

WOMEN'S VU

March 1981

III:35

Women's Films Subject of March Festival

A unique opportunity to see what women film-makers are doing in another country; West German women have built up a film culture which includes film-makers, theorists and critics. Claudia Lenssen, editor of the Berlin journal *Frauen und Film*, will introduce the film "The Power of Men is the Patience of Women," and speak on the situation of women film-makers and women in film in West Germany, on Monday, March 16th at 7:30 p.m.

The festival film schedule is as follows: (all showings will be in Furman Hall 114 at 4:00 and 7:30 p.m.)

Monday, March 13 - "Something Hurts" - A young woman's search for the past in the now empty house in which she grew up.

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COMING EVENTS

"Black Women and the Law", March 13-15, 1981, Fisk University. A conference sponsored by the National Conference of Black Lawyers and the ACLU Southern Women's Rights Projects will bring together Black women attorneys, community activists and scholars to discuss the political, social and legal issues which confront black women today.

The Sarratt Gallery will present the work of Carol Mode from March 23-April 17. A professional artist who has been painting a number of years, fourteen here in Nashville, Ms. Mode held a one-woman show at the Vanderbilt Fine Arts Center several years ago.

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WOMEN'S WEEK KEYNOTE SPEAKER



Alexis Herman, former Director of the Women's Bureau, Department of Labor, will initiate Women's Week activities Sunday evening, March 22. In her keynote address, Ms. Herman will speak on the economic future of women in the 1980's. No one could be better qualified to predict the effect on women of forthcoming economic trends in the labor market.

The youngest appointee of former President Jimmy Carter, Ms. Herman was also the highest ranking black woman in the Department of Labor. Under her leadership, the Women's Bureau moved into the Office of the Secretary of the Department of Labor where it could better influence policy decisions and serve as advocate for women's economic concerns. Her emphasis as Director on concrete action on women's employment issues has brought the Women's Bureau to a new level and scope of operation. Since Ms. Herman's appointment, the Bureau, for the first time in its history, is developing and managing outreach programs, including programs which increase women's employment opportunities in non-traditional

SOME HIGHLIGHT'S OF WOMEN'S WEEK '81 MARCH 22 - 27

The Vanderbilt University Women's Week Group is in the final stages of planning Women's Week 1981 (March 22-27). The following are highlights of the week's activities. All scheduled events will be listed in the Women's Week Brochure which will be available before and during Women's Week.

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|---------------------|--|
| Sunday, Mar. 22 | 7:30 p.m. - Alexis Herman, Keynote Speaker |
| Monday, Mar. 23, | 4:00 p.m. - Ann Douglas, Ethel Mae Wilson lecture series, "Feminine Literary Voices of the '20's" |
| | 8:00 - Carter Heyward, Antoinette Brown lecture, "Feminism: Re-examining the Vision." |
| Tuesday, Mar. 24 | 11:00 p.m. - SGA will present forum on the Greek system and the relationships between the sexes |
| | 6:30 p.m. - "Poetry By and About Women", led by Melissa Cannon, Women's Studies Book and Discussion Group. |
| Wednesday, Mar. 25, | 4:00 p.m. - "Myth of the Superwoman", Office of University Ministry. |
| | 5:30 p.m. - VU Young Democrats will present a panel discussion on ERA in the Tennessee State Legislature. |
| Thursday, Mar. 26, | "Men's night" coffeehouse |
| Friday, Mar. 27, | 11:30 a.m. - Staff Women's Brown Bag Luncheon will host Deborah Dixon, Training Coordinator for Personnel Services, speaking on management skills for women. |
| | 3:30 p.m. - "Alternatives in Law: Choices for Women", sponsored by the Women Law Students Association. |

Sarratt Cinema will feature films of interest to women the entire week; look for their advertisements. There will be an exhibit on women at Vanderbilt at the library from March 15 through April 15.

Keynote Speaker

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jobs, projects designed to broaden employment options for teenage girls, and programs which move women heads of households off welfare and into the job market.

As Director of the Women's Bureau, Alexis Herman has testified frequently before congressional committees, such as the Senate and House committees on the amendment of Title VII of the Civil Rights Act banning discrimination in employment for pregnancy and before the Human Relations Committee on legislative issues to meet women's economic needs in the 1980's.

As far as policy making is concerned, the Women's Bureau was instrumental in revising the Comprehensive Employment and Training Act (CETA) of 1978 to encourage the recruitment of women into non-traditional jobs. In 1979 the Women's Bureau aided CETA in establishing programs to serve displaced homemakers. To help implement CETA amendments, the Women's Bureau has developed two research agendas: 1) to determine the applicability of job sharing and other flexible work arrangements; and 2) to explore the extent to which job and wage classification systems undervalue certain skills and responsibilities on the basis of the sex of persons who usually hold a given position.

The Women's Bureau has coordinated efforts to provide women access into apprenticeship programs and construction employment; has taken the lead in developing apprenticeship programs for women in prison; and has influenced the establishment of the Interagency Committee on Women's Business Enterprise (1978) which informs women business owners of federal programs and policies to award contracts to women-owned businesses. For example, Department of Labor agencies awarded about \$8,000,000 in contracts to women-owned businesses in the first two quarters of fiscal year 1980.

Ms. Herman has also represented the Department of Labor on official visits to Europe, Japan, and South America. She was a delegate to the Organization for Economic Cooperation and Development's High Level Conference on the Employment of Women, held in April 1980 in Paris. She represented the United States at the U.N. Decade for Women conference in Copenhagen, Denmark in July 1980; the Women's Bureau prepared the U.S. report on employment, "Employment Goals of the World Plan of Action: Developments and Issues in the United States." (available at the Women's Center).

Publications distributed by the Women's Bureau include "A Working Woman's Guide to Her Job Rights", "The Earnings Gap

DAY-CARE CENTER AT VANDERBILT?

Should Vanderbilt have a day-care center? This question has been asked repeatedly for at least a decade. In 1976, the Chancellor's Commission on the Status of Women listed day-care priority second only to a Women's Center. But in his Interim Response to the Report of the Commission, the Chancellor said in part, "Although I realize that some staff and faculty have a genuine need for child care, I have not thought I could recommend the extended financial commitment of a child care center to the Board of Trust. Many other needs are long-standing, well-documented, and closer to our central educational missions (e.g., classroom and office space for the College, library space for the Divinity School, student housing)."

With increasing pressure on families for both parents to be gainfully employed, and with the rise in one-parent families, institutionalized child care has become one of the key strategies for easing the burden on working parents. While child care centers do not solve all the problems for all families, they can alleviate them for many. Child care that is located at the place of work, as was the model during the Second World War, affords many advantages such as minimizing additional transportation and in today's energy crisis, reducing the consumption of gas.

Because the Women's Center has received more inquiries about a campus child care facility than about any other single issue, a task force was formed by the Women's Center Advisory Board last fall to investigate



Between Women and Men", and "Working Mothers and their Children" (all of which are available at the Women's Center.)

The Women's Bureau is now in the process of preparing the 1980 Handbook on Women Workers, a comprehensive source of information on women as workers, federal and state laws affecting them, and institutional mechanisms at work to improve their status.



the question. Called the Child Care Advocacy Committee, the members have met regularly. Their tasks have included reviewing past feasibility studies for a child care center at Vanderbilt, gathering information from different kinds of centers in Nashville and around the country on other campuses, investigating available space in existing centers near the University, and assessing interest in an on-campus center for research and practicum use by departments of the University.

There is evidence that several different departments would welcome a type of program for young children that could provide opportunities for research with normal subjects and for practicum opportunities for students. The day care centers near the University appear to be full most of the time, although the Women's Center frequently refers inquiries to them directly. It is clear that no program can break even on tuition alone, and that additional revenues are required.

Since costs to the University are a major reason for resistance to creation of a child care facility on campus, the Committee must weigh the costs and benefits of several different possible arrangements. It is hoped that a proposal will be completed by June.

-Nancy Ransom



The JEANNETTE RANKIN FOUNDATION will award \$500.00 to a woman aged 35 or older who is planning to enter or reenter the workplace and who needs to pursue a formal program of education, training, or retraining to meet her goals. For information and application forms, write, Jeannette Rankin Foundation, P.O. Box 4045, Athens, GA 30602. Deadline for application is May 1, 1981.

AFFIRMATIVE ACTION FOR FACULTY (NON-MEDICAL)

This is the third in a series of articles about Affirmative Action at Vanderbilt.

The University's Affirmative Action Plan (AAP) for 1981 has been finalized and printed. Copies are available for review by the campus community in the Vanderbilt University Library and the Opportunity Development Center.

This article will focus on one segment of the Plan - Faculty. (The Medical School Faculty is not included.) Other portions of the Plan address staff positions.

The beginning point for analysis under an Affirmative Action Plan is the make-up or composition of the present workforce. For faculty, the workforce is all regular and full-time persons with academic appointments (e.g. Professor, Associate Professor, Instructor, etc.). Within Vanderbilt, each academic unit's faculty is considered a separate job group: positions having similarity of function, responsibility, salary levels, opportunity for promotion, etc.

Table I shows the 10 job groups designated for the University's faculty. The College was sub-divided into three job groups - Humanities, Social Sciences, and Natural Sciences. The table also shows the composition of the job groups by race, ethnicity, and sex. The AAP gives further description of particular disciplines within each job group. These numbers are reflected as percentages at the bottom of the table, and are important in the next step of analysis, determining whether or not there is "underutilization."

VANDERBILT JOB GROUP ANALYSIS

As of October, 1980

Job Group	Total No. Employees	MALE						FEMALE						
		Total	White	Black	Asian	Amer Ind	Hispanic	Total	White	Black	Asian	Amer Ind	Hispanic	Total Minorities
A & Humanities	105	84	79	1	1	0	3	21	20	0	1	0	0	6
A&S: Natural Sciences	123	116	105	0	9	0	2	7	7	0	0	0	0	11
A&S: Social Sciences	120	108	97	2	7	0	2	12	12	0	0	0	0	11
Engineering	62	58	56	1	1	0	0	4	4	0	0	0	0	2
Nursing	73	4	4	0	0	0	0	69	67	2	0	0	0	2
Divinity	18	15	14	1	0	0	0	3	3	0	0	0	0	1
Law	26	24	23	1	0	0	0	2	2	0	0	0	0	1
Owen Graduate School	26	23	20	1	2	0	0	3	3	0	0	0	0	3
Peabody	97	69	67	2	0	0	0	28	27	1	0	0	0	3
Vanderbilt Institute for Public Policy Studies	11	7	5	2	0	0	0	4	4	0	0	0	0	2
Total for Job Group (Number)	661	508	470	11	20	0	7	153	149	3	1	0	0	42
Total for Job Group (Percent)	100	76.8	71.1	1.7	3.0	0	1.0	23.1	22.5	.45	.15	0	0	6.3

Table 2 compares the percentage composition of our faculty job groups with the percentages of minorities and females available nationally to fill faculty positions. National availability data are used because our faculty is recruited nationally, unlike many staff positions which are filled from the local labor market. Note that the distinct categories of *Black*, *Asian*, etc. are not used in Table 2. This is because the percentages of some of these groups are too small for meaningful analysis and goal-setting, step 3. Some might argue that separate categories should be used where the particular group's representation in the faculty has historically been low or non-existent, due to particular discriminatory practices associated with the university or region of the country.

The difference between the column *Employment* and the column *Availability*, determines whether or not there is underutilization (i.e. having fewer minorities or females employed than would reasonably be expected on their availability, and possibly stemming from present day consequences of past and present discrimination practiced against such groups). By federal regulation, wherever underutilization exists, goals (as opposed to quotas) must be established by time periods for overcoming such underrepresentation.

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Congress Funds Women's Rights Park

from SPOKESWOMAN (Feb. 1981)

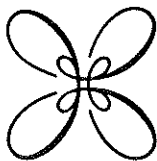
On December 4 Congress passed a bill creating a Woman's Rights Historic Park in Seneca Falls, NY. The bill was signed by President Carter on December 28. The park, which commemorates Seneca Falls as the birthplace of the woman's rights movement, will be part of the national parks system.

The first Women's Rights Convention, organized by Elizabeth Cady Stanton and Lucretia Mott, was held in the Wesleyan Chapel of Seneca Falls in 1848. Under legislation introduced by Senator Daniel Patrick Moynihan (D-NY), the National Parks Service will acquire the Wesleyan Chapel, Elizabeth Cady Stanton's house and several other properties associated with the women's rights movement.

The legislation originally introduced by Senators Moynihan and Jacob Javits (R-NY) to establish the park was not included in the omnibus parks bill. The House of Representatives did pass a bill establishing and funding the Women's Rights Park, and the Senate finally agreed to accept the House-passed provisions, thanks to the lobbying efforts of feminists and the negotiations of Senator Moynihan. The bill was included as part of a conference report providing for \$2.2 million for acquisition and development of the park during the next few years. The first appropriation, for \$1 million, begins in fiscal 1982.

The Wesleyan Chapel-site of the meeting which issued the Declaration of Sentiments calling for equal educational opportunities, the right of women to own property and woman's suffrage-is currently in use as a laundromat.

For more information, contact Caitlin Randall, B-5 Russell Building, Washington, D.C. 20510. (202) 224-9573.



Women's Studies Book Group - last three meetings:

Wed. Mar. 18 - The Scarlet Letter

Tues. Mar. 24 - Poetry

Wed. Apr. 18 - Women in films

All students are welcome to any of these. Call the Women's Center, ext. 4843, for further information.

LAW SYMPOSIUM FOR WOMEN

The Women Law Students Association of the Vanderbilt Law School proudly announces a Spring Symposium, *Alternatives in Law: Choices for Women*. The Symposium, which will be held in conjunction with other Women's Week activities on the Vanderbilt campus, is scheduled for Friday, March 27, 1981, at 3:30 p.m. It will be held in Room 105 of the Vanderbilt Law School. The public is invited to attend.

The rapid increase in law school graduates and the great variety of individuals with degrees has caused a decrease in the percentage of graduates opting for the traditional legal career as a law firm associate. The WLS Symposium will explore some alternate careers with a panel of seven women lawyers. These women have pursued diverse careers and they will share with the audience their impressions of the benefits and difficulties of their choices.

WLS has invited panelists with such different careers as in-house corporation counsel and criminal defense attorney. While one panelist is a solo practitioner, another is a legal advisor to a federal agency. Other careers that will be represented on the panel include the President of the New York City Tax Commission, a legal service attorney, a law professor and a judicial clerk.

The discussion will also cover the daily problems encountered in the various positions, including coping with social and family problems arising from their career decisions. The panelists include single women, married women and mothers. WLS is inviting panelists from Washington D.C., New York City, and Atlanta as well as Nashville and the surrounding area. This should add to the contrast of the alternative experiences represented.

Following the panel discussion, women members of the Nashville Bar will host a reception at the Law School. The program will continue with a 7:00 p.m. dinner at the University Club for the panelists and interested members of the audience. Dinner reservations can be made by contacting Louise Rankin at 322-2615 or 383-6295, before Wednesday, March 25. The dinner will cost \$7.00 per person; the rest of the program is free.

-Louise Rankin



One of the best jobs in the world for a pregnant woman would be a position on the Supreme Court: the work is sedentary and the clothing loose-fitting.

Coming Events

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Ann Douglas, author of *The Feminization of American Culture* (1977), will speak in the continuing Ethel Mae Wilson lecture series Monday, March 23, 1981, at 4:00 in Garland. Her topic is "Feminine Literary Voices of the '20's."

In her book, Ms. Douglas examined the images and ideals of women presented in the best-selling magazines and novels of Victorian America. Feminine qualities that restricted and confined women to an inactive and private sphere were romanticized; qualities such as timidity, piety, and deference to authority. Her thesis is that the image of woman portrayed in the sentimental society of the Victorian era is intricately related to the view of women as decorative objects in modern mass culture.

Ann Douglas received her B.A. and Ph.D. from Harvard and studied Victorian literature for two years at Oxford. She has taught at Princeton University and is currently professor of American literature and culture at Columbia University.



Women's Health Classes

Women's Health Seminars - led by faculty members from the School of Nursing - will be offered on Mondays, 11:00 a.m. to 12:00 noon, from March 16 through April 17. All meetings will be held in the Women's Center, E-2, West Side Row. Please call ext. 4843 if you plan to come.

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| March 16 | Contraception
<i>Donna Behler</i> |
| March 23 | Self-care and illness-prevention
<i>Cheryl Harris & Donna Behler</i> |
| March 30 | Exercise and Mental Health
<i>Beverly Bitterman</i> |
| April 6 | Sexuality
<i>Sara Hampshire</i> |
| April 13 | Stress and substance abuse
<i>Pat Tucker</i> |
| April 20 | Menopause
<i>Sue Jones</i> |
| April 27 | Old Wives' Tales: Fact or Fiction?
<i>Cheryl Harris</i> |

Women's Films

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Saturday, March 14 - "Beyond Love" - A couple's love/suicide in the flat landscape of the Rhine Valley. Suicide as a last passionate grasp on life.

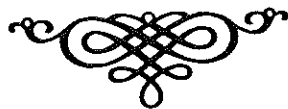
Sunday, March 15 - "What Would We Do Without Death?" - Lyrical portraits of individuals in a home for the aged. Men and women tell the stories of their lives, friendships and expectations of death.

Monday, March 16 - "The Power of Men is the Patience of Women" - Made at the instigation of women who had suffered the experience of wife-beating and acted by them. A filmic analysis of abuse with Brechtian distance. (4:00 p.m. and 8:30 p.m. showing, 7:30 p.m. Claudia Lenssen lectures and introduces the film)

Tuesday, March 17 - "Hunger Years" - What it was like to grow up in West Germany in the 1950's. Exploration of a mother-daughter relationship of interdependence and disappointment, love and hate.

The Festival of Women in German Film is sponsored by Women's Studies, Germanic and Slavic Departments and is made possible with the help of the Goethe Institute of Atlanta. For further information contact Professors Margaret Morse or Jurgen Pelzer.

-Margaret Morse



No one should be denied equal rights because of the shape of their skin.

Tennessee Legislation Affecting Women

The primary issue for women will be the **Commission on the Status of Women**. Last year, when the commission was up for Sunse. review, the legislature took no action and deferred their decision until this session. Unless action is taken the commission will expire this year. A new bill for the Commission must pass both Houses. Carol Moore is anticipated to be the Senate sponsor and Bob Davis, the House sponsor.

Shelters for battered spouses has been advocated by women's groups across the state, but funding for this program would have to be provided by the legislature if a bill is introduced. The Department of Human Services is looking at putting Title XX money into this program, but any funds provided under Title XX will have to be matched privately. If these funds can be secured, there will be no need for a bill. If legislation is required, it has been proposed that a tax on marriage licenses of \$3 be created to raise money for the shelters.

Women's groups and their advocates emphasize the fact that there is much uncertainty about women's programs since President Reagan does not support the Equal Rights Amendment. His advisors have stated that he does want to improve all state laws which are considered discriminatory to women. The Commission on the Status of Women is in the process of reviewing state laws in an effort to address this and will probably try to work with the administration in Washington to introduce legislation in the General Assembly to repeal or amend discriminatory laws.

*from the Coordinating Council on
Legislative Concerns (CCLC) Legislative
Newsletter (January 1981)*

Women's Center Library

The Women's Center "library" is a varied collection available for anyone who can use it at the Women's Center between 8:30 and 4:30 on weekdays. The holdings include audio tapes as well as books, reprints, clippings organized by subject, journals, magazines, government documents and bibliographies.

This is the first of several brief descriptions of some of our materials. Future issues will contain additional information.

Bibliographies: Many of the books and articles at the Women's Center contain bibliographies. A listing of readings on women's health and health care, prepared in Ingeborg Mauksch, is one of several specialized bibliographies. In addition, some recent publishers' listings in Women's Studies are on hand. The following are separately-printed bibliographies:

Women's Studies: Selected Sources of the Reference Department of Vanderbilt University's Central Library, prepared by Marillyn Craig and Judy Bivens.

Sheila Tobias Collection bibliography.

Library Resources for the Study of Women and Women's History, prepared by Jeanne Lansman and K. Moore (distributed to Women's Studies Class, Spring 1981 by Professor Hull).

Sex Roles: A Research Bibliography (1975), prepared by Helen Astin, Allison Parchman and Anne Fischer.

The Sophia Smith Collection, Women's History Archive, Smith College, prepared by Mary-Elizabeth Murdock.

Women: A Selected Bibliography (1973), prepared by Patricia O'Connor, Wittenberg University.

Edited by Linda Karwedsky

If you have not returned a form this year, but continue to receive WOMEN'S VU, it indicates that your name has been held over from last year's list. We shall continue to mail the newsletter to you unless you ask to have your name taken off the list.

If you are not receiving a labeled copy of WOMEN'S VU, please return the form below or call the Women's Center, ext. 4843, to get your name on the list.

We regret that newsletters will be sent off-campus addresses only for a \$2.00 fee. Please make checks out to the Vanderbilt Women's Center.

NAME _____

ADDRESS _____

Student _____ (please give class and school)



Women's Center
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