the Tribune atmosphere, I offer this "kaleidoscope"--de todo un poco!

In no way is this a complete picture of what took place in Mexico City between the days of June 19 and July 2, 1975.

(THE OPINIONS RECORDED ARE THOSE OF THE PANELISTS AND AUDIENCE PARTICIPANTS. IN ALMOST ALL CASES, I HAVE GIVEN THE PERSON'S NAME AND THE NAME OF HER OR HIS COUNTRY.)

LAW AND THE STATUS OF WOMEN

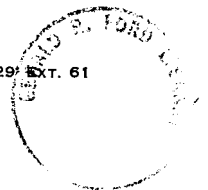
Helvi Sipila (Finland) (Secretary-General for IWY): Women need to know the rules in order to play the game. Many women do not know their rights and enter into a major contract--the marriage contract--without understanding its legal significance. There are too few women in parliaments and legislatures, because many women do not find this important. But this is where the laws which govern us are made, so why should we let other people decide what we are supposed to be doing?

Ann Marie Rollier (France): Efforts being made in France include the following:

- *Contraception available from doctors without authorization from the parents. Social Security provides the contraception at no charge.
- *Freer laws regarding abortion: Access to abortion (legal) up to the 10th week of pregnancy. Two types of consultations for an abortion are provided--medical and social.
- *The right to control over one's reproductive system.
- *Rights for the un-wed mother.
- *Allowance of divorce with mutual consent, with no need to place blame.

Rosa Cisneros Aguilar (El Salvador): Women are locked into a situation with little choice. They need more education, training, choice in child-bearing and incentives to form cooperative groups. Abortion is at times permitted in El Salvador for therapy, after rape or for genetic problems. She highlighted the plight of the peasant women with families who, when they attempt to work outside the home, are paid less than men.

Folake Solanke (Nigeria): She questioned why abortion had achieved such importance in the world. Parts of Africa are under-populated and people are needed for technical training. Family planning should be practiced and ignorance of one's body should be eliminated. She expressed the hope for the women of the world (not 2nd, 3rd or 4th world) that the age-old ignorance which creates the need for abortion would be eliminated as knowledge of one's reproductive system grew. The Nigerian laws regulating abortion, however, had been made largely by men based on a 110 year old British law. Ultimately, the responsibility for abortion laws should be apportioned between men and women.



Luke Lee (United States): Equality for women cannot be secured until the rights of every child are assured. We must make sure that every child is wanted--not seen as future income or evidence of "machismo". This requires the elimination of antiquated laws and education of all people regarding reproduction. Countries formerly under colonial domination should examine the laws laid down by these countries and measure them against human rights declarations. Change them if they do not measure up.

Francis Wete (Cameroon) (Xilonen newspaper article): "One way of ensuring the emancipation of Cameroonian women is guaranteeing free choice of marriage partners. It was because bride price, polygamy and other retrogressive customs of family life were oppressive that Cameroonian legislators passed laws to abate the suffering of women. In 1966, a marriage law put a ceiling on bride price, and permitted young people to marry without parental consent provided the bride price was paid. It also fixed the minimum age for marriage, prohibited marriage without the consent of the partners and stipulated that a polygamous marriage could only be contracted with the consent of the first wife."

Ekaterina Korshuvnova (Russia): Soviet government recognizes women's right to protection from heavy labor, in spite of a recent tendency of western countries to eliminate protective legislation. Soviet men accept this right. Legislation assures women of equal opportunity for work in every area including professional positions. If an employer refuses to accept women for work he will be strongly punished by law. Consequently, the trade unions are careful to implement the law.

Maria Lavallo Urbina: Laws will not solve women's problems, but they are tools which can be used to fight for social and political rights. Women must fight to change mental structures or laws granting equality to women will not be enforced.

Comment from audience: In Tanzania the work of non-governmental organizations had educated women to the point that they now get maternity leave even when not married.

WOMEN AND AGRICULTURE

Martha Bulengo (Tanzania): Inequality is an accepted fact. How can you speak of inequality to a woman whose typical day includes work in the fields, care of livestock, collection of firewood, carrying water from sources often poor and distant, and finally, laborious preparation of the family needs. For rural women the needs are 1) not only to eliminate wide-spread illiteracy but to raise consciousness; 2) not only train in home crafts, but to train for agriculture; 3) help women increase their productivity, not just the men, by training them technically; 4) provide simple forms of transportation to water supplies in order to alleviate that strain on women, thus improving their health; 5) begin at the village level to free men and women. Show the leaders their responsibilities. Development is rife with jealousies--encourage women to participate together. Raise consciousness to the point where women believe they are animators as well as creators of life.

Graciela Brasedefer (Mexico): We must break the mental structure that has kept the woman enslaved. The entire family must be educated to raise the cultural level. She described an experimental cooperative program to train women at the village level to manage small animals and animal farms in order to improve the productivity of agriculture generally, as well as the lives of rural women. Efficiency at this level would encourage women to seek higher levels of management and would lead to regional and national levels of management. She stressed the obligation of the educated fortunate to help the less fortunate sister.

Elizabeth O'Kelly (England): (Expert in intermediate technology) Developing countries must and will find their own solutions. Self-help programs cannot be thought of in terms of

one's own experiences. To encourage the men to take over the machinery is to encourage a gap--the women must learn to use the machinery. By substituting machines we sometimes take jobs away from people, so they are not always useful. She suggested an intermediate technology as a means of alleviating the endless round of women's work. Use a saw instead of a bulldozer to clear a field of trees. Grinding mills, which very often take vitamins away from rice could be replaced with small grinding machines which could easily be handled by two women. In Cameroon, 2 women, using a hand mill ground in 20 minutes enough grain to last a family a week. Groups of 100 women were formed into corn mill societies, repaid the loan advanced to buy the mills by planting extra crops, thus increasing the local food supply. The leisure which the mill created was used to attend classes in nutrition, child care and related subjects.

She urged the return to the use of water and wind driven instruments, because machines use fuel. Farmers have to be encouraged to stay on the land and to increase production. The methods for improving their conditions must be carried on by themselves.

WOMEN AND HEALTH

Victoria Mojekwu (Nigeria): An intermediate health worker between doctors and nurses should be trained to work in rural areas where doctors do not care to go. They should be women in many cases since they would be more readily accepted than men in certain areas where men are forbidden by religion to go. Since a sufficient number of doctors cannot be trained, intermediate health workers would be able to help solve the health problems of the community environment. Barefoot doctors in underdeveloped countries know how to take care of themselves and can teach others self-care--but she expressed the opinion that "democratic countries would not allow this!"

Katherine Focke (Germany): 75 % of the world population lives in rural areas. Providing improved health care delivery systems for this sector is the task of international policy makers. The inequality of medical services between rural and urban areas must not increase with development. In some countries, health care can only be accepted if it comes from a woman. There must be an interaction between the different health and social services--such as Home Economics. There is a need for citizen participation in health care delivery because the people know that they need and can also relieve some of the burden of the system through self-help. Money being spent on elaborate programs should go to immediate needs that people express.

Leah Margulies (United States): 3rd World women are induced to bottle feed their babies by multi-national corporations who send sales personnel, called "mothercraft" teachers, into hospitals and clinics. Poor mothers are vulnerable to the exporting of western values, such as bottle feeding, because so much of their world and social roles are in flux. One devastating result is that babies are dying of malnutrition and diarrheal disease by the improper use of substitute milk formulas. Bottle contamination because of lack of refrigeration and impure mixing water, and protein deprivation due to diluted formulas are two major causes of death.

Moshen Mahloudj (Iran): The "Iran Scheme"--still in its early stages--aims at getting one "health house" staffed by a medical auxiliary to every 500 rural villagers. Volunteers, who need only to be able to read and write, are given a basic medical training and examination--there are about 5 volunteers for every place--which enables them to do up to 80% of a fully trained doctor's work. The scheme has met with great resistance from the orthodox medical profession.

Chou Kun Rha (South Korea): Poor nutrition in the 3rd World could be a cause of low intelligence, high infant mortality and lack of motivation. It was widespread because of lack of resources, ignorance, traditional restraints and poor distribution. Producing food is the most burdensome task faced by women in the 3rd World. Improving food production would free women for more education, productive work and leisure time.



Comments from the audience:

- *Medicine should be de-mystified so that women can control their own bodies.
- *Women should mass together to stop wasting the money of countries. Let us have "cottage" hospitals for quick and simple medicine before a hospital becomes necessary.
- *On the health of the mother depends the health of the society. Men will not achieve anything for their children until they learn to give something to their wives as well. "Uncontrolled maternity syndrome" is the constant activity of the reproductive system which makes women old at 30 and wears out reserves. Most mammals reproduce in a scheme proper to the species--but over-production causes mental as well as physical fatigue.

WOMEN'S WORK AND THE GROSS NATIONAL PRODUCT

Isabel Pico de Hernandez (Puerto Rico): Excluding housework (domestic work) from the gross national product is a form of discrimination and exploitation. Since only paid work carries social value, women in domestic work were deprived of status as well as income. Both men and women are victims.

Signe Sene (Senegal): Made a plea to African countries at the Tribune to ensure that their women be gradually but surely integrated into the economic lives of their nations. Give them education, equal opportunities for employment and equal opportunities for advancement once employed.

Ludmila Balakhauskaya (Russia): The right to work is the foundation of women's equality. Women in Russia have learned their own worth and are now doing jobs hitherto reserved for men. Unemployment has been eliminated in Russia. Women have progressed from being illiterate farm workers and domestic workers during the time of the revolution in 1917 to their present position as 51% of the labor force of a highly developed country.

Mary Miller (England): The Equal Pay Act in England will come into force at the end of 1975. Employers must then pay equal wages for equal work. Some have managed to avoid the law by re-classifying jobs to make it appear men and women are engaged in different work.

Comments from the audience:

- *Women are taking jobs away from men.
- *Employment of women depends on the state of the economy.

POPULATION AND PLANNED PARENTHOOD

Aziza Hussein (Cairo): Th U.N.Commission on the Status of Women's investigation of the connection between family planning and the status of women produced evidence to prove that advances in the status of women were directly connected to their ability to control fertility. Family planning programs should never be taken in isolation, however, but should be in connection with other programs aimed at general economic and social development.

Lyyke Aresin (German Democratic Republic): Fertility regulation contributes to the general health of women and opens opportunities for them. There is a need for education--otherwise women will be less likely to be motivated to plan their families. She, too, emphasized that family planning should not be looked at in isolation.

Babaloa Dada (Nigeria): Gave high priority to education to increase women's potential for greater equality in marriage and more likelihood of controlling her fertility.

Ester Aviles (Ecuador): Ecuador's Family Planning Association is attempting to reach women living in conditions of poverty who have from 6 to 8 children. If they go into the labor force they earn lower wages and have fewer opportunities and thus find occupations outside the home incompatible with family life. This reinforces their role in the home.

Irena Manuilova (Russia): Family planning is not used as a limitation on family size, but to ensure that children are born in favorable conditions. The family should want and should be able to provide for its health and education. Large families are held in esteem. The Government awards a monetary bonus to families with more than two children because of its desire to increase population.

Comments from the audience:

- *An attack against the International Planned Parenthood Federation for advocating birth control as a solution to the problems of the 3rd World.
- *A response by the IPPF that its policy is to promote the right of couples and individuals to regulate their fertility by methods of their own choosing.

WOMEN AND THE FAMILY

Elisabet Sandberg (Sweden): Swedish Government policy is to encourage women to play a more active role outside the home, and to encourage men to spend more time at home with their children. The 1974 Parents Insurance Act gives 7 months parental leave after the birth of a child to be divided as the parents choose. The parent who takes the leave is entitled to 90% of his or her normal income during the period. The law grants 10 days leave if a child is ill. Sweden plans to extend the law so that parents--especially men--can have shorter working days, to encourage them to take a more active role in rearing their children. Ms. Sandberg said that family patterns were changing slowly, though, and that women had to learn to give up some of their power over the family so that men could take more of an active interest.

Dorian Powell (Jamaica): The nuclear family tended to be a middle class phenomenon, while a more extended family which links to relatives was common among lower income groups. Women in these groups frequently entered into common law unions which provided little legal protection upon separation. The common law system was inherited from the English and did not apply to Jamaica. Efforts were being made to change the law, especially to eradicate the concept of illegitimacy.

Jaime Diaz (Colombia): Attacked the idea that men and women are equal. They are complementary with particular contributions to make to the family relationship. Abortion and unilateral birth control were a denial of that relationship since they were a denial by one partner of the other. Importing ideas of liberation from North America to Latin America constituted a form of colonialism.

WOMEN AND PEACE AND DISARMAMENT

Sean McBride (United Nations): Women must demand an immediate date for the UN disarmament conference which should include non-governmental participation. At least 25 countries have nuclear capability and no government is prepared to give up its weapons. Nations have tipped backwards from the 1961 agreement of complete and general disarmament towards totally ineffectual partial measures such as the test bans and non-proliferation treaties.

Noel Brown (Jamaica): Security for a nation is no longer proportionate to its power because the nuclear arms race simply leads to overkill. He called for a world security based on an equitable distribution of human resources so that humanity might escape some of its current dilemmas and crises.

Brigalia Bam (South Africa): Those already active in peace organizations have a large responsibility to raise consciousness of others to the critical need to seek peace. Peace must allow for each country to develop and change according to its individual need. Working against this are the world's crises: food, population, pollution, the arms race, unjust economic relationships between countries, and racism.

Fannie Edelman (Argentina): The study of disarmament should become part of school systems and the mass media should undertake proper interpretation. Women should support the UN disarmament conference, to work for a 10% reduction of military budgets of UN Security Council nations with the savings to be used in developing nations, to approve the denuclearization treaty and to work for the peace education of all children.

Michiko Tanaka (Japan): The world must make sure that Hiroshima and Nagasaki are the last nuclear disasters in the world.

Valentina Tereshkova (Russia): National and international women's organizations should speak for the implementation of the resolutions of the UN General Assembly in stopping the arms race and cutting military budgets. The women of the world should also support the idea that preparation of the world conference for disarmament be started without delay. No matter how different are our political convictions, we are all united by our sincere desire that everywhere in the world women are free and equal, to ensure conditions in which they can fulfill their complicated role of being mother, worker, citizen.

SELF-HELP

Dorothy Height (United States): Black women have been working all their life for liberation. They have advanced and excelled in every field where other women have advanced. But the majority are so far down that as a group they are at the bottom of the economic ladder. The National Council of Negro Women has stressed self-help and has initiated nutrition and education programs in poor black communities in the United States.

LABOR

Sonja Davies (New Zealand): Trade unions are the last bastions of male supremacy, because women are seen as having divided loyalties between work and family, not being able to participate in after-hours bargaining or strikes. Women must be helped to participate in trade unions because this is where the real power lies. Education is the means to achieve this participation.

Lat Giles (Australia): Myths which prevent women from equality of opportunity in trade unions must be challenged. It must be demonstrated that women as well as men are breadwinners, that meeting structure of unions can be changed, that women can be apprentices as well as young men, and that women can handle tools and difficult situations.

Edith Barksdale-Sloan (United States): National Committee on Household Employment in the United States has made efforts to establish a union for "household technicians", 98% of whom are women. Needed most is recognition of the dignity of these workers.

Concerned Labor Union Women attending the Tribune: As trade unionists they pledge that when they return home they will work with their unions, in politics, and with community organizations to abolish any and all remaining discrimination against women in their economic, political and social lives. We will call upon international and national unions, world-wide federations of labor, and regional and local bodies to take immediate steps to increase female participation in the international activities of the labor movement, to initiate training and educational programs to prepare women for leadership and elected office, and to increase the number of women in staff and policy-making positions.

WOMEN AND DEVELOPMENT

Congressperson Charles Percy (United State): Assistance is not getting to the real poor and women are not getting an equal share. We need to find a way to focus special attention on rural needs because it is harder for country women to become a part of the economic sector of the nation.

Sylvia Bolonos (Ghana): Aid must come at the proper time; if the aid comes without women being asked what they need, it can become a power against them. The technology is often taught to men, alleviating their work load, while women still have the same duties. Money should not be earmarked for women only--money should go for specific projects which women have planned and in which they will participate.

Diane Opoudo (Kenya): Field workers have formed cooperatives in East and Central Africa. Rural women need the help most because they spend long hours in the fields, they walk long distances for water to return home to cook the food (don't ask her to use it for washing at this point!) Assistance should go to volunteers who are willing to work with women in the country in these situations. Some women are trained and then have nothing to apply their training to when they return to their villages, so they stay away. One thing to do is to return as volunteers and help alleviate the daily burden of the women who cannot leave to be trained.

Yun Sook Lee (Korea): International Planned Parenthood Federation has 2700 clubs organized in neighborhoods all over the country. There is need to train leaders to go into grassroots level. Aid money should be used for research and study to determine the needs of women.

Representative from Trinidad/Tobago: Aid from developed countries should go to non-governmental organizations in developing countries. A national union of NGO's in each country should be formed and requests for aid should be funneled through this union. A liaison with the ministry of development and a national commission on the status of women should be established for input into the real issues affecting women in Trinidad. Since NGO's are most often closer to the grassroots level of a country, an impact could be felt where it is most needed. A public accounting of the funds used would be made each year.

Comment from the audience: What can women do to eliminate the "yessuh-man" from policy-making positions? Response from Korean panelist: When women are participating at all levels, pressure will be off men, and the "yessuh-man"(yes-man) will disappear.

WOMEN IN POLITICS

Congressperson Bella Abzug (United States): You would have to have been sitting in on two weeks of Tribune sessions (harangues, diatribes, dissertations, pleas, proposals, etc.) to understand the warm and enthusiastic reception given to Mrs. Abzug on Tuesday, July 1. Appearing on the next to the last day of scheduled sessions, Mrs. Abzug kept her audience laughing and clapping throughout most of her address. She gave everyone there a sorely needed moral boost.

In introducing her, Sally Lunt described how Gandhi felt that he had to run in order to keep up with his people, because he was their leader. We, the audience, were made to feel that we, too, were ahead of our leaders and that they had best run to catch up with us. Mrs. Abzug added to that feeling by saying: "Our presence here is an eloquent statement of our concerns."

The following are a few points of interest from her address:

- *Full political representation is the answer to achieving equality for women. There is no point in adopting a world plan of action unless there is equal representation in the body seeking to implement it.
- *Women have no right to power unless they do things differently from men. Women have the capacity to bring something new into the arena of social, economic and political struggles.
- *She called upon the women of the Tribune to be the "guarantors" that plans adopted (or not adopted) at the Conference are implemented at home. "It is upon you," she said, "that the success of this Conference depends."
- *A stag senate makes for a stag-nation!

THE BEGINNING



In many ways, women's struggle for equality faced its greatest challenge to date in Mexico City between the days of June 19 and July 2, 1975. Mrs. Helvi Sipila, Secretary-General for International Women's Year, stated in one of her many speeches at the Conference that henceforth the world would never be the same. This thought was echoed by a great many delegates from a great many countries. The question which comes to mind is: How will it have changed?

Members of the official delegations attending the Conference faced their special brand of confrontation: the struggle to keep the Conference focus on the status of women rather than on the redistribution of the world's wealth. For them the issue boiled down to which comes first--the improvement of the status of women so that women can participate in the development of their country; or the development of the country, bringing automatic improvement in the status of women. (The U.S. stand on this issue appears elsewhere in this Newsletter.)

We who attended the Tribune, however, were exposed to the same political confrontation, but we had no official, understood guidelines of diplomacy with which to cope. In a sense we were being put to a test--could we, as women, cope with any given situation? This was to be a proving ground. And a great many people all over the world were watching to see if we would fail or succeed.

There were approximately 6000 women from all over the world attending the Tribune, either as representatives of non-governmental organizations or as individuals. As Jewel LaFontant, U.S. Delegate, stated in her address to the Tribune, "This is where the heavies are." Rumbblings of confrontations turned into a reality on the morning of Sat., June 21, when the U.S. Delegation met with non-governmental organizations to open a dialogue for Tribune input into the official Conference. As Daniel Parker, head of AID and co-head of the U.S. Delegation for two days, took the microphone to speak, he was shouted down by what was not the first, and would not be the last, of demands by individuals to be given a voice in this, the world's first international assemblage to discuss the rights of women. Many of us who were in the audience could almost physically feel the outpouring of frustration and rage. Patricia Eutar, co-head of the U.S. Delegation with Mr. Parker, proposed a compromise. "We are a democratic people," she stated, "and we can all be heard--but one at a time!" Her compromise was accepted, and after all the delegates had introduced themselves and presented their credentials, as some felt the need to do, and after all had pledged to open all possible lines of communication, the audience had its turn. Accusations were thrust at the delegates in many varied forms--some having very little to do with women's issues, others providing some very potent food for thought. Pleas for unity and pleas for not wasting the two weeks that we had on rhetoric were heard all around. The Conference was a farce, someone said. It was AID and CIA organized and dominated. The Delegation was non-representative. The United States was imperialistic and selfish in its dealings with the 3rd World countries. A man should not have been named as co-head of the Delegation. And on the criticism went!

In the midst of this came a rational proposal for action. A group of non-governmental representatives, including Ronnie Feit and Betty Friedan had studied the World Plan of action and had seen the need for revising it. The Plan, written in United Nations-ese was felt to be unresponsive to the real needs of women. The call was made to interested individuals to meet and discuss what changes could and should be made. Representatives from many countries, including the U.S., Africa, Asia, Korea, Latin America, met in what was called "Global Speak-outs" in rooms provided by the Tribune administration. What resulted from those meetings was a sensible and organized rewording of the Plan.

On Wednesday, June 25, a delegation, including Victoria Mojekwu (Nigeria), Dookja Hong (South Korea), Betty Friedan (U.S.), and Yayori Matsui (Japan), by now calling themselves "Women of the Tribune", called an open meeting to present the changes to an audience of approximately 2000 Tribune participants. Ms. Mojekwu opened her remarks by saying, "We women must show men we can work within limits. If we can't do anything within the next hour, we won't be able to do anything for the next hundred years."

The changes were unanimously adopted by acclamation and were presented on Thursday, June 26, to Helvi Sipilä for presentation on the floor of the official Conference. At the same time, a declaration prepared by some 900 Latin American participants with the objective of creating a Latin American feminist consciousness was also presented to Helvi Sipilä. She accepted both documents and arranged to meet with, and give the Tribune participants, an answer the following day at 2 p.m.

On Friday, June 27, disruptive efforts by a small group which evidently was opposed to constructive efforts within the Tribune created disorder and chaos for a scheduled 1 p.m. forum called by the Pan American Development Foundation. Panel members were forced to leave as the microphones were taken over by dissenters demanding their right to be heard--with the result that no one was heard! It was this atmosphere which greeted Mrs. Sipilä as she arrived for her scheduled meeting. It is a tribute to this fine person that, knowing she had bad news to give the "Women of the Tribune", she walked in, waved her hand and smiled, and approached the dais exuding confidence in herself and in what she had to say. The bad news, of course, was that the decision had been made not to hear the changes on the floor of the Conference, basically because this was contrary to United Nations practice. "But," Mrs. Sipilä emphasized, "we must remember that this is not a document binding on Governments, so the precise wording is not all-important. The United Nations cannot interfere in the laws of individual countries." She handed a mandate to all participants of the Tribune to return to their homes with firm resolve to insure the implementation of the Plan of Action according to indigenous needs.

It is a tribute to the participants that Mrs. Sipilä was given a standing ovation on her departure.

Those of you who kept an eye on the Conference and Tribune at home may have been angered by the media reports--that is, if there were any media reports at all! But as U.S. Ambassador, Joseph J. Jova stated, "The results of this historic meeting may not be tangible as you leave Mexico City, but they are the building blocks for the real changes that are coming." Real change and real equality for all people will not take place in a vacuum and it will not, judging from Mexico City, be painless. Things cannot be as they were before. How it will change is apparently in our hands.

As Genevieve Fiore of the United States put it, "I've been yelling about the women's struggle for 30 years, so I haven't heard many new things (at the Tribune). But this has recharged my battery to go back and keep plugging." The Tribune was a beginning--I'm thankful, and wiser, I hope-- for having been a part of it.

INTERNATIONAL WOMEN'S YEAR AÑO INTERNACIONAL DE LA MUJER L'ANNÉE INTERNATIONALE de la FEMME

A PERSONAL VIEW by Annette K. Patella

At the opening of the Tribune on the afternoon of June 19, the atmosphere was filled with enthusiasm and expectation. Women (and some men) had come from all over the world to attend this meeting. For many, expectations were only vaguely defined. In general, we felt a need to examine the situation of women in the world; to understand why we were not represented in decision-making positions and to formulate strategies to enable women in their different countries to assume their rightful place in society. We came to listen as well as to share our experiences; to seek and to give support in our struggles. The common denominator was concern and a desire to effect a change which would eliminate some of the fear and frustration, the lack of fulfillment, felt by so many.

Many of the press reports on the Tribune focused on the divergences and disagreement, on the bitterness that so often emerged. These elements were present. The Tribune of the World Conference of the International Women's Year was for many women their first and only opportunity to make themselves heard to an international audience, to try to make others understand in a personal way their grievances and oppression. True, there was bitterness and anger but there was also sympathy and support. Many women wanted to depart from the structure of formal presentations and this sometimes resulted in chaos and confusion; sometimes it flowered into spontaneous and constructive expression. We came together as a heterogeneous group. The problem of discrimination was common to all, however the hierarchy of problems differed from country to country. To a 3rd World woman struggling for survival for herself and her children, the need to change sex role stereotyping may seem a trivial concern. Her problems are of a different nature but no more significant than a woman in a technologically developed society who wants a career in business administration and is frustrated in her goal by the fact that as a woman she is considered too unaggressive for such a position. At the Tribune it was sometimes difficult for participants to appreciate and respect these differences. It is foolhardy and unrealistic to expect women of many cultures and different political systems to come together in complete agreement on some very controversial issues. Perhaps the one failing point of participants at the Tribune was that the differences among the women present were not always accepted and respected. When the need to express negated the right of another of a varying viewpoint to present her particular problems, then the purpose in coming together at this historic conference became obscured.

The Tribune was officially inaugurated by Maria Esther Zuno de Echeverría, wife of the President of Mexico and her dynamic address stimulated the audience in their desire for action. Ms. Echeverría acknowledged that, "There are exploited peoples within the family of nations." She went on to say that "...above all, there are women who, in addition to the oppression signified by the lack of the most basic essentials and implicit in cultural isolation, still bear the burden of discrimination within the family circle and in their social structure." Her speech elicited rounds of applause when she stated, "Women represent approximately one half of the world's population. To obstruct their participation in dealing with the problems of our world and our times would be tantamount to renouncing half the potentialities of the human race." Ms. Echeverría acknowledged that mere enactment of laws will not ensure equality for women. "In order to become reality, equality before the law requires the establishment of equality of social conditions and equality of opportunity in education and employment. In a word, it requires an authentic transformation of the economic and social structure of a world shaped by men." Ms. Echeverría alluded frequently in her address to the need for the establishment of a "new international economic order" to insure true equality and true peace. This theme recurred often in the Tribune presentations and in question/discussion periods and was a point of major disagreement at both the Tribune and the Governmental Conference.

Many felt that devoting prime attention to the establishment of a new economic

world order would prevent proper focus on the principal target of the Conference--the elimination of discrimination against women. Most outspoken on this subject was the Australian delegate Elizabeth Reid who attacked President Echeverria's contention that a new economic world order is necessary for the liberation of women. Ms. Reid stated that, "We women will no longer be relegated either here or in our own countries to a secondary place while 'hard' politics are being discussed as distinct from 'soft' women's issues...it seems clear to us that women throughout the world want action now and that this can be achieved with present resource limitations and boundaries by resetting our priorities."

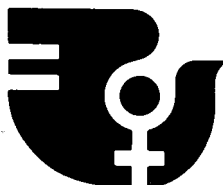
Ms. Giroud of France maintained that the Conference would not be successful if delegates "...insist on dealing with political issues they are not prepared to discuss." Throughout the sessions this issue was a source of disagreement.

Amie Jiagge, a Justice of the High Court of Ghana discussed discrimination as a source of conflict within the personal, national and international context. Ms. Jiagge stated that the road to peace is through the role of social justice and equality. She noted that the world today is one of conflicts where the conditions of peace are lacking. She cited the lack of interest in what happens to our neighbor as the base cause of instability in the world. Ms. Jiagge noted that 30% of the world's population uses 70% of its wealth while the other 70% of the world's population lead lives of desperation. She criticized the hoarding of wealth of the world from the inhabitants who need it. In Ms. Jiagge's opinion a new vision is needed. We can no longer operate under the "old world structure"---getting the best for yourself at the cost of others with prime focus on profit making. The "old world structure" lacks the conditions for peace. Peace requires the cooperative efforts of developed and developing nations. Ms. Jiagge closed her address by saying that justice is one and indivisible. We must make a concerted effort to sweep away all areas of injustice, racial oppression and economic strangulation. She acknowledged that there must be full utilization of women in the force of peace.

Davidson Nicol of the UN Institute of Training and Research (UNITAR) noted informally that progress has been slow in improving the status of women. He stated firmly that a woman's body does not belong to her tribe, her government or to any man. She should have complete reproductive freedom. He noted that women's minds are conditioned from birth to relate always to the male. Women must begin to think of themselves as active persons and contribute directly to society and not merely act as a supportive member. Mr. Nicol stated that women must be aware of and use the power of their vote to obtain laws to improve their status. He pointed out that there are more women than men and that women must organize and use that strength in mass demonstrations, when necessary, to make their voices heard against the de facto discrimination which exists.

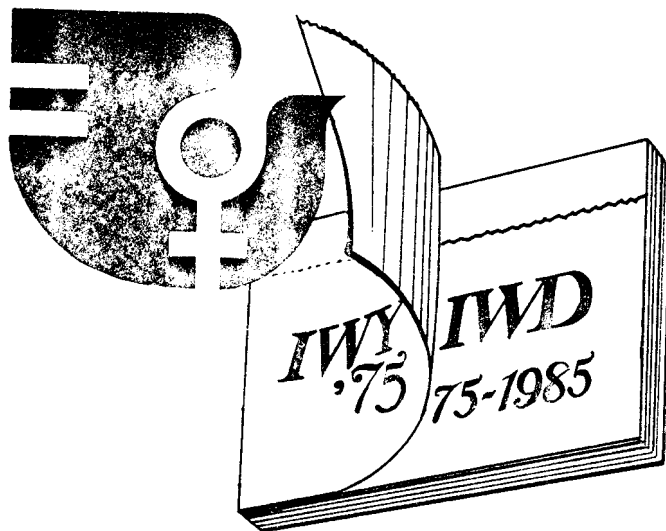
The World Conference of the International Women's Year is a point of departure. Nothing was "solved"; in fact, it seems that more problems came to light. The panels, discussions, committee work, and disagreements of those two weeks represent one brick--a large one--in the foundation that women around the world are trying to lay to insure the improvement of their status in an improved world. As Rep. Bella Abzug of New York so eloquently stated, "Women are not seeking equality in poverty or death, but equality in the blessings and bounty of our only earth."

Our work has just begun. We must not only seek to implement the provisions of the Plan of action adopted on the last day of the Gov't. Conf. but more important we must take up where the Plan leaves off and expand and add according to the needs in our individual countries. National Conferences can aid in determining priorities and strategies but it is women themselves who will have to assume the responsibility to make the goals of this Year a reality.



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THE DECADE BEGINS



Dear Friends Everywhere,

You are real friends. Your cards, notes and letters these recent weeks have been heart-warming. I wish I could write to each of you who has written me. I can't--but I can hope that we can meet somewhere at some time during the Decade.

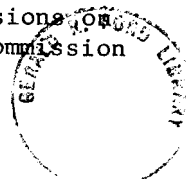
December has been a great month for IWY/IWD. There are so many important happenings to cover that I shall touch briefly on only a few items while others will be covered elsewhere in this Newsletter.

I. Yes, There Will Be A Women's National Conference

Many of you who were concerned about the National Women's Conference bill will rejoice to know that it has passed both Houses. When the Congress finally acted, it acted quickly. Great credit is due to Representatives Abzug, Heckler and Mink, Senator Percy and many others in each House who gave a sturdy push to proceedings. Your letters to your Representatives in the Congress also counted.

In brief, the bill provides for a National Women's Conference in 1976 to assess progress toward goals and the work still to be done; and mini-conferences or regional conferences in each of the 50 States, Puerto Rico, the District of Columbia and other areas under the American flag or American administration. Overall responsibility for the Conferences is in the hands of the National Commission on the Observance of IWY, whose tenure has been extended to cover its new duties.

You will find more about this bill in another section of this Newsletter. The bill is so important that we are also enclosing a copy of it in full. There is work for all of us in preparing for the National, State or regional Conferences, and no time to lose. What do you want the Conferences to consider? What do you want them to accomplish? If you have suggestions or questions, write to your Commission on the Status of Women; your Congressional Representatives; or the National Commission on the Observance of IWY, Department of State, Washington, D.C. 20520.



II. There Will Also Be A Second UN World Conference on Women In 1980

The United Nations General Assembly which finished its work just before Christmas, took several actions of direct interest for IWD. These included:

- * Proclamation of the UN Decade for Women: Equality, Development and Peace, 1976-85, first recommended by the Mexico City Conference;
- * Decision "in principle" to convene a second UN World Conference of Women in 1980, to survey progress toward the Decade's goals;
- * Extension, for the Decade, of the UN's Voluntary Fund for IWY, open to voluntary contributions from governments and from private sources; which helped to finance the Mexico City Conference and will now be available to help with the funding of IWD activities;
- * Decision "in principle" to establish an International Institute on Research and Training for the Advancement of Women, proposed by Iran which has contributed more than \$1,000,000 to the project.

You will find more information about these and other UN developments later in this Newsletter, together with excerpts from the basic "omnibus" resolution of the General Assembly. You will also be interested in a report on the UN University which is included. The University to date has drawn very little on the talents of women for its Council or staff and should do better. Here is a chance for you to suggest the names of qualified women.

III. The Senate Makes Progress on Two Conventions Affecting Women

A Senate Committee has debated and approved two International Conventions dealing with women's political rights: The Inter-American Convention on Political Rights of Women and the UN Convention on the same subject. Both of these Conventions were submitted to the Senate by President Truman (yes, I do mean Truman) but were never before debated in Committee. They must now go to the full Senate where they will require a two-thirds vote for approval as international treaties.

The delay in Senate consideration of these and some other conventions affecting women was the result, at least in part, of concern by some persons over a Constitutional issue. The U.S., unlike most UN Members, is a Federal Government of limited powers, with most voting stipulations in the hands of the 50 State authorities. For this reason, some lawyers have questioned whether the Federal Government could legally undertake the obligations of the Conventions; other lawyers see no problem. The issue will doubtless be debated when the Conventions reach the Senate floor. If you are interested, you can get in touch with Julia Bloch in Senator Percy's Office, the U.S. Senate, Washington, D.C. 20510.

IV. UN's Attitude on Zionism Does Not Reflect IWY/IWD

Some of you have expressed deep concern, which we share, over the injection of a condemnation of Zionism into one document at the Mexico City Conference. This reference to Zionism occurs only in the "Declaration of Mexico", a relatively unimportant document which the U.S. worked and voted against. The U.S. was itself a target of propaganda attacks at the Conference. Delegates to UN Conferences do not voice their individual views but serve as spokesmen for their Governments. The introduction of the Zionism issue was a purely extraneous move by certain governments for purposes of political propaganda. Such actions unhappily are a commonplace of UN Conferences these days. You should note that there is no reference to Zionism in the World Plan of Action which merits the support of all of us.

V. Impressions from Across the Country

Recently I have visited different parts of the Country to gain a first-hand feeling of what has been done during IWY--and the feeling is very good. I found myself receiving, rather than giving enthusiasm. It is impossible to realize in Washington D.C. what is really happening during IWY across the country.

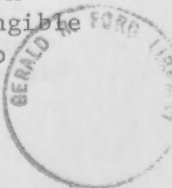
As usual, I gained many ideas and impressions. As many of you will be thinking in terms of your State or Regional Women's Conferences and of the National Women's Conference I give here some suggestions from groups which have organized successful conferences.

- 1) If you want to get an across-the-community attendance, you must keep expenses low. This means either no registration fee or a largely nominal fee.
- 2) Some groups were successful in having food donated to keep the price of lunch and dinner at a minimum. One group was able to arrange for Mexican food for lunch, soul food for another day, by gifts from local restauraners. Others provided for "brown bagging" or low priced box lunches.
- 3) Transportation costs can be cut if you can borrow a bus from a local company, or arrange a central location for a meeting place.
- 4) Child care is important. Early planning is clearly necessary here.
- 5) In programming, it is wise to consult in advance with various groups to discover what topics are of special interest to them and what talent they have to offer. Merely planning a program and then inviting others to come is usually not enough.
- 6) Avoid over-scheduling. Audiences are eager and able to contribute ideas as well as to receive them.
- 7) Big names are helpful but expensive and conferences can succeed without them.
- 8) The handicapped have special needs which should be worked out in advance.
- 9) Youth (including high school age) can be constructive and refreshing on programs.
- 10) Remember the media, with a full briefing well in advance. Their cooperation is essential at all stages, including live coverage of the proceedings.

There are many individuals who have had useful experience--too many to name. You might write to Connie Mantz, Women's Program Coordinator, Cerritos College, 11110 E. Alondra Blvd., Norwalk, California 90650; Shoshana Cardin, Maryland Commission on the Status of Women, 1100 North Eutaw Street, Baltimore, Maryland 21201; or Mary Martha Glazebrook, Project Consultant, Gulf Coast Arts Council, Route 3, Box 396, Biloxi, Mississippi 39532.

VI. What Has the First Year of the Decade Accomplished?

When your Center prepares its Final Report, it will draw together the reports and suggestions which you have sent in on what IWY has accomplished. At this moment, we can give only some general impressions which do not pretend to be exhaustive. A tally sheet is enclosed with a tentative listing of some of the intangible and tangible accomplishments you have mentioned. This is just a starter--you will have more to add--and so shall we when the time comes.



To measure changes brought by the Year we have only to think back to 1972--the Year during which the IWY was approved--and feel how the climate toward women's interests has changed. In some areas, it is a different world; in others, there is still a long, long way to go.

The tally sheet applies to the U.S. alone. Space is too short to go into the international aspects of the Year for the impact in some countries and regions has been extraordinary. One of the U.S. contributions has been a stepped up application of the "Percy Amendment" to our Foreign Assistance Act of 1973 which called for the involvement of women in the planning and implementing of AID programs affecting women in foreign countries. Incredibly, these programs had usually been planned and carried out in foreign countries by men and despite the best of intentions the results had not always been helpful in fact. During IWY the Percy Amendment received intensive application and its principle has been accepted by the UN. For information, write to Nira Long, Department of State, AID, Washington, D.C. 20523.

In the private sector, American groups have given significant help to foreign women during the Year, including the National Council of Negro Women, the League of Women Voters, the Brotherhood Railway and Airline Clerks of the AFL-CIO, the American Association of University Women, the League of United Latin American Citizens and many, many more.

Despite the progress made, one year is obviously not enough. Fortunately we now have a Decade on which we can start with high hopes, building on the experience gained during 1975.

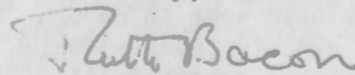
VII. News From The Center

As you know, the Center's date for closing its activities has long been set at December 31, 1975, with the month of January reserved for writing our report. We are closing, not as reported by the press because we have run out of funds, but because we have completed the assignment given us in 1973. We leave content that you can carry on and expand in the Decade what you have helped to start in IWY. On January 15, we shall be having a final "Happening" at the Center, and if any of you plan to be in Washington on that evening, do let us know for we would like to have you join us.

Plans for a successor to the Center have not yet been fully worked out. If you have questions about the Decade, write to Mildred Marcy at the National Commission on the Observance of IWY, at the address already given. Plans for the handling of the Center's IWY jewelry also are still in the making but we should be able to give you an address for future purchases with our final report.

And so, I sign off. These two years have been a tremendous experience, exciting and rewarding beyond any expectation. I have met so many women, doing great things, with spirit and sacrifice. Without your encouragement the U.S. Center could not have carried on. One of my richest blessings personally has been the staff of this Center which is without parallel anywhere. Don't let anyone tell you this Country is soft and selfish. It isn't. The heart is sound and women are working nation-wide to bring a brighter future for everyone. Let us all work together thruout the Decade for common and essential goals, and work together always with joy and with kindness. Vaya con Dios!

Sincerely,



Ruth Bacon
Director

NONGOVERNMENTAL ORGANIZATIONS, INSTITUTIONS, AGENCIES, SET SIGHTS HIGHER DURING IWY

by MARGUERITE A. FOLLETT

Surfacing strongly in recent weeks is the realization of the need for considerations on women and professional leadership and the need for linkages of many kinds between educational institutions/agencies and nongovernmental organizations--whether professional or community. The fact that nongovernmental organizations, especially those related to women in the professional world, have moved well beyond the awareness/consciousness-raising stage, is becoming increasingly evident at regional and national conferences which included discussion of professional leadership: emphasis women.

One prime recent example was at the annual convention of the American Speech and Hearing Association (ASHA) held in Washington, D.C. At the session entitled "International Women's Year: How Do We Stand and Where Do We Go From Here?" Mary Ann Faris, session coordinator, pointed out that women comprise about 79.1 percent of ASHA's membership of 21,435 members. Representation of ASHA women included the executive board, 2 women; Legislative Council, 42 percent of 144 members; Committees, 40 percent women of 304 members; Committee Chairpersons, 31 percent women; Board members, 39 percent of 71 members; Board chairpersons, 1 out of eight boards.

Background information for the ASHA IWY session included an article entitled "Professional Leadership, Women in Speech Pathology and Audiology," by Barbara Milgrom Melrose, University of Massachusetts, published in the September issue of the ASHA publication. Melrose made recommendations to training institutions and to Women in the Profession, of which both approaches would be suitable for many women as individuals and for educational institutions, together with nongovernmental professional organizations as links in a gradually strengthening chain.

Melrose's Recommendations to Training Institutions

- ** Identification of Exceptionally Competent Women, through the establishment by the faculty of a mechanism for the identification of women undergraduates and master's candidates who have a high probability of success in advanced training.
- ** Recruitment and Selection procedures to assure the equal consideration for admission of men and women, especially where the emphasis on doctoral programs in speech and hearing science.
- ** Provision for Financial Support to insure equal access to financial support for graduate students.
- ** Consideration for the Needs of Part-Time Students, with the recognition that many women can pursue graduate study only on a part-time basis.
- ** Availability of Female Role Models to provide "a necessary complement to the presence of increased numbers of women in advanced study . . . that they have positive effects on the productivity and professional accomplishment of women graduates."
- ** Student-Faculty Interaction to provide an adequate rate and quality of interaction between faculty and women graduate students.

Melrose's Recommendations to Women in The Profession

- ** Completion of Doctoral Training is becoming more requisite for moving into leadership roles with the increasing professionalism of speech pathology and audiology.
- ** Membership in Women's Groups provides "for personal growth made through the opportunities provided and the support received . . . Learning that other women students have had

or are having similar feelings may help a woman identify the problem as one of negative faculty attitudes rather than inadequate personal performance Membership also provides "the opportunity to work in a more impersonal manner toward the remedy of inequitable opportunity or financial support" Women's groups also provide an avenue through which women can seek and share information about opportunities for fellowships, internships, training grants, and available professional positions.

** Participation in Professional Organizations at the state and local level, which provides "opportunities to participate in governance, to hold office, to develop competence in leadership skills, and to gain visibility, to seek candidacy for election to the Legislative Council of ASHA and to nominate and promote the election of other women; to make the political contacts through which one hears of opportunities for advanced employment.

"Together, men and women in speech pathology and audiology can work to shape a profession in which gender is no longer a primary determinant of leadership."

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ACUIIS REPORTS ON ADVANCEMENTS FOR WOMEN THROUGH IWY

As a newly elected member of the Association of Colleges and Universities for International-Intercultural Studies, Inc. (ACUIIS), Dr. Kamala D. Edwards, Ph.D., Associate Professor of English, writes that she is currently investigating avenues through which women's studies courses could become a part of global education courses offered on ACUIIS college campus. In addition, a self-study of ACUIIS projects and seminars is planned to determine the leadership potential of ACUIIS women. Further, depending on available funds, an overseas seminar on "The Role and Potential of Third World Women" is a possibility in 1976-77.

1975 A Special Year for ACUIIS

Dr. Edwards points out that "1975 has been a special year in ACUIIS history for women because of increased participation and emphasis on the role of women." After a brief discussion of women in ACUIIS in the past which has been comparable to the situation of women throughout higher education, according to "A Report on International Women's Year at ACUIIS, --"their profile has been so low as to be nearly invisible, particularly on a leadership level, the following steps were among those taken in 1975 to alleviate this situation."

Dr. Helen Wroten and Dr. Edwards were elected to the Board of Directors, the first women ever to serve in this role; at a recent Board meeting, three women were elected to the Curriculum Committee, considered the most active "working committee" in the association; that the Women's Commission members are being solicited for nominations of able women who might fill an opening for Comptroller of the 1976 Graz Center; a meeting and workshop attended by faculty and staff from six colleges in one of the ACUIIS regions was made up half of women, half of men.

A Commission on Women in ACUIIS was formed in the spring, with members (all women) nominated by the local campus representative of the association. The Commission functions are to increase the participation of women in ACUIIS, especially in leadership roles, and to increase awareness throughout ACUIIS of women's issues in international studies.

* * *

IAUP RESOLUTIONS PASSED INTERNATIONAL EDUCATION AND ADVANCEMENT OF WOMEN

At their business meeting in November, some 500 college and university presidents and chancellors from all over the world met in Boston, representing the International Association of University Presidents (IAUP) and the American Association of State Colleges and Universities, adopted the following Resolution:

Be it RESOLVED, that these presidents and chancellors affirm their faith in higher education as the most important single long-term investment in promoting world peace and maximizing human fulfillment, and that they further affirm their belief that international

educational cooperation and the internationalization of education in every country are essential goals in the process of improving the quality of life and in contributing to the survival of the human race.

In recognition of the fact that "some traditional practices in education tend to discriminate against women; and Whereas, Qualified women are not adequately represented on those boards and committees and in those top administrative positions which set policy and make and execute decisions," also adopted at the IAUP business meeting was a Resolution "that IAUP urge its members, in recognition of their ethical and legal responsibilities, to take initiatives to correct practices and policies which perpetuate inequities based on sex."

* * *

EDUCATION COALITIONS CONTINUE TO FORM AS THE DECADE FOR ADVANCEMENT PROGRESSES

The Intercollegiate Association of Women Students (IAWS), representing over 200,000 college women in local campus organizations throughout the United States and now in its 50th year, has stated its intention to the U.S. Center for IWY that it would like to "get in touch with the many women's coalitions which have been operating in this past year in an effort to provide for them a channel through which they can maintain a national association."

"We feel that women at women's colleges certainly have very specialized needs. One of our positions has been to try to meet the many needs of women on many different types of campuses, and at the same time, effect a stronger organization nationally by increasing the sensitivity of all to the needs of each other. One thing which became quite evident this summer while testifying and working on Title IX in Washington, is that students have little enough representation, much less for women students. This is one area which IAWS would like to strengthen."

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CONTINUING EDUCATION FOR WOMEN, GWU EXPANDS PROGRAM TO INTERNATIONAL LEVEL

Based on its 12 years of experience in developing innovative programs to meet the needs of more than 6,000 women from 50 states, 52 countries and six continents, during the International Women's Decade the Continuing Education for Women (CEW) at the George Washington University (GWU) plans to expand its training on a national and international level of women educators, counselors and administrators from around the world according to Dr. Ruth H. Osborn, Assistant Dean of the College of General Studies for Continuing Education for Women at GWU.

In addition to working with Zonta International with its Headquarters in Chicago and the Zonta Club of Washington, D.C., for providing opportunities for women on the international scene, CEW/GWU is working cooperatively with other nongovernmental organizations including the Business and Professional Women's Club Foundation on developing their scholarship program and serving on its evaluation committee; with the Washington Forum, associated with the General Federation of Women's Clubs; with the Adult Education of USA. The CEW program is the only program approved by the International Counseling Services, an affiliate of the American Personnel and Guidance Association, and is listed in the 1975 Directory of Approved Counseling Services.

Scholarship money for women, particularly part-time students, will result from the CEW Fifth Annual Symposium, a day-long film festival April 3.

Specialized Counseling Courses To Be Offered

Expansion of Career Development/Life Planning from its campus and suburban settings into on-site offerings at governmental and nongovernmental agencies will reach a wider

than ever cross-section of women working in the District of Columbia area, in relation to both income and race, and will expand the current total of more than 2,500 women who are served by CEW each year. Other specialized counseling courses will reach new groups of pre-retirement persons, those single again, and young persons beginning career planning in high school.

Evening credit courses in subjects that women have requested will be added to suburban daytime offerings, all carrying full GWU credit. Non-credit course topics will continue to respond to new women's interests, such as Equal Educational Opportunity (EEO) training, the Sexuality of Women. Financial Planning will be added to the always popular study skills and academically-oriented subjects.

Career Training Courses Offered

Increasing numbers of women and men are being placed in excellent positions through the intensive year-long career training in Editing and Publications, the Legal Assistant course (in connection with the National Law Center), and a first-in-the-nation Landscape Architect Assistant course.

* * *

UNIQUE PROGRAM FOR WOMEN IS OFFERED AT FEDERAL CITY COLLEGE

Upward Mobility for Women in Housing Projects, a one-day conference sponsored recently by the Federal City College Center for Continuing Education for Women FCCC/CEW in cooperation with the Tenants Association of the Montana Housing Project, at the Brookland Baptist Church in Northeast Washington, is of great significance.

Fourteen welfare mothers, whom FCCC/CEW has taken through GED preparation and into college, were the conference planners and their purpose was to share all the good things they have learned about themselves--especially in terms of being programmers of their own future. The Center continues in the Montana Terrace Housing project to assist women in meeting their needs and in developing their interests through resources supplied by the Center.

The FCCC/CEW sponsored a 10-part program guidance and counseling workshop for women over WRT-TV and NBC-owned stations in Cleveland, New York, Los Angeles and Chicago.

* * *

NEW YORK'S SUNY AND INDIAN NGO WOMEN COOPERATE IN ACTIVITIES FOR 1976

At the State University of New York (SUNY), College at New Paltz, Dr. Usha Agarwal, Associate Professor of South Asian History and coordinator of the campus IWY activities, is working to establish an Associated Branch of the ALL India Women's Conference, the oldest, prestigious, Democratic nongovernmental voluntary women's organization of India in the United States. Plans call for the establishment of regular and meaningful exchange of information between American and Indian women to better understand the related crucial issues and problems impeding their socio-economic progress in their respective societies.

Prompted by the ALL India Women's Conference (AIWC) in New Delhi and the Central SUNY IWY Committee, Dr. Agarwal has initiated a project for the development of academic materials on women of India to be used in the United States and Canada. In India, this summer, she was assisted in this work by most of the 40 Indian nongovernmental women's organizations, members of both the National IWY Committee and the Indian IWY Committee (composed of Women Voluntary Organizations in India) and several academicians. She represented the AIWC as an Observer in the U.N. Interregional Seminar on the Integration of Women.

Dr. Agarwal will be participating in one of four SUNY Regional Conferences to deliberate upon the Women Issues in International Perspective to be held in Spring 1976 in Upstate New York.

The discussion Agenda for the New York State-UN Day Symposium on Women's Issue in October, in which Dr. Agarwal participated as a panelist, was developed jointly by SUNY and the Columbia University International School through computer conference organized by the International Hotline based in New York City. Other IWY activities at the SUNY College at New Paltz included conferences, lectures, panel discussions, art exhibitions, literature-costume-handicraft displays, poetry and musical recitals, sports events, film festival and fiesta involving women also from the minority groups and from the developing countries.

* * *

IWY EMPHASIS ON ADVANCEMENT OF RURAL WOMEN TO CONTINUE INTO DECADE

by Marguerite A. Follett

Recommendations on Women's Involvement were discussed at the recent twenty-first general conference of the International Federation of Agricultural Producers (IFAP) held in Washington. The following points were considered:

1) The role that women play in the farming organizations. Some member organizations have women's divisions or sections and, in some of these, women are represented on the central council as ex officio members of their council or division. In some member organizations, the farm wife has full membership rights. Action should be taken to help women improve their self-esteem and, at the same time, improve the overall image of all farmers.

Women's Rights Vary by Country

2) The different situations in various member countries concerning the woman's right to hold property, family and matrimonial law, laws of inheritance, and access to credit.

3) Although wives of farmers work alongside their husbands, social security legislation in many countries does not recognize the farmer's wife as a separately identifiable person for social security benefits and assistance.

4) Many factors affect the standard of living in rural areas, including the rate of literacy, the quality of educational and extension services, communications, health care services, assistance to the elderly, family planning, infant and child care, housing, and the need for regional development and off-the-farm employment opportunities.

IFAP Activities to Continue

5) Each member organization is strongly urged to appoint a person to keep closer contact with the IFAP Secretariat on all matters relating to women's problems and activities.

6) The group pledges its support to IFAP's continuing activities on the status of women. The group recognizes that inadequate data and analyses of the conditions and attitudes of rural women make it hard for policy makers to draw up and carry out relevant and effective programs.

Positive recommendations were made regarding each of these discussion points. The IFAP is an organization of private farm organizations from 55 countries around the world, including the National Farmers Union and the National Council of Farmer Cooperatives, both headquartered in Washington, D.C.

As a direct result of the preparation for International Women's Year, IFAP began, two years ago, to take a more direct interest in women's problems. In this short period of time, IFAP activities for IWY have consisted of a wide variety of promotional efforts.

Rural Women's Participation Studied

An inquiry was made among member organizations on the current status of women's participation in agricultural cooperatives and other farmers' organizations. On the basis of replies received, a document was prepared and distributed on request to other international agencies which in turn distributed it at their meetings.

Close collaboration has been established between IFAP and other international bodies. In particular, the IFAP Liaison Officer with the Food and Agricultural Organization (FAO), who is also in charge of women's problems, has become a member of an Ad Hoc Group set up in Rome on the initiative of the FAO Cooperatives and Other Farmers' Organizations Unit with the participation of women representatives. The group's objectives are to exchange ideas on how to ensure and increase support for women's integration in the socio-economic development programs through cooperatives and other rural organizations, and to examine for coordinating nongovernmental and international agencies' efforts to achieve the above.

This group is planning and developing an overall rural development project in an underdeveloped rural area of a European country, where women represent the large majority of the active agricultural population--with the idea of studying and verifying the validity of the integrated rural development approach, and of expanding the results--approach, methodology, achievements--in a developing country.

NGOs Have Leading Roles

Among the many other IWY activities, IFAP participated actively in a Consultation (between nongovernmental organizations having official status with FAO) and the FAO on the Problems of Rural Women in Developing Countries. Even NGOs participated, including international trade union federations, international women's organizations and international producers and cooperative organizations, as well as FAO professional staff concerned. The discussion theme was "Participation in rural organizations of women working in agriculture and agro-allied industries: (a) Situation and difficulties; (b) Possible measures to promote their greater participation in organizations. Two main points emerged:

- 1) The need for gathering enough information on the situation of rural women and their participation in organizations in developing countries; this could be done in cooperation with FAO.
- 2) The need for and desirability of a continuing, although informal type of cooperation between FAO and nongovernmental organizations, including ad hoc consultations intended to follow-up the expected developments beyond IWY.

IWY Gives Great Boost to Rural Women

With regard to the influence of IWY on farm women, in addition to many general IWY awareness and developmental activities, some encouraging facts prove that farm women are taken into great consideration together with their organizations (often general farmers' unions or cooperatives, not just women's organizations). A few examples: farmers' and farm women's representatives have been invited, in some cases for the first time, to attend national inter-professional committees; the Chairwoman of the Women's Commission of COPA (the Farmers' Committee within the EEC), has been invited to attend all top-level meetings; some of the legal provisions (proposed or endorsed) have a direct impact on the status of rural women, as those acknowledging the equal contribution of both spouses to the marriage partnership and the equal right to property of all assets accumulated during

during marriage; in a few cases women's sections have been set up within farmers' organizations and agricultural cooperatives.

It is generally acknowledged that IWY gave a great boost to new initiatives and to those already underway, according to IFAP's Activities Report on International Women's Year.

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DECEMBER MEETING OF NATIONAL COMMISSION ON THE OBSERVANCE OF IWY

by MARGUERITE A. FOLLETT

Emphasis was given to Committee Recommendations, a national survey of adult American women, and a report on the third meeting of the Interdepartmental Task Force, at the December meeting of the National Commission on the Observance of International Women's Year which met at the Shoreham-Americana Hotel.

According to the national survey, through telephone interviews of 1,522 women last fall, American women in general are basically satisfied with their lives. However, over three-fourths of women between 18 and 34 prefer some combination of career and homemaking throughout their lives with the majority wanting to stay home when their children were small. Only 9% prefer being mainly a homemaker.

The survey, which was designed and conducted by Market Opinion Research for the National Commission, also indicated that most working women think that they are paid equally to men. Statistics show however, that women work principally in traditional occupations in which they don't compete with men and in which two-thirds earn less than \$6,000 per year.

Following the discussion on the survey, the different Commission Committees presented recommendations to be considered by the Commission. The Committee Recommendations included:

- ** The Committee on the Homemakers considered the coverage of homemakers under social security, and an amendment of the gift and estate and inheritance tax laws to recognize economic contributions of the homemaker;
- ** The Committee on Enforcement of Laws included the development of job evaluation guidelines, to develop precedents for eliminating sex discrimination in wages for work of equal value, a study of the justice of secretaries' pay in Federal employment, public officials' hiring practices, that HEW Office for Civil Rights take a variety of actions to establish and maintain effective enforcement of the Law, especially with regard to Title IX;
- ** The Committee on Reproductive Freedom submitted three recommendations on Family Planning and five recommendations supporting the Supreme Court decision on the right of women to make the decisions relating to abortion.
- ** The Committee on Arts and Humanities called for implementation by the Federal Government of the recommendations of the Task Force on Women in Public Broadcasting through the budgetary process and a five year follow-up study.
- ** The Committee on Women In Power recommended a judiciary study of women on the Federal Bench;
- ** The Committee on Special Problems of Women, with its subcommittee on Aging, Aged Women and Widows, submitted recommendations on Social Security for Women for purposes of an exploratory discussion.

A report was made on the third meeting of the Interdepartmental Task Force with regard to the status of women in the Federal Government. It was agreed that though some progress is being made, women are moving up slowly and much remains to be done. The Impact Studies being submitted by Federal Agencies to the IWY Secretariat range from "inadequate through interesting to surprisingly good."



INTERNATIONAL WOMEN'S YEAR

STAMPS

WORLD-WIDE



REPOBLIKA MALAGASY



1975 - ANNÉE INTERNATIONALE DE LA FEMME

PREMIER JOUR D'ÉMISSION

POSITIVE ACTION BY UNITED NATIONS GENERAL ASSEMBLY OFFERS HOPEFUL FUTURE FOR DECADE FOR WOMEN

by Mary Virginia Busby

The days dwindled down to a precious few as the UN General Assembly neared the end of its 30th regular session before agenda items pertaining to women and International Women's Year were considered. But the wait was worth it. The results are--for the most part--strong and positive; implementation machinery is planned; channeling for funding is prescribed--and the hopes and plans that just could not be crowded to fit into one year now have a decade in which to grow and become a reality.

It was on the day before Thanksgiving, that Helvi Sipila, Secretary-General of IWY, spoke on International Women's Year before the UN Third Committee on Social and Humanitarian Affairs, prior to introduction of pertinent resolutions.

She declared the positive impact of the year as unquestionable and said "small measures will not suffice" in continuing the process of change which this year has begun.

She said:

International Women's Year has been a unifying symbol around which women all over the world have rallied. It is the first time in history that Governments all over the world have seriously addressed themselves to the condition of women and have begun to grasp the fact that world problems of greater or lesser scale cannot be solved until the status of women is transformed and women move from the periphery to the main stream of political, economic and social life.

Ms. Sipila expressed the hope that the General Assembly would proclaim a Decade for continuing action built on the momentum generated by this year and set forth a monitoring system of this action to be tied to the total development strategy. If this is done, she said, "it will finally bring to an end the isolation in which questions concerning women have been dealt with until now."

Following Ms. Sipila's introductory statement, delegates of 85 countries spoke. Of the 12 resolutions introduced and subsequently adopted by the General Assembly, the most important--referred to as the omnibus or "umbrella" resolution--is the one setting up implementation procedures that can be followed by governmental and nongovernmental organizations, and financial institutions of key points and proposals in the World Plan of Action. (This is UN document A/c.3/L.2195). Some excerpts from this resolution are listed at the end of this report.

The U.S. Delegation faced the problem that--while in full support of all the measures pertaining directly to implementation of the World Plan of Action and the initiatives for the Decade for Women--several of the resolutions contained wording which they felt our government could not support. As a consequence, the U.S. voted against two of the twelve resolutions, and abstained on the omnibus resolution.

In particular, the "umbrella" resolution specifically endorsed not only the World Plan of Action which the U.S. strongly supports but also the Declaration of Mexico with its consideration of Zionism. It also endorsed "related resolutions"--a vague term whose meaning could be interpreted to cover a number of objectionable resolutions passed at Mexico City, among which were resolutions endorsing economic and legal positions which the U.S. felt to be contrary to international law or otherwise objectionable. Accordingly, while the U.S. supports the World Plan of Action and the Decade, it abstained on the "umbrella" resolutions for reasons which the Delegation explained as follows:

The United States strongly supports steps to implement the World Plan of Action through a Decade of sustained national, regional and international action. Some of the wording in what is an otherwise workman-like resolution is, however, unacceptable to us.

Counterproductive and divisive issues, detracting from the needed consensus to advance equality for women, have once again been introduced.

We object to any suggestion of giving blanket endorsement to all resolutions which resulted from the Conference, or to the Declaration of Mexico.

We do not consider as related to the Plan, or to the work to be accomplished during the Decade, the political resolutions that were adopted at Mexico City, including those with provisions on the Charter of Economic Rights and Duties of States and the New International Economic Order, elimination of Zionism, alleged human rights violations by Israel, the Panama Canal, natural resources and right of nationalization (without qualification), and general and complete disarmament (without adequate controls).

Carmen Maymi, Director of Women's Bureau, and U.S. Representative in Committee III emphasized that during the Decade for Women the United States "intends to devote this Decade to the implementation of the programs and projects which will bring about the fulfillment of the goals of International Women's Year and the World Plan of Action."

Since the proclamation of an International Women's Year was first recommended by the Commission on the Status of Women almost four years ago, doubts have been voiced about the merits of having such a Year. Now that the Year is drawing to a close, it is appropriate to ask the question "What difference did it make?" As an observer sitting in Committee III hearing the delegates deliver their statements as to what had happened in their respective countries as a result of International Women's Year, I can report there is no question but that it has indeed made a difference. Awareness has been aroused, problems have been defined, strategies to overcome these problems are in process of being devised in country after country. Differences in political persuasion were distressing, but the unanimity of spirit and intent of continuing maximum efforts to improve the status of women all over the world throughout the Decade for Women was heartening.

Key Provisions of UN Resolution 2195

* Proclaims the period 1976-1985 as the United Nations Decade for Women: Equality, Development and Peace to be devoted to effective and sustained national, regional and international action to implement the World Plan of Action and related resolutions;

* Calls upon Governments, as a matter of urgency, to examine the recommendations contained in the World Plan of Action and related resolutions, including national action such as:

(a) Establishment of short, medium and long-term targets, and priorities to this end, taking into account the guidelines set forth in chapters I and III of the Plan, including the minimum objectives recommended for achievement by 1980 (E/5725, chap. I, para. 46);

(b) Adoption of national strategies, plans and programmes for their implementation within the framework of over-all development plans, policies and programmes;

(c) Undertaking of regular reviews and appraisals of progress made at the national and local levels in achieving the goals and objectives of the Plan within the framework of over-all development plans, policies and programmes;

* Urges non-governmental organizations at the national and international levels, to take all possible measures to assist in the implementation of the World Plan of Action and related resolutions within their particular areas of interest and competence;

* Decides in principle in accordance with resolution 26 adopted at the World Conference to establish, under the auspices of the United Nations, an International Institute on Research and Training for the Advancement of Women, which would be financed through voluntary contributions and would collaborate with appropriate national, regional and international economic and social research institutes;

* Invites the Secretary-General therefore to appoint, with due consideration to the principle of equitable geographical distribution, a group of 5 to 10 experts to draw up the terms of reference and structural organizations of the Institute, with special consideration given to the needs of women of developing countries and requests the Secretary-General to report to the Economic and Social Council at its sixtieth session on the basis of the recommendations of the group of experts and after having consulted with representatives of existing regional centres and or institutes for research and training which have similar objectives and goals;

* Affirms that the General Assembly and other relevant bodies should also consider biennially the progress achieved in the promotion of the full equality of women with men in all spheres of life in accordance with international standards and in particular their participation in political life and in international co-operation and the strengthening of international peace;

* Invites the Secretary-General to submit a progress report to the General Assembly at its thirty-first session on the measures taken to implement the World Plan and related resolutions, and on the progress achieved in initiating the procedures for its review and appraisal by Member States, the United Nations organs, the regional commissions, the specialized agencies and other intergovernmental organizations concerned;

* Requests the Secretary-General to ensure if possible within existing resources, that the Secretariat unit responsible for women's questions possesses adequate personnel and budgetary resources in order to discharge its functions under the World Plan of Action in co-operation with all organizations of the United Nations system;

* Requests further the Secretary-General, in the light of paragraph 16 above, to take into account the requirements of the World Plan of Action and related resolutions of the Conference in preparing revised estimates for 1977 and the medium-term plan for 1978-1981 and to report thereon to the General Assembly at its thirty-first session, in accordance with established procedures;

* Urges all States, the United Nations system and intergovernmental and non-governmental organizations concerned, as well as the mass communication media to give widespread publicity to the achievements and significance of the Conference at the national, regional and international levels;

* Decides to convene at the mid-term of the United Nations Decade for Women: Equality, Development and Peace, in 1980, a world conference to review and evaluate the progress made in implementing the objectives of the International Women's Year as recommended by the World Conference of the International Women's Year and where necessary, to readjust existing programmes in the light of new data and research available.

*
* For every woman who takes a step toward her own liberation
* there is a man who finds the way to freedom has been made
* a little easier.
*
*

NATIONAL WOMEN'S CONFERENCE BILL AUTHORIZED BY HOUSE OF REPRESENTATIVES AND SENATE....

by MARY VIRGINIA BUSBY

Shortened a bit here, stretched a bit there, and called many things from a "radical conference to lobby for ERA" to "the only way in which America's commitment to equality can become a full reality for her women", Bill H.R. 9924 was passed by a good-sized majority in the House of Representatives on December 10 and in the Senate the following day.

That the National Commission on the Observance of International Women's Year, 1975, be directed to organize and convene a National Women's Conference came through the voting intact was cause for rejoicing. The main goals of the Conference are listed as: recognizing contributions of women to the development of our country; assessing progress in both private and public sectors in promoting equality between men and women in all aspects of life in the U.S.; assessing role of women in economic, social, cultural, and political development; assess participation of women in peaceful efforts; identify barriers preventing women from full and equal participation in all aspects of national life, and develop recommendations for removal of barriers; establish a timetable for achievement of objectives; and establish a committee of the Conference to provide for convening of a second National Women's Conference to assess progress made and to evaluate steps taken to improve the status of American women.

A particularly important provision of the Bill is one empowering the Commission to establish procedures to provide financial assistance for representatives to the Conference who are unable to pay their own expenses.

Amendments to the Bill resulted in a shortened life-expectancy - from ten to three years - and in a cut in proposed funding from 10 million to five million dollars. Another amendment stated that none of the authorized funding may be used for lobbying activities. An additional amendment provided that delegates to the conference be "selected, not designated" and that since delegations are to be based on population, smaller states be provided assurance of a minimum of ten representatives.

Support for the Bill had increased since October (when the bill was defeated under a priority procedure requiring a two-thirds margin: 233 yes, 157 no, 42 not voting). On December 10 the voting was: 252 yes, 162 no, 1 present, 19 not voting. During debate prior to the vote, a number of representatives mentioned receiving mail from their constituencies - both pro and con - which was influencing their decision on the matter. So you see, it does make a difference when each of you takes the time to write a letter and make your concerns and viewpoint known. Keep it up, for this is only the first - albeit a large - step. The Bill must still be signed by the President and funding needs to be approved.

Discussion and debate on the bill was sometimes irrelevant, occasionally irrational, oftentimes exasperating and always lengthy, with the Congresswomen officially referred to by their male colleagues as "gentlewomen". For some tasty reading, get a copy of the December 10 Congressional Record and peruse the 18 pages of dialogue pertaining to this Bill. It is, however, encouraging that 58% of the House membership voted in favor of the Bill remembering that this is a body made up of over 96% men and less than 4% women.

In her opening remarks, Congresswoman Abzug (D. N.Y.), who introduced the Bill, said that 80% of the requested funding would be used for the state or regional meetings to be held prior to the National Conference. She stressed the particular appropriateness of this Conference being held in the Bicentennial Year and emphasized that special

attention had been given to insure that women from all walks of life, from all socio-economic levels, from all ethnic and minority groups, be included as participants in both the state and national conferences.

As Congresswomen Mink (D. Hawaii) said, "The women of this country have not had the opportunity ever before to hold a national conference of their own." The year 1976 will go down in history as a year of many happenings in the United States - our 200th birthday and an election year. We can hope that most of all, it will go down as the Year the American woman turned the corner in her march toward equality of opportunity and responsibility.

Because we feel that many of you have an interest in this Bill, we are enclosing a copy of the full text of Bill H.R. 9924 as passed by the House and Senate. Study it well and be prepared to become an active participant in your own state's conference when the time comes.

THE UNITED NATIONS UNIVERSITY
by ELEANOR F. DOLAN, Consultant

There is something new under the sun. It is a university for the world---a global university. The United Nations University was founded December 8, 1973, by the United Nations General Assembly as "an international community of scholars" to engage in "research, post-graduate training, and dissemination of knowledge" in furtherance of the purposes and principles of the United Nations. These principles, as briefly stated by Dr. Harold Taylor, are "peace, social justice, and economic well-being and cultural nourishment." Personnel of the university will be specialists from all over the world who will deal with tremendous problems which affect the entire world, and its work will not be limited by the boundaries of nation states.

The interested woman asks immediately what exactly these purposes and principles are as far as the work of the university is concerned and how they are being carried out. Next come her very practical questions about the university's location, financing, administration, faculty, students, curriculum, degrees, how one may participate in it, and its future.

These questions reflect current experience of universities; their answers emphasize the unique nature of the new university.

The Charter of the university expresses its purpose and principles as concerned with "pressing global problems of human survival, development, and welfare," and within that rubric the university is proceeding with its organization and work. The university has been in consideration since former Secretary General U Thant wrote of it in 1969. Various committees of the United Nations have worked to put the purpose into operation especially the Panel of Experts (20 members) and later the Founding Committee (24)---and out of this work has emerged the present university. Its founding document, the Charter, covered the essential elements of establishment in detail, e.g. purpose, structure, finance, personnel, work, and provision for change. For example, the chief administrative officer was stated to be the Rector, and the chief governing body, the "Governing Council;" its financing was to be entirely by voluntary gift, and its "faculty" to be world recognized experts, together with young scholars, on the topic under research. Since the founding of the university, work has been going on to implement these provisions so that its purposes may be achieved.

The selection of the Governing Council was paramount to the future of the university. The council of twenty-four members (with four ex officio members) is chosen by the Secretary General after consultation with related UN bodies and appointed by him for a six-year term. It is frequently called the university's "board of trustees" for among

its duties are decisions on university budget, policies of operation and certain personnel matters including participation in the choice of Rector. For the achievement of the purposes of this university it has unique functions including, setting priorities of research and training (following consultation with and advice of experts), and the makeup of the network of institutions and scholars to achieve the goals of the university.

The present Council has taken the first plunge into operation by setting its area of investigation, i.e., its first priorities as "world hunger, human and social development and the use and management of natural resources."

The members of the present Council are from 24 countries, most have had top administrative posts. One is a woman, Vice Chancellor of the Islamabad University in Pakistan. The terms of twelve of the Council expire in 1976.

The chief administrative officer, the Rector, is chosen for a five year term (eligible for only one reappointment) by the Secretary General and the Council of the university after consultation with other concerned United Nations bodies. The present, and first Rector, who took office officially September 1, 1975, is Dr. James M. Hester, formerly Chancellor of New York University. The many duties to be performed by the Rector demonstrate the leadership expected of him in this new university. Included, for example, are his responsibilities as the top administrative officer of the Headquarters in Tokyo; his role in the selection, or recommendation for selection, of other administrative and research personnel; his work as the major fund raiser.

As already stated, the university is financed by voluntary gifts. In addition to operating expenses, an endowment of 500 million is expected. These funds may come from any source. Up to the present Japan has contributed \$20 million for physical location as well as temporary quarters in Tokyo, and \$100 million towards endowment; Senegal, \$22,087; Ghana, \$14,750; Sweden, \$231,215; Venezuela, \$10 million. Recently the U.S. House of Representatives and the Senate authorized \$10 million, with State Department backing. The Lily Endowment Fund has given \$25,000.

Though fund raising is essential and difficult and time-consuming, one of his most important duties at least in terms of creativity is that of working with the Council and the Vice Rectors (one for administration, one for planning and development, and 6 for program planning) to devise ways and means to achieve the goals of the university in research, training, and dissemination of information. The work which he accomplished with the support of the council in the autumn of 1975 through the meetings of these small "working meetings" on the first priorities set by the Council will go far toward realizing a practical model of future university operation. For in the area of hunger, the first topic, the advice of the working meeting is to concentrate on the production of scientists, technicians, and food officials who will handle problems of conservation of food supply in contrast to possible concentration on problems of agriculture. The specific centers to become part of the network on this or later topics will be selected, or if necessary created, by the Council.

Its faculty? Students? Curriculum? Degrees? as in an American university? There are none. That answer is correct, and serves again to highlight the uniqueness of the university. But it is not really a responsive answer. Instead, as its charter states, this is a "community of scholars" which has, therefore, no responsibility for the education of undergraduates for general higher education. Since its work must be to solve or ameliorate specific problems, it requires the best practitioners the world has to offer. If the university has a "faculty," these world experts constitute it. They are brought together by the Rector and Council for two-year terms. Most leave and retain their academic or other posts in their own countries during their UN University service. The university must be vigilant always for the development of young scholars as the research progresses and must also watch for geographical distribution in all phases of its work.



One must recognize in reporting about the university that it is still less than five years old, and, as in any beginning enterprise, changes are to be expected. This is especially true since its objectives and pattern of operation are unique to most academics' experience and, since it operates across national borders and cultures. Its finances are still minimal despite generous gifts. Its methods for realizing its purposes are in the beginning stages. Its personnel roster for administration and for research is incomplete. The whole problem of information about its own existence and purposes is unresolved, and, equally important, information from its research to those who need it is only just being proposed and studied.

It is obvious that the concept of this university is a complicated as well as a new one. It is correspondingly difficult to implement---flexibility must indeed be the watchword for its leaders. However, the work already accomplished presents guidelines clearly leading to the accomplishment of the university's goals.

NEWS & NOTES

by ANNETTE PATELLA

IWY BECOMES IWD: The Center thanks Ann H. Romero for helping us to develop our cover design.

IWY STAMPS OF MANY COLORS AND VARIED DESIGNS: What an impressive display they make! To date approximately 70 IWY stamps have been issued---some countries have produced more than one---and stamp dealers predict that additional stamps will appear. It would be wonderful to see them all. The stamps represent both a national endorsement and a personal affirmation of the goals of equality, development and peace. Women all over the world are expressing their support of IWY by using commemorative stamps. We in the United States are proud of our stamp which was issued on August 26---the 55th anniversary of the 19th Amendment (Women's Suffrage).

The Center had originally planned to present a collage of the IWY stamps that we were able to obtain. Unfortunately, the difficulty of photographing stamps does not allow us to do this but we are pleased to share with you in this last Newsletter a few from our collection. The Center is grateful to John G. Sherman for his time and effort in photographing the stamps.

DECEMBER IS THE MONTH DEDICATED TO THE "MINDS AND HEARTS OF PEOPLE---SPIRITUAL AND AESTHETIC VALUES." --In this month which has special significance for many religious groups the atmosphere seems to be a little different from past years. The voices of women are being heard as never before. The voices are confident and determined. Many women want an equal partnership in religious leadership as well as in other facets of life. Women are not seeking power for its own sake but as a means of greater service. For many the questions being raised evoke serious doubts. What of the long-standing traditions which have excluded women from religious ministries? On the other hand, is there any significant reason why women should be excluded? A dialogue on this subject has begun and inquiry will no doubt continue.

Fifteen women have already been ordained to the Episcopal priesthood in two controversial rites (June 29, 1974, and Sept. 7, 1975). The Episcopal Church National General Convention in 1976 will vote on this issue. Over Thanksgiving weekend more than 1,200 persons, most of them Catholic nuns, met in Detroit to consider ordination of Catholic women to the priesthood. Approximately 300 of those present were interested in being ordained---not to promote personal interests but to renew and vivify the Church. The importance of this meeting is that it has lifted the question of ordination of women in the Catholic religion from sporadic discussion to the position of an issue to be considered seriously.

Jewish women are breaking through the traditional barriers which have prevented them from participating fully as equals. A few years ago, a determined and dedicated young member of the Reform movement persevered until she achieved her ambition to be ordained. Some congregations are beginning to count women as members of a "minion" (the traditional ten--formerly all male--required for prayers), or even to permit them to read the Torah and lead services from the pulpit. In recent years, an occasional female member of the laity has been elected as president of the congregation itself. These occasions are, however, still rare.

A QUESTION OF GENDER: The women's movement has been credited with having significant influence on changing religious language so that it reflects male and female equality. Churches and synagogues, newly conscious of sexism in religious texts, are beginning to rewrite hymns, creeds and prayers to remove sexist words. Recently the Office of Communications of the Lutheran Church in America prepared "Guidelines for Screening Bias for Writers and Editors" designed to eliminate sexist, racial and religious bias from the spoken and written word. It has also been recommended that "God" need not be referred to as a being merely masculine, following in this respect a precedent set by the Christian Science Church a hundred years ago.

Change will come slowly and with difficulty for theology, tradition, psychology and emotion are all involved. There seems to be a new awareness, however, that in many cases women have either been ignored or relegated to second place. In the coming Decade much work will have to be done. The achievements of 1975 have certainly paved a large segment of the road ahead.

AT OLD MAN CAMP JUST NORTH OF THE YUKON IN ALASKA: two women have embarked on a unique project---they are offering spiritual values to those involved in a historic undertaking. Sr. Alice Legault and Sr. Ellie Brown are working as part-time chaplains to oil pipeline workers stationed at Old Man Camp. Together they conduct prayer services and offer counseling. It seems very appropriate that this endeavor was initiated during IWY. Contact: Sr. Ellie Brown/Sr. Alice Legault, P.O. Box 81286, College, Alaska 99201.

"LOS ANGELES WOMEN MOVING UP": was the title of an all day conference at the Los Angeles Convention Center in Celebration of IWY sponsored by the Mayor's Advisory Committee on the Status of Women on Oct. 25. Speakers for the event included: Congresswomen Yvonne Burke, Councilwoman Peggy Stevenson, and Deputy Mayor Grace Davis. Panels and workshops on various topics of interest to women were held throughout the day. A presentation of movies and slides on women was also shown. Free childcare and transportation were provided. Contact: Camille Didier, City Hall Rm. 2 288, La., Ca. 90012.

THE PANAMA CANAL ZONE: The Office of Equal Opportunity, Panama Canal Company/Canal Zone Government sponsored a Women's Week, Sept. 22-26. Events included: panels ("Dual Role of the Working Woman," "Non-traditional Jobs for Women," etc.) film/discussions, workshops ("Using Your Skills in Working With Management," etc.) and an art exhibit and book display. ***The Canal Zone Library/Museum prepared a selection of books for the general reader interested in learning about changing patterns of women's lives---"American Women at the Crossroads."

THEOLOGICAL STUDIES: a quarterly published by American Jesuits focused its December issue on "Woman: New Dimensions". The issue contained nine full-length presentations, seven of them by women. (Single copies: \$3.50) Contact: Theological Studies, Rm. 401, 3520 Prospect St., N.W., Wash., D.C. 20007.

THE WORLD COUNCIL OF CHURCHES: for the first time elected two women to its presidium. The new women presidents are Cynthia Wedel, a psychologist from Alexandria, Virginia, who was the first woman president of the National Council of Churches in the U.S., and Annie Jiaggie, an appeals court justice from Accra, Ghana. (Dec. 6, 1975)

THE COLUMBIA, MISSOURI, IWY COMMITTEE: has prepared a pamphlet "Missouri Women in Public Life" which gives special attention to the historical contributions by women of Columbia and Missouri. Contact: Helen Smith, Chairwomen, Committee for IWY, 806 B, Fairview Rd., Columbia, Mo. 65201.

CLEARINGHOUSE INTERNATIONAL OF THE WOMEN'S FORUM:

Maintains files or referral data on all programs, organizations and individuals making significant contributions to the Women's Movement. The Clearinghouse will publish a monthly newsletter, run a job bank for members and maintain a speakers bureau. Contact: Carol Mellor, Coordinator, Clearinghouse International, 16 N. Wabash Ave., Suite 1819, Chicago, ILL 60602.

THE COLLEGE OF NOTRE DAME OF MARYLAND IN CONJUNCTION WITH MARYLAND COMMISSION ON THE STATUS OF WOMEN:

sponsored a series of lecture-discussions throughout 1975 to mark the convergence of International Women's Year and The Holy Year. In the Fall program Mother Teresa of Calcutta and Patricia Carbine, Editor MS. Magazine, were among the guest speakers. Contact: Melady P. Klausmeier, Director of Public Relations, College of Notre Dame, 4701 N. Charles St., Baltimore, MD 21210.

THE SANTA BARBARA MUSEUM OF ART:

in celebration of IWY featured an exhibit, "The Changing Image of Woman (1800-1930) in the museum's Hammet II Gallery. The selection was part of a series of thematic exhibitions from the museum's permanent collection. Contact: Gertrude Calden, 745 Calle De Los Amigos, Santa Barbara, CA 93105.

NEW DIRECTIONS FOR WOMEN:

is a news quarterly published to inform women about equal rights on all fronts. Contact: NEW DIRECTIONS FOR WOMEN, P.O. Box 27, Dover, N.J. 07801 (PLEASE NOTE ZIP CODE CORRECTION).

THE NATIONAL ACADEMY OF SCIENCES:

has appointed Beverly Willis as chairperson of the Technical Committee on Societal and Environmental Objectives of the Building Research Advisory Board. Contact: National Academy of Sciences, 2101 Constitution Ave., Wash., D.C. 20017.

HIS MAJESTY, KING BIRENDRA OF NEPAL:

established an IWY Committee on Jan. 1 of the Year. In his message the King emphasized the need to develop adequate educational facilities for women in Nepal. Special teams have been set up to go outside Kathmandu Valley and encourage new literacy programs in small villages specially catering to women's needs. Fifteen scholarships have been given to young girls

from each of Nepal's four development zones. The IWY Committee is also concentrating on family planning activities and family health programs.

WOMEN IN COMMUNICATIONS, INC. (WICI):

is providing a new nationwide job information program for its members. A job bulletin will be mailed twice-monthly to 161 student and professional WICI chapters across the U.S. and to prospective employers who request it. Contact: WICI, Ernestine Wheelock, 8305-A Shoal Creek Blvd., Austin, TX 78758.

THE IOWA COMMISSION ON THE STATUS OF WOMEN:

at its November meeting adopted a legislative priorities program that will focus on correcting insurance inequities and employment discrimination during the upcoming year. Gov. Ray will be appointing people to a number of boards and commissions, among them: Judicial Qualifications Commission, Public Instruction Board, Economic Advisory Council, etc. For further information contact: Office of the Governor, State Capitol Bldg., Des Moines, Iowa 50319.

EUROPEAN COMMUNITY MAGAZINE:

in its November/December 1975 issue featured an article on "Women in Europe...International Women's Year Ends Not With A Bang But With A...?" which focused on women and employment. The article noted that "In the Highest echelons of business and politics, women are still a rare flower. On the lower echelons in the world of work, they proliferate like weeds." Contact: European Community Information Service, 2100 M St., N.W., Suite 707, Wash., D.C. 20037.

THE STATE DEPARTMENT:

as part of its continuing observance of IWY is publishing a free, bi-monthly newsletter called WOMEN IN THE WORLD. The publication is devoted to providing information on international activities and issues of concern to women. Persons interested in receiving the newsletter may write to: Office of Plans and Management, Bureau of Public Affairs, Dept. of State, Wash., D.C. 20520.

LATIN AMERICAN NOTES:

Brazil has sponsored a number of commemorative activities tied to the birthdays of illustrious Brazilian women in the fields of literature, science and the arts; Colombia-the Informational Secretariat of the Office of the President published a pamphlet with information about protection for women, children and the family; Chile-the National Secretariat of Women has published an important document on "First Chilean Women in the Different Professions

and Activities"; Ecuador-the first meeting of rural women was held in Quito from August 8 to 20; Honduras-Professor Lillian Williams de Arias, the new Minister of Education, was honored in a special program for IWY; Dominican Republic-a Women's Research Center for Development was created by Executive Decree of June 12; Paraguay-in celebration of IWY the First National Congress of Women was held in Asuncion from July 19-26. Contact: OAS, Inter-American Commission of Women, Informational Bulletin, General Secretariat, Wash., D.C. 20006.

THE CARIBBEAN CHURCH WOMEN:

saluted IWY in the September issue of CCW entitled "Caribbean Women in the Struggle." Articles endeavored to bring to the forefront the areas in which women have been discriminated against and to show in a lucid way how they are trying to solve many of the problems facing them. Contact: Lenora Pujades-McShine, 20 Rust St, Port of Spain, Trinidad, W.I.

HARVARD UNIVERSITY MEDICAL SCHOOL:

reports that more than one third of the 1979 class are women, 59 out of the total of 165. In the Harvard School of Dental Medicine, 6 out of 21 members of the 1979 class are women. Comparable figures for the 1978 class were: Medical School, 54 out of 165 freshmen and Dental School, 10 out of 20. (Harvard University Gazette, Nov. 7, 1975)

THE ASTROPHYSICS LABORATORY AT HARVARD UNIVERSITY:

displayed the IBM exhibit "Women in Astronomy" during November. Among those attending the opening was Margaret Harwood, an astronomer for most of her 90 years and for many years Director of the Mitchell Observatory.

THE EDUCATION COMMITTEE OF THE NEBRASKA COMMISSION ON THE STATUS OF WOMEN:

as part of its continuing program to respond to the needs and issues affecting women's lives, conducted a survey to gain knowledge state-wide on the problems and accomplishments of sex equality in education. The report may be obtained from: Nebraska Commission on the Status of Women, 619 Terminal Bldg., Lincoln, NE 68508.

THE SCHLESINGER LIBRARY AT RADCLIFFE COLLEGE:

In celebration of IWY has become involved in an unprecedented number of special projects.

Among them: micropublications of the Papers of the Women's Trade Union League and its Principal Leaders began April 1; The Rockefeller Foundation has awarded a grant for one year's additional work on the Archival Development Project on women's history and population issues; aspects of the broad arena of 20th century politics, particularly the impact of the women's movement, are documented in the continuing collection of the records of the National Organization for Women, etc. Contact: The Schlesinger Library, Radcliffe College, 3 James St., Cambridge, Mass. 02138.

PRESIDENT FORD:

has appointed Dr. Dorothy M. Ford, Corporate Manager of Personnel and Employment Development for Southern California Edison Co., to the National Commission for Manpower Policy. Contact: IAPW Newsletter, 2017 Walnut St., Phila., PA 19103.

THE BROOKINGS WOMEN'S CAUCUS:

sponsored a Fall 1975 speakers series. The series opened on Oct. 15 with Alice M. Rivlin, Director, Congressional Budget Office, speaking on "Is the Budget Process Working?" Contact: The Brookings Institution, 1775 Massachusetts Ave., N.W., Wash., D.C. 20036.

THE NATIONAL COUNCIL OF WOMEN IN SINGAPORE:

held its inaugural ceremony on Feb. 1. The Council was formed to celebrate IWY and is an umbrella organization for the women's organizations in Singapore. It will remain in existence after the Year is over. The Council has held forums and seminars on equality and women's rights and on Oct. 11 held an International Food and Fun Fair to raise funds to establish an office. Contact: Gracia Tay-Chee, 9 Balmoral Rd., Singapore 10.

THE AGENCY FOR INTERNATIONAL DEVELOPMENT:

in response to a Congressional mandate and in recognition of IWY is concentrating on the important role women plan in the social, economic and political development and stability of developing countries. AID has modified all of its programming procedures from the planning phases through design, approval, implementation and evaluation to insure that every program, project and activity takes into account the inclusion of women as beneficiaries and participants.

THE YWCA of San Jose:

sponsored during the Fall a number of "no fee" and low cost programs designed to provide supportive services to women with special needs--worry clinics, groups designed to help women with their own self perception and sessions organized to help women who must get back into the labor market after years as homemakers. (THE WOMAN'S PAPER, 3304 Noble Ave., San Jose, CA 95132).

THE STATE OF RHODE ISLAND: as a means of recognizing the contributions of Rhode Island women to the various fields and professions, honored women in monthly programs which highlighted different fields. In December women in Health and Education were honored and a brochure listing complete health and education services for women in Rhode Island was published. Contact: Advisory Commission on Women, 235 Promenade St., Providence, RI 02908.

THE AUSTRIAN ARCHIVES: is preparing a descriptive thematic Guide to its holdings relating to women, 1901-1945. The Guide will cover Australian Archives holdings in all States and should be published sometime in 1976. Contact: Janet Reed, Australian Archives, P.O. Box 358, Kingston, A.C.T. 2604, Australia.

THE GIRL SCOUTS OF THE U.S. of America: have elected Dr. Gloria D. Scott of Greensboro, North Carolina as President 1975-1978. Contact: National Headquarters, Girl Scouts of USA, 830 Third Ave., N.Y., N.Y. 10022.

THE STATE UNIVERSITY OF NEW YORK, COLLEGE AT OLD WESTBURY, BIOLOGICAL SCIENCES PROGRAM: has announced the publication of WOMEN & HEALTH (inaugural issue Jan. 1976), a bi-monthly academic journal designed to share research and ideas on policy, structure and issues in women's health care delivery, women as health workers, female physiology and the content of women's medical care, and on women as health care consumers. Contact: WOMEN & HEALTH, Biological Sciences Program, SUNY/College at Old Westbury, Old Westbury, N.Y. 11568.

THE NEBRASKA COMMISSION ON THE STATUS OF WOMEN: has hired a temporary law clerk to research women and credit. A survey is being conducted of various sizes of banks, savings & loan companies, credit unions, retail credit firms, and small loan companies from across the State. The purpose is to discover what effects the Equal Credit Opportunity Act will have on these institutions and their policies with regard to women. Findings will be published upon completion of the survey. Contact: Nebraska Commission on the Status of Women, 619 Terminal Bldg., Lincoln, Ne. 68508.

THE ASSOCIATION OF AMERICAN COLLEGES, PROJECT ON THE STATUS & EDUCATION OF WOMEN: has printed several materials that will be useful to women in education. They are: Title IX: New Rules for an Old Game; Research and Support Strategies for Women in Higher Education; Women's Centers: Where Are They?; Professional Women's Groups; Women on Campus: The Unfinished Liberation; and Women Educators. Contact: Assn. of American Colleges, 1818 R St., N.W., Wash., D.C. 20009.

THE YWCA OF NIGERIA: will be 70 years old in April 1976 and is preparing programs for the occasion. Contact: YWCA of Nigeria, 8, Moloney St., P.O. Box 449, Lagos, Nigeria.

THE DEPARTMENT OF COMMERCE: featured the IWY dove of equality, development and peace on the cover of the December 8 issue of its biweekly publication COMMERCE TODAY. An article entitled, "Women's Year Sparks Nation's Effort Toward Employment Equality" noted that a research study is being funded by Commerce's Economic Development Administration to examine changes in earnings and labor participation of women over the decade of the 1960s. The grant was awarded to Florida State University. Contact: Barbara Estabrook, Dir., Office of Public Affairs, Dept. of Commerce, Rm. 7019, Main Commerce Bldg., Wash., D.C. 20230.

THE WOMEN'S UNIVERSAL MOVEMENT, INC: included with its October Newsletter a report on the World Conference for IWY by Marjorie C. Artus, Observer to the Tribune for the Women's Universal Movement. Contact: Women's Universal Movement, c/o Marjorie C. Artus, 45 Tudor City Pl, Apt. 1716, N.Y., N.Y. 10017.

THE NATIONAL STUDENT NURSES' ASSN.: in the October issue of its magazine IMPRINT featured an IWY article on "Women in Health." Contact: National Student Nurses' Assn., Inc., 10 Columbus Circle, N.Y., N.Y. 10019.

ALASKAN NOTES: In October The Catholic Sisters of the Diocese of Fairbanks formed a Sisters Council to enable themselves to mutually share, support and grow and help the Church in Alaska to do the same. As a Bicentennial project they are making serious recruitment efforts to make other Sisters aware of the needs and opportunities in Alaska. A get-acquainted fellowship potluck supper was held in December. (Contact: Sr. Ellie Brown, P.O. Box 81286, College, Alaska 99701). *** In November a "Workshop on Women" was held at the University of Alaska's Wood Center. Activities included: a movie on home birth; workshops on rape, women in the job market, women in sports, etc.; and a yoga demonstration. Conference organizer Enid Vick had hoped that

the afternoon would not only educate people on subjects such as birth control and cancer, but would also "foster a closeness; help people appreciate life more."

THE DEPARTMENT OF TRANSPORTATION: Judith T. Connor on October 24 was sworn in as Assistant Secretary of Transportation for Environment, Safety and Consumer Affairs by the Secretary of Transportation, William T. Coleman, Jr. She is the first woman to hold the title of Assistant Secretary in the Department of Transportation. She began her Government service in early 1971 as a Policy Adviser in the Office of Economic Opportunity and in the same year joined the Dept. of Commerce. *** Sec. of Transportation William T. Coleman, Jr. appointed Eleanor D. Sugrue as Deputy Assistant Secretary for Programs in the Office of the Assistant Secretary of Transportation for Policy, Plans and International Affairs on Nov. 13, 1975. Ms. Sugrue was formerly a Vice President with Harbridge House Inc., a well-known consulting firm in Boston, Mass. Contact: Eleanor Shannon, Office of Civil Rights, S.-32 Dept. of Transportation, 400 7th St., S.W., Rm. 10217, Wash., D.C. 20590.

HOWARD UNIVERSITY: at its Symposium on November 15 honoring the contributions that Black women have made to the life and culture of the D.C. Metropolitan area awarded a certificate to Marion H. Bluit, Information Coordinator at the U.S. Center for IWY. Mrs. Bluit is a retired D.C. schoolteacher--49 years of service--and has been active in church and civic organizations for many years.

THE UNITED NATIONS ASSN. OF THE U.S.A.: has published an IWY leaflet "Only The Beginning: A Blueprint for Equality." A single copy costs 25¢, 100/\$6.00 and 1000/\$50. Contact: UNA/U.S.A., 345 East 46th St., N.Y., N.Y. 10017.

THE TUCSON HOME ECONOMISTS IN HOMEMAKING: as an IWY observance are sponsoring a series of short talks about notable women known locally, nationally or worldwide. The "Story of Woman" series will focus on Iola Frans, Tucson educator, on Feb. 23 and on Mary Kelley, 1974 Tucson Woman of the Year, and Betty Frey, Tucson teacher of English as a Second Language, on April 26. Contact: Joyce Ann Billotte, 1119 E. Alta Vista, Tucson, Arizona 85719.

THE WOMEN'S CENTER LOYOLA UNIVERSITY: opened in the spring of 1975, strives to provide information, support, referral and counselling services to New Orleans women who seek to change or expand their social or vocational roles. The Center offers workshops, credit and non-credit courses specifically for and about women. In February 1976 the Women's Center will co-sponsor a conference on the Loyola campus for the aging and economically deprived woman. Contact: Carol Deinhardt Mawson, Dir., Women's Center, Box 36, Loyola University, 6363 St. Charles Ave., New Orleans, LA. 70118.

"WOMEN OF NEBRASKA HALL OF FAME": a historical keepsake, is available for \$2.95 plus 50 cents postage and handling each. The 120-page paperback edition of profiles and sketches of forty-seven great women of yesteryear who helped develop this nation, is a collection of a series of articles, prepared under the Nebraska IWY Coalition, which ran in newspapers across Nebraska in 1975. The biographical profiles were written by Peg Kelley of NOW and the art sketches were done by Joan Tomlinson of the Nebraska Commission on the Status of Women. Send order with check payable to: NIWY, 1412 Vinton St., Omaha, NE 68108.

THE EDWARDSVILLE, ILLINOIS BRANCH OF BUSINESS AND PROFESSIONAL WOMEN: is sponsoring a Young Career Woman of the year contest. Purpose of the project is to aid and encourage young women (21-28) who have not yet achieved their career goals. In addition to the honor of being chosen, the winner of the local club contest will receive a \$50. cash award, plus a \$100. scholarship to Southern Illinois University at Edwardsville, contributed by the YCW chairperson, Louise W. Saunders. Contact: Louise Saunders, B & PW Club of Edwardsville, Southern Illinois Univ. Edwardsville, ILL 62025.

THE LIBRARY OF CONGRESS: has been observing IWY with exhibits, programs, and publications. The Manuscript Division and the Law Library exhibited materials on women from their respective collections. The Processing Department paid tribute to its women staff members with an exhibit and honored them at a reception on August 27. A photography exhibit featured the work of 30 women photographers from the 1890's to the present. The exhibit, "Women Look At Women," was on display from Oct. 1 to Dec. 31 and reflected not only society's changing perception of women during these years, but provided insight into the craft, showing both rudimentary technique and artistic expression. Beginning in February, selections from the display will circulate as a traveling exhibit throughout the U.S. Contact: Morigene Holcomb, Library of Congress, Wash., D.C. 20540.

THE DEPARTMENT OF HEALTH, EDUCATION AND WELFARE: Federal Women's Program is preparing a calendar on women that have been distinguished in these three areas and important events in the areas such as: enactment of laws, milestones, etc. *** The Dept. of HEW Final Report of All Activities and Programs for or of Concern to Women, Ongoing or Initiated During IWY, 1975, has been prepared and submitted by the Office of the Director, Federal Women's Program, HEW, December 1975. This report consists of written descriptions of HEW mission-oriented/programmatic activities for or of concern to women in 8 generic categories. The written sections are followed by a summary list of all activities, both mission-oriented and internal (primarily oriented to HEW employees) ongoing or initiated during IWY. The report is a total of 63 pages. The 8 generic categories are: aging, child welfare and development, education, health, rehabilitation, women and social security, legislative advances, departmental programs for women. Contact: The Federal Women's Program, DHEW, 330 Independence Ave., North Bldg. Rm. 4758, Wash., D.C. 20201 *** An IWY publication, entitled "Focus on Women", contains a comprehensive list of Education programs and activities from the Education Division, January 1976, free of charge, Contact: Dr. Virginia Y. Trotter, Assistant Secretary for Education, 400 Maryland Ave., Wash., D.C. 20202.

THE RESOURCE CENTER ON SEX ROLES IN EDUCATION, NATIONAL FOUNDATION FOR THE IMPROVEMENT OF EDUCATION: has available a Multicultural Kit consisting of: a news sheet which advocates positive programs for eliminating textbook bias as a method of contributing to multicultural education; a learning poster to assist teachers and students in evaluating their personal awareness of bias in textbooks, a pamphlet which summarizes research on bias in textbooks; content analysis guide to enable teachers to use content analysis techniques in evaluating instructional materials and textbooks, etc. Contact: Dr. Shirley McCune, Dir., Resource Center on Sex Roles in Education, National Foundation for the Improvement of Education, Wash., D.C. 20036 or Dr. Sarita Schotta, Senior Associate, National Foundation, etc.

THE NATIONAL INSTITUTE OF EDUCATION: has developed a monograph, "Programs for Equity", by Dr. Shirley McCune and Ms. Martha Matthews and published by the U.S. Office of Education

through the Women's Program Staff, on Equity in Education Employment and Education Programs, December 1975. Contact: Dr. Joan E. Duval, Dir., Women's Program Staff, Rm. 3121, 400 Maryland Ave., Wash., D.C. 20202.

TODAY PUBLICATIONS: has issued its 1975-76 edition of "Women's Organizations & Leaders Directory", a source book for women's organizations and resource persons throughout the world. The Directory is available for \$40. pre-paid or \$46. if invoicing is required. Contact: TODAY PUBLICATIONS, 621 National Press Bldg., Wash., D.C. 20045.

THE NATIONAL ORGANIZATION OF FUTURE HOMEMAKERS OF AMERICA: released to its adult state advisers a Resource Paper on IWY in honor of Women's Agenda Day, December 2. This 9-page IWY Resource Paper is an effort to improve understanding, to erase some myths and stereotypes about the Women's Movement and feminists, to focus on significant legislation, to explore the image of and feelings about homemaking (a role Future Homemakers of America believes is important for both men and women) and to cite a challenge for home economics education. Two full pages are devoted to people/places and material sources. One of the organization's own past national youth officers, Paula Gibson, 19, from Washington State, serves on the President's Commission for the Observance of IWY. The IWY Resource Paper is available at \$1.00 per copy, including postage and handling from National FHA/HERO Headquarters, 2010 Massachusetts Ave., N.W., Wash., D.C. 20036.

THE LIBRARY OF CONGRESS: has devoted the delightfully illustrated October issue of its QUARTERLY JOURNAL to the "Age of Woman". Two years in preparation, the issue is intended to suggest some of the resources for the study of women which are available in the Library of Congress. Articles on topics such as: sex differences, women in the American Revolution, women in prison, the library of Susan B. Anthony, are interspersed with sections of photographs on woman as homemaker, on the stage, in sports, as breadwinner, etc. Of special interest to librarians is the comment of the Editor, Sarah L. Wallace, that while women have performed efficiently as principal librarians of large libraries "the preference for men in this capacity is as strong today as it was 80 years ago." The issue is available for \$1.65 from the Government Printing Office, Wash., D.C. 20402.

THE WOMEN'S EQUITY ACTION LEAGUE, WORLD PLAN PROJECT: intends to publish and distribute a condensed version of the World Plan of Action of the Mexico City World Conference on IWY. Copies should be available for distribution after February 1, 1976. Contact: WEAL Fund, 823 National Press Building, Wash., D.C. 20045.

"EXCHANGE," A PUBLICATION OF THE U.S. ADVISORY COMMISSION ON INTERNATIONAL EDUCATIONAL AND CULTURAL AFFAIRS: in its Fall 1975 issue featured an article on "Global Consciousness-Raising---Reflections on the Spring 1975 IWY Multiregional Exchange Project" by Sherry Mueller Norton. The article focused on a multiregional project sponsored by the Bureau of Educational and Cultural Affairs of the Dept. of State in which a large, interdisciplinary group of women leaders active in improving the status of women in their home countries were invited to visit the United States. Contact: Nancy J. Fritz, Editor, EXCHANGE, CU/ACS, Dept. of State, Wash., D.C. 20520.

THE INTERNATIONAL MANAGEMENT COUNCIL: for the first time in the 42 years of its existence the Council has a woman President, Ms. Patricia R. Moran of the Veterans Administration Hospital in Downey, Ill. The Executive Committee of IMC officially recognized IWY and expressed support for the three goals of the Year. Contact: IMC, 291 Broadway, N.Y., N.Y. 10007.

THE CENSUS BUREAU: the first nation-wide head-count of women in business is gathering information on women in partnerships, sole proprietorships and corporations, with breakdowns by geographic areas, industry, employment and receipts. "The 1970 census told the Census Bureau that there were 1,060,000 self-employed women. But the new survey is designed to show for the first time how many women actually own businesses." The report which is being made by the Census Bureau for Commerce's Office of Minority Business Enterprise, should be ready by the end of 1975. For details write to that Office, Dept. of Commerce, Wash., D.C. 20230.

THE TREASURY DEPARTMENT: has mounted an exhibit, "Treasury Women 1795-1975" which is an historical look at past and present women workers in the second oldest department of the Federal Government. Turn-of-the-century photographs, original first editions of 19th century statutes and other memorabilia highlight the exhibit. Also included are a series of commemorative stamps which honor women; the IWY souvenir card; a chronology of the drive to obtain equality of opportunity for women in the Treasury Dept.; and a salute to today's outstanding women professionals in Treasury, including the Department's

first GS-18 woman--one of only 8 women in the Federal Government to have reached this top civil service rating. Contact: Abby L. Gilbert, Bicentennial Coordinator, Dept. of Treasury, Wash., D.C. 20220.

GEORGIANA SHELDON: was sworn in November 4 as Director for Foreign Disaster Relief Coordination and as Deputy Coordinator for International Disaster Assistance. Ms. Sheldon has been Deputy Director of the Defense Civil Preparedness Agency since 1972. For the past year she has served as Co-Chairperson of the Dept. of Defense Committee for IWY.

THE PERSONNEL MANAGEMENT ASSN. OF AZTLAN: is a professional organization composed of primarily Spanish surnamed personnel administrators and executives. The organization's primary objective is to advance constructive personnel and industrial relations policies and practices, emphasizing their application to and effect on minority peoples--specifically, the Mexican American. P.M.A.A. demonstrated its support for IWY through scheduled agendas, programs and participation in programs focusing on women during 1975. The commitment and leadership of the executive board has resulted in the recruitment of female members and the increased participation of women on a local level, as well as on the national board. Contact: Sally V. Martinez, National Board Member P.M. A.A. Southern California Edison Co., P.O. Box 800, Rosemead, CA 91770.

THE FEDERAL WOMEN'S AWARD FOR 1975: was presented to 6 women selected from about 160 federal career women nominated by their agencies. The winners are: Anita F. Alpern, Assistant Commissioner, Internal Revenue Service; Dr. Beatrice J. Dvorak, Supervisory Personnel Research Psychologist, Employment and Training Administration, Dept. of Labor; Dr. Evans Hayward, Nuclear Physicist, National Bureau of Standards, Dept. of Commerce; Wilda H. Martinez, Scientist, Dept. of Agriculture; Dr. Marie U. Nylen, Laboratory Chief, National Institute of Health; and Dr. Marguerite M. Rogers, Assistant Technical Dir., Naval Weapons Center, China Lake, Calif., Dept. of the Navy.

A LOUIS HARRIS POLL PUBLISHED IN DECEMBER 1975: gives cause for some encouragement and considerable thought. In the poll Harris concludes that "despite serious voting setbacks for the Equal Rights Amendment last month, a decisive 63-25 percent of the American people favor most of the efforts to strengthen and change women's status in society. This is a dramatic rise since 1970, when a narrow 42-41 percent plurality felt that way." He finds however more support for the cause of women's rights than for many of the organizations working for the cause. "No more than 16 percent of the people feel that

'most' pro-women's rights groups are 'helping the cause of women'--the view that most people hold about women's rights groups is that either 'some are helping (37 percent) or 'only a few are helping' (28 percent)." Other interesting findings in his poll are: **Women, by a 62-29 percent majority reject the idea that women are an oppressed group in America. Men reject the idea, 65-27 percent.

**51 percent of women believe that "taking care of a home and raising children is more rewarding for women than a job"--a decline from 71 percent in 1970.

THE AMERICAN BUSINESS WOMEN'S ASSN: funded two Bicentennial Fellowships--one in the field of agriculture and one in urban planning. Both fellowships were established in observance of the 200th birthday of the United States and were awarded to women graduate students. Recipients were selected from applicants nominated by deans from leading colleges and universities. Contact: ABW, 9100 Ward Parkway, Kansas City, Mo. 64114.

THE IWY BULLETIN: which contains information on both international and national activities can be obtained free of charge by writing to: IWY BULLETIN UN Secretariat, Rm. 3115, N.Y., N.Y. 10017. The BULLETIN will be published throughout 1976.

THE COMMISSION ON THE STATUS OF WOMEN, SOUTH DAKOTA: has published "South Dakota Women, 1850-1919: A Bibliography", which lists over 100 books and pamphlets by or about South Dakota women who lived or visited in the state during these years. The bibliography by Nancy Koupal, contains a short annotation for each book and is illustrated with pictures. A free copy may be requested by writing to: CSW, 711 Wells, Pierre, South Dakota, 57501.

THE AMERICAN JOURNAL OF NURSING: included in its September 1975 issue a Bicentennial article on "Nurses in American History--Nursing and Early Feminism." The October 75th Anniversary issue features many articles which address women's problems and concerns. Contact: Thelma M. Schoor, R.M., Editor, AMERICAN JOURNAL OF NURSING, TEN COLUMBUS CIRCLE, N.Y., N.Y. 10019.

THE DEPARTMENT OF AGRICULTURE: presented an IWY issue of THE EXTENSION SERVICE REVIEW (Jan/Feb. 1975) which focused on "Women--Completing the Extension Team." Articles included: "Once They Wouldn't Accept a Woman," "Women Conquering a New Frontier," etc. Copies may be obtained for 40¢ by writing to: Superintendent of Documents, Government Printing Office, Wash., D.C. 20402.

BLAINE, WASHINGTON STATE: and all along the U.S.-Canada border on June 14, 1975 a "Hand Across the Border" program in honor of IWY was observed by Business and Professional Women's Clubs on both sides of the border. In Washington State where the idea originated, the British Columbia and Yukon Clubs of BPW joined with the Washington State Federation of BPW and Canadian and American officials to hold a joint IWY program and picnic lunch at Blaine, Washington State. The Blaine observance is to be an annual event. Similar observances were held on or near June 14 at other points by BPW Clubs and government officials on both sides of the border from the Pacific to the Atlantic. The program was so successful, it is planned to make it an annual event.

VENEZUELA: The women of Venezuela held the First Congress of Venezuelan Women from May 21 to May 26, 1975, in Caracas. Approximately 2,000 Venezuelan women, representing all regions of the country, all shades of the political spectrum and all facets of Venezuelan society, attended. A number of women from other countries were invited to participate as guests. Contact: HEMISPHERICA, Inter-American Assn. for Democracy and Freedom, 20 West 40th St., N.Y., N.Y. 10018.

THE UNITARIAN UNIVERSALIST WOMEN'S FEDERATION: in the November issue of its publication SPEAKOUT featured an article by Lucille Schuck on the Mexico City meetings. The article suggested "things that you and I can do" to help implement the Plan of Action. Contact: UUWF, 25 Beacon St., Boston, Mass. 02108.

SECRETARY OF LABOR JOHN DUNLOP: on November 12 announced the name change of the Manpower Administration to the Employment and Training Administration. Secretary Dunlop said, "The new name will more accurately portray the activities of this major Labor Department agency. It also removes any reference to gender and thus, better characterizes the organization which is the Nation's focal point for employment and training programs for all citizens."

STANFORD UNIVERSITY'S GRADUATE SCHOOL OF BUSINESS: announced the 1975 Stanford Executive Program and the 1975-76 Stanford Sloan Program. The Stanford Executive Program meets for eight weeks each summer and is comprised of senior managers who are at or near the highest levels in their organizations. The age range is between 35 and 50 and the emphasis is on those subjects which are of greatest value to the senior executive. The objective is to sharpen decision-making skills and broaden business perspective. To date nine women have completed the SEP Program. *** The Stanford Sloan Program is a full nine-month course at the Stanford Business School for high potential middle managers who are preparing for the senior executive levels. The age range is between 30 and 45. Candidates are fully sponsored by their employers. Seven women have been admitted to the Sloan Program, four of which are in the current session. For further information on these two programs contact: Nancy Collins, Sloan Program and Fran Rinaldi for the Stanford Executive Program, Stanford University Graduate School of Business, Stanford, CA. 94305.

THE SOCIAL SECURITY ADMINISTRATION: has published a pamphlet entitled, "A Woman's Guide to Social Security." This pamphlet describes provisions of the social security program of particular interest to women. The 16-page booklet is available in English and Spanish from any Social Security Office. Also available from any Social Security Office is HEW's "Social Services '75 ... A Citizens' Handbook."

PRESIDENT FORD: on November 25 extended the life of the National Commission on the Observance of IWY until June 30, 1976 with an additional 30 days to finalize their report. *** On Nov. 20 a Presidential memorandum to the Heads of all Departments and Agencies provided a comprehensive response to any discrimination against Americans on the basis of race, color, religion, national origin or sex that might arise from foreign boycott practices. *** On November 4 the President announced that public meetings in at least ten cities would be held to explain how the Departmental Consumer Representation Plans work for the benefit of consumers and to seek suggestions and ideas for ways to make the Departments and Agencies of the Federal government more effective and responsive to public concerns. Contact: Karen

Keesling, Dor., Office of Women's Programs, The White House, Exec. Office Bldg., Rm. 196, Wash., D.C. 20500.

CANADA: The Alberta Women's Bureau has issued an IWY pamphlet, "Realize Your Job Potential" which focuses on four women who have found fulfillment in their work. *** The Calgary Public Library has prepared an IWY Booklist. *** The Women's Bureau, Canada Dept. of Labor, 340 Laurier Ave. W., Ottawa, Ontario, K1A OJ2, offers a number of publications free of charge which would be of interest to women. To mention a few: "Facts and Figures 1973--Women in the Labor Force," "The Law Relating to Working Women," "The Rights of Man and the Status of Women," etc.

SARAH CALDWELL: on Nov. 10 made her debut with the New York Philharmonic in the first concert by that orchestra of music written entirely by women. On Jan. 13 she became the first woman ever to conduct at the Metropolitan Opera (New York) when she made her debut with Verdi's "La Traviata."

BETTY JO CHRISTIAN: an Associate General Counsel at the Interstate Commerce Commission has been nominated by President Ford to membership on the 11-member Agency which regulates surface transportation. Ms. Christian is the second woman appointed to the Agency since it was created in 1887. The first was Virginia Mae Brown who was appointed in 1964 and is still a member.

THE KANSAS MISSIONARY, OFFICIAL ORGAN OF THE MISSIONARY BAPTIST STATE CONVENTION OF KANSAS: focused on IWY in their September/October issue. Outstanding Baptist Women were saluted. Contact: Missionary Baptist Convention of Kansas, 1334 North Fourth St., Kansas City, Kansas 66101.

THE AMERICAN JEWISH CONGRESS: in observance of IWY, sent a leadership mission of 80 American women to Israel to meet with women leaders in government, social services, the arts, the professions and every day life, in order to arrive "at a better understanding of the larger problems that affect the total society." They presented their International Woman of the Year Award to Lea Rabin.

THE DANISH WOMEN'S SOCIETY: at its congress in Randers in September announced that the major aim for work in coming years will be an all-out effort to motivate and elect women for political office on all levels. For this purpose courses and seminars are planned and the first test of the campaign is to be the municipal elections in the spring of 1978.

PROCLAMATIONS

Arizona, Connecticut, Mississippi

TENTATIVE TALLEY SHEET OF IWY ACCOMPLISHMENTS -- U.S. ONLY

TANGIBLE ACCOMPLISHMENTS

The tangible accomplishments which you have reported are too numerous to list at this time. Here is just a sampling:

- * Political Life: two elected Lieutenant Governors; mayors of major cities; 19 members of the House; a record number of women running for office, a record number of "wins"; (young women getting interested and running for grass-roots posts; in one State (Texas) 2,200 women ran for State or local office and more than half were elected.
- * Decision-making positions: one woman in the Cabinet, several on top level regulatory commissions, several women "firsts;" still a long way to go;
- * Homemakers: in the spotlight as never before; bills before the Congress to recognize their contributions, including the economic worth of their work; in 1975 you rarely hear "but I am just a homemaker".
- * Careers: Women moving into law, medicine, engineering; one in five students of 1975 law and medical school classes is now a woman; barriers to many careers being relaxed (fire-fighting, police, plumbers, garage mechanics, foresters) etc.; higher education on the administrative level, improvements in matters of salary discrepancies between men and women and promotional opportunities, as a result of Federal and Court pressures; on the administrative level multiplication of women's programs including degree programs and the restructuring of programs to encourage adult women to enroll; women moving slowly into some top level positions; one State University system has a woman president--the first in U.S. history; there is now a woman (Provost) at Yale; Smith College has just inaugurated its first woman president on its 100th birthday.
- * Secondary Education: revision of sex stereotyped texts and curriculums; reduction of sex separated courses (cooking, carpentry, etc.); more attention to career counseling.
- * Religion: the position of women in religious life has become issue for public discussion and for intense self-examination among clergy and lay persons; there is a questioning of basic structure and roles of religious responsibility of both men and women; the change of climate in these areas is far-reaching.
- * Farming: women increasingly active in the managerial aspects, handling budgets, planning purchases; women increasingly taking agricultural training courses and encouraging the involvement of young women in agriculture.
- * Ethnic Groups: Greater awareness of their special problems, especially in matters of employment and language needs; greater discussion within groups of their priorities or of needs shared among groups; ethnic groups have also contributed largely to all aspects of IWY.
- * The Military: Service Academies now opening to women; virtually all career possibilities now opened except those which might involve actual combat; some 4,000 women are being trained as mechanics as one example.
- * Business: Some break-thrus with women opening businesses of their own (public relations, real estate, shopping services, etc.), starting banks or branches of banks, achieving some important positions in firms; but there is still a long way to go;
- * The Media: Wide-spread criticism of media handling of women's programs, including the media coverage of the Mexico City Conference has brought some improvement in the overall coverage of women's news; there are also more women announcers, some educators, some owners of papers; there is a growing awareness of the importance of informed and objective reporting of subjects often hitherto treated superficially.

The list goes on and on--sports, credit restrictions, retired persons, Federal Government programs, women's centers, effects on men and many more headings.

Intangible Accomplishments

- * Tremendously increased public awareness of women's contributions and needs, and of the determination of women to do something about their situation;
- * Serving as a catalyst for bringing together groups within the community which had not previously worked together, (religious and ethnic groups, labor, youth, the handicapped, the elderly; etc.)
- * Providing a middle road for previously uncommitted women who favor improving the status for women but are fearful of "causes"; IWY goals were wide enough to offer scope also for those with a more activist approach;
- * Making acceptable the public discussion of topics of concern to women hitherto rarely mentioned, such as the treatment of rape victims;
- * Creating an awareness that women's interests are not a thing apart but involved in major current problems (energy, health, food, housing, etc.).

Its really been a dynamic Year when you stop to think of it. Make your own talley list for your own community.

THOUGHTS FOR IWD

**"Those men and women are fortunate who are born at a time when a great struggle for human freedom is in progress."

Emmeline Pankhurst

**"This year (International Women's Year) is not the time to cheer the visible few but to work for the invisible many whose lives are still restricted by custom and code."

Betty Ford

**"I always tell the young people, 'Look, while you're waiting for that other thing, that revolution of yours, pick up a piece of political power and do something.'"

Rep. Bella Abzug, D-New York

**"I was culturally programmed that I'd be somebody's assistant. Then, gradually through my education and the changing awareness of women I came to realize that there is no such thing as man's work or woman's work---there is only people's work."

Hon. Mary Anne Krupsak, Lieutenant Governor of New York

DECEMBER 1975

U.S. Center For IWY 1975
1630 Crescent Place, N.W.
Washington, D.C. 20009
(202) 332-1029 X61



In the interest of space,
items previously listed
in our Calendars are not
repeated here.

INTERNATIONAL WOMEN'S YEAR 1975

CALENDAR OF EVENTS

S

SEPTEMBER: International

- 8-12 The Naval Ship Engineering Center: held its Federal Women's Week Program which aimed at increasing the awareness of the potential of working women and the problems confronting them. Speakers included: Carolyn Bird, author, and Dr. Ruth Bacon, Dir., U.S. Center IWY. Contact: Carol P. Crews, NSEC, Center Bldg., Prince George's Center, Hyattsville, MD. 20782.
- 19-21 The Women Leaders Round Table, The National Assn. of Life Underwriters: met "TOGETHER AS ONE" in Anaheim, Calif., with participants from Japan, Jamaica, Canada, and the U.S.A. It was felt that the IWY goal of "women helping women" was truly reached at this meeting in which attendees exchanged sales ideas, helped each other with problems the underwriter faces, etc. Contact: Thelma R. Davenport, CLU, Int. Chairperson, WLRT, 4605-47 St., N.W. Wash., D.C. 20016.
- 21-27 The Federal Women's Program at Ft. Harrison: sponsored a Federal Women's Week with a proclamation by Mayor Richard G. Lugar of Indianapolis. A seminar attended by over 500 women and some men was held on Sept. 22-23. Speakers were Dr. Warren Farrell, author of "The Liberated Man," and Annie Blackwell who spoke on the Mexico City Conference. The Ft. Harrison weekly newspaper featured an entire women's issue during the Week. Contact: Sally L. Spriggs, Information Specialist, Dept. of the Army, U.S. Army Administration Center, Fort Benjamin Harrison, Indiana 46216.

O

OCTOBER: Joy and Kindness

- 10 The American Council on Education, Office of Women in Higher Education: sponsored a program which focused on "The IWY Conference--Implications for Higher Education." Participants included: Dr. Virginia Y. Trotter, Assistant Secretary for Education, Dept. of Health, Education and Welfare and Virginia Allan, Deputy Assistant Secretary of State for Public Affairs, Dept. of State. Contact: American Council on Education, One Dupont Circle, Wash., D.C. 20036.
- 10-12 The National Conference of Puerto Rican Women, Inc. (NACOPRW): held its third annual meeting in Washington, D.C. The program focused, from a bipartisan perspective, on the "Political Rights and Responsibilities of Puerto Rican Women in the United States", and included workshops on "Women in Politics: Impacting the System: and "Political Action Techniques." Contact: Paquita Vivó, President, NACOPRW, P.O. Box 4804, Wash., D.C. 20008.

- 17-18 The Eastern Regional Affiliates of the International Association of Personnel Women: coordinated a Financial Planning and Managerial Accounting Workshop Seminar which was held in Boston. Keynote speaker was Barbara Moe, Chicago President of the IAPW. Contact: IAPW, 2017 Walnut St., Phila., PA. 19103
- 18 The Jacksonville Chapter, United Nations Assn. of the U.S.A.: SPONSORED a UN Day Seminar and Luncheon with an IWY theme. The Seminar focused on "Women in the 1970's---women in business, the arts, education and government. The luncheon speaker was Her Imperial Highness Princess Ashraf Pahlavi of Iran who spoke on "The UN in Our Interdependent World."
- 18-19 The National Federation of Press Women, Inc.: at the region 7 meeting in Milwaukee featured Dr. Kathryn Clarenbach, Director of the Wisconsin Governor's Commission on the Status of Women, as guest speaker. Dr. Clarenbach criticized media coverage of the UN Conference on IWY in Mexico City and urged press women to seriously consider three national efforts to implement the World Plan of Action adopted at the conference:--A forthcoming report of the U.S. Commission for the observance of IWY; ---The U.S. National Women's Agenda;---A 1976 National Women's Conference. Contact: PRESS WOMAN, Lois Lauer Wolfe, Editor, 1105 Main St., Blue Springs, Mo. 64015. (December 1975 issue)
- 19-25 Women's Organizations in Anchorage Alaska: pooled their resources and sponsored a week-long IWY celebration. Activities included: art exhibits ("Women in Transition," and "Art of Alaskan Women in 1975"); films ("The Emerging Woman", a film on a wildcat strike by French women garment workers, and many others); a theater presentation ("Women of All Ages"); workshop sessions ("Women's Role in Politics," "New Careers in Health Occupations," etc.) The Festival Finale featured Dr. Majorie Chambers, National President, American Assn. of University Women, who reported on the IWY Conference in Mexico City. Contact: Sylvia L. Short, P.O. Box 4-734, Anchorage, Alaska 99509.
- 22 The District of Columbia Branch, National League of American Penwomen, Inc.: held their Homecoming Luncheon at the Army & Navy Club. Dr. Marguerite A. Follett, Associate Director of the U.S. Center for IWY was the guest speaker. Contact: Louise A. Baldwin, President, 745 Kentland Dr., Herndon, Va. 20070
- 22 The Business & Professional Women's Club of Dallas, Inc.: honored newspaperwoman Vivian A. Castleberry at the Seventh Extra Mile Award Dinner. Extra Mile is a special award given annually to recognize the contributions of a very special business woman who has not only been successful in her own work but has also been willing to go that Extra Mile for others. Contact: Women for Change Center, 3220 Lemmon, Suite 290, Dallas, TX. 75204.
- 24 Orange Coast College, Evening College-Costa Mesa and a number of supporting organizations: sponsored an International Women's Day. The General Session focused on "Mexico City, IWY Conference: What Have We Learned? Where Do We Go From Here?" Topics for panel sessions included: "Would You Hire You?", "The Diversity of Third World Women," "Current Legal Information For Women," etc. Contact: Orange Coast College, 2701 Fairview Rd., Costa Mesa, CA. 92626.
- 24-25 The United Nations Assn. of San Francisco: sponsored a San Francisco IWY Conference. The two keynote speakers were: The Honorable Mrs. Annie Jiagge, Justice, Supreme Courte of Appeals, Ghana and Ambassador Davidson Nicol, Director, UN Institute for Training and Research. Panel topics included: Empowerment: The Inner and Outer Dimensions; The UN World Plan of Action in Action; Women and Socialism. Contact: UNA/SF, 1739 Union St., San Francisco, CA. 94123.

- 24-26 Cleveland, Ohio: as part of the City's observance of IWY sponsored a three-day congress at the Cleveland Convention Center with an estimated attendance of 50,000 people. Keynote speaker was Jill Ruckelshaus, Presiding Officer of the National Commission on the Observance of IWY. Guest speakers included First Lady Betty Ford, Madame Pandit, former President of the UN General Assembly, and author Letty Cottin Pogrebin.
- 24-Nov.2 Mayor Tom Moody of Columbus: proclaimed this period as IWY Celebration Days. At a UN International Festival IWY was highlighted with booths set up by various women's organizations. During this time, Dr. Johanna S. DeStefano, Chair of the Columbus Committee for IWY, spoke extensively on the Conference and Tribune meetings in Mexico City which she attended. Contact: Johanna S. DeStefano, Office of Affirmative Action, The Ohio State Univ., 113 Archer House, 2130 Neil Ave., Columbus, Ohio 43210.
- 25 The Columbus Chapter of the Ohio Black Women's Leadership Caucus: paid tribute to Mayor Ellen Craig of the Village of Urbancrest at a recognition banquet. Keynote speaker was C. DeLores Tucker, the Secretary of State of the Commonwealth of Pennsylvania and the highest ranking black woman in State Government in the country. Contact: Gwen Gardner, 1810 East Long St., Columbus, Ohio 43203.
- 26 The IWY Planning Council of Washtenaw County: presented a free Festival For, By and About Women. The day featured films, panels, dance demonstrations, seminars, and workshops, booths, exhibits, etc. International women talked informally with participants about the experiences and contributions of women in their countries. Child care was available at no charge. Contact: Jane Roberts Zale, 1139 Martin Pl., Ann Arbor, Mich. 48104.
- 26-28 Nine college campuses across Montana: participated in a statewide observance of IWY focusing on "Women in the Arena". A few of the many events: Eastern Montana College sponsored a recital by women musicians, a women's golf tournament and a horsemanship exhibition; Montana College of Mineral Science and Technology had a series of TV and radio programs and newspaper reports dealing with IWY. Contact: Bernice B. Rhea, 1311 Ninth St., West, Billings, Montana 59102.
- 28-31 The Agency for International Development: sponsored a four-day conference which focused on AID's future role in implementing the Congressional mandate on integrating women into the development process. Contact: Nira H. Long, Dir., Office of the Coordinator for Women in Development, Dept. of State AID, Wash. D.C. 20523
- 29 The U.S. Forest Service, Dept. of Agriculture: held a Communications Workshop dedicated to IWY which was well attended by both men and women at all grade levels. Its objective was to identify reasons and examples for blocked lines of communications. A follow-up session was held on Dec. 17 and problem-solving techniques were developed. The workshop was presented by Dr. Matti Gershenfeld, Psychologist and Management Consultant. Contact: Alice A. Buonato, FWPC, U.S. Dept. of Agriculture, Forest Service, 6816 Market St., Upper Darby, PA. 19082.
- 29 The Greater Lansing (Michigan) YWCA: sponsored a gala IWY celebration and presented 11 achievement awards to honor the leadership of women in the Greater Lansing area. Guest speaker for the event attended by over 750 was Frances "Sissy" Farenthold. Mayor Graves proclaimed the day International Women's Day in Lansing. Contact: Dorothy Brush, YWCA, 217 Townsend St., Lansing, Mich. 48933.

- 30 The Office of Women's Studies at the Ohio State University: presented a panel on "International Perspectives on Women: The Status of Women in Israel, Romania, and India." The panelists gave brief presentations on the status of women in their respective countries, followed by discussion. Contact: Caroline Sparks, Office of Women's Studies, 190 West 19th Ave., Columbus, Ohio 43210.
 - 31 The Los Angeles Affiliate of the International Assn. of Personnel Women: sponsored a one-day workshop on "Womenpower: Developing Your Natural Resources." The Workshop was designed to help women managers understand modern training techniques available to them. Contact: IAPW Newsletter, 2017 Walnut St., Phila, PA. 19103.
 - Plymouth Congregational United Church of Christ: a month-long recognition of IWY. To mention only a few events: on Oct. 1 Mrs. Minnie Freeman, Lay Moderator, stressed the need for a new kind of partnership between men and women; on Oct. 19 the 11th Annual Women's Communion Breakfast was held; on Oct. 26 Dr. Dorothy B. Ferebee, Chairperson of IWY for the District of Columbia, was the guest speaker for the morning service. Contact: Plymouth Congregational United Church of Christ, 5301 North Capitol St., Wash., D.C. 20011.
 - The University of Texas at Dallas: held its first symposium on women's issues in October. Contact: Women for Change Center, 3220 Lemmon, Suite 290, Dallas, Tx. 75204.
- N**OVEMBER: Law, Medicine, Nursing, Administration, Secretarial Work---All the Careers, Conventional and New
- 1-30 The Tucson Museum of Art: featured works by 51 Arizona women artists in an exhibit entitled WOMEN/ARIZONA '75. Contact: TMA, 235 West Alameda, Tucson, Arizona 85701.
 - 3 The Ponte Vedra Women's Club: sponsored a day-long IWY celebration which included participation by Florida Junior College at Jacksonville and Jacksonville High School. Dr. Ruth Bacon spoke on "The Pull of the Future." Contact: Donna S. Hays, 945 Ponte Vedra Blvd., Ponte Bedra Beach, Florida 32082.
 - 6 The International Federation of Agricultural Producers: sponsored a special IWY program at its 21st Conference in Washington, D,C. Speakers included: Margaret K. Bruce, Deputy Secretary-General, UN IWY Conference; Dr. Isabel Chaly Caserta, Executive Secretary, Inter-American Commission on Women; Guissepina Pela, IFAP Liaison to FAO, Rome, Italy. Contact: National Farmers Union, 1012 14th St., N.W., Washington, D.C. 20036.
 - 6 The Woman's Society of the Hyde Park Union Church: at its regular monthly meeting heard guest speaker Mildred Peterson speak on IWY. The meeting was followed by a luncheon. Contact: Hyde Park Union Church, 5600 Woodlawn Ave., Chicago, ILL.
 - 7 The Multnomah County Medical Auxilliary: saluted IWY with a symposium "Muddle in the Middle" designed to identify problems unique to women in their middle years. Keynote speaker for the event was Congresswoman Martha Griffiths. Contact: Multnomah County Medical Society, 2188 S.W. Park Pl., Portland, Oregon 97205.
 - 8 The St. Mary's County IWY Task Force: recognized 52 St. Mary's county women who have made important accomplishments and achievements in the life of our country. The honorees were chosen from the fields of: homemaker, business, government, the arts, communication, health and social services, education and volunteers. Guest speaker at the banquet was Dr. Ruth Bacon, Director, U.S. Center for IWY. Contact: Sally Johnson, St. Mary's IWY Committee, Half Pone Pt., Hollywood, Md. 20636.

- 8 Northern Michigan University: sponsored a one-day workshop "How To Be Me: An Investigation Into Identity". The goal of the workshop was to help release untapped energy and to search for new ways of being and discovering a deeper sense of identify. Contact: Women's Center, Administration Bldg., NMU, Marquette, Michigan 49855.
- 9 The First African Methodist Episcopal Church of Kansas City: presented a program on "Come Walk in the Footsteps of Great Women in Religion" which consisted of a panel of women in religion and a service - "Sharing of Faith". Contact: First African Methodist Episcopal Church, 8th St. & Nebraska Ave., Kansas City, Kansas 66101.
- 9-15 The Tri-Cities (Richland, Kennewick and Pasco in Washington) Committee for IWY: presented an IWY - '75 Program featuring guest speakers Frances D. Golding ("IWY, What's It All About?") and Gisela Taber, Dir. of Women's Studies, Lower Columbia Community College, ("After Mexico City...What?"). Workshop topics included: Sexuality and Communication, Emerging Life Styles, Women's Survival: Your Legal Rights, etc. Contact: Frances D. Golding, 2116 Hudson Ave., Richland WA.
- 12 Florida Junior College at Jacksonville: celebrated the achievements of women in politics, the arts and the community. Guest speakers for the evening were: Florynce Kennedy (Activist Lawyer), Antonia Brico (Symphony Director) and Lois Thacker Graessle (Community Leader). Contact: Barbara Puestow, Florida Junior College at Jacksonville District Offices, 21 West Church St., Jacksonville, Fla. 32202
- 13 Welcome to Washington International Club: Group 6--History and Culture of All Nations--sponsored an IWY event with Dr. Ruth Bacon speaking on the IWY Mexico City Conference. Contact: Helen Long, 4717 Falstone Ave., Chevy Chase, MD. 20015.
- 13 The IWY Committee of the University of Wisconsin-Green Bay and a number of local women's organizations: sponsored a program with guest speaker Ruth Clusen, a member of the U.S. Delegation to the Mexico City Conference. Ms. Clusen discussed her views of the international parleys and the coverage they received from the U.S. and world media. Contact: Irene Kiefer, Chairperson, IWY Committee, UWGB, Green Bay, Wisconsin 54302.
- 14-15 The Fourth Congress of Women's Organizations in Virginia: was held in Richmond. Key-note Speaker was Hon. Carmen S. Maymi, Dir., Women's Bureau, U.S. Dept. of Labor. Dr. Marguerite Follett, Assoc. Dir., U.S. Center IWY, moderated a round table on the UN IWY World Conference in Mexico City. Contact: Doris E. Kean, 3901 Kensington Ave., Richmond, Va. 23221.
- 14-16 Park College: sponsored a "Women and Power Workshop" which covered: personal attitudes toward power, personal and institutional power, empowering skills, and developing personal power. Contact: Park College, Crown Center, Kansas City, Mo.
- 15 Rockhurst College: The Women's Center for Non-Traditional Careers sponsored a "Life Planning" Workshop. Contact: Marcella Womack, Rockhurst College, Kansas City, Missouri.
- 17 The Business and Professional Women's Club of Richmond: celebrated IWY at a dinner meeting with Dr. Ruth Bacon who spoke on "The UN World Plan of Action". A lively question/answer period followed the presentation. Contact: Eileen Skelly, B&PW Club, 919 Kent Rd., Apt. 4, Richmond Va. 23221.
- 17-20 The National Agricultural Outlook Conference: SALUTED IWY in a special session on Nov. 18. Dr. Virginia Y. Trotter, Assistant Secretary for Education, Dept. of Health, Education and Welfare, spoke on "IWY: What It's All About".

- 17-21 Madison College: in celebration of IWY presented a week of speakers and programs (films, discussion groups, concert) on the theme, "Images of Women and Men." Speakers included the Honorable Martha Griffiths and Dr. Ruth Osborn, Asst. Dean for Continuing Education for Women, George Washington Univ. Contact: Madison College, IWY Committee, Harrisonburg, Va. 22801.
- 18 The Outstanding Young Women of America Annual Awards Program: honored 10 women by recognizing their achievements in their professions and communities. The honorees were: Karen Ruth Keesling (Virginia), Marjorie Fine Knowles (Alabama), Sharon Raney Pallone (Arkansas), Marie T. Dias (Massachusetts), Geraldine V. Cox (Rhode Island), Sandra Kay LeBeau (South Dakota), Donna Brownsberger Zajonc (Oregon), Barbara Taylor Welander (Iowa), Colleen Ann Metternich (Illinois), Constance Yu-hwa Chung (Maryland). Contact: Margaret Long Arnold, Exec. Dir., National Retired Teachers Assn., 1909 K St., N.W., Wash., D.C. 20006.
- 18 The Dept. of Human Resources, District of Columbia: held its First Annual Awards Women's Action Conference and Training Forum. The Hon. Shirley Chisholm, Congresswoman, spoke on "The Status of Women in the U.S." "Equality in Employment: The Civil Service Commission and You" was the topic of guest speaker, The Hon. Jayne B. Spain, Vice Chairperson, U.S. Civil Service Commission. Contact: Dept. of Human Resources: 14 & E Sts., Wash., D.C.
- 18-20 Response and Associates, the Institute for Business and Community Services at Xavier University and the Institute for Business at SMU: presented a confidence and skill-building workshop for women, "The Emerging Woman in Management." Contact: Response and Associates, P.O. Box 333, Chicago Hts., Ill. 60411 or Women for Change Center, 3220 Lemmon, Suite 290, Dallas, TX. 75204.
- 19-22 The World Population Society in Affiliation with the American University: sponsored an International Population Conference, "Since Bucharest---and the Future." Helvi Sipila, Asst. Secretary General of the UN was the principal speaker at the plenary session on Population and the Status of Women. Contact: World Population Society, P.O. Box 106, Eagle Station, Wash., D.C. 20016.
- 20 The AFL-CIO Labor Studies Center: held a reception inaugurating the national tour of "Workers and Allies: Female Participation in the American Trade Union Movement, 1824-1976" an exhibition produced and developed by the Smithsonian Institution Traveling Exhibition Service. Contact: AFL-CIO Labor Studies Center 10000 New Hampshire Ave., Silver Spring, MD. 20903.
- 20 The North Carolina Extension Homemakers Assn.: held its State Council Meeting in Greensboro. Guest speaker for the occasion was Dr. Ruth Bacon who spoke on "The Role of Women in the World of the Future". Contact: Ada B. Dalla Pozza, State Agent, Home Economics, North Carolina State Univ. at Raleigh, School of Agriculture and Life Sciences Box 5097, Raleigh, NC. 27607.
- 22 The Michigan Women's Commission: sponsored a Women and Children Conference. The morning session was devoted to the role of Women in Society while the afternoon focused on seminars related to Child Development and Parents and Children. Contact: Michigan Women's Commission, 230 N. Washington, Suite H, Lansing, MI. 48933.
- 22 The Center for Co-Equal Education: held a mini-workshop. The Center, a grant program, is designed to conduct workshops and programs to eliminate sex bias in education. Contact: Center for Co-Equal Education, 24 Teacher's College, Univ. of Nebraska, Lincoln, NE. 68508.

- 25 WRC-TV4: focused on the profession with the smallest female representation in its program "A Woman is...Presents Women in Architecture." Contact: Sandra A. Wingfield, WRC-TV 4, 4001 Nebraska Ave., N.W., Wash., D.C. 20016.
 - 28 The Energy Research and Development Administration (ERDA): held a Career Day for the daughters (and sons) of employees as part of their IWY celebration. A panel of women discussed their current jobs at ERDA and described how they achieved these positions. The program stressed the career potential for women in the science and engineering fields. Dr. Estelle Ramey, Professor of Physiology and Biophysics at Georgetown Univ., was the guest speaker. Contact: Nan Brown, FWPC, ERDA, Wash., D.C. 20545.
 - The University of Texas Health Science Center at Dallas: presented a series of special programs (panels, seminars, concerts, dance exhibition, etc.) throughout the month in observance of IWY. Seminars featured distinguished women scientists, including Dr. Maxine Singer of the National Cancer Institute and Dr. Janet Taylor Spence, Professor of Psychology, Univ. of Texas at Austin. Contact: Women for Change Center, 3220 Lemmon, Suite 290, Dallas, TX. 75204.
 - Trinity College: during the month of November sponsored a series of free day and evening seminars for area adult women who might be considering the possibility of beginning or resuming a college education. Contact: Denise Loftus, Asst. to the President for Program Development, Trinity College, Wash., D.C. 20017
 - The Coalition for Rhode Island Women's Year, the Advisory Commission on Women and participating groups: sponsored a month-long salute to Rhode Island Women in the Arts and Communications. Events included poetry readings, theater, dance, lecture/demonstrations, panels and exhibitions. Contact: Advisory Commission on Women, 235 Promenade St., Providence, RI. 02908.
 - The Chicago Public Library Cultural Center: sponsored a series of programs for IWY during the month of November. Events included: panel discussions on "Women's Rights Before the Law", "Women Returning to School", etc. and a film series. Contact: The Chicago Public Library, 78 East Washinton St., Chicago, Ill.
- D**ECEMBER: Minds and Hearts of People -- Spiritual and Aesthetic Values
- 1 The Indiana University of Pennsylvania: sponsored a Career Fair. Three women graduates of IUP in non-traditional careers spoke on their jobs, how they got them, what it is like to be a woman in a male-dominated field. Contact: IUP, Indiana, Pennsylvania 15701.
 - 1-5 ACTION, the Federal Volunteer Agency: held its first Women's Week. Activities included panels (Peace Corps and Women in the Third World, The Road to Success, etc.) films and exhibits of women's and civil rights organizations. ACTION's nominees for the 1975 Federal Women's Award were honored at a ceremony and reception on Dec. 5. Contact: Betty Lou Dotson, Office of Equal Opportunity, ACTION, Wash., D.C. 20525
 - 1-8 The International Women's Arts Festival Film and Video Committee: in cooperation with the American Film Institute and with the generous support of the Markle Foundation sponsored an International Women's Film Festival featuring outstanding works by 67 women filmmakers. Contact: AFI, Kennedy Center, Wash., D.C. 20566.

2 The League of Women Voters of Philadelphia: presented a panel discussion entitled "See How She Runs: Women in Politics." Panelists were women who had run for office and they related their personal experiences in the political arena.

3 The State National Bank, Bethesda Women's Headquarters: sponsored a seminar, "When Women Go To Work", Self-confidence in one easy lesson, conducted by Jinx Melia, President, Jinx Melia Associates. Contact: State National Bank Bradley Boulevard & Arlington Rd., Bethesda, MD. 20014

3 The Women's Guild of Westmoreland Congregational Church: held an IWY meeting with guest speaker Dr. Ruth Bacon who spoke on "IWY and The Pull of the Future." Contact: Edith Wilkerson, 2234 N. Trenton St., Arlington, VA.

3 The General Services Administration, Region II: held its final program for 1975 with U.S. Commission on the Observance of IWY member, Ersa H. Poston as speaker. The theme was: "Women in Power - Myths and Realities." Contact: Ersa H. Poston, Commissioner, State of N.Y., Civil Service Commission, The State Campus, Albany, N.Y. 12239.

3-6 The New Jersey Advisory Commission on the Status of Women: held the State's official observance of IWY with the theme "Women: Awareness and Action." Events included: Commemoration of Achievements by Women, Conference on the Plan of Action developed at the IWY Conference and a Conference on "How to Make Government Work for You." Contact Kitty O'Neil, Division on Women, 363 West State St., Trenton, N.J. 08625.

4 The Institute of Human Relations, Loyola University: sponsored a day-long IWY consciousness-raising program. Literature on The Status of Women, Women and Religion, Public Life and Historical Consciousness, Women in the Third World, etc., was available. Dr. Ruth Bacon, Dir., US Center IWY, spoke on the Mexico City Conference and the Decade for Women. Sister Kathleen Keating, National Assembly of Women Religious, reported on the National Women's Ordination Conference which was held in Detroit Thanksgiving weekend. Contact: Father David Boileau, Dir., Institute of Human Relations, Box 12, Loyola Univ., New Orleans, La. 70118.

5 The Democratic National Committee: sponsored an IWY buffet-reception in honor of the Democratic Women State Legislators. These legislators from around the country were in Washington to attend a seminar to give them an opportunity to discuss issues and campaign techniques and to exchange ideas. Contact: Democratic National Committee, 1625 Massachusetts Ave., N.W., Wash., D.C. 20036.

5-6 The Department of Psychiatry, The University of Texas Health Science Center at San Antonio: sponsored WOMEN ALIVE a program in which films, speakers and informal discussions explored women's attempts to resolve the distressing conflicts they face as they seek the new and unsteretyped options open to them today. Contact: Dept. of Psychiatry, Univ. of Texas Health Science Center, 7703 Floyd Curl Dr., San Antonio, TX. 78284.

8 Trinity College: which celebrated its 75th Anniversary during 1975, inaugurated its eleventh President, Sister Rose Ann Fleming, S.N.D., Honorary degrees were awarded to; Corinne C. Boggs, Margaret F. Grace and Patricia S. Lindh. Contact: Julia Galdo, Dir., Public Relations, Trinity College, Wash., D.C. 20017

10 The United Nations Assn. of the USA, Capital Area Division: held its annual Human Rights Day Luncheon. Dr. Ruth Bacon, Director, U.S. Center IWY, was honored for her outstanding contribution to the advancement of Human Rights. Contact: Sophie Degan, UNA/USA, 3143 N. St., N.W., Wash., D.C, 20007.

12 The Indiana University of Pennsylvania Music Department Faculty: performed a chamber concert solely comprised of the works of female composers. Contact: IUP, Indiana, Pa. 15701.

15 The Electrical Women's Round Table: in celebration of the holiday season and IWY sponsored an International Buffet and an International Silent Auction. Contact: Gerry Dockstader, 6804 Buttermere Lane, Bethesda, MD. 20034.

15-19 The Department of Housing and Urban Development: sponsored a Women's Week with guest speakers Secretary of HUD Carla A. Hills and Eleanor Holmes Norton, Chairperson of the New York City Commission on Human Rights. An IWY observance was held on Dec. 16 with a panel of women representatives from the embassies of Mexico, Israel and Jamaica. IWY films were also shown. On Dec. 19 a special minority women's panel was held. Contact: Joyce Skinner, FWPC, HUD, Rm. 5100, 7th & D, S.W., Wash., D.C. 20410.

17 Saint Elizabeths Hospital, National Institute of Mental Health: held an IWY day featuring TV personality Carol Randolph, a panel discussion by distinguished women of Saint Elizabeths, films and literature. Contact: EEO Representative, Saint Elizabeths Hospital, National Institute of Mental Health, Washington, D.C. 20032.

17 The National Academy of Sciences: to provide young women with a realistic view of what they can expect from an engineering career in the way of education, challenges, and satisfactions, held a screening of the film, "Women's Work: Engineering." Contact: Office of Information, National Academy of Sciences, 2101 Constitution Ave., Wash., D.C. 20418.

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JANUARY:

8-11 The Ja Shin Do Academy in Washington D.C.: will sponsor the second Conference for women who teach martial arts and self-defense to other women on Jan. 8-11. Contact: Joan Chernock, 1719 S St., N.W., Wash., D.C. 20009

10 The Continuing Education for Women at George Washington University: will sponsor a special program for women of all ages to acquaint potential students with the variety of current programs and potential studies at GWU. The program is being developed by the Alumnae who have participated in the CEW/GWU programs over the past 10 years and have formed an organization and tentatively call themselves AMICI (meaning Friends). Contact: Dr. Ruth Osborn, CEW, GWU, 2130 H. St., N.W., 8th Fl., Wash., D.C. 20006.

14 The Women's Institute, Inc. (TWI): is sponsoring a one-day workshop, "Styles for Leadership" to be held at American University in Washington, D.C. Participants will receive a non-credit certificate. Fee: \$12. Deadline: 1/6/75. Contact: Meg Connor, TWI, 2141 Wyoming Ave., N.W., #21, Wash., D.C. 20008.

15-18 The National Women's Education Fund: will conduct a Campaign Techniques Institute for women from Arizona, California, New Mexico and Texas in Phoenix. Intensive workshops will cover Planning, Targeting, Budgeting, Fund-Raising, Voter Contact, Research, Public Relations and Literature. Contact: National Women's Education Fund, 1532 16th St., N.W., Wash., D.C. 20036.

- 19 Lorain City Schools: will have a Human Relations In-Service Day with approximately 850 teachers attending. Exhibits of pluralistic society and positive image materials free of stereotypes will be displayed. Contact: Ellen Wadge, Lakeview School, Lakeview Dr. & Eleventh St., Lorain, Ohio 44052.
- 24 The Washington Institute for Women in Politics, Mount Vernon College: is sponsoring a Conference, "The Role of Women in Presidential Campaigns: A Bipartisan Look." Opening addresses on "Can Women Elect the Next President?" will be given by Mary Louise Smith, Chairperson, Republican National Committee and by Robert Strauss, Chairperson, Democratic National Committee. Workshop sessions will focus on: "Campaign Skills," "Clout: Assertion Training for Political Campaigns," etc. Jill Ruckelshaus, Presiding Officer of the National Commission for IWY and Liz Carpenter, Vice-President, Hill & Knowlton, will speak on "Entering a Political Campaign: Obstacles and How to Overcome Them." Contact: The Washington Institute for Women in Politics, Mount Vernon College, 2100 Foxhall Road, Wash., D.C.20007.

FEBRUARY:

- 1-4 The National Council of Organizations for Children and Youth: will sponsor a Bicentennial Conference on Children in Washington, D.C. The meeting will concentrate on achieving three essentials which affect a family's ability to give young children a decent start in life: family income support, child health and child care. Contact: NCOCY, Attn: Mrs. Thornell, 1910 K St., N.W., Wash., D.C. 20006.

MARCH:

- 13-14 Barbara Resnick Associates and Mt. Vernon College: will sponsor a conference on "Single Women of All Ages: Widowed, Divorced, Separated, Abandoned and Women Who Have Remained Single." Topics will include: Women in Transition, Confidence and the Single Woman, Societal and Familial Expectations and Legal and Financial Problems of the Single Woman. Contact: Barbara Resnick Associates, 1301 Twentieth St., N.W., Wash., D.C. 20036.
- 15- May 7 United Nations Conference on the Law of the Sea, New York, N.Y.

MAY:

- 6-8 The International Association of Personnel Women: will hold its 26th Annual Conference. The theme of the Conference will be "Today's Demand: Commitment to Action." Contact: IAPW Newsletter, 2017 Walnut St., Phila., PA. 19103
- 31- June 11 United Nations Conference on Human Settlements (Habitat), Vancouver, Canada. Contact: Habitat Forum, P.O. Box 48360, Bentall Center, Vancouver, Canada.

JULY:

- 27- Aug. 5 The International Conference of the Inter-American Commission of Women: will hold its 18th Assembly in Miami, Florida. Contact: Rita Z. Johnston, Delegate of the U.S. and Vice-President, IACW, 7722 Savannah Dr., Bethesda, Md. 20034.

AUGUST:

- 5-8 The Hemispheric Conference for Women: will meet in Miami, Florida, to examine closely national hemispheric goals of development; to assess the dynamics of societal changes and to research and develop programs for future action to improve the status of women in the Americas. Contact: Monna Lighte, Exec. Dir., McAllister Hotel, Suite 200, 10 Biscayne Blvd., Miami, Fla. 33132.

SEPTEMBER:

- 13 Oct. 1 United Nations Commission on the Status of Women, Geneva, Switzerland.

- 1976 UNITED STATES NATIONAL WOMEN'S CONFERENCE: place of meeting and precise dates not yet determined.

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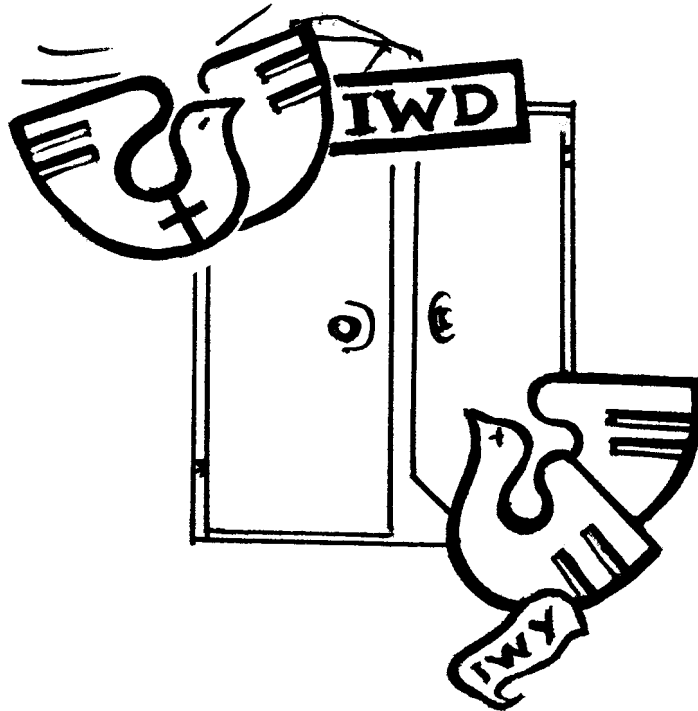
MARCH:

- 7-18 United Nations Conference on Water, Mar del Plata, Argentina.

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- SECOND WORLD CONFERENCE FOR WOMEN, place of meeting and precise dates not yet known.

IWY BECOMES IWY



design by BROOKS SCURLOCK

NATIONAL WOMEN'S CONFERENCE BILL (H.R. 9924)

Ms. Abzug (for herself, Mrs. Burke of California, Mrs. Boggs, Mrs. Chisholm, Mrs. Collins of Illinois, Mrs. Fenwick, Mrs. Heckler of Massachusetts, Ms. Holtzman, Ms. Jordan, Ms. Keys, Mrs. Meyner, Mrs. Mink, Mrs. Pettis, Ms. Schroeder, Mrs. Spellman, Mr. Conyers, Mr. Harrington, Mr. Maguire, Mr. McCloskey, Mr. Moffatt, Mr. Moss and Mr. Ryan) sponsor the following:

AN ACT

To direct the National Commission on the Observance of International Women's Year, 1975, to organize and convene a National Women's Conference, and for other purposes.

BE IT ENACTED BY THE SENATE AND HOUSE OF REPRESENTATIVES OF THE UNITED STATES OF AMERICA IN CONGRESS ASSEMBLED,

FINDINGS

Section 1. The Congress hereby finds that---

(1) International Women's Year, and its World Plan of Action, have focused attention on the problems of women throughout the world, and have pointed to the need for an evaluation of the discrimination which American women face because of their sex;

(2) the Bicentennial year of 1976 is a particularly appropriate time for the United States to recognize the contributions of women to the development of our country, to assess the progress that has been made toward insuring equality for all women, to set goals for the elimination of all barriers to the full and equal participation of women in all aspects of American life, and to recognize the importance of the contribution of women to the development of friendly relations and cooperation among nations and to the strengthening of world peace; and

(3) a national conference of American women, preceded by State conferences, is the most suitable mechanism by which such an evaluation of the status of women and issues of concern to them can be effected.

DUTIES OF COMMISSION

Sec. 2

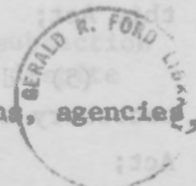
(a) The National Commission on the Observance of International Women's Year, 1975, established by Executive Order 11832 on January 9, 1975 (hereinafter in this Act referred to as the "Commission"), is hereby continued. The Commission shall organize and convene a national conference to be known as the National Women's Conference (hereinafter in this Act referred to as the "Conference"). The Conference and State or regional meetings conducted in preparation for the Conference shall be held in such places and at such times in 1976 as the Commission deems appropriate.

(b) The Commission shall consult with such National, State, and other organizations concerned with women's rights and related matters as the Commission considers necessary to carry out the purpose of this Act.

COMPOSITION AND GOALS OF THE CONFERENCE

Sec. 3 (a) The Conference shall be composed of---

(1) representatives of local, State, regional, and national institutions, agencies,



organizations, unions, associations, publications, and other groups which work to advance the rights of women; and

(2) members of the general public, with special emphasis on the representation of low-income women, members of diverse racial, ethnic, and religious groups, and women of all ages.

(b) The Conference shall---

(1) recognize the contributions of women to the development of our country;

(2) assess the progress that has been made to date by both the private and public sectors in promoting equality between men and women in all aspects of life in the United States;

(3) assess the role of women in economic, social, cultural, and political development;

(4) assess the participation of women in efforts aimed at the development of friendly relations and cooperation among nations and to the strengthening of world peace;

(5) identify the barriers that prevent women from participating fully and equally in all aspects of national life, and develop recommendations for means by which such barriers can be removed;

(6) establish a timetable for the achievement of the objectives set forth in such recommendations; and

(7) establish a committee of the Conference which will take steps to provide for the convening of a second National Women's Conference. The second Conference will assess the progress made in achieving the objectives set forth in paragraphs (5) and (6) of this subsection, and will evaluate the steps taken to improve the status of American women.

(c) All meetings of the Conference and of State or regional meetings held in preparation for the Conference shall be open to the public.

POWERS OF COMMISSION

Sec. 4 The Commission shall---

(1) designate a coordinating committee in each State which shall organize and conduct a State or regional meeting in preparation for the Conference;

(2) prepare and make available background materials relating to women's rights and related matters for the use of representatives to the State and regional meetings, and to the Conference;

(3) establish procedures to provide financial assistance for representatives to the Conference who are unable to pay their own expenses;

(4) establish such regulations as are necessary to carry out the provisions of this Act;

(5) designate such additional representatives to the Conference as may be necessary and appropriate to fulfill the goals set forth in section 3 (b) of this Act;

(6) grant technical and financial assistance by grant, contract, or otherwise to facilitate the organization and conduct of State and regional meetings in preparation for the Conference;

(7) establish such advisory and technical committees as the Commission considers necessary to assist and advise the Conference; and

(8) publish and distribute the report required under this Act.

ADMINISTRATION OF COMMISSION

Sec. 5. (a) The Commission may appoint such staff personnel as it considers necessary to carry out its duties under this Act. Such personnel shall be appointed without regard to the provisions of title 5, United States Code, governing appointments in the competitive service, except that no individual so appointed may receive pay in excess of the annual rate of basic pay in effect for grade GS-18 of the General Schedule. Appointments shall be made without regard to political affiliation.

(b) The Commission may accept, use, and dispose of contributions of money, services, or property.

(c) The Commission may use the United States mails under the same conditions as other departments and agencies of the United States.

(d) The powers granted the Commission by this section shall be in addition to those granted by Executive Order 11832. The powers granted the Commission by Executive Order 11832 may be employed to fulfill the responsibilities of the Commission under this Act.

(e) The Commission, to such extent as it deems necessary, may procure supplies, services, and personal property; make contracts; expend funds appropriated, donated, or received in pursuance of contracts hereunder in furtherance of the purposes of this Act; and exercise those powers that are necessary to enable it to carry out efficiently and in the public interest the purposes of this Act.

(f) The powers granted the Commission under this Act may be delegated to any member or employee of the Commission by the Commission.

STATE AND REGIONAL MEETINGS

Sec. 6. (a) A meeting in preparation for the Conference shall be held in each State in accordance with regulations promulgated by the Commission, except that in the event the amount of time and resources available so requires, the Commission may combine two or more such State meetings into a regional meeting.

(b) Any State or regional meeting which receives financial assistance under this Act shall be designed and structured in accordance with the goals of the Conference set forth in section 3(b) of this Act.

(c) (1) Each State or regional meeting shall select representatives to the Conference in accordance with regulations promulgated by the Commission and consistent with the criteria set forth in section 3(a) of this Act.

(2) The total number of representatives selected under this subsection shall be apportioned among the States according to population, except that despite

such apportionment no State shall have fewer than ten representatives.

REPORT

Sec. 7. The Commission shall submit a report to the President and to each House of the Congress not later than one hundred and twenty days after the conclusion of the Conference, and shall make such report available to the general public. Such report shall contain a detailed statement of the findings and recommendations of the Conference with respect to the matters described in subsection (b) of section 3. The President shall, not later than one hundred and twenty days after the receipt of the report, submit to each House of the Congress recommendations with respect to matters considered in such report.

TERMINATION OF COMMISSION

Sec. 8. The Commission shall continue in operation until thirty days after submitting its report pursuant to section 7, at which time it shall terminate, but the life of the Commission shall in no case extend beyond March 31, 1978.

AUTHORIZATION OF APPROPRIATION

Sec. 9. There are authorized to be appropriated without fiscal year limitation, such sums, but not to exceed \$5,000,000, as may be necessary to carry out the provisions of this Act. Such sums shall remain available for obligation until expended.

No funds authorized hereunder may be used for lobbying activities.

DEFINITION

Sec. 10. For the purpose of this Act, the term "State" includes the District of Columbia, the Commonwealth of Puerto Rico, Guam, American Samoa, the Virgin Islands, and the Trust Territory of the Pacific Islands.

Passed the House of Representatives December 10, 1975.

Passed the Senate December 11, 1975.

bucknell world

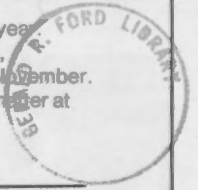
Volume 3 Number 8

May 1975

Published by Bucknell University



Published eight times per year
January, March, April, July,
September, October and November.
Entered as second class matter at
Lewisburg, Pa. 17837



A Salute to Bucknell Women *In Celebration of International Women's Year*

To provide official recognition of the contributions women are making to national life in all its important aspects — cultural, political, economic, and social — the United Nations General Assembly proclaimed 1975 as International Women's Year and urged member nations to join in its observance. The President of the United States responded with a Proclamation calling upon Congress and the people of the United States to use this special opportunity to focus attention throughout the country on the rights and respon-

sibilities of women. Establishment of a National Commission on the Observance of International Women's Year, 1975, followed on January 9.

In announcing creation of the Commission, President Gerald Ford called upon Americans in both public and private life to develop practical and constructive measures for the advancement of women, and urged educational institutions in particular to participate in the national observance. Bucknell University is pleased to respond and is accordingly devoting this entire issue of *Bucknell*

World to the women of this University.

The President emphasized that "International Women's Year is not just for women. It is for all people dedicated to seeing that the potential of each human being is fully achieved."

It is with both pride and pleasure, then, that we present, for all alumni, this special salute to Bucknell women in all their infinite variety as they pursue their special interests, professionally or otherwise.

The Editors



Official White House Photograph

As wife of the President, Betty Ford is the nation's attractive First Lady, but she is the symbol also of the creativity, confidence, and courage which are the hallmark of the modern woman.

Deeply interested in the advancement of women everywhere, she has won admiration and respect for the candor with which she states her convictions and the charm with which she fulfills a role she never sought.

We are proud, therefore, to present on this page a special message from her, written at the request of the editors.



The official symbol of International Women's Year as approved by the United Nations is shown above. The design incorporates the biological symbol for women, the mathematical sign for equality, and the dove of peace. Equality for women, their integration into the social and economic development of all nations, and recognition of their contributions to world peace are the major objectives of I.W.S.



THE WHITE HOUSE

April 15, 1975

Dear Bucknell Alumni:

I strongly believe in the importance of women developing their potential and having the opportunity to use that potential as well. For that reason and others, International Women's Year is a year that will be very important to all of us.

I hope to be able to see strides in the areas that affect women in many ways in the year to come. But the headline I look for most is the one that tells us the Equal Rights Amendment has been ratified. It's time for legal inequities to become a thing of the past and International Women's Year is an appropriate time for that to happen.

The coming year will be significant and be even more so with everyone's support. I believe in International Women's Year and will do everything I can to make it even more meaningful.

Betty Ford

Bucknell Alumni
Bucknell University
Lewisburg, Pennsylvania



bucknell women

We've Come A Long Way

Women have been part of Bucknell University since its beginning but not until recent years have they been an equal part, with equal rights, equal privileges, and equal opportunities.

When the members of the Northumberland Baptist Association, in 1845, adopted a resolution calling for the establishment in central Pennsylvania of "a literary institution of high order" — a resolution which led in 1846 to the founding of the University at Lewisburg — they also committed themselves to the education of women. The institution they proposed was to embrace "a high school for male pupils, another for females, a college, and also a theological institution."

There were young women — young girls actually — in the first preparatory classes held in the basement of the First Baptist Church in 1846 and later in the classes held in the Academy Building, following its completion in 1849. But in 1852 segregation took over! It was felt by the trustees that the interests of Bucknell women would be better served if they were placed in separate classes in a separate building, "a safe half-mile from the College campus." To serve this purpose and also to provide boarding facilities, the Casey Mansion in downtown Lewisburg was accordingly purchased. This was the beginning of the *Female Institute*, designed to provide "a thorough and liberal education for young ladies."

This venture in female education proved so profitable that the trustees decided to bring the women back to the campus, and the building we now know as Larison Hall was built for them in 1857. The Institute had its own staff and its own classes. It also had some very bright young women who wanted more than the typical finishing school education. By 1880 a few of them were attending certain college classes, particularly those for which "scientific apparatus and equipment" were required.



Larison Hall, the first residence hall for women on the campus, was built in 1857 to accommodate the growing number of young women enrolled in the *Female Institute*. For many years, no student was allowed to leave the Institute grounds without the permission of the principal, and trips downtown, except for church services, were strongly discouraged. However, pupils were required to take daily exercise in the open air, as shown in the photo above. According to an early catalog "this regulation is made as young ladies generally neglect taking sufficient exercise and without it good health cannot be enjoyed."

By June, 1884, the University's trustees had concluded that students in the Institute should, so far as practicable, be allowed to recite with classes of the College, and the matter of arranging for them a supplementary program leading to the degree of Bachelor of Science was referred to the faculty. At its meeting in September the faculty discussed a resolution proposing that "the young ladies attending College be admitted to College standing in full connection with the classes to which they would properly belong and that they be allowed all the class privileges of College students." On January 17, 1885, the motion was unanimously adopted and coeducation at Bucknell became official.

Today, women constitute about 38 per cent of the student body and are welcomed in all of the degree programs. As their number has increased, so has their enrollment in some of the programs which formerly drew only male students. Engineering, for example, attracted 15 women in this year's freshman class as compared with only two in the class that entered four years ago. In increasing numbers women are turning to all branches of the sciences and look forward to continuing their studies in graduate and professional schools.

Life for women at Bucknell has changed in many other areas as well, particularly in the past decade. In extra-curricular activities, most organizations find that integration works very well, and the days of separate glee clubs, separate dramatic societies, and separate debating teams have long since passed, along with separate student government associations and separate dining halls. Co-recreational programs are proving increasingly popular and some physical educational classes are open to both men and women. Other aspects of life for women on the campus today may be found in another section of this newspaper.

Today's student may find it hard to believe that although the faculty formally approved coeducation in 1884, their approval included the stipulation that women not be admitted to any of the literary societies (perhaps they feared that the competition would be too much for the male members) or that until the 1930s they were not permitted to visit the Library after 5:30 p.m. The fact that the Library was located on the men's quadrangle doubtless accounts for this regulation. To offset this restriction, a small collection of books was made available for women in their own residence hall.

It is not without irony that we note that it was a woman, Ellen Clarke Bertrand, whose gifts provided most of the funds for the construction of the present Library. The total of her gifts to Bucknell amounted to nearly \$7 million, the largest sum contributed to the University by any single individual.

Perhaps one of the most marked changes in life for women at Bucknell has come in the form of co-residential housing, currently available as an option in some of the halls for upperclass students. In addition, the living-learning concept — a concept that includes co-residential life — has been introduced at the urging of students with the cooperation of interested faculty and administrators. Approved first for some of the smaller residences, this concept will be expanded in September in a limited fashion in New Dormitory. And when the new Phi Lambda Theta fraternity house is opened next fall, it will accommodate 32 members, 16 men on the first floor and 16 women on the second floor.

It's been a long time — 130 years — but women at Bucknell, as at other colleges, are finally making it as equal members of the academic community and of the larger community in today's world. —Trennie E. Easley

Women At Bucknell — Some Firsts

First to graduate from the Female Institute

Susan I. McLead and Frances E. Scribner, 1854

First to receive a University degree

Chella Scott, Bachelor of Science with honors, 1885

First to earn master's degrees

Mary L. Bartol and Mary B. Harris, 1895

First to receive an honorary degree

Katherine B. Larison, Master of Arts, 1889

First to receive an honorary doctorate

Elizabeth de Quiroz, the Countess Elizabeth de Santa Eulalia, Doctor of Laws, 1921

First administrator (Women's Department)

Hadassah E. Scribner, principal of the Female Institute, 1852

First administrator (University)

Eveline J. Stanton, dean of the college women, 1897

First to attain professorial rank

Anna Roberta Carey, professor of household economics, 1918

First woman on the Board of Trustees

Helen Vail Kelchner, elected 1931



bucknell women — in today's world

7 FOR 2

CAREERS

ALUMNAE

Editors' Note: What are the career possibilities for a woman educated at Bucknell, a medium-sized university composed of a College of Arts and Sciences and a College of Engineering? How many options does she really have? If she wants both career and family, as many women do today, must she choose or can she have both?

To answer these and other questions, we asked two Bucknellians, one an engineering graduate and the other a liberal arts graduate, to evaluate their educational preparation in the light of their experiences since leaving the campus. Both are eminently successful in their fields and both are currently serving as trustees of the University.

Claire W. Carlson now serves as director of administrative services for the Girl Scouts of America. A certified civil engineer and a member of the American Bar Association, she practiced both engineering and law before accepting her present position last year.

Margaret Thompson Fischer, a consultant on the information sciences, decided this spring to establish her own firm after many years as a journalist and information specialist with Time, Inc. and later with the Xerox Corporation. She is the wife of Arno Fischer, an architect, and the mother of Arno Bryant Fischer, aged 13.

We believe their responses to our queries, as printed here, are especially relevant for young women who may be asking the questions we posed above.

CLAIRE LOUISE WYNKOOP

B.S. in Civil Engineering

Phi Mu, L'AGENDA staff, Cap and Dagger, Radio Workshop, House of Representatives, Counselor, Alpha Lambda Delta, American Society of Civil Engineers, President.



From 1949 L'AGENDA

To a 17-year old girl who aspired to be a civil engineer, Bucknell in 1945 provided a perfect equation. The special combination of a small liberal arts university with a strong engineering school offering a broad-based curriculum afforded — and continues to afford — an ideal educational experience for the engineering-oriented female.

I have expressed the foregoing belief many times, for I am convinced that my total professional life is a direct result of my Bucknell education.

At the age of 10, or thereabouts, I knew I wanted to study engineering, but my aspirations did not go beyond "executive secretary to the top engineer". My Bucknell engineering education gave me not only the training, but more importantly, the confidence to seek an engineering position with a non-drafting board future. As T. Cortlandt "Cort" Williams, highly-successful engineer and B.U. alumnus and trustee, has said on many occasions, "Bucknell gives the country the engineer to manage the technicians".

I was very fortunate, in the pre-Korea recession of mid-1949, to be offered a Junior Engineer's position at the corporate headquarters of West Virginia Pulp & Paper Co., now Westvaco. The fact that I was the first female to have gone through four years of that program and that I was

now in a "man's world" didn't seem to penetrate. I was qualified and recognized as an engineer; that's what counted and still does.

During an 11-year period of engineering project management on the corporate staff, I was primarily involved in the development of construction expansion programs for our paper and converting mills and in pollution abatement projects for the treatment of our process effluents. The former, structures, had been my major, the latter, hydraulics, had almost been my "waterloo" while in college. By 1960, I had been promoted within the corporate engineering group to a Senior Project Manager and Administrative Assistant to the Chief Engineer of the company. The first half of the title was a direct result of Bucknell's engineering training, the second half was an indirect result of Bucknell's liberal arts environment and the fact that I was the only woman in the group and therefore the "logical" (?) one to be responsible for planning, budgeting, coordinating reports, office facilities, etc.

Construction negotiations with contractors and the requirements of federal and state governments with regard to waste treatment of effluents resulted in an increasingly greater involvement with lawyers. I decided that I did not enjoy being "snowed by legal-eez" and therefore entered New York University Law School's evening program in February 1961. Only the fact that my full-time brain was on one key, i.e. engineering, and my part-time intellect was into law, was it possible to bear the three and one-half year treadmill. I graduated from the Law School in June 1964 and was admitted to the New York State Bar in December 1964. Having been an engineer for a dozen years, I found it amusing to have some of my younger co-students in Law School ask how I felt about entering a man's world.

The combination of the two professions was ideal training for involvement in the real estate interests of the corporation. From 1962 to 1968 my primary activity was in the development of a Corporate Research Center in close proximity to Washington, D.C., and the creation of and relocation to the new Westvaco Building Corporate Headquarters at 299 Park Avenue. I enjoyed every minute of it!

Although it had never been my intention to practice exclusively and independently as an engineer, or as a lawyer, by 1968 the idea of "doing my own thing" became very appealing. This was crystallized by the timely and fortuitous suggestion of a major Wall Street firm in search of assistance in plans to negotiate a multi-million dollar lease and relocate its headquarters to a new downtown skyscraper. This offer gave me the gumption in 1968 to do for others that which I had been doing for Westvaco — i.e. apply my engineering and legal training to real estate projects. To do this, I proceeded to open my own office, offering "coordinated legal and engineering services for real estate development". I am sure that Bucknell gave me the professional confidence to do so. Thus my engineering education, combined with my legal training, became a synergistic business strength.

For over five years I enjoyed my independent practice as an engineer and lawyer serving clients with interesting real estate situations — from New York City skyscrapers, to mid-west commercial parks, to suburban shopping centers to semi-rural subdivisions — I enjoyed it all.

Thus far in my career, it was primarily the two professions that served as my "keystone". In November 1973, a telephone call, and subsequent deliberation, provided me with "an offer I couldn't refuse". The Girl Scouts of the U.S.A. were looking for a woman seasoned in the business world to head up their national business operations. Cookies, uniforms, publications, properties, personnel — to serve three million members is indeed a conglomerate of activities! Once again, the Bucknell equation participated in my decision to accept this challenge. The slide rule and legal research books are not being used on a regular basis — but certainly all of the value judgement, human relations and basic business decisions which I am faced with are resolved as a result of the trained thoughts, direction and motivation provided by Bucknell, and once again I am thoroughly enjoying it.

It is to be noted that I "enjoy" my work. It is also to be noted that never, other than in my first engineering class as a freshman when I was greeted by 90 V-12 sailors, have I felt that I was in the minority. I'm afraid that "Women's Lib" is too late for me — Bucknell liberated me from 1945-1949. On a number of occasions, I have been invited to serve on women's lib panels, every time, as a result of preliminary discussions, I became a drop-out.

I couldn't agree more with the need for encouraging young women to pursue their career ambitions, but it has to be an individual decision, a personal motivation with a professional orientation. I have never thought of myself as a "female engineer", a "female attorney", or a "woman-in-business".

From 1945 to 1975 — that's 30 years, over a third of a lifetime — and it all started with Bucknell. Whatever tomorrow brings, I am convinced Bucknell will be part of it, and so will joie de vivre!



CLAIRE W. CARLSON



bucknell women

Ever since I can remember, I wanted to be a journalist. The only other aspiration was for archeology, but an archeologist works at the opposite end — and I prefer the living to the dead. I must have been eight when I decided to choose journalism, with no reason for my inclination, except desire, and no precedent among my kin nor reason for my ken. But the decision sent me early on to writing and reporting from grammar school through college.

I owe even my professional beginning to Bucknell, since shortly before graduation I nearly accepted a position as assistant to *Vogue's* foreign editor. Thirty years ago, all the editors of high fashion wore hats, in the office, the way some women wear wigs today. The saccharine fashion copy was frivolous, but at least I would be dealing with some news, if only about the socialite rich. Dr.

MARGARET L. THOMPSON

A.B. in English

Alpha Chi Omega, L'AGENDA Editor, BUCKNELLIAN staff, Cap and Dagger, Radio Workshop, W.A.A., Phi Beta Kappa, Alpha Lambda Delta, Sigma Tau Delta, Pi Delta Epsilon, Theta Alpha Phi, Mortar Board, Honor House, Counselor, HANDBOOK staff, House of Representatives.



From 1946 L'AGENDA

George Gregory, then trying to teach us appreciation of Milton, Dryden and Pope, was appalled. "Why not *Time* or the *New York Times*?" he asked. Starting at the top had never occurred to me before. I tried, and it worked.

Four months later, I was in a sink or swim program on *Time* Magazine where all the men were writers and all women were researchers. "The male ego and the female conscience work well together," said the managing editor.

In a couple of weeks I could see why I needed my English major. We were doing a story in the Canada edition about William Congreve's "Love for Love" when I remembered a delightful passage from Jeremy Collier's "A Short View of the Immorality and Profaneness of the English Stage." His attack upon that first opening night was nearly 300 years ago, but one paragraph was apt to the Canadian version. I preened myself with joy of memory only to be put in my place by the managing editor's quick reply: a scrawled footnote: "And William Congreve answered him, 'I was writing of the foibles and follies of my age.'" T. S. Matthews was over 50, but had remembered his college days, and a thesis at Princeton, much longer than I had remembered my own readings in English literature.

And so it went until a new assignment — sports: sure sudden death. I didn't know one end of a baseball bat from the other, and the writer, though a real pro, had gone through 14 researchers in pique, or battle, or tears. It was a challenge even though *this time* my management was determined to succeed.

Bucknell had taught me what to do. The first thing was to get myself an expert, Grantland T. Rice, one of the greatest sports writers of all time. "Granny," as a few of us were privileged to call him, was a great teacher. He knew not only games and those who coached and played them, but he had a special inner strength and commitment.

Granny got me off the chair right into the lingo and the ball game.

The second thing to do was read widely. When the first big assignment came: to cover the second black man in baseball, Roy Campanella, I devoured every clipping in Mickey Cochrane's folder. I had trouble getting past the Dodger gate. They were expecting Mr. Thompson. And it was clear that Manager Burt Shotton, the polite old man of baseball, would give short shrift to a girl. So I came up with a shrewd question as soon as I could. "Does he catch the hit-and-run sign very often?" Shotton's lips parted: "Do you know what that means, young lady?" There followed the explanation and his instant reply, "My God, there's hope for my granddaughter!"

Then came a position as reporter for *Life* with its glorious world of pictures, color, and words, followed by transfer to *Sports Illustrated*, still in its founding stage, then back to *Life* for a short love affair with books, during which I served as head reporter for *Life's* "Frontiers of Technology". My next assignment was with *Time, Inc.*, where, for 12 years I concentrated on handling and processing information. In 1970 I left *Time* to become director of information services for Xerox Educational Group and eventually served as manager of the Data Services Division of R. R. Bowker Co., a subsidiary of Xerox.

Inevitably, perhaps, this led this spring to the establishment of my own consulting firm in information science, publishing systems, and data base products.

For me, then, there have been four careers thus far: (1) journalism, (2) followed by great delving into an emerging information science and computer technology, (3) management (in which I had to get a slice of Harvard Business School, and now (4) consulting. Moving about is part happenstance and part growth: often somewhat unnerving. When I feel stuck, or fearful, I pull a yellowed clipping from my wallet. It reads: Aldous Huxley: "Experience is not what happens to a man. It is what a man does with what happens to him."

In the long run, the most profound influences came from a few people: the close association with a very few friends and professors. The best of them are what they teach. All of them had great enthusiasm and a true love of learning.



MARGARET T. FISCHER

The New Bucknell Women

"We are headed for a pluralistic future, with options of all kinds," Dr. Jessie Bernard, American sociologist and author, told women at a recent United Nations Conference celebrating International Women's Year. We would like to amend her statement a bit. For many women, the future has already arrived and options of all kinds exist, as age-old barriers crumble. Scarcely a day passes without an account of a woman who is making a career for herself in a previously all-male field. In fact, possibilities for women are increasing so rapidly that career brochures for them are obsolete even before they are published.

As yet, no one has compiled a listing of all the careers which Bucknell women have chosen for themselves, but even a sampling indicates that they run the full gamut, from actress to urban planner. Name a profession and you'll probably find a Bucknell woman to claim it. Anthropology, banking, chemistry, computer science, education, engineering, law, medicine, public relations, radio and television, social service, and the world of politics — all are illustrated in the sketches of some representative Bucknellians whose careers are described briefly in these pages.

Sometime in the last century, a philosopher was asked what he thought of "the new woman." "Woman is always new," he replied, "that's her greatest attraction." To present some of Bucknell's "attractive new women," Katherine W. Shimer wrote the profiles for the section which starts on the opposite page.

T.E.E.

Four professors — each with a very special style — were, to me, great teachers with a profound effect upon my thinking. I mention their names and the events with which I associate them, not because others may have experienced the same feelings, but in illustration of how very personal a liberal education can be.

C. Willard Smith's course in Tennyson and Browning is the only one which I remember, start to finish, in rich detail. The writers are far from the greatest in English literature, but Willard's course was stunning. It expanded my mind every day, beginning with day one when we were given the final exam. "You will tell how Alfred, Lord Tennyson would write of Winston Churchill and How Robert Browning would." It was the first time I tried to get inside the skin of a writer. It was the first time I really tried to put today's events and leaders in the perspective of history. I studied biography and news, literature and psychology, writing and men — very great men, powerful with words. That was the most marvelous course I ever had: a brilliant design at a time when Sir Winston was in all his glory.

William H. Coleman, for whom Coleman Hall is named, was a great teacher in many ways. Not only did he look like his namesake, Ronald, but we could fancy him an even better actor had he chosen. Let one event suffice to show his flair for timing and perception. In English "Lit", I had met

* Please turn to page 19



bucknell women

DORIS GORKA BARTUSKA '49 Endocrinologist

To those who say it can't be done successfully — having a full-time career and rearing a family — Dr. Doris Bartuska is proof to the contrary.

She is a wife, the mother of six girls ranging in age from nine to 20, an eminent endocrinologist, and has successfully integrated her career in medicine with her family role.

In her daily working schedule at The Medical College of Pennsylvania, located in Philadelphia, Dr. Bartuska, an associate professor of medicine and director of the division of endocrinology and metabolism, teaches students, does research, takes charge of the medical endocrine clinic, and sees patients.

The doctor received some of her undergraduate education at Bucknell Junior College (now Wilkes College) and spent a summer and her senior year on the Lewisburg campus. Her degree of doctor of medicine she earned at The Medical College of Pennsylvania (formerly the Woman's Medical College of Pennsylvania) in 1954, and she served her residency there. She was a National Institutes of Health trainee in endocrinology at Thomas Jefferson University and later studied under a special NIH fellowship in molecular medicine at the University of Pennsylvania.

Dr. Bartuska and her engineer husband, Anthony Bartuska, live in Philadelphia with their daughters, Ann, a candidate for the baccalaureate degree from Wilkes College this spring; Kathy, a junior at the University of Pennsylvania; Lisa, a sophomore at Franklin and Marshall College; Karen, who graduates this year from Ravenhill Academy; Christine, a freshman at Ravenhill; and Mia, a fifth-grader.

BETTY STAGG NUOVO '53 Lawyer

One thing leads to another and for Betty Stagg Nuovo it was from school teaching to the study of law and then opening her own law office.

She says, "My first job was teaching grades one to eight in a one-room school in Michigan. Then followed a stint with third grade in New Jersey. In 1959 and 1963 our sons, Victor and Thomas, were born, but when the youngest entered first grade, a little over five years ago, I began my apprenticeship with the law firm of Langrock and Sperry in Middlebury, Vt. We moved to New England in 1962 when my husband, Dr. Victor Nuovo, joined the faculty at Middlebury College. He is professor and chairman of the department of religion.

"I found that by clerking with an attorney I could fulfill the state requirements for becoming a lawyer. Last summer I passed the bar examinations, was admitted to the bar, and opened my office in October.

"I also ran for the state legislature in the fall — an interesting and valuable experience. I lost the election, but I plan to run again. I enjoy my work very much; I have not gone in to any special area of law, but maintain a general practice which seems appropriate for this community."

DOROTHY SCHINDLER BOMBERGER '64 Technologist, U.S. Census Bureau

The summer after her graduation Dorothy Schindler Bomberger spent studying and traveling in Europe. In the fall she went to Washington to begin graduate studies in international affairs at George Washington University and work concurrently at the African-American Institute as a program assistant. After more than a year she left the Institute when it moved to New York and she spent the summer writing her master's thesis and working as a hostess at the Washington Hilton Hotel.

Her next position was that of regional executive for World University Service and she traveled during the year through the eastern part of the United States. Appointed as group leader of the Experiment in International Living in Luxembourg, Dorothy went to Europe in the summer of 1967. When she returned to Washington she became a training adviser for foreign technicians at the Census Bureau and was still very much involved with the international community in the capital city. That summer she went to Africa (Ghana) with the Experiment in International Living.

In 1971 she moved into the Census Bureau's field of management and communication, still in the position of training adviser. At present she holds the title of Project director in the technology transfer program.

Interspersed in her busy professional life Dottie has accomplished "extras" such as earn a master of arts degree in international organization and development from George Washington University; marry Richard H. Bomberger, who at the time of their wedding was associated with the Institute of Modern Languages in Washington; teach in the Department of Agriculture Graduate School; write numerous publications; earn the U.S. Department of Commerce Bronze Medal for outstanding initiative, leadership and achievement in promoting intergovernmental cooperation; win the Census Bureau's Outstanding Performance Award; and in 1965 and 1971 achieve recognition as one of the Outstanding Young Women of America.



Doris G. Bartuska



Betty S. Nuovo



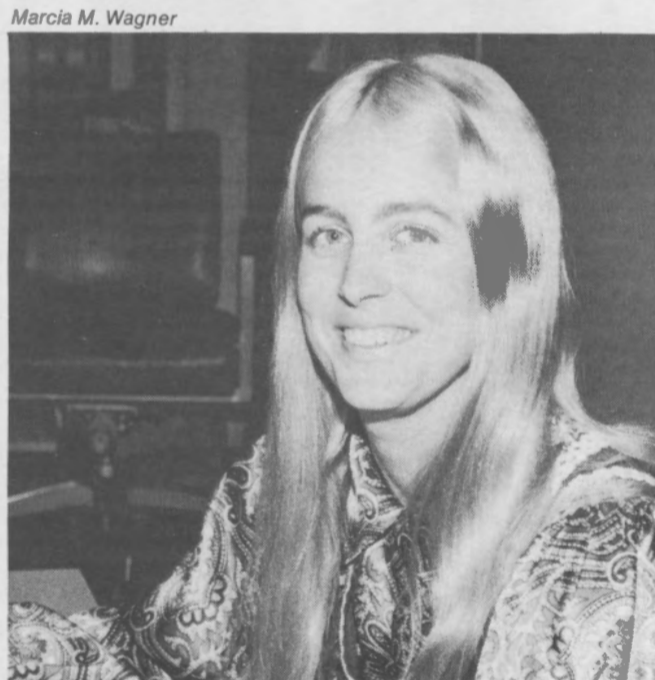
Carol P. Halstead



Dorothy S. Bomberger



Beverly D. Scott



Marcia M. Wagner

CAROL POPE HALSTEAD '63 Public Information Officer

A young woman with enormous energy, Carol Pope Halstead is a wife, mother of a young daughter, and director of public information for the College Entrance Examination Board.

Since joining the New York City-based College Board in 1968 she has held three successive positions, as director of information services, assistant to the president, and director of public information. Just a few of the programs offered by the CEEB are guidance services, the college scholarship services, coordination of equitable distribution of financial aid on the basis of need, the advanced placement program, and the college level examination program.

After receiving her bachelor of arts degree in German in 1963, Carol studied languages in Austria and Japan. She worked for more than three years, both in Washington and Japan, as an information specialist for the government, and for a short time as regional coordinator for the International Studies Association. Recently she earned the degree of master of arts in communications at Columbia University.

Carol is married to Clark P. Halstead, an architect and real estate consultant in New York City, and their daughter, Heather, was born last year.

BEVERLY DUNSTON SCOTT '52 Nurse-Teacher-Researcher

In 18 years Beverly Dunston — she uses her maiden name professionally — has parlayed a bachelor of science degree in biology from Bucknell, to a master's degree in nursing from Yale, through a doctoral program in New York University's School of Education, and on to a master's degree in city and regional planning at Rutgers.

Nurse, teacher, writer, researcher, curriculum consultant, lecturer, a member of more professional and community committees and organizations than she cares to think about — Miss Dunston is all of these and more.

She is currently associate professor of urban planning, specializing in health planning, at Rutgers. She is also conducting research in the area of health care evaluation and has developed a new undergraduate program in public health administration.

Miss Dunston's professional career started with general duty nursing at Columbia-Presbyterian Medical Center, Babies Hospital. From there she moved to an instructorship in pediatric nursing at the Tuskegee Institute of Nursing in Alabama, and on to the Kaiser Foundation Hospital in Los Angeles as an assistant head nurse. In the early 1960's she became instructor and acting director of the graduate program in parent-child health nursing at New York University, followed by an assistant professorship of education in the nursing education department at that school. She also served as undergraduate adviser in the department and then as associate professor and director of the baccalaureate program in nursing at N.Y.U.

She is the author of numerous publications in her fields and last year was a lecturer on the Anna Dahlen Memorial Series at Syracuse University. She has also been among those chosen by New York University for its Distinguished Speakers Series in the division of nurse education.

The wife of the Rev. James A. Scott, this Bucknell alumna is the mother of two daughters, Linda L., and Kimberly A. Scott.

MARCIA MATTER WAGNER '69 Chemical Engineer

In 1969 Marcia Matter Wagner's chemical engineering know-how got her a job with the Philadelphia water department and she became involved in the operational and managerial procedures used in the city's water purification facilities.

In less than a year she moved on to the department's engineering computer center where, using the IBM 1130 computer, she designed, and implemented systems which were engineering and managerial in nature. One of the largest and most complicated of these systems is the NELOG program, known and demonstrated to water agencies world-wide. With the cooperation of the engineering computer center personnel, Mrs. Wagner increased the capabilities and of the existing program by expanding the data base and creating an entirely new and efficient system.

On March 5, 1974, four days after Mrs. Wagner had taken a temporary leave of absence, her son, Stephen, was born. The Wagners are now residents of Williamsville, N.Y., where John M. Wagner '69, accepted the position of corporate accountant with the National Gypsum Company, Inc., in Buffalo.

Mrs. Wagner says, "When Stephen and any other children we may have are of nursery school age, I fully intend to continue my career."

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MARGARET A. BLACK '74 Naval Officer

Margaret Black knows exactly where she is going. In fact, she had it all figured out by the time she was a Bucknell junior. It was during her third year in college that she joined the Navy through the College Junior Program. Two months of her training were completed at Officers Candidate School in Newport, R.I., during the summer between her junior and senior years and, after graduation last June, she reported again to Newport for the final three months of officer training which included courses in navigation, seamanship, leadership, national security, division officer management, and physical training.

Commissioned last fall, Ensign Black, who had majored in English in college, was sent to Keesler Air Force Base in Biloxi, Miss., for instruction in computer science, and her current assignment at Camp Smith, Hawaii, involves programming classified material. The 22-year-old officer is on the current operations team of the Analysis and Programming Branch under the jurisdiction of the commander-in-chief, Pacific. After completing two years of her three-year enlistment, in Hawaii, Ensign Black will have the option of staying on those Pacific islands or requesting another station.

KIRSTEN BECK '64 Theatre Director For Public Affairs

In January the American Shakespeare Theatre announced the opening of a major new administrative post, that of director of public affairs, and tapped Kirsten Beck to fill it. The 32-year-old Phi Beta Kappa alumna supervises the planning and development of the theatre's immediate and long-range relationships to its audience, its community, and the nation.

In the early 1970s Miss Beck was staff assistant to Nancy Hanks, chairman for the National Endowment for the Arts in Washington, D.C., where much of her time was devoted to developing and editing the National Endowment's publications, including the federal agency's first guide to its programs.

Prior to working in Washington she spent two years as a philosophy instructor at Duke University. All but the dissertation phase of her work toward a Ph.D. degree has been completed at Duke. More recently she served as director of special projects for Hospital Audiences Incorporated, in New York City. She also conducted a comprehensive survey for the League of Resident Theatre which took her to most of the major non-commercial theatres across the country.

Both New York City and New Haven, Conn., are home to Kirsten Beck, whose work takes her back and forth constantly between the two places.

SUE ANN FIRMSTONE '74 Craftsman and White Water Guide

Sue Firmstone was an English major who is equally comfortable plunging through white water in a kayak, working as a carpenter, driving a school bus, or constructing wood-strip canoes.

She did the latter, and made wooden canoe and kayak paddles, during the past winter. In March she went to North Carolina to spend another season working at an outdoor center where she hopes to repeat her experience as a white water guide on the Chattooga River.

Miss Firmstone expects to return to woodcrafting and to some day tie her love for carpentry, boating, and the country, into a practical package.

SHARON A. LAMBLY '62 Computer Science Specialist

After 10 years with the IBM Corporation, Sharon Lambly now fills the responsible position of branch manager for one of the organization's divisions, a post attained by only a few women.

Miss Lambly earned a bachelor of science degree in civil engineering, and for two years after graduation she worked as a junior engineer with consulting firms. In 1964 she joined IBM as a systems engineer. In two years she was promoted to regional staff assistant, then to systems engineering manager, marketing manager, and last year was elevated to branch manager of the data processing division in Syracuse, N.Y.

The engineering alumna is responsible for marketing, technical support, and administrative control of IBM's data processing business in central New York state. Her geographic responsibility covers 25,000 square miles dealing with customers in manufacturing, finance, insurance, education, and utilities.



Margaret A. Black



Kirsten Beck

Sharon A. Lambly



Ann O. Deschanel



Jane D. Savage



ANN ORR DESCHANEL '35 Educational and Career Counselor

"My job keeps me hopping! I travel, speak, counsel, encounter young Bucknell graduates, and make myself useful to one of the nation's leading cooperative educational universities — Drexel," says Ann Orr Deschanel. "My other interests are still peace, human rights (mostly women's) music, and horticulture."

Since receiving her bachelor of arts degree from Bucknell, Mrs. Deschanel has also earned the degree of master of education from the University of Maryland, specializing in guidance counseling and human development. She points out that her counseling experience ranges from kindergarten to graduate school.

Mrs. Deschanel has been on the admissions staff at Drexel University for 10 years. Her major area of responsibility is with transfer students.

She is the mother of a daughter, Diane, and a son, J. Caleb. Her husband, Paul J. Deschanel, died in 1963.

JANE DEMMY SAVAGE '62 Population Expert

Population Services International, an action-oriented, non-profit organization that brings birth control information and services to people not now receiving them, has an energetic administrator in Jane Demmy Savage, who earned her bachelor of science degree in business administration.

Her position with the rapidly growing "social marketing" firm includes some project proposal development, and considerable manuscript editing and writing, but much of her time is devoted to government contract liaison-administration work. The U.S. government recently signed a \$3 million contract with PSI to promote birth control pills in Bangladesh where overpopulation has pushed that country to the brink of disaster. In addition, she has developed and administered an advertising campaign for distributing a sex education booklet for teen-age boys; spends hours procuring contraceptive supplies for her organization's overseas projects; handles routine inquiries and some correspondence; and supervises the office staff.

Despite what might seem an overwhelming work load, Mrs. Savage says she has a hard time thinking of herself as a career woman, but admits that after some years of housewifery and motherhood her present job has opened up a whole new world.

Her husband, James, is pursuing a graduate degree at the University of North Carolina. The couple has a son, Bret, 8, and a daughter, 6-year-old Jennifer.

CAROL T. ROBBINS '66 Urban Planner

After almost eight years as a writer, editor, and consultant in communications, Carol Robbins decided on a new career — one in which she takes great satisfaction.

English was Carol's undergraduate major. After graduation she worked for the Prudential Insurance Company of America and the New England Mutual Life Insurance Company, as sales promotion specialist, public relations specialist, editor, and girl-in-charge of developing and coordinating the publication of an award-winning 36-page magazine, *The Pilot's Log*, for New England Mutual. Her clients also included planning commissions, publications, major manufacturing and financial corporations, universities, and political candidates.

In 1973 Carol's interests took a new direction. She enrolled in the Harvard Graduate School of Design, where she held a Harvard Fellowship and was a teaching assistant, took courses in M.I.T.'s urban studies and planning department and in Harvard's Department of Government, at the same time free lancing in communications. A month after receiving her master's degree in city planning from Harvard she joined the Boston Redevelopment Authority. Now she is district planner for one of Boston's 15 neighborhoods — the Fenway area.

"The job," she says, "is half community advocate, half bureaucrat, but enough of the former that my motives for going back to school are satisfied. I work with the Boston Redevelopment Authority, undertaking and supervising analyses of neighborhood characteristics, trends and needs, and working with community groups and city officials to formulate district objectives and policies regarding housing, open space, traffic, institutions, zoning, etc., and identify alternative courses of action and resources for improvements."

As an outside interest, Carol started a writing workshop for sixth-graders at the Henry Higginson School in the Roxbury section of Boston. She did this in conjunction with School Volunteers for Boston, an organization that works to upgrade the quality of education in the ghetto schools.

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AUDREY J. BISHOP '45 Feature Writer and Editor

Once a news hen, always a news hen, according to Audrey Bishop. In her words, "that's a bum parody, but it's as good a way as any of explaining why one feature writer-turned-fashion-flack is carrying a press card again."

She says, "I knew before I finished the work for my A.B. at Bucknell that I wanted to get into newspaper work, preferably feature writing, but it took me three years to do it. Meanwhile I edited a monthly house organ for a Baltimore printing firm (I also wrote all the copy, laid out the book, even licked the stamps for mailing for the grand total of \$37.50 weekly) and wrote continuity for Maryland's first television station.

"WMAR-TV was owned by the Sun papers — in fact the two shared the same building in those days — and that gave me an inside track on job openings on the editorial side. I made the switch to the Sunday department as a feature writer in the summer of 1948 and was there until 1959, when I accepted an offer from the Du Pont Company to join its New York public relations staff.

"Two months later I was asking myself, 'What am I doing here?' Although I never came up with an answer to the question, I stayed on board for 11 years. The job was challenging and had its fun moments, ranging from fashion shows to trips to the Caribbean for location photography. But I missed newspaper work.

"In 1971 I came home to Baltimore as a feature writer for *The News American* and for the past two years have served as editor of its Sunday magazine. I just wish that some of the young free-lancers whose copy hits my desk had the benefit of a course in special feature article writing of the sort that Bob Streeter once gave at Bucknell. That would soon correct their notion that a Sunday feature is the same as a news feature, only longer."



Audrey Bishop



Joyce W. Singh

JOYCE WILLIAMS SINGH '67 Social Worker

When Joyce Williams left Bucknell in 1967 she went immediately to India as a Fulbright student and tutor where she studied early childhood rearing practices and taught English. Following her marriage to Rajendra K. Singh '65, the couple returned, in 1968, to the U.S. and Mrs. Singh joined the Camden County (N.J.) Welfare Board as a social worker. A significant happening during that period was the birth of the Singhs' son, Raj Richard, for the desire to find a job to which she could go and take him with her led Mrs. Singh to first consider day care work with children as a career.

"I expect to receive my master's degree in psychology in June and shall then start preparation to open my own day care center," Mrs. Singh writes. "My master's thesis topic is 'Inducing Positive Self-Esteem' and I am convinced that day care centers play a crucial role in this area development."

Her plans, she explains, derive in part from a belief that it is important to work at a job the individual does well and enjoys. In further analysis she says, "I want to separate myself from a world in which 'how much do you earn?' is so important."

In preparation for establishing her own day care center, the Bucknell psychology major has had experience as head teacher in a nursery school and then as director of social services at the Black People's Unity Movement Day Care Center in Camden. This work she describes as "the most rewarding and diversified I have ever done. Nurturing is basic and essential."

Presently, Mrs. Singh is a social worker with the New Jersey Division of Youth and Family Services, evaluating day care homes and centers and processing requests for day care services. She counts play therapy and group counseling as two of the most enjoyable aspects of her work.



Jennifer E. Locke

JENNIFER E. LOCKE '70 Securities Supervisor

The Beverly Hills office of Cantor, Fitzgerald and Company, Inc., investment bankers, has Jennifer Locke's expertise in the position of compliance supervisor — a principal of the firm with the responsibility of assuring that all federal, state, and other regulatory rules to which the organization is subject, are carried out.

Miss Locke has the authority to review and approve the firm's activities and is responsible for certifying the accounts opened, all trading that occurs on these accounts, and the transfer of funds and securities resulting from these trades.

A former examiner with the National Association of Securities Dealers, Inc., Miss Locke points to the fact that this is an exciting and challenging field and one which women are just beginning to enter.

The New Jersey native started her undergraduate work as a mathematics major but switched to psychology.



Christine Smull



Joan E. Robertson

JOAN MITCHELL ROBERTSON '64 Art Curator

At Kemper Insurance Companies in Long Grove, Ill., the corporate art buyer is Joan Mitchell Robertson who has a bachelor of arts degree (art major) from Bucknell and a master of arts from the University of Iowa where she studied with the famed printmaker, Mauricio Lasansky, father of Bucknell art teacher William Lasansky.

Joan Robertson also has a sculptor husband and carte blanche from the Kemper company president to fill the three-year-old starkly modern Kemper headquarters with original contemporary art which will please and enlighten company employees. Mrs. Robertson joined Kemper Insurance Companies four years ago; today she has the organization's sanction to spend \$250,000 over five years to build a corporate art collection.

"I was really frightened at first," Mrs. Robertson says. "I had no idea how many people in the company were knowledgeable about art and would expect an exhibit up to New York standards. Or how many wanted Norman Rockwell. Mr. Kemper cares more about what his employees think than what the critics say, so I had to put together a well-balanced collection."

According to some of the established art dealers in the Chicago area it is also a "respectable collection by anyone's standards and will likely turn out to be a very good investment."

Mrs. Robertson puts herself on the line with every choice she makes, because the only time she clears a selection is when it costs more than \$1,500. Then she shows it to Mr. Kemper. Otherwise, he doesn't see anything until it's on the wall.

In addition to her position as art curator, Mrs. Robertson is also in charge of supervising new graphic guidelines for all 22 of the Kemper Companies, and writing a manual on guidelines for new form designs. Her own art work she describes as "dormant for a few years."

"My liberal arts background from Bucknell has helped me in my career, for I have held jobs covering a variety of skills and subjects, and I think that my abilities to take responsibility, work hard, and to speak out when I either disliked a situation or wanted something have been advantageous in furthering my career."

CHRISTINE E. SMULL '49 Microbiologist

Laboratories around the world use a research method for the study of cancer and other diseases that was originally developed by Christine Smull, who earned both the bachelor and master of science degrees at Bucknell.

Now a microbiologist at Geisinger Medical Center, Dr. Smull discovered and developed the method while studying for a Ph.D. degree at The Pennsylvania State University. Working with viruses, she found a technique for facilitating the incorporation of the genetic factors of viruses into tissue cells which makes the laboratory study of these minute infectious carriers much easier.

Dr. Smull continued her research after joining Geisinger's staff and published several papers in collaboration with her microbiology professor at Penn State. Through these publications the research method became known to centers here, across Europe, and in Japan.

In addition to its use in cancer research, Dr. Smull's laboratory method has been adopted by institutions engaged in research on viruses which cause disease in animals and plants as well as humans.

For several years after graduating from Bucknell, Christine was employed as a medical technologist at Geisinger. She received her Ph.D. degree in 1961 and then re-joined the Geisinger staff.

Dr. Smull combines her duties as a full time microbiologist with that of teaching supervisor in the Geisinger School of Medical Technology. In connection with the latter position, Penn State has appointed her adjunct assistant professor of microbiology. A member of many professional associations, she is also the author of numerous scientific papers.

JUDITH I. GLEASON '71 Publicist on Wheels

Judith Gleason was one of the 11 hostesses aboard auto-train, the country's most innovative form of transportation, for one year before she was promoted to work on the newly-created commercial publication, *Auto-Train Magazine*. After a few months as an assistant she was named editor of the magazine and took over the production.

When the economy contributed to the transfer of the publication from production in-house to production by a publishing firm (about one month ago), Judith, an English major, decided to try her hand in the area of free-lance writing.

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Judith I. Gleason



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SYLVIA A. GARDNER '69 *Research Chemist*

As senior research chemist with the Laboratories of the Eastman Kodak Company in Rochester, N.Y., Sylvia Gardner's current investigative interests involve formulation of new non-silver photographic processes.

Miss Gardner was an outstanding undergraduate student in chemistry at Bucknell and participated in research work with Dr. Bennett R. Willeford. She was awarded a Polaroid Fellowship and went on to the University of Massachusetts, where she earned her Ph.D. degree in organic chemistry.

Since graduation she has presented upwards of 15 technical seminars concerning aspects of her research at universities and industrial organizations in the east and mid-west. When the International Conference on Organometallic Chemistry met in Amherst, Mass., two years ago, Miss Gardner was responsible for all arrangements pertaining to the conference attended by 500 scientists from 27 countries and for the program of 165 contributed papers.

Sylvia A. Gardner



ELEANOR E. NICELY '43 *Banker*

An energetic advocate for advancing the interests of women bank officers and encouraging women to enter the banking field, Eleanor E. Nicely has been working for these causes almost since graduation.

Starting as a clerk in the accounting department of the Northern Central Bank and Trust Company in Williamsport the same year she received her baccalaureate degree in economics, Eleanor has risen through the ranks to the office of vice president in charge of operations.

Her reputation in finance puts her in demand by community and civic organizations as a financial adviser. She has served as a fiscal officer for the Junior League of Williamsport, the alumnae club of Alpha Chi Omega, and the American Association of University Women. Her services in this capacity brought her the Williamsport branch of AAUW's recognition as its "Woman of the Year" in 1969.

MARIANNE KORAL SMYTHE '63 *Lawyer*

Thirteen years, one husband and two children after graduating from Bucknell, Marianne Koral Smythe joined the Washington D.C., law firm of Wilmer, Cutler and Pickering.

But between graduation and 1974 she tried out several fields as career possibilities. Biology was her major during her student years and she worked for a time as a laboratory technician and medical research assistant in New York City. She followed this with a year in the Peace Corps, teaching secondary school biology and history in Nigeria. Upon her return home she enrolled in graduate school at the University of North Carolina as a doctoral student in English history. In 1971 Mrs. Smythe entered the university's law school and since June, 1974, has been associated with Wilmer, Cutler and Pickering.

She and her husband, Robert B. Smythe '63, were married the year of their graduation and are the parents of Katherine Anne, 5, and Sarah Maxine, 2.

Virginia E. Kline



NANCY ARMSTRONG BAUMANN '51 *Chemical Engineer*

Nancy Armstrong Baumann is one of the first alumnae to earn her degree in chemical engineering and she gained prominence in the research and development of ignition systems for artillery ammunition during the almost 10 years she worked at Picatinny Arsenal in Dover, N.J.

She held distinction as the first woman engineer employed at Frel's Artillery Ammunition and Rocket Development Laboratory in Dover. Among the major projects in which she took part was the development of the 37 mm artillery cartridge. She also had a hand in the production of the 106mm battalion anti-tank rifle for which she developed the propellant charge.

In 1961 Mrs. Baumann retired to rear a family, Robert, now 13, and Virginia, 11. At this point she is updating her education by returning to college part time to study computer programming. "Eventually," she says, "I hope to return to work in engineering."

VIRGINIA EMMITT KLINE '59 *Deputy Mayor*

Juneau, Alaska, is the largest city in the U.S. — (largest in area, that is) — and the city's deputy mayor is Virginia Kline whose participation in public service began when Barry Goldwater lost his bid for the presidency.

She decided, in 1970, after serving as chairman of the commission that drafted the charter consolidating two cities and a borough into one local government, to seek office on Juneau's city-borough assembly, and to date is the only woman elected to that body. Assemblywoman Kline is now serving as deputy mayor. Another civic office she fills is that of president of the Alaska Municipal League, an organization of local governments in Alaska.

With the start of her political career came recognition on both city and state levels. She was selected Juneau Rotary International's Young Woman of the Year, and Alaska's Outstanding Young Woman of the Year.

While a Bucknell student Mrs. Kline earned a bachelor of arts degree and met her husband, Peter Kline '60, now a partner in the CPA firm of Schmitz and Kline in Juneau. Their three youngsters are Phyllis, 14; Lin, 13; and Karen, 10.

Bonnie Z. Owen



DAYNA BREWER McCLURE '69 *Civil Engineer*

A series of interesting jobs have come Dayna Brewer McClure's way since she started as a civil engineer in the summer of 1969.

From the month after graduation until early 1971 she worked for the Dravo Corporation in Pittsburgh as a structural steel designer with her main duties the design of industrial plants, conveyor-belt standards, and machinery supports. The following three years she spent in Rhode Island with a surveying firm and as community planner for the city of Warwick.

It was in 1973 when her husband, Craig, had the opportunity to participate in a master of science degree program in ecology in Aberdeen, Scotland, that Mrs. McClure decided to give engineering a try in Europe. The city of Aberdeen was experiencing a building boom as a result of the development of oil in the North Sea area, so she had no trouble finding employment with an engineering consulting firm. She discovered that Aberdeen, known as the granite city, was using reinforced concrete in the design of commercial buildings and the renovation of existing granite structures and, that with Great Britain converting to the metric system, she would have to "re-think her figures."

Last November, the month after the McClure's first child was born, the couple returned home and are living in Waynesburg where Dayna was recently certified as a sewage enforcement officer and her husband is director of parks and recreation for Greene County.

BONNIE ZWICKER OWEN '63 *Social Psychologist*

A June, 1963 graduate, Bonnie Zwicker Owen went to work almost immediately as a research assistant with the U.S. Public Health Service in the Department of Health, Education, and Welfare. Among her initial tasks was some work on the surgeon general's report on smoking and health. Another task, one that she set for herself, was pursuing night courses at George Washington University toward a master's degree in social psychology.

A few years later Mrs. Owen spent some time as a research psychologist with a newly formed organization called the National Center for Health Service Research and Development whose research programs focused on issues of national concern, such as health services to the poor, and containment of spiralling costs of medical care. As a staff member, she had administrative and managerial responsibility for several large scale demonstration projects, some of them totalling as much as \$8 million. Examples of the policy issues they addressed include alternatives for national health insurance, and new types of medical manpower, such as physicians' assistants.

With the birth of her son in 1973, Mrs. Owen opened her own consulting business in her home. Among her clients are two academic institutions, Purdue University and the University of California at Berkeley, a research and development firm, and several government agencies. Some examples of her recent consulting activities are: assisting with analysis of data from a department of HEW study on conditions in nursing homes financed with Medicare funds; developing an index for locating areas of medical need; assisting in the design of a survey of physicians' practices.

Mrs. Owen's husband, John F. Owen, is a diplomacy-political analyst with the Department of Defense, and their son, Christopher, is two years old.

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DIANE BETZENDAHL ALLEN '70 Television Newscaster

Well over a million people see Diane Betzendahl Allen as reporter and co-anchorwoman on the nightly "New Jersey News Report" telecast by the New Jersey Public Broadcasting Authority.

Her experience in the field of communications began in the fall of 1970 when she started work for a commercial radio station and wound up as news director, feature editor, and hostess for her own talk show. After one year she joined the New Jersey Public Broadcasting System, a four-station network covering all of New Jersey, Wilmington, Philadelphia, and New York City.

Besides other on-air work, including many "specials", Mrs. Allen has been involved in some production work.

She is married to Samuel L. Allen III, who is in the electrical apparatus repair business in Philadelphia. The couple has a daughter, Sara, nine months old.



Diane B. Allen

BARBARA KELSDEN TEUBER '60 Electrical Engineer

Barbara Keldsen Teuber went to California after graduation to work in the missile and space division of Douglas Aircraft. The job was an enjoyable one, although she admits to having grown tired of explaining why she became an engineer. "But," she points out, "I took advantage of such questions to learn more about others and their work."

Mrs. Teuber and her husband, Roland, an alumnus of Purdue, are the parents of two daughters, Danielle, 13, and Jenny, 11, and she is taking classes to brush up on her professional skills. She is also involved in a area of religious volunteer work with the Episcopal Church that was recently opened to women. "Basically it is designed to help people find out who they are, and how they interact in the group," Mrs. Teuber explains.

She hopes in time to integrate her engineering skills with the experience gained working with people in the field of religious volunteer service.

MARY LOU LILIUS '66 Bank Vice President

"As I'm sure you are aware," writes Mary Lou Lilius, "when I was graduated with a major in mathematics it was extremely difficult for a woman to get a challenging and satisfying job in finance. Equal pay was unheard of. Although the Philadelphia National Bank wasn't hiring women as management trainees at that point, I was able to get a job as an analyst reviewing commercial loans in the bank's branch offices.

"On Jan. 1, 1970, I was appointed commercial officer. Two years later I was named assistant vice president, and last year I became vice president. Presently I head the loan review department, with 15 people — including three officers, two of whom are women — reporting to me. This department has the responsibility for reviewing the quality of the bank's more than \$2 billion loan portfolio.

"Recently I was invited to moderate a panel in a one-day seminar by and for women, entitled 'Finances and Today's Woman.' An interview by *Focus*, Philadelphia's independent business newsweekly, on what it's like to be a woman executive in Philadelphia, brought an invitation to be a panelist for an RCA seminar on employment practices.

"By virtue of my position I am involved in promoting women in the business world. However, I do not yet feel comfortable when called a women's libber or career gal."

EMILY W. CRAIG '44 Minister

Minister to the 250 members of the Congregational Church in Morris, Conn., the Rev. Emily W. Craig is also the only clergyman in a town of 1800 persons; consequently she includes the entire community under her "pastoral umbrella." "I believe the parish ministry offers the greatest challenge to a woman who wants to be absorbed in reaching out to people in need," Miss Craig says. The male image of the ordained minister is gradually fading as more women enter the seminaries, she reminds girls who are contemplating this work.

The Reverend Craig earned a bachelor of arts degree from the University and holds the degree of bachelor of divinity from Oberlin Theological Seminary.

Some of the recent highlights of her career include membership on the executive committee of the department of church and ministry, United Church of Christ, in Connecticut; the chaplaincy for the International Association of Women Ministers; and moderator of the Litchfield (Conn.) South Association which includes clergy and laity of 17 churches in Connecticut.

Miss Craig anticipates exchanging her pulpit and parish with a minister and his family in Scotland during the summer.



Mary Lou Lilius



Emily W. Craig



Camille O. Turner



Lynn C. Brunner



Myra H. Thomas

CAMILLE ORSO TURNER '64 Medical Anthropologist

Next month Camille Orso Turner expects to receive the degree of master of science from the Harvard School of Public Health, and will continue her career in health planning and evaluation.

A lot of study, work, and practical experience precedes the start of this new phase of her career.

As an undergraduate she had a double major, in psychology and sociology, and was interested in the influence of culture and social structure on the behavior and personality of the individual. While studying for a master's degree in anthropology at the University of Pennsylvania she worked part-time at the Philadelphia Geriatric Center, where she conducted a study of social interaction on a ward for mentally-impaired elderly persons. This experience increased Mrs. Turner's interest in mental health and she spent three years as an anthropologist in the Research and Evaluation Division of Hahnemann Community Mental Health Center. She also taught research methodology to psychology majors from Temple University and lectured on Puerto Rican culture to mental health worker trainees.

In 1971, Mrs. Turner began work in the Eastern Pennsylvania Psychiatric Institute's department of behavioral sciences and developed a project to evaluate the impact of consumer involvement at the policy-making level of community mental health center organization. Two years later she decided to expand her involvement in program evaluation and health planning and was accepted at Harvard's School of Public Health.

Her husband is Dr. A. Christopher Turner.

LYNN COMMEE BRUNNER '69 Financial Analyst

Lynn C. Brunner, one-time Spanish major, is today the first woman to be employed in the finance and economics department of Texaco Inc.'s international banking section. "I am a financial analyst," she says, "and I help relieve the workload of two other analysts in charge of the Caribbean-Latin-South American subsidiaries who market Texaco's oil and refined products."

What keeps this former language major happy is the chance to use her languages and business training (before her marriage to an international banker she was senior international assistant at the New Jersey National Bank in Trenton), the opportunity to get additional training, and get paid for it all at the same time.

Of her first employment after graduation, in the Trenton bank's officer training program, Mrs. Brunner says the bank liked her credentials (she graduated cum laude, with honors in Spanish, and as a Phi Beta Kappa), and she liked the idea of doing something she had never done before.

When her husband, Toby E. G. Brunner, went to Munich for a training period with the Bayerische Vereinsbank, Mrs. Brunner took advantage of the move to learn the language by practicing on the Germans. On their return to New York she was busy as chief translator for the families who came here from Munich to work with the newly opened Union Bank of Bavaria — Bayerische Vereinsbank, Inc.

After this she accepted her present position with Texaco.

Her delight with her career opportunities since graduation she sums up in "all this from a Spanish major!"

MYRA HAMMOND THOMAS '49 Education Specialist

Her challenging career as branch chief with the U.S. Office of Education's Information and Materials Center brings Myra Hammond Thomas in contact with educators from around the world who seek information on new materials, their development and use, for all levels of education. Example: she recently discussed new elementary science tests with the cultural attaché from Qatar Embassy.

Mrs. Thomas heads a staff of 16 persons. Overseeing the necessary operations to provide the public with appropriate publications and sources of information in response to requests for education-related materials is a regular part of her work. She has completed several bibliographies on topics related to elementary and secondary education.

Since her graduation from Bucknell, Mrs. Thomas has been a high school social studies teacher, an acquisition librarian with the National Library of Medicine, and with the library of the Department of Health, Education and Welfare. She has studied Russian in the Department of Agriculture Graduate School and has done graduate work in history at the University of Pittsburgh.

Not the least of her career is her family — her husband, Richard G. Thomas, Jr., an educator with the Baltimore County (Md.) school system; her 20-year-old daughter Faith, a candidate for graduation with honors from Morgan State College this month who has been accepted at Georgetown University School of Law; and her son, Keith, 19, a college sophomore.

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CAROL AIKMAN BAUMBUSCH '71 Civil Engineer

Currently on leave from her professional career to insure that her baby son gets off to a good start, civil engineer Carol Aikman Baumbusch anticipates returning to work, at least on a temporary basis, in the fall.

At the time of her graduation she received her engineering degree with distinction, summa cum laude, and was recognized as the top engineering graduate in her class.

After her first job as an engineer with Ebasco Services, Inc., in New York City, for whom she performed site studies for the location of fossil-fueled and nuclear power stations, she and her husband, Richard A. Baumbusch '70, M.S. '71, moved to Boston, and Mrs. Baumbusch joined Stone and Webster Engineering Corporation's environmental engineering division. Working again in the field of electric power generation, she was responsible for preliminary site investigations as well as detailed engineering in the areas of hydraulic design and hydrothermal analysis for various nuclear and fossil-fueled steam electric power stations. She was also involved in the preparation of environmental reports and other licensing documents required for the construction and operation of these power stations.

SUSAN E. SUHR '72 Theatre Consultant

Susan Suhr left Bucknell in 1972 with both a bachelor's and master's degree in mechanical engineering, three years of experience in the technical operation of the University Theatre, and plans to earn her living as a designer of equipment for the legitimate theatre and television.

And that is what she is doing.

Her first job was that of director of stage operations at Wesleyan University in Middletown, Conn. There her principal duty was to over-see all technical considerations during the opening of the school's \$13 million Center for the Arts. She also taught classes in drafting, production techniques, and theatre management.

Last summer Miss Suhr joined Jules Fisher Associates in New York City where she works mainly as a theatre consultant, assisting in the planning and design of theatres and equipment (rigging, lighting systems, etc.). The firm deals with renovations as well as new plans for theatres, concert hall and other performance facilities. At present Miss Suhr is consulting on major halls in Colorado, Florida, and Texas.

Another field in which she is rapidly becoming proficient is design of architectural lighting. The Fisher firm is known for its work on Broadway and with rock star performances, and Miss Suhr has some involvement with the set-up of Broadway shows. Her photographic skills are also called upon when working with rock singers — for example, she had a photo session recently with Mick Jagger at Madison Square Garden.

JOAN BERLIN KELLY '61 Clinical Psychologist

The most central of Dr. Joan Kelly's activities for the past four years has been as co-investigator of the research project, Children of Divorce, the first major study of children's responses to divorce and the short and long-term effects of parental divorce on family members. Dr. Kelly and her associate are now beginning to publish papers from the project and have several books on their agenda — one for professional use and another for lay persons who are considering or going through divorce.

"One of the delightful aspects of my particular profession is that many options are open to me, and this important for the flexibility it gives," Dr. Kelly says. I find opportunities to teach, do consultation, research, and some clinical work."

An alumna who received her baccalaureate degree (psychology major) with honors, the former Joan Berlin earned both her master's and Ph.D. degrees at Yale. Leaving New Haven she has been heading west ever since. For three years she was on the faculty of the psychology and psychiatry department at the University of Michigan, and when the Navy assigned her husband to overseas duty, she accepted a position with the Marin County (Calif.) Community Mental Health Center.

Today, in addition to her major research work, she is also an instructor at the University of California at Berkeley, and a member of the faculty in the continuing education program at Mt. Zion Hospital and Medical Center in San Francisco.

She and her husband, Dr. James M. Kelly III, a neurologist, are the parents of two children, ages one and-a-half and three.



Susan E. Suhr



Joan B. Kelly



Nancy M. Keber



Carolyn Meyer



Jane Brown Maas



Linda M. Hall

NANCY MCGOURY KEBER '68 Municipal Bond Trader

Nancy M. Keber joined Weeden and Company, securities dealers, because of their reputation for "minority" hiring and advancement. She started as a trainee in the firm's municipal bond department and shortly thereafter moved to the short term money market area, her present location, as a trader of certificates of deposit.

For those unfamiliar with specialized financial terminology, Mrs. Keber explains that certificates of deposit are negotiable instruments representing time deposits with commercial banks, with a specified interest rate and maturity. The standard denomination is \$1 million and they are usually traded in the secondary market in \$5 million blocks.

Mrs. Keber made several moves before deciding on her present position with Weeden and Company. At one time she did public relations and fund raising, then took time off for travel in Europe. After that she had experience in paralegal work and later served as an administrative assistant at the Cornell Medical Center.

Her husband, Eric, is a municipal bond salesman for the Morgan Guaranty Trust Company in New York City.

CAROLYN MEYER '57 Author

Carolyn "Calle" Meyer is a regularly published author of children's books. Of this she says, "Writing is my occupation and pre-occupation. I can't imagine doing anything else, unless it's to write about it later."

After college, Carolyn got a job as a secretary, then another in sales promotion. She started to write in 1963, after her second child was born, working in the afternoons when the baby took his nap. A secretarial magazine bought her first story; it was printed in shorthand and none of her family or friends could ever read it. But, she says, it brought \$25 and she was thrilled.

In the years that followed, Carolyn wrote more magazine articles and for four years had a monthly column in *McCall's* magazine. Her first children's book was published in 1969; number 12 is "in the works." The latest book to appear over her name, "People Who Make Things", about American crafts and craftsmen, is a spring selection of the Junior Literary Guild. But, she warns, don't expect kids to be much interested in your triumphs. As her three sons, ages 8, 12, and 16, tell their friends, "Ma doesn't work; she's a writer."

JANE BROWN MAAS '53 Advertising Executive

Jane Brown Maas was elected to Phi Beta Kappa in her junior year and was graduated summa cum laude with a bachelor of arts degree in English and French. She spent a year at the University of Dijon on a Fulbright Fellowship, then returned to the U.S. to get a master of art's degree in American literature at Cornell.

From 1955 to 1964 she produced and wrote television programs for CBS, NBC, and ABC, and was writer and associate producer of the award-winning series, *Esso World Theatre*. In 1964 Mrs. Maas joined the advertising firm of Ogilvy and Mather as a copy cub and, five years later, was named a vice-president — the second woman officer in the firm's history. She also has the title of creative director. Last year she directed Ogilvy and Mather's creative training program for talented college students interested in careers in advertising.

Married to architect Michael Maas, the couple has two daughters, Kate, 15, and Jenny, 11, and lives in New York City.

LINDA MCINTYRE HALL '65 Assistant Professor of Biology

One of Massachusetts Institute of Technology's recent brochures, aimed at recruiting women students, spotlights the women faculty members at this prestigious institution.

Among them is Linda McIntyre Hall, a Bucknellian.

Miss Hall completed her Ph.D. work in biochemistry at the University of Wisconsin and took postdoctoral work in genetics at the University of British Columbia. Now, in addition to her assistant professorship at MIT, she is in charge of a laboratory which uses *drosophila* mutants to study the development and function of the nervous system.

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bucknell women

ANN KENDALL MONTEITH '65 College P.R. Director

Since April, 1966, Ann Kendall Monteith has been employed in the Lebanon Valley College public relations office, first as alumni assistant, and subsequently as associate in public relations, director of publications, and for almost two years now as director of public relations.

As a result of her work Mrs. Monteith has developed an interest in photography and, with her husband, James R. Monteith, Jr., '63, does considerable free-lance work in this field. She holds several awards for photography and one of her photographs was chosen by Governor Shapp to hang in the governor's mansion in Harrisburg.

"To say that I am enthusiastic about my work is an understatement," says this College of Arts and Sciences alumna. "Every contact, whether with a Lebanon Valley College alumnus or a visiting dignitary, has been an education in itself, and as a result I have made many friends. One of my career highlights of the past two years was the opportunity to accompany the college choir and chamber orchestra on a concert tour behind the Iron Curtain."

The Monteiths are the parents of Julia, almost four, and Andrew, who will be one year old in October.

LEE W. DOMENICI '65 Planner of Community Services

Fortified with a bachelor of arts degree (history major) from Bucknell, a master of arts from Fairleigh Dickinson University, and nine credits earned through the National Science Foundation Institute Seminar in Sociology, Lee Domenici had experience in public school teaching and in industry in the field of purchasing before beginning her present work as director of community services at Kean College of New Jersey in Union, N.J.

She says, "As director of community services, a new position at the college, I assess community needs and plan programs in response to these needs, utilizing college resources and facilities." Through her efforts, a number of programs have been offered by the college as specific answers to some of the needs she discerned. A sampling of these include Practical Politics for Senior Citizens; Police-Community Relations; Children's Theatre Series; and Community Athletic Opportunities.

Since Mrs. Domenici began her work, Kean College has opened its facilities to more than 50 community organizations sponsoring a wide variety of activities.

She is the wife of Ralph Domenici and her stepson serves with the U.S. Coast Guard.



Ann K. Monteith



Jeanne Greenig Reddick

JEANNE GREENIG REDDICK '43 Actress and Realtor

When Jeanne Greenig signed the contract for her first acting job in a road company of "My Sister Eileen," producer George Kaufman told her "Greenig is not a good name for an actress." Jeanne says she signed the contract Jeanne Shepherd and has used that name professionally ever since.

But Jeanne Greenig was a star with Cap and Dagger before she appeared on Broadway in "Dear Ruth", in the road company of "The Glass Menagerie", or on the screen with Errol Flynn in "Adventures of Don Juan." Her first job after graduation was modeling for the Conover Agency and today she works occasionally in commercials and industrial films. She has appeared in more than 100 television dramas. After a year in the leading feminine role in the Broadway production of "Anniversary Waltz" at the Booth Theatre, Jeanne retired to devote her time to rearing two sons, Val and Kyle. Her husband, William Reddick, is a television and radio announcer.

Mrs. Reddick now spends the major portion of her time as a residential real estate broker associated with the Jon Douglas Company in the Brentwood area of Los Angeles. As a college student she majored in psychology and, while she has not worked directly in that field, she stresses the value of this background for the careers in which she has been engaged thus far.

JANE CARLSON SIMS '62 Physical Therapist

Jane Carson Sims' educational background reads, Bucknell '62, bachelor of arts degree with a major in biology; University of Pennsylvania '63, certificate in physical therapy; Stanford '70, master of arts degree in physical therapy.

With these credentials and a record of 10 years of duty as a physical therapist with the Air Force, she resigned her captain's commission in 1971 to organize a department of physical therapy at the Mobile (Ala.) General Hospital, a teaching hospital associated with the University of South Alabama. This unit will increase its accommodations from 350 to 450 beds in July and will have a staff of three physical therapists and four attendants/aides.

During her years with the Air Force Mrs. Sims was a physical therapist at the Air Force Academy in Colorado Springs, at Langley Air Force Base (she was officer in charge of the physical therapy clinic), and at Lackland Air Force Base in San Antonio, Tex. The latter was a challenging assignment to a physical therapist, according to Mrs. Sims, since the 1000-bed hospital serves as a regional burn and cancer center with specialties in orthopedics and neurosciences.

Mrs. Sims and her designer-draftsman husband, James C. Sims, Jr., include target shooting among their interests. Mrs. Sims earned a marksman's ribbon during her Air Force career.



Lee W. Domenici

Jane C. Sims



Five alumnae, all of them pursuing professional careers, currently serve on the University's Board of Trustees. They are Louise Austin Remmey '54, of Washington, D.C., media specialist associated with the National Endowment for the Arts; Doris A. Scharfenberg '38, New York City, manager of religious programs and executive producer for NBC; Constance P. Dent '45, Mertztown, Pa., college administrator and teacher; Claire Wynkoop Carlson '49, New York City, national administrator for the Girl Scouts; and Margaret Thompson Fischer '46, Greenwich, Conn., consultant for informational sciences.



LOUISE A. REMMEY



DORIS A. SCHARFENBERG



CONSTANCE P. DENT



bucknell women

"I Don't Really Have a Green Thumb . . ."

Patricia McQuillen Watts

As the wife of Bucknell's 11th president, she is a charming hostess, deeply interested in her husband's work, and a tireless traveler. As Patricia McQuillen Watts, however, she is basically a very private person whose interests are known to only her close friends.

Vivacious, knowledgeable, and always concerned for her guests' welfare, she can turn the smallest party into an occasion and the largest reception into a very pleasant experience — as evidenced by the long lines of parents who wait patiently with their sons and daughters to say farewell on the eve of Commencement.

This is the public Patricia Watts as Bucknellians have come to know her over the past decade; an attractive brunette whose lifestyle reflects both distinction and discipline.

When asked about her special preferences and concerns, she protests mildly, saying: "Oh, I'm not all that interesting. I'm much too busy caring for my family and being my husband's wife to undertake much else."

If pressed, she will reply politely, but she really doesn't feel she merits any particular attention. Those who know her best feel otherwise.

As Patricia McQuillen, she majored in French at Mount Holyoke College and for two years after graduation was a social worker for the Westchester County Welfare Department, "an unlikely career for a French major" she jests.

In 1951 she married a young college teacher whom she had known since childhood. Charles H. Watts had only recently joined the faculty of Brown University as instructor in American Literature, and for the next 11 years he and Mrs. Watts remained at Brown, where he served also as Dean of the College from 1958 until 1962.

It was during this period that Patricia Watts developed her primary interest — providing therapy for handicapped children — and for 10 years she was a volunteer worker at the Meeting Street School in Providence, Rhode Island.

In 1962 Dr. Watts joined the staff of the American Council on Education in Washington, D.C. and Mrs. Watts had little time for her own interests as she concentrated mainly on caring for her three young children, though community projects still claimed some of her attention.

After her husband became president of Bucknell even these activities went into limbo as she faced the many demands made upon her as hostess for the numerous functions that make up the college social calendar.

Eventually, she did find time to go back to her favorite project and for several years worked four mornings each week at the Developmental Center in Sunbury, sponsored by the Pennsylvania Association for Retarded Children.

But her home and family remained as her major concerns, with at least one new one arousing her interest — that of improving the landscaping at the President's House. Under her direction, various trees, shrubs, and a small lily pond were added to provide an attractive garden setting that serves admirably for outdoor receptions.

She makes no claim to a green thumb, though she did plant some 700 small bulbs in this area last fall. "The squirrels and the rabbits have destroyed any illusions I may have had about that," she says.

An enthusiastic skier at the family farm in New Hampshire, she is also a skilled tennis player. (Her size 8 figure is the envy of her friends!). She enjoys a variety of spectator sports, particularly basketball, lacrosse, and soccer. The fact that her husband played soccer at Brown may have something to do with her interest in that sport!

But her greatest love is music — she seldom misses a concert on campus — and she and Dr. Watts have provided strong support for the Susquehanna Valley Symphony Orchestra. Last summer she traveled to Austria to attend the Salzburg Festival with her daughter, Katharine, who is in her fourth year of a five-year music program at Oberlin College.

In March she took her younger daughter, Caroline, to Mexico for a brief vacation from her studies at the Putney School in Vermont. The youngest Watts, Charles Henry III, is a student in the Lewisburg Middle School.

No one knows what she may be planning for him, but it is certain to be something special, reflecting the interests of a very special mother.

—TRENNIE E. EISLEY



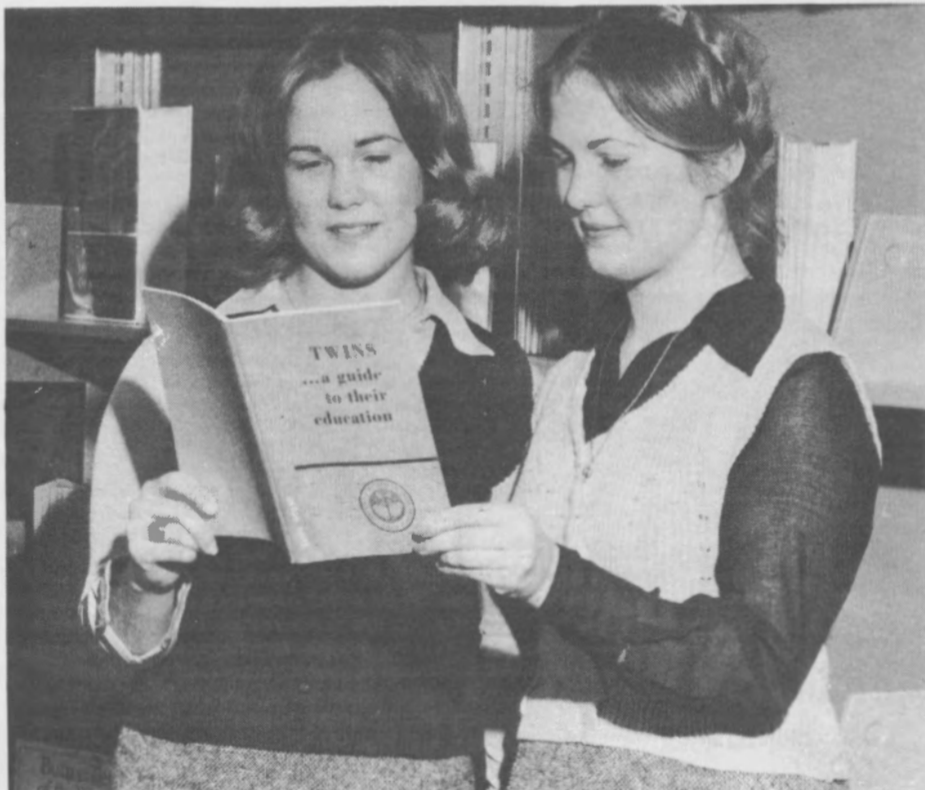
Photo by Ralph W. Laird, staff photographer

Courses Devoted to Study of Women Available at BU

Several courses devoted to the study of women are currently offered at Bucknell. The titles, while not as provocative as the matters under examination, include History 215 and 216, covering major topics such as political and social status of women, causes of differential treatment, the feminist movement, birth control, and women in the work force. University Colloquia 238, an interdisciplinary study, allows the class to examine the self-awareness of female authors

through discussions in a seminar.

The foreign language departments also contribute to the increased awareness of women's problems. In a French seminar students observe the feminine experience through contemporary women writers and film directors. Women's role in the Spanish Civil War as perceived by writers Carmen Lafout and Anna Maria Matute, is discussed in Spanish literature courses.



Imagine the delight of Ruth (right) and Naomi Meyer, sophomore twins from Rockville, Md., when they discovered a copy of a book, co-authored by their mother, in Bucknell's Bertrand Library special collections. Mrs. Meyer, the former Marion G. Phillips '43, and several other parents of twins, pooled their knowledge and experience to write the publication, "TWINS . . . a guide to their education." The book is dedicated "to all those who strive to guide twins toward independence and individuality."

Dr. Maureen M. Murphy, assistant dean of the College of Arts and Sciences, was recently elected to a three-year term on the Commission on Religion in Higher Education with the Association of American Colleges. A lecturer in religion prior to her appointment to the dean's office last summer, she is responsible primarily for matters pertaining to freshmen. She also coordinates institutional resources for advising women students and serves as coordinator of the University's affirmative action program. Dr. Murphy's husband, Dr. Joseph A. LaBarge, is an assistant professor of religion.





Amicae recently sponsored the second annual Women's Arts Festival at which female artists, poets, and craftsmen were encouraged to display or read creative works. The three-day event also included a showing of films directed by women, and several senior women presented piano and voice recitals. The pictures above, taken during the festival, show the panelists in a workshop discussion; some of the work from the art exhibit; and a writer reading her original poetry.

The fifth annual Black Arts Festival in April presented a wide variety of offerings including the play, "Rosalee Pritchett", by Barbara and Carlton Molette. The drama deals with the complexities of middle class blacks caught in the vise of making it financially and socially in today's world, and centers on three women whose roles were portrayed by Cynthia Mason '78, of Harrisburg (at left), Flettle Parker '77, of Newark, N.J. (center), and Donna Nelson '77, of Atlantic City, (right).





Women Want Careers and Kids, Survey Shows

By Arlyne E. Hoyt

Bucknell Counseling Service

Over half of the women who graduated from Bucknell in 1974 feel that 15 years from now they would like to be married career women with children. Seven years ago only 35 per cent of the women graduates expressed that preference.

In 1968 more than 54 per cent wanted to become housewives with one or more children. Last year just 20 per cent looked forward to that kind of life.

These and other answers to questions on changing attitudes among Bucknell women toward career and family are found in an on-going study begun in 1964 by the University Counseling Service under the direction of Dr. David H. Wilder.

The family size preferred by Bucknell women has declined dramatically since 1968 when 19 per cent preferred two children and 48 per cent wanted three. The trend toward smaller families continued until 1973 when 67 per cent preferred two children and 15 per cent desired three, with the response of 1974 showing some slight reversal.

The survey data also indicate a shift in the women's projected career plans. The number looking forward to a life centering upon home and family declined in the past five years from 51

to 18 per cent. An increase occurred among those anticipating a professional life: 3 per cent in 1968 to 18 per cent in 1973. Although both of these trends also reverse slightly in 1974, a preference for a business life continues to rise. It went to 8 per cent in 1970, dropped to 4 per cent in 1972, and rose in 1974 to a height of 13 per cent.

Paralleling changes in the senior women's career preferences and objectives were changes in their attitudes concerning the role of the adult woman in American society. In 1968 one woman in five (18.3 per cent) espoused the liberal view that women should be entirely free of domestic responsibilities in order to work on an equal footing with men at all occupational levels, whereas slightly over one out of two held this view in 1973. Prevalent during the late 1960s was the moderate position that the woman should divide her responsibilities between home and outside work only after her children are of school age. The '70s saw this view superceded by the freedom-of-choice philosophy.

Results of senior surveys also indicate that the liberal views of women's role in society are endorsed by progressively larger percentages of senior men.

Similarly, men's preference for two or fewer children — the zero population growth goal — parallels the preferences of women in both direction and timing.



Lissey Lempert '77, tapes an ankle for freshman basketball player Tom Muler as head athletic trainer Hal Biggs looks on.



Coed Trainer Works With Men's Sports Team

What does an athletic trainer do?

The trainer is the person who does what the doctor orders.

Sophomore pre-med student Lissy Lempert, of The Hague, Netherlands, is an athletic trainer working this spring with the lacrosse team and helping out year-round in the training room as head athletic trainer Hal Biggs assigns her. Last year Lissy undertook a January Program with Mr. Biggs. She should be very helpful in the women's athletic program, Mr. Biggs said, but wouldn't have a chance to get into the men's program. When graduation created a dire need for new trainers, Lissy, with her previous experience, got the job with the soccer team.

Lissy says she was "scared the first day" but soon settled into the work. The addition of a woman trainer brought a few changes in the locker room such as the sign reading Warning: Entering a coed area; dress properly. Lissy has gotten her share of flak but has been accepted. Here, under the watchful eye of Hal Biggs, she tapes the ankle of Tom Muller '78, freshman basketball player from Ridgefield, N.J.



Diver Sue Storey '75, of White Plains, N.Y., is the first woman to qualify for the varsity swimming team and she shares honors with this season's swimmers who won nine meets and set eight conference records as Bucknell swamped nine other schools to win the first East Coast Conference Swimming Championship.

The senior mermaid is a dean's list student. She has served as a student representative to the University Senate and is a former member of The Bucknellian sports staff. During the 1974-75 academic year she organized freshman receptions and alumni gatherings and during the January Program served as a staff assistant in the office of alumni relations.

Higher Visibility for Feminists, Senior Says

By Nancy C. Keating '75

The current college year has been an active one for Bucknell student feminists who have had both higher visibility and greater responsibility than they derived simply as members of women's organizations such as INDIGO, Women For Change, and Amicae (Bucknell's present feminist organization formed by a merger of the first two in January, 1974).

The new development in 1974-75 was Martin House, a special-interest house whose proposal to "attempt to create and maintain a center of awareness and concern for the problems and interests of women" was accepted by the Office of Residential Life.

The proposal for a feminist house was drafted by Amicae (loosely translated from Latin: "all women are friends") and included suggestions for a small library of feminist literature and sourcebooks; for seminars and classes; as well as Amicae-sponsored discussions and receptions to be held in the Martin House living room;



and for selectivity of residents for the house from a pool of interested applicants committed to feminism.

Amicae itself is "designed to serve all women on the Bucknell campus," according to its own statement of purpose, "especially in the event that they encounter discrimination on the basis of sex within the classroom, department, sports program, medical services, campus jobs, etc.

"We also encourage a social atmosphere in which men and women are free to express their individual selves rather than submit to peer pressures and sexual stereotypes," the statement reads in part.

Also since its inception last February — Amicae has "irregularly" published an official newsletter, "All Women are Friends," now edited by Patrice Ingrassia '76. It is distributed free to all women on campus and to others who want to subscribe. It informs Bucknell women of new trends and happenings that relate to them.



bucknell women

"The Surgeon General Has Determined . . ."

Editor's Note: When Ruth Menousek Pinegar, reporter for the Class of 1963, was asked to relate briefly her greatest accomplishment since graduation, she was quite literally carried away by her subject — and so were we!

We decided, therefore, to forget the space limitation that had been set rather arbitrarily, and to print her reply in full. We hope other Bucknellians will enjoy it as much as we did.

I consider that my greatest accomplishment since leaving Bucknell has been to give up smoking . . . on Dec. 24, 1974. I must consider it my greatest accomplishment because the alternative is to admit that it is my greatest mistake.

I am swimming a couple of times a week, jogging, dancing, and playing tennis in a frenzy, all to prove what fine shape my lungs and heart are in. Actually, hardly a soul notices that my hands are shaking when I'm engaged in zealous activity.

I've started to notice things about people who *don't* smoke . . . not just people who've quit, but those who've never smoked. A surprising number seem to be popping tranquilizers at regular intervals. I've noted twitches and tics and other symptoms of nervousness. I found this curious and began to search for "nervous symptoms" in my smoking friends. Surely I must be able to find one with a twitching eyebrow . . . just one who can tell me what Miltown is.

Nope . . . not one!

And I don't like what's been happening to me. Not only do my hands shake, but also I snarl and growl at the least provocation (sometimes with no provocation). In situations of stress (standing in line at the super market or getting transmitting interference during the Tuesday Night Movie, for example) my natural reaction is to scream and/or cry. I know I used to cope more maturely.

My greatest escape from The Unpleasant — reading — is no longer of any use to me. I can't concentrate long enough to get through a page, much less a chapter. I can't even write a letter to a friend begging for sympathy, for that too requires some degree of concentration.

Then there's my body, which is supposedly getting healthier by the day. (Now there's a heavy subject . . . if you'll excuse the pun). My growth, apparently stunted by adolescent puffing, seems to have done a bit of (unnecessary) spurting, width wise.

And whatever happened to all the outside, positive reinforcement that was showered upon me the first week or two of The Accomplishment? Nobody ever says, "How nice



Ruth Menousek Pinegar

that you aren't smoking . . . you are strongwilled and wonderful."

I'm much more apt to hear, "What the heck is the matter with you?" or, "Put on a little weight, eh?"

Alright, so I've made it through three months. I'm a few (disastrous) pounds heavier. I've lost my sense of humor. I'm paranoid. My behavior indicates a need for some sort of mind-bending treatment (certain brave friends . . . at some risk to themselves . . . have offered me the name of their shrink, a drink of their whisky, or one of their little pink pills). My left front tooth twitches, and I know because of the rock-like weight which lives in the pit of my stomach that I'm nurturing an ulcer.

On the positive side — and there must be one — I don't have "smoker's" cough (but then I didn't have it when I was smoking either). I'm saving a lot of money (about enough to support the diet I'll be on for the rest of the year). I'm no longer polluting the air with that yukky smoke (now I'm desecrating the air waves with noise pollution — I shriek instead of speak).

After all is said, done, and analyzed, don't tell me that kicking this 15-year-old, pack-a-day, expensive, vile, and unhealthy habit is not my greatest accomplishment . . . don't you dare . . . PLEASE.

3 Women Take Full-Time Appointments on Faculty

The appointment of three women to the University faculty was recently announced. Sally D. Morrison, a candidate for the Ph.D. degree in mathematics from the University of Rochester this spring, has been named as an assistant professor of mathematics. Miss Morrison earned a bachelor of music degree, magna cum laude, from Boston University and a master's degree in mathematics from Rochester.

An assistant visiting professor of English at Bucknell during the current academic year, Dr. Catherine F. Smith will join the faculty as a full-time teacher with the rank of assistant professor when classes open in the fall. She holds a Ph.D. degree from the University of North Carolina and is a former member of the Penn State faculty.

Dr. Heidi S. Erlich, a lecturer in political science this year, has accepted an appointment as assistant visiting professor of political science. Before coming to Bucknell she taught at Northwestern and Fordham Universities. In 1973 she earned the Ph.D. degree at Northwestern.

Dr. Janet Smith Gets \$84,000 Research Grant

Dr. Janet Duyckinck Smith '67, has been awarded a grant of \$84,000 by the National Institutes of Health.

Given by the urology branch of the Institute for Allergy and Infectious Diseases, the grant, which will cover a three-year period, is for support of her research on human herpes viruses. If Dr. Smith can isolate what appears to be a natural inhibitor present in certain cell types, the findings could have clinical significance for treatment of birth defects, meningitis, encephalitis, and kidney disease.

Janet received a bachelor of science degree and was graduated magna cum laude, with general honors, from Bucknell. In 1973 Cornell University School of Medical Science awarded her a Ph.D. degree in cytology, and for the next year she was a post-doctoral fellow at Sloan-Kettering Cancer Institute. She is now an assistant professor in the department of anatomy of the Medical College of Pennsylvania.



Katherine M. Littell

Under a summer grant of \$2,000 from Bucknell, Dr. Katherine M. Littell, assistant professor of German, will continue her research in Germany on the German socialist woman as reflected in the work of west German women writers. She began this work last summer supported by funds from the U.S. Office of Education, and hopes eventually to offer a seminar contrasting the positions of women in East and West Germany from the legal, social, and humanistic standpoints. Last month Dr. Littell presented a paper on "The German Socialist Woman as Reflected in the Writing of Anna Seghers", at the Northeast Modern Language Meeting in Montreal.

Award to Nancy Gettman

The Social Worker of the Year Award has been awarded to Miss Nancy Gettman '46, of Hollidaysburg, director of social services for the Allegheny Region of Lutheran Social Service.

She was chosen from among nominees from a five-county area in celebration of March as social workers' month.

Miss Gettman's chief concerns and interests have centered on services to the aging and upgrading of the professional standards and practices of social work.

The Bucknell alumna earned her bachelor of science degree from the University and a master's degree in social work from the University of Pennsylvania.

Author Gives Book Royalties to Class

How to Advertise, a professional guide to the creative side of advertising, co-authored by Jane Brown Maas '53, will be published next month by St. Martin's Press, New York. Mrs. Maas is a vice president and creative supervisor of Ogilvy and Mather advertising agency.

The author is contributing her royalties from the sale of the book to the Class of 1953 reunion gift program.

"I hope the book sells — for Bucknell's sake now, as well as my own," she commented. "As far as I know, this is the first book that tells advertisers and students what works, what doesn't, and why — in the creative product."

David Ogilvy, in his foreword, says of the book: "When you have read it, you will know why it took me 25 years to learn on the job."

The Orange and Blue Was a Women's Idea

Men selected Bucknell's colors back in 1887, but it was a woman who gave them the idea, according to Barbara C. Winslow, assistant to the University archivist.

A committee of three male members of the Class of 1888 had been chosen to suggest official colors for Bucknell. To ponder the matter, they met in the apartment of Mrs. William G. Martin, in the Academy Building. Mrs. Martin, whether by design or by chance, had fastened a silk ribbon bow of gendarme blue and deep pumpkin orange, on the back of her rocking chair.

Without delay, the committee agreed these colors were highly appropriate. A resolution to this effect was then presented to the faculty and students and subsequently accepted.

'52 Alumna Earns Ph.D.; Teaches at Kutztown



Peggy D. Garrett

Peggy Deardorff Garrett '52, associate professor of English at Kutztown State College, recently was awarded the doctor of philosophy degree from Indiana University of Pennsylvania. Prior to joining the Kutztown college faculty in 1968 she taught at York College.

Dr. Garrett's dissertation subject was "Flannery O'Connor's Artistry: Techniques of Characterization."

She resides in Fleetwood with her husband, Dr. Philip L. Garrett, associate professor of education and a psychologist in the Counseling and Developmental Center at Kutztown State College.



Susan Grim Beittel '66 was recently promoted to the position of assistant trust officer of the Southern Pennsylvania Bank at York, Pa. She joined the bank's staff four years after receiving her B.S. degree in Business Administration from Bucknell.



bucknell women

Who Report the News for Their Classmates

Editor's Note: For this special issue each of the 56 women who serve as reporters for their classes was asked to supply, in lieu of the usual notes about her classmates, a brief statement of what she felt was her greatest accomplishment since graduation. In addition, each was asked to send a current photo of herself. Forty-six responded graciously, and only a few did not have pictures.

The oldest living former student, Mrs. Elizabeth Bates Hoffman, a graduate of the Female Institute in 1894, responded for her class. Mrs. Hoffman is great-niece of Samuel Wolfe, a founder and trustee of Bucknell. She will celebrate her 100th birthday anniversary on June 15.

Susan Latimer Curlett '73, is the youngest alumnae reporter. A secondary education major who will turn 26 years old on May 16, she resides in Framingham, Mass.

The usual class notes will be resumed in the July issue.
—KWS

Mrs. Harry N. Hoffman
(Elizabeth T. Bates)
3 North 2nd Street
Lewisburg, Pa. 17837

1894

My life since graduation has been centered mostly around my home. In my younger days I did a great deal of church work — taught the Primary room for 25 years. Today I am proud of what some of my Sunday School children have turned out to be and it has been interesting to follow their lives. In later years I cared for my mother and sister and now am enjoying the friendship of many younger people and trying to do some good deed each day.



Mrs. John H. Mathias
(Margaret W. Pangburn)
202 St. Louis Street
Lewisburg, PA 17837

1908

I have been a public school teacher, personnel director for the JPM Company in Lewisburg, and personnel department consultant for the company. I live my life in much the same way my forebears did, with belief in God and the sanctity of the church, home, and family. I believe in universal education and insist vehemently that the responsibility for discipline must be in the home.



Miss Delinda Potter
Box 5
Centre Hall, Pa. 16828

1913

My greatest interest since graduation and living in Centre Hall seems to be writing news and historical articles. The past 40 years or more I have been writing the news of Centre Hall for the daily paper in State College and weekly papers in Bellefonte and Millheim. It gives me contacts and I tell people it is a great way to find out what people are like.

Another interest is writing historical articles for "The Centre County Heritage" which is published twice a year by The Historical Society, of which I am a member.

Mrs. Charles T. Lontz
(Hattie C. Fertig)
606 Broadway
Milton, Pa. 17847

1921

A happy wife and mother; English and dramatics teacher, 34 years; Bible teacher, 56 years; tireless traveler; DAR; civic and social worker; genealogist; archaeologist; enthusiastic painter (not talented enough to be artist); amateur writer; patriotic enthusiast.



Mrs. Charles E. Copeland
(Amorita M. Sesinger)
1130 Washington Avenue
Lewisburg, Pa. 17837

1922



Among my great personal satisfactions are:

- Four years of wartime service as full-time volunteer promoting and directing the salvage program in the five boroughs of New York City.
- Selling "captains of industry" throughout the USA on financial support of Girls Scouts of America.
- Development and public relations posts at three major universities, including Columbia when General Eisenhower was its president. I take pride in such personal recognitions as:
 - Election as a Bucknell alumni trustee.
 - Receiving professional accreditation as a public relations practitioner.
 - Inclusion in "Who's Who of American Women" and other publications.

Mrs. Leroy Frontz
(Olive W. Billhime)
Allenwood, Pa. 17810

1923

I would consider being my husband's wife and my three son's mother as my greatest accomplishment in life.



Mrs. Clarence M. Shaffer
(Elma V. Streeter)
358 Pershing Drive
New Kensington, Pa. 15068

1924



How can I choose what I consider my greatest accomplishment since graduation? I suppose it would depend upon one's point of view. I'm just an average home-maker, ex-teacher, mother of three fine boys, and grandmother of six. I have always been interested in music, politics, my fellow man, my church, and especially in America. That last interest includes membership in the Daughters of the American Revolution. I am presently

involved in the greatest challenge of my 46 years as a member of DAR. As state historian of the Pennsylvania society, DAR, I shall publish a history of the last 30 years of the state organization, which includes 129 chapters and over 11,000 members. Book sales should be good — I have a captive market!

Miss Alice V. Davis
1016 West Laeka Avenue
Olyphant, Pa. 18447

1925

In looking back over the last 50 years — 40 of which were spent in the classroom and the guidance office — I look upon my years as director of guidance in the John W. Dodd Junior High School of Freeport, N.Y., as my greatest achievement. This afforded me the opportunity to work with faculty members, administrators, other counselors, parents, and students in developing vital programs and educational directives. It presented the priceless opportunity of helping young minds to make wise (I hope!) educational and personal decisions.

Miss Clarissa Hamblin
32 South 7th Street
Lewisburg, Pa. 17837

1926

My greatest growth has been in personal relationships. My teaching began in a school which would have astonished education text-book writers. I had to learn to understand people of a different world — culturally underprivileged families.

Later, in school library work I shared with pupils a wide scope of interests, many of which were foreign to me in school and college.

Since retiring, I am communicating with people of all ages and interests because of volunteer projects.

Miss Agnes Dunbar
Box 14-A
Weems, Virginia 22576

1927

As personnel director for New York's Blue Cross Plan, I found it a stimulating and worthwhile career. Developing and continually expanding a personnel program for a growing organization for 23 years was a real challenge.

Now, in a leisurely way, in a beautiful location, I have more time for community participation, and I find it a delightful way to live.

Mrs. Robert W. Dill
(Eleanor S. Miller)
721 Sandy Street
Tremont Terrace
Norristown, Pa. 19401

1928

Accomplishment is a cooperative adventure; my greatest was helping my former church, St. Mark's Lutheran, Broad and Chelton, Philadelphia, (where I served on the council as evangelism chairman and as a Sunday School teacher), retain its identity and location.

It gradually became integrated and continues to expand its membership and work for the good of the community.

The greater Norristown Literacy Council keeps me busy. This volunteer reading aid group (for which I serve as co-chairman in charge of administration) teaches English to non and limited readers, and English as a second language. I am now teaching three Guatemalans.

I've dabbled in so many different things — all of them interesting because of the many contacts. There are so many interesting and fascinating people in the world.



Mrs. Earle M. Meredith
(Janet E. Bingham)
Jersey Shore, Pa. 17740

1930

If I haven't met my "life goals" by now, I guess it's too late. I've enjoyed a career as a teacher (35 years) in the Jersey Shore High School, did a little work in dramatics, have been active in so many organizations that I shudder to think of all the meetings I have attended. I admit to a keen interest in organizations and I have been active in all that I spent much time with. Much of my time is given also to making life as interesting as I can for my 92-year-old mother who lives next door.

Mrs. William Merrill
(Katherine Graham Showalter)
7404 West Main Street
Parish, NY 13131

1933

The judgeship election of 1961 in Union and Snyder Counties, Pa., was exceedingly gratifying and exciting, both politically and personally, culminating as it did in the election of my husband, Paul Showalter. We worked together in that campaign, going door to door, meeting people and attending functions which brought together individuals from all walks of life. It was an experience that has enriched and broadened my life through all the following years.

After Paul's sudden and untimely death, I taught civics in the Lewisburg High School. The political experience provided an invaluable background for teaching state and local government. Almost a decade in the classroom culminated in the surprise and honor of seeing the 1973 yearbook dedication in my name.

I have since left teaching to live in Parish, N.Y., with my husband, Dr. William E. Merrill '31.





bucknell women

Mrs. J. Leland Fox
(Marie A. Steinbach)
881 Ocean Drive, Apt. 3d
Key Biscayne, Fla. 33149

1934

Bucknell wishes to know my greatest accomplishment — cultural, political, economic, social, or personal, and I have given this question a lot of thought. The women of '34 have surpassed me in all these fields. The majority of us are caring and doing.

At the risk of sounding "old hat," I believe that I speak for the "Sem Gems" while declaring my greatest accomplishment has been being a good wife and mother.

Mrs. Raulston H. More
(Jean Hagenbuch)
710 South 6th Street
Peekin, Ill. 61554

1935

This is a heck of an assignment put upon us!

I can't think of a contribution in any of the suggested categories that amounts to anything unless, perhaps, it was spearheading a needlepoint cushion project for our church two years ago. I got the idea from National Cathedral in Washington and from Trinity Church in Vero Beach, Fla., where we go when we are down there every few years, so decided seven from my guild could do a similar thing; we started from scratch with the canvas, chose designs we liked which a retired architect in our church reproduced, and then we began stitching — stitched for months, design first, then background and we had them made into kneelers commercially which was our biggest cost, \$160, total cost of the project \$200.



Today, I'm reviewing a play review to my bridge club friends with whom we (Bud and I) took a week's theatre tour to London last November, in lieu of a trip scheduled for the same group in earlier fall to the Greek islands which never came off because of the Cypriot problems.

Mrs. Harry T. Shaub
(Virginia Nylund)
416 South Scott Avenue
Glenolden, Pa. 19036

1936



What have I done that's the truth and no fib
Worthy of counting toward women's lib?

Career-wise, a librarian's life I acknowledge —
At Penn, at Crozer and now Cushing Junior College.

Two men in my life have brought joys immeasurable
My husband and son I find are most treasurable.

A symphony concert, a book or some traveling
Are interests that help keep our lives from unraveling.
On top of all these, one more thing I might tell —
I share with you all our pride in Bucknell.

Mrs. Paul W. Ziegler
(Mabel B. Nylund)
12 West Garrison Road
Parkside, Pa. 19015

1937

A very humbling experience to contemplate one's accomplishments. Just what have I been doing all these years? No one will ever erect a monument for me or dedicate a plaque, but I try.

Evaluation of accomplishments:
Cultural — influenced hundreds of students. Results unknown.
Political — active in local and county League of Women Voters. Efforts appreciated.
Social — contributed thousands of hours to projects aimed at bettering the state of mankind. Results undetermined.

Personal — Claims 50 per cent of responsibility for two additional Bucknellians whose accomplishments are a matter of pride for their parents and whose futures are promising. Considered Ziegler's proudest achievement.



Mrs. Chester A. Dennis
(Gertrude Skublicki)
669 Third Avenue
Avalon, N.J. 08202

1939

If I climbed the highest mountain in the world it would not be my greatest accomplishment, but doing braille transcriptions for blind college students to help them attain their goals has been (and still is) my greatest source of self-pride and satisfaction of personal accomplishment.

Mrs. James A. Miller
(Mary McCrina)
152 Searles Street
Benton Harbor, Mich. 49022

1940

For a while there, until I finally found this picture (after a week's turning the house upside down — thus giving the spring housecleaning this year an early start) I was beginning to think locating it was my biggest accomplishment: my "finest hour."

After much thought I've decided that, since I'm essentially a follower, not a leader (after all, you can't have all chiefs, you have to have some Indians) it's indirectly — through the achievements of my family — that I can claim glory: "They also serve... and wait" and all that.

Since our marriage my husband, Jim, earned his degree from the University of Texas and now is one of the few high school teachers in the country who teach philosophy. Because of this he received a Hay Fellowship to Yale in 1965 (which made my appointment to a French Institute at Elmira College the same year — after two years of teaching — look pretty puny.) I am equally proud of our daughter, Martha, who is now a Bucknell alumna and has had some honors of her own.



Mrs. Chester T. Winters
(Elizabeth I. Dyer)
945 North Valley Forge Road
Devon, Pa. 19333

1941



Can a girl from the little village of Winfield find happiness as the wife of a suburban-Philadelphia Baptist minister? Indeed, she can! The world's best preacher and four fine young adult children are living proofs of that happiness. Perhaps a substitute teaching job helps me feel more successful; but my family really comes first when I ask myself "Is my life fulfilled?" What more could any woman want?

Mrs. Sidney M. Newcomb
(Laurel E. Herrmann)
R. D. 1, Box 1
East Stroudsburg, Pa. 18301

1942

My greatest accomplishments can be summed up in four words — Nancy, Sally, Holly and Tasitha. There were times on the way through this "great adventure" when I had some serious doubts, but now when I watch their glowing faces and their father's pride in them, I know that it was truly a worthwhile job well done.

Mrs. Thomas O. Meyer
(Marion Phillips)
5402 Amberwood Lane
Rockville, Md. 20853

1943

Did you ever try to write a 32-year biography in 50 words? One of my Christmas presents was a "Never Underestimate the Power of a Woman" T shirt. This, and "I can do anything I want to, if I try" are favorite mottoes. One of my greatest accomplishments is surviving 31½ years of wedded bliss to another Bucknellian, rearing five daughters, grandmothering four and finally achieving one goal — two second-generation Bucknellians. Co-authored a booklet on the individuality of twins, which a recent reviewer called "a classic." (Imagine my pleasure when my daughter found the booklet still available in the Bucknell library).

Currently I teach swimming twice a week to retarded youngsters and children with learning disabilities. As executive secretary for the National Organization of Mothers of Twins Clubs, Inc., I manage to fill the rest of my time with constructive activities.

Mrs. J. Frank Cannon
(Ginny Thompson)
5741 King of Arms Drive
Gibsonia, Pa. 15044

1944



In earlier years I felt great satisfaction working with people as chief medical technician for a diagnostic clinic. But, without a moment's hesitation, I can answer that I feel that my efforts in building a family life with my husband and daughter and maintaining a home that is the nucleus for our outreaching lives has been my greatest accomplishment since graduation. It is a wonderful feeling to share in the continuity of family

heritage, and I feel one of the greatest gifts one can offer is a home filled with love. This is a firm foundation for happiness in years of maturity. We find mutual trust and help in our home and this, too, gives impetus for active and creative living. Life is filled to the brim!

Mrs. John B. Scanlan, Jr.
(Betsey Doughty)
12 Sanford Avenue
Emerson, N.J. 07630

1945

Greatest Accomplishment: Combining two careers — a wonderful family (one husband, five children, one daughter-in-love, two grandchildren.) And a pleasant, reasonably productive publishing career. The latter began 17 years ago (newspaper correspondent, weekly columnist). Now as associate editor (Fleming H. Revell Company) I am looking forward to that first title page inscribed "Betsey Scanlan, Editor" (THE FAMILY BIBLE STUDY BOOK, Revell, May). My great family has always been enthusiastic and helpful, encouraging this dual career.



Something that has always struck me about classes that were at the "300 acres set apart" during the war years (1942-45) was that we had a rare opportunity to take the leadership in what had here-to-fore been strictly male domain: campus student government and student publications come to mind in particular. For many of us, it opened up a whole new world.

We were of the forefront of women's lib! We certainly paved the way for later generations and even when the men returned to campus there were no longer rights of eminent domain.

Mrs. Leland C. Ewing
(Betty Wells)
151 Midland Avenue
Tarrytown, N.Y. 10591

1946

This reporter is a non-paid professional volunteer. I have become a recognized expert on youth and delinquency problems in Westchester County, working with professionals such as police, probation officers, family court judges, and legislators, to improve the quality of life and justice for young people "straight" or "delinquent."

This is a field of unending struggle, for gains come slowly and in fragments. An accomplishment with which I am identified is the recent establishment of a non-secure detention home in the county — a facility mandated by the state five years ago.

On the eve of my 50th year, I am too busy to ponder the past and the future is full of challenge. Every day I learn something new, pass it on, and continue to cooperate with others to help the juvenile justice system function and change.

Mrs. Herbert Goldman
(Tamara Gurvitch)
370 Holland Lane
Englewood, N.J. 07631

1947



The use of my professional training (master's degree from Columbia School of Journalism) as a volunteer — on behalf of a cause with which I have identified myself since childhood (Zionism), has added a special dimension to my life. Currently I deal with all major North Jersey newspapers and conduct workshops for publicity chairpersons and bulletin editors of 50 Hadassah (Women's Zionist Organization of America) chapters.



bucknell women

At the same time, I consider the success of my sons also an "accomplishment." The oldest, a summa cum laude graduate of Columbia College (where he was elected to Phi Beta Kappa), now attends Harvard's Graduate School of Design. Our second son is doing very well at MIT. The youngest, still in high school, is earning a reputation as an effective letter writer to newspapers on behalf of Israel.

Mrs. James A. Brown
(Joann Gollightly)
410 Sherman Avenue
Roselle Park, N.J. 07204

1948

I would hope that any married woman, of my age, would consider her greatest accomplishment, personally, to be that of the satisfaction of having a happy, healthy family and home life — for this personal accomplishment, I am truly grateful. In addition, my husband and I formed an insurance agency, in which I work, and through which, I receive a great deal of business accomplishment.



Who could ask for anything more?

Mrs. John J. Lose
(Martha A. Woodburn)
70 Bald Eagle, Panther Valley
Hackettstown, N.J. 07840

1950

There are no special accomplishments that I can think of, but there have been small milestones along the way, such as graduating from Paterson College in Wayne, N.J., magna cum laude, and with a certificate for teaching secondary school English. After teaching in a private school, I taught for a while in the Cranford school system tutoring children with special learning disabilities.

I have been active over the years in community projects, P.T.A., Scouts, Sunday school teacher and fund raising for charity. Presently I am active in real estate sales in the Warren County (N.J.) area.

Perhaps my biggest accomplishment has been raising four children, three to maturity and one almost there and, of course, working and playing side by side with my husband, John.

Mrs. William E. Rusling
(Ruth A. Castner)
26 Saunderland Drive, Rt. 7
Bethlehem, Pa. 18015

1952



My most tangible contribution to society has been in the field of education. I have developed from the traditional classroom teacher to establishing and leading creative, open departments, to directing early childhood education, and now to starting work in a doctoral program at Lehigh preparing myself for early diagnosis and therapy of youngsters with learning disabilities.

I have been active in the teaching profession throughout our married life and my husband and I have been able to combine the demands of two careers and the responsibilities of raising children into creative, satisfying lives for all.

Mrs. William S. Reitz, Jr.
875 Hilltop Court
Chillicothe, O. 45601

1953

No tangible yardstick have I to measure my life — none of the visible scrolls of success and fame. But I do have love — love for God, for my family, for my fellow man, and for myself — love that continues to grow. At this point in my life, as I look back upon the road of joy and pain, achievement and disappointment, challenge and searching, I feel that maintaining and strengthening this is indeed an accomplishment.



Mrs. Glen S. Aspinwall
(Bonnie E. Mackie)
2431 Knox Trailer Park
Tarawa Terrace, N.C. 28543

1954



My greatest accomplishment is a personal one. It is my family. My husband, Glen, is having a very successful career in the Marine Corps; and our three children are young adults, showing great promise. While I have not suppressed my own interests along the way, I find great joy in observing my family's happiness and in knowing that a part of this happiness comes from my own efforts.

Mrs. James D. Trumbower
(Dorothy E. Dale)
412 East Springfield Road
Springfield, Pa. 19084

1956

My greatest accomplishment since graduating from Bucknell has been my home with a husband and three healthy children to love and care for. A homemaker has a vast range of opportunities from which to choose. As a Scout leader, church school and public school teacher, homeroom mother, school library volunteer, church news editor, craftwork buff — to name a few of my varied activities — plus that of being a responsible neighbor and chief engineer of the household, I feel that I have used my learned talents for the betterment of many. When demands lessen at home, when the children get older, I look forward to additional or new services and learning experiences.

Ms. Carolyn Meyer
18 Murray Street
Norwalk, Conn. 06851

1957

(For Ms. Meyer's greatest accomplishments see page 10.)

Mrs. Eric C. Hallberg, Jr.
(Roberta Bayer)
109 Murphy Drive
Pennington, N.J. 08534

1958

I feel my greatest accomplishment concerns personal growth. I am feeling more secure in who I am and where I am going. A major part of this concerns the decision I made a year ago to return to school for a master's degree in the guidance and counseling field. I am experiencing a keen sense of personal satisfaction, accomplishment and worth that is far beyond anything I had felt before. The everyday now holds sustaining joy and excitement and fortunately lacks the boredom that was setting in as my children were growing more independent and less demanding on my time and resources.

I am currently a full time student at Trenton State College, Trenton, N.J., and will have an M.Ed. in student personnel services upon completion of the program which I hope to finish by December.

Also, I am a part-time guidance assistant in our local high school, Hopewell Valley Central High, and am seeking full time employment as a guidance counselor in the fall, either in a public school or a community college.



Mrs. Frederick H. Grun
(Donna Jean Gay)
143 North Moyer Street
Annville, Pa. 17003

1959

My greatest accomplishment since leaving Bucknell has been to learn to practice the art of the possible. Sometimes the concrete good is better than the ideal best. I have acted on this in my family with Fred, my husband, and our daughters (Ellen, 13 and Emily, 11); in a Head Start program in which I have been deeply involved; and in church and other community activities, including my service to my beloved Bucknell as a Class Reporter.

Mrs. William E. Dickson
(Phebe M. Turner)
33 Walnut Road
Ocean City, N.J. 08226

1962

Giving birth to a joyous child, our daughter, and attempting to instill in her such qualities as respect, justice, and thoughtfulness while, at the same time encouraging her to develop her own personality, is what I consider to be my greatest and ongoing accomplishment. Combining what I have learned about child development with my own common sense, I hope to help our daughter grow into a fine young woman.



Mrs. Donald E. Pinegar
(Ruth P. Menouser)
104 Trumbull Avenue
Plainville, Conn. 06062

1963

(For Mrs. Pinegar's greatest accomplishment see page 15.)

Mrs. James M. Kettler
(Mary T. Atherton)
Star Route
Kingsley, Pa. 18826

1964



Do not force me to choose,
To categorize my roles in degrees
of comparison.
If one is greatest, another must be
worse.
I am all my accomplishments;
I am also all my failures.
Neither are consistent.
Do not ask me to be in competition
with me.

Mrs. David B. Sonnemann
(Judith Noecker)
29229 Buchanan Drive
Bay Village, O. 44140

1966

While many of my classmates have achieved prominence through their careers and endeavors, my contributions have been somewhat less significant.

I could speak of my work in Germany as counselor to 500 servicemen. Perhaps of greater importance, however, was my abbreviated career in medical research. For two years I worked at the University of Pennsylvania with dedicated people trying to advance science.

But, I shall state, despite the potential wrath of the radical women's groups, that my most meaningful contributions have been made as wife and mother. Opting for this role, I realized that what our society needs most importantly are healthy, happy, well-rounded and well-adjusted individuals. The basic strength of our country was built on the solid family unit and when a woman abandons a career for this role, she, as the engineer of the domestic unit, should assure that the breadwinner and children be best equipped to assume their places in today's world.

Mrs. John C. Savage
(Karen A. Wunderlin)
918 Hickory
Naperville, Ill. 60540

1967

I find it exciting being a woman in 1975. Politics, legislation and the Women's Movement are my main concerns and the only obstacles I encounter are self-imposed. My active participation in these areas dictates a continual growth



bucknell women

process — increased knowledge and experience result in greater responsibilities and new challenges. I evaluate my life in terms of personal growth rather than great accomplishments. My degree is no proof that I am educated but rather a certification of my ability to learn.

I ask my classmates residing in states which have not yet ratified the Equal Rights Amendment to write to their legislators and urge passage of this vital legislation. Let's really celebrate IWY in 1975!

Ms. Lydia Heller Dodd
514 Andrea Avenue, Apt. 178
Somerville, N.J. 08876

1970

I'm looking forward to one great accomplishment in 1975, the passage of the Equal Rights Amendment. It will be an achievement of all the women in the history of the United States, but it is sad that two centuries of effort and accomplishment have to date not given to women the equal treatment under the law accorded to men. International Women's Year will mean little if it focuses on the accomplishments of women, if these same accomplishments cannot even gain for women the equal rights they deserve.



Mrs. Edward Marston
(Laurie Butcher)
1409 West Greenleaf Avenue
Chicago, Ill. 60626

1972

Looking to the past for a "great accomplishment" seems smug for a recent graduate, so I'll describe a current project. As part of my work in Skokie's Planning Department, I attended public hearings on, researched, and wrote Skokie's Housing Assistance Plan which is required of communities receiving grants under the 1974 U.S. Housing and Community Development Act. The three-year plan provides for 250 new subsidized housing units for the el-



derly and 200 new or rehabilitated units for low-income families. The board of trustees' approval of the plan is gratifying because few suburbs around Chicago are participating in this program.

Mrs. Phillip Curlett
(Susan Latimer)
17 Weld Street, Apt. 8
Framingham, Mass. 01701

1973

Since graduation my life has grown to include marriage and with that, moving to the Boston area. After using my B.S. in education for several months as a substitute teacher, I decided to move off in a different direction — into the field of personnel management. As a result, I'm now employed in the personnel department of a local savings bank and am a part-time student at Northeastern University.



Women At Bucknell — More Firsts

- First basketball team for college women**
Mary Wolfe, captain, 1896
- First women's glee club**
Mary B. Harris, leader, 1896
- First Queen of the May**
Mary R. Bancroft, 1915
- First Senior Ball Queen**
Clementine Hires, crowned by Kay Keyser, 1938
- First president of student government (Student-Faculty Congress)**
Alice Leone "Lee" Boice, 1944
- First recipient of a varsity athletic letter**
Valerie B. Kiernan, manager of cross country team, 1972
- First to join a formerly all-male social fraternity**
Deborah A. Halahan, initiated by Phi Lambda Theta, 1973
- First member of a previously all-male varsity team**
Suzanne Storey, diver on swimming team, 1974-75

Seven Careers for Two Alumni

* Continued from Page 4

two engineers who were bored beyond tolerance with English and literature and reading. That pained me so I got permission for them to audit a class in the study of Sir John Falstaff, that great buffoon and celebrateur. Entered Dr. Coleman with much clicking of heels and ein Cherman akksent to read Henry the Fourth as if some ancient Hapsburg had settled and defended the British Isles. For the first time, I understood how Shakespeare could be translated into nearly 100 languages, undoubtedly more now. For the first time, I understood the power of great literature, the transcendental qualities of a great character which meets the test of time to touch the minds of many generations.

Herr Dr. Ernst Wilhelm Meyer had grown up in Berlin in the days of Von Hindenberg, had escaped the scourge of Hitler, and was at Bucknell teaching Political Science. He had taught himself to remember names by memorizing many pages of a phone book in one sitting. At the opening of each new class, each student would recite his name and Meyer would associate it with something meaningful to him: Elizabeth (Constable) Hadfield, Margaret (Dorothy) Thompson. He never forgot a name. But most of all he taught democracy. Never before or since, have I met anyone so steeped in the love of liberty and the democratic spirit: "rule of the majority, recognition of the minority, and freedom of criticism." The duelling scar from Heidelberg University days twisted on his cheek while his sonorous German voice extolled the virtues of our heritage.

Robert E. Streeter was barely four years older than I with a charming young wife and a baby daughter when I was enrolled in his course in Special Feature Writing. There was no question

Postscripts

More than 100 Bucknell women responded to our requests for information about themselves for use in this special issue. We appreciate the generous spirit in which they wrote and are most grateful for their cooperation in making possible this edition of Bucknell World, written by women in celebration of women.



At least one alumna has written us to express in advance her opinion of this Salute to Bucknell Women. Her letter follows:

"I think that is an excellent idea to devote an issue of *Bucknell World* to the diverse careers of alumnae. There is very little guidance available for women to help them enter into traditionally male-dominated career areas. In addition, new types of careers exist today which were non-existent five or ten years ago. Finding out about these opportunities is very difficult. I am looking forward to reading your upcoming issue on women and I hope it will be interesting and helpful to young women who are starting out in their careers. You might consider making this issue available to the undergraduate women presently enrolled at Bucknell."

Camille Orso Turner '64



History does have a way of repeating itself! In 1896, the editors of *Bucknell Mirror*, the University's semi-monthly publication, invited the College women to edit the forthcoming January issue. Mary B. Harris '94 served as editor and Mary M. Wolfe '96, was the business manager for that special women's edition.

but that he was a scholar. Years before, he had dispensed with the necessity of gleaning many facts by reading the *Encyclopedia Britannica*, as well as many other books, from cover to cover to cover. After leaving Bucknell he embarked upon his life's career of scholarship in American Literature. I am proud to say that he is a trustee of Bucknell with a distinguished career as scholar, educator, and administrator at the University of Chicago. He taught me that youth can achieve great things.

Melicent Melrose, surely in her sixties, instructor of Voice, wispy, white-haired, diminutive lady. To her, I turned for strength and the learning of "presence". Increasingly, I found myself in public speaking, filled with terror and perspiration at the sight of an audience. But if I could sing — in front of anyone — surely I would be able to speak. The secret of success, as any athlete knows, is control of breathing as well as training. "It's all in the diaphragm," Miss Melrose would say, as I practiced stance and stanza, breathing out and breathing in. I was to use her lessons, dynamically, 20 years later in the birth of my first, and only, child through the natural procedure we call "natural childbirth."

My classmates and I came to the University not in pursuit of wisdom but thirst for knowledge and its special ingredients — learning how to learn and learning ourselves, our limitations, capabilities, likes, and dislikes.

At Bucknell we were introduced to intellectual diversity. Here, many of us tasted the freedom of self-choice for the first time. Here, life habits were formed, appetites wetted or dulled, goals set, and the rich fields in our brains filled with seeds to sprout in the years ahead.

bucknell world

Editor **William B. Weist '50**

Guest Editors For This Issue
Director of Public Relations
Assistant in Public Relations

Trennie E. Easley '31
Katherine W. Shimer



bucknell world

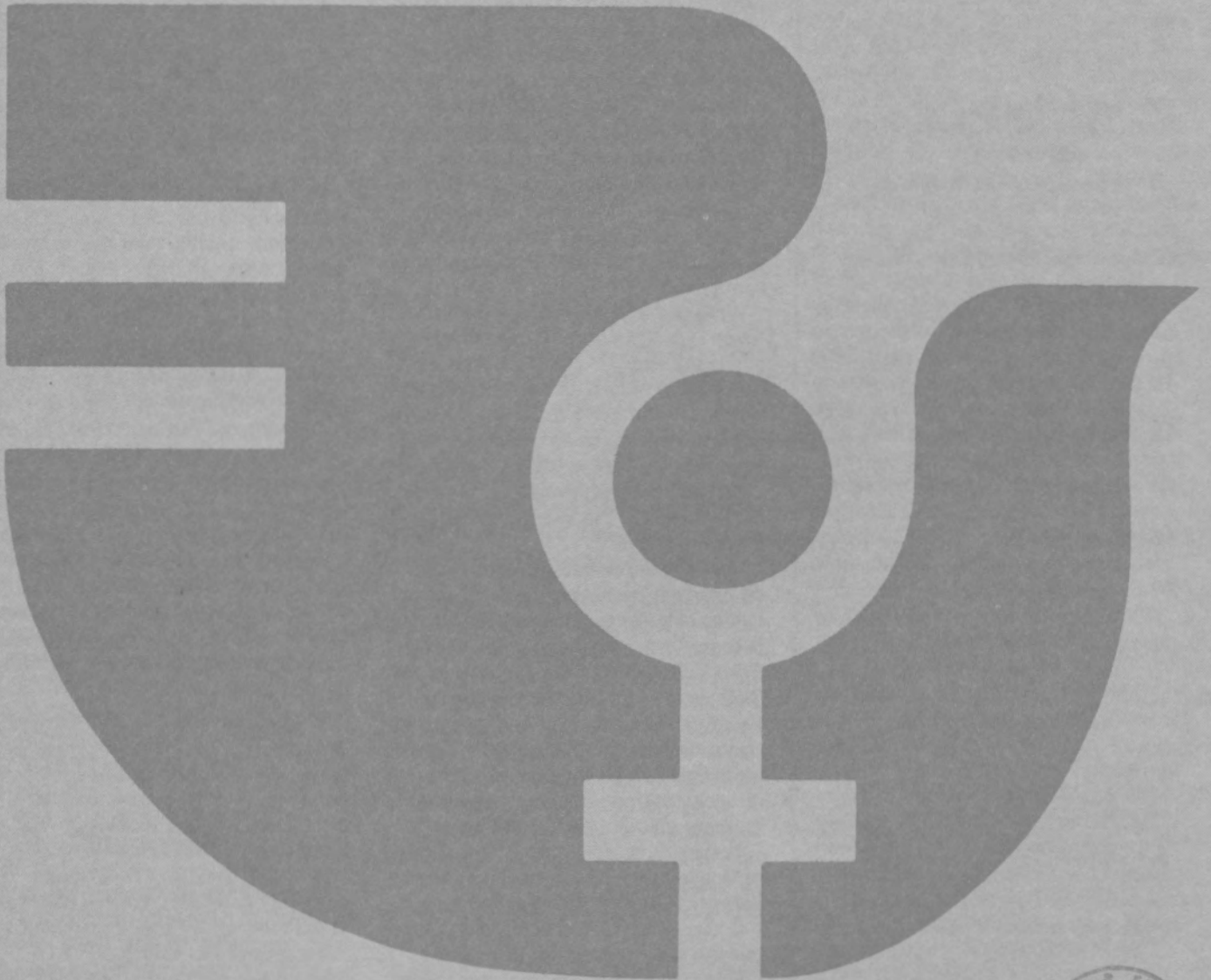


voluntary action
news



Volume 5 Number 6 • NOV./DEC. 1974

NATIONAL CENTER FOR VOLUNTARY ACTION



International Women's Year —
Focus on Equality, Development, Peace in '75



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Voluntary Action News

Published bi-monthly by the National Center for Voluntary Action, 1785 Massachusetts Ave., NW, Washington, D.C. 20036—800/424-8630.

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Distributed free nationally. Vol. 5, No. 6 November/December, 1974. Circulation: 41,834. Back issues available upon request. Bulk postage paid at Washington, D.C. Editorial material may be used in whole or part without permission, provided Voluntary Action News and NCVA are credited.

International Women's Year Provides Unique Opportunity for Volunteers

1975 has been officially designated International Women's Year (IWY) by the United Nations (UN).

This proclamation will provide the backdrop for worldwide activities on the status of women and on the means to improve it. *Equality, development and peace* — IWY's goals — will be the focus of these activities.

January 11 — USA Launching Day

The historic date of Amelia Earhart's pioneer flight from Hawaii to California — January 11 (1935) — has been chosen as USA Launching Day for IWY. The announcement was made by the U.S. Center for IWY, a non-political, non-partisan clearinghouse for information on IWY.

Dr. Ruth Bacon, director of the Center, believes IWY offers "a unique opportunity for organizations and individuals in the U.S. to focus the attention of the country on the advancements of the status of women." "Moreover," she adds, "IWY provides a forum for the recognition of women's responsibilities and achievements."

A proclamation by former President Nixon in January of 1974 officially designated 1975 as IWY in the U.S. Although no funds for official IWY activities were included in the 1974-75 federal budget, cabinet-level agencies have been asked to set aside a portion of their budgets for IWY; two have responded thus far — the Departments of the Interior and State.

Planning for IWY

In the United States, the success of IWY will depend largely upon the activities of the private sector. The UN has prepared a suggested program of activities and will sponsor an International Conference for IWY, which will review the progress made in advancing women's rights and responsibilities and will make recommendations for the future. The conference has been tentatively scheduled for June 23-July 4, 1975 in Mexico City.

In the U.S., a proposed "IWY Calendar of Months," which features 12 different areas of activities, has been issued by the U.S. Center for IWY. Emphasis on volunteerism is suggested for April, which coincides with National Volunteer Week, April 20-26.

Activities planned by groups and organizations in observance of IWY should

adhere to certain general guidelines:

- to help make IWY a time of progress as well as of stock-taking;
- to see what needs to be done in areas where organizations can make their influence felt, and then to develop and implement a program;
- to include international as well as national aspects of the status of women; and
- to involve men as well as women in the planning and implementation.

Voluntary Group Activities

Already, many voluntary organizations have made plans for IWY activities.

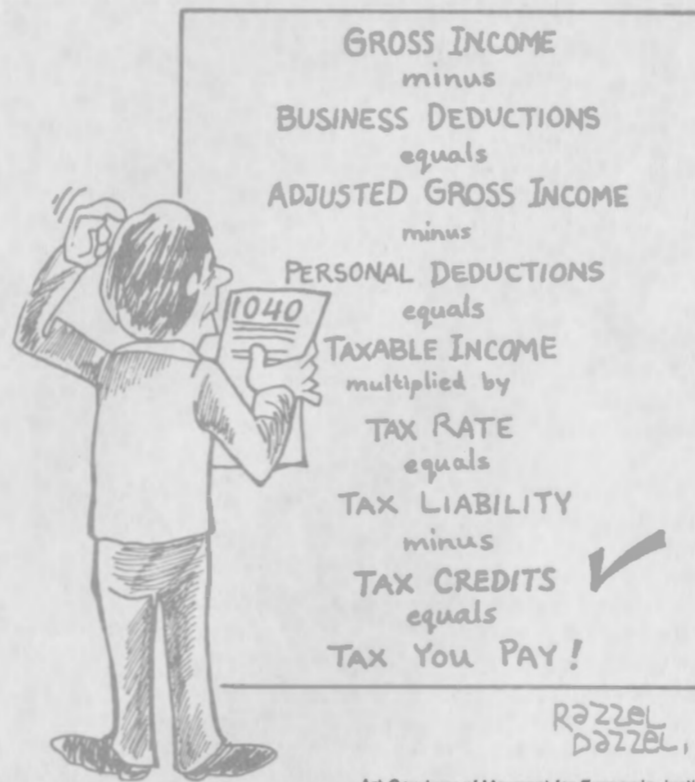
- The Soroptimist International of the Americas has developed a new program — "Women Helping Women" — in which each club in each of 13 countries will use Founder's Week to recognize one woman who has done the most to help other women.

- The thousands of members of the General Federation of Women's Clubs will be volunteering their time to investigate drinking patterns of women and treatment facilities in hundreds of communities across the country. The Federation will be working in cooperation with the National Institute of Alcoholism and Alcohol Abuse.

- The Relief Society of the Church of Jesus Christ of Latter-Day Saints has launched an eight-year course of study entitled, "A World-Wide Sisterhood," which will include the culture, traditions, form of government and current positions of women in member-countries. The course will consist of a manual of lessons plus a kit containing a record, a filmstrip and reproductions of several works of art.

- The Committee on the Status of Women in the Economics Profession of the American Economics Association has begun a study, to be completed in 1975, on "The Supply and Mobility of Women Economists." The Committee is also sponsoring a major national research conference on Occupational Segregation at the Wellesley-Federation Joint Center.

For further information on IWY (newsletter, suggestions, posters, jewelry), contact U.S. Center for IWY, 1630 Crescent Place, N.W., Washington, D.C. 20009.



Art Courtesy of Movement for Economic Justice

Volunteers Offer 'Tax Skills'

"It's that time of year, again" — a common refrain heard every year during tax season. That sigh of resignation does not apply to the months of January through April 15 for certain taxpayers, though, as an increasing number are putting their "tax skills" to good use by helping others file their tax returns.

In the past five years, volunteer programs to assist low-income, elderly and non-English speaking taxpayers have multiplied. The reason why, according to Jeff Gold, a certified public accountant (CPA) in New York City, is probably because in 1969 the Internal Revenue Service (IRS) abandoned use of the "short form" (1040A) — a fairly simple postcard size return for low-income taxpayers — and replaced it with a long form accompanied by 12 pages of instructions. As a result, many low-income taxpayers, for the first time, did not bother to file the more complicated form (often forfeiting a refund) or else they turned to commercial preparers, an expense many could not afford.

Foreseeing the trend, Mr. Gold helped form Community Tax Aid, Inc. in 1970 to provide free assistance to low-income taxpayers in New York City. A non-profit organization, Community Tax Aid recruits

volunteer professionals — CPAs, lawyers with tax experience and accounting and law students — to assist taxpayers in nine storefronts obtained by community organizations. Last year 115 volunteers helped more than 2,300 taxpayers. CTA volunteers have also testified on problems of low and middle-income taxpayers before Congressional committees.

Other groups recruit and train "lay" volunteers — often students or senior citizens — to provide tax assistance. The Volunteer Bureau of San Diego, through the efforts of its Retired Senior Volunteer Program (RSVP), recruits volunteers to provide tax assistance to any low-income person filing a Form 1040 or 1040A. The volunteers receive training through a special program of the IRS — Volunteer Income Tax Assistance (VITA), then are stationed throughout San Diego County in savings and loan offices and public libraries.

Ms. Dorothy Edison of the RSVP office admits to the program's success. Preparing for the 1975 tax season, the program's second year, she points out how "enough volunteers have already signed up to fill three training classes and one refresher class."

The VITA program of the Internal Revenue Service is a useful tool for volunteers who wish to provide tax-assistance. Now in its sixth year (the Spanish VITA program is in its third), the program provides a two or three-day training course through the IRS district training offices. Training is usually arranged through a sponsoring organization, such as the RSVP/Volunteer Bureau in San Diego. VITA also provides training materials which can be used as a self-teaching method, if the course is not taken. These include a VITA Course Book, which contains representative practice problems for tax-assistors and a "1974 Road Map," which gives step-by-step illustrations of how to complete Forms 1040 and 1040A. Both the Course Book and Road Maps are in English and Spanish. VITA also provides an Instructor Guide (in English only) for those who wish to train volunteers, and there is a special Instructor Guide geared to the tax needs of the elderly.

Another major tax-assistance effort has been launched from the private sector through the coordination of the Movement for Economic Justice (MEJ), a national organization committed to grass-roots organizing around economic issues. MEJ adds a new dimension to the program by combining free tax assistance with taxpayer education and organizing. The education aspect is to provide basic information on the tax structure and how it relates to the low and middle-income taxpayer. The resultant awareness could lead to constructive actions by coalitions of taxpayers in the area of tax reform.

While tax-organizing is not one of MEJ's planned actions for 1975, it still makes available its Tax Clinic Organizing Kit for \$5.00. The kit contains two handbooks. "Organizing Community Tax Clinics" fills a void in the IRS/VITA program, which will make referrals to existing programs but fails to provide information on how to set one up from scratch. The "Tax Clinic Handbook for Volunteers," which was prepared with the assistance of Community Tax Aid, deals with the income tax return form as well as with educational topics on tax injustices and tax reform. The kit also includes a variety of flyers, in camera-ready copy for easy reproduction, that can be posted as part of the tax educational campaign, and sample radio and TV spot announcements for publicizing the clinic's services.

(See Tax Volunteers, page 10)

VSP Provides Rehabilitation with Photography

by Winifred L. Brown,
Administrative Director
Mayor's Volunteer Action Center
of New York City.

Learning comes about in many different ways, and it can achieve many different purposes depending upon the individual needs of the learner.

Since 1941, Volunteer Service Photographers, Inc. (VSP) has been dedicated to providing rehabilitation through photography for the physically and mentally handicapped as well as for the environmentally disadvantaged.

VSP recruits volunteers, many of whom are referred through the Mayor's Voluntary Action Center of New York City, who teach photography and photo oil coloring in over fifty hospitals, drug rehabilitation centers, youth groups, and senior citizen programs. They offer thousands of hours of instructions to these organizations, both public and private.

For persons confined in institutions for long periods, the taking and processing of pictures acts as both physical therapy and pleasant recreation for the ill and handicapped. All ages and all degrees of disability are served in this way.

It was in St. Albans Naval Hospital in Queens, New York, that VSP established its first rehabilitation program more than 30 years ago to teach photography to wounded servicemen returning from World War II combat. This unit has continued without interruption since then.

For senior citizen groups, retirement's idle hours are filled with new and satisfying hobbies as they explore the delights of picture-taking and photo-oil coloring.

VSP also helps to channel youthful energy into purposeful creativity in teaching disadvantaged youngsters to find and express themselves through the taking and processing of photographs. Future career possibilities can often be sparked by an early interest in photography.

An annual contest is sponsored by VSP in which the best black-and-white photographs and photo-oil colorings in adult and junior divisions receive awards. These prize-winning photographs are then put on traveling display throughout the year.

In October, VSP received the Winifred



VSP volunteers offer instruction in many aspects of photography. Above, Mina Feldman instructs a bed patient in photo oil coloring at Brooklyn VA Hospital. VSP volunteer Eve Stroh instructs a class of senior citizens at Fulton Senior Center, New York. And, at right, Jose Santos shows darkroom techniques to New York City youth group member.



Fisher Award for 1974 given by the New York Adult Education Council for outstanding adult education programming in an informal setting.

VSP is located at 111 West 57th Street, New York, N.Y. 10019.

Hospital Audiences, Inc. —

A Creative Partnership with the Arts

Donations range from subway trains to paper clips. Volunteers range from psychiatric patients to student musicians. The clients, however, have one common problem: they are culturally deprived.

Hospital Audiences, Inc. (HAI) fills the need for art in the lives of those locked away from life's mainstream in prisons, psychiatric hospitals, state hospitals, old age homes or by poverty. By transporting clients to Broadway shows, rodeos and circuses and by taking live entertainment to institutions, HAI has brought art into the lives of 200,000 people a year in New York City alone, where the program originated.

Created by concert pianist Michael Jon Spencer in 1969, HAI is based on the belief that art has the ability to impart a sense of beauty, worth and human concern, necessary but lacking elements for people in bleak surroundings.

HAI gets people out of institutions by distributing, often on short notice, donated blocks of tickets to cultural and sporting events. Staff use an efficient telephone communications system to distribute these tickets to the proper institutions and to arrange for Volunteer Theatre Escorts. The volunteers meet the institution groups at the theater, pick up and distribute the tickets, and act as a liaison for theatre and institution staffs. In addition, Volunteer Escorts offer understanding and assistance to clients who might be unsure of the correct behavior in the unfamiliar surroundings of a theater.

For those who cannot attend the public events for legal or medical reasons, HAI takes performers, art shows and art workshops to them. Artists are recruited from both professional performing companies and from colleges and conservatories whose students welcome the chance to perform before a live audience. Museums donate art exhibits and instructors.

Institution Event Volunteers are the driving force behind these shows, however. They help hospital staff bring wheelchair and bed-ridden patients to auditoriums and spend hours touring the many buildings of sprawling facilities to be sure all patients and staff know of the coming performance.

HAI provides an additional community service by using the recipients of its services as volunteers in their administrative

offices, assisting in booking groups into events and other tasks. Social workers arrange for their clients to become volunteers as a preparation for re-entering the community.

One woman, a psychiatric hospital patient for over 15 years, did volunteer work at HAI as part of her re-entry program. She worked her way up to increasingly greater responsibilities at HAI and today is the associate director of the Mayor's Office for Services to the Handicapped.

HAI relies upon donations in the same way it depends upon its hard-working volunteers. Contributions in the form of goods and services are worth three times what the organization receives in cash.

The New York City transit system loaned a ten-car subway train — dubbed the Happiness Express — to take 1,000 children from poor neighborhoods to the circus at Madison Square Garden, Ringling Bros. and Barnum & Bailey Circus provided free tickets for the kids, and a troupe of clowns kept the kids entertained on the hour-long trip.

Support by the National Endowment for
(See HAI, page 7)



Lexington Herald-Leader staff photo

Lillian C. Embick (left), executive director of the Fort Wayne, Indiana chapter of HAI, assists nursing home residents off bus to attend a performance of "The Sound of Music." Ms. Embick has been serving as director on a volunteer basis for the past 4 years. Assisting her, at far right, is Mark Slagle, acting director of the Turtle Creek Nursing Home.

The Bachelor and the Brownies

Can a 32-year-old bachelor find happiness as a Brownie Scout leader?

Bob Ridgeway of St. Paul, Minn., did, and in the process became an enthusiastic supporter of volunteer work.

Ridgeway got into the Brownies by accident, thinking that signing up at his church to work with "Scouts" meant Cub Scouts. He plunged into his volunteer work, however, finding it a learning experience for the girls of his troop as well as for himself, a man unaccustomed to children.

Initially, Ridgeway had to tolerate jokes about his working with Brownies, but he found that people soon became simply curious about volunteer work in general, wanting to know what opportunities were available and how much time it takes.

Ridgeway is now leader of two troops of scouts — his eight Brownies and an eleven-member Webelos (Cub) Scout troop. He reports that there are basically few differences between his girls and boys. The boys tend to be shyer about

singing and view him as an after-school teacher or big brother, while the girls, especially those from broken homes, tend to see him as a substitute father. Ridgeway is thinking of teaching the girls woodcrafts and the boys home cooking.

Despite the addition of the Webelos, he has found that much can be accomplished in a relatively short time. Ridgeway spends about 2½ hours a week with each troop and is pleased to find that the time he spends volunteering does not detract from either his professional or private lives, as he thought it would before trying it.

Now that he has discovered how easy and satisfying it is to donate time, Ridgeway is thinking of branching out and trying other volunteer assignments. As he puts it, "the nice thing about volunteering is that you can try different things to see if you like them, you don't have to make a lifetime commitment. I want to try other fields because the more I do the more opportunities I find."

Minn. Conf. Develops 'Volunteer Bill of Rights'

—How can the volunteer movement be made more effective?

—How has voluntarism affected the status of women?

—How has voluntarism affected the economy?

These issues were the focus of a special meeting to document and evaluate the role of the service volunteer held in Minneapolis, Minnesota, November 14-15. Sponsored by the Junior League of Minneapolis, which was designated at its People Power Conference in April "to act as facilitator," the conference was attended by representatives of 33 national feminist and voluntary organizations.

What resulted was agreement on four avenues of action: examination of the role of research in upgrading voluntarism; development of courses of political action for volunteers; formation of a coalition of volunteer groups; and development of a proclamation for volunteers.

Defining "Service Volunteer"

The group's first task was to define "service volunteer," which generated considerable discussion. It was concluded that to make a distinction between the service and change-oriented volunteer was perhaps no longer useful, since it was felt that every volunteer has the potential to create change, even on a one-to-one basis. The following definition was agreed upon: The (service) volunteer is one who engages in activities mutually beneficial to herself/himself and other individuals, groups or organizations on a non-salaried basis and of her/his own free will.

Role of Research

It was decided that documentation of the impact of voluntarism on American society was necessary to prove or disprove the accusation levelled at volunteers that they are taking jobs away from those who need them. The need for research was also supported by the feeling that most of the present controversy surrounding voluntarism can be characterized as a set of competing, contradictory claims and opinions. A variety of research topics were selected, including the effects of voluntarism on the roles and status of men and women; the attitude of business, labor and education leaders toward volunteers; the impact of volunteering on paid work opportunities; the

decision-making role of service volunteers; and the costs of a volunteer program.

Political Action

Several courses of action were suggested for group and/or individual implementation, two of which deal with upcoming celebrations — International Women's Year and the Bicentennial. Besides offering the opportunity to focus attention on the status of women in the U.S., the latter was selected for "actions" that would express concern to the President, Congress and the American Revolutionary Bicentennial Administration about the creation of the Citizen Participation (volunteer) division of ARBA with no accompanying staff support — an affliction of the already understaffed, underfunded Women's Programs division.

Other areas selected for action were insuring that volunteer experience be used for job experience and insuring that legislation pertaining to citizen participation, such as the Social Security Act and Public Health Act, be implemented at all levels of government.



WHEREAS, the origins of our society are rooted in voluntary action, and WHEREAS, there is a need to promote understanding and acceptance of the power of voluntary action in society, and WHEREAS, one of the basic rights of the individual in this country is freedom of choice, and WHEREAS, the millions of individuals who choose to give of their time and talent to promote a better condition for all of our people have certain responsibilities and rights, we do, therefore, affirm the following as necessary to achieve for the voluntary sector the power, personal growth, and development to which they are entitled:

1. A variety of options for volunteer involvement recognizing every form of citizen participation and the need for recipient satisfaction;
2. Utilization of special skills;
3. Appropriate training, job descriptions, written agreements, evaluation and

National Coalition

The formation of a coalition of voluntary groups was decided upon despite some opposition. There was concern that the creation of another organization was "like forming a superpower," since "there is already a volunteer agency (NCVA) which should be dealing with these problems." Nevertheless, the final recommendation was that a national coalition would be convened by NCVA for a limited time to carry out the research and to seek ratification of the proclamation.

The Proclamation

The Proclamation was the result of and represents the many areas of concern expressed during the conference. Participants questioned use of the word "rights," wondering if its legal connotations would lead to an inaccurate interpretation. There was also debate on the provision for expenses, which might serve to trap women in volunteer roles. And finally, it was decided that those who signed the proclamation would do so as individuals and not as organization representatives.

skill development, with records of performance maintained;

4. Involvement in policy and decision-making with recognition of the volunteer as an agent of change;
5. Benefits which include job variety, upward mobility, insurance, space and expenses if necessary, tools for performance, provision for credentials, references, and proper termination procedures;
6. Mobility and transfer of volunteer work experiences toward academic and/or professional certification or paid employment; and
7. Recognition and acceptance of the impact and potential of voluntary services and action through:
 - a. Research
 - b. Education regarding volunteerism from elementary through graduate schools
 - c. Communication with business, industry, government and academia.



OEF Latin American seminar participants visit Voluntary Action Center in Lexington, Ky. as part of their leadership training. From left are Mrs. William Kenhel, League of Women Voters president; Mercy de Noguera of Santa Marta, Colombia; Mercedes de Rivero of Trinidad, Bolivia; Yiya de Rodo of San Jose, Costa Rica; and Mrs. Robert Rummell, Jr., president of the Lexington VAC.

OEF Promotes Volunteer Leadership in Third World

Women citizens of the Third World are learning to guide the development of their communities through the use of volunteers and the assistance of the Overseas Education Fund of the League of Women Voters.

Through yearly seminars in the U.S. and the use of full-time field representatives, the Fund assists active citizen participation in national and community development in eight Latin American and three Asian nations. Members of the League of Women Voters volunteer their time as trustees, on the board of directors and on various committees. Together with a small multinational staff they develop programs carried out by the seven professional field representatives, three of whom are Latin Americans.

The Fund has worked mainly with middle and upper class women trying to develop in them an understanding of the difference between the traditional "lady bountiful" volunteer role and volunteers as an aid in developing self-help programs with clients. With a new understanding of volunteering, these women can open doors for the disadvantaged, allowing them to participate more fully in the development of their own communities.

For example, a field representative is teaching a course on "Promotion of Volunteerism" to eight volunteers in San

Jose, Costa Rica. These volunteers are the training team of a 13-member coordinating agency, Federation of Voluntary Organizations, and will in turn train volunteers of the member organizations.

The Fund works primarily with Latin American coordinating agencies, through which OEF training can be provided to many women on an organized basis. Colombia has the most highly developed system of coordinating agencies, with one in each of 14 cities. In Bogota, the oldest and largest *Agencia Coordinadora del Voluntariado* coordinates, trains and offers consultation on child welfare, civic activities, education, family development, rehabilitation and health to affiliated social welfare groups.

A similar principle of OEF's work through coordinating agencies is applied in Asia, where the Fund has projects in Indonesia, Malaysia and Korea. In Indonesia, OEF is helping Aisiyah, a Muslim women's welfare group, design an educational manual for 1,500 community kindergartens and at the same time strengthen the group's organizational relations throughout the country. OEF also works with the *Persatuan Wanita Republik Indonesia*, a national women's organization founded in 1946, on a series of workshops and a handbook on organizational management for provincial women leaders.

In Malaysia, the Sarawak Federation of Women's Institutes, whose members have participated in OEF seminars, spreads its training to rural women in health, child care and nutrition through its membership in the Associated Countrywomen of the World.

To supplement the work done by the field representatives, the Fund holds six-week seminars in the United States each year. The 15th Latin American seminar, in which NCVA staff participated, was held this fall. Sixteen Latin American and two U.S. participants attended group discussions and training sessions and visited social welfare and civic agencies in Washington, D.C., where the seminar was held, and in Lexington, Ky. and Pittsburgh, Pa.

The fourth Asian seminar is scheduled for June of next year, in which carefully selected leaders of private voluntary organizations will observe U.S. community agencies using volunteers, and will analyze techniques of organizational management which might be adapted to their organizations.

HAI

(Continued from page 5)

the Arts has enabled HAI to help other communities in the country start their own Hospital Audiences programs. Presently, there are 14 affiliates around the country, each using volunteers in its own unique way to provide entertainment to shut-ins.

The HAI affiliate in Salt Lake City, for example, is run by students at the University of Utah who teach music on a one-to-one basis to severely retarded children. And in central New Jersey, a group of drug addicts who had attended the HAI-sponsored events in New York City formed an affiliate.

Hospital Audiences, Inc. seeks to form a creative partnership of volunteers and the arts. Jere Farrah, HAI National Program Coordinator, believes that volunteerism in the arts has been "traditionally limited to symphony, museum and theater guilds and similar fund-raising activities in support of established cultural institutions and organizations." The significance of the HAI program, he claims, "is that it provides one of the first opportunities for active volunteer participation in the area of cultural activity."

For further information, contact: Hospital Audiences, Inc., 1540 Broadway, New York, N.Y. 10036.

National Organization for Women

The discrimination against women in the work force is a recognized social problem today, as all available facts and figures testify. However, little attention has been given to the exploitation of women in the non-work force.

Eight years ago Betty Friedan performed the remarkable feat of exposing the kind of thinking that halted women's progress after the second world war. It was a clear case of unmasking the myths which prevented women from seeing their situation for what it really was. The mystique concealed from view the nature of women's dependent, limited existence and the fact that they were exploited, oppressed and kept in a servile, subordinate position.

The feminine mystique alone would not at that time in history have been a sufficiently effective factor to conceal from such large numbers of women the obsolescence of "occupation: Housewife" as the primary female role. A powerful supporting structure was needed, which served to make this role more palatable to many women. We are referring to the venerable institution of volunteerism. Just as the feminine mystique is an ideology which has concealed the actual meaning of the housewife role, so that volunteer mystique is an ideology which conceals from our view the truth that volunteerism is yet another form of activity — which serves to reinforce the second-class status of women;

- which is one more instance of the ongoing exploitation of women;
- which takes jobs from the labor market, and therefore divides middle-class from poor and working women;
- which buttresses the structures which are keeping women in a subordinate role;
- which is antithetical to the goals of the feminist movement and thus detrimental to the liberation of women.

We wish to make a rough dichotomy between two kinds of volunteerism, which are separate and distinct. One is *change-directed*. We have no quarrel with this kind of self-expression, which is the cornerstone of a democratic society. Without such volunteer effort, women could not liberate themselves. The other kind is *service-oriented* volunteerism. This seeks to complement insufficiently funded social services with non-paid labor in order to alleviate social ills. In

addition, it blunts the pressure for a more equal distribution of the nation's wealth, by muting the unrest which threatens the economic privileges and power of the well-to-do.

We find volunteers, mainly women, in all areas of the society where — due to the malfunctioning of our society — governmental action is needed, and voluntary efforts are expected to pick up the slack in governmental negligence. We find them in schools, welfare, rehabilitation, the legal system, in hospitals, nurseries and poverty programs. Here women, as everywhere else, play subordinate, supporting roles, always deferring to male authority. They are often used and ridiculed by professionals, rarely have any decision rights, real responsibilities or challenging tasks.

Volunteerism has served to give women an illusion of participation in the world at large. It has created a pseudo-world, largely populated by women, but still within the domains of male authority and male-status-determination. It has kept large numbers of capable women out of the labor market, out of competition with men (maybe also out of mental institutions).

Besides reinforcing the feminine mystique, volunteer labor has served to depress the wages of working women. Since so many women work for nothing, it is not surprising that female labor is valued so low. Especially in the helping professions, it is not uncommon for a supervisor to say to a worker, "I could use a volunteer in your job," in much the same way as an employer might have said to a white worker, "I could get a Negro to do your work."

Resentment of volunteers by paid staff is often intense. The implied benevolence of the affluent woman who "serves" without pay is deeply resented by professional and paraprofessionals alike. As a result, agencies often use volunteers in such a way as to avoid unnecessary contact. The distinction between paid and unpaid workers, however, acts to reinforce the class differences between women. On the one hand are those who function in an aura of charitable enterprise by the "gift" of their time. On the other are the "disadvantaged" and working women who are not in a position to donate their labor.

(See NOW, page 10)



A Second Look at

Women in Volunteerism

Editor's Note: Three years ago (December, 1971) Voluntary Action News featured an article on the National Organization for Women's (NOW) resolution on volunteerism, passed at their national conference in September, 1971. The resolution caused considerable controversy at the time and has continued as a major issue in the volunteer sector. In the interest of information, we present, here, the current NOW position and two dissenting viewpoints by Mary D. Poole, president of the Association of Junior Leagues, and Liz Magoon, volunteer services coordinator for the Washington State Office of Voluntary Action.

Liz Magoon

Many agencies are lamenting the difficulties they have these days in finding and keeping women as service volunteers. They say as more and more women take jobs, return to school or exercise other options which are beginning to open up for them, they have less time for traditional volunteer activities.

At the same time, the National Organization for Women has taken the position that women have for too long been exploited by their volunteer service. That organization believes that women should lay down their service roles and accept only those volunteer positions which offer the opportunity to effect social change as NOW itself is attempting to do.

To this writer, the real issue has been sidestepped: That there have not been, heretofore, real choices or options for involving ourselves in society, for utilizing our talents and for earning our livelihood. I feel that this has been true not just for women but for minorities and much of the time for men as well.

If we are ever, as a society, to achieve real equality of the sexes or the races, we must have options to offer all people. Within each individual's capacity, he or she must be able to choose a technical skill education or a more liberal one; to work for a salary or to use his/her talents in volunteer service; to lead or follow; or

all of these and others, at different times in life.

We must also teach our children and young people the values and rewards of service to one's neighbor and one's community. It will never be possible — nor would it be desirable — to pay for all of these services needed by a community. Our tax and charitable dollars will never stretch that far. And the rewards to be gained by both the giver and the receiver of volunteer service can never be totaled in dollars and cents.

Perhaps the greatest danger I see in the hard line statements of NOW is the danger of reinventing a wheel which we have already found unsatisfactory. As we have in this society denied women choices of education and work, must the pendulum now become stuck on the other extreme?

Must each of us now prepare for a lifelong career in the world of work, and take on the ethic of competition and upward mobility at any cost? I hope not. Men are finding increasingly little personal reward in this ethic which for so long has precluded them from being active husbands and fathers, as well as from many other choices which have been available to us.

We must, I believe, help each individual prepare himself/herself to earn a living for a family, if necessary, but we must not succumb to the philosophy that only through our work can we become a valuable member of society.

Mary Poole

The Association of Junior Leagues believes that the values of voluntarism — to the volunteer and to society — are so great that a variation of the word "volunteer" appears in each of the three statements of our purpose: to promote voluntarism, to develop the potential of its members for voluntary participation in community affairs and to demonstrate the effectiveness of trained volunteers.

The focus of the Junior League is on developing individual women who have the potential for leadership in order that they may become policy or change-oriented volunteers. We share with NOW the commitment to initiate whatever action is needed to bring about desired change in social institutions, government and society in general. We believe, with NOW, that it is important to raise women's consciousness so that they recognize the power they can wield to make needed social changes — in the interest not only of women but also for various other human concerns they might have. And we share with NOW the conviction that women should challenge existing national and local priorities — and so should everybody else!

We do, however, take issue with some parts of the NOW position:

NOW says that *volunteering keeps women in a subordinate role*. Two points need to be made: (1) Since she's a volunteer, it can't keep her there unless that is her choice — and, if she chooses it, chances are it is not subordinate for her. (2) Our experience shows that the opposite is frequently true — women have achieved management positions in voluntary organizations and in community projects that were denied them elsewhere. They demonstrated they not only had acquired the skills to lead large groups of people, but also to budget, to plan, to train, to evaluate — to carry out all the major functions of management.

The practice of volunteering is not what reinforces economic dependency — it is the fact that so far the labor market does not recognize skills acquired in voluntarism as valid work experience as preparation for a job.

The change that needs to be made, and NOW could assist with making it, is to have employers recognize that the skills acquired as a volunteer should "count" as work experience just as surely as skills acquired in paid employment or in college. If this change were made, voluntar-

ism could be a stepping stone to a woman's paid career (if that's what she wanted at some point in her life).

We differ from NOW when it says that *service-oriented volunteering represents exploitation of women*. It's impossible to reconcile exploitation of women with something they do voluntarily. If they are or feel exploited, all they need do is quit. It's not service volunteering that degrades women — it's the prevailing attitude toward women that is degrading service volunteering! Is NOW prepared to say that men should not be Boy Scout leaders, Y Guides Directors, volunteer probation officers? I doubt it. If these kinds of activities are degrading when women do them, then it's got to be degrading when men do them — and it just ain't so!

NOW's statement that *the federal cutbacks caused the firing of paraprofessionals in the schools and these positions were then filled by volunteers* may be true, but the real question is, if the volunteers had not filled the positions, would money have been found to bring back the paraprofessionals?

It would be interesting to find out whether the hospitals, schools, prisons and other institutions would fold without their volunteer support, so we would know whether society really could afford to pay for all these services.

That might settle one dispute but there's one that would be left unsettled. And that is whether the humaneness, the "caring" of individual volunteers, that makes hospitals and other institutions tolerable for those who inhabit them would be there if the volunteers were gone.

And what about the value to the volunteers themselves? Senior citizens as volunteers, using their skills and knowledge to keep from being isolated and lonely; youth as volunteers, learning to give talent and time instead of always selling themselves; clients as volunteers, developing new skills along with pride and dignity and a first step to a paid job.

NOW asks *whether volunteer efforts are the most efficient way of obtaining our goals*. Of course they aren't. Goals are much more easily defined, accepted and reached in a controlled society. But the richness, the multiplicity of goals, the creativity of approaches, the magnificent failures and the spectacular successes aren't there either. What's gone is individual freedom. I can't believe that NOW wants efficiency at the expense of freedom and creativity.

Lilly Bruck* on

Volunteer Employment

New York City's Consumer Affairs Department volunteers, whose contribution enables a budget restricted staff to handle up to 300,000 consumer complaints annually, are considered volunteer professionals. It is commitment to the task, not the paycheck alone, that differentiates the professional worker and serious volunteer from dilettante.

Volunteers are never encouraged in the belief that their status may be changed sooner or later to paid employment. Yet, over the past four years, a goodly number of former volunteer professionals have joined the ranks of staff and are now on the payroll of the Department of Consumer Affairs. Why this contradiction?

"Good faith" is an explanation. The volunteer corps of the Department is considered a valuable unit serving New York City's consumers. It is not to be used as a secret side entrance to paid employment if the main door is barred — such intentions would be unethical on the individual's part. And from the agency's point of view, employment of a relatively recent volunteer would upset the morale of some who may have served for years, through summer heat and winter cold, without pecuniary remuneration.

The situation is different, however, when an opening occurs and the Department needs an employee to fill a vacancy. Why, then, should not consideration be given to devoted volunteer professionals who have acquired proficiency and demonstrated their reliability in years of voluntary service?

In New York City's Department of Consumer Affairs, the first exception to the rule was made in the case of Dr. R., a retired dentist. After two years of daily attendance, he had become a skilled complaint resolver and a welcome speaker at senior citizens centers. With assistance from the Mayor's Office for the Aging, a "Senior Citizen's line" was discovered in the city budget that allowed employment on an hourly basis, up to the maximum of additional earned income permitted by social security benefits. Since this breakthrough, eight more retirees, former professionals and businessmen and

women became part-time employees, paid under this hourly rate scale. All of them had become experts in years of unremunerated service and none were resented by their colleagues who recognized these individuals' more intensive commitment and length of service.

At the other end of the age scale, summer students join the Department annually, doing investigative legal work, research and consumer education. Each year, a small amount of the Department's budget is allocated to the hiring of a few students for ten weeks of paid summer employment. It is only economic justice, for individual and agency, that preference be given to students who had been outstanding volunteers in previous summers. They proved themselves equally competent as paid summer students and subsequently used their work experience in their applications to graduate schools and in job applications after graduation.

Even full-time employment was offered to some former volunteer professionals, myself among them. After four years of full-time volunteer service under Commissioner Bess Myerson as founder and director of the department's volunteer corps, I was appointed by Commissioner Betty Furness to the paid staff as Director of Consumer Services, which included the volunteer and consumer education divisions. Under Commissioner Elinor Guggenheimer, these two branches grew to such unprecedented proportions that the functions had to be divided. Again, the natural choice for the newly created position of a full-time Director of Volunteers was a former volunteer professional, who had distinguished herself in two years of complaint resolving service and some remarkable, independent research.

Volunteer service, I think, can serve as a stepping stone to gainful employment for those who can and wish to make full use of their time and energies. For those whose available time is limited, there is no better application of their free hours and talents than involvement in their community through serious commitment to volunteer work without the hidden motive of possible access to the payroll. To these volunteers, personal growth, satisfaction of accomplishment and service to their fellow men and women are ample, non-monetary rewards.

*Dr. Lilly Bruck is Director of Consumer Education, Department of Consumer Affairs, City of New York.

Tax Volunteers

(Continued from page 3)

At a time when inflation is increasingly tightening the purse strings, volunteer tax-assistance programs are doing more than de-mystifying a seemingly complicated tax form: They are helping the taxpayer save money, possibly in taxes, but at least in fees that would have been otherwise charged for filling out a basic tax return.

For further information:

Volunteer Income Tax Assistance (VITA/IRS)

To find out where the nearest tax-assistance program is and/or to obtain copies of VITA training materials, contact the VITA Coordinator in the nearest IRS District Training Office. There is at least one in every state, and your local IRS office can give you the location and phone number.

Movement for Economic Justice

MEJ's "Tax Clinic Organizing Kit" can be obtained by sending \$5.00 to the Movement for Economic Justice, 1609 Connecticut, Ave., N.W., Washington, D.C. 20009.

Community Tax Aid, Inc.

CTA will assist tax professionals — accountants and attorneys — in other cities start similar programs. Write: Community Tax Aid, Box 1040, Cathedral Station, New York, N.Y. 10025.

NOW

(Continued from page 8)

While women derive satisfaction from their volunteer activities, those very activities may have negative side-effects. Particularly in a situation of economic recession when jobs are scarce, volunteers actually remove jobs from the labor market. If there were no volunteers available to do necessary work, the next budget would have to include more positions. In some cases these might be part-time jobs, so helpful for women with children or who are attending classes.

It seems clear, therefore, that as long as women continue to flock to voluntary associations and agencies, to schools, hospitals and charity foundations, as long as their goals are to serve rather than to change, much of the energy which could go into the effort of improving the position of women is instead being utilized to uphold the status quo.

letters

PBS Volunteer Readers

The September/October issue of *VAN* carried an article on public broadcasting volunteers. Nowhere was there a reference to one of the most important elements of volunteer service in public broadcasting — that of volunteer readers who assist with the radio talking book programs and radio reading for the blind.

Presently, the blind in at least 16 states receive such a service, either being broadcast on an open channel or via an FM subchannel. These programs are very valuable, indeed, to a segment of the public that has no other practical access to the daily newspaper and to some other kinds of information disseminated in this way. Sufficient funding for such programs is often difficult to obtain; therefore, to assist the paid staff members, community volunteers are enlisted to read the newspaper and other items on the air on a regularly scheduled basis. Many of these volunteers become aware of the program through the publicity of their local volunteer bureaus; their involvement with the blind public they serve is one of direct communication rather than behind-the-scenes activity.

In the interests of all those affected by radio talking book services, both as listeners and as volunteers, I suggest that the author of the article be made aware of this information and that you might make it available to all your readers, as well.

Florence Grannis
Assistant Director for
Library & Social Services
Iowa Commission for the Blind
Des Moines, Iowa

VAN On Probation

In the July-August issue of *VAN* you printed an article that said citizen volunteers operating as probation supervisors are often more effective than professionals, particularly for the first time offender.

I wish to call your attention to a research packet entitled, *Sociological Perspectives of Correctional Supervisory Models*, that was completed by three staff members of the Yakima County (WA) Probation Service as a graduate study research project. The result of this study,

possibly not as elaborate as the one conducted by the University of Utah, also shows that volunteers working as probation supervisors are more effective than probation counselor/offender relationships, solely. However, it should be pointed out that the most effective form of supervision was that where the probation counselor and volunteer worked as a team, rather than where the volunteer worked independently.

Larry L. Young, Project Director
Yakima County, WA Probation Services

Editor's Note: Mr. Young's letter was one of several we received concerning this article. Both studies showed that volunteer probation officers were effective in qualified situations. We regret and apologize if the article gave the general impression volunteers were better than professionals.

Sexist Cover

I'm taking this opportunity to point out that the cover of *VAN* (June 1974) — Professional Voluntarism, Career Lattice — reinforces prevalent attitudes on sex stereotyping. Had the little figures depicting the various staffing positions been asexually portrayed, this question would not have occurred. However, it seems that women are illustrated only in the middle-management areas, not the top directorial positions.

I realize the cover is decorative and meant to encourage readership, but I feel strongly that graphics influence people — in this case, not in a positive manner.

I would like to suggest that in the future "people" illustrations not refer to sexual characteristics (unless depicting a solely one-sex idea, e.g., father, wet-nurse, etc.)

Helaine Hamelstein
Program Coordinator, Youth &
Student Affairs
Planned Parenthood-World
Population
New York, N.Y.

Filer Commission

The Sept.-Oct. issue of *Voluntary Action News* discusses the Filer Commission.

In the area of housing rehabilitation, there is an opportunity under the Com-

munity Development Program using Government Sharing Funds with local programs and community wide coordination and planning to assist low-income families through homesteading to obtain homes and renovate them at very low cost.

A program on the South side of Youngstown did not get under way two years ago because adequate funds were not forthcoming.

This type of volunteerism and others to come are essential to the future of America to preserve the best while reducing expenditures of public funds.

The Filer Commission should find plenty of data to support and foster better legislation for volunteerism in this and related fields.

H. Walter Damon, Chairman
Community Design Center of
Youngstown Area Architects
Youngstown, Ohio

No Rip-Off

It was the article in the July 1974 issue of *VAN* in which Ms. Geri Joseph, Contributing Editor, *The Minneapolis Tribune*, quotes Ms. Patricia McCormick, National Organization for Women, on the "rip-off of women in the United States" that infuriated me into writing my first letter to a publication.

Ms. McCormick, through her remarks, has proven herself completely devoid of any empathy towards the suffering of others which is the one ingredient most essential in a woman's personality if she is to maintain her femininity.

As an ex-mental patient who was taken under wing by a female volunteer, I must let you know that my recovery would have been totally, utterly and completely impossible without her.

The hospital which I committed myself to was, as they all are, overcrowded, understaffed and short of funds. Nevertheless, through her encouragement, mental and emotional support and spiritual guidance, I was able to finally leave the institution, secure a secretarial degree and become employed. Never did she leave my side through the months and months of degradation — to dignity and self-respect.

I fully concur with Ellen Straus in that *NOW* stomps on other women. After much research on their organization and attending one of their local chapter meetings, I contacted three charity agencies to donate my secretarial services!

Philomena T. Testone
Harrisburg, Pa.

International Conf. Slated for '76

San Francisco has been chosen as the site of a 1976 international conference on volunteerism, to be convened by the International Association for Volunteer Education (IAVE).

The meeting, officially called the '1976 LIVE Conference' (Learn Through International Volunteer Effort), will be the third of its kind since 1970, when the first LIVE conference was held in Los Angeles. Manila hosted the 1972 International Conference.

The conference will serve as catalyst for the education and training of volunteers in the fields of health, welfare, education, recreation and culture. Leaders from about 80 countries, who will be chosen for their interest in volunteerism, are expected to attend.

The IAVE San Francisco Conference Committee will handle details for the conference. Mary Ripley, IAVE president and NCVA Executive Committee member, and Vee Tinnin, former director of NCVA's Western Office, are involved in the planning and coordination of the conference.

Conference sponsors, to date, include the American Association of Volunteer Services Coordinators, American Society of Directors of Volunteer Services, American Women for International Understanding, Association of Junior Leagues and the National Center for Voluntary Action.

NCOA Launches Operation Independence

Operation Independence — not to be confused with the energy self-sufficiency program called Project Independence — was recently launched by the National Council on the Aging (NCOA) as a nationwide effort to help older persons maintain their independence, thereby providing alternatives to institutionalization.

This new project, which is supported by a three-year grant from the Dept. of Health, Education and Welfare's Administration on Aging, will stimulate programming for the aging within national voluntary organizations and seek development of community in-home services for the aging by coalitions of local voluntary and public agencies.

Operation Independence will have an

news notes

advisory committee composed of the members of the National Voluntary Organizations for Independent Living for the Aging (NVOILA), a program unit of NCOA. NVOILA has been active in the years since the 1971 White House Conference on Aging in stimulating community in-home services to older persons. NCVA is one of 136 members of NVOILA.

The project's staff can provide various forms of technical assistance to community and national participants, including program guides and materials, and assistance in planning for workshops and training sessions. Contact: Operation Independence, National Council on the Aging, 1828 L St., N.W., Washington, D.C. 20036.

IVS Seeking Overseas Vols.

International Voluntary Services (IVS), a private, non-profit organization which offers technical assistance to developing nations, is seeking a number of volunteers for two-year assignments on multinational teams in the following countries: **Bangladesh**—agronomy, horticulture, accounting, agricultural extension, rural health and family planning.

Papua New Guinea—business development, civil engineering, sericulture, animal husbandry and nurse tutoring/nurse midwifery.

Yemen—a registered nurse for ward supervision and nurse training. An agriculturalist in cereal crops and plant protection.

Ecuador—civil engineering, public health, medical technology, agronomy and veterinary medicine. Spanish is necessary.

Honduras—agronomists. Spanish necessary.

Volunteers are provided with a modest salary, living allowance and transportation.

Since its inception in 1953, IVS has been sending technical specialists in agriculture, health, education and other fields to assist in specific programs designed in conjunction with the host government. Contributions from host institutions are emphasized, insuring their

participation in and commitment to the joint endeavor.

Contact: IVS, 1555 Connecticut Ave., N.W., Washington, D.C. 20036.

Inflation Hits Volunteer Force

Inflation, apparently, is taking its toll on volunteers as well as the paid workforce. In its December 3, 1974 edition, the *Wall Street Journal* reports that many volunteers are seeking paying jobs to supplement their family incomes.

Across the country, the *Journal* reports, school systems, libraries and hospitals are experiencing significant drops in their volunteer rolls from the levels attained one year ago.

The report does not indicate the impact of the women's movement on these vacancies for volunteers. The National Organization for Women has strongly opposed service-oriented volunteering in such institutions as hospitals, libraries and schools.

Nat'l Arts Program Grants Available

Community and neighborhood arts programs can now apply for matching grants under the Expansion Arts Program of the National Endowment for the Arts.

The program seeks to expand the availability of professional quality arts projects run by the citizens they serve. Programs with a Bicentennial theme or those designed to be accessible to the handicapped will receive special consideration from the Endowment, which is also looking for projects presenting new works, improving artistic standards, and preserving our cultural heritage.

Categories under the Expansion program include instruction, community cultural centers, arts exposure and special summer projects.

To apply for grants in fiscal 1977, write to Expansion Arts Program, National Endowment for the Arts, Washington, D.C. 20506. The deadline for applications is October 1, 1975.



Governor Jimmy Carter proclaimed October 29th VOLUNTEER FOR GEORGIA DAY. Making a special appeal for volunteers in state government, the Governor said that Georgia's Office of Volunteer Services "provides a program by which individuals and private organizations are linked with State departments needing volunteers." Standing with him, from l. to r., are Department of Administrative Services Commissioner Emie O'Neal, Mrs. Jimmy Carter and Georgia Office of Volunteer Services Director June Sammons.

State Coordinators Meet To Plan for '75'

State Volunteer coordinators met in Indianapolis December 16-18 to discuss their concerns and chart their course for 1975.

The coordinators represented 15 state governments which have set up an office for voluntary action to coordinate and stimulate volunteerism in their states. These offices were funded through a special grant from the federal agency ACTION, following a year's preparatory work by James Johnson, Director of the Volunteer Action Program of the National Governor's Conference.

Precedence for such offices could be found in Washington and Illinois, which have maintained state sponsored offices for voluntary action for several years, and in a number of other states where offices of more recent vintage have been in existence for varying lengths of time.

In spite of existing models, state coordinators have to charter courses in relatively unknown waters and resolve many difficult questions: how to use "political" leverage without making volun-

teerism a political tool; how to navigate barriers of distrust between the governmental and private sectors; how to "sell" volunteerism to the legislators to enlist their support after the initial grants have expired. . .

All coordinators stated a desire to create a new resource in their states. Much discussion centered on what services — given the constraints of their small offices — would be most useful to local volunteers and volunteer programs.

The conference was hosted by Carl Perdue, director of the Governor's State Voluntary Action Committee with the financial help of the Lilly Endowment, Inc.

The new offices are located in the following states: AR; CT; GA; IL; IN; ME; MI; MO; MT; NV; NC; ND; OH; OK; OR; RI; SC; TX; VT; VA; and WA.

For more information on state voluntary action offices write:

James Johnson, Director
National Governor's Conference
Voluntary Action Program
P.O. Box 41319
Sacramento, CA. 95841

U. of Colo. Offers Volunteer Management Certification Program

Where do the 60 million American volunteers go in search of qualified leaders? One place is the University of Colorado whose Volunteer Management Certification Program provides the first recognition of volunteer administration as a profession.

Both present and future volunteer managers are offered, mostly by correspondence, university level courses in the multi-faceted problems of directing human services agencies.

The seven required courses and two electives must be completed within five years. Registration may take place anytime at a cost of \$67.50 per course, and a C or better in each course is required to receive the Volunteer Management Certificate.

For more information write to the University of Colorado, Division of Continuing Education, Bureau of Independent Study, 970 Aurora, Boulder, Colorado 80302.

NAFC Awards Announced

National Action for Foster Children (NAFC) is asking for nominations for the 1975 NAFC Voluntary Action Award for distinguished service to foster children. The purpose of this annual award is to recognize individuals or organizations who are not professionally engaged in the field of foster family services either as social service or foster parent staff, but who, as voluntary advocates, have initiated or participated in endeavors to improve services to foster children and their families — the goal of National Action for Foster Children.

Nominations for the 1975 NAFC Voluntary Action Award may be made by sending a letter stating the nominee's name, title and significant contributions to foster children to:

NAFC Award Committee, c/o
Children's Bureau, OCD, Box 1182,
Washington, D.C. 20005. All nominations must be received by March 1, 1975.

books

A Regular Review of Works Of Interest to the Volunteer Field

Source III: Organizing for Health Care — A Tool for Change, Source Collective, Beacon Press, 1974. 256 p. \$5.95.

Organizing for Health Care is the third in a series of resource catalogues, produced by the Source Collective in Washington, D.C., which are based on the premise that the strength of social change originates from projects where people are directly involved in changing their own lives.

At a time when medical costs have quadrupled in only ten years along with hospital, insurance, drug and supply profits, decent health care has become more and more inaccessible to an increasing segment of the population. *Source III* provides a working tool for those seeking to improve the availability and quality of health care in this country.

The catalogue focuses on major health issues, such as patients' rights, women's health, nutrition, community control of clinics, hospital working conditions, psychiatric abuse, occupational safety and health, prescription drug pricing, training and distribution of personnel and more. The special needs of Third World peoples, the deaf, blind and retarded, elderly and prisoners are also included.

Chapter introductions analyze each subject area, offer proposals for change and suggestions on how to secure that change. Model groups are described, along with address and phone listings for contact purposes. Useful annotated listings of books, pamphlets, periodicals, films and tapes are included on each topic as well.

Source III may be ordered from Source, PO Box 21066, Washington, D.C. 20009.

Women, Work, and Volunteering by Herta Loeser. Beacon Press, 1974. 256 p. (Available from Civic Center and Clearinghouse, Inc., 14 Beacon St., Boston, MA. 02108. \$8.95 p.pd., 20% discount for professionals.)

Herta Loeser's *Women, Work, and Volunteering* is a timely book. Volunteerism needed a sensible, sensitive woman to clear the smoke that has beclouded

volunteering ever since the feminist movement voiced objection to direct service volunteering.

Ms. Loeser is the right person for the task. She is a feminist with high ambitions for woman's role in the world, yet a firm believer in seeking all the alternatives. Long experience in counselling women both for work and volunteering has taught the author that the modern life style of women can accommodate both, at times simultaneously, at other times successively.

The book is full of practical examples which make lively reading and, pieced together, provide insight into the whole panorama of volunteer opportunities open in today's society. There is a down-to-earth, optimistic commitment to volunteering as a way of life which should make the book appealing to people regardless of gender.

Any person, curious to find out what volunteering is all about, what the issues are and many of the options will find the book rewarding reading.

—Helga Roth

Crisis Intervention in the Community by Richard K. McGee. University Park Press, 1974. 307 p. \$14.50.

To people accustomed to thinking of crisis intervention centers solely in a mental health context, Richard K. McGee's book, *Crisis Intervention in the Community*, will come as a surprise.

McGee sees the ideal center as being independent of the mental health system, cooperating readily and often with the many non-medical agencies in the community. "Crisis services must relate just as effectively with law enforcement, vocational, welfare, educational, health and legal services as with the mental health clinic."

McGee and other authorities feel that the involvement of volunteer nonprofessionals was the single most important innovation in the history of the suicide prevention (now broadened to crisis intervention) movement, and certainly what permitted its growth in the mid-1960's.

"Volunteers are no longer the stopgap measure . . . they are primary resources, valuable in their own right," McGee says.

After briefly summarizing the early movement, McGee relates the histories and compares the development of 10 crisis intervention centers in the Southeast. He then describes in detail the model Gainesville, Florida Suicide and Crisis Intervention Service, which features a continuing research program to gather data on the lay volunteer as part of the service delivery system and to develop criteria for crisis worker performance.

In all the case histories, McGee is candid in his descriptions of the political struggles and conflicts within the crisis center organization and with the community power structure. Further, he advocates the participation of volunteers in the care teams that physically intervene in stress situations. He argues that crisis intervention services that "hide behind their telephones" and avoid face-to-face contact with people in distress are neither living up to their potential nor adequately serving those in need.

—Judith T. Williamson

Corrections Magazine, published by Correctional Information Service, Inc., 300 E. 44th St., New York, N.Y. 10017.

Corrections Magazine, a handsome, new bimonthly, provides detailed coverage of the U.S. prison system and related treatment programs for offenders. Its aim is to appeal to the wide range of people involved in the corrections field — corrections officials and other criminal justice professionals as well as volunteers.

Published by the Correctional Information Service, a non-profit organization affiliated with the American Bar Association's Commission on Correctional Facilities and Services, the second issue of *Corrections Magazine* includes in-depth profiles of the New Jersey, Washington and Georgia prison systems, plus separate articles on the different approaches used in treatment programs for sex offenders in New Jersey and Washington — one of which involves male and female volunteers from the surrounding community.

A one-year subscription is \$15 for individuals and \$30 for organizations. Volunteers who subscribe will receive a complimentary copy of the second (Nov-Dec '74) issue. Contact "Circulation Department" at the address listed above.

NCVA Schedules Spring Workshops

NCVA, through the cooperation of local volunteer programs and institutions of higher education, is sponsoring a series of 27 Spring Workshops around the country for volunteer leaders, paid administrators and board members from all types of volunteer programs.

Each workshop will consist of three 3-hour sessions in the following subject areas: Effective Board-Staff Relationships, Local Fund Development and Problem-Solving. These workshops are designed primarily for volunteer leaders and administrators who are relatively new to the field or for those who have so defined their own learning needs.

The workshop will begin with an afternoon and evening session on the first day, reconvening for a morning session the next day. While there will be no registration fee, participants will be expected to pay for their own meals, lodging and travel.

Below is a listing of the locations for the Spring Workshops, which will be scheduled for two days within the given time period. Each Workshop will be limited to 100 participants. For further information, contact Maureen Chamberlain, Education and Training, NCVA, 1785 Mass. Ave, N.W., Washington, D.C. 20036. Phone: 800-424-8630 (toll free).
February 13-14 - Birmingham, Ala.
March 3-17 - Topeka, Kansas; Oklahoma City; Houston, Texas; Memphis, Tenn.
March 17-27 - Seattle, Wash.; Orlando, Fla.; Phoenix, Ariz.; Savannah, Ga;

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center focus

Volunteer Week Kits Available

In order to assist communities in planning for National Volunteer Week, April 20-26, 1975, NCVA has prepared resource kits which include the following items:

- NCVA Communications Notebook — a primer for Voluntary Action Centers and volunteer groups on how to start a communications program. The booklet contains many examples of projects which might be undertaken during National Volunteer Week.
- Idea sheets containing 25 brief descriptions of successful 1974 National Volunteer Week projects.
- Sample radio and T.V. spots, news release and state and local proclamations.
- Order form for volunteer pins, posters and award certificates.

The January/February, 1975 issue of *Voluntary Action News* will feature an article on National Volunteer Week, and will carry a sample poster which may be ordered at that time.

1975 National Volunteer Week resource kits are available free of charge from:

National Volunteer Week Kits
National Center for Voluntary Action
1785 Massachusetts Ave., N.W.
Washington, D.C. 20036

- Winston-Salem, N.C.; New Orleans, La.
- March 31-April 11 - Madison, Wis.; Lansing, Mich.; Fresno, Calif.; San Diego, Calif.; Springfield, Ill.; Indianapolis, Ind.
- April 14-18 - Des Moines, Iowa; Akron, Ohio.
- April 28-May 3 - Syracuse, N.Y.; Boston, Mass.; Madison, N.J.; Baltimore-Wash. D.C.
- May 5-17 - Fargo, N.D.; Cheyenne, Wyoming; Salt Lake City, Ut.; Great Falls, Montana.

Vee Tinnin Named L.A. Bicentennial Dir.

Vee Tinnin, former director of NCVA's Western Office in San Francisco, was appointed director of the Los Angeles Bicentennial Commission, effective January 1975.

Ms. Tinnin joined the NCVA in 1971, and served as Director of Community Services before moving to San Francisco for the opening of the NCVA office there in January 1974.

Ann Berkeley remains as the administrative assistant. Volunteers are presently being recruited to assist with office functions. The NCVA Western Advisory Council, chaired by Board Member Mary Ripley, will continue to advise and assist the Western Office in policy and program areas.

CHANGE OF ADDRESS AND NEW READER FORM

To receive VAN or change address, check appropriate box, enter name and address, clip, and mail to: CIRCULATION, VOLUNTARY ACTION NEWS, NATIONAL CENTER FOR VOLUNTARY ACTION, 1785 MASSACHUSETTS AVE., N.W., WASHINGTON, D.C. 20036. Allow two issues for change to take effect.

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Calendar

- Feb. 6-7 **Wilmington, Del.: Program Evaluation Seminar**
Seminar will provide an increased understanding of the potentials and limitations of evaluative procedures in human services programs.
Fee: \$30
Contact: Jacob Haber, Division of Continuing Education, U. of Delaware, Newark, DE 19711 (302/738-8427)
- Feb. 16-21 **Boulder, Co.: Management of Volunteer Programs - Advanced Level Workshop**
Fifth national workshop to provide administrators with new skills. Topics to be covered include issues and ethics, problem solving, writing proposals, legislative issues, feedback and board-staff-volunteer relationships.
Fee: \$80
Contact: Bureau of Conferences and Institutes, Academy 217, 970 Aurora Ave., U. of Colorado, Boulder, CO 80302 (303/492-6485)
- March 9-13 **New Orleans: Second National Conference on Juvenile Justice**
Theme is juvenile justice as related to juvenile rights and child advocacy, and will be emphasized in general sessions, seminars and workshops.
Fee: \$150
Contact: Institute Director, National Council of Juvenile Court Judges, U. of Nevada, PO Box 8000, Reno, NV 89507 (702/784-6012)
- March 12-14 **Annapolis, Md.: AAVSC Region III Meeting**
Conference will focus on communication, with workshops focused on management, training and practices of communication; a certificate will be awarded participants.
Fee: \$35 (non-members)
Contact: Mrs. Cor-Rae Petri, 1201 S. Charles St., Baltimore MD 21230
- April 8-11 **Lake Arrowhead, Ca.: Lake Arrowhead Conference for Administrators and Directors of Volunteer Programs**
Conference topics will include: new horizons for volunteers, issues and answers, human service teams, multi-media resources, efficiency, more.
Fee: \$200 (includes room and all meals)
Contact: Eleanor Wasson, Volunteer Office, UCLA Center for Health Sciences, Los Angeles, CA 90024
- April 13-18 **St. Louis: The Training Professional**
Designed for those with experience as trainers. Course will explore professional training as a career and will develop diagnostic, performance and consultative skills.
Fee: \$290 (includes room, meals, refreshments, materials)
Contact: Training Department of Camp Fire Girls, Inc., 1740 Broadway, New York, NY 10019 (212/581-0500)
- April 20-24 **Columbus, Oh.: National School Volunteer Program Fourth Annual Conference**
Displays, exhibits, films, tours, multimedia presentations, speakers, workshops, special interest groups, regional meetings, and awards banquet on the many aspects of volunteers in education.
Fee: \$70
Contact: Ms. Carol O'Connell, Ohio Department of Education, 65 South Front Street, Columbus OH 43215
- May 11-15 **San Francisco: 102nd Annual Forum - National Conference on Social Welfare**
Meetings, workshops and institutes around the theme, "Health as a Right: The Human and Political Dimensions." Health fair will include demonstrations.
Fee: \$35 (non-members)
Contact: National Conference on Social Welfare, 22 W. Gay St., Columbus, OH 43215 (614/221-4469)

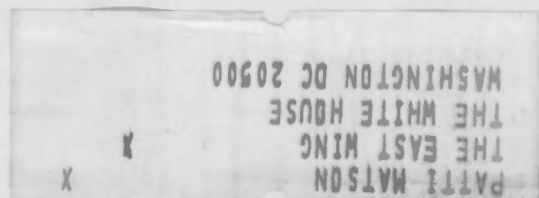


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Star 1/12/76

Women Fare Badly in Divorce, IWY Unit Told

By Isabelle Shelton
Washington Star Staff Writer

no-fault divorces are resulting in larger child-support and alimony awards for women, witnesses told the makers Committee of the National Commission on International Women's meeting here Saturday. Only a few divorced women are awarded any in any case (only 14 percent), committee Chairman Martha Griffiths said. But that figure is dropping, and support awards are dropping too, witnesses said because judges somehow

tie no-fault laws to the idea that women now are able to support themselves and their children.

JUDGES, MOSTLY MALES, watching the development of the women's movement and the passage of Equal Employment Opportunity laws have made the quantum leap to assume that women now can care for themselves and their young, several witnesses said.

"A woman lawyer in Colorado told me one of her hardest jobs was convincing judges how little women could earn,"

said Catherine East, IWY deputy coordinator. "She said the judges live in ivory towers, and think there is equal opportunity now that the law is being enforced. She said, and she had to bring in expert witnesses from an employment agency to testify how much less women could make and when she did that she got a pretty good settlement."

Herma Hill Kay, professor of law at the University of California at Berkeley who helped draft the Uniform Marriage and Divorce Act, said that in her state,

where no fault divorce began, awards used to be made "until further order" but now are made "for a limited duration," usually one or three years.

WISCONSIN State Rep. Mary Lou Munts, who is pushing a new divorce law in her state, said divorces shot up sharply in Nebraska after that state adopted a no-fault law — "but only for women over 50 with more than 20 years of marriage." These women, by and large, had been

See DIVORCE, C-6

