

WOMEN'S VU

July 1982

A publication of Vanderbilt University Women's Center

IV:7

Women's Centering Conference: A Report

A conference on Women's Centering, held at the University of North Dakota on June 10-12, attracted 50 women from across the United States and Canada to examine common goals, processes, and problems. I was an enthusiastic participant: a listener and a presenter. At the final hour of the intensive, three-day meeting, I joined a steering committee created to establish a network of women's centers and arrange for another conference next year.

The opening session, on Thursday evening, featured Flo Kennedy, the flamboyant feminist/activist/lawyer who called upon the group to spread the message of equality through cable television. She admonished the media for perpetuating an image of women as mindless sex objects. "In the era beyond ERA, we're going to have to grapple with the overstatement of sex," she said. For those whose delayed flight caused us to miss Kennedy's talk, a videotape was played on Friday.

Sessions were scheduled in pairs all day Friday and Saturday. Breaks were few and brief: lunch-hours and evening recreation. On Friday evening a picnic on a grassy lawn was followed by a performance by Robin Tyler, a feminist stand-up comic. Saturday night featured music by several North Dakota groups. Everyone worked hard from 8:30 to 5:00 on both days.

Doris Olson and Sharon Campbell, Director and counselor, respectively, at the Women's Center of the University of Colorado at Boulder, led us through an abbreviated version of the intensive, four-day workshop on life planning which they have developed. This program is appropriate for men as well as women, for undergraduates, and for persons who face any major change in their lives. Olson explained that the combination of personal assessment, clarification of values and goals, and development of mutual trust within each workshop group allows participants to develop skills for taking control of their lives. The workshop, called "On a Clear Day You Can See Forever," has been

cont. on p. 2

Supreme Court Rules that Title IX Covers Employees as Well as Students

The long-running dispute over the scope of Title IX has ended. The Supreme Court in a 6-3 decision May 17, 1982, ruled that Title IX of the 1972 Education Amendments bars sex discrimination against employees in federally assisted education programs and activities.

Education Secretary Terrel Bell as well as many school boards and universities have long been of the opinion that Congress intended Title IX to cover only students and not employees. Title IX says "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activities receiving federal financial assistance." Justin Harry A. Blackmun noted that the use of "no person" in the acts language appears, on its face, to include employees as well as students.

The importance of the decision is that it upheld the coverage of employment under Title IX. Employees who believe they have been discriminated against because of their sex can now file complaints under Title IX with the Office of Civil Rights, Department of Education as well as with the Equal Employment Opportunity Commission under Title VII.

Even though this ruling is considered a victory by human rights advocates, other controversies regarding provision of Title IX are still unanswered. The definition of the types of aid that will be considered "federal financial assistance" to the institutions and what constitutes "program or activity" are left for another day in court.

-Patricia Pierce, Director
Opportunity Development Center



-photo by Sallie India Linebaugh

President Fields Honored by Women's Center

Emmett B. Fields, former president of Vanderbilt, was honored at a reception last month for establishing the Women's Center.

Representatives of the advisory board and staff were joined by many friends on June 9 in Sarratt to thank Mr. Fields for his role in creating the Center. A framed certificate was given to him, with the following words:

RECOGNITION
for service to Vanderbilt University
Emmett B. Fields
who established the Women's Center in 1978
an important step
toward the achievement of equality of the
sexes,
with appreciation from faculty, staff, and
students.

Three persons signed the document: Roberta Smith for faculty, "Skip" Higgs for staff, and Louise Fox for students.

Susan Wiltshire, Associate Professor for Classical Studies, spoke briefly of the history of the Women's Center. She reminisced about the day in 1977 when the Women's Concerns Committee presented to President Fields a written proposal for the creation of a

cont. on p. 4

BOOK REVIEW

Capitalist Patriarchy and the Case for Socialist Feminism, edited by Zillah Eisenstein.

A Review by Kathryn Hearne, Administrator, Center for Health Services

The Women's Center has recently obtained a collection of writings considered to be the basic "text" for socialist feminist theory. Books and articles on socialist feminism are scarce; much of what exists is in reaction to Eisenstein's collection. This volume, however, gives us a very strong basis for understanding the significance of socialist feminism.

In her introduction, Eisenstein thoroughly identifies the various components of socialist feminism and effectively explains the importance of formulating a cohesive, feminist political theory. Indeed, one could read only the introduction and learn a book worth. A prior knowledge of socialism is not necessary since Eisenstein explains those aspects most relevant to feminism. Continuing, or perhaps persevering, past the introduction one finds a good collection of essays, representative of much of the work being done today to build socialist feminist theory and strategies. Among the contributors are Nancy Hartsock, Ellen DuBois, Nancy Chodorow, and Heidi Hartman.

While each essay is strong, I found Hartsock's chapter on the meshing of feminist theory and political action to be most central to the theme of the book. She supports her belief that by merging these two aspects, theory and action, the women's movement can provide a basis for developing American socialism.

Another key chapter, this one by Chodorow, explores the connection between mothering and the perpetuation of capitalism. A full section in the book is devoted to women and labor, an aspect vital to any discussion of socialism vs. capitalism. Women's work is defined in three ways—production, reproduction, and consumption. While often overlooked, all are important components of the role of women in a stable society.

The strengths of this collection are many and significant. It is an essential text and resource for understanding the meaning and applications of feminist theory. The perspective is broad; it is not another offering of the middle class view. It reminds us that motherhood, housework, reproduction, and workplace equality are at the center of women's rights and must be a part of any theory of liberation. While excellent for general informative reading, this book will serve Vanderbilt best as a resource for course work.

The weaknesses of the volume are fewer but obvious. While much of it concerns practical issues, the delivery is academic,

Women's Centering Conference *continued from p. 1*

refined since it was first presented in 1968 and is popular in Boulder.

Susan Karr, Director of the Office for Women at Trenton State College in New Jersey, gave an excellent paper comparing her experience at two campus-based women's centers. She emphasized networking for a women's center. The women's center is vulnerable to opposition from persons who may be suspicious of newness and its non-academic role. Karr stressed the importance of demonstrating how a women's center reinforces the mission of the university.

My paper, on the women's center as catalyst and cocoon, fit nicely with Susan Karr's thesis. Using the Vanderbilt Women's Center as an example, I described some processes for integrating the women's center into the institutional fabric. As a new, "outside" part of the university, the women's center may be isolated from both formal and informal channels of communication. Although the Vanderbilt Women's Center is an official university office (funded and staffed by the university), the center staff and advisers must develop good informal relationships with others to become a catalyst for changing the atmosphere of the institution.

As "cocoon" a women's center is a nurturing community of people and ideas in the process of change. Participants in women's center programs, groups, or project teams find a community of friends who share the goal of gender equity. The women's center represents the ideal of individual value and merit; its program reinforces the university's goals of individual growth, freedom of inquiry, exchange of differing points of view.

Another theme was addressed by Susan Moch in a session on role reversal. She described the arrangement she and her husband are trying: a reversed "traditional" division of labor with the husband as homemaker and the wife as bread-winner. The Mochs maintain a log and plan to write up the experience for publication. The couple finds much resistance to their arrangement, but Moch reported one very positive consequence. After six months of full-time parenting to two



theoretical, and dense. In other words, it's slow reading. I found I had to reread sentences and then think about what was being said.

I strongly recommend *Capitalist Patriarchy and the Case for Socialist Feminism*. The title alone may overwhelm you but don't let it. Past the cover is an important document on the status of women and the necessity of an appropriate theory in defining our future.

small children, her husband has become interested in and willing to share responsibility for birth control - a major change for a man from a Catholic family of 9 children.

Reproductive choice is an issue that precipitated controversy for the Princeton Women's Center. A session led by a Princeton student focused on conflict between the staff and supporters of the Women's Center and a group of students who oppose abortion. It was the consensus of the discussants that polarization over emotional issues can mask important areas of agreement between groups and should be avoided whenever possible. Where serious differences of opinion occur, the notion of free enquiry, central to an educational institution (the "open forum" at Vanderbilt), demands exchange of differing opinion in an atmosphere of mutual respect.

The last session that I heard dealt with the relationship between Women's Studies program's and women's centers on campus. At the University of North Dakota the director of the women's center and the chair of the women's studies committee work closely together. They visit other state colleges to explain the complementary roles played by the two programs.

One of the best things about a good conference is the people you meet. I was especially fortunate to team with Cornelia Strickland, Director of the Women's Center at UT-Knoxville. We plan to work together in the effort to form a network of women's centers in the United States and Canada. I shall report in future issues of *Women's VU* about our progress, in particular the date and site for next year's conference.

I left the conference feeling that Vanderbilt has an excellent model for its women's center and women's studies program. We have appropriate structures and internal support but we need to strengthen both. At the moment, Vanderbilt's major weakness with respect to women's studies is the absence of permanent faculty with interest and expertise in this field. The women's center, on the other hand, receives satisfactory funding and staffing; lack of space is its most immediate difficulty. These problems must be solved if Vanderbilt is to keep pace with other universities. Much more will be required for Vanderbilt to take the lead on behalf of equal opportunity in education.

As the conference proved, women's centers and women's studies are a fact of life on campuses from New Jersey to California and from Tennessee to Utah. Vanderbilt can be an innovator in our region or can yield precedence to other universities. The decision is ours.

*-Nancy A. Ransom, Director
Women's Center*

ANNOUNCEMENTS

TWO NEW DAY CARE CENTERS ARE OPENED

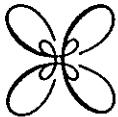
COOPERATIVE CHILD CARE, is a non-profit care and educational program for children 2 through 5 years of age. It is intended for families who wish to be involved in their children's development. "Cooperative" means not that parents provide daily care, but rather set policies and direction. Program Size: 26 children; Hours: 7 a.m. to 6 p.m. weekdays year round; Shared time slots available; Location: 2 classrooms and outside space at the Unitarian Universalist Church, 1808 Woodmont Blvd., Cost: \$50 per week per child; Staff: 4 child care professionals; 6.5 to 1 ration. Non-secular program. Affiliation with family day homes for infants and children under the age of 2. Cooperative Child Care opened June 14. For further information, contact the director, Nancy Ledbetter, at 297-9256.

THE INFANT CENTER, designed and operated exclusively for children 6 weeks to 18 months, opened July 1. Location: 997 Caldwell Lane, south of Woodmont off Lealand; Size: 31 children; Hours: 7:00 a.m. to 5:30 p.m. with some flexibility; Cost: \$50.00 weekly/\$215 monthly (\$20.00 non-ndable enrollment fee.)

"We have established a quality infant day care program that will provide an affordable alternative for those parents who need or want infant care outside their home. The physical design and arrangement, materials selected, staffing patterns, caregiver routines, and supervision was put together in an effort to develop a model for infant day care that would not only ensure quality individualized physical care but would also be an environment rich in opportunities for interaction with people and materials."

Jac Lynn Dunkle, Director
THE INFANT CENTER

For further information, call the Infant Center at 297-3182.



PLANNED PARENTHOOD has a need for volunteers in the following areas:

- Community Affairs Department - filing library, light typing
- Counseling in the clinic 2 hours per week
- Phone counselors Monday 1-4 or Tuesdays 12:30-4:30
- Medical Records - tabulate lab reports and place in patient charts.

If you are interested, please contact Lynn Cox, Volunteer Coordinator at 327-1097.

YWCA offers these classes this summer:
Auto Clinic: Learn how to change oil, oil filters, change brake shoes and tires as well as basic information about the car engine. Participants work on their own cars. Thursdays, July 8-29, 5:30-6:30 p.m. The course is taught by Easter Gray and costs \$35.00

Assertiveness Training: Designed to help women improve their ability to be open and direct in their communication of their thoughts and feelings. Saturday, July 17, or August 21, 10:00 a.m. to 3:00 p.m. at the YWCA. (Bring a sack lunch.) The instructors are Letha Hammon and Martha Ainsworth; the course costs \$30.00.

Stress Management: Participants will inventory their lives to assess current stress levels. Primary emphasis will be to develop an individual common sense strategy including exercise, proper nutrition, relaxation techniques, priority setting, time management and other methods of coping with stress. Saturday, July 10 or August 21, 10:00 a.m. to 3:00 p.m. at the YWCA (Bring a sack lunch.) The course is taught by Janet Jernigan and costs \$30.00

Transitions - A Job Readiness Workshop: Learn how to market YOU through a one week job-readiness workshop designed for women who through divorce, widowhood, separation or disability of the spouse must become the primary wage earner. Develop your individual job search through vocational assessment, interview techniques, occupational research and group support. July 19-23, August 23-27, 9:00 a.m. to 2:00 p.m. at the YWCA. Preregistration is required for this course which costs \$25.00.

**All costs are discounted \$10.00 to any current YWCA member. Call 385-3952 for information or to register.*

THE DAY CARE TASK FORCE of the Women's Center is continuing its advocacy work for a day care center on campus. The preliminary results of the survey conducted last fall were presented to members of the Vanderbilt Board of Trust in late April. The response was very positive both from BOT members and others in the Vanderbilt community. It is evident, through both the survey and the meeting, that there is a great deal of support on campus for a child care facility. This summer the task force will be writing its final recommendations to be presented to the Advisory Board of the Women's Center in September.

If you would like to receive a copy of the preliminary survey results, please contact the Women's Center, 322-4843.

THE COUNSELING CENTER offers a variety of programs to students, staff, and faculty throughout the year. Programs listed below are scheduled for summer. Please call the Center receptionist (322-2571) for more information and registration. Pre-registration for programs is essential.

Stress Management - This workshop is for students, staff, or faculty who are interested in understanding the nature of stress. The program also provides participants with an opportunity to assess stress in their lives and introduces ways to deal with stress more effectively.

Decision Making - Through the use of structured exercises and discussion group members are able to gain a perspective on their current life situation and then focus on a single dilemma to begin to resolve. This three session program is offered once a week for three weeks.

Sex Role Awareness - This workshop is for all women who would like to increase their awareness of their role relationships. In a small group setting women explore the origins of sex roles, how they affect their lives presently, and how they might be changed to become more satisfying. This is a two session program.

Time Management - This program is designed to help participants learn more about how to get in control of their time and how to organize and use it more effectively.

Paraprofessional Training Program - For students, faculty, and staff of the university community who wish to learn more about working in a helping relationship, these workshops include these topics: assessment skills, listening/counseling skills, group management, crisis intervention, and referral resources.

Vocational Self-Assessment - This program is offered on a monthly basis and is open to all members of the university community who want to aid their career planning by their use of vocational interest and career-related personality testing. The Omnibus Personality Inventory and the Strong-Campbell Interest Inventory are administered the first week and interpreted during the last week of the month's course. Individual vocational counseling is available at any time during the year at the Counseling Center.

Would You Be A Good Parent - A slide program and discussion workshop will assess issues that are important in deciding to become a parent, alternative styles of parenting, and the influence of your memories of your parents on your parenting. This program is also offered monthly for all members of the university community.

ANNOUNCEMENTS, cont'd.

THE RAPE AND SEXUAL ABUSE CENTER has moved to a new office at 1908 21st Avenue South in Hillsboro Village. RSAC offers twenty-four hour phone counseling, community education, and prevention information. Services are provided by professional staff and trained volunteers.

If you would like to be a volunteer, please contact Cheryl Rowe, Volunteer Coordinator (and Vanderbilt senior) at 327-1110.

WOMANKIND HEALTH CENTER ANNOUNCES SUMMER PROGRAM

Women in Transition: A Support Group for Separated and Divorced Women - July 19-September 6, Mondays 8:00 - 10:00 p.m. Participants will receive encouragement towards promoting their financial and emotional independence, and will have the opportunity to reevaluate their lifestyles and goals. Taught by Carolyn Reese-Dukes. Cost: \$25.00 for 8 weeks.

Womanpower: A Workshop in Personal Effectiveness - September 13-October 18, Mondays 8:00-10:00 p.m. This workshop will provide ideas and tools for: clarification of values, goal-setting, decision making and problem solving, leading to a personal plan of action in an atmosphere of support. Taught by Carolyn Reese-Dukes and Miriam Bassuk. Cost: \$25.00 for 6 weeks.

For further information about these programs and others, call the Womankind Health Center, 329-3817.

Update in Affirmative Action

Mr. Fields issued a memo recently introducing the "Employment Interview Record Form". The information gathered from the forms will serve as an early alert system to enable the Opportunity Development Center staff to closely monitor progress of women and minorities.

The form will be sent to all hiring authorities each time a Personnel Request is received by Personnel Services in an area where there is a goal. The 1982 Affirmative Action Plan identifies the areas within the University where women and minorities are underutilized. The "Interview Record Form" is one of the major "action oriented programs" adopted in the 1982 Plan. It will provide an accountability system indicating the hiring authorities' reasons for selecting one person over another. The maintenance of the "Interview Record Form" information will greatly assist the University in meeting our Affirmative Action Goals.

-Patricia Pierce, Director
Opportunity Development Center



QUOTE OF THE MONTH from National NOW Times, June/July, 1982:

"Although I was not an active participant in it, my career at Stanford and my selection as an astronaut would not have happened without the women's movement."

-Sally Ride, Astronaut
(scheduled to be on the seventh flight of the Space Shuttle in April 1983)

Fields, cont. from p. 1

women's center. He told the group that he was inclined to accept their ideas and hoped that they would "do nothing to dissuade him" for his inclination.

Mr. Fields then responded with a few memories about his experiences with issues of equality at Austin and Albany before he returned to Vanderbilt in 1977 to become president. He credited the Vanderbilt community with giving direction and support to the Women's Center since its inception three and a half years ago.

Before the formalities ended, Nancy Ransom, Director of the Women's Center, presented a personal gift to Mr. Fields: a garish green mug bearing the slogan, "Liberated Men are Better." He observed that the words left much to the imagination.

The festivities concluded with wine and cheese and good conversation.

MINORITY WOMEN AT BOTTOM OF PAY SCALE:

Income statistics from the Department of Labor for the last quarter of 1982 show that Hispanic women earn the lowest median income, with black women earning the second lowest. Minority males earn higher median wages than all groups of women. The breakdown is: white males, \$371; black males, \$284; Hispanic males, \$260; white female, \$234; black females, \$218; Hispanic female, \$203. These statistics were used by "The Equal Employment News" to refute the claims of some disadvantaged groups that white women are advancing faster than other disadvantaged groups.

-from *University Women*, May 14, 1982
University of Wisconsin Office of Women

WOMEN'S VU is edited by Linda Karwedsky.

If you are not receiving a labeled copy of WOMEN'S VU, please return the form below or call the Women's Center, 322-4843, to get your name on the list.

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

NAME _____

ADDRESS _____

Student _____ (please give class and school)

Staff _____ Faculty _____



Vanderbilt Women's Center
E-2 West Side Row
Box 1513, Station B
Nashville, TN 37235