

# LUBBOCK NOW TIMES

The Newsletter of the  
National Organization for Women

In Lubbock  
October 1980

## ON MARCH THE BANNERS OF THE KING OF HELL

Of the role of women in the Mormon Church, President N. Eldon Tanner has said: "We must never forget that one of woman's greatest privileges, blessings, and opportunities is to be a co-partner with God in bringing his spirit children into the world. It is of great concern to all who understand this glorious concept that Satan and his cohorts are using scientific arguments and nefarious propaganda to lure women away from their primary responsibilities as wives, mothers, and homemakers. We hear so much about emancipation, independence, sexual liberation, birth control, abortion, and other insidious propaganda belittling the role of motherhood, all of which is Satan's way of destroying woman, the home, and the family--the basic unit of society." Bishop Dee Bates of the Church of Jesus Christ of Latter Day Saints here in Lubbock cited President Tanner, a conduit of revelation for church members, in a recent interview on what his church believes the family is and should be.

The family in Mormon thought is

not only the basic unit of society: it is also the basic unit of the church. In fact, in the absence of a local church, services are performed at home by the priest-father. Mormons believe that each family will be reunited in heaven and will live together for all eternity. The family is a major part of God's plan,  
(Continued on Page 4)

## OCTOBER CALENDAR

- |     |                  |   |
|-----|------------------|---|
| 3-5 | Fri., Sat., Sun. | National NOW Convention<br>San Antonio                                    |
| 7   | Tues.            | Program Meeting<br>Lubbock Room, Texas Tech<br>University Center, 7:30 PM |
| 16  | Thur.            | Action Meeting, 2902<br>3rd Pl. #B-27. 7 PM                               |
| 19  | Sun.             | "Work Party," 2709-55th<br>St., 3-7 PM                                    |
| 23  | Thur.            | Dinner, Santa Fe Station,<br>401 Ave. Q, 6:30 PM                          |
| 31  | Fri.             | Halloween Costume Happy<br>Hour, BYOB, 5015 45th<br>St., 8PM              |

## Naked Truth

"Advertising is the worst offender in perpetuating the image of women as sex symbols and an inferior class of human beings."

United Nations Commission on the Status of Women

(Continued on Page 2)

The  
Original  
Velveteen



(Girl not included)

# Membership Drive

In celebration of NOW's fourteenth Anniversary, Lubbock NOW will participate in a nationwide membership campaign from September 15 to October 29. Special emphasis will be placed on recruiting minority members. Let's all become activists and help to make NOW more visible in our community and nation.

## CYNTHIA A. BROWN Attorney

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## 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, 2405 27th, Lubbock 79411, typed, double-spaced on a 35 character line. Articles are subject to rewrite.

# Naked Truth

(Continued from Page 1)

Jean Kilbourne, writer and educator, will examine that charge in a lecture in the Texas Tech Speakers Series entitled "The Naked Truth: Advertising's Image of Women." The date and time: Thursday, October 2, 1980, 8:15 PM. The Place: the Center Theater in the University Center (the Student Union Building) on the Tech Campus. Advance tickets are available at offices in the same building, or probably by mail (call 742-3621). Prices are: TTU students, \$2.50; faculty and staff, \$3.00; others, \$3.50.



Kilbourne's presentation, based on research underway since the late 1960's, includes two hundred slides of magazine advertisements. Her lecture explores the caricatures of femininity and masculinity, the objectification of women, and the tyranny of the aesthetic ideal in the media in general, and particularly in advertising.

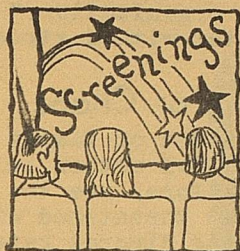
Kilbourne has published widely on her subject--including articles in Time, The Christian Science Monitor, and The Village Voice. She has discussed these problems on nationwide television and the campuses of several institutions of higher learning, among them M. I. T., Harvard, and Princeton.

**Deadline for Next Month's**

**LUBBOCK NOW TIMES**

**October 7**

# Screenings



I don't ordinarily watch the Emmy Awards. Television's self-promotional, "Star-Studded Spectacular" usually makes for dull viewing. But this year I couldn't resist.

Despite awards to producers, directors, writers, cinematographers, and all the other folks necessary to get a show on the air, people tune in to see the stars. And I was curious to see how the show would work without them. For, in a wildcat action connected to the actors' strike in Hollywood, virtually all of the "big name" stars boycotted the awards.

## No Hosts

Not one of the three scheduled hosts was there. This was both embarrassing to the networks and distressing to NBC, which got respectable but far-lower-than-expected ratings. After all, it's the stars we want to see, and the stars stayed away. About all the Emmys have going for them is glamour, and, with due respect, David Wolper and Jayne Kennedy don't have very much.

Yet, when a show like the Emmys is stripped of its glitter, its basic character shines through clearly. There's just not much to  
(Continued on Page 4)

# NOW National Tech Chapter

The October NOW Program Meeting will combine reports on the 1980 National NOW Convention in San Antonio, and on the attempt to organize a Tech NOW chapter. Many Tech women have shown an interest in beginning their own chapter, so please try to attend this important meeting. The meeting will be held on Tuesday, October 7, 7:30 PM, in the Lubbock Room of the University Center on the Tech campus.



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# On March the Banners of the King of Hell

(Continued from Page 1)  
and it is only through the family unit that salvation and perfection can be attained.

## No Deviation

The roles of family members have been revealed by the Lord in scripture. There can be no deviation from them. The father is priest and patriarch. He instructs his family in religious matters, holds daily prayer services, and provides for his family's spiritual, social, physical, and emotional health. He is the recipient of revelation in family matters. The Mormon father starts to prepare for his future tasks at the age of twelve, when he begins training for the priesthood. The role of the mother is to assist the father. She is the pardoner, and blessed with the bearing of children. The father must consult her on matters of importance. Bishop Bates

stressed that Mormons do not see the role of women as inferior--only different. "Any organization," he said, "works better with a strong leader."

## Tradition or Chaos

The Mormon concept of family demands a traditional mother in the home. Many, therefore, see the traditional family as threatened with extinction. Rising divorce rates, while not as high as in contemporary society at large, are affecting Mormons. Mormon religious leaders, including Bishop Bates, blame this on popular hedonistic values. Economic problems are also affecting the Mormon family. Many Mormon women are begin forced to work outside the home. If these and other trends are not reversed, Bishop Bates sees an end to the traditional family, and resulting chaos.

--Dannie Botros

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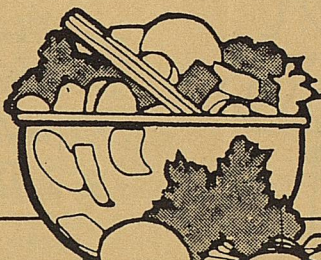
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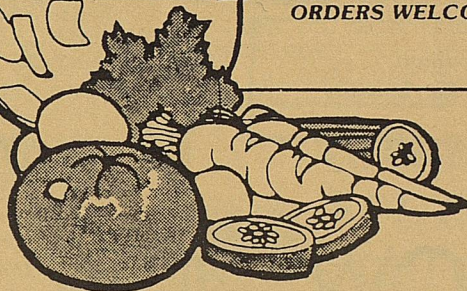


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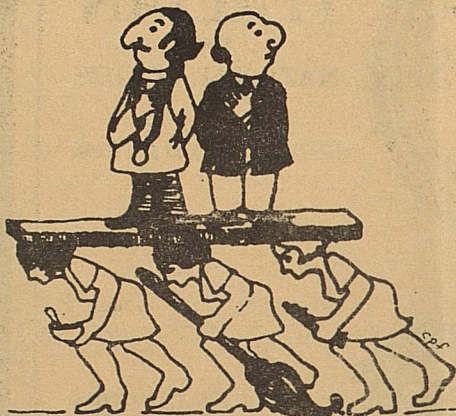
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(continued from page 5)  
offer the least opportunity for advancement. It is also true that women are sometimes given job titles that have lower status (and lower pay) than men with the same responsibilities. The real issue then is not just one of equal pay for job status but rather one of equal pay for work of equal value.

## Educational Attainment

The belief that women workers are not as well educated as men workers is a fallacy. Prior to 1973, the average years of schooling completed by women workers was actually higher than the average of men. The gap has narrowed in recent years so that today the educational attainment of men and women workers is approximately equal (6:187).

Educational attainment is related to earning power, but this holds true for men more than for women. For example, in 1976, the median annual income for a man with a high school diploma was \$12,260; for a woman \$7,103. A male college graduate earned \$17,219 annually, a female \$10,519. This means that, on the average, women with college degrees were paid less than men with only a high school education.

The kind as well as the amount of education an individual receives is important in predicting earnings. A look at the nature of women's education shows that few women are prepared for employment in those fields which command high salaries: the skilled crafts, law, medicine,

engineering, business and management. Girls enrolled in vocational education at the secondary level, for example, are concentrated in home economics, health occupations and office education, programs which prepare them for low-paying jobs or for the unpaid occupation of homemaking. The picture is similar at the post-secondary level where women receive occupational training in areas such as practical nursing, dental hygiene and secretarial science.

According to the 1975 Handbook on Women Workers (6:204), most of the college degrees earned by women are in education, social sciences, English, nursing and fine arts. Women earn less than 10 percent of the degrees in business and management, law, and medicine, and only about 7 percent of the degrees in engineering.

The nature of women's education is changing, but progress is slow. There has been a slight, but insignificant increase during the past few years in the number of girls enrolled in technical and industrial vocational education programs. The

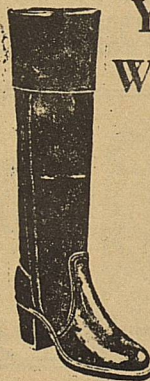
(continued on page 9)

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# The Earnings Gap: Facts and Fallacies

(Editor's Note: The following article appeared in the Summer 1980 issue of Tips and Topics, a publication of the College of Home Economics, Texas Tech University. The Editor thanks Dr. Sue Couch, Editor of Tips and Topics, for permission to use the article. The Summer issue was devoted to the question of "Women and Work: Roles and Status." Copies of the issue can be obtained by writing to Tips and Topics, College of Home Economics, TTU, P.O. Box 4170, Lubbock, 79409.)

Women are working more today but they are earning less. Despite Federal and state legislation guaranteeing equal pay for equal work, women's earnings remain markedly lower than those of men. The earnings gap between men and women workers has actually widened in recent years. In 1977, women who worked full-time and year-round earned only 59 percent of what fully employed men earned, down from 64 percent in 1955 (3:155).

In the past, the earnings differential between women and men has been attributed to three factors: differences in occupational status, in education and in continuity of work experience. More recently, attempts to explain the gap have indicated that, at best, these factors account for only part of the disparity. A study by Suter and Miller (4), for example, showed that


even continuously employed women earned less than men of comparable job status, educational attainment and work experience. The researchers reached the inescapable conclusion that part of the earnings gap is due to discrimination--women are simply paid less because they are women.

## Occupational Status

What are the facts, and what are the fallacies, regarding differences in the earnings of women and men? It is a fact that men enjoy a higher educational status than women and that this contributes to the earnings gap. Skilled crafts workers earn more than file clerks; administrators earn more than administrative assistants; superintendents and principals earn more than teachers company presidents earn more than their secretaries; insurance and car salesmen earn more than retail sales clerks, and so on.

Another aspect of women's job status to be considered is that many are employed in dead-end jobs which  
(continued on Page 7)

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# SCREENINGS

# Earnings Gap

Page 9

(continued from page 3)

do but listen to what people are saying. And without the pre-fab comedy routines designed to entertain us while the envelopes are being opened, people speak their minds.

So there were apparently unplanned tributes to Steve Allen and to the "real stars" who, one presenter assured us, were at the ceremonies. But mostly there was television's implicit recognition of its own inadequacy. It's not entirely by chance that year after year the same shows walk off with the pussycat's share of the honors --both awards and nominations. Why not? There's remarkably little series excellence to celebrate.

People used to complain that there were too many categories, that every show could be virtually assured of some nomination. That's less obviously true than it used to be. For one thing, there are fewer categories now than, say, ten years ago. For another, the awards have been split up. Sunday night's pseudo-extravaganza was devoted to prime time entertainment programming. The results, and this is not an accident, is that there seem to be fewer awards than there once were.

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percentage of women apprentices in the skilled crafts has more than doubled since 1973, but women still account for only 2 percent of all apprenticeships (1). More women are getting professional training in fields other than education. The number of women studying law and medicine has increased dramatically. Women now account for about 15 percent of the total enrollment in both law and medical schools (6:208-209). For most women however, it is still a fact that their education limits their occupational choices to jobs at the lower end of the pay scale.

## Work Experience

Another deterrant to higher pay for women workers has been their intermittent work experience. Because of late starts and interruption due to pregnancy and child-rearing, women have not built up the seniority necessary for advancement to higher-paying jobs. Women also tend to move in and out of the work force as their husbands are

(continued on page 10)



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## Screenings

(continued from page 9)

Nevertheless, because television attempts to be all things to all people, and because so little is worthy of special mention, suitable categories are difficult to develop. Some things truly are sui generis. Trying to figure out whether the one-time Baryshnikov on Broadway is more deserving of recognition as the year's "Outstanding Variety or Musical Program," than is the weekly Muppet Show, is rather like comparing apples to corned beef sandwiches. (Baryshnikov won, by the way.)

Then there's the role of women. Traditionally, women were relegated to the world of comedy and variety shows. Dramas were for men. That's less true than it was, say, in the heydays of cop shows or westerns (Miss Kitty was always an exception). But a clear reminder of how much distance women still need to travel to achieve equality came in the awards for best actor and actress in dramatic series. Sounds like it's all even, doesn't it? Well, it's not.

Edward Asner won an award for "Best Actor in a Continuing Role in a Dramatic Series." There was no such category for women; apparently the Television Academy couldn't find enough people to nominate. So Barbara Bel Geddes (who does have a continuing role) won her Emmy for being the "Best Actress in a Continuing or Limited Appearance in a Dramatic Series."

I'm not certain that there's a moral to all of this. I'm pretty sure that it's worth looking for one.

Jeffrey M. Gamso

## Earnings Gap

(continued from page 9)

transferred to new locations or change jobs.

There is some evidence that the work patterns of women are more continuous today than in the past. Women are marrying later. Many are choosing to remain single. Interruptions for pregnancy and childbearing are fewer and shorter. More women are opting for combining family and career. Mothers of preschool children are entering the work force in ever-increasing numbers -- a dramatic departure from the past. The wife's job as well as the husband's is likely to be considered today in making a decision about changing jobs or moving to a new location. Still, the average worklife expectancy for women is 25 years, compared to 40 to 45 years for men.

The belief that women work only for pin money while men work to support families is a fallacy. Although this has been used to justify lower pay for women, the fact is that most women work for the same reason most men work -- to earn a living. The pin money myth persists even with overwhelming evidence to the contrary. More than 60 percent of all women workers are single, divorced, widowed, or separated, or if married have husbands who earn less than \$10,000 a year (2). Two out of 5 women workers support themselves independently. One in 8 is the sole support of a family. Fewer than 1/3 are married to men who have annual incomes of more than \$10,000 (3:157).

With soaring inflation rates, few  
(continued on page 11)



MLS

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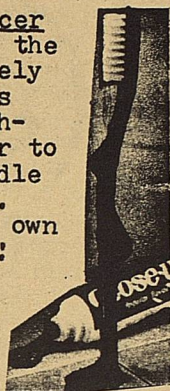
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Submitted by Elizabeth Smitten

## Twyman-Gate

We are pleased to announce that Briggs Twyman has been reinstated to the editorial staff of the Lubbock NOW Times following a prolonged investigation of alleged improprieties. Editor, Marie Tedesco,

## Earnings Gap

families can afford the luxury of a fulltime wife/mother/homemaker. For many families, the wife's earnings mean the difference in poverty and an adequate standard of living. In addition, there are many women who choose to work for reasons other than economic necessity. They should have the freedom to pursue that choice on a basis equal with men. In a nation which boasts equal opportunity for all its citizens, equality for women in paid employment is long overdue.

Sue Couch

### Notes

1. Bomboy, Marylee, "Women—Working More, Earning Less" *VocEd. Journal of the American Vocational Association*, Vol. 54, No. 2 Feb. 1979, 29-32.
2. *In Pursuit of Equal Rights: Women in the Seventies*, Washington, D.C.: League of Women Voters of the United States, 1978.
3. Newland, Kathleen, *The Sisterhood of Man*, New York: W. W. Norton & Company, 1979.
4. Suter, Larry E. and Herman P. Miller, "Income Differences in Men and Career Women." *American Journal of Sociology*, 78 (1973) 962-974.
5. *Women and Work 1*, Status Report: June 1979, Pub #127, Washington, D.C.: League of Women Voters.
6. U.S. Department of Labor, Women's Bureau, *1975 Handbook on Women Workers*, Washington, D.C., 1975.

concluded that extenuating circumstances accounted for Twyman's faux pas. Twyman is reportedly pleased with the vindication but was unavailable for comment. However, Richmond Flowers, who has served as Business Manager in Twyman's absence, told us: "I'm relieved. It's been difficult to fill Briggs' shoes in the recent climate of fear and recriminations."

## New Members

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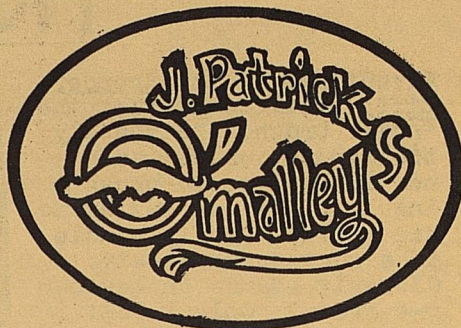
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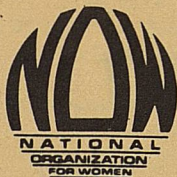
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