News letters Nov. 73-

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Massachusetts Institute of Technology

Vol. 1, No. 1

November 1973

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Nancy Wheatley	7-105	3-3621
Dottie Bowe	5-119	3-4971
Barbara DeVeaux	24-519	3-7583
Jane Howard	1-304	3-2311
Michelle Lamarre	3-234	3-7753
Claudia Liebesny	E19-239	3-1595
Allison Platt	NE43-817	3-6767
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January 1974

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the Pres. and Chancellor
for Women and Work, will
present "Saturn's Rings:
Grains of Sand and Bits of
Ice." Mary's talk will
include a slide show on
sexism in science and engineering journals and a discussion of the problems
that face women at MIT.
Bring a male friend!

Jan. 14 - To be announced.

Jan. 21 - Panel Discussion on the Administrative Development Program--its past, present and future--with past and present female program participants.

Jan. 28 - ASSAULT AND RAPE - program participants will include Drs. Merton Kahne and Mary Rowe, Chief James Olivieri and some knowledgeable persons from outside MIT.

STEERING COMMITTEE NOTES

On November 26, Dorothy Bowe, Carol Grossman, and Vera Kistiakowsky were elected to represent the Forum on Mary Rowe's new advisory committee.

Our many thanks to Laya Wiesner, who held a magnificent reception in honor of the Women's Forum at the President's House on December 13. It was a great opportunity to meet and talk with many Forum members who previously had been only familiar faces.

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Massachusetts Institute of Technology

Vol. 1, No. 3

January 1974

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 Bring a male friend!
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On November 26, Dorothy Bowe, Carol Grossman, and Vera Kistiakowsky were elected to represent the Forum on Mary Rowe's new advisory committee.

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Vol. 1, No.4

February 1974

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- Feb. 25 PROFESSOR EMILY WICK,

 Dean of the Faculty at

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skits
other:

2. What program topics interest you?
MIT issues
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child care
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female/male relationships

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this year have impressed you the most?

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Why?

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- Mar. 18 Members of the Personnel Office will come and discuss the broad spectrum of BENEFITS at MIT.
- Mar. 25 Results of the Programming Questionnaire will be used to initiate a DISCUSSION and PLANNING session for next year's activities.

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ASSOCIATION FOR WOMEN STUDENTS MARCH PROGRAMS

March 5, 4-6 p.m., Cheney Room, 3-310:

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Diane is also looking for people to help expand the study. Volunteers should see her after the meeting.

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THE SKITS

We would like to thank the following people who worked on the writing, the staging, and the acting of the "Prof. Procrastinator" and "April Salary Review" skits:

> Suzana Barros Dottie Bowe Jane Claffy Jim Culliton Anne Ellison Pat Garrison Jerry Grossman Susan Hart Jane Howard Phil Knight Michelle Lamarre Sue Lester John Liebesny Jack Newcomb Evelyn Perez Allison Platt Mary Rowe Carolyn Scheer Constantine Simonides Carol Van den Avyle Jim Van den Avyle Nancy Wheatley Pat Williams John Wynne

The skits were presented to the Faculty and Administrative Councils at the February 6 Faculty Council meeting. Videotapes were made at that time which will be available soon to groups who would like to show and dis-

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Carol Grossman and Claudia Liebesny Skit Coordinators

TUITION ASSISTANCE PLAN CHANGES

Last month, Vice Pres. John M. Wynne announced some changes in the Tuition Assistance Plan for 1974. A leaflet. "An Introduction to the MIT Tuition Assistance Plan," summarizes the current plan and is available from Priscilla Mead, ext. 3-4276, or from Carol Ann Tranfaglia, ext. 659, at Lincoln Lab. While the leaflet is only a summary of the Plan, Mr. Wynne says that "a detailed description of the Tuition Assistance Plan is now in preparation and will be distributed later." A few of the changes include: 1. Administration of the Plan as a single policy covering all eligible personnel; 2. Reimbursement will be computed on a simpler basis; 3. Nonexempt (biweekly & hourly) employees may now take daytime courses outside MIT under certain conditions; and 4. Nonexempt employees can now receive Tuition Assistance for MIT courses related to a "realistic MIT career goal" rather than those related to their current job. Ask for more complete information at the Office of Personnel Development.

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Last month, Vice Pres. John M. Wynne announced some changes in the Tuition Assistance Plan for 1974. A leaflet, "An Introduction to the MIT Tuition Assistance Plan," summarizes the current plan and is available from Priscilla Mead, ext. 3-4276, or from Carol Ann Tranfaglia, ext. 659, at Lincoln Lab. While the leaflet is only a summary of the Plan, Mr. Wynne says that "a detailed description of the Tuition Assistance Plan is now in preparation and will be distributed later." A few of the changes include: 1. Administration of the Plan as a single policy covering all eligible personnel; 2. Reimbursement will be computed on a simpler basis; 3. Nonexempt (biweekly & hourly) employees may now take daytime courses outside MIT under certain conditions; and 4. Nonexempt employees can now receive Tuition Assistance for MIT courses related to a "realistic MIT career goal" rather than those related to their current job. Ask for more complete information at the Office of Personnel Development.

Massachusetts Institute of Technology

Vol. 1. No. 6

April 1974

APRIL PROGRAMS

- Apr. 1 NATALIE NICHOLSON, Director of the MIT Libraries, will speak briefly on the library services in general; and several LIBRARY STAFF MEMBERS will talk on the NASIC program, the collections in women's and men's studies and in law-related materials, and on the Ohio College Library Center shared cataloging program in which MIT will soon be participating.
- Apr. 8 MINDY LIPSON and Prof. TOM
 SHERIDAN will lead a discussion of issues dealing
 with how husbands and wives
 decide to split responsibilities of a family life
 using a recently developed
 anonymous voting system
 which provides instantaneous results.
- Apr. 16 PHYLLIS A. WALLACE, Visit.
 Prof. of Management, will
 TUES. talk on new "Research
 MTG. Priorities on Equal Employment Opportunity."

- Apr. 22 Film NOT ME ALONE (Preparation for Childbirth) -"A remarkably intimate record of one couple's labor and delivery presenting a memorable yet unromanticized picture of the awe and joy of childbirth."

 Men and Women are invited.
- Apr. 29 Continuation of the March 25
 DISCUSSION and PLANNING session for next year's Women's
 Forum activities.

JANE BACHNER TO PRESENT WORKSHOPS

Jane Bachner, who gave a talk on Feb. 4 dealing with effective presentation skills, will be returning on Apr. 23 to give two workshops to a small group of interested people. These workshops will each be 3 hours long, 1 in the morning and 1 in the afternoon. Anyone interested should contact Carol Grossman (3-1801) or Michelle Lamarre (3-7753). Preference will be given to regular (full or parttime) biweekly and hourly women who have been at the Institute at least 6 months. ----(CONTINUED)----

JANE BACHNER WORKSHOPS APPLICATION FORM (Please Print)

Name	Employment Classification
MIT Dept./Lab. Affiliation	Room No.
MIT Extension Date of 1	Employment at MIT
Sessions Preferred: Morning,	Afternoon, Either

Return to the WOMEN'S FORUM, 18-393

The focus of these workshops will be to explore the ways in which women present themselves to others and the particular recurring patterns of weaknesses which are common among women, perhaps as a result of the patterns of their socialization. Each workshop will be limited to 15 people. Please return the application form to the Women's Forum, 18-393, soon.

MEETING ANNOUNCEMENT

Biweekly and Exempt Employees
Better Conditions at MIT are currently meeting in task groups to
research areas of salaries, raises,
promotions, benefits and other
issues brought up by the questionnaire and Feb. 20 meeting. For
information on participating in
these task groups, call: Reed Guston
(3-3768, 3-3922) or Cathy Sheil
(3-7304). General meeting of all
task groups and interested Biweekly
and Exempt employees will be Thurs.,
Apr. 4, 12 noon, West Lounge,
Student Center.

The Women's Forum meets on Mondays (Tuesday in case of a Monday holiday see 4/16 meeting) at 12 noon in the Bush Room, 10-105. Men are welcome.

The videotape of the two Forum skits, "Prof. Procrastinator" and "The April Review" is available for departments, labs or groups to show and discuss it. Arrangements can be made by calling Carol Grossman (3-1801) or Claudia Liebesny (3-1595). The cost is usually about \$20, depending, however, on where it is to be shown.

The Steering Committee meets every Wednesday at 12 noon in the Cope Room, (18-491). The meetings are open to anyone who is interested in working on program planning or to anyone who would like to discuss ideas, problems or events. Occasionally meetings are rescheduled or held elsewhere; therefore, it is best to call Carol Grossman if you plan to attend.

Don't forget to return your Workshop Application Form to 18-393 as soon as possible, if you are interested. We regret that there is space for only 30.

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Massachusetts Institute of Technology

May Programs (12 noon in 10-105)

May 6

Rebecca Donnellan, Christina Jansen, and Pamela Whitman, members of the MIT Corporation, will talk briefly about the Corporation and then concentrate on gathering information from Forum members regarding problems and issues affecting Institute women which they, as Corporation members, might be helpful and effective in dealing with.

May 13

Professor Emily Wick, Dean of the Faculty at Mt. Holyoke College, former Professor of Nutrition at MIT and a founder of the Women's Forum, will talk about her experiences in her new position.

May 20

Women's Forum Steering Committee members, Carol Grossman and Carolyn Scheer, will report on the conference on "Women in Management" which they attended at Vassar College. The three-day conference dealt with a whole range of women issues.

Vol. 1, No. 7 May 1974

May 28 (Tuesday Meeting)

At the final "formal" Forum meeting for the year we will look back on the year's activities over lunch, coffee, and some special goodies. See "Summer Forum Activities" for a description of the summer schedule.

Tech Wives Organization Program

The last program in the Tech Wives Seminar Series titled "Women Today" will be held on May 9 at 8:00 p.m. in the West Lounge of the Student Center. There will be an open discussion with the following panelists:

Mary Howell, pediatrician and
psychologist
Louise Kerr, fabric designer
Serena Mallioux, medical student
Vicki Romelle, psych. social worker
Mary Rowe, economist
Kathy Worthen, psychologist

The Newsletter .

Our new, colorful newsletterhead is the artistic work of Nancy Pokross of MIT's Design Services, who also designed our stationery and IAP posters.

The Newsletter (Continued)

We think she does terrific work and thank her for it. Our many thanks also to Jackie Casey who put us on to Nancy and who herself designed the Women's Kiosk in the lobby of Bldg. 7 and has consulted on other projects.

This is the last newsletter for the year. Women's Forum announcements will continue to appear in Tech Talk.

Summer Forum Activities

The Forum Steering Committee and anyone else interested in planning for the fall will meet every Monday at 12 noon in the Great Court in good weather and in the Jackson Room 10-280, in bad weather. The Bush Room is being partially renovated this summer. We may have some special programs during the summer. Watch out for announcements in Tech Talk.

The Women's Advisory Committee

The Women's Advisory Committee to Mary Rowe has now met several times and plans to meet every two weeks. The members of the committee represent various organizations, constituencies and geographical areas at the Institute.

The suggestion of having a Women's Advisory Committee goes back to the original proposal which Women's Forum members drew up suggesting the appoint- Sheila Widnall, 37-475, Women Faculty ment of a woman (actually two women)

who could represent the interests of all women at MIT on the policy-making level. The position of Special Assistant to the President and Chancellor for Women and Work, which is held by Mary Rowe, is a result of this proposal. It was also proposed at that time that there be an advisory committee to these women. The following persons currently serve on the Women's Advisory Committee and welcome input from the entire MIT Community on women's problems and issues:

Dorothy Bowe, 5-119, Women's Forum Mary Ann Campbell, Senior House A-404A, AWS Undergraduates

Virginia Chickering, L-352, Lincoln Laboratory Women

eslie Clift, E52-158, Women Administrators

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Mary Hovnanian, 20E-126, Silver Club Eva Kampits, NE43-328, Tech Square Women

Vera Kistiakowsky, 575 Tech Sq. 4th Fl., Women's Forum

Georgia Nagle, 39-430, Conservative Women

Gloria Nemzin, E52-480, Sloan and Hermann Women

Andee Rubin, NE43-815, Tech Square Women (alternate)

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Massachusetts Institute of Technology

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Massachusetts Institute of Technology

Programs To Watch For

September 16

AN INTRODUCTION TO THE WOMEN'S FORUM History - Dottie Bowe; Organization - Allison Platt; Last Year's Events - Claudia Liebesny; Events Planned For The Coming Year - Carolyn Scheer.

September 23

MEDICAL DEPARTMENT SERVICES
Dr. Albert Seeler, Medical Director,
and members of his staff will talk
about the variety of health services
provided to the M.I.T. community.

September 30

THE PRESIDENTS' WIVES

The wives of former M.I.T. Presidents have been invited to participate in a panel discussion on their roles and interests. Mrs. Laya Wiesner will chair this program.

October 7

OPEN MEETING

An election will be held to select a representative from the Forum to the Women's Advisory Group (see note to follow on nominations.) A discussion of program plans will follow the election.

Vol. 2, No. 1 September 1974

October 15

DR. MARY P. ROWE, Special Assistant to the President and Chancellor for Women and Work, will bring us up to date on her current projects.

The Steering Committee

The Women's Forum is guided by a volunteer steering committee which is chaired by Allison Platt and Claudia Liebesny. The Committee meets once per week (this year's time and location to be announced) to consider program, budget, and publicity arrangements. Every meeting is open to interested persons. Your support and participation are welcomed and encouraged. Questions, suggestions and ideas should be directed to the Forum mailbox, NE43-100, or to any of the following Steering Committee members:

Dottie Bowe	3-4971
Betty Campbell	3-6067
Jane Claffey	3-6720
Ruth Hobbs	3-4962
Donna Kuha	3-4475
Vera Kistiakowsky	3-6067
Michelle Lamarre	3-7752
Claudia Liebesny	3-1595
Allison Platt	3-5856
Carolyn Scheer	3-6511
Nancy Wheatley	3-3621

The Women's Forum is an informally structured group which meets every Monday (Tuesday in the case of Monday holidays) from 12 to 1 in the Bush Room, 10-105. Forum participants include faculty, students and individuals from all of the employment classifications. The lunch-hour sessions feature speakers and open discussions on topics of particular interest to M.I.T. women. A number of the programs attracted more than seventy-five people last year.

Women's Forum programs are planned by the Steering Committee based on suggestions from the community and a tionnaire distributed last Februar Last year's activities included prob on affirmative action, self defense, secretary/supervisor relations and M.I.T. employment benefits. Among the speakers were Tillie Olsen reading from her book, Tell Me A Riddle, Ellen Goodman (Boston Globe) commenting on Women and the Media, and Chancellor Gray reporting on the Institute's budget outlook. Plans are currently being finalized to bring a well-known person in the women's movement to campus in January.

Please come.

Women's Advisory Group Elections

There is a vacancy among the three Forum representatives to the Women's Advisory Group (WAG). This Institute committee acts as an advisory body to Dr. Mary Rowe, Assistant to the President and Chancellor for Women and Work. Currently Professor Vera Kistiakowsky and Ms. Dottie Bowe represent the Forum on this committee. The third position, formerly held by Carol Grossman, will be filled by a secret ballot election to be held on October 7. Anyone shing to be placed on the election allot should submit her name, extension and Institute address to the Women's Forum, NE43-100 no later than September 30.

Newsletter Distribution Corrections

Please notify the Women's Forum of any additions or corrections to the newsletter mailing list. A strong attempt will be made to minimize the distribution errors by quickly processing all corrections submitted.

Child Care Note

A new booklet is available on the child care services offered by the M.I.T. Child Care Office. Write or call them to secure this updated booklet of information at 4-144 or extensions 3-1592, 3-3953.

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Massachusetts Institute of Technology Vol. 2, No. 2 October 1974

October 21

ATHLETIC PROGRAMS FOR WOMEN Professor Mary Lou Sayles, Ms. Betsy Mayers and Ms. Maggie Lettvin will discuss the athletic facilities and programs available to women at MIT. West Lounge

October 29

COMMUNICATIONS SKILLS

Adam and Maureen Yagodka, Co-Directors of the MIT Office of Pers. Development and James R. Allen, MD and Barbara A. Allen, MSW will ask for audience participation in communications skills activities. The Allens are experts in transactional analysis and Gestalt therapy. (West Lounge-Student Center)

November 4

COEDUCATIONAL LIVING An MIT student, Libby Cohen will lead a panel discussion on coeducational living.

November 12 (Tuesday)

PHYLLIS WALLACE, Visiting Professor at the Sloan School of Management will discuss her research on the economic issues of equal employment.

November 18

CAREER OPTIONS DISCUSSION Captain Donna Kuha, USAF and The Reverend Constance Parvey will talk about their career choices.

The Steering Committee

The Women's Forum is guided by a volunteer steering committee which is chaired by Allison Platt and Claudia Liebesny. The committee meets each Wednesday at 12 noon in 18-583 to consider program, budget, and publicity arrangements. Every meeting is open to interested persons. Your support and participation are welcomed and encouraged. Questions, suggestions and ideas should be directed to any of the following Steering Committee members:

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Women's Advisory Group Elections

An election was held on October 7 to fill the one vacancy among the three Forum representatives to the WAG.

None of the three candidates received a simple majority. There will be a run-off election on Monday, October 21 at the beginning of the session. Those unable to attend may cast a ballot in person in the office of Mary Rowe (10-215) on that day until 4:30 p.m. The two candidates are Ruth Hobbs and Allison Platt. Please vote!

What is the Women's Advisory Group?

The Women's Advisory Group was set last year by President Jerome B. Wie. as a means of advising Dr. Mary P. Rowe, Special Assistant to the President and Chancellor for Women and Work, about the concerns of women at MIT. Selection of representatives for WAG is not prescribed but rather each Institute women's group interested is free to select a representative in whatever manner it choses. Some established organizations have chosen representatives and some women have formed groups especially for the purpose of representing their special interests (e.g. Tech Square Women.) The Women's Forum elected three representatives to the WAG. The following is a list of the representatives and their telephone numbers (when available.) If you have any questions or problems you wish to bring before this group, you are urged to call any of the representatives or Mary Rowe's office, ext. 3-5921.

Women's Administrative Group Leslie Clift Hruby, 3-6149 Hermann and Sloan Women Gloria Nemzin, 547-2896 Tech Wives acting rep. Karen Haidboget, 3-4906 Biweekly Group (AWARE) Pat Gavagan, 3-3329 Lincoln Lab Women's Group Virginia Chickering, 181-7717 Tech Square Women Eva Kampits, 3-6215 Technology Matrons Laya Wiesner, 926-1924 Information Processing Service Rachel Hayes, 3-3735 Cilver Club ry Hovnanian, 3-4471 Women's Forum Dottie Bowe, 3-4971, V Kistiakowsky, 3-4853 Undergraduate Women Mary Ann Campbell (Senior House) Graduate Women Paulette Coleman Women Faculty to be announced

Association of Women Students

Bernice Sandler will speak on "Women in Academe: The High Cost of Being a Woman in Labor," in the West Lounge of the Student Center, Thursday, Oct. 24, 8 p.m. Ms. Sandler is the Executive Associate in charge of the Status and Education of Women for the Association of American Colleges.

Volunteers are being sought to develop programs for IAP. Call Allison 3-5856

MARY P ROWE

NEWS

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Massachusetts Institute of Technology

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Massachusetts Institute of Technology

November 25

BIWEEKLY SALARY REVIEW
Buzzy Bluestone, a graduate student
at the Sloan School, will speak
about the study he conducted this
past summer on performance evaluation
in the School of Engineering.

December 2

CHILD CARE
Margaret Sand, MIT's Child Care
Coordinator, and Jeanette Brown,
a graduate student in child development at Harvard, will talk about
the services available to the MIT
community and how to evaluate a
child care situation.

December 9

SHARON KING, the Consumer Reporter for WBZ-TV, will talk about the different types of toys available this Christmas. Which ones are safe?

December 16

A CHANCE TO TALK ABOUT THE PAST YEAR AND THE ONE TO COME Everyone is urged to come for punch and cookies to meet other members and talk informally.

BUSH ROOM 10-105, 12 p.m. to 1 p.m.

All meetings held in the BUSH ROOM.

Vol. 2, No. 3, November-December, 1974

GLORIA STEINEM TO SPEAK JANUARY 13

Gloria Steinem is certainly one of the most persuasive publicists for the growing feminist movement in the United States. Ms. Steinem attended Smith College, graduating in 1956 Phi Beta Kappa and magna cum laude, and subsequently spent two years in India on a Chester Bowles Asian Fellowship. After returning to this country she worked for two years in Cambridge as Director of the Independent Research Service. In 1960 she went to New York to write, and gained notoriety by posing as a Playboy bunny and writing an expose for SHOW magazine. Ms. Steinem proved her ability as a political and social critic when she wrote a column for NEW YORK magazine entitled "The City Politic." In late 1968, she began devoting much of her time and energy to the women's liberation movement, and since that time has written and spoken widely of its concerns. She, together with Shirley Chisholm and Bella Abzug, founded the National Women's Political Caucus in July 1971, and the Women's Action Alliance to support "'projects that attack the special problems of social dependence, discrimination, and limited life alternative' that women face 'because they are women.'" Her concern for raising the consciousness of American women led to the publication of MS magazine, which is owned and operated entirely by women.

STEINEM (continued)

Ms. Steinem will speak in Kresge Auditorium on January 13 at 5:30 p.m. Tickets are free and will be distributed first at the Forum meeting on January 6 and to the members of the Association of Women Students and the Lincoln Laboratory Women's Forum.

Tickets will be available in the lobby of Building 10 from 8 a.m.- 9 p.m., 12 p.m.-1 p.m., and 5 p.m.-6 p.m., beginning Tuesday, January 7.

IAP

The Women's Forum is sponsoring several events during IAP this January. Don't forget to check the IAP guide for programs of interest to you. Some programs have a limited number of participants and reservations are being taken.

UNIONIZATION

The Forum is aware of the concerns expressed by biweekly and exempt employees about unionization, and have therefore decided to present a series of four lunchtime meetings (each day except Wednesday) to attempt to present different viewpoints on the subject. We hope these meetings, which will be held January 6 - 10 from 12 to 1 p.m., will provide employees with the information they need to make an informed decision. We urge all biweekly and exempt employees to attend. The meetings will try to present individuals who are in favor of unionization and others who have reservations, as well as experts on the structure and fuctions of unions who are neutral politically. There should be time for questions after each session.

If you wish to participate or if you have questions, call Allison Platt at 3-5856. Watch for further details in the second IAP guide and on posters around the Institute.

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Massachusetts Institute of Technology

February 10

Dr. Carola Eisenberg, Dean for Student Affairs at M.I.T., will speak about her career choice. February 18 (TUESDAY)

OPEN MEETING
See article below on this program.

February 24

Judy Hole, a member of an association of all women working at CBS in New York, will speak on the formation and accomplishments of the group.

ALL MEETINGS WILL BE HELD FROM 12-1 IN THE BUSH ROOM, 10-105.

The tape of Gloria Steinem's speech will be aired over WTBS (88.1 FM) on Wednesday, February 12 from 7:00 p.m. to 9:00 p.m.

Vol. 2, No. 4, February, 1975

What is the Women's Forum anyway?

The Women's Forum began as an IAP project three years ago to discuss issues of interest to MIT women. It was not organized to represent any particular group, but rather to facilitate the exchange of information and ideas. The Steering Committee is a volunteer group currently made up of eight employees and one graduate student. New members are being sought to assist in program planning, budget matters, publicity and production of this newsletter. Those interested in working in one of these areas are encouraged to call Allison Platt 3-5856 or Carolyn Scheer 3-6511. Comments on the programs held this year and suggestions about activities for the spring can be addressed to Allison or Carolyn by telephone or in writing to the Forum Mailbox, NE43-100.

Independent Activities Period

During IAP, the Forum sponsored a number of programs that drew large and enthusiastic groups of participants. Among them was a speech by Gloria Steinem to a full capacity crowd at Kresge Auditorium. Ms. Steinem responded to questions from the audience and was the guest of honor at a dinner given by President and Mrs. Wiesner. Also popular (with attendence ranging from 150 to 300 people) was a series of four programs devoted to the issue of the unionization of biweekly and exempt employees. Dr. Elizabeth Allison, an expert on labor relations and Professor of Economics at Harvard, started the series with a factual presentation on the organizational structure of unions, the ways in which their practices differ, the process of collective bargaining, and the history of women in the labor movement. She neither advocated nor discouraged the organization of a union and was very helpful to those seeking a "third party" to address general and technical questions.

Tuesday's discussion was led by a group of biweekly employees who had serious reservations about unionization, and Thursday's session was a presentation by members of the AWARE group. The series ended with a presentation by three women active in other Boston unions. Because the comments by the AWARE group ran a little long and there was almost no time for questions, the Forum has extended an invitation to that group to come to another meeting devoted just to questions.

The Open Meeting

An open meeting is planned for Tuesday. February 18, to give women a chance to talk to each other about current issues of concern. We hope that interested women will come to share their interests with the group. A special invitation has been extended to the members of the Women's Advisory Group to attend this meeting with other women from the groups they represent. Topics might include the following: the issues to be discussed by the Working Group on Office-Clerical Issues, the possibility of forming an association of all women at M.I.T., Forum programs that will be relevant to current problems or interests, and the need for better communication within the women's community at M.I.T.

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Massachusetts Institute of Technology

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MASSACHUSETTS INSTITUTE OF TECHNOLOGY

MARCH PROGRAMS

March 3 - the Yagodkas will discuss their participatory management style.

March 10 - Some members of the Working Group of Office/Clerical Issues will present a summary of their suggestions to Mr. Wynne for the April Review and an explanation of ongoing work in the various subgroups.

March 17 - Have you ever been refused a loan because of your sex? Many women have, and this and other factors lead to the formation of the Massachusetts Feminist Federal Credit Union. A representative will explain how it works and how it got started.

March 24 - Susan Baram shares a job
(and child care) with Jacqui Adams.
They work in the Office of the Freshman
Advisory Council and they, along with
their supervisor, Peter Buttner, will
discuss how they like the arrangement.
Part time work will also be discussed,
and all the reasons people decide to
work part time. If you share a job
or work part time (or would like to)
come and share your thoughts with us!

ALL MEETINGS BUSH ROOM (10-105) 12 NOON

March, 1975

April Review Videotapes

In late 1973 and early 1974 the Forum made two videotapes dramatizing the invisibility of secretaries and the difficulties with the April Review Process. If you would like to show these tapes in your department or lab, call Claudia Liebesny (x1595) to make arrangements. Limited funds are available to cover the cost of equipment.

Maria Isabel Barreno

On Tuesday, February 18, Maria Isabel Barreno, one of the "three Marias" for Portugal, who co-authored the book New Portugese Letters, spoke in the Sala de Puerto Rico in the Student Center. She spoke about the (recently overthrown) government in Portugal which banned this feminist book and imprisoned its authors. She described how news of their 2-year trial reached the public and caused such large demonstrations of public sympathy that the case was dismissed days before the government fell. She added that she was conducting a speaking tour to emphasize her belief that women have problems in common which cross national and cultural boundaries. The speech was co-sponsored by the Right to Choose group, Association for Women Students, and the Women's Forum.

OPEN MEETING

On Tuesday, February 18, (following the Monday holiday), the Forum held an Open Meeting to discuss matters of interest to women. Someone brought up the recent conviction of Dr. Edelin for manslaughter, and inquired as to whether there were any groups collecting money for his defense fund. Many women were upset that the Women's Advisory Group had been left off the Tech Talk listing of Standing Committees and Committees Appointed by the President. response to this a petition was circulated asking to have the listing reprinted. We understand that the listing may indeed be reprinted.) We discussed the st and function of WAG and speculated on ways to strengthen the organization and mage it more effective. Most women present had questions about how members were chosen for the recently-formed Working Group on Office/Clerical Issues, and Claudia Liebesny, who is a member of the group, answered some of these questions. Members of this committee will be at the Forum on March 10 to talk more about this subject. Women Students were also discussed. and especially the decrease in the number of women applying to MIT this year.

DISCUSSION OF ASSOCIATION OF ALL WOMEN AT CBS IN NEW YORK

On Monday, February 24, Judy Hole, from CBS in New York, spoke about an association of all women which has been in existence for three years. This group meets with the top management of CBS every three weeks and runs seminars for women and men which educates them about all the hidden sexism and racism (in our culture and the business world in particular) which tends to keep women and minorities out of sight and out of power. The Forum Steering Committee is discussing the possibility of initiating similar seminars ere at MIT. Interested in attending, or know of anyone you'd love to send? For more information, call x5856.

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Massachusetts Institute of Technology

PROGRAMS (12-1 p.m.)

April 7 (10-105)

Career Path Subgroup

Members of the Career Path Subgroup of the Working Group on Office-Clerical Issues will talk about the problems being addressed by their committee. They are particularly interested in listening to the ideas of Biweekly employees and would like to get reactions to their ideas.

April 14 (West Lounge, Student Center)

Ms. Alice Jeghelian

Ms. Jeghelian, Special Assistant to the President and Director of Affirmative Action at Boston College, will speak on her career which began at M.I.T. as a secretary.

April 22 (TUESDAY - 10-105)

Consciousness Raising Film

Bring your favorite supervisor to see this film and to take part in the discussion which will be lead by Brenda Ferriero.

Will ask the participants to see this film and to take part in the dinner expenses.

A Participants to see this film and to take part in the dinner expenses.

A Participants to see this film and to take part in the dinner expenses.

Vol. 2, No. 6 April, 1975

April 27 (SUNDAY, 7:00 p.m., 10-105)

Dr. Rosemary Ruether, distinguished author of Religion and Sexism:

Images of Women in the Jewish and Christian Traditions and Professor of Theology at Howard University, will speak on "Matriarchy and the Mastery of Nature." (See note on dinner reservations.)

April 28 (10-105)

Hayes Classification Study

Participants in the Hayes Study benchmark and functional committees will discuss the results of this recently completed classification system for administrative positions.

Reservation Needed for Ruether Dinner

Dr. Ruether will speak on Sunday, April 27 beginning at 7:00 p.m. Those wishing to attend are asked to call Claudia Liebesny (3-1595) or Connie Parvey (3-2325) by Tuesday, April 22, to make reservations for the light supper. We will ask the participants to share the dinner expenses.

Participative Management

At the March 3rd Forum meeting, members of the Office of Personnel
Development (OPD) discussed participative management and how it works in their organization. A participative group is one which determines its own work, subject to external constraints. One example of an external constraint would be the reason for the group's existence. In this case, the group exists to provide personnel development services; it could not decide to teach biology or statistics courses instead.

There are three characteristics of participative group. First, supportive relationships develop among the members. Workloads are shared, allowing each member to reach her/his potential. Second, higher performance goals are set and met by the group for itself than would normally be expected of the group by the traditional manager. And third, the group makes its own decisions and supervises itself. Leadership flows within the group depending upon the task and the expertise of the members.

In the first year of its use, the participative management style takes more time than a traditional hierarchical style; it must be cultivated. Group members must learn to be supportive, to give each other feedback. After the initial learning period, the method requires less time and the manager may experience a substantially diminished work load. The role of the manager typically becomes that of an intermediary or liaison with other groups. Of course she/he is still ultimately responsible for the accomplishments of the group.

ning a participative management oup within M.I.T. has not created problems for OPD, according to the Yagodkas. Several other organizations on campus are now trying this new style. The Co-directors are more than willing to work with other groups who would like to adopt this plan. However, in order to be successful, the management involved must be totally committed to the program. Although studies have shown that managers gain rather than lose influence and their organizations run more efficiently, they are often reluctant to try such an arrangement because they must give up their positions of authority.

MARY P ROWE

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Special Assistant for Women and Work

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Massachusetts Institute of Technology

PROGRAMS (12-1 p.m.)

May 19 (10-105)

Patricia A. Garrison, Assistant to the Equal Employment Opportunity Officer at M.I.T., will speak on the topic, "Affirmative Action: What Is It?"

May 27 (Tuesday)

 $\underline{\text{John}}$ $\underline{\text{A.}}$ $\underline{\text{Currie}}$, Director of Finance at M.I.T. will talk about the new "task budgeting" concept.

June 20, 21, 22

Talbot House Retreat in Woodstock, Vermont (see article this page).

JUNE?????????

The Forum begins its summer schedule in June. Planning meetings will be held every Monday at 12, in the Killian Court. Programs will not be held weekly but will be announced in the Calendar of Events section of TECH TALK. Watch for programs on the Hayes Classification Study, Women in Engineering, and others!

Vol. 2, No. 7 May-June, 1975

TALBOT HOUSE WEEKEND

The Women's Forum Steering Committee has reserved Talbot House in Woodstock, Vermont, for the weekend of June 20-22. We will use the weekend to plan for the future of the Women's Forum at M.I.T. Some of the topics on the agenda are the following: a redefinition of our goals, changes in the composition of the Steering Committee, programs for next year, our budget and an expanded newsletter.

We have planned this event also because we would like to get to know each other better, in a less rushed atmosphere than is afforded in our weekly, lunchtime meetings.

Talbot House, set in a beautiful area, is a comfortable home which exists for M.I.T. groups to hold seminars in a relaxed, country atmosphere. The land is beautiful and the food excellent.

Anyone who would like to spend this weekend at Talbot House should contact Gay Warner at extension 3-5831 <u>before</u> May 31, 1975. There is a maximum of 24 people. The cost per person will be about \$16.00, including 2 nights and all meals.

CONSCIOUSNESS RAISING PROGRAM

The Women's Forum consciousness raising program was held on Tuesday, April 22. The Bush Room was filled with men as well as women, due in part to our promotional article in TECH TALK urging women to invite the "boys" they work with to the meeting.

The program started with a slide presentation, TURNABOUT, which depicted familiar situations in which women are discriminated against, but with the typical male/female roles reversed. Women were shown, for example, in management positions while men were as responsible for housework and care. The events depicted were so common and the discrimination so subtle or ingrained at times, that some of the women present had not previously recognized all of the problem areas.

Following the slides was a discussion—at times close to heated—about the problems women (and men) face and how women and men are treated differently in our society. Hopefully, everyone left a little more enlighted than s/he came.

The Forum would like to repeat the program and sponsor others like it as part of its future programming. If you have any ideas or suggestions on this topic or any comments on Tuesday's program, please contact Brenda Ferriero, 39-564, extension 3-4102. Or better yet, bring your thoughts to a Steering Committee meeting, Wednesday at noon in the Cope Room (18-491) or to the Talbot House retreat.

PROGRAM IDEAS

Anyone who has a program suggestion should call Claudia Liebesny, 3-1595, or Allison Platt, 3-5856.

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MARY P. ROWE Special Assistant for Women and Work

WOMEN'S FORUM NEWSLETTER Special edition December, 1975

Massachusetts Institute of Technology

The Women's Forum is issuing a special newsletter to invite all women at MIT to participate in our activities and to solicit suggestions for future projects. This year, instead of sending out a monthly newsletter to all women, the Forum is publishing weekly activities in the SOJOURNER, a newly formed MIT women's newspaper. However, we have heard that some women are not aware of this change and that there has been some difficulty in the distribution of SOJOURNER, now hopefully resolved. We have missed some familiar faces at our meetings. We hope this special newsletter will encourage both old and new members to join our activities. Most of this letter is devoted to our activities during IAP. We feel that we are offering an exciting and diverse program. For the months after IAP, please remember to pick up SOJOURNER in the Information Office in the lobby of Bldg. 7 on the 15th day of the month for the activities of the following month. Please save and post the calendar of events. meetings will also be listed each week in TECH TALK.

An important issue we would like to call to your attention is that of a Women's Center at MIT. The Forum feels that we should provide opportunity for discussion in order to keep the issue open and alive. The Steering Committee is currently trying to form groups of women interested in visiting women's centers at other universities.

WOMEN'S FORUM PROGRAMS FOR IAP

Women in Philosophy - Professor Judith Thomson of the MIT Philosophy Dept. will speak on Jan. 5 at noon in the Bush Room (10-105). Judy came to MIT from Barnard College and was one of the first tenured women faculty at the Institute. We have asked her to tell us about women in philosophy, a little bit of history, why there are so few women in the field and anything else she would like to share with us. This is a particularly

good opportunity for women students to hear one of MIT's outstanding women faculty.

Discussion Leadership Workshop -Led by Adam and Maureen Yagodka, this workshop is primarily intended for women interested in leading discussion groups. The number will be limited to 20. If you are interested, obtain an application form from Betty Campbell, Rm. 24-017, X3-6067. The first meeting will be Jan. 6 at noon in Rm. 4-149.

Women's Health Week - During the week of January 19-23, the Forum will present noontime programs dealing with various aspects of women's health. For questions, contact Camille Motta, Rm. 14E-210, X3-7137. The schedule is as follows: Jan. 19, Bush Rm. (10-105), 12:00-1:30 - Slide show and discussion of "What a good gyn exam is", presented by the women's Community Health Center. Jan. 20, Marlar Lounge (37-252), 12:00-1:30 - Esther Rome from the Boston Women's Health Collective (Authors of Our Bodies Ourselves) will speak on "Menstrual problems and vaginal infections" and have available a pamphlet that she has put together offering advice on menstrual pains. In addition, Emily Culpepper will show her film, "Period Piece".

Jan. 22, Rm. 3-446, 12:00-1:30 -Wendy Midgely and Fanny Guterman will speak on "Obesity and behavior modification" and present results from clinics they have run. There will also be handouts on the subject. + Jan. 23, Emma Rodgers Rm. (10-340) -Open meeting and discussion on "How women can handle work stresses". Dr. Rochelle Friedman, psychiatrist from the MIT Medical Dept., will be present. la:00 - 1:30

Gay Warner Memorial Lectures - We would like to call particular attention to this offering as iristhe first of the Annual Gay Warner Memorial Lectures. Because of Gay's concern for people and her active involvement in women's issues at MIT, the Women's Forum Steering Committee (of which Gay was a member) decided that lectures on topics of particular interest to women were the most appropriate way to honor her .memory. Gay had attended seminars and courses led by DeAnne Rosenberg and was very excited about the new techniques and ideas that she was learning. She was planning to invite DeAnne to speak at a Women's Forum meeting when her untimely and tragic death occurred. Therefore, the Steering Committee

felt the best possible choice for the first memorial lecture was DeAnne Rosenberg.

DeAnne Rosenberg, nationwide lecturer and independent management consultant will speak to women and men on career issues of concern to both sexes. Topics to be covered Jan. 20 include career planning, resume development, self-selling, and chauvinism. The Jan. 21 lecture will cover assertiveness training and concepts of risk and power. Coffee and doughnuts will be available 5-5:30; lectures and questions will be from 5:30-7:30. Contact Brenda Ferriero, Rm. 39-564, X3-4102, for questions.

Massachusetts Equal Rights
Amendment - Members of the
Committee to ratify the Massachusetts State Equal Rights
Amendment will discuss the amendment, explain the need for a state amendment, and answer questions. The meeting will be Jan. 26, from 12:00-2:00 in the Bush Rm. (10-105). Contact Betty Campbell, Rm. 24-017, X3-6067, for information.

STEERING COMMITTEE

The Women's Forum Steering Committee welcomes new members. Meetings are Wednesdays from 12:00-1:00 in Rm. 18-583.

Current members are:

Dorothy Bowe 5-119 X3-4971

Betty Campbell 24-017 X3-6067

Jane Claffey 56-310 X3-6720

Sylvia Darrow 20C-025 X3-6062

Brenda Ferriero E52-028 X3-3859

Linda Hall 16-717 X3-6743

Ruth Hobbs 9-215 X3-4962

Judith Kildow 5-214 X3-5310

Camille Motta 14E-210 X3-7137

Mary Pinson 10-342 X3-3656

* Rosenberg lectures will be held in the Sala de Puerto Rico, Student Center. The Women's Forum would like to call your attention to other IAP events of particular interest to women. Please consult the IAP guide for specific information.

Women's Close-Harmony Singing The first meeting will be Jan. 6 at 7:00pm in the S.H. Crafts Lounge. Contact Alison Kohler, X5-6669, S.H. Nichols 303.

Blue Collar Women - 3 weekly meetings of 1 hour each beginning Jan. 5 at 10:00 in E52-151.
Contact Lynn Sanker, 237-0383.

Gettin' Our Share: Women and Money - The meeting will be Jan. 14 from 5:30-7:30 in 3-343. Contact Anni Bruckner and Mary Heinking, X5-6229, E.C. HA214.

Upward Mobility of Women in Management - Meeting is Jan.

22 from 2:00-4:00 in E52-461.
Contact Prof. Phyllis Wallace and Prof. Lotte Bailyn, X3-7169, E52-553B.

Women in the Political World - Meetings are Jan. 20 and 22 from 3:00-4:30. Contact Robin Reenstra and Patricia Hanratty, 646-7754.

Women's Writing Workshop - Meetings are Jan. 6 - 23 at 10:00 in 14E-307. Contact Margo Nash and Betsy Sholl, X3-7894, 14E-310B.

The Family in Today's Society - The group will be limited to 20 people on a first-come-first serve basis. Pre-registration is required. Meetings are Jan. 8, 22, and 29, from 1:00-3:00 in 4-156. Contact Nancy Russell, X3-1592, 4-144.

Sex Roles: Film Series and Discussion - The films are tentatively scheduled for 7:00pm in 14-0615 as follows: Jan. 5 - "How to Make a Woman" Jan. 7 - "Men's Lives"

Jan. 12 - "Growing Up Female: Six Becomes One"

Jan. 14 - "Living with Peter M. Weinstein"

Jan. 19 - "Marty"
Jan. 21 - "Joyce at 34"
Jan. 26 - "Girls at 12"

Contact Alison Kohler, \$5-669, Brian Smith, \$3-6203, or Charna Garber, \$3-1627.

The Beautiful Machine - Maggie Lettvin and the teachers from "Self Designed Fitness Class". To register for classes, drop a note to Maggie, MIT Athletics Dept. All classes will run throughout IAP from 1:00-2:00 in the Student Center. 50¢ per meeting will be charged.

Out-of-Shape Women - Meetings will be Mondays in the Mezzanine Lounge.

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MARY P ROWE 10 215

WOMEN Massachusetts Institute of Technology **NEWS**

WOMEN'S FOR'M NEWSLETTER Special Edition April, 1976

The Women's Forum would like to take this opportunity to invite all women at MIT to the remaining programs of the 1976 school year.

Monday, April 12

Long Range Financial Planning for Women

Do you unat to plan future vacations? A return to school? A vacation home? A carefree retirement? Naybe even an early retirement? But you need the money saved to do it. (ome to learn how to plan ahead to make your money work for you so you can enjoy the good life.

Discussion lead by Iris Taylor Schnitzer, financial counselor.

Tuesday, April 20 Open Discussion

Discussion topic will be programs for the coming year. Possibilities include workshops on women's self-image, assertiveness training, and fact gathering on the image of women in advertising; rap sessions on work stress; other ideas? (ome and bring yours.

Monday, April 26 (tentative)**

How Serious is the Search?

A dramatization of the affirmative action "serious search" procedure will be presented. Discussion lead by Pat Garrison, EEO Officer, will follow the dramatization.

Monday, May 3

Work Stresses: A Rap Session

Continuing discussion of problems uponen face in the work situation.

People with specific problems - hypothetical or real - who would like input from other MIT women are especially welcome.

Monday, May 10

"Betty Tells Her Story"

A film by Diane Brandon

"revealing in a subtle and
moving way the fact that our
society puts undue emphasis on a
certain standard of outward
physical beauty and what this can
mean to those who don't conform
to that standard." Followed by a
discussion of what action we might
take to combat this situation

MIT Women's Formu programs are listed each week in TECH TALK under Community Meetings. Monday, May 17 (tentative)

What is a Grievance Procedure?

A discussion of various grievance procedures. Speakers and program format to be announced.

Monday, May 24 (tentative)**

See Dick's (an! See Jane's Doll

A children's Librarian will

discuss sexism in children's

literature.

STEERING COMPITTEE

The Women's Forum Steering (ommittee welcomes new members. Meetings are held every Wednesday from noon to 1pm in Room 18-491. Please join us.

Current members are:

5-119	x3-4971
24-017	×3-6067
56-310	x3-6720
13-2137	x3-6840
20(-025	×3-6062
39-575	x3-4102
16-717	x3-6743
9-215	x3-4962
5-214	×3-5310
7-201	x3-4943
148-210	×3-7137
10-342	×3-3656
10-211	×3-5446
	24-017 56-310 13-2137 20(-025 39-575 16-717 9-215 5-214 7-201 148-210 10-342

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