

# WOMEN'S VU

April 1983

A publication of the Vanderbilt University Women's Center

V:6

## Improvements Make Memorial Gym More Accessible to Women

A passage has been built to provide women direct access to the weight room, racquetball courts, and pool. Recently work was completed on a wall around the men's dressing room in Memorial Gym which will also partition space for a training room for non-varsity athletes of both sexes. At present students who play club sports and intramurals do not have a separate training room.

With the new passageway, women will no longer have to cross the gym floor and basketball courts to get to the pool. Women will be able to enter the weight room and racquetball courts directly from the north side of the building.

These changes will not affect the dressing room for women swimmers which is located by the pool on the southside of the building. This small dressing room is on two floors, requiring use of a stairway to get to and from the pool. The passageway will make it easier to get to this dressing room, however.

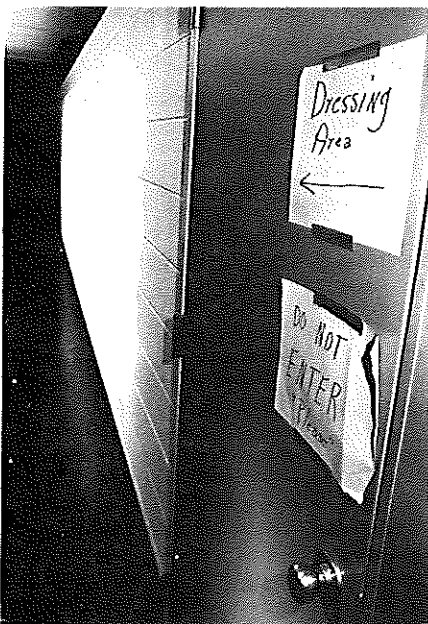


photo by Clay Kinchen Smith

## THE WALL

## Address on Arms Control by Congressman Albert Gore, Jr.

April 30 (Saturday) at 3:30 p.m. at Blair School of Music,

An address on arms control proposals, and current status of congressional efforts to influence policy in the United States/Soviet negotiations.

By The Honorable Albert Gore, Jr., Tennessee Congressman, 6th District.

Sponsored by The League of Women Voters of Nashville for members, friends, and interested public.

## WOMEN'S DIRECTORY IS IN THE WORKS

The Women's Center will publish and distribute a directory for and about women early next fall semester. The directory will focus on women's groups, special programs, and services for women on the Vanderbilt campus and in the community.

The Women's Center has provided information and referral since its inception in 1978 through the *Women's VU* newsletter and informally to requests made by phone or visitors. The directory will provide a consolidated and convenient listing of women's groups, resources, and services.

The idea for a directory of resources for women was suggested by the special planning committee for the Women's Center and was approved by the Women's Center Advisory Board. A committee was appointed to gather information and decide on format. This committee will be chaired by Reba Wilcoxon, Associate Vice-Chancellor for University Relations and member of the Women's Center Advisory Board. Other members of the committee are Linda Bird, Assistant Director of Career Planning and Placement Service, Betty DeBerg, Assistant Dean Divinity School, Elaine Goleski, Manager Central Library Operations, and Ellen Sapega, graduate student.

continued bottom p. 2

## Open Meeting to Discuss Women's Studies April 28

The Women's Center will sponsor an open meeting to discuss the Women's Studies program at Vanderbilt on Thursday, April 28, 4:30-5:30 p.m. in the A.J. Dyer Room at the Engineering School. Members of the Board of Trust will be invited to this now traditional meeting on issues of special concern to women on campus, which has been sponsored by the Women's Center since 1979.

The Women's Studies program was approved by the College Faculty in December 1972. A Women's Studies Committee made up of faculty was appointed by the Dean of the College of Arts and Science to supervise the Women's Studies program.

From 1973 to 1977, one interdisciplinary course in Women's Studies was taught each year. Since 1977, two core courses, one in humanities and one in social science, have been offered. *The Image of Women in Religion and Literature* has been offered each fall, team-taught by Gay Welch, Instructor in Women's Studies and University Chaplain, and Cathy Elick, doctoral student in the English department. Professor Elizabeth Langland had originally co-taught the course with Gay Welch from 1977 to 1981.

The social science course, *Women and Public Policy*, has been taught by visiting faculty. Since spring semester of 1981, one-semester appointments have maintained this

continued on p. 2



VANDERBILT PROFESSIONAL WOMEN will meet for their monthly breakfast Tuesday, April 26, 1983, in the Faculty Dining Room at Rand. This month's speaker will be Barbara Mann, newly elected president of the Nashville League of Women Voters.

The League of Women Voters is best known nationally for its sponsoring of televised debates between presidential candidates. Come and hear what the Nashville League of Women Voters is doing in our community throughout the year.

## 2 Faculty Women Win A Few

### in New York

A 1973 class action suit charging sex discrimination against faculty women at the City University of New York has been decided in favor of the women and largely on the basis of a statistical examination of salaries.

The *New York Times* reported March 19, 1983, that Federal Judge Lee P. Gagliardi, U.S. District Court in Manhattan, accepted the plaintiff argument that disparate wages paid to women and men faculty were evidence of discrimination by sex.

Lawyers for City University of New York contended that statistical studies on faculty salaries, conducted by Mark Kinningsworth, economics professor of Barnard College, were not adequate to prove discrimination, nor could statistics prove an intent to discriminate.

Judge Gagliardi, however, ruled that a statistical case "may constitute *prima facie* proof of an intentional pattern or practice of discrimination."

In an earlier ruling, Judge Gagliardi defined the plaintiff class as "all women now employed by the board of trustees as members of the professional instructional staff at C.U.N.Y., or who at any time since October 1968 have been so employed or have sought such employment."

Although no financial awards or back-pay decrees were included in the March 18th ruling, as many as 10,000 women who taught at the university since 1968 might be eligible for compensation. Judith Vladeck, lawyer for plaintiffs, estimated that awards might exceed \$60,000,000. Evidence presented in court gave the difference between the average salaries of women and men faculty in similar positions as \$1,800 per year.

Judith Vladeck summed up the sentiments of the women on whose behalf the court ruled, "Neither the plaintiffs nor I want to damage City University. The plaintiffs are more concerned about change for the future. There is no point in a lawsuit that deals only with the past. What we have sought all along was change, so that in the future there would be no differential treatment of women and men."

### Directory, continued from p. 1

Information about women's groups, special programs and services for women is being sought by the committee. Please contact the Women's Center, 322-4843, Box 1513, Station B, if you have any information or if you have suggestions for programs and services to be included in the directory.

### and in New Jersey

A New Jersey community college charged with sex discrimination last year by the Justice Department has agreed to settle the lawsuit by paying women faculty members \$273,000 in back pay.

In addition to the monetary awards, Burlington County College in Pemberton, N.J., agreed to promote eight women faculty and name a woman to head the school's business studies division as soon as a vacancy occurs.

Justice filed suit against the college last fall, after the settlement on behalf of 21 women who filed complaints. Justice claimed the women faculty members were victim of sex discrimination in hiring, promotion and pay.

Under the consent agreement signed by college officials January 21, 1983, the school denied all wrongdoing and said it was agreeing to the settlement to "avoid the burden and expense" of further litigation.

Under the consent decree, Burlington will make back pay awards ranging from \$2,500 to \$26,538 to 26 women faculty members. Many of those faculty will also get pay raises of from \$500 to \$2,000 for the current academic year and will be eligible to take one-year leaves of absence at half-pay.

The decree, which will be in effect for four years, allows Justice to return to federal district court to enforce the settlement. The case, *U.S. v. Burlington County College*, comes under Title VII of the 1964 Civil Rights Act, which bars job bias on the basis of race, sex, ethnicity and religion.

excerpted from *Equal Opportunity in Higher Education*, Feb. 7, 1983

If you didn't hear Ellie Smeal . . . The Women's Center library has it on tape. Stop by and listen to Eleanor Smeal, former president of the National Organization for Women, talk about women and politics. *The tape will not circulate.*

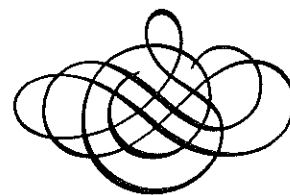
*Women are in the majority in all states except Alaska, Hawaii, Nevada, and Wyoming, according to a Census Bureau report. Nationally they will represent 52.4% of the voting age population in November 1982, exceeding the male total by 8,000,000. In ages 18 to 24, men have a slight numerical edge but by age 45 women are clearly in the majority. They represent about 60% of persons 65 and over.*

-Civil Rights Update, September 1982

## New at the Women's Center Library . . .

The library at the Women's Center has recently subscribed for the first time to *The Clearinghouse on Women's Issues in Congress Newsletter*. Published monthly, the *Clearinghouse Newsletter* provides complete bibliographic data on legislation, hearings, court actions, news reports, national meetings, and books concerning women's rights issues.

*Women and Mental Health*, an anthology, was donated to the library by Heather Morcroft-Maginnis, A&S '79.



### Women's Studies,

continued from p. 1

course offering. Currently, Nancy Ransom, Director of the Women's Center, is teaching this class. More than 45 students pre-registered in this course before a teacher had been appointed.

Special topic courses can be offered by departments occasionally and cross-listed under Women's Studies and the sponsoring academic department. The History Department offered "*The History of Women at Vanderbilt*," taught by Professor Barbara Weinstein in 1981, and currently offers "*Feminism in Britain and the United States*," taught by Professor Margo Todd.

Professor Thomas Gregor in the Anthropology Department teaches "Men, Women, and Society", the only permanent course that is cross-listed with Women's Studies.

There are over 325 colleges and universities in the United States that offer Women's Studies degrees, majors, or minors. Both Duke University and Memphis State University have won grants to create Centers for Research on Women, similar to those at Wellesley and Harvard.

Florence Howe, in her article "Feminist Scholarship: The Extent of the Revolution", writes

"In a university whose goal is that abstraction called truth, no political act ought ideally to be excluded, it if might shed light on the ultimate goal. And the study of half the human race - that political act we call women's studies - cannot be excluded without obvious consequences to the search for truth."

(quote from  
*Change, The Magazine of Higher Learning*, April 1982)

## League Publishes "Know Your Government Officials" Brochure

The League of Women Voters of Nashville now has available for distribution to the public updated copies of *Know Your Government Officials*, a brochure which lists the names and addresses of all elected officials currently serving Nashville-Davidson County on national, state and local levels. It also includes voter registration information. Making its opportune appearance now when the Tennessee General Assembly and Congress are in session, the booklet will be useful to anyone wishing to contact state or national legislators or members of other elected bodies.

This brochure is published regularly by the Nashville League and is provided free of charge to the community. It is available, upon request, to individuals and, in bulk quantities, to groups and organizations. In the past it has been used by banks in welcome packets for newcomers, by schools, churches, libraries, and social organizations, to mention only a few.

Individuals may obtain copies by writing to League of Women Voters, 1701 21st Ave. S., Nashville, TN 37212, and enclosing a stamped, self-addressed, business-sized envelope. Arrangements for bulk orders may be made by calling the League office, 297-1234.

## WHET

Women in Higher Education in Tennessee (WHET) have postponed their conference to the fall of 1983.

WHET is a state-wide organization of graduate students, faculty, administrators, and staff affiliated with an institute of higher education. For further information about WHET, please call Pat Pierce, president-elect of WHET, 322-4705.

## Summer Institute on Women of Color

The Center for Research on Women at Memphis State University and the Inter-University Research Group Exploring the Intersection of Gender and Race, a working group of five racial-ethnic women sociologists representing various institutions of higher learning, are planning a unique Summer Institute on "Teaching, Researching, and Writing About Women of Color in the United States."

The Institute is scheduled for June 19-25, 1983 on the campus of Memphis State University. The goal of the Institute is to provide instruction and facilitation to researchers, writers, and teachers who are interested in gaining clarity on racial-ethnic women. The Institute will explore the comparative and distinctive aspects of the lives of women of color in the United States specifically, Afro-American, Mexican American, Puerto Rican, Japanese American, and Chinese American.

For additional information contact Shirley Johnson-Jones, Center for Research on Women, Memphis State University, Memphis, TN 38152; 901/454-2770.

## Women's Studies: Selected Sources

is a bibliography of books and other sources on Women's Studies at the Vanderbilt University Library. Individual works are categorized by topic and listed with the library's call numbers. Copies of the 1980 bibliography and its newly revised supplement 1981-1983 can be obtained in the Reference Room of the Central Library.

## Issues in Women's Health

The School of Nursing is offering a new course during the first semester of the summer session, 1983. The course "Issues in Women's Health" is offered for three hours of credit, and will meet from 12:30-2:30 P.M. June 8 - July 8.

"Issues in Women's Health" explores women's health issues across the age span. The didactic presentation includes female reproduction, gynecology, communication and health care alternatives. The course is designed for individuals in all schools of the university who are interested in women's health. It is limited to rising juniors, seniors, and graduate students only.

For more information, contact Vicki Beaver or Sue Jones at extension 2813.

## "LUNCH AND LEARN" WITH THE LEAGUE OF WOMEN VOTERS IN NASHVILLE

Friday, May 20, 1983. A discussion of the arms control objectives and criteria of the League of Women Voters of Nashville's study on national security.

12 noon to 1 p.m. in the Blair School of Music Faculty Lounge. Open to the public. Bring your lunch; beverage will be provided.

This is one of a group of meetings on the subject to be held during the week of May 17 through 20. For further information call the League office, 297-7134.

## YWCA DOMESTIC VIOLENCE PROGRAM

THE YWCA SHELTER/DOMESTIC VIOLENCE PROGRAM gave emergency shelter to 236 women and children in 1982. Through a strong volunteer program, 880 women in crisis also received support, counseling and community referrals from trained telephone volunteers.

Volunteers are also needed for child care, minor building repairs and maintenance, grocery shopping, program committees and to accompany women to professional appointments.

The Shelter, at an undisclosed location, houses up to 14 women and their children. The average stay at the Women's Emergency Shelter is 10 days during which time a woman considers her alternatives and is helped to make contact with needed community resources. Concerned citizens and groups in the Nashville community have joined the YWCA, a United Way Agency, in the on-going support of this program because of a belief that women have a right to live in a safe environment free from violence and abuse. If you can help, call 320-0787.



photo by Clay Kinchen Smith

ELLIE SMEAL, *Women's Week 1983 Keynote Speaker*, talks with students while on campus.

## "Women to bear Brunt of Budget Cuts," Says Women's Research Group

### WREI Releases Report on Impact of Budget on Women

The Women's Research and Education Institute (WREI), the nonpartisan research arm of the Congressional Caucus for Women's Issues, has released an "Alert" highlighting the impact on women of the president's proposed budget for fiscal 1984. America's women and children will, for the third consecutive year, bear the brunt of domestic spending cuts, according to WREI's Alert, a preview of the more comprehensive "Reductions and Realities: How Reagan's Budget Will Affect Women" (in preparation).

"The effect of President Reagan's 1984 federal spending freeze will be to leave women and children out in the cold," says Betty Parsons Dooley, Executive Director of the Women's Research and Education Institute.

"Since the freeze applies to total government expenditures, the proposed increases in defense spending will once again be at the expense of poor women and children—those who most need the assistance of domestic programs," explains Dooley.

WREI's report summarizes a number of proposed cuts which would disproportionately affect women, particularly low-income women and women with children. A representative sampling includes:

- Postponing cost of living adjustments for Supplemental Security Income (SSI) recipients could cause real hardship for one of America's most impoverished groups—

the 1.2 million needy, aged women who rely on SSI payments for survival.

- Restricting AFDC assistance would penalize female heads of families for attempting to stretch scarce resources through cooperative living arrangements because shared housing is all they can afford. The proposal would further require all "able bodied" AFDC recipients to work, although jobs are few and day care services largely unavailable. At the same time, it would eliminate the Work Incentive Program (WIN), designed to help welfare recipients find work. In short, although touted as employment incentives, AFDC changes would further burden poor women.

- Eliminating Family Planning as a categorical program and allowing states the discretion to provide it under Primary Care health block grants would disproportionately affect low-income women.

- Cancelling FY '83 appropriations and eliminating FY '84 fund for both the Women's Educational Equity Act Program and Title IV of the Civil Rights Act Training and Technical Assistance Program would effectively end the federal role in helping states and localities achieve sex equity in education

- Eliminating funds for Legal Services would be disastrous for poor women, who are

two-thirds of legal services clients.

- Eliminating federal subsidies for mass transit as of 1985 would disproportionately hurt women who head families, because they are more than twice as likely as other workers to commute to work by public transit.

Also analyzed in WREI's study are further cuts in the areas of income security, the social services block grant, health, education, and employment and training.

"There's been a lot of talk in Washington lately about fairness and equity for American women," said Representative Patricia Schroeder, Co-Chair of the Congressional Caucus for Women's Issues, in introducing the report to members of the Caucus. "But the budget request is neither fair nor equitable," she concluded.

### Discrimination is still with us, says BLS

A Bureau of Labor Statistics survey did not turn up one single job category in which men and women were paid equally. In those occupations in which at least 50,000 workers are employed (representing 95% of the full-time workforce), women averaged 65% of men's weekly earnings. Whether the percentage of women working in a field is high (e.g. 91% of nurses, dietitians, and therapists) or low (women make up less than 5% of engineers), a gap still remains between salary levels for men and women. Women engineers earn only 67% of what their male counterparts receive, and even in such fields as nursing, dietetics and therapy, women average \$326 per week, as compared to \$344 for men.

-from *On Campus With Women*, Fall 1982

### The next issue of WOMEN'S VU

will be distributed

on June 17, 1983.

*Copy deadline is May 20.*

*Edited by Linda Karwedsky*

TO RECEIVE YOUR OWN LABELED COPY OF WOMEN'S VU return the form below or call the Women's Center, 322-4843, to place your name on the mailing list.

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

Name \_\_\_\_\_

Department \_\_\_\_\_

Address \_\_\_\_\_

Student (please give school and class) \_\_\_\_\_

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



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