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## USU Status of Women News, Volume III, Issue 1

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# usu status of women NEWS

Volume III, Number 1, January 1975

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## Affirmative Action: Promise or Practice?

Affirmative Action is based on the principle of providing opportunity to women and to ethnic minorities to promote equality and rectify former injustices. It applies, in the university community, to admissions to undergraduate and particularly to graduate programs; to employment for classified and faculty; and to promotions or opportunities for upward mobility.

President Taggart has indicated a commitment of the University Administration to the Affirmative Action program. Five year goals have recently been projected to improve the representation of women and ethnic minorities in all categories of the University's labor force, as well as in graduate enrollment. However, the success of the program is partially dependent upon each of us. If you feel that discrimination has occurred, do you (1) do nothing, figuring it is just your imagination? (2) do nothing because you don't want to antagonize your boss and lose your job entirely? or (3) do nothing because you decided that the man was really better qualified anyway, even though he didn't have quite as much training or seniority?

## So What Can You Do?

Most discrimination is subtle and difficult to pinpoint. Some occurs on a purely unintentional level, implying a need for further sensitization of those in decision making roles. If you feel that discrimination may have occurred, there are individuals on campus with whom you can discuss your feelings on an informal basis, in confidence, and without filing a formal complaint. Judy Gappa, Coordinator of the Affirmative Action Program is available for consultation. Her office is in Main 114. If there is reason to believe sexual discrimination has occurred, a member of the Status of Women Committee can be consulted.

Only by calling attention to inequities and injustices and creating a greater awareness of how discrimination may operate can we prevent it. Let's hold the Administration to its Affirmative Action promise by helping them promote its practice.

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## AFFIRMATIVE ACTION GOALS

During a four day period in November, two representatives from H.E.W. came to Utah State to give technical assistance for the Affirmative Action Program. The goals and timetables set up by A.A. were reviewed and suggestions were

made to intensify certain aspects. The previous goals were on a 5-year basis with joint minority and women counts, but H.E.W. asked for annual goals and separate minority and women records. Affirmative Action is now in the process of revising these points.

## NEW PH.D.

Shirlene Mason, English, completed work on her doctorate in December at U of U, specializing in 18th Century Literature. Congratulations, Doctor Mason!

### CLASSIFIED EMPLOYEES

Evelyn Zabriskie (7551) and Lucy Ganster (7517) represent you on the Status of Women Committee. We want to know your concerns. If you have any grievances about hiring, benefits, promotion, etc., please let us know. Any suggestions you have for initiating new programs for classified employees will be appreciated. Happy New Year!

### CAREERS SEMINAR

The AWS is sponsoring a Careers and Opportunities Seminar January 29-31. The objective of this seminar is to increase the awareness of men and women on campus of the changing attitudes towards women in careers. Ms. Lee Saenz, the Regional Director of the Women's Bureau, U.S. Department of Labor will be the guest speaker. A number of films will be shown, after which discussions will be held. The colleges have been asked to participate in their respective fields.

Further information can be obtained from Nancy Adams 752-6364.

### WOMEN IN SCIENCE GRANT

Information on a research grant-in-aid for graduate women in science is available at the Women's Center. Special consideration will be shown to applicants 35 years of age or older. Hurry, though! Deadline for applications is February 1, 1975.

### SELF-DEFENSE CLINIC ORGANIZED

Richard Wright, Logan City Police Chief Investigator spoke during Sex Week and as a result of this, a group of twelve women attended a two-hour clinic on self-defense. The response to the "self-help" approach was very positive so the Women's Center and the Logan Police are planning to continue this class Winter Quarter. If we at the Women's Center receive more requests, we hope to arrange the meetings. Please sign up for "Self-Defense" at the Women's Center if interested. The two hours spent at the clinic are well worth the time.

THE MAJOR PURPOSE OF THE WOMEN'S CENTER is to be aware of and responsive to the needs and concerns of women (students, faculty, staff and community) and to make the resources of the University more aware and responsive in meeting these interests and needs.

It is sometimes difficult to measure the effectiveness of the Center. We do have people coming to the Center with questions and problems; we are kept busy answering phone calls and 75 attended 'Conversations' in November. One problem seems to be that of exposure; not enough women know of our existence. We encourage you to drop by and tell your friends about our services, and to share with us your ideas about direction of the Center, the programs, and the needs of women as you see them.

### 1975 IS INTERNATIONAL WOMEN'S YEAR!

The United Nations has designated 1975 to be the year for women worldwide. Sisters from foreign lands are also involved in the questioning of their status as women and this common bond unites all women everywhere. Ms. devotes much space in January's issue on an international theme. Gloria Steinem focuses on the most important goal of this year, that by reaching out we can "see that sexism is as universal as racism and that we can learn from each other's experience as well as benefit from each other's support... There is an unexpected, exhilarating and intimate sense of true connection with other women's lives -- unknown women living worlds away."

A few dates to mark on your calendar:

March 8th - International Women's Day

June - International Conference for Women in Mexico City.

August 26th - Women's Equality Day

The Women's Center will be selling the International Women's Year pin and will sponsor a conference with our foreign women students.

