

# WOMEN'S VU

October 1980

A publication for and about women  
at Vanderbilt University

III:2

## MORE STAFF LUNCHES PLANNED

The Staff Women's Brown Bag Lunches have expanded to the Peabody campus at the Hill Student Center's dining room, and to the Sloane Conference Room in the Medical Center North. Although staff women constitute a diverse community, often isolated in separate job locations, major interests are widely shared. It is hoped that the staff lunches will create links and encourage a sense of community among women who work at Vanderbilt.

The Women's Center is committed to support for staff women's concerns. If those who come to the brown bag lunches want to invite speakers for later dates, the Women's Center will arrange it. Nancy Ransom, Director of the Women's Center, will attend the brown bag lunches to answer questions about the Women's Center and to encourage use of the Women's Center by staff women and staff women's groups.

Come and join us at any of these locations and dates:

- |          |   |
|----------|---|
| Oct. 17: | Hill Student Center,<br>PEABODY         |
| Oct. 31: | WOMEN'S CENTER                          |
| Nov. 14: | Sloane Conference Room,<br>MED. CTR. N. |
| Nov. 21: | Hill Student Center,<br>PEABODY         |
| Nov. 28: | WOMEN'S CENTER                          |
| Dec. 12: | Sloane Conference Room,<br>MED. CTR. N. |
| Dec. 19: | Hill Student Center,<br>PEABODY         |

CAT'S EYE, a poetry magazine edited by Melissa Cannon, Department of English, and Alice Savage, Medical School, is now available at the Vanderbilt bookstore, or from Dr. Cannon. Price: \$2.00.

## October 17-18: Women's Career Convention

Are you seeking motivation? Practical information for career growth? Or a great new job? Then the Second Annual Tennessee Women's Career Convention is for you!

Last year's Convention, the first of its kind in the Southeast, attracted 92 exhibiting organizations who were there to talk with women about jobs, training, professional certifications, and business and franchise opportunities. Nearly 4,000 women from 16 states attended to participate in a stimulating program of workshops and speakers featuring many nationally-known speakers. Many found new employment while exploring career options.

This year's Convention promises to be even bigger, with special tracks of program for women at all levels - from high school students, to women entering or re-entering the workforce, women changing careers, working women building skills for career advancement, and women interested in upper management and self-employment. Returning by popular demand is Barbara Gardner

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## WOMEN'S STUDIES LECTURES

Vanderbilt's Women's Studies Committee is sponsoring the following lectures on how various disciplines within the social sciences and humanities would be restructured if women received attention comparable to that given men. For more information please contact Elizabeth Langland, ext. 2541.

- October 16, Nancy Barratt, ECONOMICS  
October 24, Nancy Reinhardt, DRAMA,  
FILM, POPULAR CULTURE  
November 14, Judith Shapiro, ANTHRO-  
POLOGY  
December 4, Rosemary Radford Ruether,  
RELIGIOUS STUDIES  
January 19, Nannerl O. Keohane, POLITI-  
CAL SCIENCE  
February 5, Cynthia Epstein, SOCIOLOGY

## Film Series Begins October 16

Starting on Thursday, October 16th, and running for five consecutive Thursdays, a series of films will be shown in 118 Sarratt at 7:00 p.m., under the sponsorship of the Women's Center. A discussion will follow each film.

The first screening will be "Images of Males and Females in Elementary School Textbooks," a narrated slide show based on Lenore Weitzman's research into picture books for pre-school children and elementary textbooks. This presentation should interest concerned parents as well as educators and students.

On October 23rd, the film "Breaking Out of the Doll's House" features Jane Fonda. It is a short adaptation of Henrik Ibsen's classic play "The Doll's House." The combination of a talented actress and a powerful role ensures an impressive film, which dramatically portrays the sheltered doll-wife's growth to personhood and self-awareness.

"Between Men" is a provocative, original film dealing with interpersonal relationships in military settings as the prototype of masculinity. This will be shown on October 30th.

Shockingly entitled "Rape Culture", the November 6th film attempts to examine the social forces in our culture that actively produce rapists and rape victims. The makers of this film talked to rapists, rape victims, and rape crisis workers in an effort to expand our narrow societal view of rape as an isolated physical act; they closely examined the mass media and its glorification of the rape ethic, supported by in turn supporting the myth that women want to be raped.

The last film in the fall series, on November 13th, is "Does Anybody Need Me Any-more?" Maureen Stapleton plays "Connie", a 46 year-old homemaker facing the "empty nest syndrome." Connie decides to change her life and, at the suggestion of her college-age daughter, she gathers a group of friends for regular meetings in which they discuss common problems and lend each

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# VANDERBILT'S AFFIRMATIVE ACTION PLAN: A REPORT

*This is the second article in a series on Vanderbilt's Affirmative Action Plan by Pat Pierce, the Assistant Director of the Opportunity Development Center.*

Executive Order 11246 which requires contractors who have 50 or more employees and receive \$50,000 or more from the federal government to develop and implement a written AAP, includes a component on sex discrimination. The Sex Discrimination Guidelines (41 CFR 60-20) were added as a separate part of the regulations because "... experience had indicated that special problems related to the implementation of the Executive Order require a definitive treatment beyond the terms of the order itself." The requirements of the Guidelines are:

1. Employers engaged in recruiting activity must recruit employees of both sexes for all jobs unless sex is a bona fide occupational qualification.
2. Advertisements in newspapers and other media for employment must not express a sex preference unless sex is a bona fide occupational qualification for the job.
3. Written personal policies relating to this subject area must expressly indicate that there shall be no discrimination against employees on account of sex.
4. Employees of both sexes shall have an equal opportunity to any available job that he or she is qualified for, unless sex is a bona fide occupational qualification.
5. The employer must not make any distinction based upon sex in employment opportunities, wages, hours, or other conditions of employment.
6. The employer's policies and practices must ensure appropriate physical facilities to both sexes.
7. Women shall not be penalized in their conditions of employment because they require time away from work on account of childbearing.
8. The employer must not specify any differences for male or female employees on the basis of sex in either mandatory or optional retirement age.
9. Where they exist, seniority lines must not be based solely upon sex.
10. The employer's wage schedules must not be related to or based on the sex of the employees.
11. The employer may not discriminatorily restrict one sex to certain job classifications.

12. Distinctions based on sex may not be made in other training programs.

13. The employer shall take affirmative action to recruit women to apply for those jobs where they have been previously excluded.

In order to analyze the University's workforce, jobs have been broken down into groups under the EEO-6 Categories (i.e., job categories identified by the Equal Opportunity Commission in the Higher Education Staff Information Report which is filed biennially with the Higher Education Reporting Committee, EEOC Survey Branch), as required by the Executive Order (41CFR 60-2.11(b)).

The job groups at Vanderbilt for staff employees have been broken down into the following categories (Faculty not included):

1. Service - 3 groups with 998 employees (83% minority, 50% women)
2. Skilled Craft - 2 groups with 94 employees (6% minority, 0% women)
3. Clerical and Secretarial - 5 groups and 1496 employees (16% minority, 92% women)
4. Technical/Paraprofessional - 6 groups with 823 employees (24% minority, 72% women)
5. Professional/Non-Faculty - 6 groups with 857 employees (8% minority, 87% women)
6. Executive/Administrative - 8 groups with 439 employees (12% minority, 48% women)

The job group analysis combines jobs requiring similar skills or having similar job content, wage rates and promotional opportunities.

The goals that have been developed for the various job groups for women other than faculty are shown in the table below:

Job Group	Current			Goal		
	Total	Female	%	Female	%	Year
Service III	55	16	29	32	56.8	1984
Skilled Craft I	77	0	0	1	1.4	1980
Skilled Crafts II	17	0	0	1	1.4	1983
Clerical V	130	101	77.7	108	82.6	1980
Technical I	19	13	68.4	17	86.9	1981
Technical VI	70	33	47.1	46	65.3	1981
Professional I	19	0	0	1	3.6	1983
Administrative II	92	22	23.9	39	41.5	1985
Supervisory/ Professional	55	52	94.5	53	96.3	1980
Supervisory/ Technical	36	16	44.4	17	45.6	1980
Supervisory/ Clerical	57	50	87.7	52	90.1	1980
Supervisory/ Skilled Crafts	19	0	0	1	1.4	1984

*BFOQ - "bona fide occupational qualification": qualification for a position which would justify discrimination because of sex, religion, national origin, or age; such exemptions must be requested by the employer from the EEOC. The employer must show that sex, religion, national origin, or age is an actual qualification of performing the job. According to the Office of Federal Contract Compliance (OFCCP), any exclusion of men or women from a job must meet one of the following standards:*

1. A need for authenticity or genuineness, such as for actors or models, or
  2. A need to avoid offending public standards of morality or propriety (for example, a restroom attendant).
- There are no recognized "BFOQ" exceptions with respect to race or color.*

The numeric goals established are based upon percentages of the current number of positions in the job group and may vary as the composition of the job group varies over time. The year in which goals are estimated to be met has been developed from a projection of anticipated vacancies, realizing that some of the vacancies might be created through the loss of minorities and females presently employed. It should also be stated that future goal calculations may be based upon more refined availability data and, therefore, goals may change as a result.

In those job groups where there are few annual vacancies and low availability, the year for goal attainment has been adjusted to

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## WOMAN TO WOMAN

The University Psychological and Counseling Center is sponsoring three workshops fall as part of its program "WOMAN TO WOMAN", created in answer to the needs of women on the Vanderbilt campus.

"Creative Control of Multiple Roles" will be a one-night discussion of ways to combine work, motherhood, school, and social life. This meeting is planned for October 22, 1980, at 7:00-9:00.

An "Assertive Workshop" begins on October 20, 1980, and continues every Monday through November 24, 1980, from 3:00-5:00 p.m. This workshop is designed to help people improve their ability to be open and direct in the communication of their thoughts and feelings while respecting the rights of others. The emphasis is on structured exercises to increase communicative skills, which in turn lead to a feeling of increased self-confidence and of being in control of one's life.

The third workshop, "Couples Workshop", also meets in six weekly sessions, from October 29, 1980, through December 3, 1980, from 7:00-9:00 p.m. Topics covered will be communication, play and joy, intimacy, and constructive fighting.

All of these workshops are free to faculty, students and staff of Vanderbilt University will be held at the Counseling Center in Oxford House. Preregistration is essential due to the limited number of spaces available in each workshop. For more information or to register for any one or all of the workshops call 322-2571.

—Ilene Peiser

## Women's Clinic Opening Delayed

The Womankind Health Center, organized by women in the Nashville community, is intended to meet a deeply felt need of women for a gynecological and mental health center. When it opens, health care services will be provided with an emphasis on patient education and health maintenance.

The center will be staffed by nurse practitioners, mental health counselors and health educators. Physicians will provide back-up services for the nurse practitioners. Initially the center will be open on a part-time basis for two evenings and Saturday of each week.

Current plans call for the Womankind Health Center to open first in the already established offices of Nurse-Midwifery Associates in Music Square. However, the feasibility of the midwifery partnership has become a recent problem due to the midwives'

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## ANNOUNCEMENTS

The 1981 Women's Week Coordinating Committee invites interested students to attend the planning sessions and contribute their ideas and energies.

Women's Week is an annual event on the Vanderbilt campus and is scheduled for the week of March 22-28. Last year the Women's Week group featured workshops dealing with topics such as the ERA, women in the military, and alcohol and female college students. Films focussing on "women's issues" and discussions on feminist literature and music were also scheduled throughout the week.

All meetings will be held at the Women's Center. For dates and time, please contact Mary Duncan at ext. 4095 or call the Women's Center at ext. 4843 if you are interested.



Women in Transition evolved last spring as a resource and support group for re-entry women. Co-sponsored by the Vanderbilt Woman's Club and Women's Center, it is an attempt to fill the need for well-directed help in finding new goals in education or career.

Guest speakers and discussions provided reassurances and optimism during the summer. Fall plans include reassessment of needs and plans for individual and group progress.

Bimonthly meetings are held on the 1st and third Wednesday from 10-11:30 a.m. at the Women's Center, E-2 West Side Row. Please join us if you are considering a new educational or career step, or encourage a friend who is in that position. Call the Women's Center, 4843, or Andrea Kronenberg 356-2506 for more information.



The League of Women Voters of Nashville cordially invites women and men to attend small group discussions on TVA policies affecting utility rates, land use, air and water quality, and solid waste disposal between October 14 and 17. Call Sheila Turk at 356-0727, or Roz McGee 297-8833 for a meeting time and location of convenience to you.



The Women's Soccer Team is recruiting women interested in playing soccer. Contact Jud Pankey, Coach at ext. 4125 or the Intramural office at ext. 2870.

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## WOMEN'S CENTER COLLECTION

The Women's Center has a growing Resource Collection of books, pamphlets, government publications, and unpublished papers that may be helpful or of interest to you, whether you are an undergraduate, graduate student, faculty, or staff employee.

Our most used resources are the listings of day care centers in Nashville by the Council for Community Services and the Tennessee Department of Human Services.

However, our Resource Collection also includes several shelves of popular and feminist press publications such as *The Women's Action Almanac* and *Our Bodies, Ourselves*, the already classic publication on women and health by the Boston Women's Health Collective.

As a valuable adjunct to the holdings of Vanderbilt Library, the Women's Center has gathered institutional and private foundation reports on women's issues. The most recent acquisitions include *More Hurdles to Clear: Women and Girls in Competitive Athletics* by the U.S. Commission on Civil Rights; *Women in Mathematics* from the Education Commission of the States; and a report to the Ford Foundation, *Litigation on Behalf of Women*.

Our clippings file has newspaper and magazine articles on subjects from Women in the Arts to Women in the Military, from Abortion to Women's Shelters, from Women at Vanderbilt to Feminism in Other Countries.

We have an almost complete collection of *Ms. Magazine*, the journal *Signs*, and some copies of *Women's Studies Abstracts*. The Women's Center also subscribes to *Savvy*, *Spokeswoman*, *New Women's Times*, and *New Directions for Women*.

Materials in our Resource Collection do not circulate, except for the audio cassette tapes which may be checked out. We have recently added tapes from meetings at the United Nations Mid-Decade for Women World Forum in Copenhagen (July 1980) and radio interviews with Nancy Ransom, Director of the Women's Center, on this conference which she attended. The videotape "World of Light: A Portrait of May Sarton," may be checked out.

The Resource Collection is located in the conference room which the Women's Center shares with the Opportunity Development Center, and can be used during office hours unless the conference room is otherwise occupied.

—Linda Karwedsky

## Film Series

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other their support.

This story and our film series end on this upbeat note: if a woman really wants to change her life she can.

Brochures on the film series will be distributed to several locations around campus in September. Look for them and plan to attend the Women's Center Fall Film Series, every Thursday night from October 6th to November 13th, 7:00-9:00 p.m., 118 Sarratt.



## Career Convention

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Proctor, self-made millionaire and president of Proctor & Gardner Advertising in Chicago. John T. Molloy, author of the best-selling *Dress for Success*, and Marilyn Moats Kennedy, author of *Office Politics* are also featured.

Complete program and registration information is available from Gail Larsen, Tennessee Women's Career Convention, P.O. Box 120725, Nashville 37212, 615/385-3326.

## Health Clinic

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inability to gain hospital privileges. If the situation cannot be worked out, the opening of the health center may be postponed while we search for a new location. The center will move from the rented space something in the next year to locate permanently at the United Methodist Neighborhood Center, once that building has been renovated.

Womankind Health Center has been organized by women who come from diverse socioeconomic and occupational backgrounds. They share a strong commitment to offer affordable, accessible and dignified health care to all women. The Center will offer services to women of all ages and backgrounds. No one will be turned away from the Center because of inability to pay. Health education services which will complement clinical gynecological services, will be organized by clients according to issues they identify as most important. The Center will also house a library on health issues for client use.

Many challenges lie ahead for the Womankind Health Center. Because of its limited funds, volunteers will form the heart of the operation. In addition, the Center's ability to serve low-income women, provide a comprehensive health education program, and equip a permanent site depends on our ability to raise funds.

We would welcome any offers of time and/or expertise in either working with the Center or helping in fund-raising efforts. We know there are more than enough talented women in Nashville to make our dream of a women's health center come true. If you would like to join us, please contact Andrea Levere, P.O. Box 120663, Acklen Station, Nashville, TN 37212 or phone 244-6610 (work) or 297-9935 (home).

—Andrea Levere

## Affirmative Action

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reflect a reasonable expectation of hiring. Any different approach would result in a goal that would be totally unrealistic.

The Director of Personnel Services at the Opportunity Development Center staff will prepare quarterly reports indicating the University's progress toward meeting staff goals and timetables and the overall effectiveness of the University's AAP. If at any time you have a question pertaining to the AAP, please contact the Opportunity Development Center, Ext. 4705.

*This series will continue in the next edition with an article focussing on Vanderbilt's goals for minority employees.*

## Announcements

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The Rape and Sexual Abuse Center of Nashville and Davidson County will repeat their workshop on self-defense for women on Tuesday, October 14, in 203 Sarratt from 7:00-9:00 p.m.

The Women's Center can arrange additional workshops for residence halls, sororities, on the Peabody campus or in Sarratt upon request.



Women in Higher Education in Tennessee, an organization of faculty, staff, and graduate students in colleges and universities throughout the state will host a workshop on Saturday, November 8, 1980, from 9:00 a.m. to 3:00 p.m. at Middle Tennessee State University in Murfreesboro. For more information please call the Women's Center, 322-4843.

To subscribe to WOMEN'S VU, call the Women's Center, 322-4843, or return the form below to the Women's Center, Box 1513, Sta. B. *Mailing labels will be typed exactly as submitted to us.*

We regret that a \$2.00 annual fee must be charged for subscriptions sent to *home addresses*. No charge is made for the subscriptions mailed to Vanderbilt University boxes or offices.

Name \_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_\_ Faculty    \_\_\_\_\_ Staff    \_\_\_\_\_ Student

\_\_\_\_\_ Interested person



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