

Job Discrimination Decried

Sex Big Issue at Rights Seminar

By WILLIAM MONTGOMERY

Sex is playing a big role in the Human Rights Seminar being conducted Friday and today at the Western Skies by the New Mexico Business and Manufacturers' Assn. — but it's not the kind that brings about police raids.

THE THING is that New Mexico's new Human Rights Act of 1969 prohibits discrimination because of sex in employment and other areas, and the National Organization of Women (NOW) isn't missing a chance to let employers know how they discriminate against women.

Busy passing out mimeographed statistics and pleading womankind's cause with seminar participants was Miss Merrilee Dolan, 1712 Gold SE, project director for

the Human Rights Commission.

MISS DOLAN said the main thrust of NOW's present program is "to sensitize women in the state" to the fact that, though they represent 51 per cent of the population, they actually occupy a lower state in society than men.

Data from NOW statistics:

—**MEDIAN EARNINGS** of year-round full-time workers: White men, \$6497; white women, \$3359; nonwhite men, \$4285; nonwhite women, \$2674.

—Median income in the West: White men, \$7478; white women, \$4590; nonwhite men, \$5933; nonwhite women, \$4182.

—**TWO-THIRDS** of the 29 million working American women have "dull, menial jobs."

—Forty per cent of all working women are single,

divorced, widowed, separated or deserted and thus are not working for "pin money" or out of boredom as often heard, but for a living.

—**FULL-TIME** women workers earn an average of 40 per cent less than men in similar jobs in every major industry.

—Half of all working women earn less than \$3700 a year (poverty level is \$3300).

—**ONLY 1.4 PER CENT** of working women earn more than \$10,000, compared to 13 per cent of working men.

And while discrimination against racial and ethnic minorities has been lessening generally in the United States during the last 25 years, the wage gap between men and women has been widening, NOW says.

THE ORGANIZATION also

decries the "stereotypes" perpetuated for decades in American business that:

—Women are good with their fingers (for typing but not brain surgery).

—**WOMEN ARE** good with figures (for bookkeeping, but not high finance).

—Women are emotional, irresponsible, able to stand boring details, inferior in intelli-

gence, incapable of genius, childlike, sexually threatening, all right in their place, happy to stay in their place, wily, intuitive, proud of outwitting their menfolk, illogical and unable to stand pressure.

ONE OF THE organization's main aims, Miss Dolan said, is to get recognition for women's rights in the new constitution now being drafted in Santa Fe.

Water Washable Removers Helpful

One major problem in furniture refinishing is getting the old paint off. One way of doing this is with chemical paint removers that wash off with water.

According to the National Paint, Varnish and Lacquer Assn., these removers contain an emulsifier that lifts off the

remover and the old finish when combined with water.

After you have applied the remover and followed directions, old finish and the wood surface beneath should be perfectly clean. The new paint removers are non-flammable and leave no wax residue on the wood.

Women's Group Seeking 'Equality'

By MELISSA HOWARD

Believe it or not, some women who received red roses from their husbands and children on Mother's Day this year didn't approve.

IN FACT, a group of Albuquerque women picketed a shopping center to protest the "hypocrisy" of Mother's Day, which they called a symbol of the oppression of women in the United States today.

The demonstrators were members of the local chapter of the National Organization for Women (NOW), which seeks "equality for women in truly equal partnership with men."

"Women want and demand to be treated as people, to move in the mainstream of American life. We want to do more than make a decision between Ajax and Brillo," said Betty Friedan, president and founder of NOW and author of "The Feminine Mystique."

"**WE WANT** a two-sex human society and we will fight our revolution to achieve this," Mrs. Friedan has written, but Mrs. Therese Conant, 3612 Smith SE, president of the Albuquerque NOW chapter, admits, "equality won't come in our generation."

To achieve that equality, women in 53 NOW chapters in 26 states have set three primary goals: Passage of an equal rights amendment to the U.S. Constitution, repeal of all abortion laws and establishment of child day care cen-

ters.

"A feminist is a woman who truly wants to be regarded as a human being," says Merrill Dolan, 1712 Gold SE, a NOW member. "Women are tired of living in a world whose rules were made by men and for men. We don't want to become like men, but we want a total restructuring of the status of women in our society."

CHANGING the status of women means radically changing society—and changing the way women feel about themselves. "From the time a little girl learns she is supposed to play with dolls while little boys climb trees, the socialization process forces women into passive, secondary roles as servants of men," Miss Dolan asserts.

"Too many women are just appendages to their husbands—they depend on men for shelter and an identity," laments Mrs. Conant.

Just how much society needs to be "restructured" and what kind of role women should play is at issue within NOW. Nationally and locally, most members are middle-class working mothers, financially secure and educated. Because their lives are successful they may not see the need for radical change. But an increasing number of NOW members are college students, young working girls and women from poverty areas. They deal more directly with the problems of women in a

man's world and they are eager for a revolution.

"**I DON'T WANT NOW** to have the name of an upper-middle-class group," Miss Dolan says. "Women in worse economic conditions are much worse off. They are the ones we need to reach."

The organization also is reaching the more secure woman who is unaware of what NOW believes is her sad plight. NOW member Lucia Montague, 3015 Mackland NE, says, "Middle-class women are charity-conscious—they tend to work for others. But these women are in a real bind which they are generally blind to."

To open their eyes, NOW holds all-female discussion sessions in which women are urged to examine their own lives honestly and face their frustrations and disappointments. "Too many women feel guilty because they are unhappy; they think they are failures as wives and mothers. We want them to see that this unhappiness is the result of their position," says Mrs. Montague.

WHILE the ideological debate continues NOW has concentrated its efforts on removing legal barriers denying women an equal chance and on educating women to be aware of their problems and how to fight them. "We started with the bread and butter issues because women have to eat. But we are

becoming more and more radical," Miss Dolan believes.

"There is no woman in any class who wants to work who doesn't run into job discrimination," Mrs. Montague asserts. "When she's competing for a man's job the picture gets even blacker. This is the premise that NOW is built on."

The Albuquerque chapter is directing its efforts at education. An employment bank was set up to help qualified women find jobs that previously had been closed to them; a religious task force is exploring the role of Western religion in reinforcing the woman's secondary status; a child care task force is working for a day care center for children of working mothers; and an educational task force is encouraging young women to go as far as possible in school, to get the most out of their classes and to use their educations to find suitable jobs.

MRS. CONANT is the coordinator of the New Mexico effort for the equal rights amendment. It reads, "Equality of rights under the law shall not be denied or abridged by the United States or any state on account of sex" and has been introduced every year since 1932; in 1968, 62 senators sponsored it but it stalled in the Judiciary Committee. Mrs. Conant says it would render unconstitutional more than 1000 state laws.

She sent copies of "The Feminine Mystique" to the state's congressmen and urged their support. Rep. Manuel Lujan, R., "said he would support the amendment in its present form," she reports. Sen. Joseph Montoya, D, has sponsored the bill in previous sessions and "We expect his backing," Rep. Ed Foreman, R., and Sen. Clinton P. Anderson, D. "are non-committal."

THREE MEMBERS of the Albuquerque NOW chapter testified before the Bill of Rights Committee at the Constitutional Convention and believe they were instrumental in getting a clause against sex discrimination into both the majority and minority reports. The chapter also lobbies the State Legislature and will send representatives to a five-state meeting later this month to plan strategy. "We want to find out what issues all women's groups can work together on to present power blocs," Miss Dolan says.

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UNM 'Second Sex' Course Explores Woman's Roles

"How is a woman's role in society changing?" "How is the role of a black woman different?" "How does our educational system perpetuate the traditional image of woman as housewife and mother?"

These are some of the questions being examined by a number of young women in a class, "The Second Sex: Explorations in the Revolution of Women" held every Monday night at the University of New Mexico.

Five women direct the seminar and lead discussion which is centered around such books as "The Feminine Mystique" by Betty Friedan.

"We want to examine the position of woman from different angles . . . psychological, sociological, literary and historical," said Miss Gail Baker, one of the instructors and a graduate student in English at UNM.

"People accuse us of getting together here for group therapy. Group therapy starts with the basic premise that someone is trying to adjust to a role. In women's liberation we are examining the role of woman and deciding there are a number of things we want to change about it," said Miss Merrilee Dolan, another instructor in the course.

"This idea that a woman's anatomy is her destiny is absurd," said Mrs. Lucia Montague, a graduate student in sociology and another

About 30 students, both men and women, attend the free university class. Students do not register for the course and no credit is offered. They meet at 8 p.m. in room 305 of Hodgins Hall at UNM.

Other instructors are Mrs. Mary Maxine, a graduate student in American studies and Mrs. Diane Brown, a member of the Women's Liberation Front.

Why do several men attend

the class? "I've been interested in this rebellion by women for a long time . . . I'd like to learn a little more about this role in society business," said Mike Basinger, a student at UNM.

The five instructors are all basically interested in modern woman's position in society and decided to organize the class, using their different interests and backgrounds in discussing the question.

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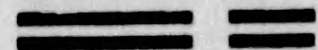
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Women's Group To Join in Suit On Female Felons

An official of the National Organization for Women (NOW) in Albuquerque announced the group would join in a suit against the state of New Mexico involving treatment of women in state penal institutions.

Merrilee A. Dolan, member of the national board of directors of NOW, said women in the state penitentiary did not have the same "rules, privileges, opportunities and living conditions" as male prisoners.

She said women prisoners did not have the educational or recreational facilities available to men and "there is almost no occupational training for women."

The Mexican-American Legal Defense Fund, the National Organization for the Rights of Indigents and the Legal and Defense and Education Fund of New York had earlier announced they would file the suit against the state.

Mrs. Doran said, "Placing (young) girls in a penal institution is damaging to them rather than contributing to their growth into healthy, secure adults."