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Montana Women's Resource

Fall 1978

Vol. 3

No. 1



Women and Work

"Women Lack Confidence, Motivation; the Work Ethic Must Change"

Jo Waldbillig, job counselor at the Missoula YWCA, said in an interview that the biggest problems for women who come in to see her are lack of confidence and lack of motivation. This makes it vital that groundwork be done to help the women to feel good about themselves, and to become productive members of society, she said.

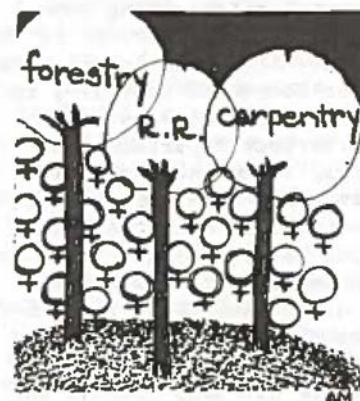
Waldbillig touched on several impressions she has about the present female work force in Montana, and ideas she has to help bring about a change in our present value system concerning the work force.

Because Montana has more people who hold degrees, women with master's degrees are having problems finding work, Waldbillig said. This allows employers to be picky, and helps to "keep women in the traditional jobs they have held for decades." Women are the "gofers" of our society, and men do not want to give women more responsibility because the competition then becomes too rough, she said. "Men have a self-preservation instinct that makes them feel they need to always be on top", she said. Community attitudes don't help men or women to change these values, either, she said.

In order for our employment picture to get better, we must re-define the Protestant work ethic, Waldbillig said. We are now made to feel that we are lazy if we don't have a job, when perhaps we are the kind of people who do not want to settle for degrading work, she said.

"Everyone needs a reason to get up in the morning", and after retirement, this is less possible, Waldbillig said. The average life expectancy after retirement is 36 months, and this hinges on that unfulfilled need to be useful. Women may live longer than men because they have the home to keep in order, while the retired man does not have that responsibility, Waldbillig said.

"The idea of America being the land of opportunity is a myth", said Waldbillig. Financial backing is almost always necessary to make it to the top, she said. "Get rich" pressures are imposed on us, and our economic structure does not permit richness to happen that easily. People become frustrated and this frustration is evidenced in the higher suicide rate and in fuller mental institutions, she said.



When women in need of a job are asked what kind of work they would like to do, they usually answer "something so that I can help", because women are taught to think of themselves in secondary positions, she said. In our "dog eat dog" society, we fear helping others for it may hinder our own progress, so women do not get much chance to help in the way that they would like to, she said.

Waldbillig mentioned existing programs for women to train and school them for better jobs. She said these programs had "neat concepts", but unless they were backed up with actual opportunities for women, they were useless, for the woman who finishes the program still does not have any experience, which is what an employer hires on, she said.

"The best thing to do to get the job you want is to volunteer at the place of work, for employers will consider that volunteer experience more valuable than a college degree", she said.

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HOUSEWORK AND WORK: do they mix?

Angie Helvey

I was interested in the question of whether most women still have to do most of the housework after coming home from a full time job, or if the men they live with helped them in the household chores. I interviewed eight secretaries from various departments across campus, since they were close by and they were employed full time. Here is what they said.

One secretary said that her husband doesn't help her with any of the work, and that their three children, plus their daughter who "lives-in" with them, do not help either. She cooks for all of them, and "it pisses me off", she says. I asked her how the situation came about and she said it was because of her husband's mother's influence on him. She said his mother always filled the traditional female role, making homemade bread and soups, etc. She said her own family eats fast foods because she doesn't have time to make better meals. She also shovels the walks in winter, and hauls wood. She said if she did not work at all, she would be doing all the same stuff, but she wouldn't resent it as much. She would be bored, but at least she could cook better, she said.

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Women looking into non-traditional jobs, which is where the money is, "had better be strong and be prepared to take sexual harassment, too", she said.

Waldbillig ended by stressing the need for a positive feeling about one's own self-worth. "There is a way to do anything given the right attitude and motivation", she said.



AM

One secretary who works part-time told me that because she has twins, it was natural for her husband to help her with the child-rearing and the household chores. She said he works a different shift than she, which enables him to pick the children up from the babysitter, put them down for a nap at which time he sleeps too, and then to fix supper and have it on the table by the time his wife gets home. She said he helps her with the laundry and he changes diapers, too. She helps him with the chores that have been traditionally male; chopping wood, starting fires, mowing the lawn, and washing the car. She called the situation a "two way street". She said they switch chores within the household every other week, to add variety. When asked if they had discussed the division of the household chores before their marriage, she said no, but that they "naturally worked together from the beginning".

One secretary mentioned that she has two teens who help her with the housework, "which gets pretty slack during the academic year". Her husband also helps by doing the dinner dishes and by cooking occasionally. She helps him out by cutting the lawn and watering it, pouring cement for their family room, putting up sheet rock, cutting firewood and gathering barnwood. She and her husband also did not discuss this sharing but "started out working together". He was always supportive of her work and she would not have it any other way, she said.



A secretary who is single and not living with a man at the time shared her past experiences with me; "It was a very difficult situation. The male was very possessive of my time and attention at home, making it hard for me to acquire the things I wanted." She also described her job; "It's something I can do until five o'clock and go home and forget about it". She is currently working on her master's degree. She expressed irritation with the role of the office GIRL, and the condescension this person must face in the way she relates to her boss. She said she feels that some bosses are more enlightened than others, but that it's "surprising how little change has occurred."

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Housework and Work: do they mix?

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One secretary spoke to me of her relationship with the man she is living with, explaining that they share household chores equally. She doesn't help much in the mechanical work that needs done, but when he fixes his car, which she also drives, she will do his laundry for him in return. She said she did all the household chores "automatically" at first, but she soon became too busy to do this, for they were both students, so it just "naturally" evolved into a sharing situation. "We realized that both of our time was equally important", she said. She called her present job "nice for a short time, but then you become stuck in it because of the high rate of unemployment here in Missoula, and it gets frustrating. I'd like something more challenging." She feels that the benefits of the job are good, that it pays well, and she doesn't have to "think about it after five o'clock". Her feeling of "treading water in a meaningless job" is counterbalanced by the fact that people do need and appreciate her work, she said.

switching roles

A secretary described how she and her husband, who share housework equally, came to do so because they tried switching roles once. She read the paper and he cooked the meal and called out from the kitchen for help, she said. It proved the point, and we had fun doing it, she said. She spoke of a need for a monetary value to be placed on housework to help housewives feel that their position is more important. "Let's face it, money is POWER, and without money, a woman doesn't

measure up". She also expressed a desire to see a monetary figure attached to raising a child, "but I don't know how you would compute it", she said. "Maybe through income taxes, by giving more credit to people who raise children".



A secretary who "doesn't have to work but gets satisfaction from it" spoke of her husband as someone who helped her diaper their children in the middle of the night, and who took turns with the housework while the children were growing up. She now takes care of the house by herself, and helps to remodel their house. She called the remodeling her "prime interest". She enjoys her secretarial job because it allows her to go on vacation at the same time her husband, a faculty member, takes his. She did not work for the first fifteen years of her marriage, and "it wasn't bad" because she had a family to raise but now she would be "bored to tears", she said.

Both her mother and her spouse's mother had maid help to clean house, but that's a "thing of the past", she said. She senses a resentment currently among men of women as an authority figure in a job, and she can see how a man may feel discriminated against if a woman of equal skill is hired because she is a woman. She would "hate to see the traditional mother-father figures disappear" because it is not healthy for a child to be raised by one parent, she said. She spoke of the high divorce rate today, saying "People should think about the responsibility of marriage a lot longer than they sometimes do, for it requires work, she said. She spoke of one of her sons being "as chauvanistic as they come" because "his sisters catered to him". He knew how to do the work, she said, but he talked them into doing it for him.



Another secretary spoke of "two kinds of work; that imposed by life, and that which you would like to do". She is no longer married or living with a man, but when she was, she said that each person took care of the things that interested them. "I usually took care of the house because I enjoyed doing that," she said. She got her job as a secretary to allow one of her husbands to go to school, but she never resented it, she said.

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On-campus Gains in Academic & Non-Academic Jobs

Lynda Brown director of equal employment opportunities and personnel services at the University of Montana, spoke of "amazing gains in academic and non-academic jobs on campus" in an interview.

There is "hardly a department on campus that hasn't reorganized because of the legislative cuts last year", Brown said. This reorganization has helped to shift women into more managerial and technical positions, she said.

Brown mentioned some specific areas that have shifted to encompass a greater number of females in these higher positions. In the financial aid department, two men, Dale Thornton and Michael LaSorte, have been replaced by two women. The faculty consists of nine women out of 36 part-time and full-time positions. A woman may become the acting dean of the law school.

When asked if many women were reporting cases of sexual harassment, Brown answered that only one case was reported since last spring, but then "it's like reporting a rape", said Brown. "Nobody wants to talk about it."

handling harassment

Brown and her staff would like to see sexual harassment handled through Equal Employment Opportunity also through a faculty standards committee, an offshoot of the collective bargaining practices of the faculty.

Brown said she would also like to "tackle the problem" of getting more women full-time positions instead of the part-time positions; most of them now hold. Along with this problem, tenure and benefits need to be more fully open to women, said Brown.

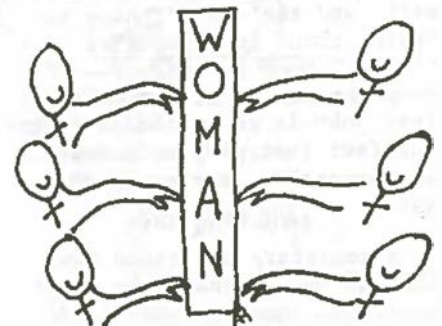
Brown mentioned that the EEO office has two charges of discrimination filed against them at this point, but she doesn't know who is filing them yet.

Brown ended the interview saying "considering the job market today, women are doing much better than they ever have." "Young girls are looking into non-traditional jobs." "Business school enrollment is up for women... I hope that the job market can absorb that." Often, said Brown, the choice in Missoula is between doing something with the skills you've learned and relocating or staying here and enjoying the environment, doing something that may not really interest you. "More and more Missoula women are making jobs for themselves here," she said, but "getting funding tends to be a problem." ♀ AEN

Lesbian Caucus Formed

Lesbianism is a frightening issue for many feminists. It is a term that when used by men is intended to scare and divide women and to deny the power of women working and living together. Because Lesbians are women who define themselves in relation to other women, they are indeed threatening to the patriarchal social structure. Feminism is based on an analysis of the ways women have been kept powerless by the limited roles offered to them in relation to men, as wives, mothers, caretakers and sexual objects. Women's fear of being labeled as Lesbians is a measure of men's continuing power to define us.

Lesbian/Feminism is an analysis of Lesbianism as more than a bedroom issue. A Lesbian is a woman who has chosen to make her life with other women. We have not all arrived at this decision in the same way, yet the political implications are the same. Lesbians are outlaws; by living outside the patriarchal system we allow ourselves the space to create our own woman-identified power. Lesbian/Feminists are making other women the focus of our political, intellectual and emotional energies. Because we no longer live within the constraints of the traditional woman's role, Lesbians have the power to create an entirely new



way of relating to all other women, to define our own priorities and re-examine traditional values. Our greatest strength is that by living outside traditional support systems and values, we have the energy and necessity to envision a truly feminist future and to create woman centered space in the present.

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Montana Lesbians

The realities of being a Lesbian in Montana are harsh. We are doubly oppressed as both women and as Lesbians. Heterosexuality is a socially and legally sanctioned institution which serves to keep women tied to individual men. Lesbians have no legal protection to prevent the fact of our Lesbianism being used to deny us economic security, housing, child custody, health care and social services. The revised Montana State Constitution deliberately chose to exclude sexual preference from the Human Rights Act which provides protection against other forms of discrimination.

Lesbians are all too isolated from each other geographically and politically. While this is beginning to change, the forces that keep us separate are all too real. Lesbians live in fear of losing their jobs; being evicted from their houses; losing custody of their children; being denied access to empathetic health care; and being committed to institutions by family members who consider Lesbianism a form of mental illness. For High school Lesbians, families and schools have a tremendous amount of control over their lives and being discovered can often have long term effects. Lesbians in small rural communities lack the support they need to live in such isolation and often are faced with the threat of physical violence.

Individual Lesbians have always been active within the existing feminist institutions in Montana. Yet we have experienced denial of our Lesbianism and a fear by feminist groups of being associated with Lesbians. We have allowed ourselves to be closeted within feminist groups and feminist groups have avoided dealing with Lesbianism as a political issue.

Fall 1978

Montana Lesbians are beginning to organize to meet our own needs. While we share the goals of the Montana feminist movement, we must organize for our own survival. As feminists, we are all working to provide women with more choices; as Lesbian/Feminists we are working to broaden the scope of those choices. Building a strong, visible Lesbian community will help make working and living with women a viable choice for women in Montana.

Building this community involves ending our political and geographical isolation from each other. To this end, Lesbians will be working and are currently working in three broad areas. Lesbian/Feminists must take the responsibility for providing services and resources for Lesbians; for working with other feminists in forming coalitions and doing consciousness-raising on Lesbian issues; and doing educational programs in non-feminist institutions such as schools, social service agencies, etc.

Internal political dialogue within the feminist community is necessary to insure that Lesbian/Feminism will be a part of the on-going political analysis in Montana. By providing positive information on Lesbianism and dispelling negative myths and images, we hope to change oppressive attitudes towards Lesbians. Those attitudes are the same ones that limit women's potential in other areas and until women can freely choose to be Lesbians they are being allowed only limited roles.

The Montana Lesbian Coalition
Box 523
Helena, Mt. 59601

Owning a Print-Shop

Linda Smith



I became interested in learning to run a printing press when I was working on an underground paper in Texas in the late 60's. There were times when we couldn't get the paper printed because the printer didn't approve of a particular idea or the vocabulary used to express it. I decided that if I knew how to run the press the paper couldn't be held up.

I looked around for a way to learn to run a press. I tried to apprentice myself several times unsuccessfully. Finally a community college opened in Austin that offered a 2 year course in offset printing. I enrolled in the first class. One and a half years later, I decided I knew enough to try for a commercial printing job. I got a job running a different kind of press than I had learned on at the community college and 5 days after I got the job, a woman from Houston walked into the shop with 5 years experience on that kind of press. I got phased out. I called my instructor at the college to say I needed another job and he asked me if I'd like to be the printer for the college print shop. I got a lot of experience in that job running different kinds of presses.

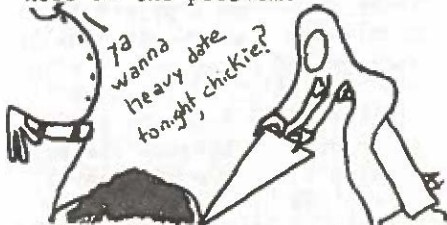
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Sexual Harassment in the Workplace

Kathleen Coyne

non-traditional job counselor

All over the country women are beginning to demand an end to sexual harassment in the workplace. At speak-outs, rallies and in the media women are sharing their experiences with each other and are realizing the scope and seriousness of the problem.



Sexual harassment takes the form of verbal harassment or abuse, sexual propositions and pressures for sexual activity to molestation and rape. Sexual harassment in the workplace is particularly oppressive because of the economic control it exerts over a woman's life, affecting her earnings, chances for promotion, recommendations, and career. Specifically, sexual harassment ranges from sexist and offensive jokes, to lewd remarks, to verbal pressures for sexual activity (often in return for promised raises and promotions), to actual forcible rape. Sexual demands become coercive when a woman cannot choose freely to say "yes" or "no". In this situation a woman's job may be threatened, or she may be denied raises or promotions if she refuses sexual demands. The great majority of reported cases show that it is men that are harassing women; and that these men are often in positions of power over the women as supervisors, bosses, clients, or co-workers.

Sexual harassment has only recently gained attention as a feminist issue, yet the documentation that has been done shows it is a widespread and very serious problem. The Working Women United Institute (WWUI) held the first speak-out on sexual harassment in Ithaca, New York in 1975. Since that time, WWUI has conducted several extensive surveys of women in age from 19 to 61 and according to Susan Meyer and Karen Sauvigne these preliminary studies show that "no woman, whatever her job, race, age or marital status, is really free from sexual harassment." This statement is further supported by a national survey done by Redbook magazine in 1976. There were approximately 9,000 responses, 88% of which were testimonies of unwanted sexual attentions and demands on the job.

Such studies which show the extent of sexual harassment and the guilt, humiliation and anger it inflicts on women explode the common myths which have served to trivialize the problem. For many women, sexual harassment was seen as an individual problem, something they must have somehow provoked. Also, since in the great majority of the reported cases, the harasser has some real control over the victim's life (as supervisor, boss, etc.) for many women there is a very real fear of retaliation if the incident is reported. Deidre Silverman states that "If sexual harassment is continually presented as a joke, or an acceptable part of women's lives, or something for which women are to blame, individual women will remain silent."

As more and more concrete evidence is being presented which shows the pervasive nature of sexual harassment and the ways in which all women are affected, individual women are less willing to remain silent and accept the blame for being sexually harassed. The myth that women invite, or are flattered by, sexual harassment is increasingly shown to be just that a myth.

form of violence

Because sexual harassment is one of the ways women are made to feel powerless in the workplace, it must be viewed as a form of violence against women. When men use their economic control over women to enforce sexual demands, it becomes an issue of power rather than "individual sexual attraction". Yet the public attitudes towards sexual harassment are much like those about rape five years ago. Because sexual harassment is only now being defined as a widespread social problem, often the victim is blamed.

The Alliance Against Sexual Coercion (AASC) was founded in Boston in 1976 to combat sexual harassment on two levels. Using their experiences in rape crisis counseling, the women of AASC saw a very real need to provide support and counseling to victims of sexual harassment. As a feminist organization, AASC is also dedicated to changing the conditions and attitudes in our society which sanction sexual harassment, by linking it with other forms of violence against women and women's economic status.

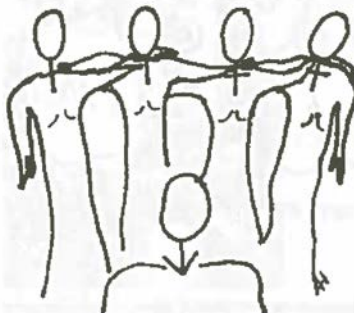
"What to do?"

SEXUAL HARASSMENT, cont'd

What recourse is available to women who are victims of sexual harassment? A growing number of judges are ruling in favor of women who are bringing legal action against their employers under Title VII of the Civil Rights Act. These women are charging that sexual harassment is a form of discrimination. The reasoning of the judges is that since it is men sexually harassing women and that this harassment produces a discriminatory work atmosphere, sexual harassment is indeed a form of discrimination based on sex. However, not all court cases are being resolved in the woman's favor and such rulings are not always applicable outside an individual judge's jurisdiction. Another drawback is that such court cases are expensive and time consuming to pursue. For women who cannot afford a legal battle, financially or emotionally, and who have lost their jobs for refusing to accede to sexual demands, going to court is not always a viable option. If sexual harassment results in actual rape or physical assault criminal charges can be filed against the attacker. Once again, though, women are often hesitant to file criminal charges for fear of losing their jobs.

Complaining through proper internal channels is also often difficult, particularly if the harasser is a part of those channels (which is often the case). Complaints to personnel offices, Equal Employment Opportunity (EEO) offices or union shop stewards may have some affect. A successful strategy used by some women, when confronting the harasser individually has failed, has been to gather support from the other women workers. If a supervisor or co-worker is harassing one woman, he probably has also harassed others.

AASC sends letters to employers about whom they have received complaints. Such support from outside the job is often enough to stop the harassment. It also helps to lessen the risk of individual women losing their jobs for complaining about harassment.



change attitudes

The only way to eliminate sexual harassment in the workplace is to change the attitudes toward women workers, including their economic status. Sexual harassment is one very important way that women are constantly reminded that they do not have full equality in the workplace. The first step towards changing those attitudes is for women to recognize sexual harassment in all its forms, from suggestive remarks to rape, and to realize that harassment is not an individual problem. Women must work together to give each other support and to demand an end to sexual harassment as a means of enforcing our second class status.

(The Women's Resource Center is currently working on a Sexual Harassment Project. Women wishing to share incidents of sexual harassment on the job or in universities are urged to contact us at the WRC. Also, any women interested in working in the area of sexual harassment are invited to contact us.)

QKC

owning a print shop from p. 5

I had several jobs in commercial print shops. I was paid slightly above minimum wage and was supervised much more closely than male employees. In one shop, I couldn't cut the paper to size because the "boss" thought I would make a mistake and ruin the paper. I was also expected to clean his office. The other printer (male) had none of these kinds of expectations imposed upon him.

I think it was difficult for the men I worked for to realize that my interest was primarily in being a press operator and fill in when needed. Women in printing most often do bindery work.

In the back of my mind, I had tentatively thought some day I would like to start my own

print shop but felt I didn't know enough yet. After moving to Missoula and having 3 commercial jobs in 5 months and neither the pay nor working conditions improving, I decided to write letters to all the printing equipment suppliers I could find in the yellow pages. I wrote 12 letters and got a call from a supplier in Salt Lake. Two other people from Austin, Texas who had ended up in Missoula and who knew something about printing were involved in setting Mountain Moving Printers started.

Some of the things I like most about working in your own shop are:

- 1) You decide what quality of work you will produce.
- 2) You decide what hours you will work (lots of overtime while you're getting going)
- 3) Deciding what you will and won't print
- 4) Offering your skill and time as a printer to groups whose work you value
- 5) Being a woman in a non-traditional job. I like being a part of expanding what women do.
- 6) Learning about the mechanical world--I have a lot to learn but it intrigues me.
- 7) Printing ideas that people don't find expressed in the straight media. QLS

Goings On

Missoula:

collective decisions

* The Women's Resource Center has decided to collectively make decisions instead of getting a core group organized to do that. This will help all women to feel that they are part of the decisions made in the center. If you have any ideas or suggestions, please feel free to drop in the center, located in the University Center at the University of Montana campus. Call 243-4153 or 243-6724.

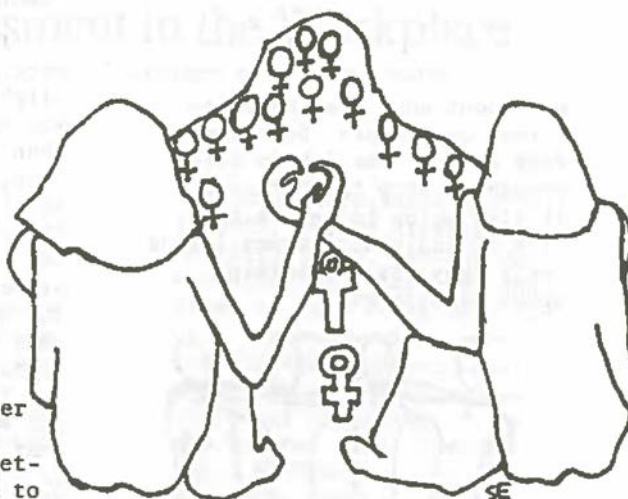
health

* The Brown Bag series of lecture-lunches take place each Wednesday at 12:00. The fall program is featuring women and health.
- Nov. 29- Activated Patients, by Mike Woods of the Public Health Dept.

Everyone is invited to attend these free lectures, held in the Women's Resource Center on campus.

divorce

* The Montana Divorce Handbook, compiled by Joanne Pinaire and Linda Smith is a resource book for those going through or being affected by a divorce. It features articles dealing with the legal, community, financial, family, and personal matters of divorce, and is highly recommended. Cost is \$3.50 and it may be picked up in the Women's Resource Center.



new walk-in services

* The Blue Mountain Clinic is expanding its services to include a walk-in for pregnancy testing on Tuesdays and Thursdays from 9 a.m. to 1 p.m. A drop-in clinic offering gynecological services such as PAP smears, gonorrhea cultures, breast exams, blood pressure tests, hematocrits, urinalysis, birth control counseling, and pelvic exams, will be open from 1 p.m. to 5 p.m. Beginning in January, evening classes will be taught, including the subjects of self-help for women, prenatal help, fertility awareness, and an airing of feelings concerning abortion. For more information call 542-0029 or stop by Room 106 at 218 E. Front.

rape

* Women's Place offers rape-crisis counseling, (advocacy for the legal and mental implications of rape), battered women, divorce, and health and education counseling. They have four ETA employees currently looking into the question of how to help children express their anger constructively. Their address and phone: 210 N. Higgins, 543-7606. (Room 218)

assertiveness training

* An Assertiveness Training Workshop to help women to learn and practice assertive skills for on-the-job situations will be taught Dec. 2, 1978, at 5:00 p.m. Cost is \$12, and it will be limited to 20 participants. The workshop, which will be held in the Missoula County Library, will be taught by Judy Smith and Diane Sands of the Montana Assertiveness Training Collective. To pre-register, call 243-4153 or write the Women's Resource Center, University of Montana, Missoula, MT. 59801

abortion

* The Montana Pro-Choice Coalition held a conference Oct. 28, giving information on abortion, abortion rights and skills training for pro-choice workers in Montana. If you missed the conference and would like to help, write:

Montana Pro-Choice Coalition
State Conference
Box 9353
Missoula, Mt. 59801

volunteers needed

* The Shelter for Battered Women is seeking peer counselor volunteers. If you are interested in helping, contact the Missoula YWCA at 543-6691.

jobs

* If you are in need of a job and you would like it to be a non-traditional one, such as working in the mill or on the railroad, contact Kathleen Coyne, the Women's Resource Center's non-traditional job counselor.

Q goings on goings on goings on goings on going

* Courses in women's studies offered winter quarter at the University of Montana include: "Women in America: The Historical Perspective", taught by Maxine Van de Wetering, for 3 credits, T, Th, from 11:00-12:30, in La 203. (Hist. 368 or Phil. 368.)

"Women in Business: An Historical Perspective", taught by Peterson, for 3 credits, T, Th, from 8:00 to 9:30, in La 250. (section 2 of Hist. 495).

"Introduction to Women's Studies", taught by Diane Sands and Judy Smith, as Social Work 489, through the Continuing Education Dept., for either no credit or 3 graduate or undergraduate credits, Wed. evenings at 7:00. To pre-register call Sands or Smith at 728-3041. Cost is \$25, bartering or time payments possible, \$20 additional if taken for credit. Plans are underway to teach this course in Helena in the spring.

Helena:

job-hunting manual

"Getting Hired", a job-hunting manual for Montana Women, begins with the quote by R.N. Bolles, "He or she who gets hired is not necessarily the one who can do that job best; but the one who knows the most about how to get hired." The chapters of the manual are titled, "Career/Life Planning", "Developing Your Strategy", "Your Resume--A Personal Sales Strategy", "Interviewing", and "What Else?" (resources available).

For your free copy, write:
The Women's Bureau
Labor Standards Division
Dept. of Labor and Industry
Helena, Mt. 59601

OUR BODIES, OURSELVES



REVISED AND EXPANDED
BY THE BOSTON WOMEN'S HEALTH BOOK COLLECTIVE

* The book Our Bodies, Ourselves is to stay permanently off Helena school library shelves, for it is felt to be "so laced with smut that it degrades the book" which has been described as "one of the most informed" of its type.

Questions raised by the ban of this book are; "Can a librarian be responsible for all opinions in all library books?" "Should all of the library, except the children's room, be closed to 16 year olds and under?"

can public officials have so little understanding of the threat censorship of any material poses to our free society?" The book has been rated by Today's Education magazine as a "best book for young adults".

book ban passes

Initiative 79, proposing the ban of such sexually informative literature as Our Bodies, Ourselves appeared on the November ballot.

Montana Women's Resource

The book ban passed in the Montana election of November 7, 1978. This allows communities to adopt obscenity standards more restrictive than state law, beginning Jan. 1, 1979.

Some volunteers at the Women's Resource Center in Missoula have expressed concern that this new control may have unpleasant implications for being able to freely read the books in the Center's library. If you, too, feel concerned about the possible implications of this obscenity law and would like to form a coalition against it, call the Missoula Women's Resource Center for more information.

women "hidden subculture"

National:

* A presidential advisory council reports that one out of every three women in the U.S. lack the basic educational and job skills needed to survive in today's society. Worst off are "displaced homemakers", women who have lost their spouses and are forced into the job market. These 26 million women constitute a "hidden subculture" because their problems are so urgent and their numbers so large, said the council, whose report is titled "Neglected Women". These women may be "good mothers and housekeepers", but they are "ignorant of such economic realities as money management, credit, insurance, and banking", said the council. "The women are caught in stereotypes, and are the products of past educational and social patterns which do not apply to today's reality".

Feminist Margaret Sloan Speaks

more Goings On...



new regulations

* Non-traditional jobs are opening up more frequently for women, due to new federal regulation for women which went into effect in September.

In the past, less than 5% of the total female work force in America were involved in the trades or in construction work. New apprenticeship programs are moving towards a goal of having 20% of the total number of new apprentices female.

These new regulations will offer "incredible opportunities to women" for it is "the first time a serious and systematic effort has been made by the state and many employers to recruit women", said Diane Sands, former non-traditional job counselor of the Missoula Women's Resource Center.

* The U.M. School of Law has organized a caucus, composed of women doing research on the legal implications of the Equal Rights Amendment. The caucus is also encouraging more women to attend law school, and currently 25 out of the 75 students at the school are women.

Feminist Margaret Sloan spoke in the University Center Ballroom Oct. 18, on her first trip to Montana. Sloan has worked closely with Gloria Steinem, and she was one of the founders of Ms. Magazine.

Sloan first met with women in the Women's Resource Center to get an idea of what has been happening with women's rights in Montana. She was glad to hear of the October march against rape but disheartened to hear how little press coverage it received. She was amazed, too, at the book ban in Helena of Our Bodies, Ourselves. She encouraged the women present to become more involved in our Missoula Women's Resource Center.

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secretaries and housework

"I don't worry about my role now", she said. "I enjoy what I'm doing." She would like to make a career of weaving but she "might have to be kept" to have it work out economically, she said. Her philosophy of life is to "keep on trying--never be satisfied." She would like to see all women, whom she feels are capable of doing more for themselves, do more, and be more positive about the men in their lives, she said.

After these interviews, I had a sense that women are truly making themselves heard by the men with whom they work and play. Both men and women are aware of an economic crunch in our society, but by sharing the workload are not letting that crunch get them down or keeping them from living their lives in harmony. ♀ AEN

In Sloan's evening speech she dared the men present (a larger number than she usually sees in an audience) to go to bars and "male places" to further the women's movement, instead of just claiming they are feminists and not doing anything about it.

Sloan mentioned that the Equal Rights Amendment does not have the word "women" in it anywhere. She also mentioned that the women who are against the ERA are so because of a fear of freedom and its responsibilities.



Sloan said that whatever group she speaks to, there is always the same question raised, "What about men?" She said that she would answer that question before anyone asked it to save them embarrassment. She said that most men still think that women's liberation means that women are striving to be more like men, and that the whole thing ties in with "penis envy". "How can one envy something so collapsible?", Sloan joked. She said that the feeling women have while having their periods (less energy) is what men experience all the time, for their estrogen levels are lower than women's.

Sloan touched on the issue of rape and called it "the only crime where women are made to feel guilty". She mentioned battered women, too, and said that more and more women are killing the mates who beat them. "When you're faced with extinction", Sloan said, "there are no ladylike solutions".

Exercise 4. WHAT SKILLS DO I POSSESS?

Fill out the following form in this manner:

1. In column 1, place a check mark beside each skill you have **ever** utilized.
2. In column 2, place a check mark beside each skill which you really **enjoy** using.
3. In column 3, place a check mark beside each skill which you have utilized in paid or volunteer work.
4. In column 4, place a check mark beside each skill which you would like to utilize in your present or future job(s).

note: taken from "Getting Hired"
for Montana job-hunting women

4	3	2	1	Skill	Example
A. Using My Hands					
				1. assembling	as with kits, etc.
				2. constructing	as with carpentry, etc.
				3. or building	
				4. operating tools	as with drills, mixers, etc.
				5. or machinery	as with sewing machines, etc.
				6. or equipment	as with trucks, station wagons, etc.
				7. showing manual or finger dexterity	as with throwing, sewing, etc.
				8. handling with precision and/or speed	as with an assembly line, etc.
				9. fixing or repairing	as with autos or mending, etc.
				10. other	
B. Using My Body					
				11. muscular coordination	as in skiing, gymnastics, etc.
				12. being physically active	as in exercising, hiking, etc.
				13. doing outdoor activities	as in camping, etc.
				14. other	
C. Using Words					
				15. reading	as with books; with understanding
				16. copying	as with manuscripts; skillfully
				17. writing or communicating	as with letters; interestingly
				18. talking or speaking	as on the telephone; interestingly
				19. teaching, training	as in front of groups; with animation
				20. editing	as in improving a child's sentences in an essay, etc.
				21. memory for words	as in remembering people's names, book titles, etc.
				22. other	
D. Using My Senses (Eyes, Ears, Nose, Taste or Touch)					
				23. observing, surveying	as in watching something with the eyes, etc.
				24. examining or inspecting	as in looking at a child's bumps, etc.
				25. diagnosing, determining	as in deciding if food is cooked yet
				26. showing attention to detail	as in shop, in sewing, etc.
				27. other	
E. Using Numbers					
				28. taking inventory	as in the pantry, shop, etc.
				29. counting	as in a classroom, bureau drawers
				30. calculating, computing	as in a checkbook, arithmetic

G. Using Analytical Thinking or Logic	
43. researching, information gathering	as in finding out where a particular street is in a strange city
44. analyzing, dissecting	as with the ingredients in a recipe, material, etc.
45. organizing, classifying	as with laundry, etc.
46. problem-solving	as with figuring out how to get to a place, etc.
47. separating important from unimportant	as with complaints, or cleaning the attic, etc.
48. diagnosing	as in cause and effect relations, tracing problems to their sources
49. systematizing, putting things in order	as in laying out tools or utensils in the order you will be using them
50. comparing, perceiving similarities	as with different brands in the supermarket, etc.
51. testing, screening	as with cooking, deciding what to wear, etc.
52. reviewing, evaluating	as in looking at something you made to see how you could have made it better, faster, etc.

Example	
31. keeping financial records, bookkeeping	as with a budget, etc.
32. managing money	as in a checking account, bank, store, etc.
33. developing a budget	as for a family, etc.
33. number memory	as with telephone numbers, etc.
35. rapid manipulation of numbers	as with doing arithmetic in the head
F. Using Intuition	
37. showing foresight	as in planning ahead, predicting consequences, etc.
38. quickly sizing up a person or situation accurately	as in everything, rather than just one or two details about them, etc.
39. having insight	as to why people act the way they do, etc.
40. acting on gut reactions	as in making decisions, deciding to trust someone, etc.
41. ability to visualize third dimension	as in drawings, models, blueprints, memory for faces, etc.

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Fall 1978

BOOKS

The Women's Resource Center in Missoula has a wealth of good books to read concerning all the different aspects of feminism. Here is a sampling:

Getting Clear, Body Work for Women, by Anne Kent Rush, c.1973, Women's Legal Rights, by Shana Alexander, c. 1975, Prelaw Handbook, c. 1972, Walter C. Alvarez on Homosexuality vs. Sue March on Gay Liberation, c. 1974, The American Male, by Myron Brenton, c. 1966, Women in Focus, by Jeanne Betancourt, no copyright date visible, An Analysis of Sexual Response, by Ruth and Edward Brecher, c. 1966, Country Women, a handbook for new farmers, c. 1975, Battered Wives, by Del Martin, c. 1976, Sociology of Housework, by Ann Oakley, c. 1974, Art and Sexual Politics (or "Why are there no great women artists?"), by Thomas B. Hess and Elizabeth C. Baker, c. 1971, Women on Campus, the unfinished liberation, by the editors of Change Magazine, c. 1975, From Tipi to Skyscraper, a history of women in architecture, by Doris Cole, c. 1973, Everything a Woman Needs to Know to Get Paid What She's Worth, by Caroline Bird, c. 1973, and the Diary of Anais Nin, from 1931-1955.

These and other books may be checked out for two weeks, unless they are reference materials. If you have borrowed some books from the center and they are overdue, please return them.

* The national gay hot line number is 800-227-0888. The local hot line number is 728-0419.

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