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MONTANA WOMEN'S RESOURCE

Vol. 4, No. 2

Winter 1980

A Prospective on the 80's



By Ann Mary Dussault

It can be argued that we have made great strides in many of these areas. Montana has a new Constitution with a strong equal rights provision. As a consequence, Montana's statutes have been purged of inherent discriminatory language. And in fact, new laws have been enacted which deal, in a progressive manner, with some of the issues outlined above.



Attempting to anticipate the future is a most awesome task. Not only is it slightly scary, but it seems to me, a bit presumptuous. But the task at hand is to do exactly that -- to look forward, to try and define what the 1980's will hold for women and the issues that so affect them. I approach the task feeling more than a little nervous and a tad bit inept.

Before we look forward, let us do the easier thing, and take a moment to look back. Because, you see, it seems obvious that those issues which have developed over the past several years will continue to concern us as we enter the new decade. By now those issues are relatively easy to define and a partial list might include: the Equal Rights Amendment, reproductive freedom, economic parity, protection against domestic violence, adequate child support, accessibility of quality day care, job training and assistance with re-entry into the job market, and of course, freedom from stereotypic role definitions and the ability to participate fully and equally in all facets of modern society.



Others will argue, and rightly so, that despite the fact that we have been moving forward, we have also been falling behind. A contradiction, on the face of it, but a reality, none the less.

But the forward movement has occurred. It has happened, however, in a time much different than the times we are now facing. Is it not true, speaking generally and in retrospect, that the

1960's and 1970's were decades in which hope and optimism were articulated by our public figures? Kennedy's "New Frontiers," or Johnson's "Great Society?" Was it not an era when we were at ease in discussing civil rights and human rights issues? Was it not a time of progressive thought and activity, a time of relative economic security, a time of reduced international tension, a time when resources seemed abundant and easily accessible?

The more important, and more frightening question is whether those characteristics are present as we enter the 1980's. I think the answer is clear. They are not. Public officials are no longer articulating a philosophy of hope and optimism. We no longer discuss, with the same ease and level of passion, the concepts of, or commitment to, civil and human rights. We are in an economic depression, international tension is escalating, natural resources are being depleted and seen as finite, and the New Right is re-emerging with new energy and increased vigor.

(continued Page 2)

Feminism in the 80's

I think it can be said with conviction, that the new decade will be difficult. The 1980's confront us with the challenge to fight the old issues in a far different climate. The 1980's will raise new issues that we never dreamed we would have to deal with. The 1980's will demand of us a courage, a commitment, a dedication and a perseverance unknown to us before.

The quality of our caring and the level of our concern will clearly be put to the test. We must not allow ourselves to opt out of the fight - to buy into a period of retrenchment, reactionary conservatism and malaise. We must push ourselves and the system forward, because we cannot afford to fall even further behind.

Ann Mary Dussault is a native of Montana and has attended the University of Montana. She obtained her B.A. in Music Therapy from Michigan State. She served three terms in the State legislature: 1975, 1977, and 1979, and became House Majority Leader in 1979. Currently, she is an Account Executive at Nordbye Advertising in Missoula.



Cocoons come soon,
Butterflies come later,
And the promise is always there.

Heather Lee Pack, age 9

By Diane Sands

My heart is moved by all I
cannot save:
So much has been destroyed

I have to cast my lot with
those
Who age after age, perversely,

With no extraordinary power,
Reconstitute the world.

Adrienne Rich
from "Natural Resources,"
The Dream of a Common Language

The challenge to feminism in the 80's is the creation of a world which is yet on the fringes of our envisioning. It must be a world ecologically sustainable: all parts in balanced relationship; all parts empowered. Such a vision of a sustainable world rests on a new synthesis of feminist and environmentalist perspectives.

Creation and re-creation of the world are not painless occurrences. In the 80's, coming to grips with the reality of a finite world of energy and resources will not be painless.

The movement must be away from a power oriented, "MAN-with-the-biggest-stick-takes-all" philosophy of resource allocation and lifestyle. We need to envision a society which distributes resources equitably to all while remaining rooted in the right of the individual to make real choices about her/his life. A world which is environmentally sound in the traditional sense of "protecting the earth from man's abuses" but denies to any individual the right to choice and fulfillment of potential cannot be a sustainable or stable world. It is likely women will be asked to put our priorities on the back burner during the 80's. But mere "survival" is not enough. The civil rights and anti-war movements taught women that struggles for rights to self-determination by women and other disenfranchised peoples must proceed together.

To insure the future is one that liberates women's fullest potential, "sex role impact-statements" should be prepared for all areas of proposed change. For example, feminists must realistically assess the future impact of the 80's energy shortages on women's employment opportunities and home responsibilities. As society undergoes increased stress due to energy shortages and resultant economic turmoil, greater competition for jobs and higher unemployment might be expected.

Women are already viewed (falsely) as putting men out of work. In the 70's, the right wing claimed women's demands for economic independence and greater personal options in all areas of life were to blame for the destruction of the American family.

Taken together, these factors have led some feminists to speculate that violence, especially violence directed against women, will increase in the 80's.

A second group of feminists speculate that massive government intervention will guarantee all people at least part time work. Still others speculate that industry will return to being labor intensive rather than machine intensive, creating new job opportunities for all workers. A current suit in California seeks to forbid development of a new technology which would put available migrant farm workers out of work.

Feminists need to make "sex-role impact" assessments for each of these possibilities and push for options which create the greatest opportunities for all women.

Expect women of the 80's to fight for a woman-valuing future where a feminist/environmentalist vision, rooted in the 70's, can grow and flower.

"What would it mean to live and die in a culture which affirmed both life and death, in which both the living world and the bodies of women were released at last from centuries of violation and control? This is the quantum leap of the radical feminist vision.

(continued Page 3)

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I believe we must cope courageously and practically, as women have always done, with the here and now, our feet on this ground where we now live. But nothing less than the most radical imagination will carry us beyond this place, beyond the mere struggle for survival, to that lucid recognition of our possibilities which will keep us impatient, and unresigned to mere survival."

Adrienne Rich

On Lies, Secrets, and Silence
(chapter titled: "The Contemporary Emergency and the Quantum Leap")

Diane Sands is a native Montanan "spinster" (read Gyn/Ecology). She delights in over 10 years of work/play as a feminist.



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Fair Wages And A Little Respect

By Kathleen Coyne

During the 1970's, women joined the paid labor force in unprecedented numbers. For the first time, more than half of all American women are working outside the home. In Montana, there are over 120,000 women who comprise 38% of the total work force.

In the 1970's, Equal Employment Opportunity (EEO) became a well-known phrase and equal pay for equal work became a widespread fact. Other legislative changes in affirmative action led to non-traditional jobs in the skilled trades, construction and apprenticeships being opened to women.

Employment is a bread and butter issue to Montana's working women. Single women head 35% of all Montana households below the poverty level. The "traditional" family of two parents and children is only 7% of all Montana households. Changes in family structure and rising costs of living are making it economically necessary for women to earn a paycheck.

Yet, despite the influx of women in the work force, EEO and affirmative action, women workers earn only 56% of what men earn. Although a few traditionally men's jobs are now held by women, most jobs are still sex-segregated. The majority of women are still clustered in traditional women's jobs, low paying and low status service and clerical jobs. These jobs have been seen as less complex and less important than men's work and, therefore, worth less money.

Equal pay for comparable work could close the earnings gap between women and men. It would mean that wages would be based on the amount of skills and training a job required and job responsibilities.

Equal pay for comparable work is already one of the major issues in women's employment for

the 1980's. In a test case, nurses from a municipal hospital sued the city because they were paid less than semi-skilled gardeners in the city parks. The judge denied their request for higher pay, saying that to raise their salaries would "challenge the entire American economic system." He could not have made a clearer statement on the status of women's traditional work in the United States.

The legal system is often slow to support such changes, particularly when equal pay for comparable work challenges a basic assumption about the value of women's and men's work.

Women are beginning to question the basis of low pay in traditional jobs. As their own attitudes towards their work begin to change, they are starting to demand a living wage. Women workers are learning that by organizing in such fields as nursing, service and clerical occupations, they can begin to be paid the wages they deserve.

The Coalition of Labor Union Women and the National AFL-CIO recently held a joint meeting to discuss the problems of working women. Unions are beginning to recognize the need to organize working women for better wages and better working conditions.

Equal pay for comparable work is an idea that can become reality for working women who are realizing that their work is valuable and that it requires training and skill. It is time for working women to get fair wages and a little respect.

Kathleen Coyne received her B.A. in English from Trinity University, and M.L.S. in Library Science from the University of Texas. She has been involved in the WRC for two and a half years as volunteer, workshop co-coordinator, non-traditional job counselor, and conference coordinator of "Montana Women and Work: Options for the 80's."



Chinese Flower
Symbol:

A Degree Of Faith

By Lynne S. Fitch

Plum - Winter
- Long Life



I've just finished reading an article about two sisters, Karen and Sally. In thinking about women in the 80's, Karen and Sally are an interesting pair. Sally, at 28, has a doctorate in astrophysics and is half way through NASA's two year training program preceding a career as an astronaut. Karen, at 26, is a Presbyterian minister who serves in a co-pastorate with her husband.

These two women are living life styles and pursuing careers that would have been almost unthinkable when they were born. The enormous changes that society goes through in a ten-year period, any ten-year period, are unpredictable. The only thing that we can do is look to the general tendencies and mood of the country and world and make our predictions on that basis.

As an astronaut candidate, Sally is one of the small, but growing number of women in occupations that had not been open to women before. Before what? Before the economic and social convolutions that brought society to the point where it could no longer afford to exclude women from full participation in the economic and business community.

Karen, as an ordained minister, is also reflective of this change in the authority which women are granted and which they assume. Women have long held positions of leadership in the religious community. Recent translations of early Biblical texts have disclosed that earlier translators (monks, etc.) inaccurately translated passages that referred to women as leaders. We are now aware of several women who served key leadership roles in the early church.

In the American religious scene the first woman ordained in a mainline Protestant church was Antoniette Brown. Her ordination in the Congregational Church occurred in 1853. Since that time, hundreds of women have

served long and well as pastors and religious leaders in many traditions. The Episcopal Church is a recent addition to the ranks of traditions that ordain women. The final hold-out, the Catholic Church, is under fire from inside and outside the fold with regard to the full recognition of women in ministry.

The 80's will see a rise in the number of women serving as pastors in local churches. These women bring to this role an understanding of the social and political concerns of women as well as a different and more collegial style.

Marriage, not very popular in the previous decade, seems to be growing in popularity. Clergy are reporting a rise in the number of couples who are seeking to legalize their relationship in traditional ways. This may be reflective of a desire for a moderately clear and secure relationship on the part of young people who began dating at 12 and who shared months or years in a co-ed dorm or apartment.

Within those marriages, there will be an increasing acceptance of two career families. If the increase in more conservative and traditional wedding ceremonies is any indication, the husband-wife relationship will still see the male as the dominant figure. This dominance, however, is balanced by a stronger and economically independent woman.

The 80's will see a generation of "tired women." Women who have pushed, pulled and shoved their way through a period in which liberation was the key word. These women will continue to push but in areas where the issues are not basically feminism or liberation, but hunger, environmental concerns, and justice. This will cause pain for many of the strongest feminists. The collegiality which supported them through the last decade will be shaken, but continues as a key contribution of women. After a decade of con-

frontation, the plateau of the 80's will seem a come down.

It is imperative that women not lose sight of the particular and strong perspectives that they have as women. This may be difficult to do in a time when liberation is no longer an "in word."

The current push for the reinstatement of military registration and a possible draft are very significant factors influencing the first years of the coming decade. The idea of drafting anyone into a peace time (or cold war) army is frightening and distasteful. Nevertheless, should registration be enacted, women should and probably will be included. If they are, this increase in the presence of women in the military will have a variety of impacts.

One that will likely occur is an increase in the birth rate. Men, in earlier drafts, married and began families in order to develop an exempt status. Some women, also, will opt for motherhood rather than the military service. This will occur at an age group that is largely untrained and at the very beginning of a post-high school job and/or educational program. A significant number of these women may also choose to be single parents or, as a result of early and hasty marriages, may divorce while the child is young.

It is unlikely that women will be included in front line combat in the early stages of their inclusion in the draft. They will, therefore, be trained in computer programming, languages, mechanics, and technical support areas that are often easily transferred into civilian arenas. With the skill, plus the extra points given to veterans, women will have access to jobs that were previously closed to them.

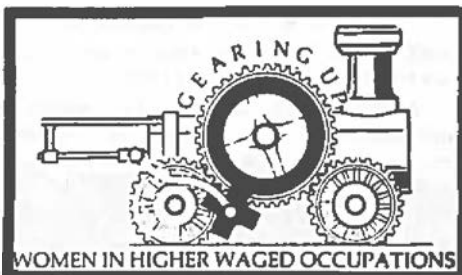
A third impact may be felt in the political arena. If women are considered "draftable," they may take a stronger interest in the political process. This interest may well result in an increase in
(Cont'd. Page 5)

the number of women seeking elected office. The percentage of women in elected office has been so low that there is no way to tell what effect a higher percentage might have on domestic and foreign policy.

Potential military service touches only a certain number of American women. The majority of us continue in the daily struggles with homes, families, economical survival, and the development of a faith - in something - which guides our living.

The 70's gave many women the ability to have a degree of faith in themselves and in each other. This faith is a critical factor in working to develop a future in which individual integrity prevails.

Lynne S. Fitch was born in Chicago, received her B.A. in Sociology Anthropology from Grinnell College and her M. Div. from the Pacific School of Religion in Berkeley, Calif. The mother of two boys, Daniel and Benjamin, she was ordained in the United Church of Christ in 1972 and is presently serving as a University Pastor at the University of Montana. A prior member of the UCC Task Force on Women, she now serves as a member on the UCC Advisory Commission on Women and on the Executive Board, National Association of College and University Chaplains and Directors of Religious Affairs.



By Candace Crosby

"Gearing Up: Women in Higher Waged Occupations" is a demonstration project sponsored by the Women's Resource Center and the Governor's Employment and Training Council. It is designed to help women and employers address the attitudes which keep women out of jobs paying above \$4.00 per hour. Currently, a Montana woman's average wage is \$3.11 per hour.

A woman may meet resistance from her family in choosing to work outside the home; she may not plan for a career, but accept the myth that she is a temporary worker; she may not feel confident and assertive enough to approach her employer for raises, additional training, or job changes necessary for advancement; her employer may not realize that a woman works for similar reasons as a man and incentives must be provided to keep her with the company; a woman may not consider the option of a high paying non-traditional job. All of these are attitudes which can be changed to provide greater access for women to higher waged jobs.

Workshops are held twice a month for women ready to make a change in their current work status. They are designed to help each woman: 1) explore career attitudes, expectations, and experience, 2) identify needed change, 3) develop a plan of action to make change, and 4) become acquainted with local and state career and skill training resources. Workshops for employers and social service agencies will be held in the summer and fall.

Three workshops have been held so far. The women attending found them stimulating and useful.

Reservations for the March and April workshops are now being taken. Call the WRC for further information: 243-4153.

Three staff people are working on this project part time. They are Judy Smith, with five years experience in designing and leading workshops in assertiveness, communication skills, and equal employment opportunity; Diane Sands, with experience as a non-traditional job counselor, in leading assertiveness training for women on the job, and directing a Forest Service work program for youth; and Candace Crosby, with experience in designing and leading workshops in career exploration and goal setting.

Candace Crosby, a newcomer to Missoula, received her B.S. in elementary education from Worcester State College, Ma, and is working toward an M.S. in experiential education. After teaching (K-12), community organizing, and VISTA, Candace is presently working on the Women's Resource Center's "Gearing Up" workshops. She is adding writing and photography to her long list of skills.

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Women And The Arts Conference: from object to subject

by Angela Helvey

The Women's Resource Center is holding a conference titled "Women and the Arts: From Object to Subject" on April 11, 12, and 13. (Friday evening through Sunday morning.) Speakers, a panel, and discussion groups will work out answers to the questions: "What images of women have been presented in art historically?" "What new images are being presented, if any?" "How does social history and biography affect women artists?" "Is there a feminine imagery as opposed to a masculine imagery in art?" "Is it dangerous to assume that there is no 'women's art'?" "Should a canon of great works by women artists be established?" A variety of views will be presented concerning these questions.



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The arts to be addressed at this conference include the visual, the performing, and the literary.

A half hour of feminist music and dance will open up the conference at 7:00 p.m. Friday evening, April 11, in the Montana Rooms at the University Center on the Missoula campus. Sara Benson, a volunteer at the Women's Resource Center will be one of the dancers. Benson performed the dance she has chosen with other women on International Women's Day.

Julie Codell, art history professor at the University of Montana, will then address the audience with a statement of the issues of the conference. Codell teaches a course, "Women in Art History", which looks at artists who have been recognized and those who have not and why.

One concept Codell will speak to is that of art as feminine and artists as feminized males. Codell also plans to address issues raised in the book, *Madwoman in the Attic*, by Gilbert and Gubar. (Yale University Press, 1979.)

Lela Autio, a Montana woman artist will then give a regional perspective on the visual arts. Autio teaches art at Hellgate High School and creates fabric sculptures. She will discuss the necessity to re-evaluate the role of craft in art.

Saturday morning will begin with another arts presentation at 9:30. A panel of feminists from the visual, literary, and performing arts will follow. Mary Warner of the UM Art Depart-

ment will be the visual arts representative, Naomi Lazard of the UM English Department will represent the literary aspect, and Juliette Crump of the Department of Drama/Dance will address the performing arts. The panel members will open the issues they raise to discussion with the audience. This panel will also convene in the Montana Rooms.

Saturday afternoon, a series of two kinds of workshops, Hands-On and Information Sharing, will begin at 1:00. One workshop will involve painting a woman's mural on the wall of a Missoula woman-owned business. Hester Peterson is in charge of that. In another, Angie Helvey will "unveil" her newspaper column, "The People of Laurel: What Are They Saying?", which was published by the Laurel, Montana "Outlook" last summer. The column carries the reader through the generations in interviews beginning with men and women in the Laurel Nursing Home and ending with grade school children, discussing the women's movement.

"How does one create non-sexist children's literature?" will be the topic of another workshop. "How does one decide what art is feminist and what is not?" will be the topic of another. Nancy Erickson, a local artist, will lead a group of women in constructing a quilt or banner in another workshop.

Saturday evening at 7:00, another art form will be presented for a half hour, in the Montana Rms.

At 7:30, Diane Gelon, a representative of Judy Chicago's work "The Dinner Party" will describe how Chicago's work relates to the questions raised in the conference. Chicago's work consists of ceramic dinner plates decorated in memory of certain

women artists. Needlework runners rest under the plates and also have special significance. Chicago's show is currently being seen in Houston, Texas. Gelon will show slides of this work.

Sunday morning at 10:30 in the Women's Resource Center there will be a final discussion by conference participants, asking the question "Where do we as women artists go from here?" A pot-luck style brunch including fruits, breads, yogurt and juices will follow

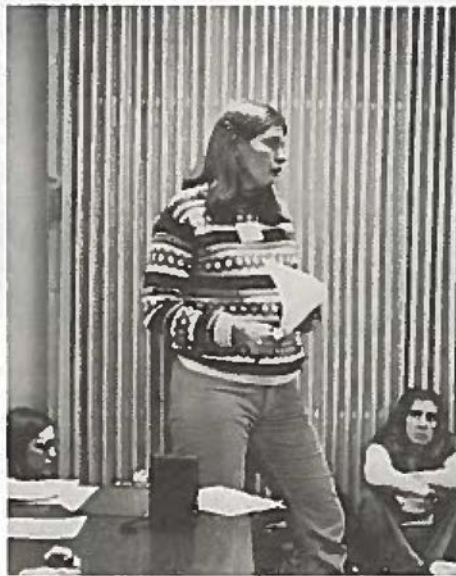
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SPACE CASE

The Student Union Board proposal designated no space in the U.C. for WRC. ALL other groups that requested space were given space; the WRC was told they could use Student Action Center Space. SUB said that the WRC (which has been in the U.C. since 1974) was not enough of a priority to have their own space in the U.C.

YOU CAN HELP THE WRC BY:

1. Writing support letters to SUB, the Kaimin, the Missoulian
2. Lobbying individually and at meetings the members of the SUB and others involved in this decision.
3. Telling others you know about the situation and asking their support.
4. Attend Central Board and SUB meetings and support the WRC.
5. Take a petition and get students to sign; talk to friends; ask them to show support, wear a button; come to a forum; put up posters; make banners; speak in classes.
6. Check by the WRC on a regular basis to see what other plans are happening or call 243-4153.



Judy Smith presenting WRC's side.

THE WOMEN'S RESOURCE CENTER NEEDS
YOUR SUPPORT TO KEEP ITS SPACE IN
THE UNIVERSITY CENTER.

Women make up 47% of the student body on this campus. The WRC specifically focuses on the diverse needs of all women in the university and the community in a variety of ways:

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NEWSLETTER
OUTREACH PROGRAMS TO HIGH
SCHOOL AND UNIVERSITY CLASSES
SEXUAL HARASSMENT AND JOB
DISCRIMINATION INFORMATION

are only a few of the necessary and timely assistance offered through the WRC to all students and community members.

Without space in the University Center, most of these programs will suffer. With the support of the students, faculty, and concerned citizens, we are attempting to keep the space in the U.C.

"Handling Violence"

by Maryann Garrity

The University of Montana Rape and Violence Task Force has recently completed an informational resource brochure titled: "HANDLING VIOLENCE: A Resource for the University Community."

It will be available at: The Women's Resource Center in the University Center, the Center for Student Development in the Lodge, Student Health Service, Campus Security, and the Ark Campus Ministry Center.

The brochure contains listings of preventive resources and support services that are available to persons involved in violent situations such as rape, battering, and assault. Also included is information on dealing with sexual harassment by persons in positions of authority.

Copies of the brochure will be distributed early in the spring quarter, 1980, to all women students living in on-campus housing, as well as residence halls staff.

The brochure is not only for the direct victims of violence. The Rape and Violence Task Force receive many requests from students who need more information to help their friends who have been victims in violent situations and don't know where to turn.

If you would like a copy of the brochure, stop by one of the places listed above.

For more information about participating in the University of Montana Rape and Violence Task Force and its ongoing projects, call Maureen Regan at the Women's Resource Center at 243-

4153 or the Reverend Lynne Fitch at the Ark Campus Ministry Center at 549-8816.

Maryann Garrity is a native Montanan. She is majoring in Sociology at the University of Montana. Last year, and again this fall, she was the Brown Bag Coordinator at the Women's Resource Center. She was also the WRC summer co-coordinator. Jan. 1979-April 1980, she has been the student organizer and coordinator of the UM Rape and Violence Task Force. Maryann was past president and is still actively involved in the U of M Wesley Foundation, a Methodist Student Organization. She is a Camp Fire Girls--Blue Bird Leader.



Part of the enthusiastic crowd watching the Women's Rites guerrilla theater.



Women's Rites performers preparing for the "Wizard of Ummmmmm" in the University Center Mall. The theater was part of a protest by students and WRC against the SUB's space allocation which left the WRC with NO space.



Spectators and participants at the Central Board meeting. Despite overwhelming support for the WRC, the CB upheld SUB's recommendation for the space allocation.



The Space Case

Support The
★ WRC



Judy Smith, faculty affiliate and staunch supporter of the WRC appealing the lack of space allocated by the SUB proposal.

Angela Helvey

(Cont'd. from Page 6)

Cost of the conference is \$5.00. Child care and places to stay will be provided, if persons needing those services will write to the Women's Resource Center with their request. Women living in rural areas should also contact the Women's Resource Center to find out about car pools.

Calendars of women artists, produced by Bo-Tree Productions will be on sale at the conference for \$2.50. T-shirts produced by the Women's Resource Center will be sold.

The conference will be aired on KUFM to provide access to the blind and to others unable to attend. The conference is also accessible to handicapped people. Senior citizens will be admitted for \$4.00. A photographer will hang her photos of the conference in the Women's Resource Center. Cassette tapes will be made up of the conference, to send to women artists unable to attend, for a fee.

The "Women and the Arts" conference is sponsored by the Women's Resource Center, the UM Art Department, and ASUM Programming. Funds are being solicited through the Montana Arts Council. We encourage you to participate. If you would like to help to organize the conference, contact Angie Helvey at 243-6724. Watch for posters giving more details. And come to our Brown Bag on April 8, in which Dr. Cynthia Kinnard will speak as a feminist art historian. (Joan Brown, a California artist, spoke to the WRC on February 21.)

Other conferences the Women's Resource Center has sponsored are: "Women and Technology" ('79), "Women and Power", ('77). "Women and Health", ('76), "Women and the Criminal Justice System", ('75), and "Women: Toward a Redefinition", ('74.)

Angie Helvey is a native Montanan who is majoring in Liberal Arts at UM. She has participated in the American Field Service in Arnsberg, Germany. She was editor of her high school newspaper the Havre High "Stampede." Helvey worked as newsletter editor for the Montana Women's Resource last year, and is presently working as coordinator of the Women's Resource Center.

LOCAL CONFERENCES

A conference on "Women and Work: Options for the 80's," will be held at the University of Montana on March 6 and 7.

Registration fee is \$15. It is sponsored by the Women's Resource Center and the Montana Women's Bureau. For more information, contact Kathleen Coyne at 243-4153 or 243-6724.

On May 16 and 17 at the University of Montana, a conference titled, "Pornography -- Debating the Community Standard" is scheduled to be held in the University Center.

The Women's Resource Center, American Civil Liberties Union of Montana, the Ark-Campus Ministries, and Citizens Against Pornography are sponsoring this conference.

Three current points of view will be presented at the conference: civil libertarian, anti-pornography pro-censorship, and feminist.

Marv Shaw, Leanne Katz, and Sue Armitage are the scheduled speakers, in addition to one or two more tentatively planned. A \$5.00 fee will be charged. Contact Jennifer Thompson at 728-3041 for more information.

THE JEANNETTE RANKIN FOUNDATION will award \$500.00 to a woman aged 35 or older who is planning to enter or reenter the workplace and who needs to pursue a formal program of education, training or retraining to meet her goals.

Information can be obtained at the Women's Resource Center or by writing to:

Jeannette Rankin Foundation
P. O. Box 4045
Athens, Georgia 30602

The Financial Aid Office at the University of Montana has forms for the following grants and scholarships.

BEOG - Basic Educational Opportunity Grant - from \$200 to \$1800
SEOG - Supplemental Educational Opportunity Grant - determination according to need.
CWS - College Work Study - must be enrolled at least half time.
NDSL - National Direct Student Loan - low interest (3%) loan made through U of M.
GSL - Guaranteed Student Loan - 7% loan made by credit union, bank, etc.
Gleed Scholarship for Montana residents in Pre-Medical Science. Deadline - April 15.
Delta Kappa Gamma - 3 - \$500 scholarships for women pursuing teaching careers.



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Women's Resource Center

BROWN BAG SERIES

This spring, the Brown Bag lectures will address topics concerning women's issues in the 1980's. The lectures will be held on Tuesdays from noon to 1 p.m. in the Women's Resource Center. To increase accessibility to the community, two or three of the lectures will be held at the public library.

At least two speakers per lecture will express complimentary or opposing views and/or share any personal experiences relating to the topic. Currently, speakers are being sought to address such topics as:

Women and Health:

- Knowing our bodies.
- Holistic in comparison to more traditional methods.

Women and the Draft:

- Pro and con points of view.
- Predictions about women in combat.

Women and Environment:

- Women's place in the environmental movement in the 80's.
- Women's movement an integral part of the environmental movement.

Women and Employment:

- Women in higher waged occupations.

Women, Relationships and Family:

- Marriage? What alternatives?
- Women and children in the 80's.

Women and Politics:

- Roles of women in politics in the 80's,
- How policy is and will take women more into account.
- Role of women in the Democratic and Republican parties.

Feminism in the 1980's:

- Overview - predictions for the 80's.
- Information re: violence.

Women and Sports:

- Possibilities of men and women competing with each other.
- Discrimination in training for men and women?

There will also be a Brown Bag on Women in Art on Tuesday, April 8, to gear up for the Women and Arts conference. Dr. Cynthia Kirinard, art historian and feminist activist, will speak about her experiences in the art field. She is sponsored by the UM Art Department and the contact person for more information is Julie Codell in the UM Art Department.

The opinions and creative expressions published in this newsletter do not necessarily reflect those of the Women's Resource Center, but are offered to our readers as a diversity of ideas by and for the women of the 1980's.

PRACTICUM STUDENTS

This quarter, three Social Work students began their practicum placements at the Women's Resource Center.

Maureen Regan, Susan Nose and Sara Benson are currently volunteering at the WRC in order to fulfill their Social Work practicum requirement for graduation. The practicum requires that they volunteer their time and energy to an agency in Missoula for two or three quarters and become involved in the process and activities at the agency as much as possible.

It also requires that they plan and put into action an individual project of their own to be summarized, analyzed, and evaluated in the Social Work competency exam.

Maureen will be working as the student facilitator for the University of Montana Rape and Violence Task Force.

Susan is currently organizing a parenting class to present to unwed mothers through the YWCA. She plans to hold a similar class in the spring for interested community members.

Sara is organizing the Brown Bag lectures for spring quarter. The topics for the Brown Bags will concern women's issues in the 1980's.

Susan, Maureen and Sara are involved with the women at the WRC in such on-going projects as: assertiveness training, planning for conferences, and helping in the political action concerning the UC space allocations.

The three advocate the value and importance of the availability of the WRC as a practicum placement for Social Work students. It provides a non-traditional social work experience for practicum students and other students who wish to become involved in such experiences.

A Complete Women's Section
Close to Campus Open Every Day



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March 15, Saturday, 9:30 to 4:00

Women's Resource Center
243-4153

\$5 registration fee. Pre-registration encouraged.

A workshop to provide beginners with skills in collecting oral history. How is oral history different than just interviewing with a tape recorder? What are the uses of oral history? Assistance in designing and completing a good interview.

Illustrative material will be from the Montana Women's History Project. "Great-Grandmothers," a film using oral history to explore the lives of immigrant women in the prairies will be shown.

Instructor Diane Sands has worked with oral history on a part time basis for over five years.

"Women in Montana History"

Through lectures, films and speakers, we will explore the history of women in Montana.

Class topics include: defining women's history, resources for research, theories of women on the frontier, class ethnocentricity, suffrage movement.

Instructor: Diane Sands, M.A.
Women's Resource Center
Tuesdays - 7 - 9 p.m.

Fee: \$20 (academic credit available for an extra fee)

Women's Resource Center

WOMEN'S STUDIES

"Issues in Women's Health"

Through lectures, films, and panel discussions, the class will explore the scientific, social, and political aspects of current issues in women's health.

Topics covered will include: reproductive freedom, holistic health, battering, bio-medical research.

The class will encourage an exchange of ideas; it is designed for participants with a variety of backgrounds and experience.

Instructor: Judy Smith, Ph.D.
Women's Resource Center
Tuesdays - 7 - 9:30 p.m.
10 weeks

Fee: \$20 (academic credit available for an extra fee)

Judy Smith, co-organizer and program developer of the Women's Resource Center, has an extensive background in the fields of health promotion, self-care, family planning, women and work, technology. She is presently a University of Montana faculty affiliate and project director of "Gearing Up."

COMING THIS SUMMER:

Women's Studies: "Women in Appropriate Technology" For information, contact Judy Smith at the Women's Resource Center, 243-4153.

DORM PROGRAMS

By Ruth Mueller

The dorm program began Fall quarter as an attempt to inform women living in the dorms of the services and programs offered by the Women's Resource Center and to encourage them to become involved in the WRC.

A movie, "Great Grandmother," which portrays the struggles of Canadian prairie women, is shown. We are reminded of the strength and energy expended by our grandmothers and great-grandmothers to get us where we are today. The movie puts the women's movement into perspective by presenting women's issues thoroughly.

It promotes a spirit to carry on the struggle for equality. After seeing the movie five times, I still gain greater insight and strength with each showing and wouldn't mind seeing it five more times.

Each program had a unique flavor. In Aber, an in-depth discussion of feminism, what it stood for and what it meant to each of us, took place. Brantley Corbin had a very supportive group and the program led to an hour or so of sharing. Jesse's group of women banded their skills together to get the film projector to run -- and we finally did!

At Knowles, a token male showed up and created a sad and upsetting effect. His typical, obnoxious statements put a damper on the enthusiasm, but this type of behavior will never completely undermine the spirit of women's issues as long as their are supportive women here.

It's been very enjoyable to share opinions and to get to know the variety of people who have taken part in the dorm programs.

The last program will be held February 27 in Craig Hall.

Ruth Mueller, a native of Montana is presently a sophomore at the University of Montana. Although Ruth is very interested in the health field, she is an extremely talented and sensitive artist. She plans to work for a degree in Occupational Therapy with an Art minor.

Montana Birth Control Handbook

Second edition of Missoula Birth Control Handbook

Single copies — 60¢ plus postage. Retail prices may be slightly higher. For more information, contact:

Bitterroot Educational
Resources for Women
315 S. 4th E.
Missoula, Montana 59801
(406) 728-3041

INVASION OF PRIVACY

By Darla Rucker

To understand the significance of sexual harassment, we must look at the long history of relations between the sexes which has left women in the workplace in a position of powerlessness compared to men. This discrimination is the product of a history which has left women in a position of economic inferiority. Women today earn less than men, and the earning gap continues to widen. In 1955 women's average wage was 64 percent of men's wages. In 1977 it was only 60 percent; the median yearly earnings were \$8,600 for women and \$14,000 for men.

This inferiority is not just economical; it is also a product of our social history. Men traditionally have enjoyed the prerogative of sexual initiative, which leaves women open to sexual coercion. These encounters also serve to remind women of their subordinate position in the workplace. Women still feel conflict between their roles as workers and their roles as sexual humans.

Commonly held ideas of women's sexuality imply relative passivity and physical weakness. Unfortunately for women in professions where aggression is prized, or in skilled crafts where physical stamina and strength are essential to competence, calling attention to a woman's sexuality can, in a subtle but significant way, detract from a woman's status as a worker.

When you add hostility towards women venturing into new jobs that takes the form of physical and verbal assaults, the dynamics of sexual harassment as a repressive status reminder are obvious. These encounters are often deeply disturbing and have an impact that helps perpetuate the status of women as subordinates. Also, it has direct employment consequences. Women lose their jobs over sexual harassment. Sometimes they find their jobs simply eliminated

when they resist. More often, they leave when the pressure becomes intolerable.

A more subtle employment consequence is the curtailment of women's ambitions. Sexual harassment, whether on the street or in the office, is a deep invasion of privacy. Attempting to withstand that pressure can have devastating effects on emotional and physical health.

Violence against women is a common occurrence in the United States. On the average, one out of three women will be raped during her lifetime; a woman is beaten by her husband every 18 seconds; almost 9 out of 10 working women responding to a survey reported some form of undesired sexual attentions on the job. These hard facts should make us take a hard look at the society that creates and promotes this violence against women.

Violence is used to support and preserve the institutions which guarantee the dominance of one group over others. Sexual harassment is one form. The threat of lynching hanging over blacks in the South at the turn of the century was another instance of the use of violence. So is rape. In neither case are those who commit the crime totally condemned by society; though there are laws on the books against such behavior, it is clear to the victims that it may be unwise to bring charges; and the victim is "marked" by the crime while the attacker is considered "normal." Both of these crimes serve as warnings to certain groups not to walk the streets alone at night.

The inability of women to speak directly of their experiences has led sexual harassment and other types of sexual violence to be greatly underrated and underreported. Women feel guilt rather than anger after such incidents. Women also feel fear, not without reason, because the stigma resulting from public association with the issue is great.

Darla Rucker is presently the Employment Discrimination Specialist at the Women's Resource Center. This fall she will attend law school in Los Angeles. Currently, she is vice president of the Area I CETA Government Employment Council, a member of the Executive Committee of the Advisory Board to Eagle Communications (KECI-TV), a board member of the Montana Coalition of Handicapped Individuals, and has been hired by Eagle Communications and the Advisory Board as Project Director of the 1980 Montana Media Conference.



CRAWL UP FROM BELOW

By Betina Escudero

"I was always told not to write opinionated statements," a student of mine said to me when I asked him to define his paper. "That's sixties shit," a fellow teaching assistant shrugged when a friend of mine told him I was supporting the labor strike at the University. "Why get involved? It's only going to get us into trouble," a Central Board member said at a meeting where students were trying to decide whether to support the strike or not.

What does it matter that injustice prevails over justice? That inequality runs rampant over the face of the earth? All because everywhere a handful of people hold the power?

Oh, Christopher Lasch, you're so right! The ME generation wants no part of life. By any means, let's not exert an extra ounce of energy if it doesn't further our own personal goals. Right? Acquire, acquire, acquire. Let's be pretty, comfortable, successful; yes, let's climb that success ladder as fast as we can (and get where?). It's the only security we have! Because we're so afraid of facing the real issues. The labor strike, the student's boycott, the resistance to draft registration, the anti-nuclear activity, the discriminatory act of denying space to the Women's Resource Center, are only local examples of the great predominance of injustice and inequality that govern the world.

Reality scares the hell out of us, so much that we'd rather hide behind layers and layers of Things and Success. We even have the audacity to think that words and ideals like justice, conviction, and equality have nothing to do with us. They have no meaning, like the word "soul."

What a bunch of laid-up cowards we are. No wonder the world is so fucked up! Don't we realize we're going to blow ourselves off the face of the earth? That something's got to change? Or should I say this in more literary terms and quote Yeats, who said, "mere anarchy is loosed upon the world."

Today people are frightened when you dare to say what you really think. They're aghast that anyone could have an outright opinion. Opinions in 1980 no, for heaven's sake, be diplomatic, be tactful, disguise your convictions, by all means. Someone out there might be offended if you make a strong statement. Worse yet, men might be threatened by you if you're strong and assertive! Oh, hell, men who are threatened aren't worth the trouble anyway, I say.

So we vegetate. And move through life searching for ourselves and our pleasure. Yet what joy, what lasting pleasure, what true satisfaction without honestly committing ourselves to something we believe in. Am I screaming at a blank wall? Maybe.

As for myself, enough things happen that give me spurts of faith and feed my soul: the people at the City Council meeting who talked about keeping Missoula clean for future generations; the City Council who actually passed the ordinance that prohibited the transportation of nuclear waste materials through Missoula; the people who believed the ordinance is a viable protest against nuclear power; all not caring if we didn't please Papa government and Big Business; the people who signed the WRC petition to keep us in the University Center; and most recently, the students who voted for an independent candidate and his running mate (though a poor percentage of the student population voted and Brenda Ballard finished last). Some people color the wall.

And us women, what about us? What worries me most are the young women who don't remember how it was before the women's movement. When it didn't occur to your parents you, a female, might want a career. When birth control without parents' consent, or a male's testimony that you weren't promiscuous, was impossible to get. When you weren't welcome in Law School, Forestry, the Sciences, etc. Does choice imply too much responsibility? Are you now afraid to be a feminist, because feminism brings nasty, negative images to your mind? Are you afraid someone will label you a "dyke?"

Walk into the WRC, and you'll find we only want women, all women, to have power over their lives. We try to provide alternatives which will foster intelligent and individual decisions. We want women to be free and equal and responsible.

And that brings the story of El Cid to my mind. Rodrigo Diaz de Bivar had decided to uphold the honor of his family against his lover's family. In a confrontation between the lovers, he asks her, "Would you, the woman I love, expect less of me?" And because she upheld the honor of her own family, she replies, "Would you, the man I love, expect less of me?"

And I say, it's our responsibility to make humanism count more than fucking dollars. Now.

Betina Escudero was born in El Paso, Texas and raised in Juarez, Mexico. After receiving her B.A. in Creative Writing from the University of Texas, she moved to Montana with her three children to obtain a MFA in Creative Writing from the U of M.

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