

LUBBOCK **NOW** TIMES

The Newsletter of the
National Organization for Women

In Lubbock
May 1979

Work: Eight Hours In a Singles' Bar?

All evidence suggests that the vast majority of working women experience sexual harrassment on the job, and, excluding the most opportunistic, women are united in their general feelings and reactions to this type of victimization. However, defining and documenting this issue is extremely difficult.

At the surface of this behavioral cesspool is a definition of sexual harrassment. As typically perceived, it is some kind of subtle pressure for sexual activity by an employer, employee, co-worker, supervisor, client, practitioner, therapist, or teacher. However, the issue is far more complex than commonly allowed. I would suggest at least four important subdivisions of this all too familiar experience.

(continued on Page 2)

Action/Business

The June Action/Business Meeting will be Thursday, June 7, at 7:00 in the home of Betsy Tenenbaum, 9102 Belton Drive. Please come and help choose a nominating committee for new officers to be elected in August.

We have been contacted by an attorney interested in formulating a "do-it-yourself" plan for no-contest divorce cases. We will pursue this at the meeting. Plus, NOW is also drawing up strategies to correct the incredibly sexist atmosphere surrounding employment in Lubbock.

There is much to be done and NOW needs you NOW!!

Assertiveness In June: Carter on Techniques

The June Program Meeting will be held Tuesday, June 5, at 7:30 p.m. at the Wesley Foundation, 2420 15th.

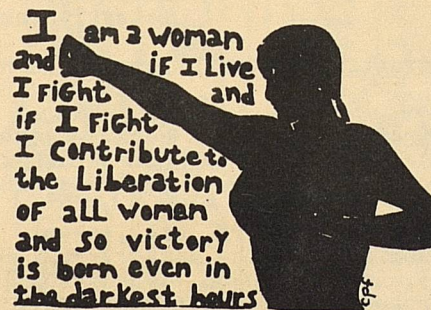
Dr. Bill Carter, counseling psychologist at Texas Tech, will help the group become more aware of assertiveness techniques.

Warmup for Workshop

The Program Meeting is a warm-up for the Assertiveness Training Workshop that Dr. Carter will give for NOW in June.

This workshop will be from 10:00 a.m. to 10:00 p.m. on Saturday, June 30, at Texas Tech. There is a fee of \$15.00 for the day-long session, lunch not included.

In this intensive session, interested NOW members will learn and practice four basic assertiveness skills, and assertiveness materials will be handed out. However, participation is limited to eight, so call Cathie McWhorter (795-6898) soon if you are interested in attending.



Excuuuse Us!

Jeffrey M. Gamso is the author of the article "What's Oscar Trying to Tell Us" in the April issue of the Lubbock NOW Times. We inadvertently failed to include his name on the article and are relieved to find that he is a very understanding man who is willing to accept our public apology provided we also note not 35 million but rather 350 million people watch the Academy Awards. It has an international audience! Thank you, Jeffrey, for being so civilized.

Dues Duer

Please pay your 1979 NOW dues (\$27.00) as promptly as possible so we can meet our financial obligations. If you have questions please call Cindy Castle at 744-0794 or Joanne Grubbs at 799-6443.

♀ ♀ ♀ ♀ ♀ ♀ ♀ ♀ ♀ ♀ ♀ ♀ ♀ ♀

LUBBOCK NOW TIMES

is published monthly by the Lubbock chapter of the National Organization for Women.

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Articles, poetry, etc., should be submitted to the editor, P.O. Box 83, Lubbock 79408, typed, double-spaced on a 35 character line. Articles may be subject to re-write.

Working Eight Hours In a Singles Bar?

(continued from Page 1)

1. Discrimination based on sex roles. This behavior involves those times that only women are dismissed for engaging in consenting affairs with male co-workers. Closely allied to this is discrimination because of sexual preference. Likewise, consider the secretary who is expected and encouraged to fill the role of the "office wife," whatever that might entail, for the "executive."

2. Sexual abuse. This division includes leering, comments about a woman's appearance/sexuality, sexual jokes or discussions of sexual exploits, and subtle or joking sexual propositions.

3. Sexual coercion. This includes physical contact such as touching, pinching, patting or explicit propositions or requests.

4. Sexual assault. This division involves all forms of force, whether it be prolonged kissing, attempted rape, or rape.

Prolonged Hardship

Unfortunately, employment-related sexual harrassment of any of the above kinds causes a special vulnerability to the victim. The threat of immediate and prolonged economic hardship if she pursues her basic civil rights on the job is a common experience of women. Reporting may cost one or more jobs at worst or entail reprisals at the least.

It is not hard to speculate that a significant amount of unreported sexual assault is employment-related; yet, speculate we must, because, for (continued on Page 8)

**Deadline for Next Month's
LUBBOCK NOW TIMES
June 18**

Tedesco Succeeds Brink

Brink: Regrets & Rage

I am very sorry to leave my job as editor of the Lubbock NOW Times, but since I must, I am delighted to turn my duties over to Dr. Marie Tedesco, who is perfectly suited to this task. She is a committed feminist and a women's historian. It is extremely gratifying to me to leave my labor of love and anguish in the hands of someone I'm sure will use the forum for the education of West Texas about feminism and civil rights in general.

Dedicated Feminists

It is also extremely gratifying to me to leave Marie with the finest group of fellow workers and dedicated feminists I've ever known. The staff of the Lubbock NOW Times is not a typical volunteer crew. It is professional in its duties and personal and loving in its loyalties. In other words, these good people don't abandon editors, and I am looking forward to becoming a real part of this noble staff.

Nothing Much Changed

I took over the editorship of the NOW Newsletter in September 1977 and since then nothing much has changed for women except the name of our publication. Pregnant working women do now have disability benefits, but abortion is still immoral for the poor though not for the rich, the ERA is still not the law, and Midge Costanza has been replaced by our own favorite daughter Sarah Weddington, who says she can "disagree without being disagreeable" but has shown little evidence of being interested in either.

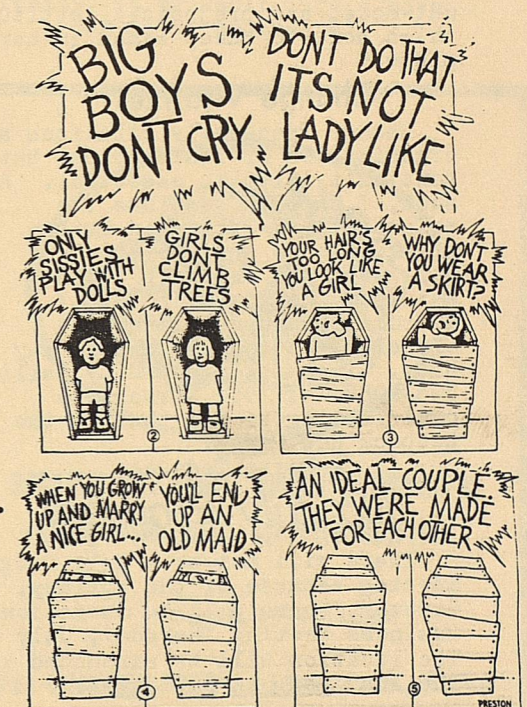
Her latest message is that Linda Johnson Robb has been appointed to Bella Abzug's place on the White House commission for women, and she explains that Robb will represent the too often neglected housewife. Of course, the suggestion behind (continued on Page 5)

Tedesco: Consciousness

As the incoming editor of the Lubbock NOW Times, I would like to extend a warm "hello" to the Times staff and readers. Academic responsibilities have forced Pam Brink to relinquish the editorship. She will stay on, however, to lend her support to the newsletter in other ways.

Because I only recently have become involved with the Lubbock NOW chapter, many members and readers undoubtedly do not know me. I have completed my first year of teaching U.S. history at Texas Tech University. One of my historical interests is nineteenth and early twentieth-century U.S. women's history.

I hope to bring to the Times this historical interest and (continued on Page 4)



Tedesco: Consciousness

(continued from Page 3) knowledge. As members of NOW, it is important to have an understanding of women's history, and particularly of women's struggle for liberation within a male-dominated society. The Times could help to spark an interest in, and a consciousness of, women's campaigns for equal rights. In this regard, book reviews and perhaps a series of articles on notable American women would be valuable.

Long-Standing Issues

Although some progress has been made on "women's issues," there still are long-standing issues which need to be resolved. ERA, unfortunately, has not yet been ratified by those three recalcitrant states. In addition, in many respects attitudes towards women have remained neanderthalish. Certainly, in our own way, we can endeavor not only to support issues which affect our lives, but we can seek to alter out-moded and prejudicial attitudes which help to "keep woman in her place."

Change Vitalizes

Change frequently vitalizes an organization or institution, but continuity also is essential. As such, I hope to continue the splendid work performed by Pam Brink. To do this certainly I will need all the help I can get from the Times staff. I welcome any suggestions (and articles, of course) anyone may have. I can be reached by calling 793-2088. I look forward to contributing to NOW through the Lubbock NOW Times.

--Marie Tedesco

No July Program

There will not be a July Program meeting because of the holiday. However, there will be an Action/Business Meeting Thursday, July 5. The location will be announced in the June Lubbock NOW Times.

Feminist Study

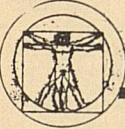
We have formed a Feminist Study Group for our further enlightenment and sharing of feminist readings. The discussions promise to be invigorating and thought provoking-- a literary CR.

Call Cathie McWhorter at 795-6898 for further information.



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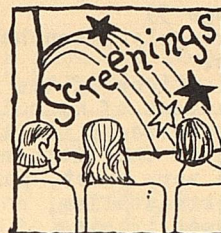
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 Wm. Shakespeare



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Screenings



Despite its obvious moral that atomic energy is unsafe and should be abandoned, The China Syndrome is only incidentally concerned with questions of nuclear safety. The film's real subject is an economic system.

Jane Fonda, who plays the television reporter covering the film's nuclear accident, hinted at this in her speech at the May 6 anti-nuclear protest in Washington. "The real message of The China Syndrome," she said, is that disasters akin to those in the film and at Three Mile Island will recur as long as the goal of utility executives is "to maximize profits."

Cost Of Safety

The China Syndrome makes clear that its accident occurs because of the initial cost of safety, because slipshod work's comparatively inexpensive. Indeed, the film implies that nuclear energy might be safe if investments were made in careful construction and safety. The film's villains, therefore, are utility executives--who endorse any plan (including premeditated murder) to save a few dollars--and the owners of the film's television station--who, fearing lost advertising (continued on Page 6)

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Brink: Regrets, Rage

(continued from Page 3) such a statement is that Abzug can't or won't represent the housewife, and such a suggestion is an insult to the Movement, not just the Movement of the last ten years, but the Movement since Seneca Falls.

Few but "disagreeable," dedicated feminists have ever cared about the housewife. Fathers, husbands, and sons have seldom represented the interests of women, and when housewives and mothers have cared, they have shown it by leaving their private roles, getting out of the kitchen, into the streets and onto the podium. "Mother and apple pie" wins votes but such a philosophy does not change lives nor offer promise to a manipulated and ignored half of the adult population of this nation.

I would like to leave you with an optimistic message about the future of Lubbock NOW and feminism on the national front, but I can't possibly. Frankly, in my adult life I have (continued on Page 6)



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Screenings

(continued from Page 5)
revenues, refuse to air Fonda's report, and who even worry that her entering the "man's world" of hard news will cost viewers. The motives are identical. Yet, because their actions pose less immediate danger, the television executives seem less evil.

In fact, none of the executives is evil. The evil inheres in a system which makes corporate social responsibility possible only when it is either free or profitable.

But The China Syndrome is a thriller not a polemic. Its morals are submerged beneath tension and crisis; our interest is directed toward other questions.


Story Too Good

Fonda's story is too good. The station will, finally, lose viewers by ignoring it. And her reporting is so excellent (as good as any man's, we're led to believe), that she'll be allowed to continue. She passes the test.

But the character's success is achieved in the only way possible, by obeying the rules. We see in the Jack Lemmon and Michael Douglas characters what happens to those who challenge the tenets of the system, who reject the rules. They are doomed to failure.

Jane Fonda knows this. She and we profit from her understanding, for it's what allows her to keep making movies. How many other worthwhile voices are silenced?

--Jeffrey M. Gamsco



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Brink Regrets

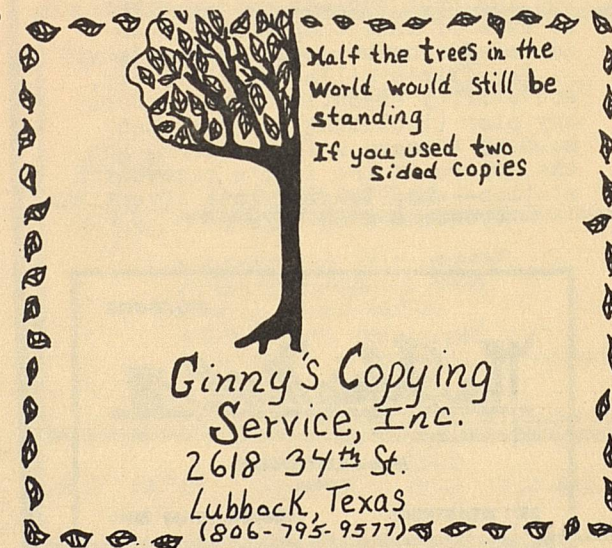
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never been so thoroughly disenchanted by "current events."

Not the assassinations of the 60s, which marked the advent of my college years and also my marriage; nor the madness and mayhem of the Vietnam War, which, at the very least, purged me of national sentimentalism; nor even the bitter-sweet ironies of Watergate, which varified my mellow cynicism, ever left me with the sense of malaise the waning of the 70s has.

I look around and see grown women once again painted like clowns, girdled, high-heeled, mincing steps and mincing words, being ever so agreeable about just about everything, and I have nightmare visions of us all being thrown back, smiling and supine, into the primeval ooze.

These days proprieties seem to matter more than human rights. People are expected "to disagree without being disagreeable." And perhaps Weddington is right. After all, she's in and Abzug and Costanza are out. Yet, I can't believe that we can gain anything while hidden underground,

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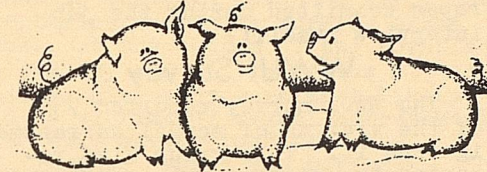
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A bachelor is a rolling stone
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Technology, Spring 1979, submitted
by Cliff Hebs.



"Often it's asking too much for a male youngster to give up four-letter words altogether. Boys will be boys, men will be men. 'Don't use them at home or in mixed company' is a reasonable request. Also, 'if you must, try to confine them to the locker room or to private times with male friends.'"

"Don't 'Reward' Children for using 4-letter Words," by Cliff A. Jones, Ph.D., and Peggy Ladenberger, Ph.D. Submitted by Texas NOW Times.


There is a greeting card which reads: TO THE GIRL GRADUATE. Congratulations, you have graduated into an enlightened society where men are no longer prejudiced and women are free to rise to the top of their chosen profession. So go forth and take your place in the world--but before you do just remember..."

And when you open the card, it reads:

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American Greetings, 10500 American Road, Cleveland, Ohio, submitted by Marjorie Schuchat.
(continued on Page 11)

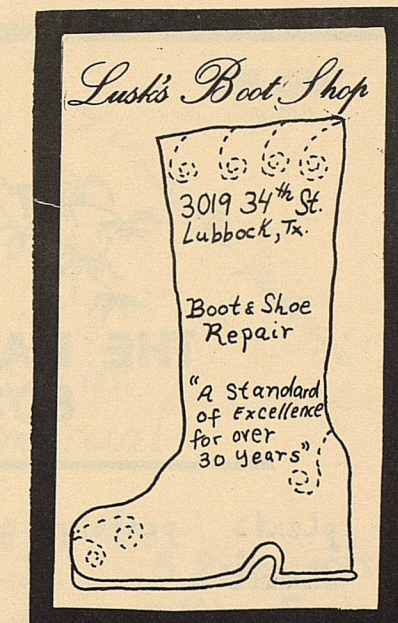


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A woman dreams of loving.
A dreamer dreams of both.

Dreamer

Avalanche-Journal, May 13, 1979,
submitted by Jeffrey M. Gamsco.



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Work: Eight Hours In A Singles' Bar

(continued from Page 2) reasons just discussed, researchers have difficulty confirming incidence of sexual harrassment.

There are only two major works in the field. Studies conducted in New York by the Working Women United Institute (WWUI) in 1975 and a national survey by Redbook in 1976 provide the only survey data reflecting incidence. These two studies

Two Studies

can be supplemented by documentation of the Alliance Against Sexual coercion, a Boston group first in the country to offer services to harrassment victims, but this is the meagre research on the issue.

These surveys indicate that 70% to 88% of working women have experienced forms of sexual harrassment on the job. In both studies, 92% of the women interviewed considered the problem to be "serious." (My own interview with members of the Boston Alliance revealed the case of a woman nuerosurgeon propositioned

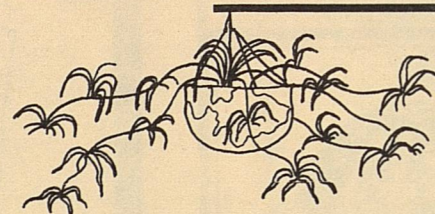
during actual surgery by a male partner on the team. The workers at the Alliance also confided that their work-related rape caseload turned up an astounding number of rapes committed during the job interview itself!)

WWUI Survey

The WWUI survey reported 75% of the victims of sexual harrassment ignored it. This group also reported the problem only continued or worsened. (Case studies demonstrate that rape efforts are the conclusion of the escalation of lesser forms of sexual harrassment.) Twenty-five percent of those who ignored it were penalized in some way.

Redbook's respondents indicated responses from anger to being demeaned. They also reported feeling guilty, impairments in job performance, diminished ambition, feelings of defeat, as well as basic physical symptoms. Most respondents indicated that they

(continued on Page 9)



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Work In A Bar

(continued from Page 8)

had tried to modify their behavior or style of dress.

One historian, Bularzik (in an unpublished paper done at Brandeis University in 1978) has noted that in the late 19th and early 20th centuries, women in working class jobs, at the bottom of the workplace hierarchy and at the bottom of the social hierarchy, were most likely to be victims of sexual harrassment. The WWUI survey confirmed the following: women who earned a median income of \$121 per week mostly experienced verbal harrassment; however, as the median income dropped to \$92 per week, the incidence of physical harrassment rose.

In the WWUI survey, only 18% complained through established channels, and no action was taken in over half of the reported cases, although one-third of the reported cases noted reprisals. Harvard Business Review polled 1500 male managers on issues relating to women. Most said they "do not

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Brink Rages

(continued from Page 6)

always on our bellies or our backs, smiling our way to inalienable rights. The troglodyte war is automatically a lost war. When did agreeableness ever get an oppressed people anything except more manipulation?

If the times are against us, so much for the times. Rather than Patient Griselda or Penelope, I offer a dreadfully romantic yet infinitely gratifying philosophy expressed nicely by Dylan Thomas in a poem to his dying father: "Do not go gentle into that good night./Rage, rage against the dying of the light."

If the world insists on ignoring, dehumanizing, indeed idealizing us, let them try to do it with us kicking and screaming, "lies, lies, lies, lies, lies" all the way to the grave. And, of course, since there is strength in numbers - even when there doesn't seem to be in plain truth - if lots of us would just scream and kick, and forget to be ever so agreeable, no one could possibly ignore us.

--Pam Brink



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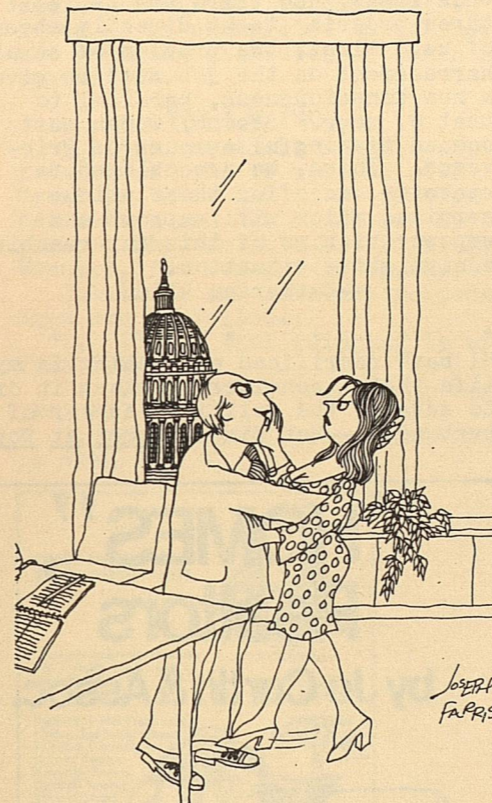
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Son of HOGWASH

(continued from Page 7)
"When you read about Linda Easton* you sort of understand why the ERA is in trouble."
*Eaton is the fire fighter in Iowa City who breast feeds her baby in the firehouse during her break.

Advertizing Age, April 23, 1979, submitted by Cathie McWhorter.



"Miss Beasley, why are you resisting?
I voted for the E.R.A.!"

Playboy, June 1979, submitted by Terry McWhorter.

June Calendar

- 5: NOW June Program: "Assertiveness" (Page 1)
- 7: NOW Action/Business 9102 Belton Drive (Page 1)
- 18: Deadline for Lubbock NOW Times, June Issue
- 21: Feminist Study Group (Page 4)
- 30: Assertiveness Training Workshop (Page 1)

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Work: Eight Hours In A Singles' Bar

(continued from Page 9)
 feel their organizations have any responsibility to alter their employee's attitudes toward women."

The U.S. Congress has yet to set up even the most benign procedure for processing non-sexual grievances and charges of sex discrimination. It stands to reason that a male dominated work/power structure will move slowly or not at all in enabling grievance procedures for sexual harrasment victims.

If a meaningful, woman-directed inquiry were made into problems of sexual victimization of women on the job, I suspect that work-related harrasment would be found to serve the same function as rape and other sexual assaults as an important prerogative of the male culture.

Victim-Blaming

Victim-blaming is the key to such practices, and a subtle and very effective form of social control is the result. As scholars of racism have revealed, a single aggressive act can often have a general effect

on the population to be controlled. It is not necessary to lynch all blacks in order to avoid challenges to white supremacy. So it is with women victims: The employer/worker response in individual cases teaches women a general lesson in powerlessness and docility.

Need To Mobilize

Feminists need to mobilize around this issue, and there are at least three pressing tasks directly ahead of us. First, the problem of sexual harrasment on the job must be given a new consciousness, parallel to that of rape. Second, women must demand meaningful avenues of grievance. Third, we are obliged to conceive and offer those unique services which will support and empower victims of this far-reaching, manipulative situation.

--Catherine Allen

* * * * *
 "I have sacrificed everything in my life that I consider precious in order to advance the political career of my husband." --Pat Nixon, Women at Work

The Mrs. Degree At Texas Tech

(The following article was written by Larry C. Crowley, a sophomore sociology major at Texas Tech. --Editor)

I took a random survey of two hundred women to see what attitudes and beliefs influenced their career and marriage goals. The survey was not intended to slander cultural and institutional values, but to serve as an example of socialization and changing attitudes of women at Texas Tech.

Yes Or No

For the questions asked, each female was told to respond with "yes" or "no," and if a question was considered too offensive by the person, she was told not to reply. However, few refused to answer.

Questions and relevant percentages are as follows:

1. Do you feel swinging is wrong? (YES 82%)
2. Would you engage in an orgy? (NO 92%)
3. Do you feel premarital sex is wrong? (NO 63%)

4. Have you ever looked through Playboy, Playgirl, etc.? (YES 61%)
5. Is virginity a strong concept in today's society? (NO 72%)
6. Would you live with someone before marriage? (NO 53%)
7. Would you like to be married? (YES 91%)
8. Do you want a rich or middle-class husband? (YES 58%)
9. Do you want children? (YES 82%)

In evaluating the data, it is my contention that a sizeable number of Tech women are not here for career training but to marry, and if numbers of women in technical and competitive majors mean anything, a statistical chart of Texas Tech majors tends to support my data.

Majors	Women	Men
Agricultural Sciences	258	1097
Engineering	189	2501
Education	1034	211
Home Economics	1385	52

The statistics and survey data I have collected seem to reveal the predominant ideology that women (continued on Page 14)

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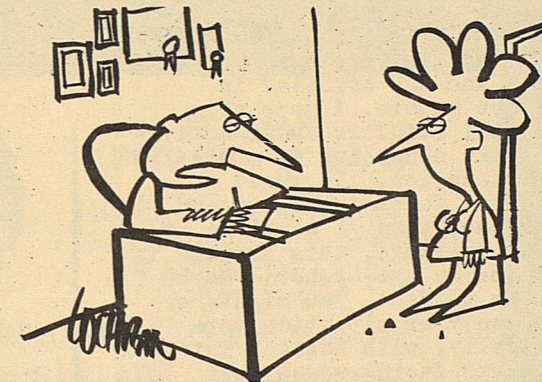
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Collegian, Colorado State
 University, October 1976.

TTU Mrs. Degree

(continued from Page 13)
 should stay in the roles of wife and loving mother. They suggest that if women decide to stray from the path that has been their destiny for so long--marriage--they will lose their femininity and place in society.

I think it is time women started doing what is best for them and not what is best for men! Institutional norms have shackled feminine thoughts of success and self-fulfillment. Women cannot explore their own potential.

Security of Marriage

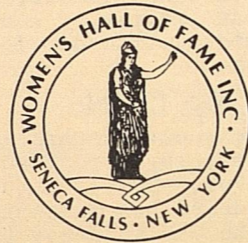
However, women are also to blame for relying on the security of marriage to assure them that they are needed and appreciated by society. To be aggressive and have self-confidence in one's choice of major and in one's achievements would not only affect the attitudes of Tech women but give them the individual and group strength to fight against a role which controls their minds and self-determination. They would not have to believe that physical differences obstruct equality.

Two Goals

In conclusion, I would like to say that this article was written with two goals in mind. To those women at Tech who are using their potential and are enrolled in competitive majors, I hope this article will reinforce your motivation to make something of yourselves through academics. To those of you who have taken the short and easy way out, through marriage or plans for marriage, this article is meant to be an eye-opener. Maybe after some thought, you might be able to see your situation more realistically, with insight into the problems facing women in a society still very much controlled by men!

Rape Judge Cleared

Justice Hermann F. Busse of Fort Wayne, Indiana, has been cleared of judicial misconduct for dismissing an attempted rape case and saying, during the proceedings, that "a woman visiting bars to meet men is like a fisherman baiting a hook." The Indiana Commission for Judicial Qualification found no violation of the code of judicial conduct in Busse's remarks.



"Society, being codified by man, decrees that woman is inferior: she can do away with this inferiority only by destroying the male's superiority.

Simone de Beauvoir
The Second Sex, 1953
 (Taken from The Quotable Woman
 Elaine Partnow, ed., 1978)

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Ineligible For Sports

Valerie Robbin--the young soccer player who made history last year in New York State by winning a place on the boys' freshman team at Horace Greeley High School--was dropped from the boys' junior varsity because she "isn't qualified." Robbin, who began playing in South America, says she is being "punished" and "harrassed" for seeking the more advanced level of competition. By the time she learned that she had been cut from the boys' varsity team, the girls' team had made their final selections so Robbin arranged to practice with the men's team at Pace University. The New York State Public High School athletic Association has now ruled that Valerie Robbin's participation on the college team made her "ineligible for any future participation in all inter-scholastic sports."

* * * * *
 "It is distraction, not meditation, that becomes habitual; interruption, not continuity; spasmodic, not constant toil.

Tillie Olsen
Silences, 1965

New Members

The names, addresses and phone numbers of new Lubbock NOW members are printed each month. Please clip and add to your call list.

Rachael Williams
 2713 94th
 Lubbock 79423
 745-5649

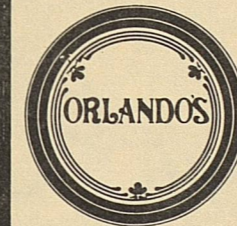


Address Changes:

Dorothy McLarty
 3416 20th
 Lubbock 79410

Kathryn Saupp
 Box 5401
 Lubbock 79417
 762-0937

Elaine Bagley
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I would like to become a member of Lubbock and Nation NOW (\$27).

I am already a member of National NOW and wish to pay local dues (\$7).

I want to join but can only afford \$_____.

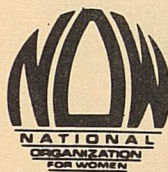
I am not a member but would like to receive Lubbock NOW Times (\$4/year).

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