

LUBBOCK **NOW** TIMES

The Newsletter of the
National Organization for Women

In Lubbock
June 1979

Tech Affirmative Action: Hoo-Hah

Women of future generations will endure less sexism and less of the debilitating self-doubt that it leaves in its wake. Why? Because path-breaking females have entered once male bastions, to serve as role-models for our progeny. Inspiring, exhilarating news! But, alas, it doesn't apply in West Texas. At least not if Texas Tech University has anywhere near the influence it should have as the largest university in a great regional expanse.

Texas Tech suffers from a dearth of women and minority faculty members. The number of female and minority Ph.D.'s and Masters has grown in most academic disciplines; these graduates are entering college and university faculty positions in increased numbers, although neither women nor ethnic minority groups yet exhibit appreciable overall gains in faculty positions. Women have represented about 24% of the nation's full-time college

and university teachers since 1960; blacks now comprise only about 5% of total faculty members in U.S. institutions of higher education. In recent times, the proportion of women and minority faculty members to total Tech faculty has scarcely risen. A small percentage increase in female teachers at Tech has been documented by the local chapter of the American Association of University Professors in a widely circulated report. From 1972-73 to 1976-77, the percentage of female faculty increased from 16.8 to 18.8% of the total faculty, excluding medical school teachers. However, in
(continued on Page 4)

The Feminist Bond

Lubbock NOW has many new members and as feminists in an ultra-conservative area, it is to our benefit to form a strong bond among ourselves. Many of us have sexist workplaces, associates and families, and as such have encouragement, strength, and insight to share with each other. Because we don't always have time to talk at the monthly meetings, we have decided to congregate several times a month, in order to get to know each other and to share ideas for spreading feminism in Lubbock. NOW members, new and old, are meeting second Wednesdays for lunch and fourth Wednesdays for Happy Hour. Locations will be announced in the Newsletter. Please plan to join us for an enjoyable and productive time. (See NOW calendar for locations this coming month, Page 7).

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Anniversary Dues

Lubbock NOW is changing to dues collection on an anniversary basis. Instead of a January dues date for all members, the month in which you last paid will become your dues date. We are updating the membership list for the upcoming 1979-80 year of operation. PLEASE PAY PROMPTLY so you will be included on the list. Send dues to: Joanne Grubbs, Lubbock NOW, Box 83, 79417.

TEXAS NOW TIMES

Keep in touch with NOW happenings state-wide by subscribing to the Texas NOW Times for only three dollars per year (six issues). Send your name, address, and money to Phyllis Tucker, State NOW Treasurer 243 Empress, Houston, 77034. Make checks payable to Texas NOW.



LUBBOCK NOW TIMES

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

Editor	Marie Tedesco
Editorial Staff	Pam Brink Dick Jespers Briggs Twyman John Wunder
Art Staff	Lynn Biechele Elizabeth Orem Judy Sokolow Betsy Tenenbaum
Advertising Staff	Deborah Barnes Susie Sappington
Circulation	Marge Blackburn Bob Sappington Susie Sappington

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 rewrite.

To the Editor

Do you ever harbor strong agreements or disagreements with articles published in the Newsletter? Do you ever want to let someone know about these viewpoints? Why not share them with other Newsletter readers by sending in a "Letter to the Editor?" Response to any article published in the Newsletter, or any suggestions about what you think might appropriately belong in the Newsletter are welcome. Because of space limitations, try to keep your response to half a column or so (approx. 125 words). In extraordinary circumstances, longer responses could be published. Mail your letters to the Editor, P.O. Box 83, Lubbock, 79408.

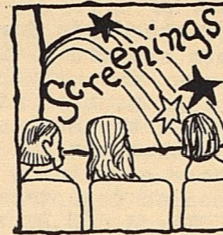
Editor, NOW TIMES:

With Senate Bill 117 passing the Senate this month, we see one more blatant attack on the rights of women. Although POM's were sent to E.L. Short, who voted in favor of the bill, a mass effort by all NOW members should have been put into action at the first indication that the bill was even being discussed. Through closer contact with other chapters of NOW, a stronger front could have blocked the way of this discriminatory bill. If we lose this battle, there will be one more "law" standing in the way of our social and moral equality with men. TAKE A STAND! WRITE LETTERS! GET INVOLVED! It is only your personal freedom that you will be improving. Utilize the few rights we do have to keep such bills from becoming laws.

Rachel Williams
(continued on page 19)

**Deadline for Next Month's
LUBBOCK NOW TIMES
JULY 17**

Screenings



Manhattan, Woody Allen's latest film, deserves praise. It's genial, wry, absorbing, wise, and mostly unpretentious. It is Allen at his best. Yet it has been roundly reviled. The difficulty is in a perception of the film's politics. The charge is simple. Manhattan is a film about decadent, sexist people. Allen so ostentatiously satirizes decadence that he clearly disapproves of it. On the other hand, he plays a sexist character. Therefore, he is a sexist, and so, by extension, is Manhattan.

Not Simple

It's not that simple.

Allen plays Isaac Davis, a successful situation-comedy writer who gives up television to write a serious novel about New York City's vitality, decadence, and neurosis. Davis shares those neuroses -- and so does his circle of friends.

What emerges is a complex collection of unhealthy relationships, relationships which are doomed to failure because the relators are too involved in their fantasies, pretensions, and insecurities. As a result, they hurt each other constantly.

They are successful people. They
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State Council Proposes Central Dues Collection

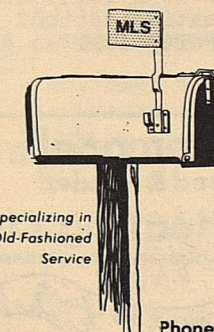
At the State convention, held in March of this year at Denton, a resolution was passed that the State Council begin the necessary mechanisms to put Texas on central dues collection. But, in order for this to happen, a majority of Texas chapters must approve central collection.

Central collection applies to dues renewal only, and not to new memberships. National NOW would handle the renewals, and the state and chapter monies would be rebated back on a monthly basis. The state would determine the structure of the state/chapter portions of the dues package. National dues must be \$20.

What are the advantages of this system? Funds would increase for State NOW, and for local chapters. At-large members' chapter dues portion would be sent to State NOW. But, at-large members would be encouraged to join a local chapter.

(continued on Page 6)

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Tech Affirmative Action: Hoo-Hah

(continued from page 1)
that time, the proportion of female "professors" (the highest paid and most secure academic rank) to male "professors" dropped. Most increases reflected in the overall rise in the number of female faculty members were in the categories "instructor" and "lecturer," designating probable temporary and possible part-time employment. Among "assistant professors," the category of entry for long-term, well-paid university employment, Tech's share of female recruits was shamefully below the national average. Women made up 32.7 of "assistant professors" in 1976 at American colleges and universities, but only 25% at Tech.

Surprisingly Frank

The university administration is surprisingly frank about the serious underrepresentation of women and minorities among teachers at Tech. At a recent meeting of the university faculty, departing President Mackey admitted that more must be done to recruit members of groups that have previously experienced discrimination for faculty positions. Indeed, the university courts censure from Federal agencies that monitor the hiring of, and salaries paid to, women and ethnic minorities if percentages of female and minority faculty do not increase precipitously and soon.

Why has Texas Tech fared so poorly in affirmative action? Why does this university fall so dra-

matically short of standards for the hiring of women and minorities set at other colleges and universities? This spring, members of A.A.U.P. Committee on the Status of Women and Minorities set out to investigate these questions. The enquiry focused on departmental administrations. The A.A.U.P. wanted to know how department chairs and recruitment committees identify qualified minority and female candidates; and what problems administrators perceive in recruiting these candidates for faculty positions at Tech.

Answers Surprising

The answers are surprising, and important for the Lubbock community. A.A.U.P. Committee W and M found that the Lubbock community itself may be the greatest, single impediment to the hiring of women and ethnic minority teachers at Texas Tech University.

A.A.U.P. committee members interviewed the chairs of every department in the university. Inter-

(continued on Page 5)

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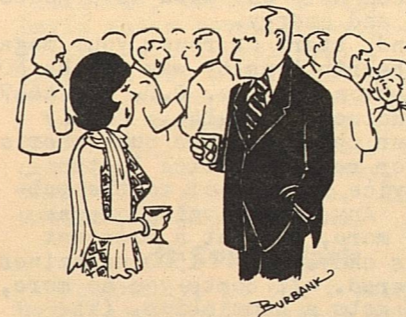
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Tech Affirmative Action

(continued from Page 4)

viewers began by asking what procedures are followed to locate potential candidates for teaching positions. All chairs claimed to adhere to practices mandated by law and endorsed by the university; that is, positions are widely advertised in professionally relevant sources, for long periods of time. More strenuous efforts to

THE WALL STREET JOURNAL



"No, I'm not a career girl. Are you a career boy?"

discover qualified ethnic minorities and women were rarely mentioned. Few chairs spoke of advertisements in journals, newsletters or joblists with largely female or minority audiences; few departments seem linked to expanding formal and informal professional networks that promote promising female and minority candidates and exist in every academic field. Given the widespread perception among department administrators that affirmative action is a burden placed on enlightened and well-meaning professors by impersonal, inefficient and far-off government and university bureaucracies, we should not expect creativity or ardor in the search for women and minority job candidates. However paltry their spiritual commitments to affirmative action, there is little doubt that departmental administrations have seen slight returns from existing affirmative action strategies; the

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Democratic Hearings On Delegate Selection

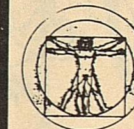
The Texas Democratic Party has announced a series of public hearings to be held in Houston, Dallas, San Antonio and Lubbock to consider the delegate selection process for the 1980 Presidential nominating convention. The Lubbock hearing will be held July 14, 10:30 a.m. at the Hilton Inn. Some of the specific questions to be considered are how to achieve an equal division between the sexes in the national delegation, the feasibility of a Presidential primary, and ways to improve the method by which we elect delegates through the present convention system.

Copies of the plan drafted by the Rules and Affirmative Action Committees will be circulated at the hearing, but advance copies may be obtained from the Texas Democratic Party HQ, 215 Stokes Building, Austin, 78701; from members of the State Democratic Executive Committee and from the County Chairperson.

A meeting to study the proposed plans will be held at Mary Hatfield's, 3815 42nd, July 10, 8 p.m.

Mary Hatfield

By my body's action teach my mind.
Wm. Shakespeare



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Central Collection

(continued from Page 3)
 Central Collection would eliminate confusion about people joining National only, but thinking they have joined state and local NOW as well. Renewal notices would be sent at National expense, and, in addition, the local chapter's treasurer would be relieved of some of her duties. Finally, dues could be charged on major credit cards.

There do appear to be some disadvantages, though. There is a lag in state and local receipt of monies-- usually one or two months. As well, the National print-out, which contains financial information, together with members' addresses, seems to be a bit screwed up. But, that situation probably will improve.

Members of Lubbock NOW should weigh the advantages and disadvantages of central collection, and consider whether they would approve of this system being implemented in Texas.

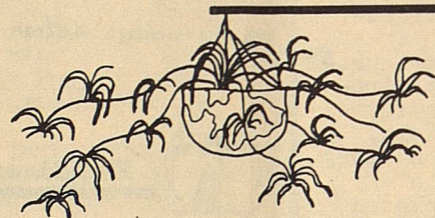
Fundraising

You can easily help NOW earn money, and it won't cost you a cent. Two new projects of the fundraising committee ask for your support.

First, please save your old furniture, household goods, clothing, toys, and objects of art for our grand back-to-school rummage sale. Allison Seidel is coordinating the sale. Please call her at 797-6593 if you can help out with used goods of time and energy.

Second, start or renew your magazine subscriptions by way of the NOW Subscription Service, P.O. Box 44470, San Francisco, CA 94144. Simply send your check and the publisher's coupon or renewal notice to the NOW Service instead of to the publisher. Any subscription of one year or more, even at a discount rate, is okay. Over 1500 magazines are covered. It costs you no more, but NOW gets a commission. (The average is about \$3).

Allison Seidel



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Screenings

(continued from Page 3)
 live in nice homes and apartments; they take in concerts and museums. They write books and discuss Mozart. They are beautiful. Well, most of them are beautiful. Davis, of course, is Woody Allen.

And Davis doesn't quite fit in. Oh, he's part of that circle, but he doesn't look it. And he isn't altogether comfortable in it. He wants something different. Specifically, forty-two year old Davis wants seventeen-year-old Tracy (Mariel Hemingway). Why? what can she offer that other women (and men) he knows can't?

She's beautiful, but so are they. She's bright (ingenuously precocious), but so are they. What, then? She's seventeen. Innocent, uncorrupt, pre-decadent.

It Can't Work

Naturally, it can't work. They're both (especially Davis) embarrassed about the difference in their ages. For both (again, especially Davis) it's a fantasy, a playing out of pretension so clearly that both know it can't last. The pain when it ends, both seem to feel, will therefore be less.

That's not the case, of course. He hurts her greatly. Her involvement, too, has become real. She hurts him greatly. It's too late for them both. Perhaps even seventeen isn't young enough. What began as a game, an intellectual exercise in a cultural fantasy, ends in the pain of innocence. (continued on Page 9)

July Calendar

- 3. Tues.: NO program Meeting
- 4. Weds.: PARTY!! 3616 59th 6-til
- 5. Thurs.: Action/Business 4803 72nd, 7-9
- 9. Mon.: Political Meeting 3815 42nd, 8-9
- 11. Weds.: Lunch at Great Wall 19th and University, 12:00
- 13-15. Fri.-Sun.: State NOW retreat at Lake Austin, 6 p.m.- p.m. Call 795-6898 for information
- 19. Thurs.: Feminist Study Group 3616 59th, 7:30
- 25. Weds.: Happy Hour, Orlando's 24th and Q, 5-7
- 28-29. Fri. & Sat.: National Board Meeting, Denver

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Tech Affirmative Action Program?

(continued from Page 5)
outlay of time and money expended to identify qualified women and minorities has brought only the sad realization that they are out there and they don't want to come to Tech.

Candidates Few

In some academic disciplines, the minority and female candidates are few, and in very high demand at colleges and universities throughout the country. This is the case, for example, in Engineering and Agriculture. Texas Tech cannot compete for candidates with leading institutions of higher learning simply because the latter are larger, have more research funding and technology, smaller and fewer classes to teach, etc.. Department chairs informed the committee that in other cases, problems in recruiting women and minorities lie in the Lubbock community. It seems that Lubbock is perceived as inhospitable to ethnic minorities and women, particularly single women. Females apparently fear a lack of social ties with other

well-educated, cultured, sophisticated people; the feminist presence and activities of interest to single people are here, but nearly invisible to candidates reading about the university or making a campus visit. Women also complain that their husbands or close male friends, often also academics, cannot find work in the Lubbock area. Almost all teaching and research openings are at Tech, while other metropolitan areas, with many colleges and universities, offer more jobs.

Unattractive to Minorities

Lubbock is unattractive to minorities for similar reasons. The local black and Mexican-American populations are large, but segregated from whites and from the middle-income housing, educational and social opportunities that university faculty members expect. Tales of discrimination in housing against blacks and Mexican-Americans are commonly heard, although a few

(continued on Page 12)

ERA Notes

The Susan B. Anthony coin will be released July 2. National NOW is encouraging all feminists to pledge the first \$15 in SBA coins to the ERA fund -- one dollar for each of the unratified states. We can do no greater honor to Anthony's memory than to use her coin to promote ratification of the Equal Rights Amendment.

July 9 is the second anniversary of the death of Alice Paul, 1977, and the first anniversary of the historic March on Washington, 1978. Of the 100,000 who marched for ERA and extension, one in five was a NOW member (13 Lubbock NOW members marched). Months of hard work went into gaining extension. We must make the time mean something by working even harder for ratification. WE CAN'T STOP NOW!!

Cathie McWhorter

Screenings

(continued from Page 7)

lost.

The point is that these people are messed up. They lead lives of quiet duplicity that scar each other. They hide behind cultural and political trends to avoid coming to terms with their emotions. They surround themselves with beauty and pretense and are startled to find their lives shallow.

They treat each other as objects, as sexual and intellectual playthings without individualization or personality. They are, in a word, passionless.

What sets Davis apart, finally, is that he minds. He resents these things. That far, at least, Woody Allen and Isaac Davis are one. But Davis is also a participant. There's no warrant for assuming Allen is.

Jeffrey M. Ganso



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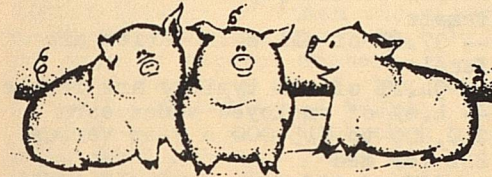
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HOGWASH

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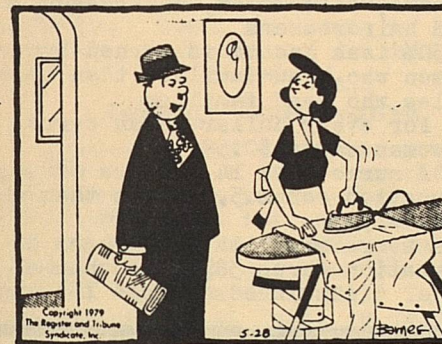
"Some of my best male friends are feminists." Lynda Bird Robb, Chairwoman, President's Advisory Committee for Women

Lubbock Avalanche-Journal, May 15, 1979. Submitted by Jessica Janes
HEATHCLIFF By **GEORGE GATELY**



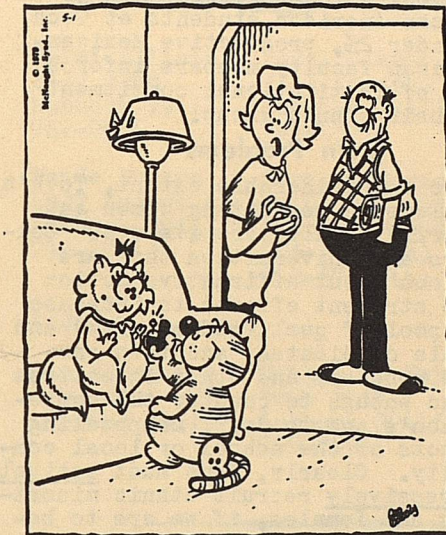
THE BETTER HALF

By BOB BARNES



"Now don't take offense, but my secretary doesn't like the way my shirts look and suggested that I change laundresses."

Lubbock Avalanche-Journal, May 28, 1979. Submitted by Richmond Flowers



"THAT'S A BIGGER DIAMOND THAN YOU GAVE TO ME!"

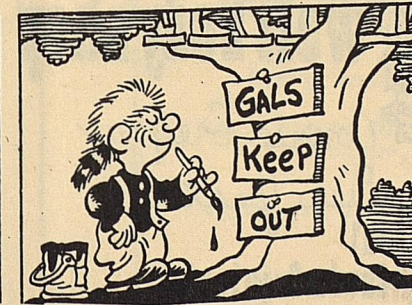
Lubbock Avalanche-Journal, May 1, 1979. Submitted by Linda Erwin

BARNEY GOOGLE & SNUFFY SMITH

By FRED LASSWELL



I GOT MY TREE HOUSE ALL FINISHED UP-- 'CEPTIN' FER ONE MORE THING



GALS Keep OUT

Lubbock Avalanche-Journal, May 28, 1979. Submitted by Richmond Flowers

Tech Action ?

(continued from Page 8)
 minority families associated with Tech have found housing easily, in friendly neighborhoods. Alleged discriminatory treatment of Mexican-American faculty members is especially disturbing; universities in communities with Mexican-American populations as large as Lubbock's (20-25%) generally draw Mexican-American teachers. Perhaps, with the proportion of Mexican-American students at Tech at under 2%, prospective Mexican-American faculty members infer a lack of institutional commitment to their ethnic group.

Own Problems

To a considerable extent, Tech's problems in recruiting women and minority faculty are its own. Colleges and universities that are serious about affirmative action make strident efforts to increase the pool of qualified minority and female candidates, and then provide monetary and other incentives grand enough to counter the competition's and to dwarf unappealing aspects of the school or local community. Clearly, Tech must actively, aggressively recruit ethnic minorities and females, if we are to believe that the administration wants faculty members from these groups.
 (continued on Page 13)




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New Vital Statistics

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 -- 51% of the population is female
 -- 97.6% of all secretaries are female
 -- 94.2% of all typists are female
 -- 4.8% of employed women earn \$10,000 to \$15,000 a year versus 22% for men
 -- 50% of widows and single women exist on poverty level incomes
 -- 60% of all working women are clerks, saleswomen, waitresses, and hairdressers
 -- 50% less income is earned by women who head families than by males who head families
 -- For every dollar a man earns a woman earns \$0.59.
 -- A nurse with 14.2 years of education earns 5.8% less than a deliveryman
 -- A secretary with 13.2 years of education earns 38% less than a
 (continued on Page 15)



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Affirmative Action?

(continued from Page 12)
 But, for us, as NOW members, the perceived inadequacy of our community to women and minorities is of great concern. The characteristic that prospective teachers find abhorrent in Lubbock--lack of cultural diversity and political progress--is worsened by the continued absence of women and minority faculty members in the area. In the view of several members of the Tech teaching staff, the subterranean community of NOW and other organizations, make Lubbock a tolerable, even pleasant place in which to live. Yet the A.A.U.P. Committee W and M report suggests that women and minorities who leave Tech generally go on to greener pastures. Women also move to accommodate husbands and friends, who find jobs elsewhere.

Lubbock Conservative

Lubbock is certainly and proudly conservative. It is a community that nurtures an image--church and family centered. But there is nothing inherently incompatible between this image and the enlargement of female and minority faculty representation at Tech. In fact, Lubbock citizens may eventually demand a more diversified faculty. Lubbock is a community that cherishes progress and achievement. Yet, West Texas students face serious impediments in some job markets and in admittance to nearly all professional
 (continued on Page 14)

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Rande Rogers 4927 Knoxville Lubbock 79413 792-1051	Marie Tedesco P. O. Box 4529 Lubbock 79409 793-2088 (h) 742-3752 (w)

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To The Editor

(continued from Page 2)

Editor NOW TIMES:

I am new to this organization, so in a sense feel that I may be speaking out of turn. Nevertheless, in light of the May edition of the newsletter and also in light of Pam Brink's "rage," I have a response to a saying that ran on the front page of last month's edition.

The original, I believe, was "I am a woman and if I live I fight and if I fight I contribute to the liberation of all women and so victory is born even in the darkest hours."

Perhaps an alternative is: I am a human being. In living I strive to love, and when I live I find that I am blinded by no rage. I contribute to anything which in my view stands any chance of making the world a more just, peaceful, joyous, or loving place for all human beings, and this peace of mind is born even in the darkest hours.

All views of "living," "contribution," "victory," "peace," "joy," "love," etc. are subjective in essence. As to fighting, unfortunately the thing that produces the greatest result does not necessarily produce the greatest good. The danger (one danger, at least) with "causes" of all sorts (including the women's movement) is that some individuals come to believe the only way to win is to fight like hell. I for one believe that any time one sees only one way to do anything, the cause is already lost.

Rande Rogers

Invisible Individuals

"The sex privatization of women is the process whereby women are blinded to their generality as a class which renders them invisible as individuals to the male eye."

From The Dialectic of Sex by Shulamith Firestone

Affirmative What?

(continued from Page 14)
points to surrounding cities and towns.

As citizens of Texas, we can demand from our legislators bold and scrupulous affirmative action at our state colleges and universities. We can ask the same of the Tech regents. With a new president being selected at Tech, it is an important time to remind the university and the state of their obligations to women and minorities. We should also bear in mind, as Lubbock NOW changes and reconstitutes its goals that we are a progressive force in the community and thus have an obligation to help make Lubbock a place where all people can live safely and affirmatively.

Marietta Morrissey

"Falling in love is no more than the process of alteration of male vision -- through idealization, mystification, glorification -- that renders void the woman's class inferiority."

From the Dialectic of Sex by Shulamith Firestone

Tech What?

(continued from Page 13)
and graduate schools because of a cultural narrowness that is reinforced by a largely white, largely male teaching staff. Students who are trained at Tech as teachers, business people, social service workers, take this provincialism back to the community, to another generation.

Moreover, Lubbock's image differs from the reality. Nearly 25-30% of the population is made up of ethnic minorities. People from all over the United States move here every year to work in business and at the university, representing more variety in lifestyles than Lubbock has ever known. And, there are dozens of Lubbockites -- feminists, gays, socialists, latter-day hippies -- who live on the fringes of the community, looking for a way in. Those of us who form the growing underside of Lubbock can only benefit from the unique and rich experiences of women and minority personnel at Tech. We, especially, must insist that the university fulfill its historic mission in American society -- carrier of challenging, provocative view-

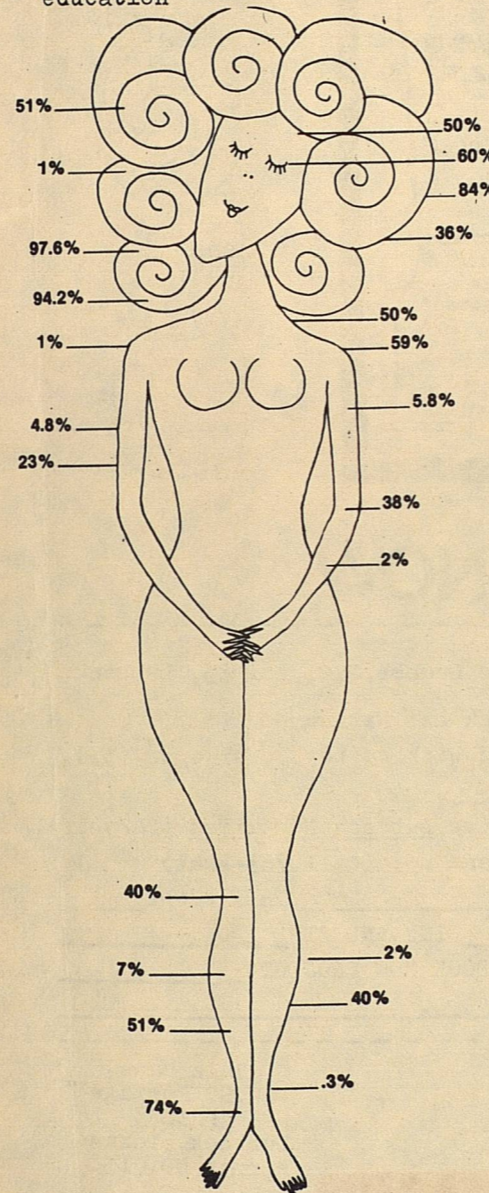
(continued on Page 15)

Sea Horse Swim School NOW



Vital Statistics

(continued from Page 12)
truckdriver with 9.0 years of education



The above statistics and illustration were published in the February 1979 issue of Cosmopolitan in an advertisement urging support of the ERA

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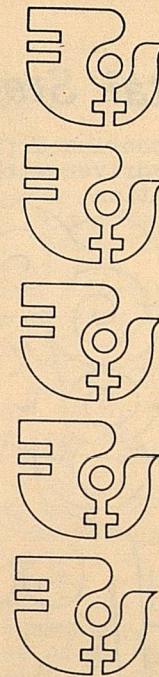


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LUBBOCK NOW TIMES

The Newsletter of the
National Organization for Women

In Lubbock
July-August 1979

Election Night At the Movies

The August NOW program meeting will be held August 7, Tuesday, at 7:30 at the Wesley Foundation, 2420 15th Street.

Election of officers and adoption of by-laws will begin promptly at 7:30. Both will be decided by a simple majority of current, paid members present and voting.

At 8:00 the film, "Self-Health" will be shown. We are asking a small donation (\$1) to help cover the cost of rental and postage.

"Self-Health" is the first film
(continued on page 2)

Women Oppressed

A chapter of the National Committee on Women's Oppression (NCWO) has been formed by a group of female law students at Texas

Tech University School of Law (TTUSL). NCWO's purpose is to focus on local issues which have legal implications for women; to find out the status of law with regard to women; to discover



areas of the law that discriminate against women; and to isolate laws which are enforced in a prejudicial manner.

NCWO is a committee of the National Lawyers' Guild, but being active in the group does not necessitate membership in the Guild.

(continued on page 5)

ERA Walkathon

On Saturday, August 25, an ERA Walkathon and Women's Equality Day Celebration will be held in Lubbock at a time to be announced. NOW members and other individuals and organizations supporting ERA are invited to participate in the parade.

Feet, skates, skateboards, bikes, mopeds, etc. can be used to boogie down Broadway to the beat of a band! Not only will we show Lubbock that we support the ERA, but we will raise money for ratification.

You will be contacted about walking, getting pledges and participating in the fun. PLAN TO JOIN US!

AUGUST CALENDAR

- 7, Tues.: NOW Program Meeting, 7:30, 2420 15th, Wesley Foundation
- 8, Weds.: Lunch, 12:00-1:00, Orlando's, 24th and Q.
- 9, Thurs.: NOW Action/Business Meeting, 7:00-9:00, 3305 55th.
- 13, Mon.: Barbara Duke, National NOW Board Member from Austin, wants to meet NOW members: 7:00 at Orlando's.
- 16, Thurs.: Feminist Study Group, 7:30, 2713 94th.
- 22, Weds.: Happy Hour, 5:00, O'Malley's
- 25, Sat.: ERA Parade and Walkathon, Down Broadway from Ave. O to University (time to be announced).
- 26, Sun.: Women's Equality Day