

WHAT WOMEN

CAN DO

DAY CARE CENTERS

SEX EDUCATION

Job Discrimination

SUPPORT GROUPS

ABORTION EDUCATION

WOMENS LIB. SPEAKERS BUREAU

FREE OUR SISTERS FREE OURSELVES

Welcome back to I.U.

Much has happened during the last year in Bloomington. We have two new fully cooperative day care centers, active sex & abortion education campaigns, a dozen or so women's liberation support groups, an organization of faculty & graduate student women investigating job discrimination, and a large speakers bureau which can deal with any of these and just about anything else concerning women.

One of our concerns is that most of our activities have been concentrated in Bloomington when women everywhere could be doing what we are doing with some information, encouragement, and confidence. We have prepared this booklet and reserved a room where various of us will be these two days to try to give you information & encouragement. Good luck on the confidence!

We will be in the YWCA conference room (IMU Rm. 35, 3rd floor, above the Activities Desk) from
2 - 6 PM and 8:30 - 11 PM on Monday and
9 - 12:30 and 3:30 - 6 on Tuesday.

Come by for coffee, literature and talk during your free time or when we sound more interesting.

We will provide transportation back to your cars if you want to come in after your conference on Tuesday afternoon.

Hope to see you.

Bloomington Women's Liberation Movement

COOPERATIVE DAY CARE CENTERS

Caring for children is easily the happiest and most rewarding job women in this society perform. No one can deny the many joys of seeing children grow and learn. However, it is often true that the pleasures of child care become burdens in the lives of women who work or who find that dishes and diapers, despite the many rewards that go along with them, do not provide them with the opportunity to become fulfilled human beings. These women have a right to work, to educate themselves, to develop whatever creative capacities they might have; they have a right to simple leisure. And yet the job of child care must be taken care of and taken care of well. Women who want a measure of independence in their lives do not automatically become bad mothers, mothers willing to leave their children anywhere rather than care for them themselves.

The critical lack of good child care facilities in this country, however, often leaves a woman with no good options. Her choice lies between poor or impossibly expensive care for her children or living a life she has found to be difficult or even intolerable. A woman should not be forced to make such a choice.

Two groups of women in Bloomington have decided to take matters into their own hands and regain some measure of control over their own lives. They have created cooperative day care centers staffed by themselves, their children's fathers, and a number of volunteers. For a few dollars and a few hours a month, these women have been able to provide themselves with many hours of freedom without sacrificing their children to little-known baby-sitters or nursery schools. The parents and workers of the day care centers are friends who meet frequently and who trust each other to provide the kind of care for all the children they would like for their own. The children have the enriching experience of being loved and cared for by many adults of both sexes.

Any group of women could develop a cooperative day care center. Though women from the Bloomington centers could give a certain amount of guidance and technical advice, no cooperative day care facility will grow unless it grows directly from the needs of the people involved. Each center will be different--more or less permissive, more or less structured--according to the beliefs and needs of the people who are creating it. The single most important factor about cooperative child care is that it is cooperative; by democratically discussing all aspects of child care with other members of the center, you are providing the kind of care for your children that you believe is right. You are not abdicating your responsibility as a mother and a human being; you are creating a way to perform that responsibility and still achieve the freedom you want in your life.

For more complete advice on the development of a cooperative child care center, write or call Sonja Lemberg, 350 South Washington, Bloomington, Indiana 47401, 312/229-8555, or Jan Wagner, 512 S. Washington, Bloomington, Indiana 47401, 812/332-8216.

They can also provide you with a speaker on day care who could address any interested group of people, or with written information and advice about establishing a cooperative day care center.

ABORTION EDUCATION CAMPAIGN

On March 26, 1970, the Indiana Civil Liberties Union filed a suit in the Federal District Court asking that the Indiana criminal abortion statute be declared unconstitutional on the grounds that it is excessively vague and that it infringes on the constitutionally protected rights of women and physicians.

Since the suit may take a year or longer to be resolved and since a favorable climate of public opinion around the state will have great impact on the case, a group of Bloomington women and men have organized an educational committee to assist the ICLU in their efforts.

Because abortion in most cases is criminal, the facts on abortion are difficult to obtain. The widely accepted estimate of illegal abortions performed in the U.S., however, is a million per year. Although an abortion performed under medical safeguards in the first three months of pregnancy is safer than childbirth or a tonsillectomy, illegal abortions can be extremely hazardous. Estimates of death from out-of-hospital abortions range from 500 to 8,000 a year, and 350,000 women are admitted to hospital for damage done by illegal abortions.

Although some women seek abortions because of rape, incest, or possible deformities, the overwhelming number of women seeking abortions do not want to give birth to an unwanted or unexpected child. The majority are married and have all the children they want or can afford. Every woman should have the right to decide whether or not she has a child. Every child has the right to be born into a loving environment, a wanted child, eagerly awaited by her parents. Men, who are never pregnant, who do not raise children, should not be able to deny women and children these rights.

As educated women, many ways are open to you to promote abortion repeal in the state of Indiana:

1. Conduct a fund-raising or membership drive for the ICLU. They are in dire need of money to see this case through. Obtain further information from or send contributions to:

Indiana Civil Liberties Union
Board of Trades Building
Meridian and Ohio
Indianapolis, Indiana

2. Set up literature tables at meetings, churches, etc. The Association for the Study of Abortion, 120 W. 57th Street, New York, NY 10019 has a large list of publications and reprints available.

3. Organize a speakers bureau to speak to various organizations on abortion law repeal. A film, Abortion and the Law, is available free of charge from the Association for the Study of Abortion, and may be used to initiate discussion.

4. Begin a letter-writing campaign to your local newspaper on why abortion laws should be repealed.

Should you want additional information or speakers from the Bloomington group, contact Jan Wagner, 512 S. Washington, Bloomington, Indiana 47401, 812/331-8216, or Carolyn Geduld, 615 S. Park, Bloomington, Ind. 47401, 812/338-4319.

JOE DISCRIMINATION

Most of us have heard the allegation that there is job discrimination against women. Many know it to be a fact through personal experience.

There seem to be three general categories of job discrimination against women: the definition of certain fields of study or work as "for women" while others are "for men," hiring practices in which women are considered for certain types of jobs (secretarial, etc.) but not for others (managerial, etc.), differential pay or promotion rates compared to men holding the same jobs.

All of these can be combated by women if we understand how they arise and what keeps them going.

For instance, the definition of certain fields of study or work as "for women" while others are "for men." One way this definition is taught and perpetuated is by our own attitudes. We teach our daughters that certain jobs are "feminine" and some not almost from the minute they are born.

A second way in which we communicate to young girls the idea that certain careers are more acceptable than others is through the examples of successful women they see and meet. If the only professional women they ever see are teachers, nurses and secretaries, many girls begin to limit their aspirations. I am not saying there is anything wrong with choosing to be a teacher, nurse, or secretary; I am saying that it is wrong to indicate there are no other possibilities.

We can combat this easily in the schools. The next time your local high school or junior high has a "career day" program, be sure that there is a woman physician, engineer, writer or scientist present to discuss her career experiences. The girl who aspires to be a teacher will not be discouraged from her goal, while the girl who shows promise of becoming a successful doctor may receive the kind of encouragement she needs.

Finally, we should be aware that not all guidance counselors in high schools and colleges are sympathetic with the aspirations of girls who want to break out of the traditional mold. Hopefully these counselors are in the minority, but we should make it a point to speak to those we find and explain to them what they are doing wrong.

Hiring practices in which women are considered for certain types of jobs (secretarial, etc.) but not for others (managerial, etc.): this practice is documented in company manuals which recommend that women be shunted into subsidiary positions rather than given authority. It is found every time a woman applies for a job and is asked, not what qualifications she has which will make her optimally valuable to the operation, but how fast she can type. Those women who find themselves in businesses, universities, etc., which employ such practices might well take a lesson from women telephone operators. In one branch of the telephone company, women noticed that women were hired only as operators, while men were hired in other capacities and given on-the-job training. Believing that they could handle the jobs if given proper training, these women made their demands heard and got the new jobs, along with a substantial pay increase. The key is that women did something.

Differential pay or promotion rates as compared to men holding the same jobs: in order to combat this type of discrimination within your own employment sphere, it is generally necessary to gather some facts showing that the complaint is well-founded. Here at I.U., women faculty members, graduate students and teaching associates have formed a new organization, the Concerned University Women. The purpose of C.U.W. is to study the position of women in the University community, in particular to gather statistics on instances of discrimination where they occur. With the facts and statistics at their disposal, the C.U.W. can bring their complaints to the attention of the University.

To aid in their research, a questionnaire has been prepared asking for information from faculty, graduate students and faculty wives about their experiences with discrimination or the lack of it in the University. If you have ever experienced discrimination within I.U., or if you found it not present and wish to state your opinion, please stop by the YWCA conference room (see hours inside front cover) and pick up one of the C.U.W. questionnaires, or write Sara Berry, Department of Economics, I.U., Bloomington, Ind. 47401.

If you want to discuss any of these points or bring up any of your own, or if you want more information on job discrimination or the C.U.W., call or write Alicia Patch, 750 South Walker Street, Bloomington, Indiana 47401, 812/339-3088.



SUPPORT GROUPS--OR WHATEVER NAME YOU WISH

Need a chance to express what you think about yourself as a woman in this world? In a group which ~~you~~ confidentiality? Which commits itself to honest feedback? Any sympathetic support? And to working together to solve problems which confront you all?

Meeting together weekly with other women you trust is a great opportunity to explore developing yourself as a woman both in how you respond to the world and in how you think that world must be changed. Some of the things we have discovered here may be useful to you, but it's happily true that the variety of women's personalities is infinite. Experiment, trying to stay honest all the time about whether the group is being what you need it to be.

To get a group started, start talking. Tell other women what you think about the roles you play as a woman, what are your problems, what do you feel about things? Or start talking about women's liberation & follow up positive responses (more risky because all women's liberation groups are different but many women have negative responses to women's liberation because of portrayals in the media). Your group can be anything you want it to be--the key is getting women together openly & honestly. See who needs the group by talking up your ideas.

Try to keep the group small, roughly ten women. As the group grows you will probably feel the need to split after a certain size. If the idea of the support group catches on in your area you might try having some place where women who want in groups can meet other women who do and set up new groups.

Heterogeneity (of marital experience, number of children, education, class level, etc.) is an asset for a support group unless the experiences of the women in the group prove to be so vastly different as to make communication impossible.

Everyone must take responsibility for making the group what she wants it to be. If a particular combination of women isn't working out, form new groups. Every woman should get what she needs, and needs are different, not necessarily antagonistic.

Try meeting weekly in some informal place.

Men, however sympathetic, should be excluded from women's liberation meetings until you're sure what you're doing. Pragmatic reasons: women are trained to defer to men and it's a hard pattern to break; women are trained to compete for the attention of men & to be suspicious of each others' motives about men; it's easier to talk about how you feel about men & women if men are not present; women need opportunity to become articulate in expressing ideas and can learn better in an atmosphere of support before confronting challenge.

I realize the inadequacy of this as a how-to-do-it article, a limitation inherent in trying to tell you how to form a group which will be different from every other group formed on this model. If you need help beyond this, there are several women here in Bloomington who have helped support groups get started--we'll be glad to help you. There is also quite a bit of general literature on women's liberation which might be useful to you to get discussion going.

Contact Ann Valliant-Springfield, P.O. Box 574, Bloomington, Indiana 47401, 812/337-6565, 339-6086.

SEX EDUCATION

By now we should all be well aware of the many problems springing from letting Nature and No be the only guides to sexuality.

Misinformation about contraception is rampant and almost every family sooner or later must live with the consequences.

Folklore and myth make up most of our "knowledge" of the physiology of sex and the resulting lack of response to physical reality causes endless worry, apprehension, & fear.

White middle-class people attribute the population crisis to the rampant sexuality of non-whites and lower classes in a country where there are millions more middle class kids each using many times the natural resources than lower class kids.

Sterilization is seen as taking from a woman her reason for being and from men their manhood.

Raped women are stigmatized more than rapists.

Prejudice and fear mark almost all our responses to homosexuality.

Sex is all too often used as a tool—a selling device, a manipulator, a trap.

Combatting all this is difficult both because of our attitudes about sex and because those attitudes add to the accusations that anyone concerned with the inhumanity of our sexual mores is a perverted immoral Communist.

There are several actions you can take however: first, educate yourself -- learn which of your beliefs

are fallacious, what your own prejudices are; second, try to get good sex education included in your schools; third, speak before various groups on any aspect of sex which people are under- or mis informed about; fourth, write supporting letters when anyone takes any kind of stand which helps dispel the atmosphere of sexual confusion.

Various groups have literature you can review to find what meets your needs:

Sex Information & Education Council of the U.S.
1855 Broadway
New York, New York 10023; 212/581-7480

Planned Parenthood Association
515 Madison Avenue
New York, New York 10022

Association for Voluntary Sterilization
14 West 40th Street
New York, New York 10018

Bloomington Women's Liberation Movement
515 North Washington
Bloomington, Indiana 47401; 812/336-8691

There are also several excellent books, notably:
Human Sexual Response, Wm. H. Masters & Virginia Johnson

A Concept of Contraception, Selig Neubardt
The American Sexual Tragedy, Albert Ellis
Sex Without Guilt, Albert Ellis
anything by Ira Reiss

For copies of articles from the Handbook for the Sex Education Group of the BWLM at IU or for discussion leaders, call or write Mary Anna Green, 515 North Washington, Bloomington, Indiana 47401, 812/336-8691.

WOMEN'S LIBERATION SPEAKERS BUREAU

Bloomington has a Women's Liberation speakers bureau for the use of anyone who wants a women's liberation speaker for about any group. It is important, we think, that the Women's Liberation Movement be related directly to as many women as possible in a way which makes it possible for women to decide on the basis of more personal information how the WLM applies to them.

A general discussion on Women's Liberation can be presented to a mixed group of men and women, or to a group of women. The women from the Speakers Bureau are knowledgeable about day care, sex education, economic discrimination, self defense, etc., in addition to having carefully thought through for themselves the heavy questions of masculine and feminine roles, motherhood, marriage, & the psychology of oppression in general. Different speakers end up with different decisions and life-styles. Let us know what you want—who your group is, whether men and women or only women, size of group, what your specific interests are, when, help pay expenses?

Whatever your interests, contact Ruth Mahaney or Barb Bradley at the Women's Liberation House, 515 N. Washington, 812/336-8691. Tell us what you want & we'll try to fit your time and needs.

The Concerned University Women, a new organization on campus, is composed of faculty, TAs, graduate students & faculty wives. Our purpose is first to investigate & later to take appropriate steps to eliminate discriminatory treatment of women at IU. Specifically, we plan to investigate the following:

- Hiring policies of IU
- Differential pay
- How promotions are handled
- Distribution of fellowships, TAs, & grants
- Nepotism rules, written and unwritten
- Use of part-time appointments
- Wives as captive faculty
- Distribution of teaching & committee assignments
- Differential encouragement to continue in grad school
- Discriminatory practices in admission to grad school

In addition, our program for the spring involves setting up day care centers to begin in the fall, interviewing every department on campus about women on their faculty & hiring practices, and holding regular coffee hours for women. We also hope to start a speakers bureau on careers for women.

Contact Martha Vicinus, Dept. of English, IU, for more information.

Bloomington Women's Liberation Movement is a non-organization made up of about 300 Bloomington women, mostly connected with IU. To us two things are completely important: every person should have maximum possibility and encouragement to understand & control her or his own life, and out of that understanding must come attempts to change oppressive conditions in this society.

If you're interested in talking with someone from BWLM, contact Ruth Mahaney or Barb Bradley, 515 North Washington, 812/336-8691 (also see Speakers Bureau article).

If you want on the mailing list for the BWLM newsletter, send 50¢, your name & address (including ZIP code) to Front Page at 515 N. Washington, Bloomington, Indiana 47401.

Bloomington Women's Liberation
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