

WOMEN'S VU

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V:3

Child Care Task Force Releases Report and Recommendations

In mid-October the Child Care Task Force of the Women's Center Advisory Board released its *Report and Recommendations*. The result of a two-year effort by the Task Force, the *Report* was delivered to the Chancellor and then 100 copies were reproduced for a limited distribution to various administrative offices and constituent groups. Copies of the entire *Report* are available at the Women's Center library, the Central Library, the Education Library, and the Medical Library.

Reprinted on page 2 are the four Recommendations which make up the heart of the Task Force Report. These Recommendations proceed from the findings of the 1981 Survey of employees and graduate students, as well as from the Task Force's research into the history of the child care issue at Vanderbilt, the availability of child care near campus, and the needs of faculty and students in several departments for research and practicum opportunities.

In a particularly significant section entitled "Rationale", the benefits of a child care program to Vanderbilt as an employer and as an educational institution are discussed. Ending this section is this summary statement:

We can no longer assume or advocate that preschool child care can easily be provided by one parent - traditionally the woman - staying at home full-time. This assumption has proved invalid for single parent families (whose numbers are growing), for families in which both parents want to work and/or go to school, and for the increasing number of families which require two incomes in order to survive in the present harsh economic situation. Vanderbilt faculty and students in several departments are also presently at great disadvantage in comparison to other institutions which have child care programs. As a more general project, child care is a crucial component of any effective commitment to assist women in entering, remaining, and advancing in school or the work force.

RALLY FOR WOMEN'S EQUITY

All Vanderbilt students, faculty, and staff are invited to attend the Rally for Women's Equity on Friday, November 19. Sponsored by WEAV and Students for Women's Equity, the Rally is a series of fun and informative events that includes a university-wide lunch with a presentation on university sex discrimination cases, a fun run, and the Equity Rally at which Elizabeth Langland and others will speak.

The Rally will be kicked off by a university-wide brown bag lunch at noon in the Divinity School Commons Room. The topic will be "Well Kept Secrets: Sex Discrimination in the University." A panel of guests will present an overview of representative sex discrimination cases affecting both faculty and staff at Vanderbilt and at other universities. Rally organizers hope that all segments of the University community will turn out for this lunch. Sex discrimination can affect any of us and being well informed is an important means of fighting sex discrimination.

Registration for the "Vandy Run-Around" will begin at 3:30 p.m. with the run to begin about 4:00 p.m. on Alumni Lawn. Students,

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OPEN MEETING WITH TRUSTEES November 11

An informal meeting with interested trustees to discuss questions of particular concern to women on campus has been scheduled during the semi-annual meeting of the Board of Trust. As in the past, the Women's Center has arranged a meeting place and scheduled a time: Thursday, November 11, 9:30 a.m. in the private dining room at the Divinity School (across from the cafeteria).

These meetings originally brought together women trustees with campus women to share ideas about increasing opportunities for women at Vanderbilt. Last spring members of the Task Force on Child Care of the Women's Center Advisory Board reported on the results of the survey conducted in the fall of 1981. Since then the Task Force has completed its work and published its final *Report and Recommendations*. This meeting will focus on those recommendations and will provide an opportunity for discussion among all interested persons.

The meeting is open to all Vanderbilt trustees, staff, students, faculty, and administrators.

SARRATT PHOTO EXHIBIT



Wendy Ewald, Appalshop, 1981

"Appalachian Women: Three Generations", a photographic exhibit by Wendy Ewald, will be on display at Sarratt from December 3 through December 22. Wendy Ewald works with the Mountain Photography Workshop, Appalshop, Inc., of Whitesburg, Kentucky, and has received several National Endowment for the Arts grants for her work in Appalachia.

This exhibit has been assembled for showing in various Appalachian communities in spaces made available by the Appalachian Regional Hospitals. The Appalachian Women's project is part of Appalshop, Inc., a multi-media cooperative located in Whitesburg, Kentucky.

A reception will be held on December 3, from 5:00 to 7:00 p.m. The University community is cordially invited.

CHILD CARE TASK FORCE RECOMMENDATIONS

In light of our research and conclusions, the Task Force on Child Care makes several recommendations. These recommendations cover an initial plan, long-term considerations, and organization.

Recommendation I. The Task Force recommends that the University plan and establish a child care program to be open by the fall of 1983. This child care program should have the following features:

- a. staffed and operated by Vanderbilt University.
- b. open to children of all members of the Vanderbilt community.

The approach we recommend to fulfill Recommendation I is for the University to enter into the planning process with the goal of doing whatever is possible in order to begin a child care program at Vanderbilt. No one with whom we discussed this issue expects the "Cadillac model" in these times of economic uncertainty. However, some commitment and program beyond the "study" stage is expected.

The Task Force recommends that a child care program initially provide the type of child care needed by the greatest number of Vanderbilt constituents as possible. From the results of the 1981 Survey (similar results were found by previous studies) the greatest need for child care is during the day shift, Monday through Friday. There are almost equal numbers of infant/toddlers and preschool children who would potentially use the service. Because of the greater expense of infant care the Task Force decided that it could not recommend that a Vanderbilt child care program initially take on care for infants. Taking the survey results and our conclusions into consideration, the Task Force generated a list of features which should be incorporated into a pilot program in order to make adequate progress toward meeting the major child care needs of the Vanderbilt community.

Recommendation II. The Task Force recommends that the type of child care program established in the fall of 1983 be a limited initial program with the following features:

- a. on-campus location
- b. small in size - not less than 50 nor more than 100 children
- c. designed for 3 to 5 year old children
- d. open the day shift - approximately 6:30 a.m. until 5:30 p.m.
- e. open Monday through Friday
- f. open 12 months of the year
- g. sliding-scale fee schedule
- h. spaces not filled by Vanderbilt constituents will be opened to the general public
- i. primary goal: to offer quality child care to Vanderbilt families
- j. secondary goal: to provide site for observation, teaching, and research as compatible with the program's general operation and parental consent.

The long-term goal of any child care program at Vanderbilt should be to meet as many of the different types of need as possible. This long-term goal need not be incompatible with short-term goal of planning and opening a pilot program which is immediately feasible and can be opened as soon as possible.

Recommendation III. The Task Force therefore recommends that the initial program be conceived from the beginning as the nucleus of an expanded program, with expansion based on the evaluation of finances, program success, and benefits realized by the University, and the determination of needs not met by the start-up program.

- a. For the sake of parents and staff, the budget of the program should be evaluated yearly with a commitment to remain open another year being made at that time.
- b. During the initial program state, the details of the type of program offered should be evaluated on a more frequent basis to provide for long-term planning and for expansion of services as quickly as feasibility and need can be determined.
- c. The following options for expansion of the beginning program should be considered throughout the planning process and be given full attention once the start-up program is in operation:
 1. increase size
 2. extend hours of operation to include evening and night shifts
 3. extend hours of operation to include weekends and holidays
 4. extend age limits of the program to include infant and/or before and after-school programs
 5. offer special summer-only program
 6. expand the types of child care programs offered
 7. offer special services.

Of the above items infant care is probably the most pressing. Due to its high costs and special requirements, expanding the program to include infant care will demand careful consideration and creative planning. Creative planning is also behind Number 6 above. A long-term planning and evaluation group should not limit its consideration to the single centralized facility model suggested for the pilot program. Many other types of programs have been found to be feasible and

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ANNOUNCEMENTS

TENNESSEE STATE S.W.E. SYMPOSIUM

The Society of Women Engineers State Symposium will be held on Saturday, November 13, at Tennessee State University. The scheduled events include programs for students, a tour of the Ford Glass Plant, and a banquet for those attending the convention.

The banquet speaker is Diane DiFrancesco, the Regional Coordinator for the Society of Women Engineers. Ms. DiFrancesco is employed by the Buckeye Cellulose Corporation in both Huntsville, Alabama, and in Memphis. She will be speaking to the student engineers from across the state and from neighboring S.W.E. sections on a topic of special interest to student engineers. For more information, or to make reservations contact Dena Cross at P.O. Box 5435, Sta. B, phone 321-7432.

*-Dena Cross
Society of Women Engineers*

LUNCH AND LEARN WITH THE LEAGUE OF WOMEN VOTERS OF NASHVILLE, Friday November 19. This discussion of local and state tax structures and the changes that are needed will take place from 12:00 noon to 1:00 p.m. in the Blair School of Music Faculty Lounge. Bring your lunch; beverages will be provided.

Located on the Vanderbilt campus, this is only one of three new discussion groups added during the past year by the League of Women Voters of Nashville. For information about other group meetings during the week of November 16 through 22, call the League office at 297-7134.

WOMEN'S WEEK 1983

"Diverse and Equal" has been chosen as the theme for Women's Week 1983 by the Women's Week Group. The emphasis for the week, from March 28 to April 2nd, will be on human diversity that nourishes individuality and uniqueness without creating inequality. Through presentations of diverse lifestyles, attitudes, goals and interests, the week's programs will seek to stimulate awareness, understanding, and appreciation of equality as state of mind as well as a practice. The focus will be on relationships between men and women as well as relationships among women, especially women of diverse cultures.

Anyone interested in helping out or learning more, please call Michele Ivey, 321-6115, or Laurie Weakley, 298-1005, or the Women's Center, 322-4843.

*-Michele Ivey
Women's Week Group*

Rally for Women's Equity

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faculty, staff, and their children are invited to run or walk this one-mile route around the Vandy central campus past significant landmarks. There will be varying entry fees for those who want WEAV T-shirts, for those who do not want T-shirts, and for boosters who want to expend their energy cheering and also want T-shirts. Prizes will be awarded and runners can pre-register. Beer and soft drinks will be available for thirsty runners and boosters following the run.

The day's events will culminate in the Equity Rally at 5:00 p.m. in Underwood Auditorium. Elizabeth Langland has been invited to make a special address, together with other speakers and other entertainers from on and off campus. The Rally will conclude with music written for the occasion and sung by Judy Eron.

Elizabeth Langland, presently head of the English Department and Associate Professor at Converse College in South Carolina, was denied tenure June 1981 by Dean Jacques Voegeli of the College of Arts and Science. She had been recommended for tenure to Voegeli by the Department of English, the first time in the department's history that a woman has been recommended for tenure. Langland contends that her scholarly work was not fully evaluated, particularly her works of literary criticism pertaining to women and her research in women's studies. She had chaired the Women's Studies Committee at Vanderbilt for three years and had been on the faculty of the University for six years. In December, Langland filed a complaint against Vanderbilt with the Equal Employment Opportunity Commission that charged sex discrimination in denial of her tenure. It also charged Vanderbilt's administration with systematically applying discriminatory practices to deny tenure to females. The EEOC is continuing its investigation. The hope remains that the case will be settled within the University community without resort to litigation.

WEAV was organized as a response to pervasive concerns that resignations, contract non-renewals, and denials of tenure were diminishing the presence of women in the University. WEAV has raised funds to assist Langland with her legal expenses, but WEAV's purposes extend beyond the Langland case. WEAV was incorporated as a non-profit organization in October 1981 to advance the goals of staff, student, and faculty women associated with Vanderbilt University. WEAV's objectives are (a) to gather and disseminate information concerning women's status in the University, (b) to provide advice and support for Vanderbilt women, especially in making their concerns known to the University, (c) to seek redress of inequities through informal, formal, legis-

LEARNING TOGETHER Women Prisoners and Women Students

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The Tennessee Women's Prison is about a fifteen or twenty minute drive from Vanderbilt. A few minutes on the expressway, a turn off Clarkesville Highway, and *voila*, you are there. It is not until you are already in the prison that you realize just how far away it is. Not distance in physical miles, but perhaps in mental miles.

It looks surprisingly ordinary. Like a tiny community college. There are no gun towers, armed guards, and very few bars. There are, however, some fences. There is the obvious one, complete with barbed wire that rings the edge of the prison. There is also the invisible fence that stands between the inmate population and the free world. It is this fence that those who work with the Vanderbilt Prison Project, have been trying to scale.

For the past eleven years, the Prison Project has been providing different volunteer opportunities for those who want to work in Tennessee's criminal justice system. There are programs with the Men's Prison, Spencer Youth Center, youth diversion, and many others. Volunteers provide visitation, tutoring, recreational events, and other services to the state's inmate population. It would appear to be a case of special people working with special problems, and yet it is very ordinary people who have gotten in trouble with the law and ordinary community people who volunteer their time.

In the case of the Women's Prison, there are indeed some special problems. Imagine, for a moment, what it might be like to be a mother in prison. You do not get to send your kids off to school in the morning, eat dinner with them, or snap pictures before your kid goes to the prom. It would seem like a privilege to you, and yet it is something most take for granted.

There are so many problems unique to the female inmate population. The women must deal with stress due to the constant lack of

privacy within the confines of the penitentiary. They must keep up family relationships despite their absence in the family setting. Many must combat the problems of their past. Little education, unstable family lives, alcoholism, drug abuse, and wife abuse frequently contribute to what got them into prison, and what makes it difficult to make it in the free world.

In addition to overcoming their pasts, these women must face the future. Entering back into society can be a difficult transition. There are new roles to fill. There are jobs to look for. Things to catch up on. And all the while, there is the social stigma attached to having a prison record. Even the thought of going back out into society can be stressful. This is where the Prison Project fits in. The women who visit, tutor, play volleyball, and attend social groups with the residents, help these women inmates know that someone out there cares; wants them to make it; and most of all, understands her problems. Perhaps it helps them to see themselves in a more positive light by realizing that their problems are ones many women share. At times, to help them feel that they are not alone, is the most important thing the project does. Oh, there are benefits to the volunteers. They use acquired talent and skills while developing new ones. New friends and new experiences help to make the job a very worthwhile one.

Continuity for the project has meant much to the women. For those who face parole dates that read 2003 or 2012, it is something to keep their sentences from ticking by unconstructively. If you think thirty years sounds like a long time, try living it, staring at the same couple of acres, the same books, and the same routine every day. It is reality for them. But not necessarily wasted time, if there is hope for improvements. These improvements in their lives come slowly, but they come. Great or small, they are a step forward, and that is a good direction to be going.

*-Marlene Rose Duwell
Student Coordinator
Women's Prison Project*



MONEY MANAGEMENT FINANCIAL PLANNING

Another course on Money Management and Financial Planning for Women is planned for Wednesdays and Thursdays, December 1, 2, 8, and 9. Classes will meet at noon at the Women's Center. A \$10.00 fee is required with registration.

Classes are limited in size, so early registration is encouraged. Registration forms can be obtained from the Women's Center.

lative, and judicial means; and (d) to raise funds in support of these purposes. The WEAV Steering Committee is composed currently of 25 members representing faculty and staff in almost all colleges or schools of the university and is chaired by Anne Brandt, Director of Admissions for the Law School, and Peter Paris, Associate Professor of Ethics and Society in the Divinity School.

Students for Women's Equity is a formally chartered undergraduate organization committed to the same ends as WEAV. Last spring they sponsored a fund-raising benefit in support of these purposes.

For additional information about the Rally, call Jan Rosemergy at 322-8240.

Spring Course Offered in Women's Studies

Various courses in Women's Studies have been offered at Vanderbilt throughout the past decade. This spring, "Women and Public Policy," listed as Women's Studies 151, will be offered. This course draws on the social sciences to aid in the exploration of policy issues which affect women and women who affect policy issues.

At this point, it is difficult to pinpoint the range of topics which will be presented in the spring as an instructor has yet to be appointed. It has been the Women's Studies Committee's responsibility to recruit faculty annually from both inside and outside the university. Recruiting continues to be a problem for the Committee because a faculty position in Women's Studies/Social Sciences has not been authorized.

Each year the course has been taught by a temporary instructor trained in history or sociology, who could aptly handle the interdisciplinary views necessary to cover such topics as education, employment, law, health and safety, and history. In the past, a lecturers included Shelia Tobias, author of *Overcoming Math Anxiety*; Donna Wood, a lecturer in Sociology at Vanderbilt; and Joanne Meyerowitz, a doctoral candidate in Women's Studies at Stanford University.

No matter who is appointed to teach Women's Studies 151 this spring, the class will be enlightening and a good change of pace from the usual course offerings.

-Lori Hughes
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successful. Such innovative concepts might include cooperative programs involving parents, more or less autonomous modules for different age children or different educational styles, a centrally-coordinated home child care system, or multiple small or medium-sized facilities rather than one large facility. Each of these options would be better suited to fulfill certain types of functions than others. For example, the centrally-coordinated home child care system has proved successful in Boston for meeting part of the need for affordable infant care.

Implementation of the three major recommendations of the Task Force will require the establishment of an appropriate decision-making group. The Task Force makes the following recommendation for meeting this requirement.

Recommendation IV. The Task Force recommends that the Chancellor appoint a special university committee on child care to implement the three preceding recommendations.

- a. This committee should be made up of representatives from the administration, the faculty, the staff, and the student body, with specific representation from the Women's Center, one or more academic departments directly involved in utilizing a child care program for teaching and research, and parents who might use the program (these categories may overlap).
- b. The university committee should be established in the fall of 1982 with the responsibility of planning for the beginning of the start-up program in the fall of 1983. Once the initial program is in operation, the committee will continue for a determined period of time (2 to 5 years) as a long-term planning group to evaluate the beginning program, determine unmet needs, and plan for expansion.

There is precedent for utilizing the university committee structure for this type of issue. There is also precedent for the representative make-up of such a committee. It is suggested that all other details of the committee and its relation to the administration be left to the administration. As with other university committees, it is suggested that appropriate bodies such as the Faculty Senate and the Staff Advisory Councils be consulted for nominations for their respective representatives. The Child Care Task Force will continue to monitor progress for the Women's Center and the various constituencies and serve as a clearinghouse for information about child care.

It is crucial that this university committee be conceived as a body charged to make specific plans and recommendations for possible implementation. This will require that the University make a decision soon whether to begin in good faith to determine and implement a beginning solution to the continuing problem of child care at Vanderbilt.



PLANNED PARENTHOOD OF NASHVILLE is seeking volunteers in the following areas: Family planning counseling in the clinic at 21st Avenue South, Counseling at the Teen Clinics, Telephone Counseling, Clerical and office work and Special projects.

Anyone interested in volunteering should contact Lynn Cox, Volunteer Coordinator at 327-1097. All volunteers will be trained.

The next issue of *Women's VU* will be distributed on January 17, 1983. Any articles, announcements, or book reviews must be received by December 15, 1982.

Edited by Linda Karvedsky

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